OUR FAMILY COMMITMENT to Corporate Sustainability

2018 was an exciting year for our fourth generation family business as we celebrated our 60th anniversary. In the six decades since our founder, Donald Wentzel, started Maple Leaf Farms in northern Indiana, our company has been dedicated to delivering the highest quality duck products on the market.

While subsequent generations of our family-owned business have continued this core mission, we have also developed a vision and values for our company that guide how we grow and continually improve our business practices.

In our 2018 sustainability report, you can learn how our family continues to honor our heritage and embrace our future by making strides in the areas of environmental stewardship, employee wellness and charitable giving.

Some highlights of the report include:
• Employee efforts to recycle 304 tons of material and reduce pounds of waste material sent to landfills by 19% as compared to 2017.
• Our 13th Annual Duck Research Meeting, which brings together researchers to advance important industry priorities such as animal behavior and well-being, environmental management and animal health.
• Corporate contributions to land-grant universities exceeding $1 million to enhance poultry industry instruction, research and extension.

Throughout our 60 years of business, our family has worked to responsibly operate our business in a manner that enhances the lives of our customers, staff members and communities. We look forward to continuing this journey and are dedicated to improving each year.

The Tucker Family
Our Vision
Maple Leaf Farms will be a family business that benefits both the family and the company. We will continue to benefit from building our competencies into world-class leadership positions and to pursue the development of new business opportunities.

Our Values

Family
• We encourage memorable family meals through our products.
• We encourage a balance between work and family through flexibility.
• We consider family to be an integral part of our culture.

Food
• We consider the food we produce to be part of the joy of living.
• We demand that our products and services meet the highest standards of quality.
• We encourage our employees and their families to try and use our products.

Friends
• We believe that to truly break down silos of communication and enjoy the ultimate in team building, we must be friends and truly trust and enjoy each other.
• We encourage camaraderie between our employees.
• We encourage personal attention to and friendships with our customers.

Fun
• We encourage the development of fun, exciting and interesting work roles so our employees look forward to coming to work each day.
• We encourage having a sense of humor.
• We encourage a clear balance of fun and work in all of our activities.

Financial Security
• We strive for consistent, company-wide profitability in order to provide employees with consistent financial security.
• We provide competitive compensation, career advancement opportunities and benefits programs.

Fulfillment
• We believe in helping employees fulfill their career aspirations through training programs, career path development and educational support.
• We encourage creativity and empowerment.
Maple Leaf Farms is a fourth generation family-owned company headquartered in northern Indiana. With more than 1,000 employees worldwide, our company is known around the globe for high-quality poultry products. Our company is also involved in other aspects of food and fiber production through various brands and business divisions.

**Maple Leaf Farms**
Maple Leaf Farms offers a wide variety of fresh and frozen White Pekin duck products to retail and foodservice markets. Products range from roast half duck and duck breast to duck legs, duck bacon and more.

**Maple Leaf Farms, Inc. International Division**
Through extensive studies and research testing, Maple Leaf Farms has developed INDUX®, a robust integrated duck production system designed to optimize performance and food safety.

**MLF Biotech, Inc.**
MLF Biotech, Inc. offers innovative, natural health products and food and ingredient testing that ensure the safety and quality of end products. MLF Biotech, Inc. is the exclusive provider of ToxiScreen®, which detects the toxicity of products with a single test.

**Down Inc. / Eurasia Feather Company**
Down Inc. is a manufacturing company specializing in down and feather bedding products for the residential, design and hospitality trades. The division also sells down bedding products directly to consumers through its downdirect.net website.

**Milford Valley**
Milford Valley produces a line of stuffed chicken products that are top-sellers nationwide. Products include Cordon Bleu, Kiev, Broccoli and Cheese and more.

**Sandra’s Chicken**
Sandra’s products use only the highest quality, all natural ingredients. Sandra’s entrees are made with white meat and whole grain breading. Drumsticks are from chickens raised without antibiotics.

