

Supplementary Information D: Detailed Social Life Cycle Impact Assessment Results

STAKEHOLDER: WORKERS

Freedom of association and collective bargaining rights

TABLE S36. LIFE CYCLE IMPACT ASSESSMENT RESULTS WITH RESPECT TO "FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING RIGHTS" FOR WORKERS IN CANADIAN LAYER EGG FACILITIES IN 2012.

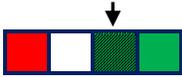
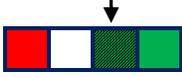
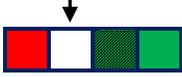
Freedom of Association and Collective Bargaining Rights	
No restrictions on the right of employees to collective bargaining	
Actual degree of union representation	
Employee participation in planning of changes in organization which will affect working conditions	
Codified minimum notice period(s) regarding significant operational changes	
Employee access to a neutral, binding, and independent dispute resolution procedure	

Legend



Fair Salary

TABLE S37. LIFE CYCLE IMPACT ASSESSMENT RESULTS WITH RESPECT TO "FAIR SALARY" FOR WORKERS IN CANADIAN LAYER EGG FACILITIES IN 2012.

Fair Salary	
Hourly wage of lowest paid employees relative to legislated minimum wage	
relative to average for Canadian ag workers	
Hourly wage of average employees relative to legislated minimum wage	
relative to average for Canadian ag workers	
Regularity and documentation of pay	
Complaints regarding wage deductions	



Working Hours

TABLE S38. LIFE CYCLE IMPACT ASSESSMENT RESULTS REGARDING "WORKING HOURS" FOR WORKERS IN CANADIAN LAYER EGG FACILITIES IN 2012.

Working Hours	
Average work week for employees	
Longest average work week for any employee	
% employees working more than 48 hours per week	
Contractual agreement on working hours, conditions, and overtime compensation	
Compensation for overtime hours	
Agricultural sector norm	
Canadian norm	

Legend



Equal Opportunities

TABLE S39. LIFE CYCLE IMPACT ASSESSMENT RESULTS WITH RESPECT TO "EQUAL OPPORTUNITIES" FOR WORKERS IN CANADIAN LAYER EGG FACILITIES IN 2012.

Equal Opportunities	
Existence of formal equal opportunities policy	
Gender balance	
Visible minority representation	
Females in management positions	
Visible minorities in management positions	
Complaints of discrimination or harassment	
Basic salary ratio of female to male employees	
Basic salary ratio of female to male managers	

Legend



Health and Safety

TABLE S40. LIFE CYCLE INVENTORY DATA REGARDING "HEALTH AND SAFETY" FOR WORKERS IN CANADIAN LAYER EGG FACILITIES IN 2012.

