



2022 **Eggs for Life!**[®] Sustainability Report





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About This Report

This report provides an overview of our sustainability approach from January 2022 – December 2022 (unless otherwise noted), with key priorities that we believe are most relevant to our business and important to our stakeholders. It includes all facilities and entities wholly owned and operated by Burnbrae Farms directly involved in the production, grading, processing, packaging, marketing, and distribution of shell eggs and egg products in Canada.

The report is guided by frameworks such as the Global Reporting Initiative (GRI). We have disclosed our carbon emissions in Carbon Disclosure Project (CDP) reports over the past two years. Greenhouse Gas data in this report has been verified by an independent consulting firm.

Our sustainability strategy is also informed by the United Nations Sustainable Development Goals (UNSDGs). While we have not developed a separate SDG framework, this report highlights how our work contributes to the success of several key SDGs.



2022 Highlights

1 st Canadian egg company to be certified “Majority Female Owned”	Work with 400 Canadian egg farmers	More than 800,000 eggs donated	More than 120 native trees planted
More than 1000 acres of managed forest	More than \$170,000 donated by the Burnbrae Farms Foundation	Net zero carbon emissions by 2050	91% waste diversion from landfill
Over 130 years farming in Canada	All new Poultry employees trained in animal care with all existing Poultry employees retrained annually	100% GFSI certified for all facilities	90% of facilities certified organic by Ecocert.





PRESIDENT'S MESSAGE

Dear Fellow Stakeholders,

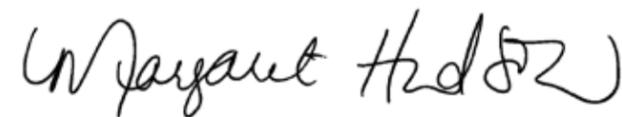
Burnbrae Farms has been farming sustainably in Canada for over 130 years and we take this very seriously. We have embraced sustainable practices over the years to ensure the long-term success of our business, including investing in renewable energy and evolving on-farm practices to make egg farming even more sustainable. We are proud that no matter what is happening in the world, we continue to ensure Canadians have a stable supply of fresh, high-quality Canadian eggs and egg products.

As a company and as a nation, we have had to navigate many challenges in 2022 including shifting market conditions, inflation, rising costs, labour shortages, supply chain issues and avian influenza, all during a global pandemic. I am so proud that our business and industry have stepped up and continued to demonstrate resilience despite seemingly never-ending challenges.

As part of our company values and sustainability strategy, we focus on five distinct areas that include: the Environment, Animal Care, Health and Wellbeing, Safe Nourishing Food, and Community Spirit. We are always working to adapt our processes across all aspects of our business to be more sustainable, understanding that it must be at the forefront, no matter the circumstances. In fact, we continued to advance our sustainability agenda despite the headwinds we faced and made several commitments that will help our business continue to be sustainable for many years to come, including a commitment to be net zero carbon emissions by 2050—the first Canadian egg company to make this commitment. We will do this work in a phased approach as described in the Environment section of this report starting with reducing the emissions under our direct control.

This year, we were honoured to be certified by Women’s Business Enterprises Canada (WBE), as the company is owned by my siblings and me, the majority of which are female. Canadian businesses that are at least 51 per cent owned and managed by women are eligible to be WBE Canada certified. Generations of the Hudson family have been inspired by influential matriarchal women who were well educated, community minded, and strong role models. We are proud to carry on their legacy.

I am excited to share our 2022 Sustainability Report with you. We remain committed to disclosing our progress and welcome your feedback. While plenty of work remains to be done, I am excited about what the future holds as we continue on our sustainability journey, adding value to all our stakeholders. I am incredibly proud of the Burnbrae Farms team that shows up every day with passion, care, and agility. We are inspired by the past and energized by the future we are shaping together. We understand we have a role to play — and we are more determined than ever to provide safe, affordable, nutritious eggs to all Canadians for many years to come. Thank you to our customers, suppliers, and everyone who engages with us. Your support makes us a better company and together, we can create a better world.



Margaret Hudson, President and CEO



About Us

Burnbrae Farms is a leader in the Canadian food industry and a national supplier of eggs and egg products

Burnbrae Farms is a sixth-generation, Canadian family-owned and operated company. For more than 130 years, family values and sustainability have been an integral part of the Hudson family's strong agricultural heritage and purpose.

Our mandate is clear and far-reaching. Burnbrae Farms is committed to providing Canadians from coast to coast to coast with safe, affordable, accessible, nutritious eggs and egg products. We are all about eggs!



More than
1,500
employees across
farming, egg grading,
and egg processing

Partner with
approximately
400
Canadian egg farmers
from coast to coast

Largest family-owned and operated egg business in Canada with

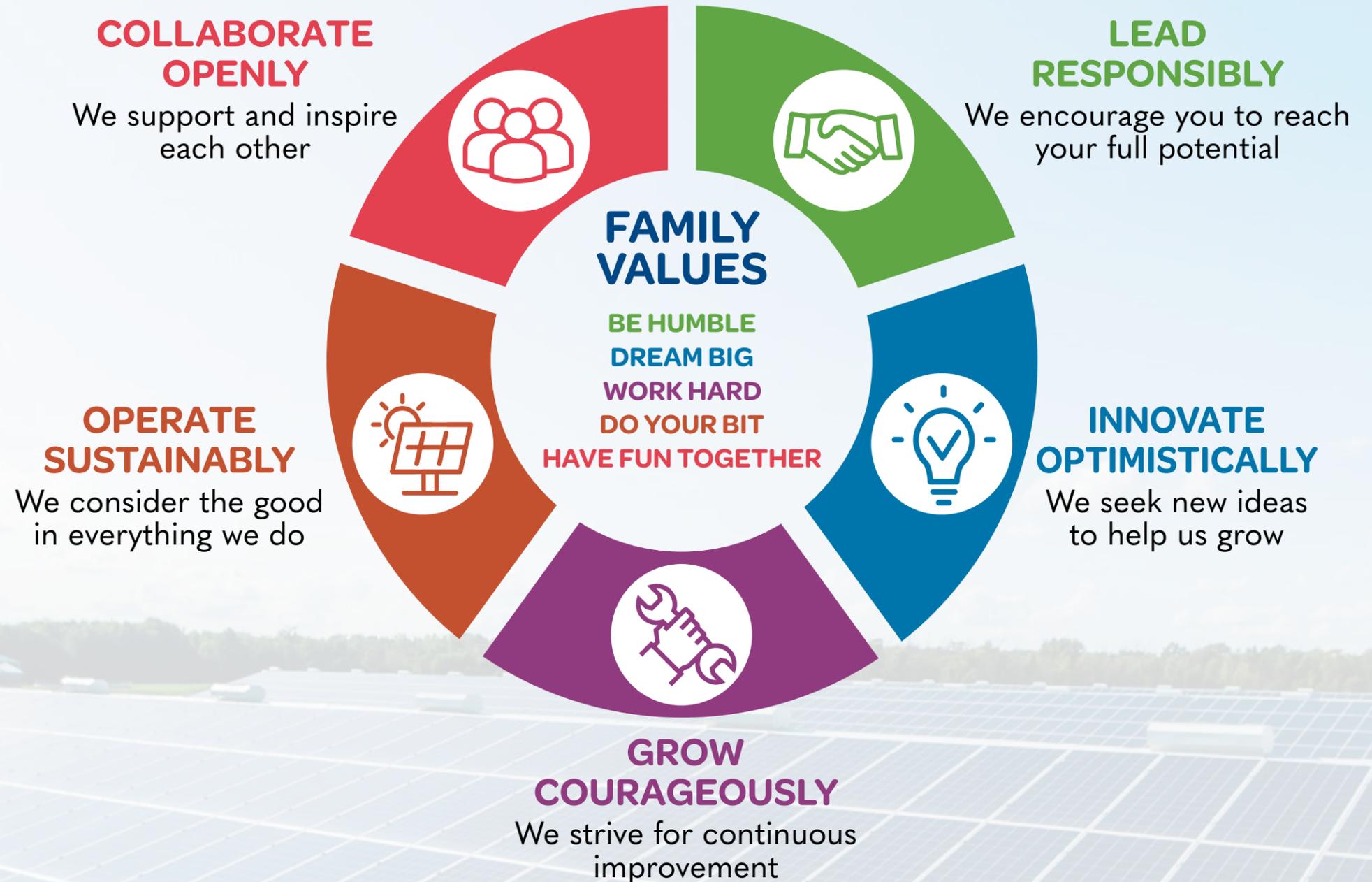
-  **5** farms
-  **7** grading stations
-  **3** processing plants