**Duck, Down & Above**
Maple Leaf Farms’ retail store is located at our World Headquarters. In addition to offering an exclusive lineup of our company’s duck and chicken products, the store also stocks down bedding items. Our store carries gourmet sauces, spices, cooking gear and unique specialty items.
Maple Leaf Farms is dedicated to conducting our business in a socially responsible manner. We seek to balance the needs of our staff and communities with important economic and environmental objectives. To ensure success, all of our subsidiaries participate in our sustainable efforts and strive to be responsible stewards of the environment.

We believe sustainability requires systems and programs that are:
- Ethically grounded
- Scientifically verified
- Economically viable

When these three elements operate in balance, we have systems and programs that build consumer trust and confidence in Maple Leaf Farms.

To continually enhance our sustainability efforts, our company is committed to:
- Improving the health and safety of our products and operations
- Researching methods for reducing our environmental footprint and advancing our animal husbandry practices
- Fostering positive relationships with our diverse staff and their communities

Our company has produced an annual sustainability report since 2010, and we have advanced our sustainability and social responsibility programs through a formal corporate team established in 2011. Since that time, the team has guided the company’s sustainability efforts according to the balanced approach established by the Tucker family.
As a leader in the poultry industry, Maple Leaf Farms builds relationships with our partner farmers and commodity suppliers that allow us to continually improve and develop sustainable production solutions. Within the “On the Farm” section, you will learn how Maple Leaf Farms continues to refine sustainable live production practices.
Trident Stewardship Program

More than two decades ago, Maple Leaf Farms’ live production team created its first Duck Well-Being Guidelines. A simple 12-page document, the guidelines outlined the company’s animal care principles and practices for all of our farms to follow to ensure that flocks were well cared for.

Although well-intentioned, these guidelines were very basic and did not address proper animal management at non-farm operations such as the hatchery or processing plants.

As a result, our team worked with animal behavior experts and poultry scientists to develop a comprehensive well-being program that would cover production from egg to the processing plant. The guidelines were also expanded to address a breadth of topics like record keeping, disease prevention, transportation and more.

And our company didn’t stop there. What began as a simple set of guidelines addressing animal well-being evolved into a Trident Stewardship Program that focuses on three key areas: animal well-being, biosecurity and environmental management.

In addition to its three focus areas, the Trident Stewardship Program also offers three levels of assurance for our customers. The program features clear and comprehensive guidelines for each focus area, as well as an annual certification process, biennial unannounced audits and annual third party audits conducted by a Professional Animal Auditor Certification Organization (PAACO) auditor.

Our company has made tremendous strides through the Trident Stewardship program. Since the Corporate Sustainability team began tracking it, the level of farms passing the annual audit has risen from 92% in 2010 to 100% the last four years.
Sustainable Farming Practices

As we have shared in our past reports, sustainable farming practices and progressive nutritional programs are both critical to our balanced approach to sustainability. Throughout 2018, Maple Leaf Farms invested more then $1.2M and countless hours in our operations to improve both of these areas of focus. Below are some examples of these investments and their impact on the farm.

**Water Use**

Water is our most important natural resource, and Maple Leaf Farms has active teams within our organization evaluating how we can make investments and change practices to protect and preserve our water resources.

In 2018, several of our farms made investments in our water systems that reduced water usage or improved how efficiently we use water in our live production department. These improvements yielded a 4% reduction in the amount of water used to clean our farm trucks and a 3% increase in the amount of water used for irrigation on local farm ground.

**Nutrient Management**

In 2018, world population increased a little over 1% by 82 million people*. As a global food provider, Maple Leaf Farms views it as our corporate responsibility to do what we can to help feed the world.

By producing a scientifically-formulated diet at our company-owned feed mills, our company is able to use less corn, soy and wheat to feed our ducks so these resources can be used in other facets of the food industry. In fact, our efforts to improve duck nutrition have reduced our grain use in the last five years by 2 million pounds.

To bridge our sustainable efforts, Maple Leaf Farms applied more than 2,300 tons of composted bedding and 630,000 gallons of liquid manure to local farmland, significantly reducing the amount of synthetic fertilizer needed on that acreage to produce row crops for livestock and poultry feed.