Health and Safety	
Medically-diagnosed, work-related diseases and fatalities	<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="width: 20px; height: 20px; background-color: red; border: 1px solid black;"></div> <div style="width: 20px; height: 20px; background-color: white; border: 1px solid black;"></div> <div style="width: 20px; height: 20px; background-color: black; color: white; text-align: center; font-size: 8px;">X</div> <div style="width: 20px; height: 20px; background-color: black; color: white; text-align: center; font-size: 8px;">X</div> </div>
Dedicated Health and Safety Plan and manager	<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="width: 20px; height: 20px; background-color: black; color: white; text-align: center; font-size: 8px;">X</div> <div style="width: 20px; height: 20px; background-color: white; border: 1px solid black;"></div> <div style="width: 20px; height: 20px; background-color: green; border: 1px solid black;"></div> <div style="width: 20px; height: 20px; background-color: green; border: 1px solid black;"></div> </div>
Workplace characterized by high levels of noise, fumes, dust, heat, or other irritants	<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="width: 20px; height: 20px; background-color: red; border: 1px solid black;"></div> <div style="width: 20px; height: 20px; background-color: white; border: 1px solid black;"></div> <div style="width: 20px; height: 20px; background-color: black; color: white; text-align: center; font-size: 8px;">X</div> <div style="width: 20px; height: 20px; background-color: black; color: white; text-align: center; font-size: 8px;">X</div> </div>
Training in handling hazardous materials	<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="width: 20px; height: 20px; background-color: black; color: white; text-align: center; font-size: 8px;">X</div> <div style="width: 20px; height: 20px; background-color: white; border: 1px solid black;"></div> <div style="width: 20px; height: 20px; background-color: green; border: 1px solid black;"></div> <div style="width: 20px; height: 20px; background-color: green; border: 1px solid black;"></div> </div>
Provision of protective gear	<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="width: 20px; height: 20px; background-color: black; color: white; text-align: center; font-size: 8px;">X</div> <div style="width: 20px; height: 20px; background-color: white; border: 1px solid black;"></div> <div style="width: 20px; height: 20px; background-color: green; border: 1px solid black;"></div> <div style="width: 20px; height: 20px; background-color: green; border: 1px solid black;"></div> </div>
First aid equipment available	<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="width: 20px; height: 20px; background-color: black; color: white; text-align: center; font-size: 8px;">X</div> <div style="width: 20px; height: 20px; background-color: white; border: 1px solid black;"></div> <div style="width: 20px; height: 20px; background-color: green; border: 1px solid black;"></div> <div style="width: 20px; height: 20px; background-color: green; border: 1px solid black;"></div> </div>
First aid attendant available	<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="width: 20px; height: 20px; background-color: black; color: white; text-align: center; font-size: 8px;">X</div> <div style="width: 20px; height: 20px; background-color: white; border: 1px solid black;"></div> <div style="width: 20px; height: 20px; background-color: green; border: 1px solid black;"></div> <div style="width: 20px; height: 20px; background-color: green; border: 1px solid black;"></div> </div>
Access to clean water and sanitary facilities	<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="width: 20px; height: 20px; background-color: red; border: 1px solid black;"></div> <div style="width: 20px; height: 20px; background-color: white; border: 1px solid black;"></div> <div style="width: 20px; height: 20px; background-color: black; color: white; text-align: center; font-size: 8px;">X</div> <div style="width: 20px; height: 20px; background-color: black; color: white; text-align: center; font-size: 8px;">X</div> </div>

Legend



Social Benefits, Social Security, and Job Security

TABLE S41. LIFE CYCLE IMPACT ASSESSMENT RESULTS WITH RESPECT TO "SOCIAL BENEFITS, SOCIAL SECURITY, AND JOB SECURITY" FOR WORKERS IN CANADIAN LAYER EGG FACILITIES IN 2012.

Social Benefits, Social Security, and Job Security				
Provision of social benefits				
at least one non-mandatory social benefit	X			
at least non-mandatory three social benefits	X			
Job security (employment contracts)			X	X
Employee turn-over			X	X

Legend

Not Assessed	Risky	Compliant	Proactive	Committed
X				

STAKEHOLDER: LOCAL COMMUNITY

Access to Resources

TABLE S42. LIFE CYCLE IMPACT ASSESSMENT RESULTS REGARDING "ACCESS TO RESOURCES" FOR LOCAL COMMUNITIES HOSTING CANADIAN LAYER EGG FACILITIES IN 2012.

Access to Resource	
Expenditures on infrastructure with mutual community access and benefit	
Expenditures on voluntary, charitable donations and investments in the local community	



Safe and Healthy Living Conditions

TABLE S43. LIFE CYCLE IMPACT ASSESSMENT RESULTS REGARDING "SAFE AND HEALTHY LIVING CONDITIONS" FOR LOCAL COMMUNITIES HOSTING CANADIAN LAYER EGG FACILITIES IN 2012.

Safe and Healthy Living Conditions	
Accident rate	
Complaints regarding nuisance issues	
Fines for nuisance issues	
Formal protocols to mitigate risk and respond to grievances	
Environmental farm management plan	



Respect for Indigenous Rights

TABLE S44. LIFE CYCLE IMPACT ASSESSMENT RESULTS REGARDING "RESPECT FOR INDIGENOUS RIGHTS" FOR CANADIAN LAYER EGG FACILITIES IN 2012.

Respect for Indigenous Rights	
Located in areas where land rights conflict with indigenous groups exist	
Formal policy to protect the rights of indigenous community members is in place	
Meetings were held with indigenous community members	
Complaints received from indigenous community members	

Legend



Community Engagement

TABLE S45. LIFE CYCLE IMPACT ASSESSMENT RESULTS REGARDING "COMMUNITY ENGAGEMENT" WITH LOCAL COMMUNITIES HOSTING CANADIAN LAYER EGG FACILITIES IN 2012.

Community Engagement	
Existence of formal policy on community engagement	
Engagement with community stakeholder groups	
Volunteerism in local community initiatives.	