Our Values

How We Grow and Thrive Together

Mission:

A Canadian family business dedicated to providing **Eggs for Life!**[®]



Our Approach to Sustainability & Governance

Leadership for our sustainability strategy starts with our Shareholders including our President & CEO, with oversight from the Senior Leadership and Sustainability team, as well as the Sustainability Governance Committee.

The Sustainability Committee meets quarterly to discuss and strategize on material topics relevant to the business. We do this by inviting industry experts to provide thought leadership on various topics, seeking input from the Senior Leadership Team and reviewing key reporting disclosure frameworks. A survey was issued following the launch of our first public sustainability report to gather important feedback from our stakeholders. Understanding their views and the topics they value helped to shape our strategic pillars and focus areas.

Family Shareholders

President and CEO and Senior Team Leadership

Sustainability Team and Governance Committee



Our Key Areas of Focus

We prioritize our sustainability efforts that are most relevant to our business and stakeholders, and where we believe we can have the most positive impact. Based on our strategy, we have organized our activities into five pillars:



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
- Training and professional development
- Animal health and nutrition
- Poultry research

Health & Wellbeing

- Holistic Employee Wellness programs
- Employee safety
- Employee development
- Diversity, equity 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 & 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 ●	Enhance employee benefit programs in the areas of mental health and physiotherapy ●	All facilities to pass unannounced audits ●	Preserve historic buildings in the Lyn and Brockville area, where the original Burnbrae Farms began ●
New 100% environmentally sustainable and nutritionally enhanced egg to be launched 2023 - Naturegg™ Solar Free Range and Naturegg™ Omega Plus™ Free Range (*in select regions) ●	Transition out of conventional housing by 2036 ●	Train the leadership team and create a Diversity, Equity, and Inclusion Committee ●	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 ●
100% Burnbrae branded retail shell eggs to be in fibre packaging from our primary and secondary suppliers ●	Continuously improve biosecurity practices to prevent disease on all farms ●	Conduct leadership reviews (360's) for select people leaders ●	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 ●	Conduct projects at all facilities to help protect the local environment for communities to enjoy ✓
Enhance biodiversity on our farms and work with organizations focused on protecting species at risk ●	Retrain all poultry employees annually in poultry welfare and humane handling ✓	Each facility to achieve zero lost time accidents ●	Use as few ingredients as possible in our processed egg products, and limit the use of flavours, colours, and preservatives ●	Allocate annual budget to each Burnbrae facility to put towards at least two charitable initiatives or local donations ✓
Educate and promote water conservation within our facilities ●	Offer poultry and egg school to employees ✓	Diversity, Equity, and Inclusion strategic framework and phased multi-year plan for implementation ●	All new products are proactively evaluated and developed with clean labels, allergens, sodium, and sugar levels in mind (if applicable) ●	Partner with organizations that provide agriculture education ✓
Zero waste to landfill by the end of 2025 ●	Continuously improve vaccination and nutrition programs ✓	Provide technical training opportunities for employees to build their skill set and grow in their roles through proper on-boarding, cross-training, and coaching ●	Provide healthy eating and nutrition information about eggs on our website and blogs ●	<div style="background-color: #003366; color: white; padding: 5px; text-align: center;">OUTCOME</div> <div style="border: 1px solid #ccc; padding: 10px; margin-top: 5px;"> <div style="display: flex; align-items: center; margin-bottom: 5px;"> <div style="width: 15px; height: 15px; background-color: #003366; border-radius: 50%; margin-right: 10px;"></div> New Target </div> <hr style="border: 0.5px solid #ccc; margin: 5px 0;"/> <div style="display: flex; align-items: center; margin-bottom: 5px;"> <div style="width: 15px; height: 15px; background-color: #4CAF50; border-radius: 50%; margin-right: 10px;"></div> On Track/On Going </div> <hr style="border: 0.5px solid #ccc; margin: 5px 0;"/> <div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; border-left: 3px solid #4CAF50; border-right: 3px solid #4CAF50; margin-right: 10px;"></div> Achieved </div> </div>
Optimize energy consumption through energy management systems ●		Complete 100% Safety Awareness & Responsibility Training for frontline leaders and plant managers ✓	All production plants successfully pass Global Food Safety Initiative - BRCGS Certification Program ✓	
Partner with an environmental organization focused on water conservation in Canada ✓		Each facility to complete a safety audit achieving a minimum of 85% compliance ✓	20% improvement on our Food Safety and Quality Performance KPIs (Food Safety Incidences and First Pass Quality Incidences) ✓	
			Contribute to the health of Canadian diets with the power of eggs as a complete nutritious food source ✓	

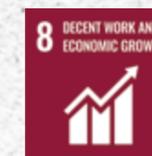


Environment



DESIRED OUTCOME:

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



Climate Action

Climate change is one of the most pressing issues of our time. As the largest egg provider in Canada, we have a responsibility to minimize our environmental impact on the planet. Our strategy is to reduce our emissions by setting interim targets from now until 2050, to explore new ways to reduce greenhouse gas emissions (GHG) and bring those solutions to our business. These include increasing our use of renewable energy, electrifying our fleet, and implementing new operational energy efficiencies.

In 2022, we announced a commitment to be net zero by 2050. Since then, we have been working with an external climate firm to complete a thorough review of our Scope 1 and 2 as well as an analysis of our Scope 3 emissions. In 2023, we will identify our Scope 3 emission 'hot spots' and start creating plans on how we can address them. This is a challenging area to tackle, yet it represents an opportunity for us to engage with our suppliers to help amplify our collective impact.

Decarbonization Timeline

- 1990's** ● Participated in the development of industry manure management programs

- 2009** ● Purchased 100% green electricity from Bullfrog Power for our Free Run Omega 3 Eggs, Naturegg Simply Egg Whites, and Nestlaid egg lines

- 2010** ● Initiated project to divert egg shells from landfill

- 2019** ● Installed first solar project – Canada's largest solar farm

- 2021** ● Installed second solar project – solar field

- 2021** ● Started reporting GHG emission data to the Carbon Disclosure Project (CDP)

- 2022** ● Published our GHG footprint for Scope 1 and 2

- 2022** ● Placed order for two electric tractors as part of Phase 1 electrification pilot

- 2023** ● Develop decarbonization strategy and roadmap

- 2023** ● Collect relevant Scope 3 data

- 2023** ● Establish internal GHG governance

- 2024—34** ● Set interim targets

- Beyond 2035 – 2050** ● Monitor KPIs

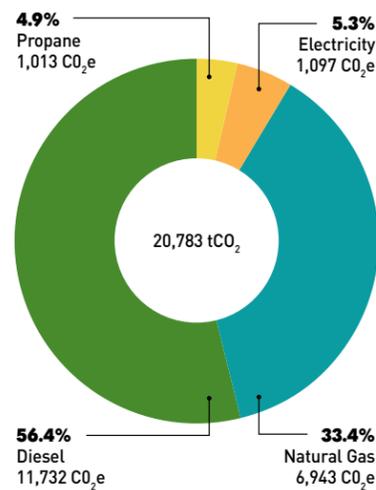
- Net Zero**

Electricity use and fleet transportation account for most of our Scope 1 and 2 emissions. In the short term, we are best positioned to drive reductions in our Scope 1 and 2 emissions. In 2019 and 2021, we invested in and installed two solar facilities. Our first solar-powered egg laying farm in Woodstock, Ontario has the capacity to produce free-range eggs with 100 percent clean, green energy. Producing more power than it uses, this farm is the largest solar farm in Canada and shares its excess power with an adjoining farm. Leveraging the success of this initial solar project, we opened a second solar field on our original family farm in Lyn, Ontario in 2021. This solar field offsets internal electricity consumption and generates 500 kilowatts of energy - enough to power 85 houses.

