

## SUPPLEMENTARY INFORMATION A: SOCIAL LIFE CYCLE INVENTORY SURVEY

The purpose of this survey is to collect the data required for Egg Farmers of Canada's social life cycle assessment study of the Canadian egg industry. Your participation is essential to the success of this undertaking. Please complete the following table in entirety. Be as specific as possible. Your answers should represent your activities for 2012 as a whole. If yours is a small, owner-operated facility with no additional workers, please answer all questions referring to "employees" for yourself. You are requested to not include identifying information. Your survey will be assigned a numerical code in the event of a need for follow-up questions/confirmations. Any such follow-up correspondence will be mediated by your industry association in order to ensure anonymity of participants. The data you provide will contribute to a production-weighted average data set using the data provided by all respondents in your sector.

### SOCIAL LIFE CYCLE INVENTORY SURVEY

Please  
insert  
answers  
here

#### GENERAL:

(1) What were the total worker hours for your organization in 2012?

(2) What were the total numbers of workers in your organization in 2012?

(3) What was the total value added for your organization in 2012 (i.e. the difference between revenue from goods/services sold and goods/services purchased)?

#### STAKEHOLDER: WORKER

##### Subcategory: Freedom of association and collective bargaining rights

(1) Is employment in your organization conditioned by any restrictions on the right of employees to collective bargaining?

(2) What percentage of your employees is union represented?

(3) Are your employees free to join unions of their choosing?

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(4) Are employee/union representatives invited to contribute to planning of larger changes in your organization, which will affect working conditions?

(5) Do you have a codified minimum notice period(s) regarding significant operational changes?

(6) If yes for (5), is it specified in a collective agreement?

(7) Do your employees have access to a neutral, binding, and independent dispute resolution procedure?

### **Subcategory: Fair salary**

(1) What is the legally mandated minimum wage in your jurisdiction?

(2) What is the hourly wage of your lowest paid employee?

(3) What % of your employees earn a wage that is at least 10% greater than the legally mandated minimum wage?

(4) What % of your employees earn a wage that is at least 50% greater than the legally mandated minimum wage?

(5) What % of your employees earn a wage that is more than 100% greater than the legally mandated minimum wage?

(6) Do you make regular and documented payments (i.e. pay slips) to your employees (i.e. weekly, bi-weekly or monthly)?

(7) How many complaints did your organization receive from employees with respect to deductions on wages (other than legally required deductions)?

### **Subcategory: Working hours**

(1) What is the average work week for your employees (hours)?

(2) What is the longest average work week for any of your employees?

(3) What % of your employees work, on average, more than 48 hours per week?

(4) With what % of your employees do you have a contractual agreement regarding working hours, overtime conditions, and overtime compensation?

(5) What % above regular hourly wages do you pay your employees for overtime?

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(6) On average, how many overtime hours were logged by your employees in 2012?

(7) What were the total overtime hours logged by employees in 2012?

**Subcategory: Equal opportunities**

(1) Does your organization have a formal policy on equal opportunities?

(2) What % of your employees are female?

(3) What % of your employees belong to a visible minority?

(4) What % of your management positions are occupied by females?

(5) What % of your management positions are occupied by persons belonging to a visible minority?

(6) What % of your employees are aged < 30?

(7) What % of your employees are aged 30-50?

(8) What % of your employees are aged >50?

(9) How many complaints of discrimination or harassment were filed within or against your organization in 2012?

(10) What is the ratio of the basic salary of men to women for workers in your organization?

(11) What is the ratio of the basic salary of men to women for managers in your organization?

**Subcategory: Health and safety**

(1) What were the total expenditures related to health and safety measures in your organization?

(2) How many work days were lost due to occupational accidents, injuries and illness?

(3) How many WCB claims were filed by employees?

(4) How many medically-diagnosed, work-related diseases were reported?

(5) How many work-related fatalities occurred?

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(6) Does your organization have a dedicated Health and Safety plan?

(7) Does your organization have a dedicated Health and Safety manager?

(8) How many hours in total were dedicated to health and safety training?

(9) Is your workplace characterized by high levels of noise, fumes, dust, heat, or other irritants?

(10) Are your employees required to handle hazardous materials?

(11) Are your employees trained in handling hazardous materials?

(12) Are employees provided with appropriate protective gear?

(13) Is first aid equipment maintained and available to all employees when required?

(14) Is there a trained, designated first aid attendant in your workplace?

(15) Do your employees have access to clean drinking water and sanitary facilities?

#### **Subcategory: Social benefits, social security, and job security**

(1) For what % of employees does your organization provide health insurance?

(2) For what % of employees does your organization provide dental insurance?

(3) For what % of employees does your organization provide child care benefits?

(4) For what % of employees does your organization provide retirement benefits?

(5) For what % of employees does your organization provide maternity or paternity benefits?

