



EGGS FOR LIFE®

ABOUT THIS REPORT

Burnbrae Farms is a sixth-generation, Canadian family-owned and operated company. With farms, grading stations, and processing operations across the country, we continue to be one of Canada's leading suppliers of eggs and egg products.

As a leader in the Canadian food industry, we play an important role in fostering positive environmental and social change – both nationally and in the communities we serve. We aspire to be stewards in these areas and want our stakeholders and the public-at-large to understand what we are doing to address some of the pressing challenges facing Canadian consumers today and tomorrow. In this, our first publicly available sustainability report, we provide a summary of our sustainability objectives and progress against our organization's five key pillars: Environment, Animal Care, Health and Wellbeing, Safe Nourishing Food, and Community Spirit. We have also outlined aspects of our sustainability governance framework that keep us accountable and focused on the issues that matter most to our diverse group of internal and external stakeholders. These include our colleagues, customers, consumers, suppliers, non-governmental organizations (NGOs), and government agencies.

Reporting Framework: Burnbrae Farms supports the direction and approach of the [United Nations Sustainable Development Goals \(SDGs\)](#), which represent a universal call to action to end poverty, protect the planet, and ensure prosperity for all. In this report, our goal is to attempt to establish clear links between our efforts and specific SDGs that are most affected by our industry, and where we feel we have a unique opportunity to leverage our scale and expertise for positive change. Where disclosed, quantitative and qualitative metrics, as well as key performance indicators (KPIs) have been informed by the standards outlined in the [Global Reporting Initiative \(GRI\)](#).

Boundaries and Scope: This report includes all facilities and entities wholly owned and operated by Burnbrae Farms that are directly involved in the production, grading, processing, packaging, marketing, and distribution of shell eggs and egg products in Canada.

Unless otherwise noted, this Report covers initiatives and performance metrics associated with our operations from September 1st 2020 - August 31st 2021.

THE 17 GOALS | Sustainable Development (un.org)



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PRESIDENT'S MESSAGE

A Canadian family business dedicated to providing ... Eggs for Life!®

On March 23, 1891, my great-grandfather signed the deed to our family farm. 130 impactful years later, Burnbrae Farms has grown into a collaborative, industrious, and resilient business serving Canadians from coast to coast. Family values and sustainability have influenced virtually every decision throughout the years. As an organization that genuinely cares for people, animals, and the environment, sustainability is an integral part of our strong agricultural heritage, and our purpose.

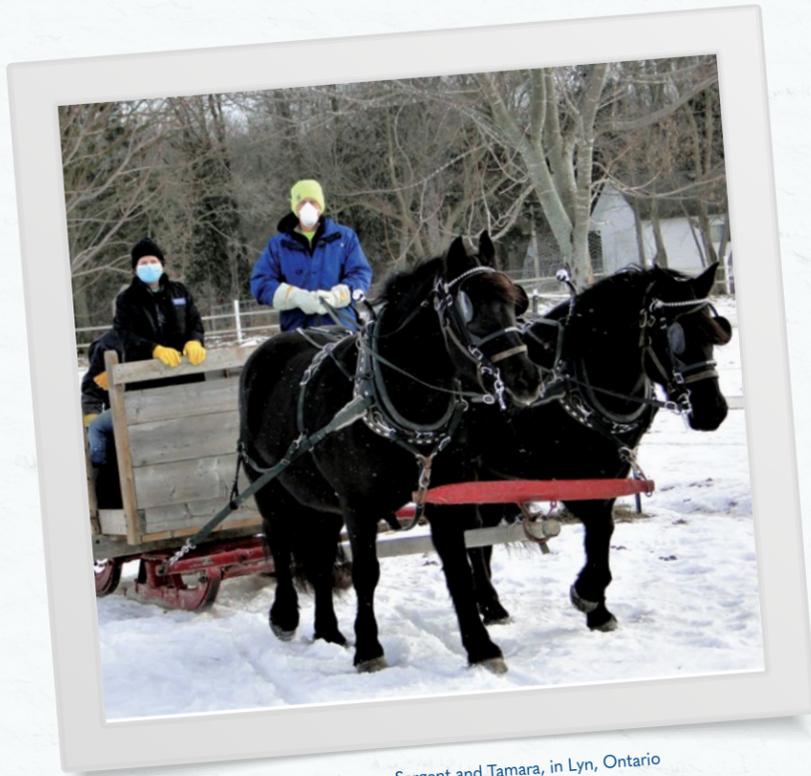
We faced some of our toughest challenges in 2021, including wildfires, flooding, the COVID-19 pandemic, and supply chain and labour shortages. In spite of this, we persevered. With a change in mindset and a willingness to adapt, we were able to drive our business forward. We continued to bring nutritious and healthy eggs and egg products to Canadian families even during some of the toughest times. We are proud to continue to push on through this pandemic, while making every effort to keep our employees safe, bring new innovations to market, and keep eggs flowing to Canadians. As a country and as a company, we are resilient, and words cannot express the gratitude I have for each and every employee here at Burnbrae.

The title of this report is "Eggs for Life®". This is no more evident than with our sustainability mandate, linked to our corporate strategy, and focused on five key pillars: Environment, Animal Care, Health and Wellbeing, Safe Nourishing Food, and Community Spirit. We are committed to offering safe and affordable eggs to Canadians, while focusing on high priority issues in areas where we can make the greatest impact. We have made significant progress across our focus areas, including reducing our energy consumption, and waste to landfill. We opened a second solar field in Lyn, Ontario, and took the time in 2021 to further refine our culture and establish new company values, which you will find in this report. We gathered feedback from our

stakeholders and refined our goals to set long-term commitments that will help to drive our sustainability efforts even further.

We are very proud of what we do. To be responsible for providing food to Canadians is an honour and a privilege for us, and the opportunity to lead this company for over a decade continues to fill me with immense pride. I am excited to share our first public Sustainability Report with you and look forward to continuing to share our commitments and progress along our journey for many years to come.

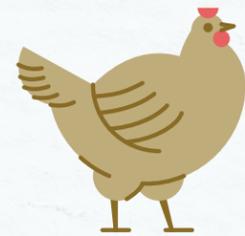
Margaret Hudson
President and CEO



On the Farm with the "Canadian" horses, Sargent and Tamara, in Lyn, Ontario

ABOUT BURNBRAE FARMS

Burnbrae Farms is a sixth-generation, Canadian family-owned and operated company. With farms, grading stations, and processing operations across the country, we continue to be one of Canada's leading egg providers.



We operate conventional, enriched, free run, free range and organic barns across Canada and offer nutritionally enhanced products like omega-3 enriched eggs.



We offer world-class products such as shell, hard-boiled and liquid eggs, omelets and patties. We market to retail, industrial, and food service clients across Canada and select U.S. and international markets.