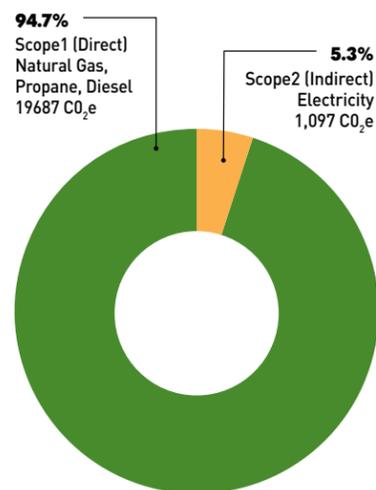
In 2022, we continued to transition our plants to LED lighting which saved 3.653 tCO₂ emissions at our Lyn grading plant. We also conducted compressed air leak pressure tests and infrared surveys at our Ontario facilities to help identify areas of improvement and optimize energy efficiency.

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. We are looking to electrify our fleet as more charging services become available and will start with the purchase of vehicles in urban centres where we can gain experience to help with future expansion initiatives.

GHG emissions by Energy Source



GHG emissions by Scope



GHG data has been verified by a third party using GHG protocol.



We are making our GHG footprint transparent and will report on our progress year over year. In 2022, our absolute GHG emissions increased 2.7% compared to 2021. This reflects an increase in production.



In order to revitalize our lawns which have many Ash trees succumbing to the Emerald Ash Borer, **we planted 40 trees in 2022** around the Lyn office and grading area.

Biodiversity

Burnbrae Farms' original homestead is located within the [Frontenac Arch Biosphere](#). The Frontenac Arch feature is known as the southernmost extent of the Canadian Shield, composed of very hard rock originating from extreme volcanic heat and pressure formed billions of years ago.

The Arch is surrounded by a diverse number of other different terrestrial ecosystems and as a result, it is regarded as one of the most biodiverse areas in eastern North America. Furthermore, the Arch bisects the St. Lawrence River and Thousand Islands. This 'crossroads' of converging terrestrial and aquatic ecosystems has been recognized over millennia by the indigenous people inhabiting the area. The Biosphere is internationally recognized for its globally significant biodiversity, fresh water, important ecological functions, and as a refuge for many rare and imperiled species. Burnbrae Farms is proud to support the Frontenac Arch Biosphere in many projects over the years to help promote and preserve biodiversity in the area.

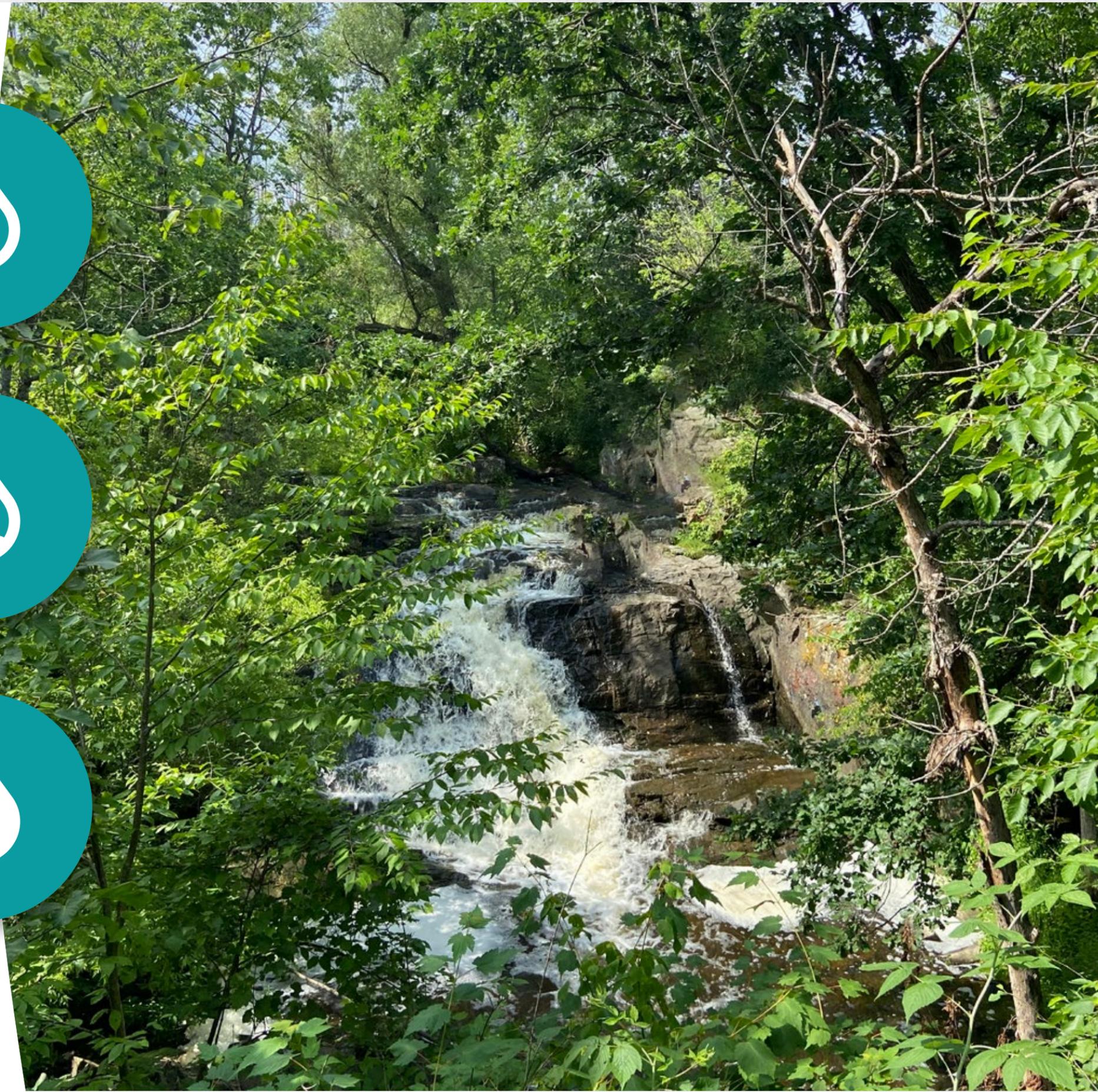
In order to revitalize our lawns which have many Ash trees succumbing to the Emerald Ash Borer, we planted 40 trees in 2022 around the Lyn office and grading area. These Norway Spruce and Eastern White Pine will enhance the landscape around the farm and add valuable habitat for native species of birds and other animals.



Water Stewardship

Over the last 20 years or more, Burnbrae has been focused on evolving and upgrading our water management programs. The Upton and Winnipeg facilities have systems to remove B.O.D. (Biochemical Oxygen Demand) from the wastewater before entering the municipal systems and reclaim 'grey' water to wash the floors. They have transitioned from chemical cleaning to a gel cleaner that does not require water. This provides a 25% reduction in chemical use and 30% less water.