(6) What % of your employees have employment contracts held by other organizations?

(7) What % of your employees have formal employment contracts?

(8) What % of your employees have full-time employment contracts?

(9) What % of your employees have part-time employment contracts?

(10) What % of your workers declare as "self-employed"?

(11) What % of your employees do not have an employment contract?

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(12) What was your % employee turnover rate?

(13) What % of employees who left were dismissed?

(14) What % of employees who left were retiring?

(15) What % of employees left due to restructuring?

(16) What % of employees who left quit?

(17) What was the total amount paid by your organization for health insurance?

(18) What was the total amount paid by your organization for dental insurance?

(19) What was the total amount paid by your organization for child care benefits?

(20) What was the total amount paid by your organization for retirement benefits?

(21) What was the total amount paid by your organization for maternity or paternity benefits?

## **STAKEHOLDER: LOCAL COMMUNITY**

### **Subcategory: Access to resources**

(1) What were the total expenditures of your organization on infrastructure with mutual community access and benefit?

(2) What were the total expenditures of your organization related to voluntary, charitable donations and investments in the local community?

### **Subcategory: Safe and healthy living conditions**

(1) How many accidents occurred in the local community as a result of organization activities?

(2) How many complaints did the organization receive from the local community with respect to noise, fumes, dust, wastewater, or other nuisance issues?

(3) Does the organization have a formal protocol in place to maintain and improve safe and healthy living conditions in the local community?

(4) Does the organization have a formal protocol in place to minimize risks to the local community?

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(5) Does the organization have a formal protocol in place for responding to grievances from the local community?

(6) How many fines were issued against the organization as a result of infringements at the local community level?

(7) What was the total value of fines issued against the organization as a result of infringements at the local community level?

(8) Does the organization have an environmental management system certification?

### **Subcategory: Respect for indigenous rights**

(1) Does your organization operate in a region where there is land rights conflict with indigenous groups?

(2) Does your organization have a formal policy in place to protect the rights of indigenous community members?

(3) How many meetings were held with indigenous community members?

(4) How many complaints did the organization receive with respect to discrimination against indigenous community members?

### **Subcategory: Community engagement**

(1) Does your organization have a formal policy on community engagement?

(2) How many community stakeholder groups did the organization engage with?

(3) How many meetings did the organization attend with community stakeholders?

(4) How many volunteer hours did the organization devote to community initiatives?

### **Subcategory: Local employment**

(1) What % of your employees was hired from the local community?

(2) Does your organization have a formal hiring policy that favours local hiring?

(3) What % of your purchase expenditures went to local goods/services providers?

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## **STAKEHOLDER CATEGORY: SOCIETY**

### **Subcategory: Public commitment to sustainability issues**

(1) Did your organization produce publicly available documents (for example, CSR), that communicate your commitments to sustainability issues?

(2) Does your organization have specific mechanisms to ensure the realization of your public sustainability commitments?

(3) How many complaints did you receive related to non-fulfillment of promises or agreements?

(4) How many awards did your organization receive for engagement in social, environmental, or sustainability issues?

(5) How many memberships does your organization have in programmes to support and promote sustainable business practices?

(6) What were your total hours devoted to sustainability programmes?

(7) What were your total expenditures devoted to sustainability programmes?

(8) How many times was your organization accused of lobbying against sustainability measures?

### **Subcategory: Contribution to economic development**

(1) What was the total revenue for your organization in 2012?

(2) What were the total wages paid by your organization in 2012?

(3) What were the total payments to government (taxes, royalties, permits, fees, etc.)?

(4) What were the total expenses paid by your organization?

### **Subcategory: Employee Training**

(1) What were the total hours devoted to employee training?

(2) What were your total expenses related to employee training?

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**Subcategory: Corruption**

(1) How many convictions did your organization receive for violations of corruption-related laws or regulations?

(2) What was the total amount of fines paid/payable for violations of corruption-related laws or regulations?

**STAKEHOLDER CATEGORY: VALUE CHAIN ACTORS****Subcategory: Fair competition**

(1) Does your organization have a document stating procedures to prevent engaging in or being complicit in anti-competitive behaviours?

(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?

(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?

(3) How many complaints did your organization receive concerning anti-competitive behaviours?

**Subcategory: Promoting social responsibility**

(1) Does your organization adhere to a specific code of conduct regarding the protection of human rights among suppliers?

(2) How many suppliers did you audit with regards to environmental or social responsibility?

(3) In how many initiatives does your organization have memberships that promote environmental or social responsibility along the supply chain?

**Subcategory: Supplier relationships**

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(1) How many complaints did your organization receive from suppliers with respect to coercive communication?

(2) How many complaints did your organization receive from suppliers with respect to insufficient lead time?

(3) How many complaints did your organization receive from suppliers with respect to timeliness of payments?

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