Legend



Local Employment

TABLE S46. LIFE CYCLE IMPACT ASSESSMENT RESULTS REGARDING "LOCAL EMPLOYMENT" FOR LOCAL COMMUNITIES HOSTING CANADIAN LAYER EGG FACILITIES IN 2012.

Local Employment	
Local hiring rate	
Formal policy regarding local hiring	
Local sourcing of goods and services	

Legend
 Not Assessed (X) | Risky | Compliant | Proactive | Committed

STAKEHOLDER: VALUE CHAIN PARTNERS

Fair Competition

TABLE S47. LIFE CYCLE IMPACT ASSESSMENT RESULTS REGARDING "FAIR COMPETITION" FOR THE SUPPLY CHAIN PARTNERS OF CANADIAN LAYER EGG FACILITIES IN 2012.

Fair Competition	
Procedures to prevent engaging in/being complicit in anti-competitive behaviours	
Legal actions, fines or complaints regarding anti-competitive behaviours	

Legend
 Not Assessed (X) | Risky | Compliant | Proactive | Committed

Promoting Social Responsibility

TABLE S48. LIFE CYCLE IMPACT ASSESSMENT RESULTS REGARDING "PROMOTING SOCIAL RESPONSIBILITY" FOR THE SUPPLY CHAIN PARTNERS OF CANADIAN LAYER EGG FACILITIES IN 2012.

Promoting Social Responsibility	
Adheres to code of conduct for protection of human rights among suppliers	↓ 
Auditing suppliers with regards to environmental or social responsibility	↓ 
Participation in initiatives to promote supply chain environmental/social responsibility	↓ 

Legend



Supplier Relationships

TABLE S49. LIFE CYCLE IMPACT ASSESSMENT RESULTS REGARDING "SUPPLIER RELATIONSHIPS" FOR THE SUPPLY CHAIN PARTNERS OF CANADIAN LAYER EGG FACILITIES IN 2012.

Supplier Relationships	
Complaints from suppliers with respect to coercive communication	↓ 
Complaints from suppliers with respect to insufficient lead time	↓ 
Complaints from suppliers with respect to timeliness of payments	↓ 

Legend



STAKEHOLDER: SOCIETY

Public Commitment to Sustainability

TABLE S50. LIFE CYCLE IMPACT ASSESSMENT RESULTS REGARDING "PUBLIC COMMITMENT TO SUSTAINABILITY" FOR SOCIETY AT LARGE WITH RESPECT TO CANADIAN LAYER EGG FACILITIES IN 2012.

Public Commitment to Sustainability	
Publicly available CSR documents	
Mechanisms to ensure realization of public sustainability commitments	
Complaints related to non-fulfillment of promises or agreements	
Awards for engagement in social, environmental, or sustainability issues	
Memberships in programs to support/promote sustainable business practices	
Total hours devoted to sustainability programs	
Total expenditures devoted to sustainability programs	
Accused of lobbying against sustainability measures	

Legend



Contribution to Economic Development

TABLE S51. LIFE CYCLE INVENTORY DATA REGARDING "CONTRIBUTION TO ECONOMIC DEVELOPMENT" FOR SOCIETY AT LARGE WITH RESPECT TO CANADIAN LAYER EGG FACILITIES IN 2012.

Contribution to Economic Development			
Total revenue for layer facility	2,507,837.95	260,000.00	9,463,885.00
Total wages paid	247,846.73	373.00	1,055,438.00
Total payments to government (taxes, royalties, permits, fees, etc.)	78,382.30	500.00	339,569.00
Total expenses	1,758,493.30	175,000.00	7,226,757.00

Employee Training

TABLE S52. LIFE CYCLE IMPACT ASSESSMENT RESULTS REGARDING "EMPLOYEE TRAINING" FOR SOCIETY AT LARGE WITH RESPECT TO CANADIAN LAYER EGG FACILITIES IN 2012.

Employee Training	
Total hours devoted to employee training	
Total expenses related to employee training	

Legend



Corruption

TABLE S53 LIFE CYCLE IMPACT ASSESSMENT RESULTS REGARDING "CORRUPTION" FOR SOCIETY AT LARGE WITH RESPECT TO CANADIAN LAYER EGG FACILITIES IN 2012.

Corruption	
Convictions for violations of corruption-related laws or regulations ¹	
Fines paid/payable for violations of corruption-related laws or regulations ¹	

(1) One affirmative response only.

Legend