Furthermore, at our Lyn and Mississauga locations, we store wash water from the grading process and barn cleaning, treat it to lower B.O.D. readings, and spread it back on our land. This valuable irrigation process enhances our hay production especially in years with less rainfall. We continue to look for ways to reduce water usage and minimize the impact of our discharge.





Land Stewardship

The Hudson family has farmed in Canada for more than 130 years with a commitment to land stewardship. On the home farm in Lyn, Ontario we maintain at least 1000 acres of forest and wetland areas as wild spaces. These forests are quite mature, and we have left them to nature, supporting biodiversity on our farm.

We harvest hay mainly and some corn for our cattle and horses but our main contribution to agriculture is our hen manure. Our hen manure is an asset to our farms and not a waste product. It is valued by farmers who use it as an excellent organic fertilizer and alternative to synthetic fertilizers for crop production.

It is rich in nitrogen, phosphorus, potassium – all the things you need to grow great crops. The organic components of the manure improve soil quality and water retention. Hen manure is managed under provincially mandated nutrient-management programs depending on the province. Since the early 1990s, we have built enclosed concrete storage buildings for our manure whenever feasible during new construction or renovations. These structures allow for long term dry storage of all hen manure generated on farm with no runoff and minimal emissions. All manure is spread responsibly on the farm or sold to farmers who use it as an organic fertilizer.

Packaging

Packaging plays a critical role in preserving the safety and quality of the food we make. Shell eggs and egg products rely heavily on packaging that maintains their integrity, minimizes food waste, and ensures we meet the highest food safety standards. Maintaining this balance plays a key role in the packaging decisions we make.

Most of our egg cartons are made from recycled fibre and are fully recyclable. In addition, when possible, we ship eggs in reusable containers including wire baskets to our customers. On our farms,

we use reusable plastic trays, skids, and divider boards. We are working towards eliminating excess plastic packaging wherever we can, better managing what we use with an end goal of moving to renewable or recyclable. For example, we have reduced our plastic overwrap packaging from an 80 gauge plastic to a 40 gauge. This is equivalent to a 50% reduction in plastic, and made from 10% post industrial plastic (#4 LDPE). We are also trialling the feasibility of a fibre band to use on our multi-egg cartons to reduce the need for plastic overwrap in the retail grocery channel.

Our goal is to continue to reduce the environmental impact of packaging by increasing the use of recycled and recyclable materials, which means working with our packing industry partners to improve the recyclability of single use plastic without compromising the food safety of our value added egg products. We look to lead external collaboration such as our membership with [Circular Materials](#).



50% plastic overwrap reduction, made from 10% post industrial plastic

Waste Reduction

We are on a journey to become zero waste by 2025, and in 2022, our waste diversion was 91%. From our products to packaging, we are invested in sustainable solutions to reduce our operational waste. One of the best ways to reduce waste is through diversion efforts like recycling, and in recent years, we have expanded our recycling capabilities to include food and organic waste.

Our Winnipeg facility is looking at enhancing existing processes whereby the sludge from our wastewater treatment will be dried prior to disposal. This will help reduce the amount of water that gets disposed as part of the sludge.

Almost 5 metric tonnes of wastewater sludge from our Upton, Quebec, facility is composted each and every day. This sludge is sent to the city of St. Hyacinthe, Quebec, where it is biodigested and turned into biogas. St. Hyacinthe sells this green biogas to [Energir](#), who in turn sells it to clients that are looking for 'green' energy.

GOAL

Divert Zero Waste to Landfill by 2025



PROGRESS

91% Diverted From Landfill





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



Animal Care

Burnbrae Farms has a rigorous animal care program focusing on four main pillars: compliance with the National Animal Care Program; professional training and development; poultry health nutrition; and research. The Animal Welfare Working Group helps provide direction and with the help of Dr. Michelle Hunniford, our National Animal Care Specialist ensures the effective delivery of the program.

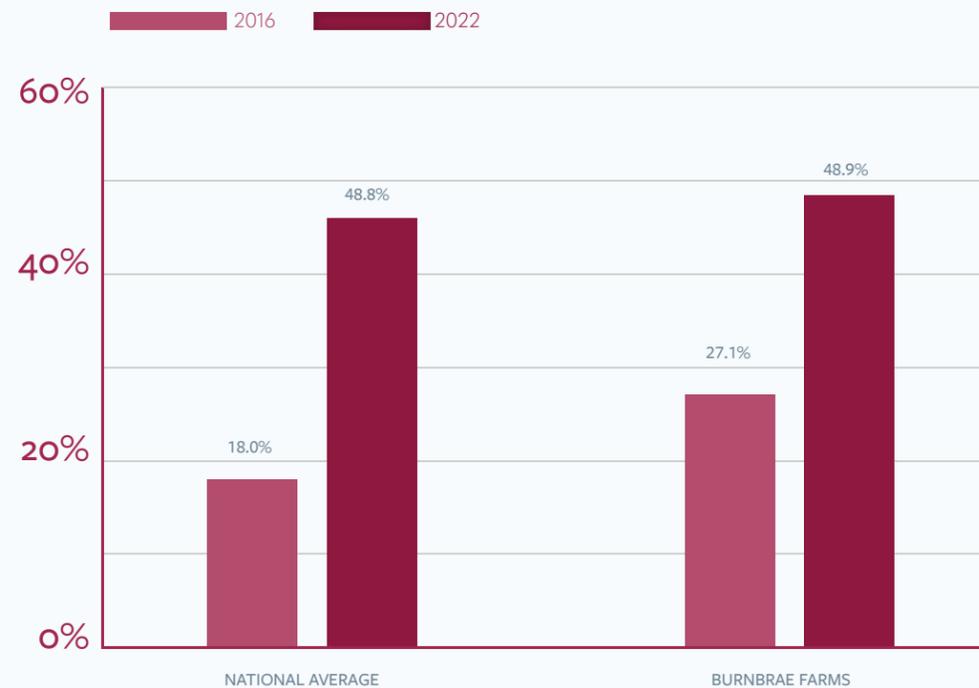
All our farms, and those that supply eggs to us, are compliant with the Egg Farmers of Canada standard, as demonstrated by second and third-party audits. We continue our transition towards housing all of our hens in alternative housing systems including Enriched Colony, Free Run, and Free Range. We are on track to meet the national commitment of housing 100% of hens in alternative housing by 2036.

All members of the Burnbrae Farms poultry team actively participate in the process to meet and exceed the requirements of the national Animal Care Program. From our poultry technicians that provide daily care, to our managers that oversee the farms, we ensure all audit requirements are met.

We also have members participate in various provincial, national, and international poultry welfare initiatives. For example, we occupy a seat on the Board of Directors of both Egg Farmers of Canada as well as Egg Farmers of Ontario. We are an associate member of the National Farm Animal Care Council. We also are members of the poultry welfare committee of the Poultry Science Association, as well as the Layer Health and Welfare Committee of the International Poultry Welfare Association



TRANSITION TO ALTERNATIVE HOUSING SYSTEMS



The percentage of birds housed in alternative housing (enriched colony, free run, free range, or organic) in 2016 vs. 2022, and the National flock (Egg Farmers of Canada, 2022) vs. Burnbrae-owned farms.



Animal Health and Nutrition

Burnbrae Farms' 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, which is regularly reviewed by the poultry team in consultation with veterinarians 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. We also work with feed companies, veterinarians, and researchers, to explore nutritive solutions to proactively prevent disease.

