

## Supplementary Information C: Life Cycle Inventory Results

STAKEHOLDER: WORKER

### Subcategory – Freedom of Association and Collective Bargaining Rights

**TABLE S18. LIFE CYCLE INVENTORY DATA REGARDING "FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING RIGHTS" FOR WORKERS IN CANADIAN LAYER EGG FACILITIES IN 2012.**

	Weighted Average	Low	High
(1) Is employment in your organization conditioned by any restrictions on the right of employees to collective bargaining? (%)	0.00		
(2) What percentage of your employees is union represented? (%)	0.00		
(3) Are your employees free to join unions of their choosing? (%)	28.14		
(4) Are employee/union representatives invited to contribute to planning of larger changes in your organization, which will affect working conditions? (%)	14.45		
(5) Do you have a codified minimum notice period(s) regarding significant operational changes? (%)	6.66		
(6) If yes for (5), is it specified in a collective agreement? (%)	0.42		
(7) Do your employees have access to a neutral, binding, and independent dispute resolution procedure? (%)	10.23		

### Subcategory – Fair Salary

**TABLE S19. LIFE CYCLE INVENTORY DATA REGARDING "FAIR SALARY" FOR WORKERS IN CANADIAN LAYER EGG FACILITIES IN 2012.**

	Weighted Average	Low	High
(1) What is the legally mandated minimum wage in your jurisdiction?	\$10.11	\$9.25	\$10.25
(2) What is the hourly wage of your lowest paid employee?	\$12.76	\$10.00	\$27.00
(3) What % of your employees earn a wage that is at least 10% greater than the legally mandated minimum wage?	%77.23	%0	%100
(4) What % of your employees earn a wage that is at least 50% greater than the legally mandated minimum wage?	%40.57	%0	%100
(5) What % of your employees earn a wage that is more than 100% greater than the legally mandated minimum wage?	%26.94	%0	%100

(6) Do you make regular and documented payments (i.e. pay slips) to your employees (i.e. weekly, bi-weekly or monthly)?	57.15%
(7) How many complaints did your organization receive from employees with respect to deductions on wages (other than legally required deductions)?	0%

### Subcategory – Working Hours

TABLE S20. LIFE CYCLE INVENTORY DATA REGARDING "WORKING HOURS" FOR WORKERS IN CANADIAN LAYER EGG FACILITIES IN 2012.

	Weighted Average	Low	High
(1) What is the average work week for your employees (hours)?	38.83	7.00	126.30
(2) What is the longest average work week for any of your employees (hours)?	46.76	7.00	126.30
(3) What % of your employees work, on average, more than 48 hours per week?	11.09	0.00	100.00
(4) With what % of your employees do you have a contractual agreement regarding working hours, overtime conditions, and overtime compensation?	23.14	0.00	100.00
(5) What % above regular hourly wages do you pay your employees for overtime?	5.77	0.00	50.00
(6) On average, how many overtime hours were logged by your employees in 2012?	33.00	0.00	1000.00
(7) What were the total overtime hours logged by employees in 2012?	68.12	0.00	1000.00

### Subcategory – Equal Opportunities

TABLE S21. LIFE CYCLE INVENTORY DATA REGARDING "EQUAL OPPORTUNITIES" FOR WORKERS IN CANADIAN LAYER EGG FACILITIES IN 2012.

	Weighted Average	Low	High
(1) Does your organization have a formal policy on equal opportunities?	28.00		
(2) What % of your employees are female?	37.38	0	100
(3) What % of your employees belong to a visible minority?	2.60	0	60
(4) What % of your management positions are occupied by females?	26.63	0	100

(5) What % of your management positions are occupied by persons belonging to a visible minority?	0.24	0	50
(6) What % of your employees are aged < 30?	37.44	0	100
(7) What % of your employees are aged 30-50?	35.03	0	100
(8) What % of your employees are aged >50?	29.13	0	100
(9) How many complaints of discrimination or harassment were filed within or against your organization in 2012?	0		
(10) What is the ratio of the basic salary of women to men for workers in your organization?	1:1		
(11) What is the ratio of the basic salary of women to men for managers in your organization?	0.85	0.33	1

