



Sustainability Report

2020

B
Premium Brands

A message from our President & CEO

Our first annual Environmental, Social and Governance (ESG) Report comes at a time when the COVID-19 pandemic and increased awareness of racial discrimination have opened major fault lines and laid bare the needs of our planet and those who inhabit it. The need for improved reporting and accountability on ESG issues has never been more important.

We have two primary objectives for this initial report. The first is to show that the principles and ideas behind ESG reporting have always been central to our business model and core to our culture. Concepts such as the proper stewardship of our planet, leveraging the benefits of good social practices and governance, and managing rapidly changing risk exposures have been part of our business model from the beginning.

The second objective is more technical in nature. It involves formalizing the reporting of specific ESG-related activities within our company, and where appropriate, creating quantifiable targets so that we can provide our stakeholders with clear insight into how we are: (i) improving our impact on the world; and (ii) dealing with ESG-related risks faced by our businesses.

OBJECTIVE 1: ESG and Premium Brands

The core concepts behind ESG reporting are embedded into the DNA of our organization and have been a part of who we are since the inception of Premium Brands almost 20 years ago. From the beginning, we have focused on investing in specialty food businesses that share three key characteristics: (i) an entrepreneurial culture; (ii) the production of great tasting foods made with wholesome ingredients; and (iii) a deep passion throughout the organization for both its local communities and what is best for our planet. These not only lay the foundation for a successful business, but also address many of the critical elements and concerns driving ESG reporting today.

ENTREPRENEURIAL CULTURE

We believe the best and most creative decisions are made by empowered entrepreneurs operating in a decentralized environment. This autonomy and ground-level decision making ensures we are at the forefront of issues impacting our company, our industry and the general environment, and that our businesses are able to respond quickly and effectively to the needs of the communities around them. Correspondingly, many of the environmental and social challenges today, such as food insecurity, food safety, diversity, climate change and animal welfare, were identified early on by our businesses and have long since been incorporated into our business and risk mitigation strategies.

GREAT TASTING FOOD MADE WITH WHOLESOME INGREDIENTS

The production of great tasting foods made with wholesome ingredients is fundamental to a healthy world and a sustainable environment. Having great ESG reporting and impressive-sounding ESG-related targets is irrelevant if you are producing products that result in unhealthy children and families. From inception, we have been actively promoting good nutrition to our customers, consumers and anyone else who will listen – we are very passionate about this topic. There is, however, still much more work to be done as a rapidly increasing amount of the world's resources are being used to deal with rising levels of chronic disease associated with poor nutrition.

A message from our President & CEO (continued)

The relationship between healthy food and the environment is reciprocal, i.e. you cannot produce wholesome, healthy food unless you have a healthy environment. So from the start, ensuring healthy, sustainable supply chains has been a core element of our business strategy.

A PASSION FOR BOTH OUR LOCAL COMMUNITIES AND WHAT IS BEST FOR OUR PLANET

We recognize both the necessity and importance of healthy communities, not only for the betterment of our world but also for helping us to achieve our long-term economic goals. Seeing beyond our immediate surroundings and being engaged in local communities, and also the greater global community, is strongly promoted by Premium Brands. This perspective, which is pervasive throughout our company, is a natural extension of the long-term focused thinking that drives all of our decision making, including our capital allocation strategies – all of our investment decisions are based on long-term, ten-year plus plans that focus on sustainable value creation rather than short-term gains. Ultimately, the greatest threat to our planet, and any business' future prosperity, is short-term thinking.

OBJECTIVE 2: Formalization of the process

In order to help our stakeholders better understand our commitment to ESG, in 2019, we initiated a process to formalize the reporting of our ESG-related activities. This included:

- The creation of an internal ESG Committee comprised of our CEO, CFO and various leaders throughout our organization. This committee, which reports to our Board of Directors' Corporate Governance and Nominating Committee (G&N Committee), oversees all aspects of our formal ESG reporting processes;
- The development of a sustainability framework based on an in-depth analysis of our business activities and an ESG materiality assessment;
- The adoption of the standards set by the GRI Reporting Initiative (see Appendix A) and setting the goal of having our ESG reporting comply with the standards set for our industry by the Sustainability Accounting Standards Board (SASB) starting in 2021;
- The setup of formal semi-annual meetings with each of our management teams to discuss ESG-related matters and to assess the progress being made in achieving any ESG reporting objectives set for their business.

In addition to the above, we have always held quarterly group conference calls to share sustainability wins and lessons from across our many businesses.

This report represents a starting point. Our objective, which is consistent with how all of our businesses operate, is for continuous improvement. With this in mind, we will be using the systems and processes put into place over the past year to gather data over the course of 2020, which will then be used to set formal ESG-related improvement targets for 2021. These targets will cover a range of issues including food safety, food insecurity, diversity and inclusion, employee health and well-being, carbon emissions, food waste and water usage.

I am very proud to lead an organization whose main objective is to reward all stakeholders while contributing to building a healthier and better world.

George Paleologou
President & CEO
June 23, 2020

FOOD

Producing healthy, nutritious, great-tasting food is engrained in our culture and is fundamental to a healthy, sustainable environment. We believe that consistent access to safe, nutritious food is a fundamental right that should be afforded to all people.