Biosecurity: Biosecurity was especially important in 2022 as the global poultry industry experienced an unprecedented level of highly pathogenic Avian Influenza (AI). Through the hard work of our staff, and our commitment to excellent biosecurity at all our farms, we were able to prevent this disease from affecting our flocks. We implemented heightened biosecurity protocols during both spring and fall high risk migration periods, which were also mandated for truck drivers servicing partner farms and at grading stations.

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

We have implemented a new training process whereby all new employees receive mandatory training on their first day of employment and then attend further training after gaining some farm experience. This second part of the training was delivered online by the Animal Care Specialist, which meant that new employees from our farms across Canada were able to be trained together, learn from each other, and share experiences of their first few weeks on the job.

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. We continue to support Dr. Alexandra Harlander, who holds the Burnbrae Farms Professorship at the University of Guelph.

[Click here](#) for our Animal Welfare Statement.





Health & Wellbeing



DESIRED OUTCOME:

To be an 'employer of choice' with unparalleled culture, and a reputation for having a safe and healthy working environment where colleagues feel valued



Health and Safety

Our Occupational Health and Safety (OHS) goal is clear and ambitious: Zero Lost Time injuries. We promote a workplace safety culture that encourages people to follow safety protocols, use safety equipment, identify hazards, and speak up when they have any concerns. Our safety record is industry leading, and we are constantly looking for ways to make our workplaces even safer.



Occupational Health and Safety Training and Communication

Training our people on OHS is crucial to ensuring they understand the risks and hazards that could occur on the job and how to handle them.

All new employees receive a comprehensive OHS orientation covering Burnbrae safety standards, the site's standard operating procedures, safety rules, safe work procedures, and emergency response procedures.

Ongoing skills development and training are essential to reinforce the importance of OHS and to continually strengthen our safety culture.

Our workers, supervisors, and managers conduct monthly inspections to identify any work-related hazards. Our preventative maintenance programs, hazard reporting programs, and job safety analyses are among the processes we put in place to help identify hazards before they cause injury.

We have an incident investigation standard that our sites must adhere to, and all incidents must be reported immediately and investigated within 24 hours.

We provide training on incident investigation, hazard identification, risk assessment, and other Burnbrae standards.

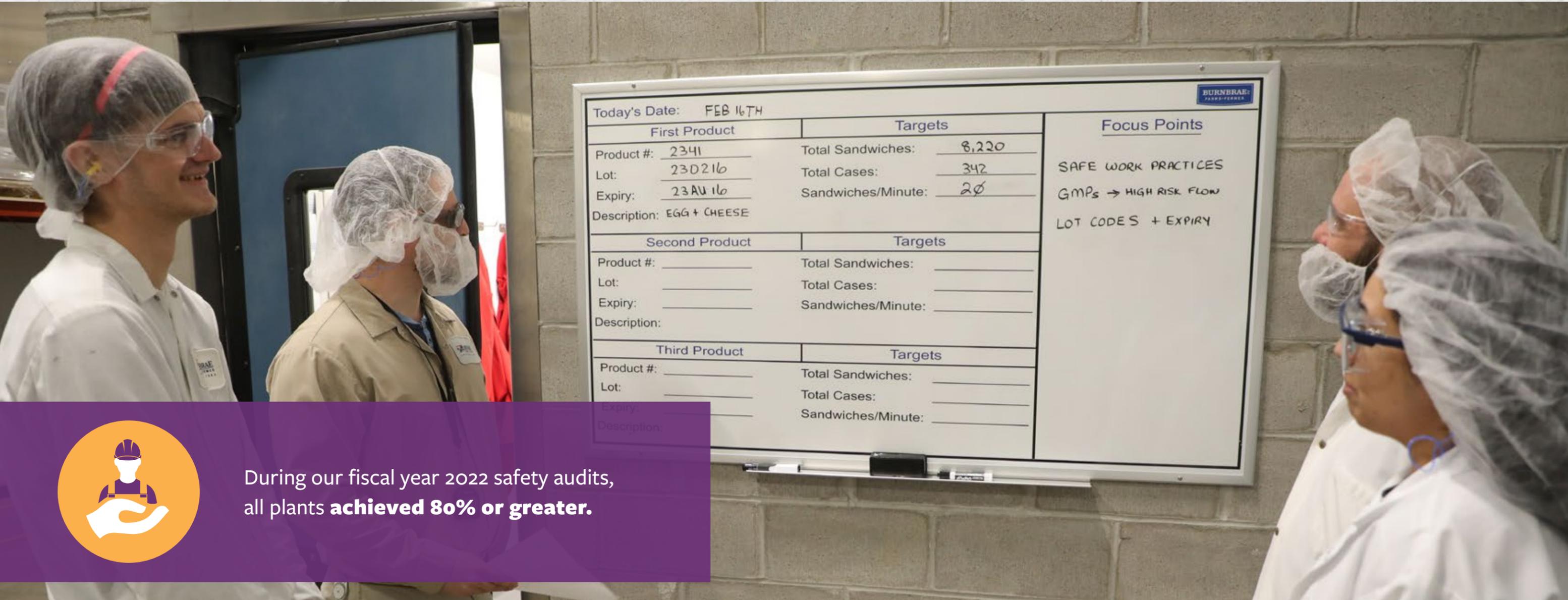


This year, we created more than 28 new company-wide procedures for compliance and standardization purposes, as well as refreshing and updating existing ones, to ensure our safety programs at all locations are up to date and meet our corporate standards.

In addition, we executed strict COVID protocols and safety measures that exceeded government recommendations to keep our employees safe. We continue to monitor the pandemic and are ready to reinstate protocols and safety measures.

Burnbrae Farms has implemented an Occupational Health and Safety management system across all sites based on our OHS policy, programs, and various other standards that we have adopted to create the safest possible work environment. We created this OHS management system to ensure we comply with, and even exceed, occupational health and safety regulations.

Each Burnbrae site has a Joint Health and Safety (Joint H&S) Committee that represents all our employees. These formal joint management–employee committees monitor and advise on OHS programs, identify potential hazards and recommend controls. The Joint H&S Committees ensure that our plants comply with all federal and provincial health and safety regulations.



During our fiscal year 2022 safety audits, all plants **achieved 80% or greater.**

We want each site to own their Safety Management program, to help improve the system, and to develop future safety action plans.

Our overarching goal for health and safety is to have zero lost time accidents (LTA). This was achieved in 2022. Plant achievements include: Brockville, 525 days; Mississauga, 2530 days; Calgary, 830 days; and Island Egg, 540 days.

During our fiscal year 2022, internal safety audits, all plants achieved 80% or greater. We increased the audit standard to be in compliance with 28 internal Health and Safety procedures and provincial regulatory requirements.

- In the future, we will be looking to implement leading KPIs to introduce significant health and safety indicators, which will help reduce our recordable accidents and comply with our Safety Management System model under the performance management goals.
- Burnbrae has entered into a community partnership with The Herzing where we mentor/coach students during their co-op period to provide them on site assistance, training, and real experience learnings. We are pleased to report we have engaged 3 students in less than 6 months.

Occupational Health and Safety in the workplace is very important to us.

We have created an internal program, the 'evaluation of a safety culture', where our plants annually evaluate if they are headed towards the interdependence (teams) section of the model. One of the elements is the reporting of unsafe hazards by our employees.

Employee Wellness Programs

We offer programs to support our employees by ensuring they have the resources needed to stay healthy and thrive. In 2022, we enhanced those resources by focusing on our benefits program. Sourcing meaningful and cost-effective benefits for our employees is important, as their health, safety, and wellbeing are a priority. Our team continuously looks for ways we can improve these benefits and programs, and were pleased to announce an upgrade to the employee dental plan- at no additional cost to our valued employees.