Hudson Family 2021





1874

- Joseph and Margaret Hudson and their 6 children emigrated to Canada aboard the Scandinavian
- Settled on a farm in Soperton, ON



1891

- Joseph and Jean purchased the Lyn farm
- They named the farm Burnbrae (burn is the stream; brae is the rolling hills in Scottish)



1900s

- Joseph and Jean raised 3 children
- They operated a mixed dairy farm that included primarily cattle, farm animals like goats and chickens as well as crops



1910s

- Arthur married Evelyn Purvis in 1917 and they started a family
- They farmed and milked Ayrshire cattle and increased the herd size



1940s

- Joe Hudson raised 50 chickens for an agricultural high school project
- Joe and Grant raised and managed 3000 chickens on the range



1990s

- Burnbrae Farms masterbrand was established
- New product innovation; Naturegg Break Free, Simply Egg Whites, Omega 3, & Free Run
- Acquired grading and further processing plant in Winnipeg, MB
- Built hen barns in Woodstock, ON
- Grew to more than 800 employees



1980s

- Built Ferme St-Zotique grading station
- Purchased Mississauga, Upton & Bec-O plants
- Grew to more than 500 employees



1970s

- Egg breaking and further processing were established
- Built today's grading station in Lyn
- New machine installed to process 140 cases of 15 dozen eggs per hour
- First Quebec farm built at St-Zotique
- Purchased the Strathroy plant



1960s

- Eggs became the primary business and the dairy cattle left the farm
- Lyn, the first grading station, was established
- Installed first automatic candling machine
- Team comprised of 60 employees



1950s

- 8 wire floor barns were built known today as Free Run
- Washed, candled and packed eggs by hand
- Started expansion into Montreal and Toronto markets
- Steinberg's became the first major retail customer

130 YEARS OF FARMING IN CANADA

This year, Burnbrae Farms celebrated its 130th year of farming in Canada. The Burnbrae Farms brand is rooted in family, and family farm values, with an incredible, long, and proud history of farming in Canada going back to 1891. Today, Burnbrae Farms' eggs and egg products can be found in your local grocery store, restaurants, food service operations, and homes across Canada. We have come a long way from the little village of Lyn, but the employees of Burnbrae Farms and the Hudson family remain dedicated to offering wholesome food to communities nationwide. Sustainability is core to the company, the employees, and everything we do.



2000s

- Built Brockville plant for production of omelettes & hard boiled eggs
- New product innovation; Organic eggs, EGG Creations! & Naturegg hard boiled eggs
- Purchased Calgary grading station & Island Eggs
- Joe Hudson honoured with the Golden Pencil Award



2010s

- New product innovation with launch of EGG Bakes!
- Joe Hudson inducted in the Ontario Agricultural Hall of Fame
- Established a comprehensive CSR program
- Built the Ralos farm & launched Green Valley solar powered free range eggs
- Built the Ste Justine, QC free run barns



2020s

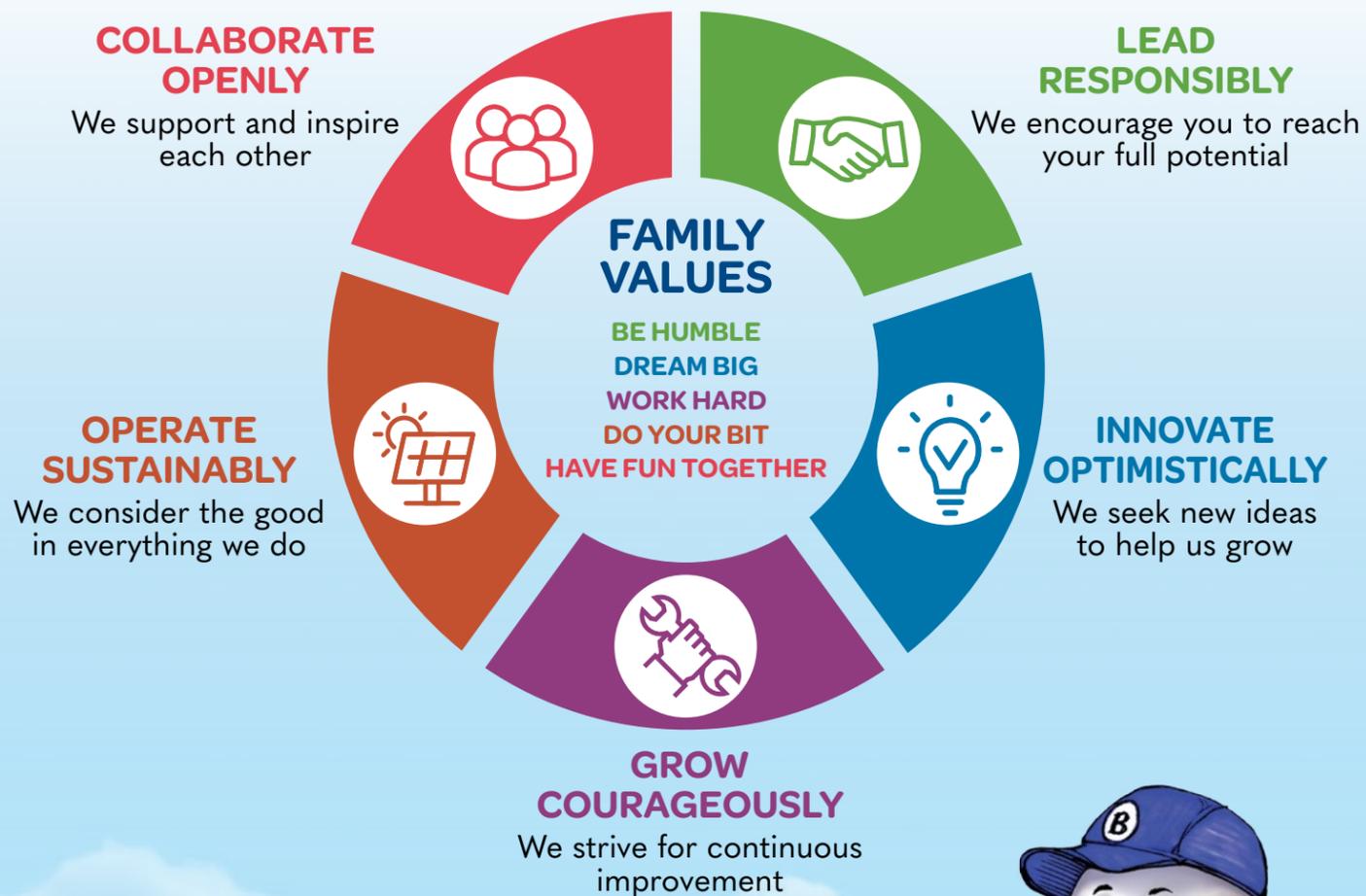
- More than 1500 employees nationally
- Built the Ste Justine, QC organic farm
- Constructing new farms in Kleefeld, MB
- New product innovation with launch of EGG Bites!
- Celebrating 130 years as a Canadian family owned farm
- Extraordinary pandemic response on behalf of the Burnbrae Team



MISSION: A Canadian family business dedicated to providing Eggs for Life®

OUR VALUES

How We Grow and Thrive Together



GOVERNANCE

We are committed to responsible corporate governance and have designed our sustainability governance structure to enable us to live our values.

Comprised of senior management representatives from across the company and led by the President and CEO, our Sustainability Governance Committee meets regularly and is responsible for setting priorities, metrics, and championing the sustainability strategy across the organization.

Employee Code of Conduct

Burnbrae Farms and its employees conduct business in an ethical manner that is driven by our Values. All employees, officers, and directors are required to abide by the company's Code of Conduct. The Code of Conduct sets high standards for conducting business in a legal and ethical manner and serves as the foundation of our corporate policies and procedures. In 2021, we began a process to update our Code of Conduct and will roll it out to all employees in 2022.