Healthy foods & good nutrition

- We focus on using natural, clean ingredients in our products while minimizing the use of preservatives and artificial colours and flavours.
- We are committed to continuous progress in nutrition and driving innovation in the food space through participation in various industry associations and membership organizations, including:
 - » Food Processors of Canada
 - » The Canadian Meat Council
 - » The Canadian Poultry and Egg Processors Council
 - » Turkey Farmers of Canada
 - » The National Fisheries Institute
 - » The North American Meat Institute
 - » The National Association of Convenience Stores
 - » Other regional food and beverage associations
- As advocates for clear labelling, our businesses meet or exceed compliance with all labelling and ingredient regulation.

FOOD



Sustainable & ethical sourcing

- Responsible and ethical sourcing of raw materials is a top priority for our procurement teams. These teams work continuously with suppliers to help ensure all touchpoints along our supply chain follow ethical processes, are appropriately certified, and correspond with industry best practices and regulations. To this end:
 - » We have implemented a formal *Supplier Code of Conduct* regarding ethical and responsible stewardship at our Yorkshire Valley Farms business;
 - » An on-site marine biologist at our Ready Seafood business is conducting long-term sustainability studies for the Maine coast lobster industry;
 - » The Ovation lamb program at our Centennial Foodservice business uses only 100% grass-fed, free-range animals that are raised without antibiotics, growth hormones or genetically engineered feed.
- Our long-term relationships with our suppliers are based on a foundation of shared values, integrity and trust.
- To protect our supply chain and increase transparency, our businesses are continually enhancing their food traceability systems.



Humane treatment of animals

- We are committed to the humane treatment of animals and expect our suppliers to act in accordance with all animal welfare standards.
- We support the *Five Freedoms of Animal Welfare* and, in consultation with an external specialist, have developed a set of animal welfare principles to guide our businesses in their operations and dealings with suppliers. The Five Freedoms are described as:
 - » Freedom from hunger and thirst
 - » Freedom from discomfort
 - » Freedom from pain, injury and disease
 - » Freedom from fear and distress
 - » Freedom to express normal behaviour
- Our seafood businesses are focused on sourcing products that have been certified by recognized industry associations including the Marine Stewardship Council (MSC), the Aquaculture Stewardship Council (ASC) and Ocean Wise.

FOOD



Food safety

- Maintaining excellence in food safety is paramount across all our operations and we aspire to achieve the highest standards of food safety in the world.
- All of our businesses have food safety departments, the leader of which is supported by our corporate food safety team.
- Our production facilities all operate in highly regulated environments and generally have standards that exceed those mandated by regulators including:
 - » The Canadian Food Inspection Agency (CFIA)
 - » The United States Department of Agriculture (USDA)
 - » The U.S. Food and Drug Administration (FDA)
- Nearly all of our facilities utilize Hazard Analysis Critical Control Points (HACCP) systems and hold various recognized industry certifications issued by globally recognized entities including:
 - » The Safe Quality Food (SQF) Program
 - » The British Retail Consortium Global Standard (BRCGS) for Food Safety
 - » The Global Food Safety Initiative (GFSI)



PEOPLE

Our people are our greatest asset and their well-being is our highest priority. At Premium Brands, respect for the individual is rooted in our entrepreneurial culture and reflected in every decision we make.



Work safety & training

- As we grow, so do our people. By helping our people with their personal and professional growth, we also enhance our organization's potential. All of our businesses offer a range of training and development programs which include:
 - » Worker safety programs
 - » Leadership development
 - » Skills training
 - » Language lessons
- All of our businesses have occupational health and safety (OHS) committees. They are continuously evaluating and improving their workplace systems and controls to maximize employee safety and reduce the potential for incidents.
- We are leaders in the development and implementation of processes to protect our employees from exposure to COVID-19.
- Many of our businesses have implemented near-miss reporting to identify and address potential risk areas.
- Employee safety metrics for all businesses are reviewed at the corporate and Board levels on a quarterly basis.



Diversity & inclusion

- We promote equal opportunity for all and foster an inclusive, diverse and honest work environment, where all employees are acknowledged and heard.
- Team members are strongly encouraged to provide ideas, insights, and suggestions for improvement through various feedback channels.
- The Board and management of Premium Brands have adopted the *Employment Equity and Diversity Policy*, which sets out our approach to employment equity and diversity at all levels of our company.
- We recently initiated a formal process, including the engagement of outside expertise, to help us achieve our equity, diversity and inclusiveness objectives.

PEOPLE



Food security

- We believe that everyone should have the right to a healthy lifestyle and access to a nutritious, balanced diet.
- Premium Brands is focused on making food less scarce by making our products more accessible and reducing food waste.
- We support local food banks and healthy meal programs both at the business and corporate level. Examples include the Langley School District Foundation and the after-school support program, The Writers' Exchange.