### Subcategory – Health and Safety

**TABLE S22. LIFE CYCLE INVENTORY DATA REGARDING "HEALTH AND SAFETY" FOR WORKERS IN CANADIAN LAYER EGG FACILITIES IN 2012.**

	Weighted Average	Low	High
(1) What were the total expenditures related to health and safety measures in your organization (\$)?	1,762.41	0.33	21,080.00
(2) How many work days were lost due to occupational accidents, injuries and illness?	2.70	0.33	60.00
(3) How many WCB claims were filed by employees?	0.14	0.00	1.00
(4) How many medically-diagnosed, work-related diseases were reported?	0.00		
(5) How many work-related fatalities occurred?	0.00		
(6) Does your organization have a dedicated Health and Safety plan (%)?	45.00		
(7) Does your organization have a dedicated Health and Safety manager (%)?	31.00		
(8) How many hours in total were dedicated to health and safety training?	18.00	0.00	104.00
(9) Is your workplace characterized by high levels of noise, fumes, dust, heat, or other irritants (%)?	53.00		
(10) Are your employees required to handle hazardous materials (%)?	50.00		
(11) Are your employees trained in handling hazardous materials (%)?	53.00		
(12) Are employees provided with appropriate protective gear (%)?	100.00		
(13) Is first aid equipment maintained and available to all employees when required (%)?	82.00		

(14) Is there a trained, designated first aid attendant in your workplace (%)?	62.00
(15) Do your employees have access to clean drinking water and sanitary facilities?	100.00

### Subcategory – Social Benefits, Social Security, and Job Security

**TABLE S23. LIFE CYCLE INVENTORY DATA REGARDING "SOCIAL BENEFITS, SOCIAL SECURITY, AND JOB SECURITY" FOR WORKERS IN CANADIAN LAYER EGG FACILITIES IN 2012.**

	Weighted Average	Low	High
(1) For what % of employees does your organization provide health insurance?	49.00	0.00	100.00
(2) For what % of employees does your organization provide dental insurance?	37.00	0.00	100.00
(3) For what % of employees does your organization provide child care benefits?	14.00	0.00	100.00
(4) For what % of employees does your organization provide retirement benefits?	36.00	0.00	100.00
(5) For what % of employees does your organization provide maternity or paternity benefits?	13.00	0.00	100.00
(6) What % of your employees have employment contracts held by other organizations?	0.10	0.00	25.00
(7) What % of your employees have formal employment contracts?	24.40	0.00	100.00
(8) What % of your employees have full-time employment contracts?	16.30	0.00	100.00
(9) What % of your employees have part-time employment contracts?	9.60	0.00	75.00
(10) What % of your workers declare as "self-employed"?	6.50	0.00	100.00
(11) What % of your employees do not have an employment contract?	66.30	0.00	100.00
(12) What was your % employee turnover rate?	4.10	0.00	50.00
(13) What % of employees who left were dismissed?	23.20	0.00	50.00
(14) What % of employees who left were retiring?	0.00	0.00	0.00
(15) What % of employees left due to restructuring?	2.70	0.00	33.00
(16) What % of employees who left quit?	54.40	0.00	100.00
(17) What was the total amount paid by your organization for health insurance?	1,835.09	0.00	14,760.00
(18) What was the total amount paid by your organization for dental insurance?	393.75	0.00	8,333.00

(19) What was the total amount paid by your organization for child care benefits?	0.00	0.00	0.00
(20) What was the total amount paid by your organization for retirement benefits?	2,819.14	0.00	85,525.00
(21) What was the total amount paid by your organization for maternity or paternity benefits?	7.31	0.00	939.12

## STAKEHOLDER: LOCAL COMMUNITY

### Subcategory – Access to Resources

TABLE S24. LIFE CYCLE INVENTORY DATA REGARDING "ACCESS TO RESOURCES" FOR LOCAL COMMUNITIES HOSTING CANADIAN LAYER EGG FACILITIES IN 2012.