*Source: https://www.worldometers.info/world-population/world-population-by-year/
Each summer, Maple Leaf Farms Live Production Department hosts an annual research meeting that brings together poultry scientists, veterinarians and other professionals from across the nation to discuss advancements in duck care, reproduction, nutrition and more.

Held at our Leesburg headquarters, the meeting sessions feature presentations on research project results and a question and answer time for each topic. The group also generates ideas for future research that can be conducted by our company or independent researchers.

Several Maple Leaf Farms staff members take part in the meetings and share results from our company’s own research efforts, which are supported by a company-owned research farm.

The meeting also features research findings from governmental agencies, industry partners and independent poultry scientists from institutions like Purdue University, Hope College, Ohio State University and more.

Our thanks go to the many researchers and veterinarians who take time out of their busy schedules to attend and share their insight each year.
Maple Leaf Farms is a leader in the food industry and looks to improve product quality and food safety while preserving important natural resources. In our “In the Plants” section, you will learn how our company continues to upgrade our food processing operations through strategic partnerships and capital investments that help us achieve our sustainability goals.
In the Plants

Plants Achieve BRC AA Audit Grade

Since 2012, Maple Leaf Farms has participated in audits conducted by the British Retail Consortium (BRC), a globally-recognized certification program. These audits ensure that Maple Leaf Farms follows BRC’s standard of excellence with regard to food safety and quality. The audit criteria are developed from guidelines established by the Global Food Safety Initiative (GFSI), an organization of retailers who created universal specifications for safe products.

In February 2018, our Maple Leaf South and Serenade plants each received an “AA” grade on their annual audits – one of the highest levels of BRC compliance. Earning this GFSI certification demonstrates to retailers and consumers that Maple Leaf Farms puts a high emphasis on quality and food safety, making our company a trustworthy name in the food industry.

To learn more about the BRC Global Standards, please visit their website at www.brcglobalstandards.com.

HACCP Training

Maple Leaf Farms employees from various departments and locations earned certificates of training in developing and implementing Hazard Analysis and Critical Control Point (HACCP) plans in June 2018.

HACCP is a system that aims to reduce the risk of foodborne illnesses through preventative actions. It addresses potential biological, chemical and physical hazards through a seven-part written plan. Attendees worked in teams to develop sample plans during the workshop.

Teams were assigned so that experienced individuals were paired with HACCP beginners. Quality assurance, purchasing, operations and marketing were a few of the departments represented at the training. Individuals from MLF Europe and ML West also participated via Skype.

Even those who don't work with HACCP on a daily basis benefitted from the training, as it helped everyone understand how important regulatory measures like HACCP are to ensuring a safe end product.
In the Plants

Sustainable Operations Practices

Throughout 2018, Maple Leaf Farms continued investments in our plants to improve our efficiency and sustainability. Below are some sustainable highlights from our operations in 2018.

Maple Leaf Plant

In 2018, we installed a new HVAC system and made additional roof investments at our primary processing plant. Both of these investments allow for better control of interior climate conditions within our facility.

Another sustainable project we undertook at our MLS plant was the rebuilding of our well. This project allows for improved water flow into our facility and reduces electrical consumption as the pump operates more efficiently. This is significant because research has shown that pumps account for 10% of the world’s total electrical consumption and up to 90% of them are inefficient*.


Serenade Foods

Within our value added production facility, our operations team also focused on sustainable investments to improve water conservation.

One area of focus was our employee restroom facilities. These areas were mapped, and we discovered were one of our least efficient areas for water usage, mostly due to dripping faucets and sticking valves. We removed old plumbing in these areas and replaced them with sinks and toilets that use less water.

We also installed a new reverse osmosis water system to improve water quality, purchased new metal detectors and made improvements to our ventilation system.

All of these sustainable investments not only improve our efficiency and are more sustainable, but also enhance our food safety.

Distribution Center

When we can enhance food safety and sustainability through investments, then we hit a home run! And that is just what we did in our DC in 2018 with the purchase of five new dock shelters.