Volunteerism & community work

- Volunteerism and community involvement is a common value that binds all of our businesses. Premium Brands actively promotes local contributions to encourage healthy and vibrant communities.
- Community-based initiatives are highlighted and discussed in the quarterly reviews we have with each of our businesses. Recent examples include:
 - » Donating a portion of sales to *rare* Charitable Research Reserve
 - » Organizing the clean-up of local trails and parks in Orillia, ON
 - » Volunteering at local senior care facilities in Halifax, NS
 - » Leading community BBQ events across Canada
 - » Donating product to a local Backpack Buddies program in Seattle, WA
 - » Fundraising for hospice and community services in British Columbia
 - » Participating in workplace charity fundraisers supporting the Canadian Cancer Society's "Plaid for Dad", the Make-A-Wish Foundation and local Children's Hospital organizations
- Premium Brands corporate directly supports a number of charities including:
 - » Hockey Canada Foundation
 - » KidSport
 - » Leukemia & Lymphoma Society of Canada
 - » Peace Arch Hospital Foundation
 - » Ronald McDonald House Charities
 - » Special Olympics BC
 - » VGH & UBC Hospital Foundation
- Our employees are encouraged to participate in volunteer activities, and where possible, we provide them support in a variety of ways including flexible work schedules, workplace charity events and matched donations.

ENVIRONMENT

We are committed to a clean and healthy environment, both at the local and global levels. Our focus on producing healthy, nutritious, great-tasting products made with wholesome ingredients is a critical part of our strategy for protecting the environment. We are also committed to reducing our energy and water consumption, minimizing food waste and moderating the use of plastics and packaging.



Energy consumption

- Our businesses are using a number of strategies to reduce energy consumption including:
 - » Participating in local energy curtailment programs
 - » Upgrading or retrofitting LED lighting in facilities
 - » Optimizing logistics networks and reducing transport emissions through the use of new technologies and the sharing of transportation resources among portfolio companies
- We have engaged in third-party energy audits of all our businesses, focusing on Scope 1 and 2 greenhouse gas emissions. The results will be used to establish baselines and set energy use and emissions targets for 2021, as well as to identify opportunities for improvement.
- We are always exploring alternative solutions to reduce our energy consumption and emissions, including the use of new technologies, equipment and renewables.



Food waste

- Our businesses work to minimize food waste through a wide variety of initiatives including:
 - » Constant optimization of production processes
 - » Implementation of waste recovery and diversion programs
 - » Sharing of best practices with portfolio businesses
 - » Employee education and training
- We have initiated a standardized method of tracking food waste across all of our businesses, the data from which will be used to establish reduction targets for 2021.

ENVIRONMENT



Water consumption

- Our businesses utilize a variety of methods and techniques to conserve water, including:
 - » Waterless product defrosting technology
 - » Unique steam-based cleaning processes
 - » Installation of water treatment, filtration and circulation systems
- We have initiated a standardized method of tracking water usage across all of our businesses, the results of which will be used to establish reduction targets for 2021.



Plastic waste & packaging

- Our businesses have robust recycling programs in place.
- We are leveraging our strong supplier partnerships to develop safe, reliable alternatives to traditional plastic packaging that are recyclable and eco-friendly, while also guaranteeing the quality and freshness of our products.
- We are tracking the types of materials used in our manufacturing processes and will use this data to establish reduction targets for non-recyclables and plastic consumption for 2021.



GOVERNANCE

Sound corporate governance is essential to the effective management of our businesses. Correspondingly, our policies have been developed and implemented to reflect a commitment to excellence in corporate governance and ethics.



Oversight

- The G&N Committee is responsible for overseeing and assessing the effectiveness of the Board and ensuring that suitable policies and procedures are in place.
- The G&N Committee oversees the relationship between the Board and Premium Brands' senior management and is responsible for ensuring that the Board operates independently. It also monitors adherence to our corporate policies, including our *Code of Business Conduct*, a comprehensive document covering a full range of issues including workplace conduct, ethics and compliance.
- All executives are expected to have a comprehensive understanding of our *Code of Business Conduct* and certify annually that they and their employees have complied with it.
- Our ESG Committee reports to the G&N Committee and provides ongoing updates to the Board.



Entrepreneurship with accountability

- Our decentralized entrepreneurial culture is a core part of who we are and a key driver of our success in becoming a leading specialty food company. To balance the nature of our culture with good corporate governance, we maintain a high level of transparency and accountability with each of our businesses through a range of practices including:
 - » Quarterly in-depth financial reviews
 - » Quarterly business strategy and planning sessions
 - » Annual long-term planning and budgeting sessions
 - » Centralization of all major capital allocation decisions
 - » Regular internal audits of financial processes
 - » A strong financial leader forming part of each management team
 - » Quarterly compliance and disclosure certifications
 - » Centralization of finance, tax and legal activities

GOVERNANCE



Board diversity

- The Board and management of Premium Brands value diversity both in the workplace and on the Board and in this regard, have adopted the following policies:
 - » The *Employment Equity and Diversity Policy*, which sets out our approach to employment equity and diversity at all levels of Premium Brands, including the Board level; and
 - » The *Board Diversity Policy*, which sets out our Board's approach to diversity and, in particular, the process the Board uses to identify and nominate women as Board members.
- Following a recommendation by the G&N Committee to increase both the size of the Board and female representation on the Board, we recently initiated a recruitment process, which included the retention of a leading executive search firm. The selection process is expected to be completed in mid-to-late summer 2020, and thereafter, the committee intends to recommend that the successful candidate be appointed to the Board.