	Weighted Average	Low	High
(1) What were the total expenditures of your organization on infrastructure with mutual community access and benefit? (\$)	0.42	0.00	100.00
(2) What were the total expenditures of your organization related to voluntary, charitable donations and investments in the local community? (\$)	2,205.33	0.00	26,000.00

### Subcategory – Safe and Healthy Living Conditions

TABLE S25. LIFE CYCLE INVENTORY DATA REGARDING "SAFE AND HEALTHY LIVING CONDITIONS" FOR LOCAL COMMUNITIES HOSTING CANADIAN LAYER EGG FACILITIES IN 2012.

	Weighted Average	Low	High
(1) How many accidents occurred in the local community as a result of organization activities?	0.01	0.00	1.00
(2) How many complaints did the organization receive from the local community with respect to noise, fumes, dust, wastewater, or other nuisance issues?	0.40	0.00	2.00

(3) Does the organization have a formal protocol in place to maintain and improve safe and healthy living conditions in the local community? (%)	27.00		
(4) Does the organization have a formal protocol in place to minimize risks to the local community?	32.00		
(5) Does the organization have a formal protocol in place for responding to grievances from the local community?	17.00		
(6) How many fines were issued against the organization as a result of infringements at the local community level?	0.00	0.0 0	0.00
(7) What was the total value of fines issued against the organization as a result of infringements at the local community level?	0.00	0.0 0	0.00
(8) Does the organization have an environmental farm management plan? (%)	65.00		

### Subcategory – Respect for Indigenous Rights

TABLE S26. LIFE CYCLE INVENTORY DATA REGARDING "RESPECT FOR INDIGENOUS RIGHTS" FOR LOCAL COMMUNITIES HOSTING CANADIAN LAYER EGG FACILITIES IN 2012.

	Weighted Average	Low	High
(1) Does your organization operate in a region where there is land rights conflict with indigenous groups? (%)	2.00		
(2) Does your organization have a formal policy in place to protect the rights of indigenous community members? (%)	2.00		
(3) How many meetings were held with indigenous community members?	0.00	0.00	0.00
(4) How many complaints did the organization receive with respect to discrimination against indigenous community members?	0.00	0.00	0.00

## Subcategory – Community Engagement

TABLE S27. LIFE CYCLE INVENTORY DATA REGARDING "COMMUNITY ENGAGEMENT" FOR LOCAL COMMUNITIES HOSTING CANADIAN LAYER EGG FACILITIES IN 2012.

	Weighted Average	Low	High
(1) Does your organization have a formal policy on community engagement? (%)	7.00		
(2) How many community stakeholder groups did the organization engage with?	0.51	0.00	6.00
(3) How many meetings did the organization attend with community stakeholders	0.10	0.00	6.00
(4) How many volunteer hours did the organization devote to community initiatives?	8.87	0.00	242

## Subcategory – Local Employment

TABLE 2. LIFE CYCLE INVENTORY DATA REGARDING "LOCAL EMPLOYMENT" FOR LOCAL COMMUNITIES HOSTING CANADIAN LAYER EGG FACILITIES IN 2012.

	Weighted Average	Low	High
(1) What % of your employees was hired from the local community?	87.00	0.00	100.00
(2) Does your organization have a formal hiring policy that favours local hiring?	29.00		
(3) What % of your purchase expenditures went to local goods/services providers?	64.00	0.00	100.00

## STAKEHOLDER: VALUE CHAIN PARTNERS

### Subcategory – Fair Competition

TABLE S29. LIFE CYCLE INVENTORY DATA REGARDING "FAIR COMPETITION" FOR THE SUPPLY CHAIN PARTNERS OF CANADIAN LAYER EGG FACILITIES IN 2012.

	Weighted Average	Low	High
(1) Does your organization have a document stating procedures to prevent engaging in or being complicit in anti-competitive behaviours?	0.00		
(2) How many legal actions are pending or were completed regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which your organization has been identified as a participant?	0.00	0.00	0.00
(3) What was the total amount of fines paid/payable for infringements regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which your organization has been identified as a participant?	0.00	0.00	0.00
(4) How many complaints did your organization receive concerning anti-competitive behaviours?	0.00	0.00	0.00

### Subcategory – Promoting Social Responsibility

TABLE S30. LIFE CYCLE INVENTORY DATA REGARDING "PROMOTING SOCIAL RESPONSIBILITY" FOR THE SUPPLY CHAIN PARTNERS OF CANADIAN LAYER EGG FACILITIES IN 2012.