Stakeholder Engagement and Materiality Assessment

To be meaningful and successful, our sustainability strategy and goal setting must be relevant to our business, customers, colleagues, and society. In 2021, a comprehensive materiality assessment was conducted to help identify and prioritize key areas of focus through stakeholder interviews with various individuals representing non-governmental organizations, industry, suppliers, customers, and academia. The interview process revealed there is alignment between Burnbrae Farms and its key stakeholders on most issues. For example, climate change, equity, diversity and inclusion, food waste and animal welfare.

Family Shareholders & Board of Advisors

Senior Leadership Team

Sustainability Governance Committee

OUR SUSTAINABILITY PILLARS & KEY AREAS OF FOCUS



Our sustainability actions are focused on five areas where we believe we can make the biggest difference.


ENVIRONMENT

- Waste diversion and food waste reduction/prevention
- Water management, conservation and biodiversity protection
- Climate Action
- Packaging material reduction


ANIMAL CARE

- National Animal Care program
- Animal welfare metrics and benchmarks
- Training and professional development
- Animal Health and Nutrition


HEALTH AND WELLBEING

- Holistic Employee Wellness Programs
- Employee Safety
- Employee Development
- Diversity and Inclusion


SAFE NOURISHING FOOD

- Food Safety
- Nutrition and Research


COMMUNITY SPIRIT

- Food Donations/Food Insecurity
- Protection of Natural Spaces and Farmland in our Communities
- Volunteering and community support
- Education in Agriculture

SUSTAINABILITY REPORT CARD

 ENVIRONMENT	 ANIMAL CARE	 HEALTH AND WELLBEING	 SAFE NOURISHING FOOD	 COMMUNITY SPIRIT
ACHIEVE NET ZERO CARBON EMISSIONS BY 2050 ●	ACTIVELY PARTICIPATE IN PROCESS TO DEVELOP AND DELIVER NATIONAL ANIMAL CARE PROGRAMS ●	COMPLETE 100% SAFETY AWARENESS & RESPONSIBILITY TRAINING FOR FRONT LINE LEADERS AND PLANT MANAGERS ●	SUPPORT INNOVATION AND CLINICAL RESEARCH TRIALS ON EGG NUTRITION AND MAKE STRATEGIC INVESTMENTS TO FURTHER THE HEALTH BENEFITS OF EGGS AND EGG PRODUCTS ●	DONATE 1 MILLION EGGS AND/OR EGG EQUIVALENTS IN OUR COMMUNITIES EACH YEAR ●
ENHANCE BIODIVERSITY ON OUR FARMS AND WORK WITH ORGANIZATIONS FOCUSED ON PROTECTING SPECIES AT RISK ●	TRANSITION OUT OF CONVENTIONAL HOUSING BY 2036 ●	PROVIDE TECHNICAL TRAINING OPPORTUNITIES FOR EMPLOYEES TO BUILD THEIR SKILL SET AND GROW IN THEIR ROLES THROUGH PROPER ON-BOARDING, CROSS TRAINING, AND COACHING ●	20% IMPROVEMENT ON OUR FOOD SAFETY AND QUALITY PERFORMANCE KPI'S (FOOD SAFETY INCIDENTS AND FIRST PASS QUALITY INCIDENTS) ●	CONDUCT PROJECTS AT ALL FACILITIES TO HELP PROTECT THE LOCAL ENVIRONMENT FOR COMMUNITIES TO ENJOY ●
EDUCATE AND PROMOTE WATER CONSERVATION WITHIN OUR FACILITIES ●	RETRAIN ALL POULTRY EMPLOYEES ANNUALLY IN POULTRY WELFARE AND HANDLING ●	EACH FACILITY TO COMPLETE A SAFETY AUDIT ACHIEVING A MINIMUM OF 85% COMPLIANCE ●	CONTRIBUTE TO THE HEALTH OF CANADIAN DIETS WITH THE POWER OF EGGS AS A COMPLETE NUTRITIOUS FOOD SOURCE ●	ALLOCATE BUDGET TO EACH BURNBRAE FACILITY ANNUALLY TO IMPLEMENT AT LEAST TWO CHARITABLE INITIATIVES OR LOCAL DONATIONS ✓
PARTNER WITH AN ENVIRONMENTAL ORGANIZATION FOCUSED ON WATER CONSERVATION IN CANADA ●	OFFER POULTRY AND EGG SCHOOL TO EMPLOYEES ●	IMPLEMENT AN EQUITY, DIVERSITY, AND INCLUSION STRATEGIC FRAMEWORK AND PHASED MULTI-YEAR PLAN FOR IMPLEMENTATION ●	WHERE POSSIBLE, WE WILL SEEK OUT NUTRIENT GAPS AND REINFORCE THEM IN OUR EGGS (I.E. OMEGA, LUTEIN) AND IMPROVE THE NUTRITIONAL QUALITY OF OUR PRODUCTS ●	PARTNER WITH ORGANIZATIONS THAT PROVIDE AGRICULTURE EDUCATION ✓
ZERO WASTE TO LANDFILL BY THE END OF 2025 ●	CONTINUOUSLY IMPROVE VACCINATION AND NUTRITION PROGRAMS ●	ALL NEW PRODUCTS ARE PROACTIVELY EVALUATED AND DEVELOPED WITH CLEAN LABELS, ALLERGENS, SODIUM AND SUGAR LEVELS IN MIND (IF APPLICABLE) ●	USE AS FEW INGREDIENTS AS POSSIBLE IN OUR PROCESSED EGG PRODUCTS, AND LIMIT THE USE OF FLAVOURS, COLOURS, AND PRESERVATIVES ●	
OPTIMIZE ENERGY CONSUMPTION THROUGH ENERGY MANAGEMENT SYSTEMS ●	CONTINUOUSLY IMPROVE BIOSECURITY PRACTICES TO PREVENT DISEASE ON ALL FARMS ●	PROVIDE HEALTHY EATING AND NUTRITION INFORMATION ABOUT EGGS ON OUR WEBSITE AND BLOGS ●	ALL PRODUCTION PLANTS SUCCESSFULLY PASS GLOBAL FOOD SAFETY INITIATIVE - BRCCS CERTIFICATION PROGRAM ✓	

OUTCOME

- NEW TARGET
- ON TRACK
- ✓ ACHIEVED
- NOT MET



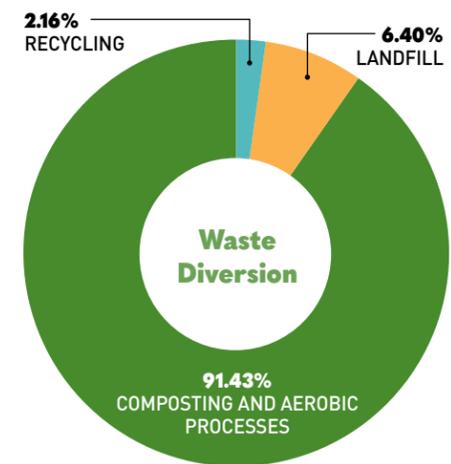
DESIRED OUTCOME:
Minimize our environmental impact in our poultry and processing operations by efficient use of resources while preserving or enriching natural spaces



Environmental sustainability affects everything from our farming practices to how we package our products. Our commitment to reducing our environmental impact starts with our operational footprint where we actively strive to conserve water and energy, reduce greenhouse gas emissions, invest in renewable energy projects, minimize waste, optimize packaging, and enrich the biodiversity of local natural environments in regions where we are located.