We installed the Rite-Hite® Eclipse® Dock Shelters, which are designed to obscure daylight and effectively seal gaps on sides, corners and tops of trailers with a single piece of equipment. This helps keep our dock at an optimal temperature and humidity and protects our products from environmental hazards.
In the Plants

Sustainable Purchasing and Recycling

At Maple Leaf Farms, we try to evaluate sustainability in all aspects of our business. In 2018, Maple Leaf Farms purchased 650 tons of recycled products from Pratt Enterprises that make up the packaging for most of our finished goods cases.

The relationship between Pratt and Maple Leaf Farms began in June 2017, with Pratt becoming the primary recycler of products from our plants.

In two and a half years, this has not only allowed for the majority of our corrugated cases to be purchased from recycled board, but it also allows us to reload those trucks and send recyclable materials back to Pratt to be reused and recycled.
2018 Conservation Impacts

Sustainable Purchasing and Recycling

Another closed sustainable loop that benefits our company is our partnership with Kamps. Kamps is a full service pallet company delivering innovative pallet and packaging solutions to customers across the United States.

Maple Leaf Farms has worked with Kamps to source multiple forms of pallets to meet our customers’ needs. In addition, Kamps also supplies a trailer that stays on site to collect all of our used pallets for recycling. When the trailer is full, Kamps takes it to their facility to be broken down and recycled in a variety of ways. This not only extends the life of an important resource, but also maximizes logistics by returning a full trailer instead of an empty trailer on the backhaul. Below is a chart that highlights the environmental savings from our Kamps partnership.

![MAPLE LEAF FARMS ENVIRONMENTAL SAVINGS REPORT](image)

By purchasing 34,720 used pallets & recycling 13,224 pallets,
Maple Leaf Farms saved:

- 2,261 trees
- 796 tons diverted from landfills
- 1,209 tons of reduced CO2 emissions
  (Equivalent to 4,126 cars taken off the road)
2018 Conservation Impacts

**Energy Efficiency**
Replacement of pumps, lift stations, HVAC system, roofing and refrigeration system to reduce energy consumption.

**Recycling**
In 2018, we recycled more than 1,000 lbs of e-waste, 105 lbs of batteries and 730 light bulbs.

**Water Usage**
Through process development and training, we reduced the amount of water used to clean our trailers by 4%.

**Waste to Energy**
Through our partnership with Kamps, our recycled pallet program saved 2,600,000 kwh of power in 2018.

**Water Usage**
In 2018, we increased the amount of water from our plants that we irrigated onto local farmland by 3%.
Maple Leaf Farms has a legacy of generously supporting non-profit organizations in the communities where our employees live, work and raise their families.
In the Community

Hunger Relief
As a fourth generation food company, our business is committed to alleviating hunger in our local communities. Each year, our company donates thousands of pounds of high quality poultry products to hunger relief organizations throughout northern Indiana.

Community Services
From literacy programs and arts appreciation to conservation programs and community development, Maple Leaf Farms is dedicated to supporting charitable organizations and non-profit programs that enrich and improve our communities. We also give to organizations that address important needs such as healthy lifestyles, emergency assistance and rehabilitation.

Education and Youth Development
Education has long been a focus of our corporate giving and volunteer efforts. Our company has been an active supporter of the Warsaw Education Foundation benefitting Warsaw Community Schools for several years. Through this organization, our company partners with a local elementary school, providing volunteers for a lunch mentorship program and sponsoring the school’s Boomerang Backpack programs. Maple Leaf Farms also supports Junior Achievement.

Culinary Arts
As a food company, we are dedicated to fostering students’ passions for food. We support local culinary arts programs by donating products for in-class instruction. Our business also supports competitive culinary teams that utilize Maple Leaf Farms duck.

Agricultural Education and Leadership
Maple Leaf Farms generously supports local 4-H, FFA and Ag Day programs, as well as state agricultural leadership programs. Our company gives to land-grant universities and sponsors independent academic research that benefits the agricultural industry.
Supplier of the Year

Maple Leaf Farms presented Veritiv with its 2018 Supplier of the Year award. The award is designed to recognize an organization that helps our company grow and better manage our business.