In 2023, we will further enhance employee benefit programs in the areas of:

- Mental Health - to ensure our employees have the support they require to manage effectively through what has proven to be a particularly difficult time these last few years.
- Physiotherapy - in recognition of the physical nature of certain roles by addressing our physiotherapy program.





Employee Development

Each and every Burnbrae employee enhances our company’s success and brings our purpose to life. We strive to support them by providing resources, ongoing training, and a safe, collaborative work environment.

We believe in investing in our people. In order for our employees to grow, be engaged, and excited, we offer development opportunities at all levels, creating future leaders. This also helps us attract and retain top talent. While our leadership development program was put on hold due to ongoing COVID-19 concerns, it is now back on track for 2023. When it comes to training opportunities, our focus is on new hires and onboarding by providing job specific technical training to ensure business continuity.

Employee suggestions are always welcome, and we proudly offer two-way communication opportunities for employees. Providing opportunities where employees feel heard and valued by sharing their ideas and suggestions is crucial to everyone’s success. In 2022, we hosted interactive sessions at every site, engaging at least 10% of the workforce in focus groups. Discussions included what was working well, and what more was needed to enhance the work environment. Site-specific engagement action plans were created from the focus groups and are currently being implemented. We will continue to hold corporate annual visits in the future.

Recognition was identified as a key employee motivator and has been incorporated into our action plans. As a result, each location has implemented local recognition programs. We will also be enhancing our employee benefit programs in the areas of mental health and physiotherapy” in 2023.

To build trust, we are sharing more information than ever before. We host communicative in-person and quarterly virtual town halls for salaried employees, focusing on business results and updates. We hold employee focus groups, crew meetings, and post content to each facility’s television screens to keep the teams apprised of important company information. We also provide a confidential reporting line to senior management, which any employee can access. This open-door policy allows employees to ask questions, share concerns, or provide suggestions.

Recognition:

On July 12, the birthday of our founder, Joe Hudson, Burnbrae Farms celebrated our first annual Employee Appreciation Day. Farms, plants, and offices took time to share a meal to recognize our egg-cellent employees and to thank them for their incredible contributions.

Poultry and Egg School:

This year saw the successful completion of another 'Egg School' for over 35 Burnbrae Farms employees. To date, 232 employees have completed egg school. The in-house Egg School program gives new employees the opportunity to gain insight into the broader aspects of egg farming, processing, and marketing.



Temporary Foreign Worker (TFW) Program:

The labour shortage is a reality in Canada, especially in the small towns in which we operate. The Temporary Foreign Worker Program allows Canadian employers such as Burnbrae Farms, to hire foreign nationals to fill jobs in cases where qualified Canadians aren't available. We were thrilled to welcome our first temporary foreign workers to the Poultry Operations Service Crew at our Lyn farm in Fall 2021. Due to the success of the program, we have expanded it to other grading locations in Ontario and British Columbia as well as our further processing facility in Upton Quebec and Brockville Ontario.



Our first temporary foreign workers joined us in 2021.



Women Empowerment

In 2022, Burnbrae Farms became certified as a Women's Business Enterprise (WBE), with at least 51% of the business owned and operated by women. President and CEO, Margaret Hudson, is supported by her siblings and shareholder group that includes Margaret, Helen Anne Hudson, Mary Jean (Hudson) McFall, Ted Hudson, Sue Hudson, and brother-in-law Ian McFall. This important certification will provide us with further visibility, access to education and networking opportunities, and most importantly, Burnbrae is part of challenging the status quo and helping to change the future of the business landscape here in Canada.



Diversity, Equity and Inclusion

We aspire to create a culture that is diverse, equitable, and inclusive (DEI), and are committed to implementing an DEI strategy in the near future to further our existing efforts in this area. The goal for 2022 was to create a plan as part of Phase 1. In 2023, we are planning to train our leadership team and create a Diversity, Equity, and Inclusion committee. We know that meaningful change takes time and requires all of us to make progress at both the systemic and individual levels. The Burnbrae team is committed to continuing this critical journey with the strong belief that we can be a force for good. We continue to build on the positive actions we have taken for decades, but recognize we still have a lot of work to do.



As part of our commitment to diversity, equity, and inclusion, we reflect on our past, and how we can meaningfully support Truth & Reconciliation. In recognition of Orange Shirt Day, Burnbrae Farms has donated to [Phyllis' Story](#) for the past two years.



Safe Nourishing Food



DESIRED OUTCOME:

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



Our Approach to Food Safety

Food safety is a priority for the business. It is central to our culture and a core responsibility to ensure our customers and consumers receive safe, nutritious food. We continuously monitor the effectiveness of our food safety programs through aggressive testing of our manufacturing environment and our products. Every single production lot we produce is analyzed by our qualified Quality Assurance team with microbiological tests and sensory analysis performed in our processing facilities. To ensure confidence in the delivery of safe food to our customers, we adhere to the highest food safety standards set by the Global Food Safety Initiative (GFSI). All of our grading stations and processing plants are Brand Reputation Compliance Global Standards (BRCGS) certified with each passing their BRCGS audits in 2022. In addition, we have completed the integration of our food safety system using the SAP program of the Enterprise Resource Planning System.

We are focused on continuous improvement initiatives to maintain and enhance food safety and quality culture at our plants. We do this in a number of ways, including training for all employees to understand food safety hazards, as well as their role in food safety and why it's so important. We empower and encourage employees to raise concerns about food safety and take corrective actions. Every incident is monitored with a root cause analysis performed. By addressing the root cause, preventative measures are put in place to change the behaviour so the incident does not reoccur.





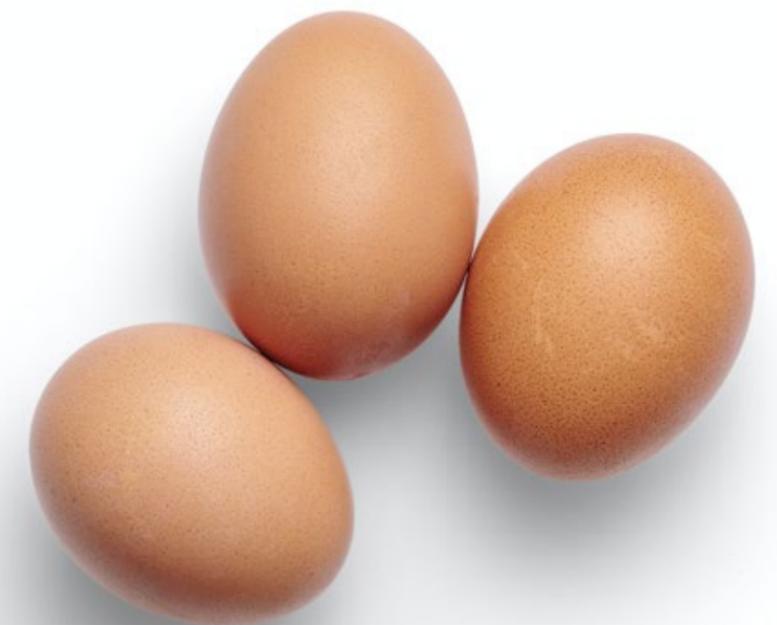
20.3% improvement on our food safety and quality KPIs

We strongly believe that you manage what you measure. In 2019, we launched a monthly Food Safety and Quality Progress Report and Quality Assurance Dashboard as a measurement tool to improve food safety and quality performance in our plants. As part of this metric, we implemented four Key Performance Indicators (KPIs).

Four Key Performance Indicators (KPIs):

- Food Safety Incidences (FSI)
- First Pass Quality Incidences (FPQI)
- Customer/ Consumer Complaints
- Pathogen Control

We are pleased that our food safety and operational teams exceeded our goals, and we have set stretched targets for 2023. Last year, we set a target of 20% improvement on our food safety and quality KPIs based on previous year results which would mean a 20% reduction in Food Safety and Quality incidences. We met this target and achieved a 20.3% reduction, and will continue to strive for further reductions in 2023. This year, we also started to introduce unannounced internal and external audits and will roll this out to more facilities in 2023.