Corporate governance policies

- Our policies provide a framework for the proper operation of Premium Brands, consistent with the best interests of our company and the requirements of the law. These policies can be found in the following documents which are available on the Premium Brands' website:
 - » Code of Business Conduct
 - » Mandate for the Board of Directors
 - » Audit Committee Charter
 - » Compensation and Human Resources Committee Charter
 - » Corporate Governance and Nominating Committee
 - » Whistleblower Policy and Ethics Hotline
 - » Employment Equity and Diversity Policy
 - » Terms of Reference for Chairman of the Board
 - » Anti-Hedging Policy
 - » Executive Recoupment Policy
 - » COVID-19 Safety Plan – Corporate Offices

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

APPENDIX A

This Appendix A to the Corporation's 2020 Sustainability Report sets forth additional information on the Corporation's environmental, social and governance (ESG) performance and priorities and references the global standards for sustainability reporting issued by the Global Reporting Initiative (GRI) (the "GRI Standards") as of the date of the Corporation's 2020 Sustainability Report.

As this is the Corporation's first Sustainability Report, certain GRI Standards are not applicable and certain information is currently unavailable. As part of the Corporation's ongoing ESG reporting process, the Corporation is in the process of gathering such information and tracking certain ESG metrics from its businesses and will publish a detailed Sustainability Report in 2021.

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 Annual Information Form (SEDAR).
102-3	Location of headquarters	100 – 10991 Shellbridge Way, Richmond, British Columbia, Canada V6X 3C6.
102-4	Location of operations	See " <i>Description of the Business – Manufacturing and Distribution Facilities</i> " in the Corporation's most recent Annual Information Form (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 Annual Information Form (SEDAR).
102-7	Scale of the organization	<p>Employees: See "<i>Description of the Business – Human Resources</i>" in the Corporation's most recent Annual Information Form (SEDAR).</p> <p>Operations: See "<i>Description of the Business – Manufacturing and Distribution Facilities</i>" in the Corporation's most recent Annual Information Form (SEDAR).</p> <p>Revenue: See "<i>Results of Operations</i>" in the Corporation's most recent Management's Discussion and Analysis (SEDAR).</p> <p>Quantity of Products: See "<i>Description of the Business – Products</i>" in the Corporation's most recent Annual Information Form (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 Information Circular (SEDAR).</p>
102-8	Information on employees and other workers	<p>The Corporation's employees perform the majority of its organizational activities. As at April 1, 2020, the Corporation employed approximately 9,000 permanent employees across Canada (5,600) and the United States (3,300).</p> <p>The Corporation's workforce is approximately 56% male and 44% female. Temporary workers account for less than 5% of the Corporation's workforce.</p>
102-9	Supply chain	See " <i>Description of the Business – Direct Materials</i> " in the Corporation's most recent Annual Information Form (SEDAR) and " <i>Food</i> " in the Corporation's 2020 Sustainability Report (website).

GRI 102: General Disclosures

Number	Disclosure Title	Response
102-10	Significant changes to the organization and its supply chain	<p>Operations: See “Results of Operations – Plant Start-up and Restructuring Costs”, “Liquidity and Capital Resources – Capital Expenditures” and “Liquidity and Capital Resources – Corporate Investments” in the Corporation’s most recent Management’s Discussion and Analysis (SEDAR) and “General Development of the Business” and “Description of the Business – Manufacturing and Distribution Facilities” in the Corporation’s most recent Annual Information Form (SEDAR).</p> <p>Supply Chain: See “Results of Operations – Gross Profit” in the Corporation’s most recent Management’s Discussion and Analysis (SEDAR) and “Description of the Business – Direct Materials” in the Corporation’s most recent Annual Information Form (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: 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”). If any threats of serious damage exist, appropriate mechanisms are applied to reduce negative impacts.
102-12	External initiatives	<p>Binding: See “Description of the Business – Regulatory Environment and Food Safety” in the Corporation’s most recent Annual Information Form (SEDAR).</p> <p>Non-Binding: The Corporation subscribes or endorses the following voluntary initiatives: “Five Freedoms of Animal Welfare”, Ocean Wise seafood conservation program, Aquaculture Stewardship Council and the Marine Stewardship Council.</p>
102-13	Membership of associations	The Corporation and its businesses are actively involved in various industry associations and membership organizations. These include the Canadian Meat Council, Food Processors of Canada, Canadian Poultry and Egg Processors Council, Turkey Farmers of Canada, National Fisheries Institute, North American Meat Institute and National Association of Convenience Stores.
102-14	Statement from senior decision-maker	See “A message from our President and CEO” in the Corporation’s 2020 Sustainability Report (website).
102-15	Key impacts, risks, and opportunities	See “Risks and Uncertainties” and “Results of Operations – Outlook for 2020” in the Corporation’s most recent Management’s Discussion and Analysis (SEDAR), the Corporation’s most recent Investor Presentation (website) and the Corporation’s 2020 Sustainability Report (website).
102-16	Values, principles, standards, and norms of behavior	See the Corporation’s Code of Business Conduct (website) and the Corporation’s 2020 Sustainability Report (website).
102-17	Mechanisms for advice and concerns about ethics	See the Corporation’s Code of Business Conduct (website).
102-18	Governance structure	See “Board Committees”, “Statement of Corporate Governance Practices”, “Appendix A – Statement of Governance Practices” and “Appendix C – Mandate of the Board of Directors” in the Corporation’s most recent Information Circular (SEDAR).
102-19	Delegating authority	See “Board Committees” and “Appendix C – Mandate of the Board of Directors” in the Corporation’s most recent Information Circular (SEDAR), 2019 CEO Message to Shareholders (website), and the Corporation’s 2020 Sustainability Report (website).
102-20	Executive-level responsibility for economic, environmental, and social topics	See “Objective 2: Formalization of the Process” in the Corporation’s 2020 Sustainability Report (website) and “Statement of Corporate Governance Practices – Environmental and Social Oversight” and “Board Committees – Corporate Governance and Nominating Committee” in the Corporation’s most recent Information Circular (SEDAR).

