



ETHICSCAN CANADA LTD.

Maple Leaf Foods Inc.

Dec 14, 2008

Ticker Symbol: MFI

Web Site: www.mapleleaf.ca

Date: December 14, 2008

Country: Canada

Background

Industrial Sector:	meat products	Major Shareholder	McCain Capital
Exchanges Traded On:	TSX	% Shares Held:	39
Year Founded:	1927	Database ID:	7310
Canadian Content:	4 - Majority or wholly-owned by Canadians		

Equity & Family

Women on Board:	1 of 13	Formal Mentoring Program:	No
Women in Senior Management:	3 of 24	Sexual Harassment Policy:	Yes
Disclose Diversity Hiring Statistics:	Yes	Employment Equity Program:	Yes
Aboriginal Hiring/Contracting Program:	No	Sexual Harassment Cases:	No

Community Responsibilities

Total Company Giving (\$):	0	Imagine Campaign Pledge:	Yes
Donations as % of Pre-tax Earnings:	1	Involvement in Multi-Stakeholder Dialogue:	No
Matching Gift Program:	No	Disclose Donation Guidelines:	No
Community Development Programs:	No Info		

Management Practices & Consumer Relations

Written Code of Ethics:	Yes	Ethics Ombudsman:	No
Year of Last Code Update:	2002	Existence of Social Responsibility Committee of Board:	No
Conduct Social or Ethics Audit:	No	Competition Act Convictions (#):	0

Corporate Governance

Independent Nominating Committee:	No	Separate Chairman and CEO:	Yes
Limit on Director Tenure:	No	Failure to Table Minority Shareholder Resolutions:	No
Number of Independent Directors:	10 of 13	Existence of Poison Pill In Share Structure:	No



Environmental Performance

Commodity Types Recycled (#):	4	Environmental Convictions Over Last Ten Years:	3
Disclosure of Quantities Recycled:	No	Product Stewardship Program:	Yes
Environmental Awards:	0	Environmental Demands Made of Suppliers:	Yes
Environmental Fines Last Five Years:	\$178,250.00		

Environmental Management

Environmental Policy:	Yes	Environmental Training for Employees:	Yes
Policy Updated in Last Five Years:	2002	Environmental Committee of Board:	Yes
Number of Full-Time Environmental Staff:	10	Frequency of Environmental Reports to Board per year:	4
Senior Full-time Official:	V.P. Engine	Separate EH&S Report:	No
Independent Environmental Audit:	Yes		

Employee Relations

Employment This Year Worldwide:	23,000	Disclose Health & Safety Statistics:	No
Employment This Year Canada:	19,500	Profit Sharing With Employees:	No
Employment Change in Canada, Last Five Years:	1500	Retraining/Relocation in Case of Layoffs:	No
Number of Strikes, Last Ten Years:	0	Enhanced Gainsharing:	Yes
		Disclose Training Budget:	No

Progressive Staff Policies

Employee Assistance Program (#):	12	Refund on Book & Tuition \geq 75%:	Yes
Employee Newsletter:	Yes	Enhanced Level of Internal Communications:	Yes
Child/Elder Care Support:	Yes	Enhanced Wellness Program:	No
Same Sex Benefits:	No		

Sourcing & Trading

Policy on Canadian Sourcing:	No	Disclose % of Canadian Sourcing:	No
Foreign Sourcing Code:	No	Independent Monitoring of Policy and/or Code:	No
Will Not Source from Repressive Regimes:	No	Disclosure of Foreign Operations:	No
Signatory to International Labour Standards:	No		

Sensitive Business Activities

	Direct	Indirect		Direct	Indirect
Tobacco:	0		Alcohol:	0	
Sexually Explicit or Violent Products:	0		Military Products:	0	
Gambling:	0		Nuclear Energy:	0	
			Defence Sales:		
Key: 5: Over 75% of revenues generated from sensitive product		2: 6 - 20% of revenues generated from sensitive product		1: 1 - 5% of revenues generated from sensitive product	
4: 51 - 75% of revenues generated from sensitive product		1: 1 - 5% of revenues generated from sensitive product		0: No revenue generated from sensitive product	
3: 21 - 50% of revenues generated from sensitive product		0: No revenue generated from sensitive product			

Industry Sector Comparison

Company Name	E&F	CR	M&C	CG	EP	EM	ER	PSP	S&T	Can	Ave
Maple Leaf Foods Inc.	34	30	75	35	7	60	31	80	0	59	41
Cuddy International Corp	0	4	0	0	0	7	5	5	0	16	4
Maple Lodge Farms Ltd.	0	19	5	0	15	31	8	20	0	19	12
Quality Meat Packers Limited	33	13	20	0	31	15	20	70	42	72	32
Schneider Corporation	44	54	70	33	57	57	51	95	71	74	61

E&F: Equity & Family

CR: Community Responsibilities

M&C: Management Practices & Consumer Relations

CG: Corporate Governance

EP: Environmental Performance

EM: Environmental Management

ER: Employee Relations

PSP: Progressive Staff Policy

S&T: Sourcing & Trading

Can: Candor

Ave: Average

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