Nutrition and Research

Eggs are a great source of nutrition, and we take great pride in being able to provide nutritious quality eggs and egg products to all Canadians. Every large 53 gram egg provides approximately six grams of high quality protein along with a variety of vitamins, minerals, and important antioxidants like lutein. Eggs are low in saturated fat, sodium, and carbohydrates.



EGG ANATOMY

SHELL

- The egg's first line of defence against the entry of bacteria.
- Can be white or brown, depending on the breed of hen; the nutritional value of the egg is the same.
- Approximately 17,000 tiny pores allow moisture and gases in and out.
- Odours can be absorbed through the shell, so eggs should be stored in their carton in the refrigerator.

SHELL MEMBRANES

- There are two membranes on the inside of the shell: outer and inner.
- One membrane sticks to the shell and one surrounds the albumen or egg white.
- The egg's second line of defence against bacteria.

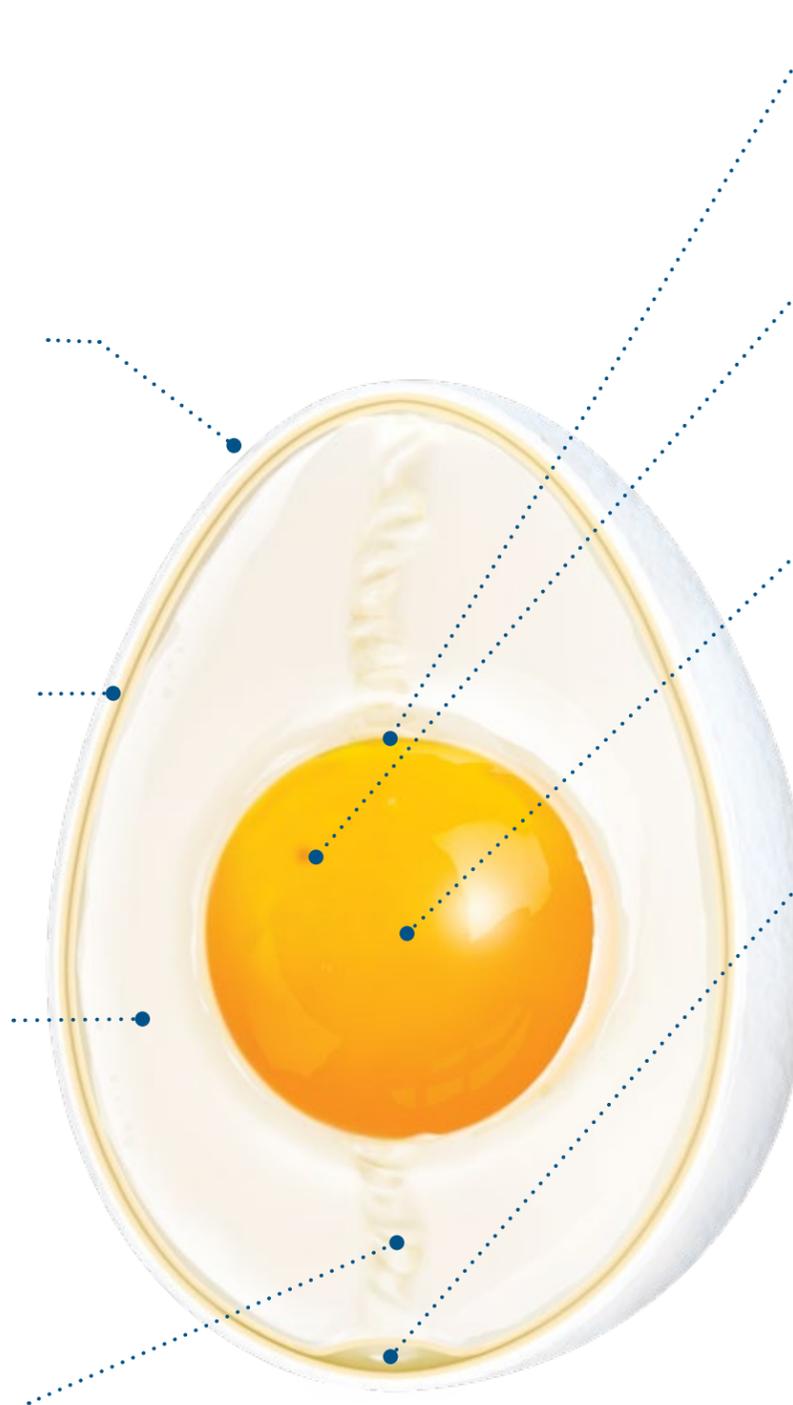
EGG WHITE

(Albumen)

- Albumen is the egg white.
- Contains 3g of protein, riboflavin and water.
- Represents 2/3 of the egg's weight.
- When a fresh egg is broken, the albumen stands up firmly around the yolk.

CHALAZAE

- A pair of spiral bands that anchor the yolk in the centre of the thick albumen.
- The fresher the egg, the more prominent the chalazae.



YOLK MEMBRANE

(Vitelline Membrane)

- Surrounds and holds the yolk.
- The fresher the egg, the stronger the membrane.

GERMINAL DISC

- Appears as a slight depression on the surface of the yolk.
- The entry for the fertilization of the egg.

YOLK

- The egg's major source of vitamins and minerals.
- Contains 3g of protein and essential fatty acids.
- Represents 1/3 of the egg's weight.
- Colour ranges from light yellow to deep orange, depending on the hen's food.

AIR CELL

- Formed at the wide end of the egg as it cools after being laid.
- The fresher the egg, the smaller the air cell.

Nutrition Facts	
Per 2 large eggs (105 g)	
Calories 160	% Daily Value*
Fat 11 g	15 %
Saturated 3.5 g	18 %
+ Trans 0 g	
Carbohydrate 1 g	
Fibre 0 g	0 %
Sugars 0 g	0 %
Protein 13 g	
Cholesterol 400 mg	
Sodium 130 mg	6 %
Potassium 125 mg	3 %
Calcium 50 mg	4 %
Iron 1.75 mg	10 %

*5% or less is a little, 15% or more is a lot

When it comes to fueling a healthy, active lifestyle, protein-rich foods are an essential source of energy. The egg's high-quality protein provides the building blocks needed for healthy muscle growth and repair. With so many food choices available today, we feel it is incumbent upon us to share reliable information. That is why we have an extensive section on our website packed with articles, blog posts, and podcasts to share important facts and information about the many attributes and [benefits of eggs](#).

Our focus in this area is to contribute to the health of Canadians by the consumption of eggs. To that end, we make strategic investments to support innovation and clinical research trials on egg nutrition to further the health

benefits of eggs and egg products. An example of this is a partnership with the University of Manitoba who are exploring studies of [the benefits of eggs for vision](#).

The egg is already perfect as is, so we don't need to do much to it when it comes to our processed egg products. We use as few ingredients as possible and review our ingredient portfolio as part of our continuous improvement. In 2022, we launched EGG Bites!, and work only with high quality ingredients for the meat, cheese, and vegetables in these products, and audit our suppliers to ensure they have the same high-quality standards as we do.



The egg is a marvelous vehicle for enhancing certain dietary nutrients. Eggs are easily fortified with nutrients lacking in our diet such as **omega-3**, **vitamin D** and **lutein**, by adding them to the hen's feed. Burnbrae Farms has a wide selection of fortified eggs in the Canadian marketplace.





