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Premium Brands



Healthy Planet, Healthy Food, Healthy People

ESG Report 2021

DISCLAIMER

This report is not intended to form the basis of any investment decision and should not be considered as a recommendation by Premium Brands Holdings Corporation (the “Corporation”) or any other person in relation to the Corporation’s business or the securities of the Corporation. This report is not, and nothing in it should be construed as, an offer, invitation or recommendation in respect of the securities of the Corporation, or an offer, invitation or recommendation to sell, or a solicitation of an offer to buy, any of the Corporation’s securities in any jurisdiction. Neither this report nor anything in it shall form the basis of any contract or commitment. This report is not intended to be relied upon as advice to readers or potential investors and does not take into account the investment objectives, financial situation or needs of any reader or investor. All readers and investors should consider such factors in consultation with a professional advisor of their choosing when deciding if an investment is appropriate.

REPORT SCOPE

This report is dated as of August 5, 2021 and, except as otherwise indicated, the information contained herein is provided for the calendar year ending December 31, 2020. This report does not include information with respect to the Corporation’s non-controlled entities except as otherwise indicated. All references to currency are in Canadian (CAD) dollars, except as otherwise indicated.

FOR MORE INFORMATION

For any questions, comments or concerns relating to this report or ESG at Premium Brands, please reach out to us at investor@premiumbrandsgroup.com.

FORWARD LOOKING STATEMENTS

This report contains forward looking statements with respect to the Corporation, including its business operations, strategy, goals, plans and objectives of or involving the Corporation. While management believes that the expectations reflected in such forward looking statements are reasonable and represent the Corporation's internal expectations and belief as of the date of the release of this report, there can be no assurance that such expectations will prove to be correct as such forward looking statements involve unknown risks and uncertainties beyond the Corporation's control which may cause its actual performance and results in future periods to differ materially from any estimates or projections of future performance or results expressed or implied by such forward looking statements. Forward looking statements generally can be identified by the use of the words "may", "could", "should", "will", "intend", "plan", "estimate", "anticipate", "believe" or "continue", or the negative thereof or similar variations. Forward looking statements in this report include statements with respect to the Corporation's expectations goals, targets and initiatives relating to: (i) nutrition; (ii) a Supplier Code of Conduct; (iii) a responsible marketing policy; (iv) food safety certifications; (iv) workplace incidents and worker safety; (v) diversity, equity and inclusion; (vi) greenhouse gas emissions; (vii) waste reduction; (viii) water usage; and (ix) energy reduction.

Forward looking statements are based on a number of key expectations and assumptions made by the Corporation, including, without limitation the expectations and assumptions outlined in the Corporation's MD&A for the 13 and 52 weeks ended December 26, 2020, a copy of which is filed electronically through SEDAR and is available online at www.sedar.com. Although the forward looking statements contained in this report are based on what the Corporation's management believes to be reasonable assumptions, the Corporation cannot assure readers that actual results will be consistent with such forward looking statements.

Forward looking statements involve significant risks and uncertainties and should not be read as guarantees of future performance or results. Factors that could cause actual results to differ materially from the Corporation's expectations are outlined in the Corporation's MD&A for the 13 and 52 weeks ended December 26, 2020. Readers are cautioned that the foregoing risks and uncertainties are not exhaustive.

Forward looking statements reflect management's current beliefs and are based on information currently available to the Corporation. Unless otherwise indicated, the forward looking statements in this report are made as of the date of this report and, except as required by applicable law, will not be publicly updated or revised. This cautionary statement expressly qualifies the forward looking statements in this report.

By the issuance of this report, the Corporation is not making any representation or warranty, express or implied, as to the fairness, accuracy, correctness, completeness or reliability of the information, opinions or conclusions expressed herein.

About Premium Brands

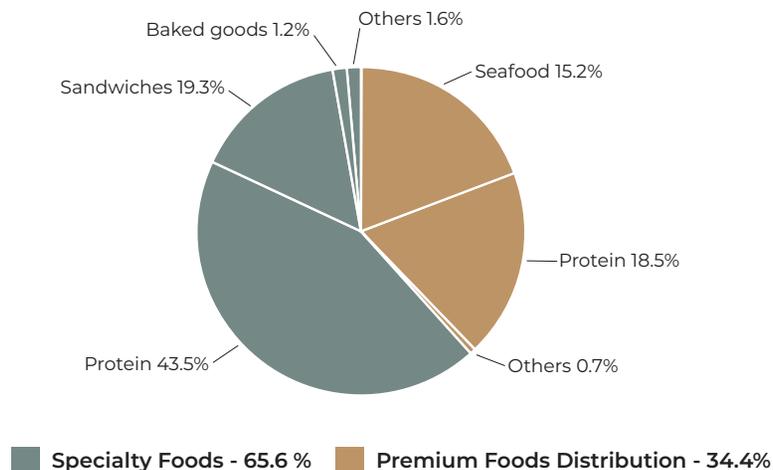
Since the founding of Premium Brands just over 20 years ago, our business plan has focused on acquiring and building specialty food businesses in partnership with talented entrepreneurial management teams that share our values and culture. Through shifting trends and an ever-changing landscape, this shared culture—rooted in entrepreneurship, social responsibility, innovation, sustainability, and operational excellence—has enabled us to consistently grow and strengthen our business while making positive contributions to the communities we are a part of, as well as the world at large.



78 production facilities and distribution centers



PRODUCT BREAKDOWN:



Two major reporting segments:
 SPECIALTY FOODS and PREMIUM FOOD DISTRIBUTION

Platforms:
 PROTEIN, SANDWICH, SEAFOOD, DISTRIBUTION, BAKERY, CULINARY

A Message from Our President & CEO

We are pleased to present our second annual Environmental, Social and Governance (ESG) report, which includes for the first time several formal objectives, including achieving net-zero greenhouse gas (GHG) emissions by 2030. Making the world a better place by responsibly sourcing, producing and distributing high-quality food products has been part of our DNA since the inception of our company.

The formal reporting of our ESG-related activities has, however, been a challenge due to the decentralized nature of our company. A core part of our business strategy is to leverage the passion, resourcefulness, and ingenuity of our talented management teams by empowering them to independently operate their respective businesses. Correspondingly, while we have strict capital allocation and financial reporting structures, it has largely been our shared culture and values, and not corporate

directives and mandates, that have driven the sustainability and social responsibility initiatives of our individual businesses. However, over the last year and a half, we have worked diligently to align many of the ESG objectives of our businesses, while staying true to our core values of entrepreneurialism and decentralized decision-making. The balancing of these objectives—the context of which needs to be considered when reading this report—has been challenging, but through much discussion and debate, we are making tremendous progress.

When Premium Brands was created back in the early 2000s, our primary goal was to create long-term shareholder value by disrupting and innovating the traditional food chain. We achieved this through the introduction of great-tasting, wholesome foods made with clean and healthy ingredients using traditional and sustainable production methods. Today, this perspective is

CONTINUED ON PAGE 6



...continued

equally applicable to help address many of the existential challenges that our world faces, including climate change, food insecurity, access to freshwater and soil degradation. Nutritious food produced in a sustainable manner is a cornerstone for building a world of healthier people and thriving communities.

We fully understand that solving many of today's complex ESG-related challenges will not be easy, but we are determined and committed to be a leader on this front. Over the last year, we have made significant progress towards this goal. A few of the achievements that I am particularly proud of are:

- The response of our businesses to the pandemic and, in particular, how they as providers of an essential service were able to meet the needs of their communities, while being leaders in the implementation of employee health and safety protocols and processes;
- Our acquisition of **Clearwater Seafoods** through a 50/50 partnership with seven Mi'kmaq First Nations. This is truly a historic transaction as it represents the single largest investment in the Canadian seafood industry by an Indigenous group;
- The continued development of our female executives with three very talented women being promoted to new leadership roles; and
- The development of a new diversity, equity and inclusion training program that all of our executives will attend over the coming year.

ESG reporting and the principles behind it are deeply rooted in our values and founding principles. We fully embrace its importance and utility; correspondingly, our ESG processes are not box-ticking exercises. We have always aspired to be a force for good in the world and transparent ESG reporting that holds us accountable to this goal is a natural progression in formalizing our efforts. With this in mind, we are committed to sharing with you both our achievements as well as our disappointments and struggles. We know that we have a lot of work to do, but as I look around at all the talented people that make up our company, I have no doubt that we will once again rise to the occasion.

George Paleologou

President & CEO, Premium Brands



Management Approach

Premium Brands is committed to strong ESG governance and our approach to sustainability is a cross-functional effort that is integrated into our corporate and business strategies.

ESG GOVERNANCE

ESG Committee

Our corporate ESG committee is comprised of our CEO, CFO and various executives from across our businesses who collaborate to drive ESG strategy and initiatives for Premium Brands.

Board Oversight

Our board-level Corporate Governance and Nominating Committee oversees all aspects of our formal ESG reporting processes and meets with the ESG committee on a quarterly basis.

ENTREPRENEURIAL CULTURE

Our decentralized management structure and entrepreneurial culture have always been key drivers of our success. Correspondingly, each of our businesses develops its own unique ESG programs that align with its individual business strategies. This autonomy is reconciled and integrated into our corporate objectives, including those relating to ESG, using a variety of governance tools including:

- Monthly reporting and semi-annual ESG strategy meetings with the corporate ESG committee
- Quarterly financial review and business strategy sessions
- Quarterly group innovation calls and annual leadership conferences
- Regular internal audits and compliance certifications

OUR APPROACH

STANDARDS & FRAMEWORKS

United Nations Sustainable Development Goals (SDGs)

We recognize the importance of collective action for sustainable development and have aligned our sustainability strategy with the SDGs' agenda and targets (see pages [9](#), [16](#), [22](#), [30](#)).

Sustainability Accounting Standards Board (SASB) Standards

For our SASB disclosure, please see [Appendix D](#).

Global Reporting Initiative (GRI) Sustainability Standards

For our GRI disclosure, please see [Appendix E](#).

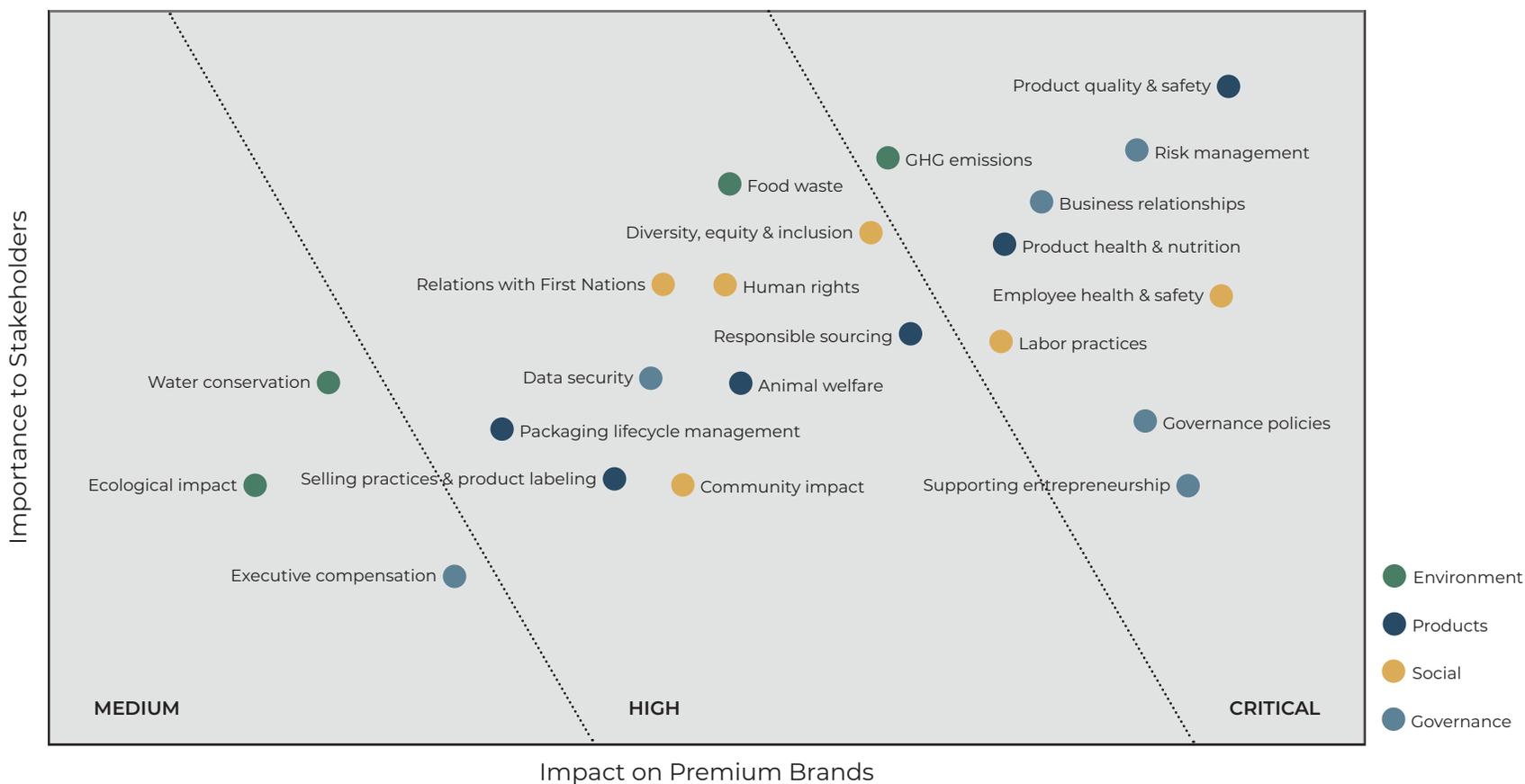
GOVERNANCE POLICIES

Our corporate governance policies follow best practices and provide a framework for ensuring we all act in the best interests of our company, our stakeholders and within the requirements of the law. These [documents](#) include our:

- Code of Business Conduct
- Audit Committee Charter
- Certificate of Arrangement
- Board Diversity Policy
- Majority Voting Policy
- Anti-Hedging Policy
- Bylaws
- Mandate for the Board of Directors
- Compensation & HR Committee Charter
- Whistleblower Policy & Ethics Hotline
- Employment Equity & Diversity Policy
- Executive Recoupment Policy
- Terms of Reference for Chairman of the Board
- Corporate Governance & Nominating Committee

Stakeholder Engagement & Materiality

Our stakeholders include shareholders, employees, suppliers, customers, trade unions, capital sources, industry associations, government, NGOs and our local communities. Determining what matters most to them through thoughtful and purposeful discussion plays an important part in our process for setting ESG objectives. In 2020, through these discussions, along with industry benchmarking, trend analysis and expert consultation, our ESG committee identified and prioritized the following as material concerns for our business:





Nutritious Food

Creating and maintaining a healthy world starts with producing high-quality foods that are nutritionally dense and made with wholesome ingredients using sustainable production methods. From the beginning, this outlook has been core to our business strategy and has driven us to disrupt and innovate targeted segments of the food industry.

