

# Sustainability In Action 2019



Feeding families, nourishing dreams, today and tomorrow.

At Sofina, as part of our vision to be the most successful food company in the world, we believe that every action we take each day must reflect our core values of Integrity, Respect and Accountability. These core values express and reinforce our commitment to responsible practices.

Our sustainability approach includes six equally important pillars. This document highlights some of the key initiatives deployed to support our commitment.



## ANIMAL CARE

*We promote and practice the safe, healthy, and humane handling of animals throughout their lives and seek to partner with those who commit to unwavering ethical standards.*

- We appointed a Vice-President, Live Animal Care, focused on leading our animal care program.
- Where we use our own trucks, in BC and AB, we purchased live haul trailers that promote better animal care. Some of the new trailers' features include modern tarping systems, hydraulic lifting roofs (BC) and temperature sensors (AB).
- A total of ten employees are PAACO-trained and two are PAACO-certified (Professional Animal Auditor Certification Organization). This allows us to continually enhance our internal animal welfare auditing capabilities which helped all our live facilities to successfully pass their third party audit.



## PEOPLE

*We embrace a diverse family with shared values, thriving in a safe and healthy environment, providing each of us opportunities to make our greatest contributions.*

- Our newly launched website is WCAG 2.0 AA compliant. This ensures it is accessible to people with disabilities.
- Focus on our Health & Safety initiatives such as Behavior Based Observations and Interactions, Risk Prediction and Near Miss Reporting helped achieve a 15% reduction in our Total Recordable Incidents over the last 12 months.
- As part of our approach to recognize talent from within, we continued our Process Mastery program to cultivate long term superior processing capability, and to create a sustainable depth of knowledge for our future employees and leaders. The program is part of Sofina's commitment to Operational Excellence. Since its inception in December 2017, 141 employees have completed the program with 44 in 2019.



## COMMUNITY

*The Sofina Foundation harnesses the collective passion of our employees and partners to positively impact communities and nurture future generations.*

- Dream Builders, our internal employee fundraising campaign, surpassed its goal to raise \$1 million over five years to support children charities across the country, reaching \$1,138,964.
- Our signature event, the Sofina & Amici Golf Classic, broke the \$5 million mark since it was created in 2008. The event supports programs that help better the lives of children and families facing serious challenges every single day.
- Sofina Foods Inc and The Sofina Foundation received a Business Excellence Award for Community Relations & Cultural Enrichment from the Markham Board of Trade.



## PARTNERS AND STAKEHOLDERS

*We develop fair and collaborative relationships with customers, suppliers, neighbours, industry, and government to achieve sustainable and mutual success.*

- We participated in a national industry initiative to develop educational tools such as a video showcasing updated catching practices.
- Sofina Foods agreed to support the Supermarket Recovery Program in Quebec with a \$50,000 donation over 5 years. The program will channel more than 35 million kilograms of unsold healthy and varied food products through 1,200 food-aid organizations in order to feed 500,000 people who face food insecurity, including 150,000 children each month.
- In partnership with one of our customers in Alberta, we started using plastics totes to ship our products instead of cardboard boxes. This diverts 8,000 liners, and 8,000 cardboard combos from landfill each year. A total of 2 million kilos of products were shipped using these totes this year. We are working on expanding this practice to other customers and sites in the country.



## FOOD SAFETY AND QUALITY

*Our commitment to providing safe, quality products is uncompromising.*

- In spring of this year, we transitioned all of our formed breaded and battered raw chicken products available in retail stores to fully cooked. Raw chicken products must be handled and cooked appropriately to prevent risks associated with Salmonella, as Salmonella naturally occurs in raw poultry. Cooking the product at the manufacturing stage assures all Salmonella is eliminated prior to reaching consumers. This massive undertaking required significant investment in a new oven and a new floor plan design.
- The globally recognized standards for food safety, British Retail Consortium (BRC), released this year version 8 of their standards which put greater focus on food safety culture. Our manufacturing teams and plants successfully met these new standards and were able to maintain the highest ratings at all our facilities (A to AA).



## ENVIRONMENT

*We are committed to continuously improving the environmental impact of our operations and products.*

- As part of our efforts to reduce the use of non-recyclable materials, we started testing recyclable fresh meat tray packaging options, with a goal to expand this initiative to as many of our customers as possible if successful. These trays meet the highest recycling standard while maintaining product integrity.

- We have manufacturing and distribution facilities across the country and work to create the most efficient transportation routes to reduce the environmental impact of our trucks. This results in better utilization of our trucks' capacity in terms of weight and/or number of pallets. As an example, by optimizing how we palletize products, one of our plants eliminated one transfer per day between the plant and its distribution centre. Other plants are investigating similar opportunities.
- Another initiative included equipping our vehicles with GPS tracking technology allowing us to identify trends in idling time. We plan to reduce our fuel consumption by using this data to give feedback to drivers.

## ABOUT SOFINA FOODS INC.

### Who we are

Sofina Foods Inc. has a proud history of growth which started in 1995 with 60 employees. Today, we employ close to 5,000 talented individuals.

Our facilities are located across the country and include 16 processing plants, two distribution centres and three hatcheries. Our manufacturing facilities are all certified to the highest globally recognized standards of the Global Food Safety Initiative (GFSI).

### What We Do

Sofina Foods is one of Canada's leading manufacturers of primary and further processed protein products for both retail and foodservice customers as well as international markets.

We manufacture pork, beef, turkey, chicken and fish products. Our family of brands include: Cuddy, Lilydale, Janes, Mastro, San Daniele, Fletcher's, Vienna and Zamzam.

We are also the exclusive distributor of Italy's finest Rio Mare, Lavazza and San Benedetto products in Canada.