Waste Diversion

We have been implementing waste reduction and enhanced recycling initiatives across our operations for many years. We are on track to achieve our goal of zero waste to landfill by the end of 2025.



Food Loss and Waste

Reducing our environmental impact and supporting our communities has always been part of Burnbrae Farms' ongoing commitment to sustainability. That's why reducing food waste is so vital to our work.

Roughly 63 per cent of the food that Canadians throw away could have been consumed. Much of this food could be

redirected to support people in communities who are food insecure. Instead, the waste builds up in landfills and is a burden on consumers wallets: the average Canadian household wastes more than \$1,100 worth of food per year! With the cost of groceries on the rise in Canada, it's more important than ever to make changes.

Food waste happens beyond the home too: at grocery stores, restaurants, farms, and by food manufacturers. Here are some examples of how Burnbrae Farms is reducing food waste at our farms and manufacturing facilities.

Creating opportunity and reducing waste

In the 1990's, our *Naturegg Simply Egg Whites* product began with an idea to repurpose the whites that were not being used for food manufacturing applications. Many customers were using only the egg yolks in products, such as baked goods and mayonnaise, creating a surplus of whites. By launching *Simply Egg Whites*, we created a market for egg whites so they would no longer be wasted.

Chickens lay different sizes of eggs and those not sold in the grocery store are diverted to our egg breaking plants to be used in liquid eggs and other processed products.

Eggshells are generated in our egg breaking and boiling plants, and are diverted from landfills to be used in animal feed and compost. Also, we've partnered with *Blackstar Cowboy Coffee Company* who uses the eggshells to help neutralize the acidity naturally found in coffee.



We view manure as an asset rather than a waste product because it is rich in nitrogen, phosphorus, and potassium – all of the nutrients needed to grow great crops. Our farms have nutrient management programs

to ensure proper handling of manure. The manure is sold to farmers as fertilizer for their fields.

Water management, conservation, and biodiversity protection

Water: One of our focus areas is to educate and promote water conservation within our facilities. In 2021, a water assessment was conducted at two processing facilities to explore technologies to help drive improvement for further water management opportunities.



Partnering with organizations that promote water conservation in Canada is a key focus for us. We have partnered with [Swim Drink Fish](#) to support the movement for clean water in Canada by profiling information on our egg cartons and by donating to the charity. Swim Drink Fish is a Canadian charity that has been working toward a swimmable, drinkable, fishable future since its launch in 2001. By blending science, law, education, and storytelling with technology, the organization empowers millions of people to better understand and safeguard our waters.



Climate Action: We recognize our responsibility in the fight against climate change and are committed to being a part of the solution. In 2021, we began to track our carbon footprint across operations using third-party software to ensure we are prioritizing our efforts where we can have the greatest impact. In 2021, our carbon footprint was 20234.6 MTCO₂e, mainly attributed to our fleet, as well as natural gas, and electricity consumption. We are committed to achieving net zero carbon emissions by 2050 and working on a plan towards interim emission reduction targets along the way. We have already installed two of the largest solar fields in Canada as well as retrofitted most of our plants with LED lighting. By working with third party organizations, we have had several energy audits performed and are exploring innovative solutions to make our farms, grading, and processing facilities more energy efficient.

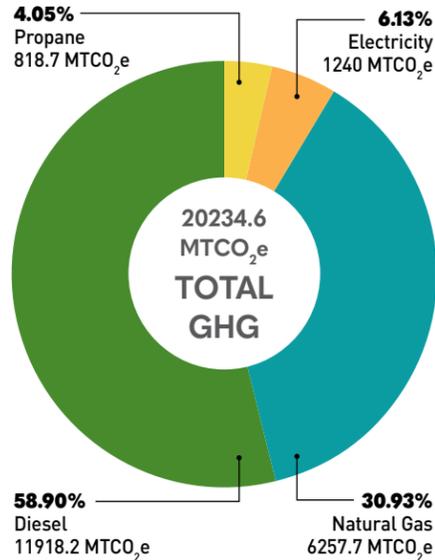
To reduce our overall greenhouse gas (GHG) emissions, we need to address fleet-fuel efficiency and are looking at leveraging programs such as fuel additives and route optimization across all our sites. We will also look to invest in hybrid vehicles in the near future as the availability of the technology become more prevalent. Efforts have been made to ensure that Burnbrae's fleet of tractor trailers is more efficient. This includes the installation of special heaters that reduce the idling time to warm the cab in cooler weather, the addition of aerodynamic trailer side skirts that reduce drag, and the inclusion of more fuel-efficient automatic transmission vehicles within the fleet.



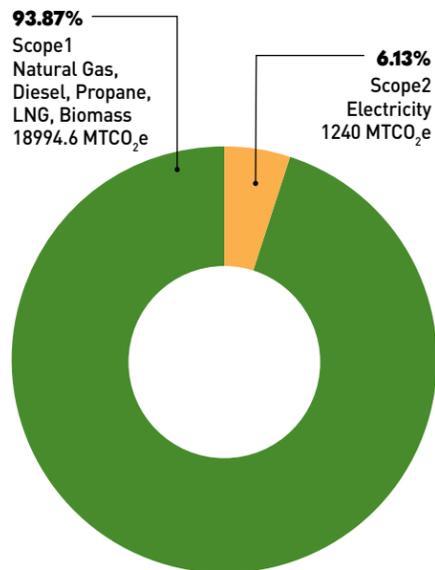
In the past 50 years the Canadian egg industry has decreased its carbon footprint by 50% while increasing its egg output by 50%

Source: Egg Farmers of Canada

GHG emissions by Energy Source



GHG emissions by Scope



Note: Includes Scope 1 & 2 data from all farms, processing and grading facilities. Scope 1 emissions do not include refrigeration. Emissions are calculated using a third-party provider and follow the Greenhouse Gas Reporting Protocol.



Renewable Energy

Sustainable farming has always been part of the Hudson family and Burnbrae Farms values, and we continue to be committed to building towards a greener tomorrow. Over the years, we've been on the cutting edge with innovative projects, such as our free-range solar powered egg farm in Ontario. The Ralos farm was our first solar farm which opened in 2019, and is the largest solar powered egg-laying farm in Canada. Eggs from this farm are sold under our Green Valley Farms™ brand. Producing more power than it uses, the Ralos farm shares its excess power with an adjoining farm.

Our Green Valley Farms™ brand eggs also help to offset GHG by using green energy through our partnership with Bullfrog Power.

In 2021, we added a second solar field in Lyn, Ontario, which is located on the original homestead and farm purchased by Joseph Hudson in 1891. This solar field generates 500 kilowatts of energy - enough to power 85 houses annually. The farm and the egg grading station use the power produced and any additional power goes back to the electricity grid. This solar field faces southwest and the goal is to effectively target peak energy demands in the afternoon. Now with two solar-powered projects, our commitment to reduce greenhouse emissions and increase the use of sustainable green energy is in full force like never before.

ACHIEVE NET ZERO EMISSIONS BY 2050



Greenhouse gases (GHG) and the Agricultural Industry

The entire Canadian agricultural industry accounts for only about 10 per cent of GHG emissions in Canada. The majority of GHG emissions are produced by transportation, electricity generation, and industrial processes (outside of agriculture). Of course, that 10 per cent is still important, and the agriculture industry is committed to reducing its carbon footprint.