In this section:

[Nutrition](#)

[Responsible Sourcing](#)

[Product Transparency](#)

[Food Safety](#)

United Nations Sustainable Development Goals (UN SDG) Alignment:



Nutrition

We are driven by the desire to provide consumers with nutritious, satiating products made with natural, wholesome ingredients and are working diligently to expand our portfolio of innovative healthy products to meet all lifestyles and dietary needs including gluten-free, allergen-free, zero sugar, no trans fats, and low sodium.

Premium Brands' Nutrition Priorities:

- ✓ Great-tasting, wholesome products
- ✓ Simple, healthy ingredients
- ✓ Minimal use of artificial preservatives, colors and flavors
- ✓ Sustainable and responsible production methods



Goals and commitments	Progress
Continue to simplify ingredient lists including minimizing the use of artificial preservatives, colors and flavors in our products	Tracking through 2021
Increase the number of our branded products with science-based, health-focused attributes	Tracking through 2021



Plant Protein

As global consumption of animal protein continues to increase, we are well-positioned to meet this growing demand with natural, wholesome products produced using sustainable and responsible practices; however, we also recognize the growing need for, and importance of, plant-based protein products. As we navigate through this emerging market segment, we have found that many of the recently introduced plant-based protein products include highly refined and complex ingredients that are inconsistent with our vision of producing great-tasting, wholesome foods.

Correspondingly, our plant-based protein product strategies differ from many of the current market leaders. We focus on using our innovation capabilities to develop unique products that taste great, but are made with simple, wholesome ingredients, such as the Chipotle black bean burger recently introduced by our **Belmont Meats** business.



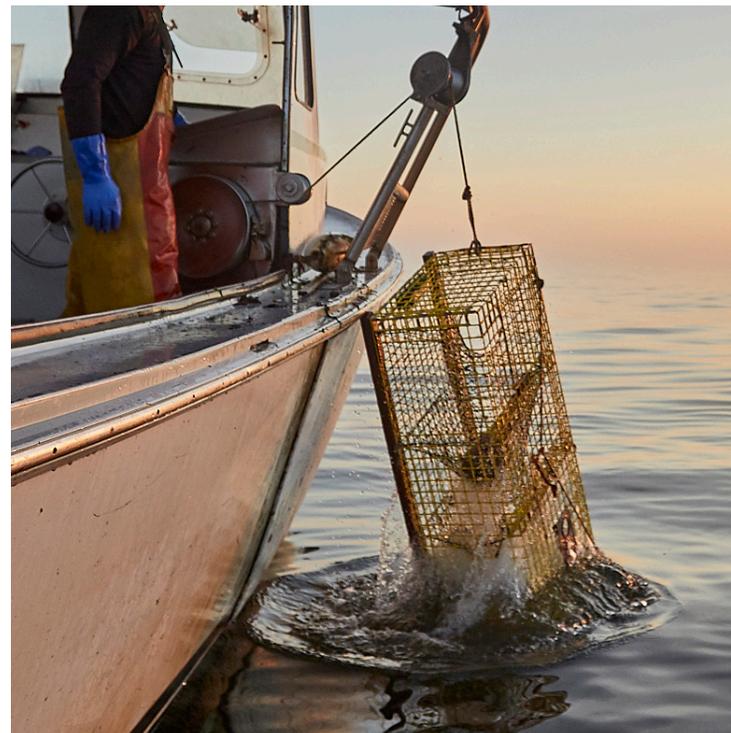
Responsible Sourcing

We are committed to sourcing product ingredients in a responsible and ethical manner and doing all we can to ensure our values and principles are adhered to across our supply chains. Our supplier relationships often go back many years, sometimes decades, and have been developed based on paying fair prices and having common values such as industry-leading commitments to:



- Regulatory and legal compliance
- Human rights and ethical standards
- Employee health and safety
- Food safety and quality
- Animal welfare standards
- Environmental stewardship

As part of our approval process for all major suppliers, we are committed to a best practice approach that includes in-person plant inspections, background checks, regulatory compliance (e.g. [CFIA](#), [USDA](#), [USDC](#)), and third-party certifications (e.g. [GFSI](#), [Organic](#), [Ocean Wise](#), [MSC](#)).



The ethical sourcing of our raw materials, ingredients and products is our way of doing the right thing for our partners, our communities and our planet.

- Tony D'Odorico, President, Centennial Foodservice





Building resiliency into our supply chains has always been a core part of our procurement strategies. To us, the tradeoff of incurring additional costs to ensure we can meet the needs of our stakeholders makes good business sense and is consistent with our approach of prioritizing value over cost. We will often incur additional expenses based on clearly defined strategies that build redundancy into and ensure the robustness of our supply networks. Trying to squeeze every penny out of a supply chain at the expense of resiliency may create short-term benefits, but generally, this undermines long-term value creation as inevitably disruptions occur that result in additional costs that far outweigh the short-term savings generated. Our experience over the past year has demonstrated this as we were able to manage through many of the pandemic-related supply chain disruptions experienced by other companies.

Goals and commitments

Progress

Formalize a Premium Brands' Supplier Code of Conduct by 2022

2021 initiative

To have all of our businesses implement the Premium Brands' Supplier Code of Conduct in 2022 (or within 12 months of being acquired)

2022 initiative

Grow our purchases of third-party sustainably certified seafood products by 15% by 2030

2020 baseline: 60% of seafood purchases

Transition to 100% cage-free eggs by 2025

2020 baseline: 70% of egg purchases



Animal Welfare

- We are committed to the humane treatment of animals and continuously improving animal welfare practices across our supply chain.
- We demand that all of our suppliers have zero tolerance for animal abuse or cruelty.
- In collaboration with our suppliers, we strive to demonstrate leadership and exceed industry regulations for animal welfare. As part of this effort, we fully support the globally recognized Five Freedoms of Animal Welfare framework, which establishes standards of animal care based on the following five principles:

1. **Freedom from hunger and thirst**
2. **Freedom from discomfort**
3. **Freedom from pain, injury and disease**
4. **Freedom from fear and distress**
5. **Freedom to express normal behavior**

To advance higher standards of animal care, several of our businesses have also developed formal animal welfare policies or introduced animal care standards into their supplier screening processes. Looking forward, we are in the process of developing a formalized Premium Brands Supplier Code of Conduct, which will incorporate these standards and best practices—this is targeted to be implemented by all our businesses in 2022.



In 2020, Premium Brands partnered with [Ocean Wise Seafood](#) with the common goal of growing our Ocean Wise recommended offerings. Ocean Wise Seafood is an ocean conservation program that empowers consumers and businesses to choose sustainable seafood options that support healthy oceans today and into the future.

Ireland's [Origin Green](#) program is the world's first national food sustainability program. The program offers on-farm assessments and assurance systems to ensure alignment with sustainable environmental and socio-economic practices. Our [Harvest](#) and [Hempler's](#) businesses source high-quality raw materials through this program.



Canada's organic standards are among the most recognized globally and are built on four fundamental principles: health, ecology, fairness, and care. Our [Yorkshire Valley Farms](#) certified organic products support over 14,000 acres of land being stewarded under certified organic practices that is not treated with synthetic fertilizers, pesticides, herbicides, or chemicals.

We believe in the symbiotic relationship of healthy soil, healthy food and healthy humans. We are passionate about regenerative agricultural practices and their positive impact on soil health, biodiversity, water cycles, and climate resilience. Premium Brands recently became a member of [Regeneration Canada](#) in an effort to continue our learning about creating a global ecosystem of healthy, thriving communities in which regenerative land management cools the planet and feeds the world.



Product Transparency

We are encouraged by increasing consumer interest in their food and dietary practices and are committed to supporting them by clearly labeling ingredients, nutritional values, and other important attributes on all of our products. As advocates for clear and transparent labeling, our businesses are also committed to continuously improving the content of their product labels and to helping educate consumers on the quality of the food they are purchasing. To support our businesses' efforts, we have a dedicated resource, our Corporate Regulatory Manager, who provides them with expertise and assistance on the latest labeling regulations and industry best practices.

We are also committed to responsible marketing practices, and to this end, are in the process of developing a Premium Brands' responsible marketing policy in 2021, which we are targeting to have implemented by each of our brands in 2022.

KEY PRODUCT ATTRIBUTES

Some of the key attributes that we are focused on include:

ORGANIC
SUSTAINABLY SOURCED INGREDIENTS
ZERO SUGAR
RAISED WITHOUT ANTIBIOTICS
POULTRY RAISED CAGE-FREE
CAGE-FREE EGGS

Goals and commitments

100% compliance with all labeling requirements

Develop a responsible marketing policy with each of our brands in 2022

Progress

One recall in 2020 due to an undeclared allergen

On track



Food Safety

The introduction of pathogens, undeclared allergens and other contaminants into food supply chains poses significant potential health risks to consumers. Correspondingly, maintaining excellence in food safety is a top priority for us and we aspire to practice the highest standards of food safety in the world.

To ensure the safety of our products, all of our businesses have food safety and quality assurance (QA) teams that maintain rigorous food safety systems and internal control mechanisms, including Hazard Analysis Critical Control Points (HACCP) plans, which are the food industry's equivalent to ISO9000. At the corporate level, all critical food safety issues are reported directly to Premium Brands' CEO and CFO, as well as our Corporate Director of Operations who works with QA teams across our businesses to continuously assess food safety controls and address related risks and concerns.

Our food safety processes cover all elements of the production of our products, including raw material handling, processing, and the distribution of finished goods. To preserve the integrity of these standards and maintain compliance, our facilities are routinely inspected by independent industry experts for quality and safety via third-party and customer-initiated audits.

Goals and commitments	Progress
HACCP plans in place at 100% of food processing operations	Achieved for 2020
To have all our Specialty Foods segment's processing facilities certified under a GFSI certification by 2030	2020 baseline: 89% of processing facilities

GFSI Recognized Organizations

Most of our food processing operations adhere to industry-leading and world-renowned food safety management practices and standards certified by the Global Food Safety Initiative (GFSI). GFSI recognizes a number of certification programs that meet the GFSI benchmarking requirements including the Safe Quality Food Program (SQF), the British Retail Consortium Global Standards for Food Safety (BRCGS) and the Food Safety Systems Certification (FSSC 22000).

Certification / Inspection		% of facilities
GFSI*	SQF	48%
	BRCGS	16%
	FSSC 22000	2%
OTHER	Federal inspections	11%
	NSF / Local health authority	23%
Facilities third-party inspected		100%

*Most GFSI-certified facilities also include federal inspections

100%
OF OUR
OPERATIONS
HAVE HACCP
PLANS





People

We owe our success to the passionate, diverse and talented people that lead and operate our businesses—they are our single most important competitive advantage. Their talents and knowledge combined with our decentralized business model have enabled us to grow from a small regional company based in western Canada to one of North America's leading specialty food companies. Supporting, developing and protecting them has and always will be our top priority.

“When considering an investment in a new business, one of our key gating items is ensuring that the people and culture of the business fit with ours. Hence from the beginning, any business joining us is operated by highly talented and passionate people and led by a management team that gives top priority to treating their people right.”

- Will Kalutycz, CFO, Premium Brands

In this section:

[Worker Health & Safety](#)

[COVID-19 Response](#)

[Diversity, Equity & Inclusion](#)

United Nations Sustainable Development Goals (UN SDG) Alignment:



Worker Health & Safety

The health and safety of our employees is our highest priority. A major component of our health and safety strategy is promoting a culture where there is zero tolerance for shortcuts or cost-saving initiatives that sacrifice worker safety. Our values-based culture is the most powerful tool we have in helping our people make the right decisions. We back this up by encouraging our businesses to spare no expense in ensuring they maintain a safe and secure work environment.

Occupational Health and Safety (OHS) Committees

All of our businesses are required to have independent OHS committees or representatives at each of their facilities. They are responsible for continuously evaluating and identifying risks within the workplace and managing the systems and controls in place to maximize employee safety. Meetings with management are carried out on a monthly basis, at a minimum.

Near-Miss Reporting

Near-miss reporting is a valuable accident prevention tool that identifies safety risks. Reporting near-miss events in our facilities helps create a safety-first culture by investigating root causes, implementing additional controls, and avoiding preventable accidents and injuries.

Health & Safety Training

All new team members receive training specific to their roles including guidance on safety protocols in the workplace. Ongoing safety training is also provided to employees through in-house resources, as well as third-party consultants. In 2020, we logged approximately 33,500 health and safety training hours across our company.

Corporate Oversight

Premium Brands' Director of Operations, who reports directly to the CEO, is responsible for ensuring all our businesses have appropriate safety management and oversight processes in place and works with our OHS committees or representatives to ensure all safety concerns are fully addressed. On a quarterly basis, Premium Brands' CEO and CFO meet with each of our businesses to discuss employee safety performance relative to key metrics; and subsequently, review these metrics with Premium Brands' Board of Directors.



Goals and commitments	Progress
Implement near-miss accident reporting across all our businesses by 2022	Implemented at 57% of our businesses
Implement a "Safety Stars" employee recognition program that acknowledges employees exemplary work in improving health and safety in the workplace across all of our businesses by 2022	Implemented at 10% of our businesses
Implement an Employee and Family Assistance Program (EFAP) across all of our businesses by 2022	Implemented at over 80% of our businesses
Continuous reduction in OHS-related days absent while striving for zero-incident workplaces	2020 baseline: 3,713 OHS-related days absent



Mental Health

We recognize that no organization can limit their definition of health to just the physical and, correspondingly, are committed to caring for our employees' mental health. Some of the programs we have implemented or are in the process of implementing include:

- A Corporate Employee and Family Assistance Program (EFAP) that will be available to all our employees. The EFAP offers employees 24/7 access to a safe, confidential resource to manage stressful life circumstances.
- In September 2020, in collaboration with Premium Brands, [Coast Mental Health](#) of British Columbia announced its new e-mental health initiative. The program aims to address the significant impacts of the COVID-19 pandemic on mental health, beginning with a pilot project that focuses on the virtual delivery of cognitive rehabilitation programs to youth.
- In 2020, [Freybe Gourmet Foods](#) joined the Not Myself Today initiative, which helps companies build mental health-friendly workplaces.
- Many of our businesses have introduced Mental Health First Aid and mental health awareness training for their leadership teams.
- Other well-being and employee engagement initiatives implemented by our businesses include fitness and wellness challenges, free healthy snacks, and employee walking groups.



