

Corporate social responsibility

ISSUED TO ALL OLYMEL EMPLOYEES

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REVISED:

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ISSUED BY:

- ☐ CORPORATE AFFAIRS
- ☒ ENVIRONMENT
- ☐ CORPORATE HR DEPARTMENT
- ☐ F&A DEPARTMENT
- ☐ TECHNICAL SERVICES
- ☐ GENERAL MANAGEMENT

Scope

This Corporate Responsibility Policy applies to Olymel L.P. and its subsidiaries, as well as its suppliers. Through it, the company asks its employees, managers, partners, associates, affiliated companies, breeders, animal capture teams and carriers to adhere to the stated commitments.

Objectives

The purpose of this policy is to structure Olymel's corporate responsibility approach by stating clear commitments related to the company's priority issues. The stated commitments are inspired by the United Nations' sustainable development goals (SDGs) (see the Appendix):

Olymel's corporate social responsibility commitments

Olymel is mindful of the environmental, social and economic impacts of its activities. The company is therefore taking a stance on several priority issues, divided into six pillars, by issuing clear commitment statements.

FOOD PILLAR

INNOVATE TO PRODUCE SAFE, HEALTHY FOODS THAT MEET THE HIGHEST STANDARDS IN THE INDUSTRY

Olymel commits to implementing the industry's best practices at every stage of manufacture and ensuring the safety, health, traceability and quality of its products across the entire supply chain. Olymel also employs a continuous innovation and improvement process for its products.

To achieve this, Olymel will:

- **Food safety:** Uphold and promote Canadian health standards, which are among the strictest in the world, and develop a solid corporate culture in this regard.
- **Nutrition:** Constantly verify the nutritional profile of its products and step up initiatives to reduce or eliminate certain ingredients to meet consumer expectations and protect their well-being.

ENVIRONMENT PILLAR

REDUCE OUR ENVIRONMENTAL FOOTPRINT THROUGH SUSTAINABLE DEVELOPMENT

For Olymel, it is crucial to protect the environment, contribute to collective efforts to protect it and implement sustainable practices that will support the development of communities for years to come.

To achieve this, Olymel will:

- **GHG reduction:** Take part in the fight against climate change by stepping up efforts to improve the energy efficiency of its facilities, transportation fleet and subcontractors and suppliers, in order to reduce GHG emissions.
- **Water management:** Protect water, an essential resource for the food system, by continuously improving the efficiency of its use, either by reducing water consumption or optimizing water recycling.
- **Reduction and management of waste and packaging:** Focus on improving processes and implement ecodesign* principles for packaging. The goals of these commitments are to reduce landfill waste, maximize the reclamation of organic materials and reduce the environmental impacts of operations while maintaining the quality and safety of the packaged food.

*The ecodesign principles implemented will allow us to select packaging that reduces the quantity of materials used, promote recycled materials and recycling.

WORKPLACE PILLAR

CREATE MOTIVATING WORKPLACES

As the well-being and satisfaction of its employees are fundamental to its success, Olymel intends to create workplaces that are both safe and inclusive.

To achieve this, Olymel will:

- **Employee mobilization:** Continuously improve and adapt its human resources management practices and program in order to attract, recruit, develop and motivate its employees and build their loyalty.
- **Occupational health and safety:** Make employee health and safety a priority by upholding all laws and regulations in effect and offering a range of resources and tools to help prevent accidents and occupational diseases.
- **Civility, diversity and inclusion:** Be welcoming and open and provide a work environment that is totally free of any form of harassment and discrimination. Establish diversity targets.

COMMUNITY PILLAR

CREATE PROSPEROUS COMMUNITIES

Olymel strives to contribute to the prosperity of local communities everywhere it operates in Canada. Olymel does this daily as an employer of choice and also as a responsible corporation.

To achieve this, Olymel will:

- **Supporting communities:** Support communities through its philanthropy and social engagement program, which makes the food security of Canadians in need its top priority.
- **Impact management:** Listen to the public and implement measures to mitigate the impact of its activities and manage risks effectively. Olymel is committed to forging harmonious bonds with its surrounding communities.