GRI 102: General Disclosures

Number	Disclosure Title	Response
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 bi-annual ESG reviews with each of its businesses, which is then reported to the Corporation's Corporate Governance and Nominating Committee on a semi-annual basis. The Corporation's Corporate Governance and Nominating Committee reports any material developments to the Board at its regular meetings.</p> <p>See also "Statement of Corporate Governance Practices – Communications and Stakeholder Engagement" and "Compensation Discussion & Analysis – Opportunity for Shareholder Feedback" in the Corporation's most recent Information Circular (SEDAR).</p>
102-22	Composition of the highest governance body and its committees	See "Board Committees", "Statement of Corporate Governance Practices", "Appendix A – Statement of Governance Practices" and "Appendix C – Mandate of the Board of Directors" in the Corporation's most recent Information Circular (SEDAR).
102-23	Chair of the highest governance body	See "Appendix A – Statement of Governance Practices" in the Corporation's most recent Information Circular (SEDAR).
102-24	Nominating and selecting the highest governance body	See "Board Committees", "Statement of Corporate Governance Practices", "Appendix A – Statement of Governance Practices" and "Appendix C – Mandate of the Board of Directors" in the Corporation's most recent Information Circular (SEDAR).
102-25	Conflicts of interest	See the Corporation's Code of Business Conduct (website) and "Compensation Discussion & Analysis" in the Corporation's most recent Information Circular (SEDAR).
102-26	Role of highest governance body in setting purpose, values, and strategy	See the Corporation's Mandate of the Board of Directors (website) and the Corporation's Terms of Reference for the Chairman of the Board (website).
102-27	Collective knowledge of highest governance body	See "Nominees for Election to the Board of Directors – Directors Skills Matrix" in the Corporation's most recent Information Circular (SEDAR).
102-28	Evaluating the highest governance body's performance	See "Nominees for Election to the Board of Directors – Directors Skills Matrix", "Nominees for Election to the Board of Directors – Director Profiles" and "Nominees for Election to the Board of Directors – Additional Information About the Directors" in the Corporation's most recent Information Circular (SEDAR).
102-29	Identifying and managing economic, environmental, and social impacts	See "Statement of Corporate Governance Practices – Environmental and Social Oversight" and "Board Committees – Corporate Governance and Nominating Committee" in the Corporation's most recent Information Circular (SEDAR).
102-30	Effectiveness of risk management processes	See "Board Committees", "Statement of Corporate Governance Practices – Risk Management", "Statement of Corporate Governance Practices – Environmental and Social Oversight" and "Appendix C – Mandate of the Board of Directors" in the Corporation's most recent Information Circular (SEDAR).
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, which is then reported to the Corporation's Audit Committee and Corporate Governance and Nominating Committee, respectively, on a quarterly or bi-annual basis. 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.

GRI 102: General Disclosures

Number	Disclosure Title	Response
102-32	Highest governance body's role in sustainability reporting	See "Statement of Corporate Governance Practices – Environmental and Social Oversight" in the Corporation's most recent Information Circular (SEDAR).
102-33	Communicating critical concerns	<p>See the Corporation's Code of Business Conduct (website) and the Corporation's Whistleblower Policy and Ethics Hotline (website). 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, including any violations of the Corporation's Code of Business Conduct. The Corporation's Internal Audit Team investigates and documents all incidents and corrective action taken. The Corporation's Internal Audit Team also presents a report to the Corporation's Audit Committee on a quarterly basis outlining all identified incidents relating to financial matters and the status and result of each incident. 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 each incident. 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 2019 fiscal year, a total of 21 incidents were reported, of which 18 were reported by the relevant employee's manager(s) and/or direct report(s), and 3 were reported through the Corporation's whistleblower process. Each incident was investigated by the Corporation's Internal Audit Team and appropriate action was taken. All incidents were reported to the Board and have been resolved.
102-35	Remuneration policies	See "Compensation Discussion & Analysis" in the Corporation's most recent Information Circular (SEDAR).
102-36	Process for determining remuneration	See "Compensation Discussion & Analysis" in the Corporation's most recent Information Circular (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 8, 2020, 95.16% of the votes cast by shareholders were in favour of the resolution accepting/approving the Corporation's approach to executive compensation.</p> <p>See also "Statement of Corporate Governance Practices – Communications and Stakeholder Engagement" and "Compensation Discussion & Analysis – Opportunity for Shareholder Feedback" in the Corporation's most recent Information Circular (SEDAR).</p>
102-38	Annual total compensation ratio	The annual compensation ratio based on base pay for full-time employees: Canada: 22.5:1 US: 22.1:1
102-39	Percentage increase in annual total compensation ratio	To be provided in the Corporation's 2021 Sustainability Report.
102-40	List of stakeholder groups	The Corporation engages the following stakeholder groups: shareholders, capital sources, customers, employees and other workers, trade unions, suppliers, civil society, government and local communities.