COVID-19 Response



\$7.5 MILLION
THANK YOU
BONUSES

\$5.5 MILLION
PROTECTIVE
EQUIPMENT



“As an essential business, shutting down our operations during the pandemic was not an option. Correspondingly, employee safety became one of our biggest challenges and highest priorities in 2020. It is also the challenge that best illustrates the value of our ecosystem. In the early days of the pandemic, there was significant uncertainty around proper protocols for keeping our employees safe. Because the behavior of the virus was not fully understood, expert guidance was changing regularly and at times was even conflicting. Using our PB Ecosystem, we set up weekly online calls among all of our business leaders to discuss issues around the pandemic and to share information. Best practices were quickly and effectively shared and helped to position our businesses as leaders in developing many new employee safety protocols, making our work environments as safe as possible. In the end, this challenge and our response to it greatly strengthened the relationships and cooperation among our companies and, in turn, has made Premium Brands stronger as a whole.

- **George Paleologou, President and CEO**
Premium Brands”



Diversity, Equity & Inclusion (DEI)

Every voice matters. We are committed to fostering an environment that accepts people for who they are and ensures they have equal opportunities to succeed and thrive. This perspective is not new to us—our culture is rooted in celebrating the entrepreneurial spirit and embracing independent thought. A more diverse and inclusive workplace fosters creativity and innovation through differing perspectives, stronger connections and open and honest debate.



Goals and commitments

Progress

Implement a DEI training program for senior executives that teaches strategies to positively address bias and encourage collaboration in the workplace, and have all of our senior executives attend the program throughout 2021

Implementation in 2021

Establish a corporate DEI committee in 2021 consisting of representatives from across our businesses who will oversee continuous improvement with respect to DEI in the workplace

Implementation in 2021

Establish a Women of PB program in 2021 consisting of a network of executives from across our organization that will oversee the development of mentorship, career planning and education initiatives that further enhance opportunities for women to advance within our company

Implementation in 2021

Complete workplace culture and employee retention assessments at each of our businesses by the end of 2022 in order to help identify any opportunities and improve our performance with respect to DEI

Began in 2020

Increase the participation rate for women within our senior executive teams across our organization to 30% by 2023 with the ultimate objective of 50% by 2035

Women currently represent 27% of our senior executives



“

Our workforce is a collective of different cultures, languages, races, nationalities, genders, orientations, disabilities, ages, skill sets and more. We have a responsibility to hold ourselves and each other accountable for embracing these differences and it is our goal that every team member, at every level, feels that they are respected, included, valued, and heard.

”

- Darcelle Thiara, Director, Corporate Relations & ESG, Premium Brands



Created a DEI framework that included establishing a Diversity and Inclusion Advisory Council, new recruitment and sourcing policies, revising management training programs, and educating executives on the foundational pillars of DEI.



Developed an outreach program with leaders in local immigrant communities in order to offer job opportunities to “New Mainers” recently immigrating to the United States.

“

We work with several local organizations to support a variety of initiatives in our community. These include OK2BME, who provide training and guidance on key practices for workplace inclusion, diversity and workplace allyship, and oneROOF Youth Services, who provide supportive housing and programs to at-risk youth in our region.

Trent Hilpert, President, Piller's Fine Foods

”



Launched a new Women in Leadership program which centers on the recruitment and advancement of women in segments of their business that have traditionally been male-dominated.





Environment

With the world's population projected to reach nearly 9.7 billion by 2050¹, it is critical that we all do our part to ensure our planet's resources are properly managed and can sustain future generations. Now, more than ever, we recognize that the natural resources of our planet are limited and that we need to find ways to do more with less. At Premium Brands, we are fully dedicated to doing what's right for our environment and the principle of sustainability is incorporated into every major capital and operating decision we make.

WE FULLY SUBSCRIBE TO THE BELIEF THAT WE SHOULD ALL TRY TO LEAVE THE EARTH A BETTER PLACE THAN WHEN WE ARRIVED. WE ALSO BELIEVE THAT WE CANNOT THRIVE PHYSICALLY AND MENTALLY IF THE ENVIRONMENT AROUND US IS UNHEALTHY.

United Nations Sustainable Development Goals (UN SDG) Alignment:



In this section:

[Climate Change](#)

[Marine Conservation](#)

[Land Conservation](#)

[Regenerative Agriculture](#)

[Waste Reduction](#)

[Water Conservation](#)

¹ UN Department of Economic and Social Affairs. Growing at a slower pace. [\(link\)](#)

Climate Change

Climate change is one of the biggest threats facing humanity today and a major risk to all businesses (see [Appendix B](#) and [Appendix C](#)). Correspondingly, companies have an essential responsibility to measure and minimize their carbon footprint. To assess our impact, we began measuring our carbon footprint in 2020, working with a third-party advisor to determine the annual emissions of CO₂ by each of our businesses. We are now in the process of building a framework for attaining net-zero GHG emissions by 2030, as well as aligning our emissions target with the criteria defined by the Science Based Targets Initiative ([SBTi](#)).

“

During 2020, our businesses implemented a variety of energy-saving projects, including the installation of LED lighting, heat recovery systems, and motion detection switches, resulting in tracked savings of approximately 3.5 million kWh.

- Will Kalutycz, CFO, Premium Brands

”

Goals and commitments	Progress
Net-zero GHG emissions by 2030 (scope 1 and 2)	2020 baseline: 78,970 metric tons CO ₂ e
25% reduction in our gross GHG emissions by 2030	2020 baseline: 78,970 metric tons CO ₂ e
Achieve SBTi approval of our GHG emissions target by 2024	Letter of commitment to be submitted in 2021

NET-ZERO BY 2030

Due to the nature of our business, purchasing carbon offset credits is a fundamental part of our net-zero strategy; however, we are also committed to **reducing our overall emissions by 25% by 2030.**



GHG Emissions Reduction Framework

Our framework focuses on a holistic approach and considers all elements of our value chain, from agriculture to processing and transportation. Specific areas we are reassessing include our:



Sources of energy



Plant operations



Logistics strategies



Building energy efficiencies

Many of our businesses have engaged third-party experts to help them identify energy savings opportunities. Furthermore, as they grow and expand their operations, they are improving the carbon footprint of their businesses by incorporating into new capacity projects green construction and state-of-the-art technology, including the use of solar power where appropriate.



Freight Optimization

Transportation is a significant contributor to global GHG emissions. We are addressing our transportation related emissions using several strategies including:

- i. **implementing route optimization software**
- ii. **implementing load optimization software**
- iii. **developing freight synergies between our companies and customers**

Our current focus is on minimizing the impact of our fleet as it exists today; however, our teams are continuously assessing greener transport alternatives with the intention of transitioning it to zero-emission vehicles when the appropriate technology is available.



Marine Conservation

The health and preservation of our oceans are vital to human life in many ways, including as the Earth's largest producer of oxygen, accounting for between 50% and 80% of the planet's supply². As a major player in the North American wild-caught seafood market, the health and preservation of our oceans have particular significance to us.

We are fully committed to safeguarding the future of our oceans and are delivering on this by:

- Sourcing sustainably caught seafood (see [Responsible Sourcing](#))
- Addressing climate change (see [Climate Change](#))
- Investing in the proper management of the ocean's resources
- Investing in research and education



Ready Seafood

Our **Ready Seafood** business is leading the way for marine conservation in the U.S. lobster industry. Ready funds a variety of projects aimed at improving the industry's collective understanding of the lobster resource and is the only U.S. lobster company with an on-site marine biologist, who works closely with the University of Maine on a variety of research projects to protect and preserve the Gulf of Maine's unique ecosystem.



Clearwater Seafoods

Our **Clearwater Seafoods** business is a global leader in sustainable fisheries. With leading-edge technology and a staff of close to 2,000, including teams dedicated to ensuring the sustainability of its fisheries, Clearwater is often consulted by governments and industry associates for the management and development of sustainable offshore fisheries.



² NOAA. How much oxygen comes from the ocean? ([link](#))

Land Conservation



“

Our **Leadbetter Foods** business in Orillia, Ontario, is proud to own and maintain three acres of dense urban forest, where over 1,300 trees plus other types of vegetation sequester over 30 metric tons of carbon per year, and displace that with oxygen.

We are committed to continuing to protect this valuable space and the many environmental, physical and mental health benefits it brings to our employees and the local community.

”

Paul Roach, President & CEO
Belmont Food Group

Regenerative Agriculture

“

Yorkshire Valley Farms is on a mission to provide a better way to feed people, and as a farmer-founded organization, we know this all starts with healthy soils. That is why we partner and source from regenerative organic farms that promote natural ecosystems while prohibiting the use of synthetic fertilizers, pesticides, and herbicides.

James Sculthorpe, CEO
Yorkshire Valley Farms

”

To support the next generation of organic regenerative leaders, Yorkshire Valley partnered with the Guelph Organic Conference to run the **Eco-Scholar Award**. This award offers \$10,000 in academic funding to students who are passionate about organic agriculture and how it can be a force for good in our society.



Waste Reduction

Reducing the waste generated by our businesses has always been a core focus for us—it is the right thing to do and makes good business sense. However, what is changing is our ability to reduce waste through new technologies in recycling, packaging and processing. Investing in these technologies, along with establishing new recycling programs, has enabled us to significantly reduce our waste in recent years. There is, however, more work to be done. Three key areas we are focusing on are:

1

Reducing food waste

By some estimates, up to one-third of the world's food production is not eaten³. We minimize our food waste through robust planning, technology improvements and by-product innovations.

2

Reducing the amount of packaging used for our finished products

We are continuously looking for new ways to reduce the amount of materials used in the making of our products including through package redesign.

3

Increasing the use of more sustainable packaging for our perishable packaged goods

While the safety and freshness of our products always comes first, we are evaluating and opting for more sustainable packaging solutions whenever feasible.

Goals and commitments

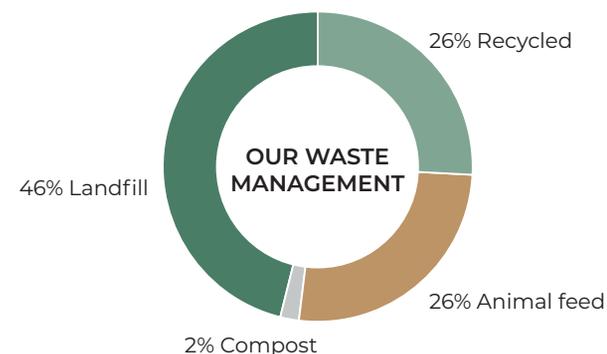
Convert our packaging for perishable products to recyclable materials as access to commercially acceptable alternatives becomes more widely available

Improve our landfill diversion rate to 80% by 2025

Progress

Currently working with several suppliers on potential solutions

2020 baseline: 54%



³ FAO of the United Nations. Food Loss and Food Waste. ([link](#))

Working towards our waste reduction goals:

BEFORE



AFTER



62,000 kg OF PLASTIC PACKAGING SAVED ANNUALLY



Converted beef jerky twin-pack to a single bag

Annual Savings

174,633 kg of plastic packaging



Invested in processing technology that reduced the waste of chicken-based products

360,000 kg of organic waste



Invested in new processing equipment that significantly improved lobster yields

250,000 kg of waste & packaging



Developed a new selling opportunity for fish bones in the pet foods channel

205,000 kg of organic waste



Converted to recyclable trays made from 100% recycled content

150,000 kg of plastic packaging



We are passionate about our food and very sensitive about any food being wasted through our production processes. In 2020, our food security and food waste diversion programs helped us to donate the equivalent of approximately 840,000 meals to local communities.

- Doug Ramsay, Managing Director, Premium Brands & Chair of Premium Brands Executive ESG Committee



Water Conservation

Access to safe, reliable freshwater is critical to our business. Freshwater is used throughout our production processes for cleaning and sanitation, cooking, machine cooling, and as an ingredient in our products. We are committed to the proper management of this precious resource, which represents only 3% of our planet's water supply⁴, and are increasing our water reuse and recycling efforts, particularly in at-risk locations (see [Appendix C](#)). In 2020, we started the process of formalizing this commitment by measuring water usage across all our businesses—in 2020, our businesses withdrew **1,658 megaliters** of freshwater.

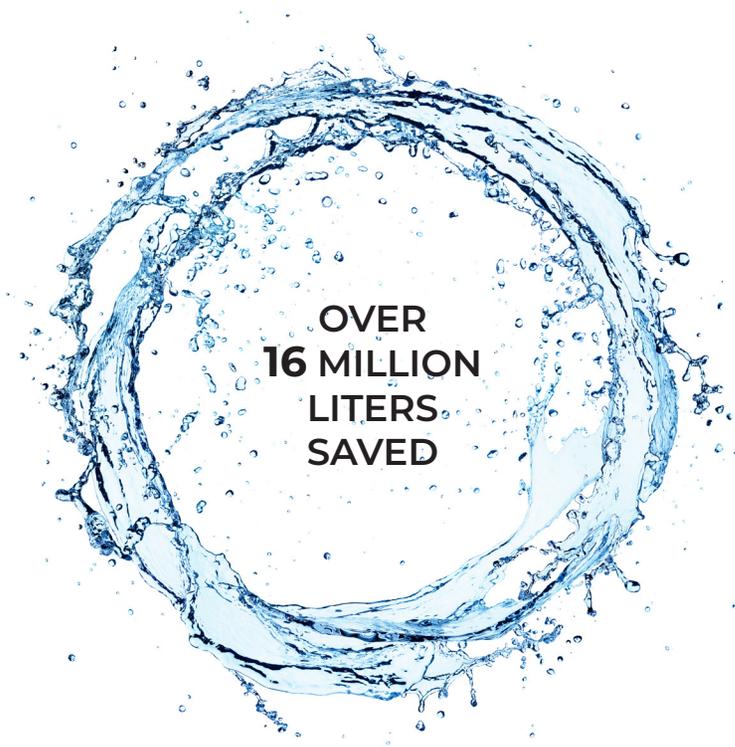
Goals and commitments	Progress
Develop detailed risk mitigation plans for all priority facilities (see Appendix C) in 2022	In progress
15% reduction in the annual freshwater usage of all <u>priority</u> facilities by 2025	2020 baseline: 185 megaliters
To generate continuous year over year reductions in our total annual freshwater usage	2020 baseline: 1,658 megaliters



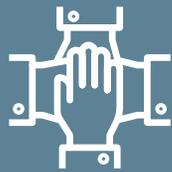
Installed more efficient boilers, new defrosting technology and received the Proof Not Promises Award for a steam boiler condensate recovery project.