Overall, egg production requires less water and less land area than other edible proteins. In Canada, the average person eats 253 eggs per year, making it vital for us to produce eggs in the most sustainable way possible. Burnbrae Farms does more than build solar-powered farms to try to reduce our carbon footprint. We manage our hen manure in a way that minimizes gas emissions by keeping it dry and selling it to farmers when they need it for fertilizer. We have done lighting retrofits, implementing low energy LED lights in all of our plants and hen barns.

We are planting trees and maintaining wild spaces on our farms wherever possible to help mitigate climate change impacts. Burnbrae Farms has also diverted by-products of our further processing, such as eggshells, from landfill to reduce our greenhouse gases.

Eggs in Canada are primarily sourced and produced locally, so, you can feel good about enjoying eggs as a sustainable choice with great nutritional value.

It's also important to consider the nutritional value of eggs and their low cost coupled with their low environmental footprint. If you compare the protein in eggs with other foods, you'll see that:



EGG PROTEIN IS THE HIGHEST QUALITY PROTEIN, CONTAINING ALL ESSENTIAL AMINO ACIDS.



EGGS ARE 1/3 OF THE COST OF MEAT PROTEIN, AND 1/2 THE COST OF SOY PROTEIN.



IT TAKES LESS WATER TO PRODUCE EGGS COMPARED TO MOST OTHER PROTEINS.



THE CARBON FOOTPRINT OF EGGS IS SIMILAR TO NUTS AND OTHER PLANT FOODS.



THE WATER FOOTPRINT FOR EGGS IS SIMILAR TO VEGETABLES, GRAINS AND BEANS

Biodiversity Protection: As part of our commitment to enhance biodiversity on our farms and surrounding areas, we work with organizations focused on protecting species at risk. These organizations include *Nature Canada* and *Rideau Valley Conservation Authority*. We conserve and manage 1,000 acres of wooded areas in Eastern Ontario, and have a long history of supporting environmental stewardship organizations, such as *Swim Drink Fish*, *Canadian Wildlife Federation*, and the *Frontenac Arch Biosphere*.

We work with and assist several organizations to monitor biodiversity on our farms. For instance, at our Lyn location, we manage over 20 acres of lawns to support pollinator activity. These bee lawns are a combination of grass and low flowering plants that provide nutrients and habitat for bees and other pollinators. Bee lawns have two environmental benefits. The first is a reduction in the use of fossil fuels from less mowing. The second benefit is increased food and habitat for pollinators.

We are also part of the Butternut Recovery Program in Eastern Ontario, which monitors butternut tree health and harvests nuts for tree propagation. The native Butternut Tree is endangered due to the spread of the lethal Butternut Canker disease.

20
acres of
lawns for
Bees



“The Butternut Recovery Program in Eastern Ontario has been working with Burnbrae Farms since 2012. This sustainability-minded business has generously allowed us to search its vast woodlots for significant Butternut trees for seed collection, as well as other endangered species, and its owners have repeatedly shown that they strive to be good stewards of the land. We look forward to continuing this important conservation partnership.”

Rose Fleguel, Butternut Recovery Specialist,
Rideau Valley Conservation Authority



Earth Day Tree Planting

Packaging

Over the past few years, plastic packaging waste, has emerged alongside climate change as a global environmental priority. Today, most of our egg cartons are made from recycled fibre and are fully recyclable. In addition, when possible, we ship eggs in reusable containers and wire baskets to our retail customers. On our farms we use reusable plastic trays, skids, and divider boards.

In 2021, we began working on a plastic reduction strategy that focuses on eliminating excess plastic packaging wherever we can, better managing what we use with an end goal of moving to renewable, recyclable, or certified compostable packaging. Shell eggs are products that rely heavily on packaging to maintain their integrity, minimize food waste, and ensuring that the highest food safety standards are met. Maintaining this balance plays a key role in the packaging decisions we make.





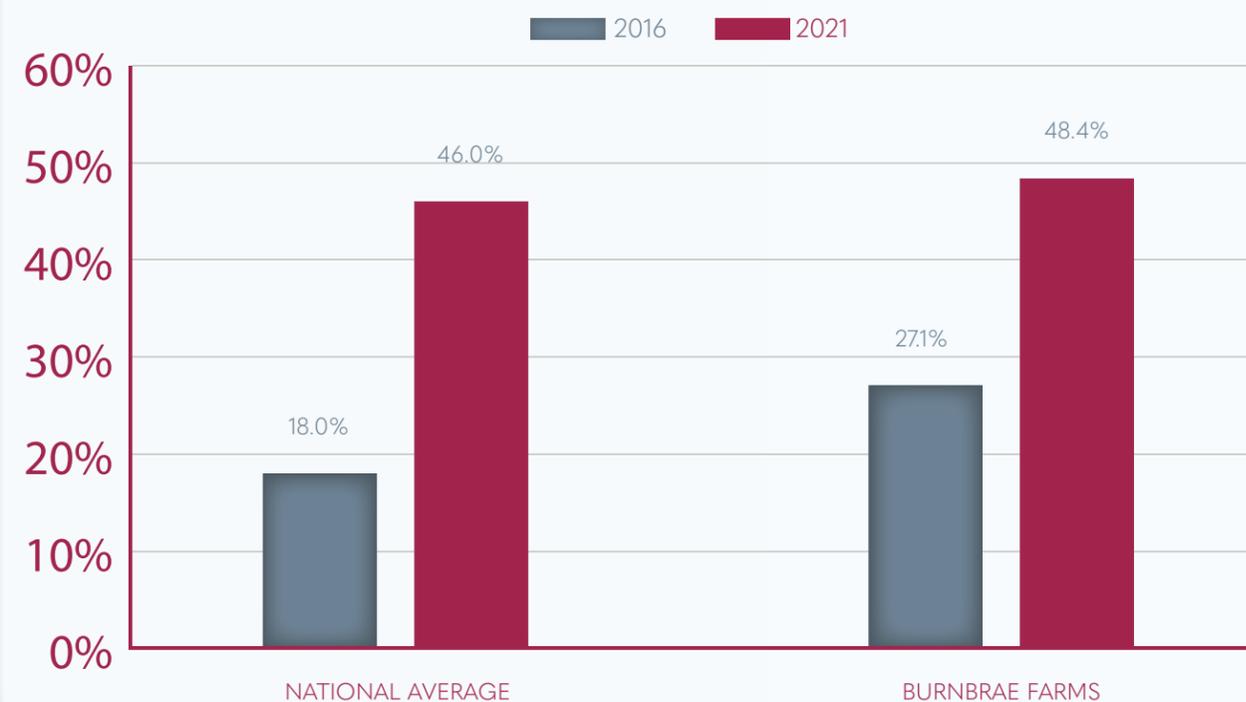
ANIMAL CARE

DESIRED OUTCOME:

Every hen, every day, receives the best possible care from our people, guided by science-based standards in a continuous improvement framework

Colleagues at our Lyn farm

TRANSITION TO ALTERNATIVE HOUSING SYSTEMS



The percentage of birds housed in alternative housing in 2016 vs. 2021. National flock percentage in alternative housing (Egg Farmers of Canada, 2021) and the percentage of birds housed in alternative housing at all Burnbrae-owned farms.