Suppliers who are reliable and supportive of our high-quality standards and processes are critical to our business. For several years, Veritiv has consistently met our specifications and been responsive to our changing needs.

This is the third year that Maple Leaf Farms has awarded its Supplier of the Year award. RJ Becher and Sons and Colbert Packaging are our past recipients.

Disaster and Hunger Relief

During fiscal 2018, Maple Leaf Farms donated approximately 250,000 portions of duck and chicken to local food pantries and regional food banks that serve our local communities like the Milford Food Bank, the Food Bank of Northern Indiana and Gleaner’s Food Bank.
Tuckers Honored with Pinnacle Award for $1 Million Gift to Purdue University Agriculture

Terry and Sandra Tucker were honored with Purdue University’s distinguished Pinnacle Award in 2018 for their $1 million donation to establish an endowed chair in poultry science in Purdue University College of Agriculture’s Department of Animal Sciences. The gift was matched through the College of Agriculture Endowed Chair Challenge Matching Gift Program, creating a $2 million endowment.

The Tucker donation allows the program to establish the very first named chair in that department, which will be focused on education, research and outreach serving Indiana’s poultry industry.

This industry has an annual impact of more than $4 million on the Hoosier economy, and Purdue University’s Department of Animal Sciences has the largest program in the College of Agriculture, with more than 700 students. As a result, this new position will have a tremendous impact on Purdue University and the state of Indiana.

Maple Leaf Contributes to Purdue University Department of Animal Sciences

In 2018, Purdue University College of Agriculture opened its new animal sciences facilities— the Hobart and Russell Creighton Hall of Animal Sciences, the Land O’Lakes Center for Experiential Learning and the Purina Pavilion. As part of the dedication, several supporters of the project, including Maple Leaf Farms and the Tucker family, were recognized for their contributions. Maple Leaf Farms sponsored the highly visible student commons area within Creighton Hall.
In the Community

Farm Camp
In 2018, Maple Leaf Farms was pleased to host the Kosciusko County Farm Camp sponsored by Purdue Extension and the Kosciusko County Ag Awareness Committee. As part of the day-long experience at our Leesburg facility, campers got to experience a virtual tour of a duck farm and learned how our company cares for our birds, protects them from disease, ensures their proper nutrition and more.

Red Cross Blood Drive
Maple Leaf Farms supports two Red Cross blood drives each year. In September, we sponsor the canteen and provide a meal at the local community blood drive held in Warsaw, Indiana. Each June, we host an employee blood drive at our Leesburg office in an effort to support our local blood supply during the summer months when Red Cross typically experiences a decline in blood donations.

Annual United Way Campaign
Each year Maple Leaf Farms holds an annual campaign to raise funds for our local United Way organization. Through employee pledges and fundraising activities, our staff members are able to support organizations that serve early education and health initiatives.

Employment Workshop
Maple Leaf Farms participated in a Non-Traditional Employment for Women Workshop for 200 female students from six area high schools. Students who attended the event interacted with females employed in careers they might not generally consider. As part of our presentation, students got to learn how we care for our animals and try on the biosecurity gear visitors must wear to our farms to protect the health of our birds.

Each year Maple Leaf Farms hosts Duck University sessions, which allow our company to educate brokers, distributors, chefs, industry officials, new staff members and interns about our business.

During the Duck University, the groups are able to tour a duck farm, our feed mill and our food processing plants. Participants also enjoy a company and duck industry overview presentation and cooking demonstration—and of course, great food.

Duck University is a great opportunity for our business to provide a hands-on learning experience for important business associates.
Our Sustainable Partners

- Kamps
- KC Recycling Depot
- STAPLES Advantage
- Grainger
- Pratt 100% Recycled
- Power Moves
- Lewis Salvage
- WMI
- Kosciusko REMC
- Veritiv
- Gleaners
- Food Bank of Northern Indiana
- Community Harvest Food Bank of Northwest Indiana
- Milford Food Bank
- S&S
- Tippmann Innovation