Installed new recycling technology for its packaging equipment that recirculates water used to cool machinery during operation.



⁴ USGS. Freshwater (Lakes and Rivers) and the Water Cycle. ([link](#))



Communities

Building healthy communities is the final element in our ESG focused strategies—healthy food, a healthy workplace, a healthy environment and a healthy community are all essential to creating a better world for future generations.

As with our general business strategy, we approach community involvement from a very decentralized perspective. We have built into our culture respect for the importance of community engagement and support and encourage our businesses to get involved in what is the highest priority for their respective communities. As a result, we do not have a single specific corporate-driven cause, but rather a long list of accomplishments across our businesses that, collectively, have a meaningful impact on our communities and the world at large.

In this section:

[Food Security](#)

[Philanthropy](#)

[Trusted Corporate Citizens](#)

United Nations Sustainable Development Goals (UN SDG) Alignment:



Food Security

Stable access to safe, nutritious food is a fundamental human right. Unfortunately, food insecurity remains a critical issue with 8.7% of Canadian households⁵ and 10.5% of U.S. households⁶ struggling to provide their families with basic food necessities. It is critical that we break the cycle of poverty and homelessness and ensure that no one goes hungry. As a food company, we feel a particular responsibility towards addressing this issue and as a result, all of our businesses donate to their local foodbanks and similar charitable organizations—in 2020, on a combined basis, our businesses donated the equivalent of approximately 840,000 meals.



Organizations We Supported in 2020

Community Food Centers Canada

Food4Kids Ontario

The Food Bank of Waterloo Region

Food Banks Canada

Food Lifeline

The Grocery Foundation

Hellenic Initiative Food Bank

The Langley School District Foundation

Mid-Ohio Food Bank

Northern Nevada Food Bank

Second Harvest

St. Mary's Food Bank

Stop Hunger Foundation

The Writers' Exchange

⁵ Statistics Canada. Canada's Official Poverty Dashboard of Indicators. ([link](#))

⁶ USDA Economic Research Service. Food Security and Nutrition Assistance. ([link](#))

Philanthropy

Volunteerism and community engagement are common values that bind all our businesses. This, combined with our decentralized structure, has enabled them to forge close-knit relationships within their local communities and support locally-driven initiatives and charitable causes.

On an annual basis, **Premium Brands** supports The Writers' Exchange in Vancouver, BC, which offers free literacy programs to inner-city children and youth. The programs engage mentorship through reading and creative writing projects.

In an effort to help newcomers to the US, **Hempler Food's Group** donated \$10,000 to the American Immigration Council (AIC). The AIC is a non-profit organization and advocacy group advocating for immigrants to the United States.

Concord Premium Meats (Marcangelo Foods) is a key supporter of the rare Charitable Research Reserve—an urban land trust and environmental institute in Ontario that oversees the protection of 1,000+ acres of highly sensitive lands. In relation to this initiative, in 2020, Concord committed \$25,000 to support the organization's research and conservation programs, and was recognized by the Corporations for Conservation program as a steward of the environment.



Maximum Seafood and several of its subsidiaries, including **Diana's Seafood** and **Centennial Food Group** are annual participants in the Sporting Life 10K Run or Walk for the Camp Ooch Foundation, which operates a summer camp for children with cancer. Since 2018, the Group has raised \$87,000 for the cause.

Harvest Meats is a major sponsor of Easter Seals' Snowarama, a local snowmobiling charity event that raises funds to help children with disabilities attend summer camps. In total, Harvest and its staff raised \$38,000 for the event in 2020 and since its inception have raised \$160,000.

Leadbetter Foods was an official event sponsor of the 2020 Ontario Winter Games held in its community of Orillia, Ontario, where 3,500 local participants competed in 27 different sports over four days.



Trusted Corporate Citizens

Almost all of our businesses are still headquartered in the communities in which they were founded. In addition to their direct community involvement, each has played a meaningful role in growing the local economy, both in terms of employment and general economic activity. All of these businesses have unique and fascinating stories that start with an entrepreneur who is passionate about their business and community.

Harvest Meats was founded by the Propp family in 1928 in Yorkton, Saskatchewan and today is led by Kenn Propp, the great-grandson of the original founder, and his son Geoff. A testament to the quality and care put into Harvest's products is that over fifty of them are still produced using the original founder's recipes.



Hempler Foods Group has roots back to the 1800s when the Hempler family opened a small sausage operation in Borken, Germany. The Hempler's we know today was founded in 1934 when Hans Hempler immigrated to Bellingham, Washington—the family joke is that he chose Bellingham on the basis that it contained the words “belli” and “ham” as bacon and ham back then were two of Hempler's core products. Dick Hempler, Hans' son, oversaw Hempler's up until his passing in 2019 and today, Dick's daughter, Kestin, is still involved in the business.



Piller's Fine Foods was founded by Wilhelm Huber in 1957 as a small butcher shop in Waterloo, Ontario and today is one of the leading premium deli brands in Canada. Wilhelm's two sons, Willy and Gerhart, continue to play leadership roles in the business and Wilhelm, known affectionately by the staff as Mr. Huber, still drops by Piller's head office to check up on everyone.



Our **Raybern's** sandwich business came about as a result of two friends named Ray and Bernie (yes the root of the Raybern's name) who had a dream of sharing their love of New York style deli sandwiches with the rest of the country. They launched the business in 1978 after spending almost two years perfecting their bread recipe so as to allow their sandwiches to be heated in the microwave and still result in the right eating experience. Today, Raybern's produces over a million sandwiches per week.



In 1844 in Stettin, Germany, Johann Carl Freybe founded the first Freybe family sausage manufacturing business. Three centuries and six generations later, his legacy lives on with Sven Freybe, carrying on the tradition of crafting authentic dry-cured sausages, salami and deli products as the leader of our **Freybe Gourmet Foods** business. With a vision of creating great food the right way, Freybe continues to embrace traditional recipes and production methods to provide unique and flavorful culinary experiences to its loyal customers and consumers.



Appendix A - Key Metrics

<i>Metric</i>	<i>2020</i>
Financial (FY2020)	
Revenues (in millions of Canadian dollars)	4,068.9
Earnings (in millions of Canadian dollars)	83.7
Total assets (In millions of Canadian dollars)	3,541.9
Production and distribution facilities	78
Food Safety	
Hazard Analysis and Critical Control Points (HACCP) programs (% of facilities)	100%
Global Food Safety Initiative (GFSI) certifications (% of facilities)	66%
Product recalls	2
Supplier recalls	3
Occupational Health and Safety (OHS)	
Fatalities	0
High consequence incidents	3
Businesses with near-miss tracking (%)	57%
Workforce	
Number of permanent employees (Canada)	5,388
Number of permanent employees (United States)	3,336
Male employees (%)	57%
Female employees (%)	43%
Environment	
Scope 1 GHG emissions (metric tons CO ₂ e)	43,147
Scope 2 GHG emissions (metric tons CO ₂ e)	35,823
Total energy consumed (gigajoules)	1,492,221
High or extremely-high water stress area withdrawal (% of total withdrawal)	8.8%
Landfill diversion rate (%)	54%
Food Security	
Meals donated	839,614

Appendix B - Climate Change Risk Analysis

The assessment of climate-related risks and the formulation of strategies and initiatives to deal with these risks are incorporated into our standard risk management practices and form an integral part of our ESG committee's mandate. These processes include the formulation of various climate change scenarios and identifying the key risks and opportunities that these scenarios could pose to our businesses in the short, medium and long-term. We have also adopted the Task Force on Climate-related Financial Disclosures ([TCFD](#)) framework to help identify relevant risks.

The tables below provide a summary analysis of some of the key climate-related risks faced by our businesses. From a macro perspective, three of the founding principles of our company significantly mitigate our exposure to a wide variety of risks, including those associated with climate change:

- i. Our decentralized structure which pushes decision making out to our operating businesses enabling them to rapidly respond to both challenges and opportunities;
- ii. Our entrepreneurial culture, which supports change and taking intelligent risks; and
- iii. Our strategy of diversification across businesses, product segments, customers, distribution channels and geographies.

<i>Physical Climate Change Effects^{7,8}</i>	<i>Risks to Our Business</i>	<i>Our Mitigation Strategies</i>
Increase in temperatures	<ul style="list-style-type: none"> • Increase in energy costs • Worker health and safety 	<ul style="list-style-type: none"> • Energy reduction projects. Investigation of alternative energy sources • Employee benefits plans, health and safety programs
More frequent and extreme weather events	<ul style="list-style-type: none"> • Availability and cost of raw materials • Reduction in useful life of assets 	<ul style="list-style-type: none"> • Disaster recovery planning • Asset life cycle management • Diversification of products and procurement strategies
Rising sea levels and warmer, more acidic oceans	<ul style="list-style-type: none"> • Supply chain disruption • Increase in commodity costs • Devaluation or damage to our current locations 	<ul style="list-style-type: none"> • Location planning and location risk assessment • Contract management • Diversification of products and procurement strategies
Exposure to contaminants and an increase in the incidence of zoonotic diseases	<ul style="list-style-type: none"> • Increased food safety controls and regulation • Reduced consumer confidence • Adverse impacts on the quality of our products 	<ul style="list-style-type: none"> • Food safety procedures, supplier approval processes • Increasing traceability in the supply chain • Disaster recovery planning

⁷ World Health Organization (2020). Food safety - Climate Change and the Role of WHO. ([link](#))

⁸ Bush, E. and Lemmen, D.S., editors (2019). Canada's Changing Climate Report; Government of Canada, Ottawa, ON. ([link](#))

<i>Transition Climate Change Effects</i>	<i>Risks to Our Business</i>	<i>Our Mitigation Strategies</i>
Market risk - food price volatility	<ul style="list-style-type: none"> • Planning challenges • Rising commodity costs 	<ul style="list-style-type: none"> • Robust planning cycles and systems • Diversification of products and procurement strategies
Increasing government regulation and climate-related taxes	<ul style="list-style-type: none"> • Compliance costs • Higher tax obligations 	<ul style="list-style-type: none"> • ESG programs and initiatives
Consumers favoring lower carbon and sustainably certified products	<ul style="list-style-type: none"> • Falling demand for certain products • Increasing demand for reduced plastic use 	<ul style="list-style-type: none"> • Business relationships and consumer trend analysis • Entrepreneurial culture and decentralized decision making enabling rapid adaptation to market changes
Transition to low carbon equipment, buildings, vehicles	<ul style="list-style-type: none"> • Accelerated impairment of assets • Increased investment requirements 	<ul style="list-style-type: none"> • Assess opportunities now rather than delay • Working with suppliers and customers to optimize delivery routes



We have purposefully built diversification into all aspects of our company. Today, we have 20 major business groups operating across a wide variety of product categories including premium processed meats, charcuterie, snack foods, seafood, sandwiches, artisan breads and culinary products. We sell across all channels of the food industry including grocery, foodservice, club, convenience, institutional, airline and cruise line and are in all major markets in Canada and the U.S. with a growing presence in international markets.

- George Paleologou, CEO, Premium Brands

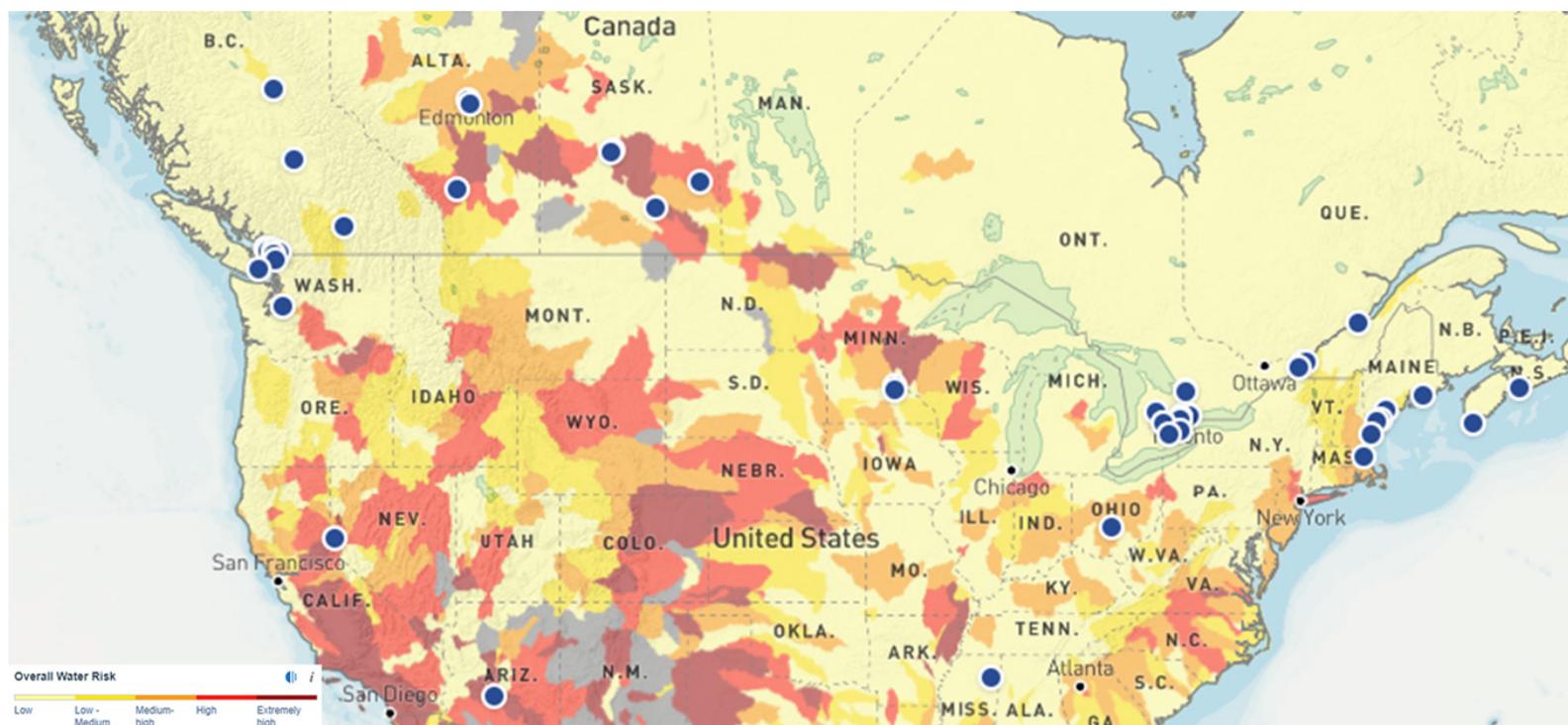


Solar panels installed at the Ahrens' family farm in Peterborough, Ontario. The Ahrens are one of the founding farmers for ***Yorkshire Valley Farms***.