Animal Care

Burnbrae Farms has a very rigorous animal care program that is guided by our Animal Welfare Working Group. Our National Animal Care Specialist, Dr. Michelle Hunniford, oversees the delivery of the program. All Burnbrae farms are currently compliant with the Egg Farmers of Canada standard as documented by second and third-party audits. We continue to transition away from conventional housing and towards alternative housing systems like Enriched, Free Run, and Free Range. As of 2021, we are on track to meet the national commitment of transitioning all housing to alternative systems by 2036.

Many members of the Burnbrae Farms team actively participate in the process to develop and deliver the national animal care program. We do this by being involved in various provincial, national, and international animal care and poultry welfare initiatives. For example, we have a seat on the Board of Directors of the Egg Farmers of Canada, we are an Associate Member of the National Farm Animal Care Council, and we are an active member of the International Poultry Welfare Association, especially on the Poultry Health and Welfare Layer Subcommittee.



White Pullet





Chickens in Enriched Housing (colony housing system)

Training and Professional Development

All new poultry employees are trained in every facet of animal care before working in a barn, and all existing poultry employees receive annual re-training in animal handling. We have also made a concerted effort to train all outside service crews that help us move and vaccinate birds. Our goal is to help everyone involved be aware of, and held to, the same high standard as our own employees.

Training in 2021 was a hybrid: in-person training was conducted whenever possible, adhering to gathering limits and distancing protocols to help prevent the spread of COVID-19, and virtual training when travel was not permitted.



Ste-Justine, QC

The virtual training program created in 2020 is continuously updated and will be used to provide more training options for employees at different sites.

Training Video Project: This year saw the completion of a project that was started in 2018 to create video training modules for new employees. This is our latest effort to continuously improve our animal care training program. These videos will help standardize the training program across all farm sites. We also created a training video for outside crews that includes all of our key animal welfare policies and procedures.

Animal Health and Nutrition

Our approach to animal health prioritizes preventative strategies. We work with poultry veterinarians to proactively mitigate diseases, including developing comprehensive health protocols. We consult with them regularly to evaluate our animal health and emergency disease protocols.

Vaccination Program: We have implemented a standard vaccination program for all our flocks. This program is regularly reviewed by the poultry team to respond to the latest disease challenges. We periodically conduct tests to determine how effective we

are at protecting our flocks against specific diseases. We also test all incoming flocks when they arrive as chicks for key infectious diseases.



Nutrition: We regularly consult with nutritionists to ensure that our birds are fed a high quality, nutritious feed ration that is tailored to their specific dietary needs. For example, feed ration requirements vary as birds age.



Biosecurity: All our new poultry barns are being built with an upgraded biosecurity entrance, and existing barns are being retrofitted. This provides an added degree of separation between the barn environment and the outdoors to prevent disease infiltration or spread. We have begun to monitor in-house, and have added a lab to test the effectiveness of barn cleaning and disinfection processes.

Poultry Research: We believe that providing our birds with good welfare means that our poultry management practices must be guided by scientific expertise and with an aim towards continuous improvement. Therefore, we strive to support poultry research in as many ways as we can.

We do this by providing monetary support to different research associations, such as the Poultry Industry Partnership at the University of Alberta, as well as in-kind resources to various researchers wanting to learn more about poultry in an applied setting.




HEALTH AND WELLBEING

DESIRED OUTCOME:
 To be an “employer of choice” with unparalleled culture and a reputation for a safe, healthy working environment where colleagues feel valued



Employee Safety

Burnbrae Farms is committed to providing a safe and healthy work environment. Our goal is to protect our employees through a preventive and proactive approach, striving for organizational and operational excellence. We work to have a leading safety agenda by enhancing our health and safety management system and processes that include safety auditing, developing new procedures, and safety training.

Continuous improvement is a key component of our health and safety programs, and training for our employees is a priority. To that end, we track the performance of each site using an internal health and safety audit. Our training programs cover the operation of equipment, the proper care and use of personal protective equipment, new hire orientation and on-boarding, annual employee safety refresher training and monthly safety talks.

We continuously work on improvements to protect our colleagues, by minimizing

recordable injuries, focusing on our safety agenda of prevention, conducting colleague training, improving machine guarding, implementing lockout/tagout procedures and following all good manufacturing practices.

We continuously work on improvements to further protect our employees. In 2021, the Mississauga grading facility celebrated six years of having No Lost Time Accidents. In addition, the Winnipeg grading and processing facility, as well as the Strathroy facility, were recognized for completing nearly three years of no lost time accidents and Calgary was recognized for completing two years. We are immensely proud of these facilities for achieving these milestones.

All locations have a Joint Health and Safety Committee that meets regularly to discuss site specific issues. Health and safety is everyone’s responsibility, and we encourage all of our employees to bring forward any concerns or potential safety risks to their supervisor or health and safety representative. Together, we strive to make Burnbrae a better, safer, and more enjoyable place to work for all.

COVID-19 Safety Response

Our people are the strength behind everything we do. During this unprecedented and intensely challenging year, many of our employees have been on the frontline responding to the pandemic and have demonstrated exceptional resilience, creativity, optimism, and care for one another, our customers, and our communities. At the onset of the pandemic, we took immediate action to implement COVID-19 protocols at all our sites and quickly isolated potential cases to

prevent any outbreaks. We continue to monitor our response to COVID-19 and adapt to changes as they evolve.

By promoting teamwork, integrity, and accountability, while continuously improving in response to the changing needs of our business, we will achieve excellence in the field of health and safety by always taking care of our people.

Given the uncertainty of living and working during a global pandemic, we enhanced our communication across the business, increasing the frequency and number of communication channels. This has kept employees engaged and informed. For those employees working remotely, we remained connected by providing real-time business updates via email and numerous virtual calls with the senior team and hosted quarterly town halls. We rolled out television screens across all our facilities to improve the quality of communication with those on the frontlines. Since the initial roll out, additional TVs have been requested by the teams and we are increasing the content to ensure we have robust internal communication tools to deliver important updates.





Employee Development

We are committed to a culture of continuous improvement, including professional and personal development. We have invested in training and offer a variety of opportunities and tools for employees to better understand our business and improve their skills and experience.

Burnbrae Farms has a long, rich tradition of well-established processes and deep knowledge about the industry that has served the company well for years. Over the last decade, we have seen the Canadian Food Industry continue to grow and so has Burnbrae Farms. We are a large, national company with many customers and suppliers who have become more sophisticated with access to better technology than ever

before. Governments have also raised the bar and require higher standards. In order to grow and compete in this business environment, we have invested in new technology, updated our processes, and hired new talent with diverse expertise to support these changes. In 2021, the senior leadership team launched "Change for Good", a change management framework including easy to use tools to assist in leading change initiatives and help support employees through our company's evolution. We have also invested in change management training to build a more agile workforce and added a dedicated change management resource to assist with enterprise-wide systems projects currently underway.

We have several streams of learning that go beyond the core compliance and business training, including high-performance management training programs as well as a unique customized learning program called "Egg School". This robust and holistic training is meant to educate employees about eggs and the egg industry.

