



# Sustainable Development Goals





Maple Leaf Foods’ sustainability strategy is well aligned with the United Nations 17 Sustainable Development Goals (SDGs). The SDGs are an urgent call to action by the United Nations for social, environmental and economic progress globally by 2030. These goals provide a universal and visionary framework for all countries, governments, companies and individuals to proactively address global challenges and implement strategies to improve health and education, reduce inequality, encourage economic growth and tackle climate change.

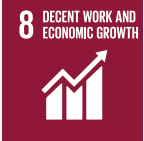

Given the nature of our business, we have identified the following SDGs that Maple Leaf Foods has the greatest potential to contribute to:

Sustainable Development Goal	Target Alignment	How Maple Leaf Foods Contributes
<p><b>Sustainable Development Goal 2: Zero Hunger</b></p> 	<p><b>2.1.</b> By 2030, end hunger and ensure access by all people, in particular the poor and people in vulnerable situations, including infants, to safe, nutritious and sufficient food all year round</p> <p><b>2.4.</b> By 2030, ensure sustainable food production systems and implement resilient agricultural practices that increase productivity and production, that help maintain ecosystems, that strengthen capacity for adaptation to climate change, extreme weather, drought, flooding and other disasters, and that progressively improve land and soil quality</p>	<ul style="list-style-type: none"> <li>✓ Our registered charity is the Maple Leaf Centre for Action on Food Security. The Centre’s goal is to reduce food insecurity by 50% by 2030.</li> <li>✓ We have and continue to improve nutrition by renovating our Maple Leaf® brand products to include simpler, natural and fewer ingredients</li> <li>✓ Executing our ongoing strategy to make our meat and plant-based protein portfolio more accessible, affordable and healthy</li> <li>✓ Supporting sustainable agriculture initiatives through our carbon management strategy</li> </ul>
<p><b>Sustainable Development Goal 5: Gender Equality</b></p> 	<p><b>5.1.</b> End all forms of discrimination against all women and girls everywhere</p> <p><b>5.5.</b> Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life</p>	<ul style="list-style-type: none"> <li>✓ Executing our comprehensive diversity and inclusion strategy aimed at achieving an inclusive and diverse workplace <ul style="list-style-type: none"> <li>• Our goal is to achieve gender parity at the manager level and up by 2022</li> </ul> </li> <li>✓ Internal Employee Resource Groups: Women’s Impact Network and Women in Manufacturing</li> <li>✓ We created a “Women in Leadership” program that is provided to senior and high-potential women facilitated by the Ivey School of Business at Western University</li> <li>✓ We held gender and diversity training sessions for all executive and senior leadership</li> </ul>


# Sustainable Development Goals (cont.)

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<p><b>Sustainable Development Goal 6: Clean Water and Sanitation</b></p> 	<p><b>6.3.</b> By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally</p> <p><b>6.4.</b> By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity</p>	<ul style="list-style-type: none"> <li>✓ Our goal is to reduce our water intensity (per 1,000 kg of finished product) by 50% by 2025</li> <li>✓ We are executing water conservation and efficiency projects across our operations</li> </ul>
<p><b>Sustainable Development Goal 7: Affordable and Clean Energy</b></p> 	<p><b>7.3.</b> By 2030, double the global rate of improvement in energy efficiency</p>	<ul style="list-style-type: none"> <li>✓ Our goal is to reduce our energy intensity (per 1,000 kg of finished product) by 50% by 2025</li> <li>✓ We set science-based targets approved by the Science Based Targets initiative to reduce our absolute Scope 1 and 2 GHG emissions by 30% by 2030 and our Scope 3 GHG emissions by 30% by 2030</li> <li>✓ We became a carbon neutral company in 2019 and are investing in wind power renewable energy credits (RECs) in North America</li> <li>✓ We are executing energy reduction and efficiency projects across our operations</li> </ul>



# Sustainable Development Goals (cont.)

Sustainable Development Goal	Target Alignment	How Maple Leaf Foods Contributes
<p><b>Sustainable Development Goal 8: Decent Work and Economic Growth</b></p> 	<p><b>8.5.</b> By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value</p> <p><b>8.8.</b> Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment</p>	<ul style="list-style-type: none"> <li>✓ “Our Safety Promise” is our commitment to promoting a safe and secure working environment for all workers</li> <li>✓ We have a comprehensive Occupational Health and Safety strategy and management system to promote safe and secure work environments for all workers</li> <li>✓ We strive for zero occupational injuries in the workplace</li> <li>✓ Our goal is to achieve 100% completion of annual safety and health accident reduction plans by all sites</li> <li>✓ Our goal is to achieve 100% of external safety audits</li> <li>✓ We are executing our diversity and inclusion strategy aimed at achieving a safe, inclusive work environment for employees to be their authentic selves</li> <li>✓ We have developed a comprehensive Diversity and Inclusion Blueprint that defines how we will address systemic and cultural barriers to create an environment where people feel valued, represented and able to thrive</li> </ul>
<p><b>Sustainable Development Goal 9: Industry, Innovation and Infrastructure</b></p> 	<p><b>9.4.</b> By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities</p>	<ul style="list-style-type: none"> <li>✓ We are executing building and equipment retrofits across our operations to make our facilities more sustainable and efficient</li> </ul>