Appendix C - Water Risk Analysis

Similar to how we are dealing with climate change risk, the assessment of water-related risks and the formulation of strategies and initiatives to deal with these risks are also incorporated into our standard risk management practices and form an integral part of our ESG committee's mandate. To measure the exposure of our businesses to water risk, we evaluated water stress risk levels in all the regions where we operate. As illustrated in the map below⁹, most of our facilities are in low or medium-risk areas with only five manufacturing facilities in high-risk areas. For each of the facilities located in high-risk areas (priority facilities), we have committed to having in place a detailed risk mitigation plan in 2022, as well as reducing their freshwater usage by 15% by 2025.

Longer-term, we recognize that the level of water risk faced by our facilities located in lower-risk areas may change as a result of various factors including climate change. Accordingly, we continuously monitor water stress levels in the regions in which we operate and will adjust our strategies as needed. Furthermore, we continue to challenge all our businesses on the issue of water conservation and, to this end, have committed to continually generate year over year improvements in our total water usage.



⁹ WRI Aqueduct. Water Risk Atlas. ([link](#))

Appendix D - SASB Index

SASB - Food and Beverage Industry											
Topic	Accounting Metric	Response	Code								
Energy Management	(1) Total energy consumed (2) Percentage grid electricity (3) Percentage renewable	(1) 1,492,221 GJ (2) 100% (3) Renewable energy consumption is not material at this time. See <i>Manufacturing and Distribution Facilities</i> in the Corporation's most recent <i>Annual Information Form (SEDAR)</i> for its locations.	FB-PF-130a.1 FB-FR-130a.1 FB-MP-130a.1								
Fleet Fuel Management	Fleet fuel consumed, percentage renewable	175,915 GJ (Diesel, Gasoline, Propane)	FB-FR-110a.1								
Greenhouse Gas Emissions	Gross global Scope 1 emissions	43,147 metric tons CO ₂ e	FB-MP-110a.1								
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets and, an analysis of performance against those targets	See <i>Climate Change</i> and <i>Appendix B – Climate Change Risk Analysis</i> in the Corporation's 2021 <i>ESG Report</i> .	FB-MP-110a.2								
Water Management	(1) Total water withdrawn (2) Total water consumed, percentage of each in regions with high or extremely-high baseline water stress	(1) 2,096 megaliters (2) Percentage of total water withdrawn from regions with high or extremely-high baseline water stress: 8.8% See <i>Appendix C – Water Risk Analysis</i> in the Corporation's 2021 <i>ESG Report</i> .	FB-PF-140a.1 FB-MP-140a.1								
	Number of incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations	During the Corporation's 2020 fiscal year, there were no incidents associated with non-compliance.	FB-PF-140a.2 FB-MP-140a.3								
	Description of water management risks and discussion of strategies and practices to mitigate those risks	See <i>Water Conservation</i> and <i>Appendix C – Water Risk Analysis</i> in the Corporation's 2021 <i>ESG Report</i> .	FB-PF-140a.3 FB-MP-140a.2								
Food Waste Management	Amount of food waste generated; percentage diverted from the waste stream	Total waste generated: 34,569 metric tons. Current reporting mechanisms for calculating the weight of food waste generated includes compost waste and waste to animal feed: 9,489 metric tons. Additionally, the Corporation and its businesses have estimated the approximate percentage of organic waste that goes to landfills at its operating facilities. Below outlines the portion of operating facilities that fall into each food waste category: <table border="1"> <thead> <tr> <th>Organic waste</th> <th>% of facilities</th> </tr> </thead> <tbody> <tr> <td>>7% organics to landfill</td> <td>28%</td> </tr> <tr> <td>2%-7% organics to landfill</td> <td>6%</td> </tr> <tr> <td><2% organics to landfill</td> <td>66%</td> </tr> </tbody> </table>	Organic waste	% of facilities	>7% organics to landfill	28%	2%-7% organics to landfill	6%	<2% organics to landfill	66%	FB-FR-150a.1
Organic waste	% of facilities										
>7% organics to landfill	28%										
2%-7% organics to landfill	6%										
<2% organics to landfill	66%										

SASB - Food and Beverage Industry			
Topic	Accounting Metric	Response	Code
Food Safety	Global Food Safety Initiative (GFSI) audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances	<p>The below provides a breakdown of audit scores for all SQF and BRCGS facilities, recognized by the Global Food Safety Initiative (GFSI).</p> <p>SQF-certified facilities:</p> <ul style="list-style-type: none"> • 100% scored 90% or higher • 72% scored 95% or higher <p>BRCGS-certified facilities:</p> <ul style="list-style-type: none"> • 100% scored A rating or higher • 22% scored AA rating <p>See <i>Food Safety</i> in the Corporation's 2021 <i>ESG Report</i>.</p>	FB-PF-250a.1 FB-MP-250a.1
	(1) Number of recalls issued and (2) total amount of food product recalled	<p>During the Corporation's 2020 fiscal year, the Corporation's businesses initiated two product recalls.</p> <ul style="list-style-type: none"> • One recall due to an undeclared allergen • One recall due to foreign material <p>The incidents were immediately addressed, and the recalls were handled promptly. No regulatory penalties were issued. The total value of the products recalled was approximately \$51,563.</p> <p>During the Corporation's 2020 fiscal year, suppliers of the Corporation and its businesses initiated three product recalls.</p> <ul style="list-style-type: none"> • One supplier recall due to histamine • Two supplier recalls due to foreign material 	FB-PF-250a.4 FB-PF-270a.3 FB-FR-250a.2 FB-FR-270a.1 FB-MP-250a.3
	Percentage of supplier facilities certified to a Global Food Safety Initiative (GFSI) food safety certification program	Under current reporting mechanisms, approximately 80% of the Corporation's food-related supplier facilities are certified to a Global Food Safety Initiative food safety program.	FB-MP-250a.2
Health & Nutrition	Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers	See <i>Nutrition</i> in the Corporation's 2021 <i>ESG Report</i> .	FB-PF-260a.2 FB-FR-260a.2
Product Labeling & Marketing	Total amount of monetary losses as a result of legal proceedings associated with labeling and/or marketing practices	During the Corporation's 2020 fiscal year, there were no legal proceedings associated with labeling and/or marketing practices.	FB-PF-270a.4 FB-FR-270a.2
Packaging Lifecycle Management	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	See <i>Waste Reduction</i> in the Corporation's 2021 <i>ESG Report</i> .	FB-PF-410a.2

SASB - Food and Beverage Industry			
Topic	Accounting Metric	Response	Code
Management of Environmental & Social Impact in the Supply Chain	Revenue from products third-party certified to environmental or social sustainability sourcing standard.	The complete data is not available at this time. The Corporation and its businesses will continue to track this information through 2021. See Responsible Sourcing in the Corporation's 2021 ESG Report .	FB-FR-430a.1
	Discussion of strategy to manage environmental and social risks within the supply chain, including animal welfare	See Responsible Sourcing in the Corporation's 2021 ESG Report .	FB-FR-430a.3
	Discussion of strategies to reduce the environmental impact of packaging	See Waste Reduction in the Corporation's 2021 ESG Report .	FB-FR-430a.4
Ingredient Sourcing	List of priority food ingredients and discussion of sourcing risks due to environmental and social considerations	See Direct Materials in the Corporation's most recent Annual Information Form (SEDAR) and Responsible Sourcing in the Corporation's 2021 ESG Report .	FB-PF-440a.2
Data Security	Description of approach to identifying and addressing data security risks	The Corporation is committed to data security and follows industry best practices, including but not limited to frequent vulnerability assessments, regular phish testing and formal security awareness training, usage of multifactor authentication, modern malware and anti-virus protection systems, and log analysis systems. All businesses processing credit card payments adhere to the applicable PCI standards and security requirements. The Corporation also employs a dedicated internal security team, reporting directly to the CIO to ensure appropriate security oversight and compliance.	FB-FR-230a.2
Labor Practices	Percentage of active workforce covered under collective bargaining agreements	As at December 26, 2020, the Corporation employed a total of 8,724 employees, of which 834 were covered under collective bargaining agreements (9.6%).	FB-FR-310a.2
Activity Metric	Number of Production Facilities	See Manufacturing and Distribution Facilities in the Corporation's most recent Annual Information Form (SEDAR) .	FB-PF-000.B

Appendix E - GRI Content Index

GRI 102: General Disclosures		
Number	Disclosure Title	Response
102-1	Name of the organization	Premium Brands Holdings Corporation (the Corporation).
102-2	Activities, brands, products, and services	See <i>Description of the Business</i> in the Corporation's most recent <i>Annual Information Form</i> (SEDAR).
102-3	Location of headquarters	100 – 10991 Shellbridge Way, Richmond, British Columbia, Canada V6X 3C6.
102-4	Location of operations	See <i>Geographical Markets</i> and <i>Manufacturing and Distribution Facilities</i> in the Corporation's most recent <i>Annual Information Form</i> (SEDAR).
102-5	Ownership and legal form	The Corporation is incorporated under the <i>Canada Business Corporations Act</i> and is listed on the Toronto Stock Exchange.
102-6	Markets served	See <i>Description of the Business</i> in the Corporation's most recent <i>Annual Information Form</i> (SEDAR).
102-7	Scale of the organization	<p>Employees: See <i>Human Resources</i> in the Corporation's most recent <i>Annual Information Form</i> (SEDAR).</p> <p>Operations: See <i>Manufacturing and Distribution Facilities</i> in the Corporation's most recent <i>Annual Information Form</i> (SEDAR).</p> <p>Revenue: See <i>Results of Operations</i> in the Corporation's most recent <i>Annual Management's Discussion and Analysis</i> (SEDAR).</p> <p>Quantity of Products: See <i>Products</i> in the Corporation's most recent <i>Annual Information Form</i> (SEDAR).</p> <p>Principal Shareholders (owning more than 10% of the Corporation's issued and outstanding common shares): See <i>Frequently Asked Questions About the Meeting</i> in the Corporation's most recent <i>Information Circular</i> (SEDAR).</p>
102-8	Information on employees and other workers	The Corporation's employees perform the majority of its organizational activities. As at December 26, 2020, the Corporation employed 8,724 permanent employees across Canada (5,388) and the United States (3,336), which comprised of approximately 57% male and 43% female employees. Temporary workers account for approximately 15.4% of the Corporation's workforce.
102-9	Supply chain	See <i>Direct Materials</i> in the Corporation's most recent <i>Annual Information Form</i> (SEDAR) and <i>Responsible Sourcing</i> in the Corporation's 2021 <i>ESG Report</i> .
102-10	Significant changes to the organization and its supply chain	<p>Operations: See <i>Results of Operations – Plant Start-up and Restructuring Costs, Liquidity and Capital Resources – Capital Expenditures</i> and <i>Liquidity and Capital Resources – Corporate Investments</i> in the Corporation's most recent <i>Annual Management's Discussion and Analysis</i> (SEDAR) and <i>General Development of the Business</i> and <i>Manufacturing and Distribution Facilities</i> in the Corporation's most recent <i>Annual Information Form</i> (SEDAR).</p> <p>Supply Chain: See <i>Results of Operations – Gross Profit</i> in the Corporation's most recent <i>Annual Management's Discussion and Analysis</i> (SEDAR) and <i>Direct Materials</i> in the Corporation's most recent <i>Annual Information Form</i> (SEDAR).</p>
102-11	Precautionary Principle or approach	The Corporation supports the objective of the United Nations Precautionary Principle or Approach through its risk management and risk mitigation practices. These include the management of the Corporation assessing environmental risks on an ongoing basis and discussing any material developments with the Board of Directors of the Corporation (the Board) on a quarterly basis or more frequently, if warranted. If any threats of serious damage exist, appropriate mechanisms are applied to reduce negative impacts.