Diversity and Inclusion

We believe in creating a workplace environment where everyone feels like they belong, and benefits from a diverse and inclusive workplace. To us, championing diversity and inclusion is a critical component to advancing our collective purpose and vision, living the Burnbrae values, and delivering winning results. We will amplify our focus on diversity and inclusion by implementing a phased approach to include: building awareness and training throughout the organization, evaluating our current processes and procedures to help identify areas where we can improve, track and measure results.

"Egg School was extremely interesting, informative, educational, and FUN!"

"The facilitators were great, and know everything there is to know about the chicken and the egg—including which came first!!"

Beth Plumstead, Employee at the Mississauga Office



Debbie and Crystal
Burnbrae Farms Drivers in Winnipeg



Employees of Island Eggs in British Columbia

Employee Recognition Programs and Events

Grocery Heroes Day: The Canadian grocery retail and supplier industry celebrated Grocery Heroes Day across Canada on July 19, 2021. This day was held to commemorate and acknowledge the efforts of food retail frontline employees and their suppliers during COVID-19. These community champions have worked tirelessly to provide Canadians with food, medicine, and much-needed essentials. From retail and warehouse workers to supplier partners and pharmacists – everyone across this sector has come together in a time of great uncertainty. As suppliers to grocery retailers, we recognize and celebrate all the hard work that our employees have done to help feed Canadian families during the pandemic.

The Cesar Awards: On Earth Day, April 22, 2021, we held our first ever Corporate Social Responsibility (CSR) Awards called the CeSaRs. These awards were established to recognize excellence in the execution of our Sustainability initiatives throughout the company. By recognizing excellence across the organization, we hope to encourage engagement and fuel momentum for this important aspect of our business. The awards were so well received and successful that we are planning to hold them every other year to accompany the bi-annual National Conference.





SAFE NOURISHING FOOD

DESIRED OUTCOME:
Offer safe and wholesome food,
produced through an indisputable
commitment to quality assurance

2

ZERO
HUNGER



Enhanced Food Safety Programs

Food Safety is integral to the success of our business. We are committed to producing safe, high quality eggs and egg products that meet regulatory and customer requirements. Given this commitment, it is our goal to be the leading authority and practitioner of poultry and egg-related food safety in North America. As such, we have implemented a multi-year food safety and quality strategy to continue to enhance and improve our quality assurance programs that include:

- Robust Environmental monitoring programs
- Food safety and quality management systems and performance KPIs
- Training for all employees
- Leveraging digital technology to measure track outcomes and reduce complexity
- Standardizing and harmonizing best practices
- Reducing waste
- Expanding supplier/co-manufacturer performance management

As part of our commitment to continuous improvement, Burnbrae Farms is a member of various quality assurance industry groups such as “Mouvement Québécois pour la qualité” and the “Excellence in Manufacturing Consortium (EMC)”. Our goal is to ensure our programs and standards are among the highest in the food industry. When it comes to globally recognized food safety standards, we operate according to Hazard Analysis Critical

Control Points (HACCP) guidelines and the Safe Food for Canadian Regulations (SFCR). To ensure confidence in the delivery of safe food to our customers, all our grading stations and processing plants are audited annually by an internal food safety auditing team and a third-party auditor following the Brand Reputation Compliance Global Standards (BRCGS) recognised by the Global Food Safety Initiative (GFSI).

We continuously monitor the effectiveness of our programs through robust testing of our production environment and our products. We conduct regular environmental swabs and product tests to maintain the quality and safety of our products.

In 2019, we launched a monthly Food Safety and Quality Progress Report and QA Dashboard as a measurement tool to improve quality performance in our plants. As part of this metric, we implemented four Key Performance Indicators (KPIs): Food Safety Incidences (FSI), First Pass Quality Incidences (FPQI), Customer/ Consumer Complaints, and Pathogen Control. The KPIs are tracked and trended on a monthly basis for each plant.

A quarterly review is held with the plant and corporate leadership teams to discuss performance. During these reviews, each plant has an opportunity to learn from each other and improve, getting us closer to reaching our goal as a leader in food safety in North America.

All food safety aspects are important, but special attention is placed on the effectiveness of our sanitation, pest control, training, and preventative maintenance programs. We have completed the integration of our food safety system using the SAP program of the Enterprise Resource Planning System. We look for ways to further engage our employees and leverage digital tools to make it easier to implement food safety best practices across all plants.



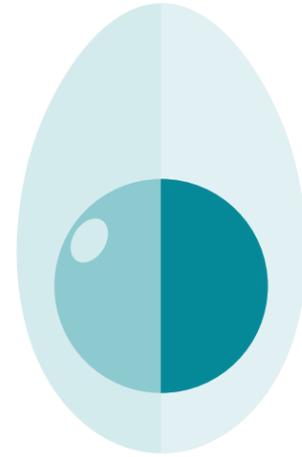
Quality inspection on hard boiled egg line



Nutrition and Research

When it comes to healthy eating, eggs are a great place to start. Eggs are one of nature's most nutritious, affordable and versatile foods, plus, they're delicious! Two large eggs contain 16 essential vitamins and minerals and 12 grams of perfect protein. With only 140 calories, a portion of two large eggs provides an incredible amount of nutrition.

Protein-rich foods are an essential source of energy for fueling a healthy, active lifestyle. The egg's high-quality protein provides the building blocks needed for healthy muscle growth and repair. Studies have shown that ample protein in the diet helps prevent muscle and bone loss as we get older.



**2 Large Eggs Contain
12 Grams of Protein
16 Essential Vitamins
and Minerals
&
Only 140 Calories
Per Serving**

Eggs can also be a big help in maintaining and improving digestive health. They're easy to digest and the amino amino acid profile of eggs perfectly matches our human requirement. Research supports the consumption of omega-3 enriched eggs as a great way to get more omega-3 in your diet for all the associated health benefits.

We support innovation and clinical research trials on egg nutrition and make strategic investments in furthering the health benefits of eggs and egg products. We have had a long partnership with the University of Guelph, as well as partnerships with the Universities of Alberta, Manitoba, and Ottawa on how eggs can play an important role in nutrition and medical advancements. For the past four years, Burnbrae Farms and the University of Guelph have partnered to create a bursary, which is awarded to a student continuing in a masters program with the Department of Applied Human Nutrition.

Consumers are also looking for healthier meal options and products that are made with simpler, natural ingredients. With eggs, we are fortunate that we already start with an overall nutritious food that provides perfect protein.

The egg is a marvelous vehicle for enhancing certain nutrients in our diet. What we add to our hen feed can help to bridge certain nutrient gaps and improve the quality of our products. We are able to increase the amount of omega-3's, lutein, or vitamin D, for example, in the egg by increasing these amounts in the diet of the hen. Burnbrae Farms has a wide selection of fortified eggs in the Canadian marketplace.

To help Canadians make informed food choices, we provide healthy eating tips and delicious recipes on our website and blogs. www.burnbraefarms.com



All new Burnbrae products are proactively evaluated and developed with, sodium, sugar levels and simple ingredients in mind



Employee at Mississauga grading facility



Employees helping to collect food for food banks across the country

Community Spirit

We play an important role in the communities where we operate. Giving back to these communities is one of our core values and a foundation of our culture.