GRI 102: General Disclosures

Number	Disclosure Title	Response
102-41	Collective bargaining agreements	See "Description of the Business – Human Resources" in the Corporation's most recent Annual Information Form (SEDAR).
102-42	Identifying and selecting stakeholders	The Corporation considers all interested parties when determining its stakeholder groups. The Corporation identifies and selects its stakeholders based on individuals and groups that are impacted directly or indirectly by its businesses.
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 address (investor@premiumbrandsgroup.com) and the Corporation's confidential inquiries email address (concerns@premiumbrandsgroup.com). <p>The Corporation engaged various internal and external stakeholders as part of the process of preparing the Corporation's 2020 Sustainability Report, including shareholders, the investment community and industry groups. The Corporation also engaged external consultants and experts as part of the process of preparing the Corporation's 2020 Sustainability Report.</p>
102-44	Key topics and concerns raised	See the Corporation's 2020 Sustainability Report (website), the Corporation's most recent Investor Presentation (website), the Corporation's most recent CEO Message to Shareholders (website) and the Corporation's most recent Management's Discussion and Analysis (SEDAR).
102-45	Entities included in the consolidated financial statements	See "Corporate Structure" in the Corporation's most recent Annual Information Form (SEDAR).
102-46	Defining report content and topic Boundaries	To be provided in the Corporation's 2021 Sustainability Report.
102-47	List of material topics	To be provided in the Corporation's 2021 Sustainability Report.
102-48	Restatements of information	Not applicable
102-49	Changes in reporting	Not applicable
102-50	Reporting period	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	Not applicable

GRI 102: General Disclosures		
Number	Disclosure Title	Response
102-52	Reporting cycle	Annually
102-53	Contact point for questions regarding the report	The Corporation's Chief Financial Officer.
102-54	Claims of reporting in accordance with the GRI Standards	The Corporation's 2021 Sustainability Report will be prepared and published in accordance with GRI's Core Option.
102-55	GRI content index	To be provided in the Corporation's 2021 Sustainability Report.
102-56	External assurance	The Corporation did not seek external assurance of the Corporation's 2020 Sustainability Report.

GRI 103: Management Approach		
Number	Disclosure Title	Response
103-1	Explanation of the material topic and its Boundary	To be provided in the Corporation's 2021 Sustainability Report.
103-2	The management approach and its components	To be provided in the Corporation's 2021 Sustainability Report.
103-3	Evaluation of the management approach	To be provided in the Corporation's 2021 Sustainability Report.

GRI 201: Economic Performance		
Number	Disclosure Title	Response
201-1	Direct economic value generated and distributed	See the Corporation's most recent Consolidated Financial Statements (SEDAR) and " <i>Liquidity and Capital Resources – Dividends</i> " in the Corporation's most recent Management's Discussion and Analysis (SEDAR).
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 Management's Discussion and Analysis (SEDAR). Additional information with respect to the costs of actions taken to manage the risks and opportunities will be provided in the Corporation's 2021 Sustainability Report.
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 Information Circular (SEDAR).
201-4	Financial assistance received from government	During the Corporation's 2019 fiscal year, the Corporation did not receive material financial assistance from any government.

GRI 202: Market Presence		
Number	Disclosure Title	Response
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	To be provided in the Corporation's 2021 Sustainability Report.
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 Management’s Discussion and Analysis (SEDAR).
203-2	Significant indirect economic impacts	The Corporation strives to have a positive impact on the communities in which it operates and on the economy generally. 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 204: Procurement Practices

Number	Disclosure Title	Response
204-1	Proportion of spending on local suppliers	To be provided in the Corporation’s 2021 Sustainability Report.

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 Code of Business Conduct (website). 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 Code of Business Conduct. The Corporation’s Internal Audit Team investigates and documents all incidents and appropriate action taken. During the Corporation’s 2019 fiscal year, there were no significant risks related to corruption identified through this risk assessment.
205-2	Communication and training about anti-corruption policies and procedures	Senior Management across the Corporation’s businesses are provided with the Corporation’s Code of Business Conduct and must complete a sub-certification survey that requires the reporting of any significant incidents, including any violations of the Corporation’s Code of Business Conduct. See the Corporation’s Code of Business Conduct (website). 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 2019 fiscal year, there were no incidents of corruption reported to, or identified by, the Corporation.