GRI 102: General Disclosures		
Number	Disclosure Title	Response
102-12	External initiatives	<p>Binding: See <i>Regulatory Environment and Food Safety</i> in the Corporation's most recent <i>Annual Information Form (SEDAR)</i>.</p> <p>Non-Binding: The Corporation subscribes to or endorses a wide variety of voluntary initiatives, including the Five Freedoms of Animal Welfare, the Ocean Wise Seafood conservation program, the Marine Stewardship Council, Regeneration Canada and the UN Universal Declaration of Human Rights.</p>
102-13	Membership of associations	<p>The Corporation, its businesses, and team members are actively involved in various industry associations and membership organizations. These include:</p> <ul style="list-style-type: none"> • Agricultural Adaptation Council • Alberta Food Processors Association • Alliance for Maine's Marine Economy • American Albacore Fishing Association • Aquaculture Stewardship Council • Association des Biologistes du Québec • Association des gens d'affaires et professionnels du Québec • Association of Ontario Chicken Processors • BC Food & Beverage • Canada Beef • Canada Organic Trade Association • Canada Pork International • Canadian Association of Regulated Importers • Canadian Federation of Independent Business • Canadian Meat Council • Canadian Mental Health Association • Canadian Poultry & Egg Processors Council • Chicken Farmers of Ontario • Excellence in Manufacturing Consortium • Farm & Food Care Ontario • Food and Beverage Ontario • Food Processors of Canada • Further Poultry Processors Association of Canada • Greater Langley Chamber of Commerce • International Dairy-Deli-Bakery Association • International Foodservice Distributors Association • Maine International Trade Center • Maine Lobster Dealers' Association • Maine Lobster Marketing Collaborative • Maine Lobstermen's Association • Marine Stewardship Council • Meat & Poultry Ontario • Meat Import Council of America • National Association of Convenience Stores • National Automatic Merchandising Association • National Fisheries Institute • North American Meat Institute • Ocean Wise Seafood • Organic Council of Ontario • Regeneration Canada • Restaurants Canada • Retail Council of Canada • Safety Association of Saskatchewan Manufacturers • Specialty Food Association • Turkey Farmers of Canada • Whatcom Business Alliance

GRI 102: General Disclosures		
Number	Disclosure Title	Response
102-14	Statement from senior decision-maker	See <i>A Message from Our President & CEO</i> in the Corporation's 2021 <i>ESG Report</i> .
102-15	Key impacts, risks, and opportunities	See <i>Risks and Uncertainties, Outlook and Sales and Adjusted EBITDA Outlook</i> in the Corporation's most recent <i>Annual Management's Discussion and Analysis (SEDAR)</i> , the Corporation's most recent <i>Investor Presentation</i> , and <i>Stakeholder Engagement & Materiality, Appendix B – Climate Change Risk Analysis, and Appendix C – Water Risk Analysis</i> in the Corporation's 2021 <i>ESG Report</i> .
102-16	Values, principles, standards, and norms of behavior	See the Corporation's <i>Code of Business Conduct</i> , the Corporation's most recent <i>CEO Message to Shareholders</i> and <i>Management Approach</i> in the Corporation's 2021 <i>ESG Report</i> .
102-17	Mechanisms for advice and concerns about ethics	See the Corporation's <i>Code of Business Conduct, A Message from Our President & CEO</i> and <i>Management Approach</i> in the Corporation's 2021 <i>ESG Report</i> .
102-18	Governance structure	See <i>Board Committees, Statement of Corporate Governance Practices, Appendix A – Statement of Governance Practices, Appendix C – Mandate of the Board of Directors</i> in the Corporation's most recent <i>Information Circular (SEDAR)</i> and <i>Management Approach</i> in the Corporation's 2021 <i>ESG Report</i> .
102-19	Delegating authority	See <i>Board Committees</i> and <i>Appendix C – Mandate of the Board of Directors</i> in the Corporation's most recent <i>Information Circular (SEDAR)</i> , <i>CEO Message to Shareholders</i> , and <i>Management Approach</i> in the Corporation's 2021 <i>ESG Report</i> .
102-20	Executive-level responsibility for economic, environmental, and social topics	See <i>Management Approach</i> in the Corporation's 2021 <i>ESG Report</i> and <i>Statement of Corporate Governance Practices – ESG and Board Committees – Corporate Governance and Nominating Committee</i> in the Corporation's most recent <i>Information Circular (SEDAR)</i> .
102-21	Consulting stakeholders on economic, environmental, and social topics	<p>Consultations between the Board and external stakeholders include quarterly investor conference calls, annual shareholder meetings, direct follow-up on questions and/or concerns received by the Corporation's investor email address (investor@premiumbrandsgroup.com) and the Corporation's confidential inquiries email address (concerns@premiumbrandsgroup.com), attendance at various industry and investor conferences and regular contact with industry associations and government bodies.</p> <p>The Corporation also conducts semi-annual ESG reviews with each of its businesses, the results of which are reported to the Corporation's Corporate Governance and Nominating Committee. The Corporation's Corporate Governance and Nominating Committee reports any material developments to the Board at its regular meetings.</p> <p>See also <i>Statement of Corporate Governance Practices – Communications and Stakeholder Engagement, Compensation Discussion & Analysis – Opportunity for Shareholder Feedback</i> in the Corporation's most recent <i>Information Circular (SEDAR)</i> and <i>Stakeholder Engagement & Materiality</i> in the Corporations 2021 <i>ESG Report</i>.</p>
102-22	Composition of the highest governance body and its committees	See <i>Board Committees, Statement of Corporate Governance Practices, Appendix A – Statement of Governance Practices</i> and <i>Appendix C – Mandate of the Board of Directors</i> in the Corporation's most recent <i>Information Circular (SEDAR)</i> .
102-23	Chair of the highest governance body	See <i>Appendix A – Statement of Governance Practices</i> in the Corporation's most recent <i>Information Circular (SEDAR)</i> .

GRI 102: General Disclosures		
Number	Disclosure Title	Response
102-24	Nominating and selecting the highest governance body	See <i>Board Committees, Statement of Corporate Governance Practices, Appendix A – Statement of Governance Practices</i> and <i>Appendix C – Mandate of the Board of Directors</i> in the Corporation's most recent <i>Information Circular</i> (SEDAR).
102-25	Conflicts of interest	See the Corporation's <i>Code of Business Conduct</i> and <i>Compensation Discussion & Analysis</i> in the Corporation's most recent <i>Information Circular</i> (SEDAR).
102-26	Role of highest governance body in setting purpose, values, and strategy	See the Corporation's <i>Mandate of the Board of Directors</i> and the Corporation's <i>Terms of Reference for the Chairman of the Board</i> .
102-27	Collective knowledge of highest governance body	See <i>Nominees for Election to the Board of Directors – Directors Skills Matrix</i> in the Corporation's most recent <i>Information Circular</i> (SEDAR).
102-28	Evaluating the highest governance body's performance	See <i>Nominees for Election to the Board of Directors – Directors Skills Matrix, Nominees for Election to the Board of Directors – Director Profiles</i> and <i>Nominees for Election to the Board of Directors – Additional Information About the Directors</i> in the Corporation's most recent <i>Information Circular</i> (SEDAR).
102-29	Identifying and managing economic, environmental, and social impacts	See <i>Statement of Corporate Governance Practices – ESG</i> and <i>Board Committees – Corporate Governance and Nominating Committee</i> in the Corporation's most recent <i>Information Circular</i> (SEDAR) and the Corporation's 2021 <i>ESG Report</i> .
102-30	Effectiveness of risk management processes	See <i>Board Committees, Statement of Corporate Governance Practices – Risk Management, Statement of Corporate Governance Practices – ESG</i> and <i>Appendix C – Mandate of the Board of Directors</i> in the Corporation's most recent <i>Information Circular</i> (SEDAR) and the Corporation's 2021 <i>ESG Report</i> .
102-31	Review of economic, environmental, and social topics	The Corporation conducts quarterly financial and business reviews and semi-annual ESG reviews with each of its businesses, the results of which are then reported to the Corporation's Audit Committee and Corporate Governance and Nominating Committee on a quarterly and semi-annual basis, respectively. In addition, the Corporation's Internal Audit Team audits the Corporation's businesses and provides quarterly reports to the Corporation's Audit Committee. The Corporation's Audit Committee and Corporate Governance and Nominating Committee report any material developments to the Board at its regular meetings.
102-32	Highest governance body's role in ESG Reporting	See <i>Statement of Corporate Governance Practices – ESG</i> in the Corporation's most recent <i>Information Circular</i> (SEDAR).

GRI 102: General Disclosures		
Number	Disclosure Title	Response
102-33	Communicating critical concerns	<p>See the Corporation's <i>Code of Business Conduct</i> and the Corporation's <i>Whistleblower Policy and Ethics Hotline</i>. Stakeholders are also able to communicate concerns and comments to the Corporation through the Corporation's investor email address (investor@premiumbrandsgroup.com) and the Corporation's confidential inquiries email address (concerns@premiumbrandsgroup.com). In addition, the mandate of the Corporation's Internal Audit Team is to conduct a robust internal audit process to identify and address risks to the Corporation and its businesses and to communicate such information to the Board on a quarterly basis.</p> <p>Every quarter, the Senior Management of each of the Corporation's businesses completes a sub-certification survey that requires the reporting of any significant incidents involving employees, including any violations of the Corporation's <i>Code of Business Conduct</i>. The Corporation's Internal Audit Team investigates and documents all incidents and any corrective actions taken and on a quarterly basis presents a report to the Corporation's Audit Committee outlining all such incidents. The Corporation's Compensation and Human Resources Committee is also provided with a summary report at its regular meetings of the incidents and the status of such incidents. The Corporation's Audit Committee and Compensation and Human Resources Committee report any material developments to the Board at its regular meetings.</p>
102-34	Nature and total number of critical concerns	During the Corporation's 2020 fiscal year, a total of 26 incidents were reported, of which 18 were reported by the relevant employee's manager(s) and/or direct report(s), and 8 were reported through the Corporation's whistleblower process. Each incident was investigated by the Corporation's Senior Management, Legal Department and Internal Audit Team and appropriate action was taken. All incidents were reported to the Board and have been resolved and/or are in the process of being resolved/settled.
102-35	Remuneration policies	See <i>Compensation Discussion & Analysis</i> in the Corporation's most recent <i>Information Circular</i> (SEDAR).
102-36	Process for determining remuneration	See <i>Compensation Discussion & Analysis</i> in the Corporation's most recent <i>Information Circular</i> (SEDAR).
102-37	Stakeholders' involvement in remuneration	<p>The Corporation's shareholders have the opportunity to annually vote on a non-binding advisory resolution to approve the Corporation's approach to executive compensation. At the annual meeting of shareholders of the Corporation held on May 5, 2021, 94.40% of the votes cast by shareholders were in favor of the resolution accepting/approving the Corporation's approach to executive compensation.</p> <p>See also <i>Statement of Corporate Governance Practices – Communications and Stakeholder Engagement and Compensation Discussion & Analysis – Opportunity for Shareholder Feedback</i> in the Corporation's most recent <i>Information Circular</i> (SEDAR).</p>
102-38	Annual total compensation ratio	<p>The annual compensation ratio of the highest-paid individual in Canada and in the U.S. to the average base pay for full-time employees in each respective country is as follows:</p> <p>Canada: 18.2:1 U.S.: 15.5:1</p>
102-40	List of stakeholder groups	The Corporation engages the following stakeholder groups: shareholders, employees, suppliers, customers, trade unions, capital sources, industry associations, government, NGOs and our local communities.
102-41	Collective bargaining agreements	See <i>Human Resources</i> in the Corporation's most recent <i>Annual Information Form</i> (SEDAR).
102-42	Identifying and selecting stakeholders	The Corporation identifies and engages its stakeholders based on individuals and groups that are impacted directly or indirectly by its businesses.

GRI 102: General Disclosures		
Number	Disclosure Title	Response
102-43	Approach to stakeholder engagement	<p>The Corporation encourages regular and open communication with each of its stakeholders and recognizes the need to understand the priorities of different stakeholder groups and to engage with all interested parties. The frequency of engagement with different stakeholder groups is based on the level of interest from the group and the impact of the Corporation's decisions on those stakeholders.</p> <p>As part of the Corporation's approach to stakeholder engagement, the Corporation actively:</p> <ul style="list-style-type: none"> (A) works and collaborates with its customers, employees and suppliers; (B) participates in industry associations; (C) takes part in community engagement through its sponsorship of community events; (D) engages institutional investors to help them better understand the Corporation's business, policies and processes; and (E) encourages and welcomes discussion and questions from its shareholders, including on the Corporation's quarterly earnings calls, at the Corporation's annual shareholder meetings and through the Corporation's investor email (investor@premiumbrandsgroup.com) and confidential inquiries email (concerns@premiumbrandsgroup.com). <p>The Corporation consulted with various internal and external stakeholders as part of the process of preparing the Corporation's 2021 <i>ESG Report</i>, including shareholders, the investment community and industry groups.</p>
102-44	Key topics and concerns raised	See <i>Stakeholder Engagement & Materiality</i> in the Corporation's 2021 <i>ESG Report</i> , the Corporation's most recent <i>Investor Presentation</i> , the Corporation's most recent <i>CEO Message to Shareholders</i> , and the Corporation's most recent <i>Annual Management's Discussion and Analysis</i> (SEDAR).
102-45	Entities included in the consolidated financial statements	See <i>Corporate Structure</i> in the Corporation's most recent <i>Annual Information Form</i> (SEDAR).
102-46	Defining report content and topic boundaries	See <i>Report Scope</i> in the Corporation's 2021 <i>ESG Report</i> .
102-47	List of material topics	See <i>Stakeholder Engagement & Materiality</i> in the Corporation's 2021 <i>ESG Report</i> .
102-48	Restatements of information	Not applicable
102-49	Changes in reporting	Not applicable
102-50	Reporting period	The reporting period of the Corporation's 2021 <i>ESG Report</i> is the 2020 calendar year, unless otherwise specified. The fiscal year of the Corporation is the fifty-two week or fifty-three week period ending the Saturday on or before December 31.
102-51	Date of most recent report	August 5, 2021
102-52	Reporting cycle	Annually
102-53	Contact point for questions regarding the report	The Corporation's Chief Financial Officer.

GRI 102: General Disclosures

Number	Disclosure Title	Response
102-54	Claims of reporting in accordance with the GRI Standards	The Corporation's 2021 <i>ESG Report</i> is prepared and published in accordance with GRI's Core Option.
102-55	GRI content index	Pages 41 to 62 of the Corporation's 2021 <i>ESG Report</i> .
102-56	External assurance	The Corporation did not seek external assurance of the Corporation's 2021 <i>ESG Report</i> .

GRI 103: Management Approach

Number	Disclosure Title	Response
103-1	Explanation of the material topic and its Boundary	See <i>Stakeholder Engagement & Materiality</i> in the Corporation's 2021 <i>ESG Report</i> .
103-2	The management approach and its components	See <i>Management Approach</i> in the Corporation's 2021 <i>ESG Report</i> .
103-3	Evaluation of the management approach	See <i>Management Approach</i> in the Corporation's 2021 <i>ESG Report</i> .