	Weighted Average	Low	High
(1) Does your organization adhere to a specific code of conduct regarding the protection of human rights among suppliers? (%)	3.00		
(2) How many suppliers did you audit with regards to environmental or social responsibility?	0.00	0.00	0.00
(3) In how many initiatives does your organization have memberships that promote environmental or social responsibility along the supply chain?	0.16	0.00	5.00



## Subcategory – Supplier Relationships

TABLE S31. LIFE CYCLE INVENTORY DATA REGARDING "SUPPLIER RELATIONSHIPS" FOR THE SUPPLY CHAIN PARTNERS OF CANADIAN LAYER EGG FACILITIES IN 2012.

	Weighted Average	Low	High
(1) How many complaints did your organization receive from suppliers with respect to coercive communication?	0.00	0.00	0.00
(2) How many complaints did your organization receive from suppliers with respect to insufficient lead time?	0.00	0.00	0.00
(3) How many complaints did your organization receive from suppliers with respect to timeliness of payments?	0.01	0.00	2.00

STAKEHOLDER: SOCIETY

## Subcategory – Public Commitment to Sustainability

TABLE S32. LIFE CYCLE INVENTORY DATA REGARDING "PUBLIC COMMITMENT TO SUSTAINABILITY" FOR SOCIETY AT LARGE WITH RESPECT TO CANADIAN LAYER EGG FACILITIES IN 2012.

	Weighted Average	Low	High
(1) Did your organization produce publicly available documents (for example, CSR), that communicate your commitments to sustainability issues?	8.00		
(2) Does your organization have specific mechanisms to ensure the realization of your public sustainability commitments?	1.00		
(3) How many complaints did you receive related to non-fulfillment of promises or agreements?	0.00	0.00	0.00
(4) How many awards did your organization receive for engagement in social, environmental, or sustainability issues?	0.24	0.00	4.00
(5) How many memberships does your organization have in programmes to support and promote sustainable business practices?	0.30	0.00	5.00
(6) What were your total hours devoted to sustainability programmes?	10.12	0.00	150.00
(7) What were your total expenditures devoted to sustainability programmes?	802.98	0.00	10,000.00

(8) How many times was your organization accused of lobbying against sustainability measures?	0.00	0.00	0.00
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### Subcategory – Contribution to Economic Development

TABLE S33. LIFE CYCLE INVENTORY DATA REGARDING "CONTRIBUTION TO ECONOMIC DEVELOPMENT" FOR SOCIETY AT LARGE WITH RESPECT TO CANADIAN LAYER EGG FACILITIES IN 2012.

(1) What was the total revenue for your organization in 2012?	2,507,837.95	260000.00	9,463,885.00
(2) What were the total wages paid by your organization in 2012?	247,846.73	373.00	1,055,438.00
(3) What were the total payments to government (taxes, royalties, permits, fees, etc.)?	78,382.30	500.00	339,569.00
(4) What were the total expenses paid by your organization?	1,758,493.30	175,000.00	7,226,757.00

### Subcategory – Employee Training

TABLE S34. LIFE CYCLE INVENTORY DATA REGARDING "EMPLOYEE TRAINING" FOR SOCIETY AT LARGE WITH RESPECT TO CANADIAN LAYER EGG FACILITIES IN 2012.

	Weighted Average	Low	High
(1) What were the total hours devoted to employee training?	52.82	0.00	500.00
(2) What were your total expenses related to employee training? (\$)	529.02	0.00	6,000.00

## Subcategory – Corruption

TABLE S35. LIFE CYCLE INVENTORY DATA REGARDING "CORRUPTION" FOR SOCIETY AT LARGE WITH RESPECT TO CANADIAN LAYER EGG FACILITIES IN 2012.

	Weighted Average	Low	High
(1) How many convictions did your organization receive for violations of corruption-related laws or regulations?	0.02	0.00	2.00
(2) What was the total amount of fines paid/payable for violations of corruption-related laws or regulations? (\$)	4.13 <sup>1</sup>	0.00	500.00

(1) One affirmative response only.