Food Donations

We are committed to donating eggs and egg products in our communities each year, as well as supporting several international, national, and local charities. These include World Vision Canada, Parkinson's Superwalk (since 2006), Ronald McDonald House Charities, Children's Breakfast Clubs, Toonies for Tummies and the Terry Fox Foundation, to name a few. In 2021, we donated more than 7 million eggs, including 219,000 pounds of eggs and egg equivalents to Second Harvest, while our annual Holiday food Drive collected nearly 13,000 pounds of food for those in need across the country.

Our dedicated employees continue to demonstrate their passion for ensuring that our eggs reach Canadian families in these trying times. The Hudson family always reaches out to help during times of crisis and have donated this past

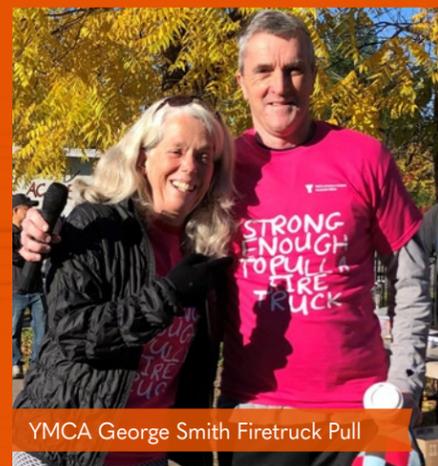
year to the Canadian Red Cross and Floods and Extreme Weather Appeal to support local relief efforts.

Protecting Natural Spaces

Our amazing employees volunteer to clean roadsides and shorelines. They also participate in many other activities to help care for the natural environment. A good example of this is at our farm in Lyn, where for more than a decade we have reforested abandoned fields and planted ornamental native trees around our properties. So far, we have planted over 20,000 trees and continue to naturalize gardens with plenty of native flowers and shrubs. We have over 1,000 acres of forest in the Frontenac Arch Biosphere which we are preserving, and have worked with ALUS at our St. Zotique farm location to naturalize part of that farm.

Agriculture Education

For the past five years, we have partnered with AgScape, an organization that provides factual, balanced, curriculum-linked food literacy programs and resources to Ontario's educators and students. We do this because we feel that



YMCA George Smith Firetruck Pull

science-based and factual information on agriculture should be an important element of a child's education.

Each November, the company supports and participates in the *Royal Agricultural Winter Fair*, which attracts more than 250,000 visitors to downtown Toronto. We also support many agricultural advocacy organizations such as Farm and Food Care and The Canadian Centres for Food Integrity. By supporting a network of like-minded organizations, we are helping to create a positive impact in this area.

"I can't express enough how grateful we teachers are that all of this amazing content is being made available during this very strange virtual teaching year. It saves a tremendous amount of planning time, and it is fun and meaningful for the students to be able to learn so much about where their food comes from and how it is made. We appreciate everyone who is contributing and making the time to create these educational resources for schools to access. Thank you to all food producers, you are all so hardworking and everything you do is driven by passion."

– Ontario Educator following a Virtual Food & Farm Field Trip



COMMUNITY SPIRIT

DESIRED OUTCOME:

Communities in which we operate see and feel the impact of our charitable giving, colleague volunteerism, food assistance support, and leadership in agriculture literacy





Harley the Pony and Employees at the Brockville YMCA George Smith Firetruck Pull



GTA Children's Breakfast Clubs



Upton Quebec Splash Pad



LYN ON, Shoreline Cleanup



BC Island Egg Shoreline Cleanup

Volunteering

The spirit of volunteering is a deep rooted value of Burnbrae Farms and the Hudson Family. Mary Hudson always said, "Everyone should do their bit." This sense of community obligation runs through the organization today. These are just a few examples.

Every October, a group of dedicated Burnbrae Farms employees and Hudson family members help the YMCA of Eastern Ontario in Brockville to run the George E. Smith Memorial Firetruck Pull to raise money for the YMCA's financial assistance program. In 2021 they surpassed their goal of \$50,000 and raised over \$63,000. There were several Burnbrae teams participating in this event with Harley the pony as mascot.

All year long, our fantastic Winnipeg team gives a helping hand to the Siloam Mission to help feed those less fortunate. Other volunteer events include Touch a Truck in Strathroy, ON, and the ALS Duathlon in Upton QC.

One of our key focus areas is to encourage all facilities to initiate projects with the aim of helping to protect and care for local environments for communities to enjoy. This supports our goal to protect natural spaces. We do this through annual shoreline/roadside cleanups and tree planting. This conservation program provides Canadians across the country with the opportunity to take action in their communities wherever water meets land, one bit of trash at a time.



Mississauga Grading Roadside Cleanup

"Nature Canada is partnering with Burnbrae Farms to help our threatened and declining populations of swallows. We are thrilled that partnership, which developed over the last few years as Nature Canada built its campaign to "Save our Swallows." We are grateful for the support that you provided us that has enabled us to continue developing our work to identify, monitor and protect the all-important post-breeding roost sites of swallows. These are areas where thousands to even hundreds of thousands of these rapidly declining birds gather for the night weeks prior to initiating their long migrations to their wintering areas."

—Ted Cheskey, Nature Canada

Burnbrae Farms Foundation

We believe giving back to our communities is a calling, an honour, and a privilege. It is with great pride that we support various initiatives through the Burnbrae Farms Foundation. The Burnbrae Farms Foundation, established in 2017, honours Joe and Mary Hudson, for their life's work in building Burnbrae Farms into the business it is today. The Foundation is part of the Hudson family story. It's also part of our company and family values, and the way we do business. Over the years we've had the pleasure of supporting important initiatives that impact lives. Our foundation fund granting process is governed by a board of Hudson family members as well as senior employees.

In 2021, the Foundation donated \$261,767 and supported 16 charities. Some of these charities include: *Food Banks of Quebec, the Aquatarium in Brockville, GTA Children's Breakfast Club, Nature Canada, Canadian Red Cross, the Upton Community Splash Pad, and the Brockville District Hospital Foundation.*

Our purpose is to Nourish Canadians Sustainably and our vision is a Canada where everyone has access to responsibly sourced, affordable, nutritious food.

We hope to deliver on our purpose by:



SUPPORTING AT-RISK CANADIAN FAMILIES TO GAIN ACCESS TO AFFORDABLE, NUTRITIOUS FOOD



INVESTING IN SUSTAINABLE AGRICULTURAL RESEARCH AND PRACTICES



DEMONSTRATING ENVIRONMENTAL LEADERSHIP



SUPPORTING COMMUNITY PROGRAMS

In 2021,
the foundation donated

\$261,767

and supported
16 charities

INDUSTRY AWARDS & RECOGNITION

It is particularly rewarding when our efforts are recognized. 2021 was a noteworthy year for us on the award front and we are very humbled by the recognition we've received from various organizations and companies.

A&W CANADA
Award of Excellence

BRANDSPARK MOST TRUSTED AWARD
#1 Most Trusted Egg Brand in Canada

GROCERY HALL OF FAME
Grocery Business Magazine

ALLTECH CANADA
Alltech Planet of Plenty Award

GORDON FOOD SERVICE
Cornerstone Award

CANADIAN GROCER IMPACT AWARD
for Sustainability Canadian Grocer Announces Inaugural Impact Award winners | Canadian Grocer



OUR VALUED PARTNERS

We believe that partnerships and multi-stakeholder collaborations are the key to a more sustainable future. We are proud to share with you a few of our partnerships and affiliations and those we have developed through the Burnbrae Farms Foundation.



Foundation





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