GRI 201: Economic Performance

Number	Disclosure Title	Response
201-1	Direct economic value generated and distributed	See the Corporation's most recent <i>Consolidated Financial Statements (SEDAR)</i> and <i>Liquidity and Capital Resources – Dividends</i> in the Corporation's most recent <i>Annual Management's Discussion and Analysis (SEDAR)</i> .
201-2	Financial implications and other risks and opportunities due to climate change	See <i>Risks and Uncertainties</i> in the Corporation's most recent <i>Annual Management's Discussion and Analysis (SEDAR)</i> . Additional information with respect to actions taken to manage the risks and opportunities are provided in <i>Appendix B – Climate Change Risk Analysis</i> and <i>Appendix C – Water Risk Analysis</i> of the Corporation's 2021 <i>ESG Report</i> .
201-3	Defined benefit plan obligations and other retirement plans	See <i>Compensation Discussion & Analysis – Other Compensation & Employment Benefits</i> and <i>Performance Graph – Pension Plan Benefits</i> in the Corporation's most recent <i>Information Circular (SEDAR)</i> .
201-4	Financial assistance received from government	<p>During the Corporation's 2020 fiscal year, its businesses that were severely impacted by the pandemic received approximately \$11.6 million in financial assistance, which represented 39.2% of direct COVID-related costs incurred by the Corporation. Such costs included employee thank-you bonuses, protective equipment, physical separation barriers, supply chain impacts and other operational disruptions.</p> <p>During the Corporation's 2020 fiscal year, the Corporation did not receive any other material financial assistance from any government.</p>

GRI 202: Market Presence										
Number	Disclosure Title	Response								
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	The entry level wages for the Corporation's employees are the same for all genders.								
		Below are the ratios of the Corporation's minimum entry level wage as compared to local minimum wage in each of the Corporation's significant locations of operations.								
		Province	Country	Ratio	State	Country	Ratio	State	Country	Ratio
		AB	Canada	1.00:1.00	SK	Canada	1.03:1.00	MN	U.S.	1.30:1.00
		BC	Canada	1.00:1.00	AK	U.S.	2.07:1.00	MS	U.S.	1.38:1.00
		MB	Canada	1.39:1.00	AZ	U.S.	1.09:1.00	NV	U.S.	1.42:1.00
		NS	Canada	1.25:1.00	CA	U.S.	1.00:1.00	OH	U.S.	1.43:1.00
		ON	Canada	1.00:1.00	MA	U.S.	1.10:1.00	WA	U.S.	1.11:1.00
QC	Canada	1.00:1.00	ME	U.S.	1.17:1.00					
202-2	Proportion of senior management hired from the local community	All Senior Management of the Corporation and its businesses are either born in or otherwise have the legal right to reside in the geographic market in which their operations are located.								

GRI 203: Indirect Economic Impacts		
Number	Disclosure Title	Response
203-1	Infrastructure investments and services supported	See <i>Liquidity and Capital Resources – Capital Expenditures</i> in the Corporation's most recent <i>Annual Management's Discussion and Analysis (SEDAR)</i> .
203-2	Significant indirect economic impacts	The Corporation strives to have a positive impact on the communities in which it operates and their economies. As the Corporation's business grows, it can identify significant direct and indirect economic impacts associated with its business activities, relationships, and local community initiatives. In many cases, the Corporation's manufacturing facilities operate in remote areas across Canada and the United States, including the Corporation's Harvest Meats (Yorkton, Saskatchewan), Raybern Foods (Shannon, Mississippi), Leadbetter (Orillia, Ontario) and Country Prime Meats (Lac La Hache, British Columbia) facilities, and the local economy in such areas is heavily reliant on the Corporation's operations.

GRI 205: Anti-Corruption		
Number	Disclosure Title	Response
205-1	Operations assessed for risks related to corruption	All of the Corporation's operations are governed by the Corporation's <i>Code of Business Conduct</i> . Every quarter, the Senior Management of each of the Corporation's businesses completes a sub-certification survey that requires the reporting of any significant incidents, including any violations of the Corporation's <i>Code of Business Conduct</i> . The Corporation's Senior Management, Legal Department and Internal Audit Team investigate and document all incidents and appropriate action taken. During the Corporation's 2020 fiscal year, there were no significant risks or incidents relating to corruption identified.
205-2	Communication and training about anti-corruption policies and procedures	See the Corporation's <i>Code of Business Conduct</i> . Senior Management across the Corporation's businesses are provided with the Corporation's <i>Code of Business Conduct</i> and must complete a sub-certification survey that requires the reporting of any significant incidents, including any violations of the Corporation's <i>Code of Business Conduct</i> . The Corporation's Internal Audit Team also provides communications, education and tips to applicable employees of the Corporation and its businesses with respect to anti-corruption and other financial risks.
205-3	Confirmed incidents of corruption and actions taken	During the Corporation's 2020 fiscal year, there were no significant risks or incidents relating to corruption identified.

GRI 206: Anti-Competitive Behavior		
Number	Disclosure Title	Response
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Neither the Corporation nor any of its businesses have been subject to any legal actions regarding anti-competitive behavior or violations of anti-trust and monopoly legislation.

GRI 207: Tax		
Number	Disclosure Title	Response
207-1	Approach to tax	The Corporation recognizes the important role of tax systems in the provision of public programs and services. Correspondingly, its approach to taxation is guided by the following general principles: <ul style="list-style-type: none"> • Comply fully with applicable tax laws and regulations; • Manage tax risks for the benefit of its stakeholders; • Maintain a high level of integrity and ethical standards as outlined in its <i>Code of Business Conduct</i>.

GRI 207: Tax		
Number	Disclosure Title	Response
207-2	Tax governance, control, and risk management	<p>Description of the tax governance and control framework: The Board has ultimate oversight responsibility for the Corporation's tax strategy and compliance. The Corporation's Audit Committee has oversight with respect to the integrity of the Corporation's financial statements and financial reporting process, the Corporation's internal accounting controls and procedures, and compliance with related legal and regulatory requirements, including taxation, tax risks and significant tax positions. Day-to-day management and implementation of the Corporation's tax strategy is delegated to the CFO and to the Director of Tax and Compliance, who is a member of the Corporation's Senior Management. The Corporation's Internal Audit Team also conducts routine reviews of the tax-related internal controls and processes.</p> <p>The Director of Tax and Compliance, together with a team of experienced and qualified in-house tax professionals, assist the Corporation's businesses with tax filings and remittances, in engaging tax authorities, and with other tax-related matters. The Corporation's tax team is supported by external tax advisors as well as legal counsel, as required.</p> <p>The Corporation closely monitors the applicable tax laws and regulations of each of the jurisdictions in which the Corporation and its businesses operate. See <i>Risks & Uncertainties – Tax Risk</i> in the Corporation's most recent <i>Annual Management's Discussion and Analysis</i> (SEDAR).</p> <p>Assurance process: The Corporation's disclosures with respect to income taxes as included in the Corporation's 2020 <i>Consolidated Financial Statements</i> (SEDAR) are reviewed by independent external auditors.</p> <p>Reporting mechanisms: Stakeholders are able to communicate concerns and comments about unethical or unlawful behavior in relation to tax to the Corporation through the Corporation's investor email address (investor@premiumbrandsgroup.com) and the Corporation's confidential inquiries email address (concerns@premiumbrandsgroup.com).</p>
207-3	Stakeholder engagement and management of concerns related to tax	<p>The Corporation is committed to maintaining a transparent, cooperative, and professional relationship with the tax authorities in all jurisdictions in which it operates. The Corporation is committed to providing accurate and timely disclosures on its tax returns and correspondence with tax authorities.</p> <p>The Corporation collects and encourages stakeholders to provide feedback.</p>

GRI 207: Tax		
Number	Disclosure Title	Response
207-4	Country-by-country reporting	<p>For tax purposes, the Corporation's businesses are all resident in Canada and/or the United States. The below information is provided for the year ended December 26, 2020:</p> <p>(i) Names of the resident entities: See <i>Corporate Structure</i> in the Corporation's most recent <i>Annual Information Form (SEDAR)</i> for the names of its material subsidiaries.</p> <p>(ii) Primary activities: See <i>Description of the Business</i> in the Corporation's most recent <i>Annual Information Form (SEDAR)</i>.</p> <p>(iii) Number of employees: Total: 8,724 Canada: 5,388 U.S.: 3,336</p> <p>(iv) Revenues from third-party sales: Total: \$4,068,890,032 Canada: \$2,490,728,823 U.S.: \$1,578,161,209</p> <p>(v) Revenues from intra-group transactions with other tax jurisdictions: CA to US: \$39,297,052 US to CA: \$17,131,533</p> <p>(vi) Profit/loss before tax: Total: \$110,523,333 Canada: \$121,715,383 U.S.: \$(11,192,050)</p> <p>(vii) Tangible assets other than cash and cash equivalents: Total: \$1,302,210,511 Canada: \$882,109,978 U.S.: \$420,100,533</p> <p>(viii) Corporate income tax paid on a cash basis: Total: \$26,852,182 Canada: \$25,519,360 U.S.: \$1,332,822</p> <p>(ix) Corporate income tax accrued on profit/loss: Total: \$18,237,983 Canada: \$24,023,462 U.S.: \$(5,785,479)</p> <p>(x) Tax Rate Reconciliation: Please see note 22 of the Company's 2020 <i>Consolidated Financial Statements (SEDAR)</i>.</p>

GRI 301: Materials		
Number	Disclosure Title	Response
301-1	Materials used by weight or volume	The Corporation tracks direct materials in terms of the total cost of purchases. See <i>Direct Materials</i> in the Corporation's most recent <i>Annual Information Form (SEDAR)</i> .
301-2	Recycled input materials used	See <i>Waste Reduction</i> in the Corporation's 2021 <i>ESG Report</i> .
301-3	Reclaimed products and their packaging materials	See <i>Waste Reduction</i> in the Corporation's 2021 <i>ESG Report</i> .

GRI 302: Energy			
Number	Disclosure Title	Response	
302-1	Energy consumption within the organization	Reported in GJ (gigajoules)	
		Total energy consumption	1,492,221
		Fuel (diesel, gasoline, propane)	175,915
		Natural gas	605,153
		Electricity	697,293
		Other (fuel oil, wood)	13,861
		Renewable energy consumption is not material at this time. See <i>Manufacturing and Distribution Facilities</i> in the Corporation's most recent <i>Annual Information Form (SEDAR)</i> for its locations.	
302-2	Energy consumption outside of the organization	The Corporation is not currently measuring energy consumption outside of the organization.	
302-3	Energy intensity	0.367 GJ per \$1,000 CAD Revenue.	
302-4	Reduction of energy consumption	To be provided in the Corporation's 2022 <i>ESG Report</i> .	

GRI 303: Water and Effluents		
Number	Disclosure Title	Response
303-1	Interactions with water as a shared resource	See <i>Water Conservation</i> in the Corporation's 2021 <i>ESG Report</i> .
303-2	Management of water discharge-related impacts	See <i>Water Conservation</i> in the Corporation's 2021 <i>ESG Report</i> .

GRI 303: Water and Effluents		
Number	Disclosure Title	Response
303-3	Water withdrawal	(A) (B) (C) Reported in megaliters
		(A)
		Total water withdrawal 2,096
		Municipal supply 1,578
		Well water 79
		Seawater 438
(B) Withdrawal from areas with high water stress: 184.7		
Third-party water 184.7		
Extremely high 44.4		
High 140.2		
(C) Withdrawal from:		
Freshwater 1,658		
Other water 438		
Contextual information: See <i>Water Conservation</i> in the Corporation's 2021 <i>ESG Report</i> .		
303-4	Water discharge	This data is not available at this time.
303-5	Water consumption	This data is not available at this time.

GRI 304: Biodiversity		
Number	Disclosure Title	Response
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	All of the Corporation's businesses operate in areas zoned for industrial or commercial activities. For more information, see <i>Marine Conservation</i> , <i>Regenerative Agriculture</i> and <i>Land Conservation</i> in the Corporation's 2021 <i>ESG Report</i> .
304-2	Significant impacts of activities, products, and services on biodiversity	The Corporation is committed to ensuring that the operations of its businesses have a minimal impact on biodiversity and works closely with governing bodies in all applicable situations, including the construction and ongoing activities of its manufacturing facilities, to minimize its impact on local ecological systems. In addition, all of the Corporation's Canadian seafood businesses have joined the Ocean Wise Seafood program to help ensure the health and sustainability of the ocean's ecological system. For more information, see <i>Marine Conservation</i> in the Corporation's 2021 <i>ESG Report</i> .

GRI 304: Biodiversity		
Number	Disclosure Title	Response
304-3	Habitats protected or restored	Throughout its business operations, the Corporation works with governmental bodies and local organizations to ensure habitats are protected or restored, as applicable and as needed. For more information, see Land Conservation in the Corporation's 2021 ESG Report .
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	The Corporation's businesses do not actively pose a threat to endangered plant and animal species. Ecological and biodiversity impacts are evaluated when assessing locales for new operations or expansion of existing operations.

GRI 305: Emissions		
Number	Disclosure Title	Response
305-1	Direct (Scope 1) GHG emissions	43,147 metric tons CO ₂ e
305-2	Energy indirect (Scope 2) GHG emissions	35,823 metric tons CO ₂ e
305-3	Other indirect (Scope 3) GHG emissions	The Corporation is not currently measuring indirect (Scope 3) GHG emissions.
305-4	GHG emissions intensity	0.019 metric tons CO ₂ e per \$1,000 CAD Revenue.
305-5	Reduction of GHG emissions	The Corporation's baseline year going forward will be 2020. For more information about the Corporation's reduction initiatives, see Climate Change in the Corporation's 2021 ESG Report .
305-6	Emissions of ozone-depleting substances (ODS)	The Corporation does not produce or export ozone-depleting substances. Data regarding the use of ozone-depleting substances is not available at this time. The Corporation initiated the tracking of this information in 2021.
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Data regarding the annual use of nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions is not available at this time. The Corporation initiated the tracking of this information in 2021.

GRI 306: Waste		
Number	Disclosure Title	Response
306-1	Waste generation and significant waste-related impacts	See Waste Reduction in the Corporation's 2021 ESG Report .
306-2	Management of significant waste-related impact	See Waste Reduction in the Corporation's 2021 ESG Report .

GRI 306: Waste		
Number	Disclosure Title	Response
306-3	Waste generated	Reported in metric tons
		Total waste generated 34,569
		Recycled waste 9,001
		Animal feed 8,831
		Compost 658
		Landfill or incineration 16,079
306-4	Waste diverted from disposal	Reported in metric tons
		Total waste diverted 18,490
		Recycled waste 9,001
		Animal feed 8,831
		Compost 658
		Diversion rate: 54%
306-5	Waste directed to disposal	Landfill or incineration: 16,079 metric tons

GRI 307: Environmental Compliance		
Number	Disclosure Title	Response
307-1	Non-compliance with environmental laws and regulations	The Corporation has not been subject to any material fines or non-monetary sanctions for non-compliance with environmental laws and/or regulations.