# Sustainable Development Goals (cont.)

Sustainable Development Goal	Target Alignment	How Maple Leaf Foods Contributes
<p><b>Sustainable Development Goal 10: Reduced Inequalities</b></p> 	<p><b>10.2.</b> By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status</p> <p><b>10.3.</b> Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory policies and practices and promoting appropriate legislation, policies and action in this regard</p>	<ul style="list-style-type: none"> <li>✓ We are executing our comprehensive diversity and inclusion strategy aimed at achieving an inclusive and diverse workplace               <ul style="list-style-type: none"> <li>• Our goal is to achieve gender parity at the manager level and up by 2022</li> </ul> </li> <li>✓ We have developed a comprehensive Diversity and Inclusion Blueprint that defines how we will address systemic and cultural barriers to create an environment where people feel valued, represented and able to thrive</li> <li>✓ We created a “Women in Leadership” program that is provided to senior and high-potential women facilitated by the Ivey School of Business at Western University</li> <li>✓ We held gender and diversity training sessions for all executive and senior leadership</li> <li>✓ We developed internal Employee Resource Groups, including:               <ul style="list-style-type: none"> <li>• Women’s Impact Network</li> <li>• Women in Manufacturing</li> <li>• Pride &amp; Allies</li> <li>• Multi-CAN (Cultural Advocacy Network)</li> </ul> </li> </ul>


# Sustainable Development Goals (cont.)

Sustainable Development Goal	Target Alignment	How Maple Leaf Foods Contributes
<p><b>Sustainable Development Goal 12: Responsible Consumption and Production</b></p> 	<p><b>12.3.</b> By 2030, halve per capita global food waste at the retail and consumer levels and reduce food losses along production and supply chains, including post-harvest losses</p> <p><b>12.5.</b> By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse</p> <p><b>12.6.</b> Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle</p> <p><b>12.7.</b> Promote public procurement practices that are sustainable, in accordance with national policies and priorities</p>	<ul style="list-style-type: none"> <li>✓ Our goal is to reduce food loss and waste by 50% by 2025</li> <li>✓ Our goal is to reduce solid waste intensity by 50% by 2025</li> <li>✓ Our registered charity is the Maple Leaf Centre for Action on Food Security. The Centre's goal is to reduce food insecurity by 50% by 2030.</li> <li>✓ We have and continue to improve nutrition by renovating our Maple Leaf® brand products to include simpler, natural and fewer ingredients</li> <li>✓ We have integrated sustainability into our Operational Excellence System that is focused on eliminating waste</li> <li>✓ We are supporting sustainable agriculture initiatives through our carbon management strategy</li> </ul>
<p><b>Sustainable Development Goal 13: Climate Action</b></p> 	<p><b>13.2.</b> Integrate climate change measures into policies, strategies and planning</p>	<ul style="list-style-type: none"> <li>✓ Our Purpose and Blueprint highlight our vision and strategies to embed sustainability (including climate action) across our business</li> <li>✓ We are executing our carbon management strategy</li> <li>✓ We set science-based GHG targets approved by the Science Based Targets initiative</li> <li>✓ We achieved carbon neutrality in 2019</li> <li>✓ Our goals are to reduce our environmental footprint (energy, water, solid waste) intensity (per metric tonne of finished product) by 50% by 2025 (2014 baseline)</li> </ul>

# Sustainable Development Goals (cont.)

Sustainable Development Goal	Target Alignment	How Maple Leaf Foods Contributes
<p><b>Sustainable Development Goal 15: Life on Land</b></p> 	<p><b>15.1.</b> By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligations under international agreements</p> <p><b>15.2.</b> By 2020, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally</p>	<ul style="list-style-type: none"> <li>✓ We are investing in credible forest conservation projects that promote sustainable forestry practices and protect and restore forests in North America</li> </ul>
<p><b>Sustainable Development Goal 16: Peace, Justice and Strong Institutions</b></p> 	<p><b>16.3.</b> Promote the rule of law at the national and international levels and ensure equal access to justice for all</p> <p><b>16.5.</b> Substantially reduce corruption and bribery in all their forms</p> <p><b>16.6.</b> Develop effective, accountable and transparent institutions at all levels</p> <p><b>16.7.</b> Ensure responsive, inclusive, participatory and representative decision-making at all levels</p>	<ul style="list-style-type: none"> <li>✓ We have a Code of Business Conduct to ensure that Maple Leaf and its employees demonstrate the highest standards of ethics and integrity in all business activities and applies both to how Maple Leaf conducts its internal affairs and to how each Maple Leaf business conducts its dealings with customers, suppliers, competitors and the communities in which we operate</li> <li>✓ We have a zero-tolerance policy towards corrupt behaviour or bribery</li> <li>✓ We are executing our diversity and inclusion strategy aimed at achieving a safe, inclusive work environment for employees to be their authentic selves</li> <li>✓ We have developed a comprehensive Diversity and Inclusion Blueprint that defines how we will address systemic and cultural barriers to create an environment where people feel valued, represented and able to thrive</li> </ul>

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Sustainable Development Goal	Target Alignment	How Maple Leaf Foods Contributes
<p><b>Sustainable Development Goal 17: Partnerships for the Goals</b></p> 	<p><b>17.16.</b> Enhance the global partnership for sustainable development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the sustainable development goals in all countries, in particular developing countries</p> <p><b>17.17.</b> Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships</p>	<ul style="list-style-type: none"> <li>✓ We have many government, industry and NGO partnerships to advance better food, better care, better communities and better planet goals</li> <li>✓ We promote collaborative efforts and sharing of information with supply chain, customers and competitors to advance goals</li> <li>✓ We are developing our Scope 3 decarbonization plan with suppliers</li> <li>✓ The Maple Leaf Centre for Action on Food Security focuses on community engagement and collaboration with food organizations</li> <li>✓ We are a part of the first Sustainability Link Loan in Canada – a partnership with nine global banks to encourage maintenance of carbon neutrality and reductions in emissions</li> </ul>

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