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



Here is an overview of the major sponsorship campaigns that took place in 2022:

Community Spirit

We are deeply committed to the communities in which we live and operate. Our philanthropic partnerships and employee engagement aim to build strong communities. We proudly donate eggs and egg products, as well as monetary funds to many organizations across Canada and abroad.



\$35,000



\$70,000



\$25,000



\$15,000/y



\$5,000/y



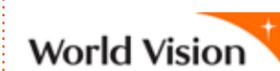
\$5,000



\$13,000



\$20,000



\$15,000



\$15,000



\$15,000



Food Donations/Food Insecurity

As part of our commitment to donate at least 1 million eggs annually, we donated more than 800,000 eggs into the community in 2022.

Our giving in Canada and abroad

On Giving Tuesday (November 30th), Burnbrae Farms matched all gifts in the World Vision Canada Two Hens and a Rooster program. Our President and CEO, Margaret Hudson, has proudly sponsored World Vision for over 20 years and Burnbrae began sponsoring this gifting program in 2012 and continues to this day. This program helps lift locals out of poverty by providing sustainable sources of eggs and meat.

In British Columbia we donate eggs to the Victoria Women's Transition House Society on a monthly basis. This excellent source of nutrition for the shelter is hugely appreciated.

In Quebec, we are in our third year of a 5-year commitment to donate \$10,000 per year to the Banques alimentaires du Québec Recovery Program. This donation contributes to alleviating food insecurity to over 1,200 communities in Quebec.



Annual Holiday Food Drive

Our employees truly demonstrate the heart of Burnbrae Farms when it comes to community giving. The Annual Holiday Food Drive collected 6,000 pounds of food for those in need across the country.



Volunteering and Community Support

George E. Smith Fire Truck Pull

Over the past several years, Burnbrae Farms has participated in the George E. Smith Firetruck pull to raise money for the YMCA of Eastern Ontario's financial assistance program. Each year, the bar seems to be higher and **this year the event raised more than \$100,000 for the YMCA.** Burnbrae Farms volunteers work hard to bring in donations and rally teams to pull the firetruck!



Respect the Stache

Burnbrae Farms donated to Movember Canada, a fundraiser aimed to make a difference for men's mental health and suicide prevention, and also provide funds for research on prostate and testicular cancer.



We Care Bowling

For many years, Burnbrae Farms Foodservice and Industrial department has been a sponsor of We Care, which helps send kids with disabilities to camp. This year, a few of our employees participated in the **We Care** bowling fundraising event which raised a **total of \$150,000.**

Palliative Care Telethon

For many years, members of the Hudson Family have taken part in the Palliative Care Telethon, benefitting the Brockville General Hospital. Helen Anne Hudson and Mary Jean and Ian McFall jumped on the lines to take and make calls for an hour to raise money for the program. John Esford, Sr. Director of Industrial Sales and Business Development, and dedicated community volunteer, helped at the admin desk. **The telethon raised over \$320,000** for the palliative care program!



Culinary Showdown/Epilepsy Southcentral Ontario

Burnbrae Farms helped raise money and donated Naturegg™ Omega Plus™ eggs as the mystery ingredient in the 2022 Culinary Showdown to raise money for Epilepsy South Central Ontario.



Parkinson Superwalk

Burnbrae Farms is proud to sponsor the Parkinson SuperWalk, held in September each year. Parkinson Canada continues their mission to transform the lives of those living with the disease, funding research, and by providing support. Burnbrae made a donation of \$15,000.



Dine with Eggs™

Burnbrae Farms and TasteToronto teamed up in September 2022 to launch the Dine with Eggs™ campaign to support Parkinson Canada, **raising \$5000.00**. Dine with Eggs™ showcased some of Toronto's finest egg recipes and engaged 30 restaurants, bars and bakeries in the process. **For every egg dish or cocktail sold, Burnbrae donated \$1 to the organization.** Parkinson Canada improves the lives of Canadians living with Parkinson's, the world's fastest growing neurological disease.



Easter Seals Telethon

The Burnbrae Farms team was live at the Easter Seals Telethon to help raise funds for Easter Seals Ontario. Easter Seals is dedicated to helping children and youth with physical disabilities carve their own path into the world, with assurance and autonomy. Funds raised through the telethon helps provide these children and youth the tools they need to reach their full potential and make their own positive impact on the world.



Protection of Natural Spaces and Farmland in our Communities

For decades, our employees have been participating in shoreline/roadside cleanups, as well as tree planting. Each facility has a dedicated community investment budget to use for these types of initiatives.



Education in Agriculture

In Canada, farmers account for 2% of the population, but feed everyone. The food and agriculture industries are a major employer of Canadians and an important part of our GDP, with farming at its core. As the divide grows between rural and urban living, and with fewer people actively farming, it is important for Canadians to understand how their food is grown. This is why we are great supporters of agricultural education for all Canadians. It is also important to encourage young people to seek out a career in food and agriculture where employment prospects are strong.

The Royal Winter Fair: After an extended pandemic break, the Royal Agriculture Winter Fair returned to the City of Toronto to celebrate its 100th anniversary. The Royal is the World's largest combined indoor agriculture fair and international equestrian competition, and attracts 250,000 visitors every year. It's where Canadian and international breeders, growers, and exhibitors compete for a champion's ribbon, and where hundreds of thousands of attendees come to learn, shop, and have a great time with friends and family. Burnbrae Farms has been a proud supporter of the Royal for more than 25 years, and it was a joy to be 'back in the saddle'. We educated, shared samples, and helped the crowd concoct egg dishes at the Burnbrae Farms Culinary Academy.

AgScape: For the past six 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 believe that science-based, factual information on agriculture should be an important element of a child's education.

Burnbrae Farms Foundation



OUR PURPOSE: Nourishing Canadians. Sustainably!

OUR VISION: At the Burnbrae Farms Foundation, we envision a Canada where everyone has access to responsibly sourced, affordable, and nutritious food.

OUR MISSION:

- To provide at-risk Canadians with affordable, nutritious food
- To support sustainable agriculture by investing in research and innovation
- To demonstrate and inspire environmental leadership
- To support community programs that align with our vision

Here are some of our past and current recipients of these donations:



In fiscal year 2022, we **funded 12 charitable organizations** and **donated \$170,167.**

2022 Awards

2022 was a noteworthy year for Burnbrae Farms.
We are very humbled by the recognition we have received.



Awarded to Margaret Hudson: [Retail Council of Canada's 2022 Canadian Grand Prix Lifetime Achievement Award](#). This award recognizes individuals who have demonstrated outstanding service and commitment to the Canadian grocery industry.



[Top 10 in Grocery Award for EGG Bites!](#) in the Best Instant Food category at the [Grocery & Specialty Food West 2022](#) show.



Awarded to Margaret Hudson: [Brockville & District Chamber Of Commerce's 2022 Business Person of the Year](#). This award recognizes the outstanding achievements of individuals who make a difference in the local community.



[Canadian Grocer Magazine 2022 Impact Award](#) winners in the Community Service category.



Awarded to Margaret Hudson: 2022 recipient of the [Food, Health and Consumer Products of Canada \(FHCP\) Award of Distinction](#), which recognizes individuals for their impact on the organization and the food, health, and consumer products sector.



The [GFS 2022 VIP \(Vendor Involvement Process\) Frontline Award](#) and the [GFS 2022 Diverse Supplier of the Year Award](#).



Burnbrae Farms has been certified as a [Women's Business Enterprise \(WBE\)](#). Canadian businesses that are at least 51 per cent owned and managed by women are eligible to be WBE Canada certified.



[#1 Most Trusted Egg Brand in Canada](#) for the 4th year in a row. The [BrandSpark Most Trusted Award \(BMTA\)](#) offers insight into which companies Canadian consumers trust the most across 222 categories.



HOW TO CONTACT US

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