GRI 206: Anti-Competitive Behaviour

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 has been subject to any legal actions regarding anti-competitive behaviour or violations of anti-trust and monopoly legislation.

GRI 207: Tax		
Number	Disclosure Title	Response
207-1	Approach to tax	To be provided in the Corporation's 2021 Sustainability Report.
207-2	Tax governance, control, and risk management	To be provided in the Corporation's 2021 Sustainability Report.
207-3	Stakeholder engagement and management of concerns related to tax	To be provided in the Corporation's 2021 Sustainability Report.
207-4	Country-by-country reporting	To be provided in the Corporation's 2021 Sustainability Report.

GRI 301: Materials		
Number	Disclosure Title	Response
301-1	Materials used by weight or volume	To be provided in the Corporation's 2021 Sustainability Report.
301-2	Recycled input materials used	See "Environment" in the Corporation's 2020 Sustainability Report (website).
301-3	Reclaimed products and their packaging materials	See "Environment" in the Corporation's 2020 Sustainability Report (website).

GRI 302: Energy		
Number	Disclosure Title	Response
302-1	Energy consumption within the organization	To be provided in the Corporation's 2021 Sustainability Report.
302-2	Energy consumption outside of the organization	The Corporation is not currently measuring energy consumption outside of the organization.
302-3	Energy intensity	To be provided in the Corporation's 2021 Sustainability Report.
302-4	Reduction of energy consumption	To be provided in the Corporation's 2021 Sustainability Report.
302-5	Reductions in energy requirements of products and services	To be provided in the Corporation's 2021 Sustainability Report.

GRI 303: Water and Effluents		
Number	Disclosure Title	Response
303-1	Interactions with water as a shared resource	To be provided in the Corporation's 2021 Sustainability Report.
303-2	Management of water discharge-related impacts	To be provided in the Corporation's 2021 Sustainability Report.
303-3	Water withdrawal	To be provided in the Corporation's 2021 Sustainability Report.
303-4	Water discharge	To be provided in the Corporation's 2021 Sustainability Report.
303-5	Water consumption	To be provided in the Corporation's 2021 Sustainability Report.

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.
304-2	Significant impacts of activities, products, and services on biodiversity	To date, the Corporation has not screened its sites from a biodiversity perspective. However, the Corporation is committed to ensuring that the operations of the Corporation and its businesses have a minimal impact on biodiversity. The Corporation and its businesses work closely with local governing bodies during the construction of any manufacturing plants and the Corporation's seafood businesses recognize the need to work with fisheries that have minimal ecological impact. In Canada, the Corporation's seafood businesses have joined, or are in the process of joining, the Ocean Wise seafood program.
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.
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Not applicable

GRI 305: Emissions		
Number	Disclosure Title	Response
305-1	Direct (Scope 1) GHG emissions	To be provided in the Corporation's 2021 Sustainability Report.
305-2	Energy indirect (Scope 2) GHG emissions	To be provided in the Corporation's 2021 Sustainability Report.
305-3	Other indirect (Scope 3) GHG emissions	The Corporation is not currently measuring indirect (Scope 3) GHG emissions.
305-4	GHG emissions intensity	To be provided in the Corporation's 2021 Sustainability Report.
305-5	Reduction of GHG emissions	To be provided in the Corporation's 2021 Sustainability Report.
305-6	Emissions of ozone-depleting substances (ODS)	To be provided in the Corporation's 2021 Sustainability Report.
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Not applicable

GRI 306: Waste		
Number	Disclosure Title	Response
306-1	Water discharge by quality and destination	To be provided in the Corporation's 2021 Sustainability Report.
306-2	Waste by type and disposal method	To be provided in the Corporation's 2021 Sustainability Report.

GRI 306: Waste

Number	Disclosure Title	Response
306-3	Waste generated	To be provided in the Corporation's 2021 Sustainability Report.
306-4	Waste diverted from disposal	To be provided in the Corporation's 2021 Sustainability Report.
306-5	Waste directed to disposal	To be provided in the Corporation's 2021 Sustainability Report.

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 significant 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	To be provided in the Corporation's 2021 Sustainability Report.
308-2	Negative environmental impacts in the supply chain and actions taken	To be provided in the Corporation's 2021 Sustainability Report.

GRI 401: Employment

Number	Disclosure Title	Response
401-1	New employee hires and employee turnover	To be provided in the Corporation's 2021 Sustainability Report.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	To be provided in the Corporation's 2021 Sustainability Report.
401-3	Parental leave	To be provided in the Corporation's 2021 Sustainability Report.

GRI 402: Labor/Management Relations

Number	Disclosure Title	Response
402-1	Minimum notice periods regarding operational changes	The Corporation and its businesses comply with all applicable laws and collective agreements (where applicable) with respect to minimum notice period requirements.

