



April 1, 2020

To: Thomas Hesse
UFCW President Local 401

RE: Response to COVID-19

These are extraordinary times. With the global spread of COVID-19 now a pandemic, it is critical that we all do what we can to help reduce the spread and bring this virus under control.

At Maple Leaf Foods, we take our obligation to do our part very seriously. The health and well-being of our people, customers, consumers, business partners and communities is of paramount importance to us. With this in mind, we are taking a number of precautionary measures in our business and operating practices.

As a leading North American producer of meat, poultry and plant proteins, we already have strict health and safety policies and procedures in place. The strong sanitation, hygiene and biosecurity programs that we follow as part of normal operations also offer protection to our Team Members against this virus.

We are building upon that foundation with other important initiatives to safeguard our employees:

- A team member/visitor COVID-19 screening tool and self-quarantine measures was deployed when the spread of the virus started to escalate.
- Maximizing social distancing in workplaces where possible.
- Increasing sanitation in cafeterias, break rooms, locker rooms and washrooms.
- Staggering break times to reduce the number of people in common areas.
- Repurposing some plant offices and bringing in trailers to create additional break room space, reduce density and increase social distancing between people.
- Eliminated in-person meetings unless absolutely required and are leveraging technology to facilitate meetings and other interactions as much as possible.
- Restricting visitors to our offices and sites and foregoing any in-person visits to our customers, suppliers, producers or other business partners.

- Implementing temperature checks of our team members upon arrival at the plant to screen for signs of the virus.
- Providing a weekly, \$80 bonus to our front-line team members in plants and sites, the true heroes, as they report every day to continue making food people need.
- Implemented a new Mental Health online counselling service (Inkblot) for our hourly team members where they can get additional mental health support in conjunction with our Employee and Family Assistance Program (EFAP) services.

Like all businesses, we are operating in extraordinary times. We recognize that our nutritious food products are essential in nourishing people. With that in mind, we are working to maintain operational stability and the health of our people while taking all recommended steps to reduce the risk of the spread of the virus in the communities in which we operate.

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Vice President Labour Relations