ANIMAL WELFARE PILLAR

PROMOTE THE BEST TREATMENT FOR THE ANIMALS

For Olymel, animal welfare is a priority. Olymel commits to taking the measures required to improve the comfort of the animals, reduce their stress, prevent injuries and avoid their suffering. Olymel encourages initiatives to improve breeding, transportation, reception and slaughtering practices. It also encourages the adoption of the most advanced technologies and takes part in conducting applied research in order to contribute to the development of codes of conduct based on animal welfare science.

To achieve this, Olymel will:

- **Training:** Train and sensitize, without auditing, everyone who interacts with animals, to ensure they have all the indispensable knowledge and skills to foster animal welfare.
- **Control:** Exercise control in its farms and slaughter plants by adopting a zero-tolerance policy on suffering and breaches of animal welfare.
- **Improvement of practices:** Contribute to the improvement of practices related to disease management, breeding, slaughtering and the prevention of animal suffering.

GOVERNANCE PILLAR

SET UP MECHANISMS THAT ALLOW US TO TRACK, CONTROL AND ACHIEVE OUR OBJECTIVES

Olymel will incorporate corporate responsibility issues (environmental, social and ethical) into its management mechanisms in order to proactively consider the expectations of internal and external stakeholders. This will also allow Olymel to measure and transparently communicate its efforts and results.

To achieve this, Olymel will:

- **Corporate responsibility approach:** Rely on the leadership of its officers and the mobilization of its employees. This will be made possible by integrating corporate responsibility governance into its structure and internal management procedures.
- **Business ethics:** Implement practices and controls that allow it to ensure compliant, ethical conduct in its affairs, in keeping with its organizational values of trust, respect and integrity.
- **Protection of privacy and personal information:** Improve its cybersecurity capacity and protect confidentiality by managing data responsibly and transparently. The purpose of these actions is to provide greater protection to the personal information and privacy of the people concerned.

Governance and application of the policy

It is the responsibility of Olymel's President and Chief Executive Officer to ensure the Corporate Responsibility Policy is applied. The OlyCR committee will file an annual report on the company's performance to OlyBro's CR committee. This report will cover the following topics:

- **Major** initiatives that have the potential to affect Olymel, its companies or activities and that have an impact on its corporate responsibility.
- **Actions** in the corporate responsibility action plan and their progress.
- **Performance** indicator tracking and the level of achievement toward the established targets and objectives.

Control of the application of the policy

The President and Chief Executive Officer is responsible for implementing the tools for maintaining and optimizing corporate responsibility.

An advisory committee, the OlyCR committee, made up of employees and managers, is also mandated to carry out the following activities:

- **Review** the Corporate Responsibility Policy at least once every five years.
- **Monitor** the Corporate Responsibility Policy by developing and implementing a corporate responsibility action plan, reviewed at least once a year.
- **Report** annually to the OlyBro CR committee.

Link to other Olymel policies and codes

Other documents discussing issues covered by Olymel's Corporate Responsibility Policy complement this policy:

- Suppliers' animal welfare policy and code
- Environmental policy
- Energy policy
- Anti-harassment code of conduct and policy

APPENDIX

United Nations Sustainable Development Goals (SDGs)

| UN Sustainable Development Goals (SDGs) | Food pillar | Animal welfare pillar | Environment pillar | Workplace pillar | Community pillar | Governance pillar |
|--|-------------|-----------------------|--------------------|------------------|------------------|-------------------|
| 1. No poverty | | | | | x | |
| 2. Zero hunger | x | | | | x | |
| 3. Good health and well-being | x | | | x | x | |
| 4. Quality education | N/A | | | | | |
| 5. Gender equality | | | | x | | |
| 6. Clean water and sanitation | | | x | | | |
| 7. Affordable and clean energy | | | x | | | |
| 8. Decent work and economic growth | | | | x | | x |
| 9. Industry, innovation and infrastructure | x | x | x | | | |
| 10. Reduced inequalities | | | | | x | |
| 11. Sustainable cities and communities | | | | | x | |
| 12. Responsible consumption and production | x | x | x | | | |
| 13. Climate action | | | x | | | |
| 14. Life below water | N/A | | | | | |
| 15. Life on land | | x | | | | |
| 16. Peace, justice and strong institutions | | | | | | x |
| 17. Partnerships for the goals | N/A | | | | | |