



ETHICS CANADA LTD.

# George Weston Limited

Nov 08, 2002

**Ticker Symbol:** WN

**Web Site:** <www.weston.ca>

**Date:** November 8, 2002

**Country:** Canada

## Background

<b>Industrial Sector:</b>	food companies	<b>Major Shareholder</b>	Wittington Investments
<b>Exchanges Traded On:</b>	FTSE, TSX	<b>% Shares Held:</b>	61
<b>Year Founded:</b>	1882	<b>Database ID:</b>	13020
<b>Canadian Content:</b>	4 - Majority or wholly-owned by Canadians		

## Equity & Family

<b>Women on Board:</b>	2 of 12	<b>Formal Mentoring Program:</b>	No
<b>Women in Senior Management:</b>	0 of 0	<b>Sexual Harassment Policy:</b>	Yes
<b>Disclose Diversity Hiring Statistics:</b>	No	<b>Employment Equity Program:</b>	Yes
<b>Aboriginal Hiring/Contracting Program:</b>	No	<b>Sexual Harassment Cases:</b>	No

## Community Responsibilities

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

## Management Practices & Consumer Relations

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

## Corporate Governance

<b>Independent Nominating Committee:</b>	Yes	<b>Separate Chairman and CEO:</b>	No
<b>Limit on Director Tenure:</b>	No	<b>Failure to Table Minority Shareholder Resolutions:</b>	No
<b>Number of Independent Directors:</b>	7 of 12	<b>Existence of Poison Pill In Share Structure:</b>	No



## Environmental Performance

Commodity Types Recycled (#):	0	Environmental Convictions Over Last Ten Years:	0
Disclosure of Quantities Recycled:	No	Product Stewardship Program:	No
Environmental Awards:	1	Environmental Demands Made of Suppliers:	No
Environmental Fines Last Five Years:	0		

## Environmental Management

Environmental Policy:	Yes	Environmental Training for Employees:	Yes
Policy Updated in Last Five Years:	2000	Environmental Committee of Board:	Yes
Number of Full-Time Environmental Staff:	5	Frequency of Environmental Reports to Board per year:	4
Senior Full-time Official:	Director or V	Separate EH&S Report:	No
Independent Environmental Audit:	Yes		

## Employee Relations

Employment This Year Worldwide:	139,000	Disclose Health & Safety Statistics:	No
Employment This Year Canada:	120,000	Profit Sharing With Employees:	No
Employment Change in Canada, Last Five Years:	No Info	Retraining/Relocation in Case of Layoffs:	No
Number of Strikes, Last Ten Years:	6	Enhanced Gainsharing:	Yes
		Disclose Training Budget:	No

## Progressive Staff Policies

Employee Assistance Program (#):	0	Refund on Book & Tuition $\geq$ 75%:	No
Employee Newsletter:	Yes	Enhanced Level of Internal Communications:	No
Child/Elder Care Support:	No	Enhanced Wellness Program:	Yes
Same Sex Benefits:	Yes		

## 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:	Yes
Signatory to International Labour Standards:	No		

## Sensitive Business Activities

	Direct	Indirect		Direct	Indirect
<b>Tobacco:</b>	1		<b>Alcohol:</b>	1	
<b>Sexually Explicit or Violent Products:</b>	0		<b>Military Products:</b>	0	
<b>Gambling:</b>	1		<b>Nuclear Energy:</b>	0	
			<b>Defence Sales:</b>		
<b>Key:</b> 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
George Weston Limited	0	26	40	38	2	55	17	60	11	48	30
General Mills Canada Corp.	89	36	50	0	10	23	45	90	22	48	41
Kraft Canada Inc.	38	19	50	0	15	63	25	75	22	38	34
Nestle Canada Inc.	0	26	30	0	42	47	17	50	5	28	24
Sara Lee Corporation of Canada Ltd.	0	21	10	0	5	13	11	30	11	13	11
Unilever Canada Limited	0	19	25	0	18	47	34	50	0	33	23

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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