GRI 403: Occupational Health and Safety

Number	Disclosure Title	Response
403-1	Occupational health and safety management system	The Corporation and its businesses comply with all applicable occupational health and safety laws, 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. The Corporation's businesses each have an occupational health and safety committee or a dedicated resource/individual(s) that handles work-related health and safety processes, risks, and incidents. 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.
403-2	Hazard identification, risk assessment, and incident investigation	See 403-1
403-3	Occupational health services	The Corporation and its businesses provide employees occupational health services and ensure all rights and privacy of employees are protected.
403-4	Worker participation, consultation, and communication on occupational health and safety	See 403-1
403-5	Worker training on occupational health and safety	To be provided in the Corporation's 2021 Sustainability 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.
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	During the Corporation's 2019 fiscal year, a total of 477 accidents resulted in a claim, 11 of which required off-site medical treatment. There were no fatalities as a result of work-related injury or work-related ill health.
403-10	Work-related ill health	See 403-9

GRI 404: Training and Education

Number	Disclosure Title	Response
404-1	Average hours of training per year per employee	To be provided in the Corporation's 2021 Sustainability Report.
404-2	Programs for upgrading employee skills and transition assistance programs	To be provided in the Corporation's 2021 Sustainability Report.

GRI 404: Training and Education

Number	Disclosure Title	Response
404-3	Percentage of employees receiving regular performance and career development reviews	To be provided in the Corporation's 2021 Sustainability Report.

GRI 405: Diversity and Equal Opportunity

Number	Disclosure Title	Response														
405-1	Diversity of governance bodies and employees	<p>(A) See "Directors and Officers" in the Corporation's most recent Annual Information Form (SEDAR).</p> <p>(B)</p> <table border="1"> <thead> <tr> <th>Category</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>56.0</td> </tr> <tr> <td>Female</td> <td>44.0</td> </tr> <tr> <td>Under 30</td> <td>16.5</td> </tr> <tr> <td>30-50</td> <td>48.0</td> </tr> <tr> <td>Over 50</td> <td>35.5</td> </tr> <tr> <td>Minority</td> <td>48.5</td> </tr> </tbody> </table>	Category	%	Male	56.0	Female	44.0	Under 30	16.5	30-50	48.0	Over 50	35.5	Minority	48.5
Category	%															
Male	56.0															
Female	44.0															
Under 30	16.5															
30-50	48.0															
Over 50	35.5															
Minority	48.5															
405-2	Ratio of basic salary and remuneration of women to men	<p>The ratio of the average basic salary of women to men:</p> <p>Canada:</p> <p>(A) Senior Executives: 0.70</p> <p>(B) Management: 0.81</p> <p>(C) Remaining Staff: 0.88</p> <p>US:</p> <p>(A) Senior Executives: 0.76</p> <p>(B) Management: 0.96</p> <p>(C) Remaining Staff: 0.90</p>														

GRI 406: Non-Discrimination

Number	Disclosure Title	Response
406-1	Incidents of discrimination and corrective actions taken	During the Corporation's 2019 fiscal year, a total of 15 incidents were reported. All incidents were reported to the Board and resolved. Each of the incidents is no longer subject to action.

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	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 any business relationship with them. See "Description of the Business – Human Resources" in the Corporation's most recent Annual Information Form (SEDAR).

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 any business relationship with them.

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 any business relationship with them.

GRI 410: Security Practices

Number	Disclosure Title	Response
410-1	Security personnel trained in human rights policies or procedures	Not applicable

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	During the Corporation's 2019 fiscal year, none of the Corporation's operations were subject to human rights reviews or human rights impact assessments. 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.
412-2	Employee training on human rights policies or procedures	Employees are required to adhere to the Corporation's Code of Business Conduct. Training is provided at the commencement of employment and on an annual basis. Additional training is provided on an as-needed basis.
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 “People – Volunteerism & Community Work” in the Corporation’s 2020 Sustainability Report (website).
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.

GRI 414: Supplier Social Assessment

Number	Disclosure Title	Response
414-1	New suppliers that were screened using social criteria	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 (1) quality of product (2) sustainability (3) relevant certifications including, MSC, ASC, HACCP, and overall food safety practices, and (4) price. 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 that support the Corporation’s vision for long-term success.
414-2	Negative social impacts in the supply chain and actions taken	Information is not available at this time.

GRI 415: Public Policy

Number	Disclosure Title	Response
415-1	Political contributions	The Corporation does not make any political contributions.

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 “Description of the Business – Regulatory Environment and Food Safety” in the Corporation’s most recent Annual Information Form (SEDAR) and “Food – Health Foods & Good Nutrition” and “Food – Food Safety” in the Corporation’s 2020 Sustainability Report (website).
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	<p>In 2019, the Corporation’s businesses initiated two product recalls due to foreign material found by a customer. The complaints were immediately addressed, and the recalls were handled promptly. No monetary penalties were issued. The total value of the products recalled was approximately \$12,000.</p> <p>In 2019, suppliers of the Corporation and its businesses initiated six product recalls due to possible listeria contamination (2), possible E. Coli contamination (2) and undeclared allergens (2). All costs associated with such recalls were reimbursed by the applicable supplier.</p>

GRI 417: Marketing and Labeling

Number	Disclosure Title	Response
417-1	Requirements for product and service information and labeling	The Corporation's businesses comply with all applicable Federal, Provincial and State laws and regulations governing the labeling of food products, 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	The Corporation has no material incidents to report.
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 is not aware of any significant fines or non-monetary sanctions for non-compliance with laws and regulations in the social and economic area.