GRI 308: Supplier Environmental Compliance		
Number	Disclosure Title	Response
308-1	New suppliers that were screened using environmental criteria	The Corporation's businesses consider environmental impacts in their evaluation processes for new and existing suppliers. See Responsible Sourcing in the Corporation's 2021 ESG Report .
308-2	Negative environmental impacts in the supply chain and actions taken	The Corporation and its businesses work with suppliers to mitigate any negative environmental impacts and to ensure compliance with all local and federal laws and regulations. See Responsible Sourcing in the Corporation's 2021 ESG Report .

GRI 401: Employment		
Number	Disclosure Title	Response
401-1	New employee hires and employee turnover	Consolidated data regarding employee hires and turnover is not available at this time.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Full-time employees are eligible for various benefit plans that are specific to each operating company, including extended health care (medical, vision, dental), pension, travel and life insurance, employee and family assistance programs (including mental health support).
401-3	Parental leave	(A) Employees entitled to parental leave: 100% (B) Number of employees that took parental leave: Male: 81 Female: 204 (C) Number of employees that did not return to work after parental leave ended: 3

GRI 402: Labor/Management Relations		
Number	Disclosure Title	Response
402-1	Minimum notice periods regarding operational changes	The Corporation and its businesses complied with all applicable laws and collective agreements (where applicable) with respect to minimum notice period requirements for the reporting period.

GRI 403: Occupational Health and Safety		
Number	Disclosure Title	Response
403-1	Occupational health and safety management system	See <i>Worker Health & Safety</i> in the Corporation's 2021 <i>ESG Report</i> . The Corporation's businesses each have an occupational health and safety committee, a joint health and safety committee, or a dedicated resource/individual(s) that manages work-related health and safety processes, risks, and incidents. The Corporation and its businesses complied with all applicable occupational health and safety laws in the reporting period, and the Corporation's businesses are required to report any incidents, infractions or violations to the Corporation's Senior Management in the quarterly financial and business reviews. All employees of the Corporation and its businesses, as well as on-site personnel, contractors and visitors, are required to adhere to the safety policies and procedures in place at each facility.
403-2	Hazard identification, risk assessment, and incident investigation	See <i>Worker Health & Safety</i> in the Corporation's 2021 <i>ESG Report</i> .
403-3	Occupational health services	The Corporation and its businesses provide employees occupational health services, including safety and first aid training, and resources to help ensure worker safety, including PPE, first aid supplies and mental health assistance, as and when required. The Corporation and its businesses ensure all rights and privacy of employees are protected.

GRI 403: Occupational Health and Safety								
Number	Disclosure Title	Response						
403-4	Worker participation, consultation, and communication on occupational health and safety	See Worker Health & Safety in the Corporation's 2021 ESG Report .						
403-5	Worker training on occupational health and safety	See Worker Health & Safety in the Corporation's 2021 ESG Report .						
403-6	Promotion of worker health	The Corporation and its businesses promote healthy lives and well-being by providing a range of benefit programs for the physical and mental health of employees and their families. The Corporation and its businesses ensure all rights and privacy of employees and their families that participate in these programs are protected. For more information, see Worker Health & Safety in the Corporation's 2021 ESG Report .						
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	See 403-1						
403-8	Workers covered by an occupational health and safety management system	All employees of the Corporation and its businesses, as well as on-site personnel, contractors and visitors, are required to adhere to the safety policies and procedures in place for each facility.						
403-9	Work-related injuries	<table border="0"> <tr> <td>Fatalities</td> <td style="text-align: right;">0</td> </tr> <tr> <td>High-consequence injuries*</td> <td style="text-align: right;">3</td> </tr> <tr> <td>Accidents resulting in a claim (WCB/OSHA)</td> <td style="text-align: right;">442</td> </tr> </table> <p><i>*Injuries from which the worker did not recover within 6 months</i></p> <p>Main types of injuries: back injuries, cuts, sprains, strains and ergonomics due to repetitive stressors</p> <p>For more information, see Worker Health & Safety in the Corporation's 2021 ESG Report.</p>	Fatalities	0	High-consequence injuries*	3	Accidents resulting in a claim (WCB/OSHA)	442
Fatalities	0							
High-consequence injuries*	3							
Accidents resulting in a claim (WCB/OSHA)	442							
403-10	Work-related ill health	<p>Fatalities as a result of work-related ill health: 0</p> <p>Cases of recordable work-related ill health: 0</p> <p>For more information, see Worker Health & Safety in the Corporation's 2021 ESG Report.</p>						

GRI 404: Training and Education		
Number	Disclosure Title	Response
404-1	Average hours of training per year per employee	For health and safety training, see <i>Worker Health & Safety</i> in the Corporation's 2021 <i>ESG Report</i> . The Corporation initiated the tracking of all training in 2021.
404-2	Programs for upgrading employee skills and transition assistance programs	See <i>Worker Health & Safety</i> in the Corporation's 2021 <i>ESG Report</i> . The Corporation and its businesses provide various internal and external programs for upgrading employee skills, including information systems training; role specific technical training; management and leadership development; ESL/other languages; diversity, equity and inclusion training; vendor training; continuing professional development for CPAs; health and safety training; first aid training; mental health first aid training; HACCP/food safety training.
404-3	Percentage of employees receiving regular performance and career development reviews	The Corporation and its businesses support all employees with their career development and provide performance feedback on a regular basis. All salaried staff receive annual performance and career development reviews.

GRI 405: Diversity and Equal Opportunity																		
Number	Disclosure Title	Response																
405-1	Diversity of governance bodies and employees	(A) Governance bodies: See <i>Directors and Officers</i> in the Corporation's most recent <i>Annual Information Form</i> (SEDAR) (B) <table border="1" style="margin-left: 20px;"> <thead> <tr> <th>Employee category</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>57%</td> </tr> <tr> <td>Female</td> <td>43%</td> </tr> <tr> <td>Under 30</td> <td>17%</td> </tr> <tr> <td>30-50</td> <td>48%</td> </tr> <tr> <td>Over 50</td> <td>35%</td> </tr> </tbody> </table>	Employee category	%	Male	57%	Female	43%	Under 30	17%	30-50	48%	Over 50	35%				
Employee category	%																	
Male	57%																	
Female	43%																	
Under 30	17%																	
30-50	48%																	
Over 50	35%																	
405-2	Ratio of basic salary and remuneration of women to men	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th colspan="2">Canada</th> <th colspan="2">U.S.</th> </tr> </thead> <tbody> <tr> <td>Senior Executives</td> <td>0.67:1.00</td> <td>Senior Executives</td> <td>0.71:1.00</td> </tr> <tr> <td>Management</td> <td>0.79:1.00</td> <td>Management</td> <td>0.92:1.00</td> </tr> <tr> <td>Remaining Staff</td> <td>0.85:1.00</td> <td>Remaining Staff</td> <td>0.93:1.00</td> </tr> </tbody> </table>	Canada		U.S.		Senior Executives	0.67:1.00	Senior Executives	0.71:1.00	Management	0.79:1.00	Management	0.92:1.00	Remaining Staff	0.85:1.00	Remaining Staff	0.93:1.00
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Remaining Staff	0.85:1.00	Remaining Staff	0.93:1.00															

GRI 406: Non-Discrimination

Number	Disclosure Title	Response
406-1	Incidents of discrimination and corrective actions taken	During the Corporation's 2020 fiscal year, a total of 6 incidents were reported. All incidents were reported to the Board and resolved.

GRI 407: Freedom of Association and Collective Bargaining

Number	Disclosure Title	Response
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<p>The Corporation respects the rights of workers to exercise freedom of association and collective bargaining and the Corporation is in compliance with all applicable laws and regulations. Additionally, the Corporation's businesses thoroughly investigate their suppliers before entering into a business relationship.</p> <p>See <i>Human Resources</i> in the Corporation's most recent <i>Annual Information Form (SEDAR)</i> and <i>Responsible Sourcing</i> in the Corporation's 2021 <i>ESG Report</i>.</p>

GRI 408: Child Labor

Number	Disclosure Title	Response
408-1	Operations and suppliers at significant risk for incidents of child labor	The Corporation and its businesses are located in Canada and the United States and adhere to all applicable labor laws, including child labor laws. Additionally, the Corporation's businesses thoroughly investigate their suppliers before entering into a business relationship.

GRI 409: Forced or Compulsory Labor

Number	Disclosure Title	Response
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	The Corporation and its businesses are located in Canada and the United States and adhere to all applicable labor laws, including forced or compulsory labor laws. Additionally, the Corporation's businesses thoroughly investigate their suppliers before entering into a business relationship.

GRI 411: Rights of Indigenous Peoples

Number	Disclosure Title	Response
411-1	Incidents of violations involving rights of Indigenous peoples	The Corporation is not aware of any incidents of violations involving rights of Indigenous peoples by the Corporation or its businesses.

GRI 412: Human Rights Assessment		
Number	Disclosure Title	Response
412-1	Operations that have been subject to human rights reviews or impact assessments	<p>The Corporation's businesses operate in a variety of markets primarily across Canada and the United States and adhere to all applicable human rights laws and regulations.</p> <p>The Corporation stands by the notion that fundamental rights should be universally protected and support the <i>UN Universal Declaration of Human Rights</i>.</p> <p>None of the Corporation's operations have been subject to human rights reviews or human rights impact assessments.</p> <p>For more information, see the Corporation's <i>Code of Business Conduct</i> and <i>Employment Equity and Diversity Policy</i>.</p>
412-2	Employee training on human rights policies or procedures	<p>Employees are required to adhere to the Corporation's <i>Code of Business Conduct</i>. Training is provided at the commencement of employment and on an annual basis. Additional training is provided on an as-needed basis.</p> <p>For more information, see <i>Diversity, Equity & Inclusion</i> of the Corporation's <i>ESG Report</i>.</p>
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	None that are material to the Corporation.

GRI 413: Local Communities		
Number	Disclosure Title	Response
413-1	Operations with local community engagement, impact assessments, and development programs	See the <i>Philanthropy</i> and <i>Trusted Corporate Citizens</i> in the Corporation's 2021 <i>ESG Report</i> .
413-2	Operations with significant actual and potential negative impacts on local communities	The Corporation and its businesses identify and mitigate any potential negative impacts on their respective local communities by working closely with local organizations and policymakers. Previously identified negative impacts include elevated noise concerns at two of the Corporation's businesses. In both instances, the businesses took corrective action by investing in, and installing, physical barriers and silencers.

GRI 414: Supplier Social Assessment		
Number	Disclosure Title	Response
414-1	New suppliers that were screened using social criteria	<p>See <i>Responsible Sourcing</i> in the Corporation's 2021 <i>ESG Report</i>.</p> <p>The Corporation and its businesses are committed to responsible and ethical sourcing, and to that end, all suppliers are screened and must be approved before the Corporation or its businesses will enter into a business relationship with them. Among other things, the Corporation and its businesses assess (i) quality of product, (ii) sustainability, and (iii) relevant certifications, including Ocean Wise, MSC, ASC, HACCP, GFSI, and overall food safety practices. The suppliers of the Corporation and its businesses may also be required to adopt certain health & safety, labor, animal welfare, and ethical principles. The Corporation and its businesses strive to work with suppliers that demonstrate a commitment to sustainability and share the Corporation's vision for long-term success.</p>
414-2	Negative social impacts in the supply chain and actions taken	<p>See <i>Responsible Sourcing</i> of the Corporation's 2021 <i>ESG Report</i>.</p> <p>The Corporation's businesses consider social impacts in their screening processes throughout their supply chain. The Corporation's businesses continue to work with suppliers to mitigate any negative social impacts and ensure compliance with all local and federal laws and regulations.</p>

GRI 415: Public Policy		
Number	Disclosure Title	Response
415-1	Political contributions	The Corporation and its businesses have collectively contributed \$2,750 during the Corporation's 2020 fiscal year. For more information regarding political contributions, see the Corporation's <i>Code of Business Conduct</i> .

GRI 416: Customer Health and Safety		
Number	Disclosure Title	Response
416-1	Assessment of the health and safety impacts of product and service categories	See <i>Regulatory Environment and Food Safety</i> in the Corporation's most recent <i>Annual Information Form (SEDAR)</i> and <i>Food Safety, Nutrition and Product Transparency</i> in the Corporations 2021 <i>ESG Report</i> .
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	<p>During the Corporation's 2020 fiscal year, the Corporation's businesses initiated two product recalls:</p> <ul style="list-style-type: none"> • One recall due to an undeclared allergen • One recall due to foreign material <p>The incidents were immediately addressed, and the recalls were handled promptly. No regulatory penalties were issued. The total value of the products recalled was approximately \$51,563.</p> <p>During the Corporation's 2020 fiscal year, suppliers of the Corporation and its businesses initiated three product recalls:</p> <ul style="list-style-type: none"> • One supplier recall due to histamine • Two supplier recalls due to foreign material

GRI 417: Marketing and Labeling

Number	Disclosure Title	Response
417-1	Requirements for product and service information and labeling	The Corporation's businesses complied with all applicable Federal, Provincial and State laws and regulations governing the labeling of food products in the reporting period, including the <i>Food and Drugs Act</i> and the <i>Safe Food for Canadians Act</i> in Canada, and the <i>Food, Drugs and Cosmetics Act</i> and the <i>Fair Packaging and Labeling Act</i> in the United States.
417-2	Incidents of non-compliance concerning product and service information and labeling	During the Corporation's 2020 fiscal year, the Corporation's businesses had one incident due to an undeclared allergen. The incident was immediately addressed, and no regulatory penalties were issued.
417-3	Incidents of non-compliance concerning marketing communications	The Corporation has no material incidents to report.

GRI 418: Customer Privacy

Number	Disclosure Title	Response
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	The Corporation is not aware of any claims relating to a breach of customer privacy or a loss of customer data.

GRI 419: Socioeconomic Compliance

Number	Disclosure Title	Response
419-1	Non-compliance with laws and regulations in the social and economic area	The Corporation has not been subject to any significant fines or non-monetary sanctions for non-compliance with laws and regulations in the social and economic area.