





















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.




























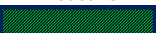

Freedom of Association and Collective Bargaining Rights				
No restrictions on the right of employees to collective bargaining				
Actual degree of union representation				
Employee participation in planning of changes in organization which will affect working conditions				
Codified minimum notice period(s)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

Legend

Not Assessed	Risky	Compliant	Proactive	Committed
				

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				
Legend Not Assessed Risky Compliant Proactive Committed     				

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	<div> <div> <div></div> <div></div> <div></div> <div>X</div> </div> </div>
Longest average work week for any employee	<div> <div> <div></div> <div></div> <div>X</div> <div>X</div> </div> </div>
% employees working more than 48 hours per week	<div> <div> <div></div> <div></div> <div>X</div> <div>X</div> </div> </div>
Contractual agreement on working hours, conditions, and overtime compensation	<div> <div> <div></div> <div></div> <div>X</div> <div>X</div> </div> </div>
Compensation for overtime hours	<div> <div> <div>X</div> <div></div> <div></div> <div></div> </div> </div>
Agricultural sector norm	
Canadian norm	<div> <div> <div></div> <div></div> <div></div> <div>X</div> </div> </div>

Legend

Not Assessed	Risky	Compliant	Proactive	Committed
X				

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	X			
Gender balance				X
Visible minority representation				X
Females in management positions				X
Visible minorities in management positions				X
Complaints of discrimination or harassment			X	X
Basic salary ratio of female to male employees			X	X
Basic salary ratio of female to male managers			X	X

Legend

Not Assessed	Risky	Compliant	Proactive	Committed
X				

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				
Dedicated Health and Safety Plan and manager				
Workplace characterized by high levels of noise, fumes, dust, heat, or other irritants				
Training in handling hazardous materials				
Provision of protective gear				
First aid equipment available				
First aid attendant available				
Access to clean water and sanitary facilities				

Legend

Not Assessed	Risky	Compliant	Proactive	Committed

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	<div> <div>X</div> <div></div> <div></div> <div>X</div> </div>
Expenditures on voluntary, charitable donations and investments in the local community	<div> <div>X</div> <div></div> <div></div> <div>X</div> </div>



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	<div> <div></div> <div></div> <div>X</div> <div>X</div> </div>
Complaints regarding nuisance issues	<div> <div></div> <div></div> <div>X</div> <div>X</div> </div>
Fines for nuisance issues	<div> <div></div> <div></div> <div>X</div> <div>X</div> </div>
Formal protocols to mitigate risk and respond to grievances	<div> <div>X</div> <div></div> <div></div> <div></div> </div>
Environmental farm management plan	<div> <div>X</div> <div></div> <div></div> <div></div> </div>



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	X				
Formal policy regarding local hiring	X				↓
Local sourcing of goods and services	X				↓

Legend

Not Assessed	Risky	Compliant	Proactive	Committed
X				

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	X				
Legal actions, fines or complaints regarding anti-competitive behaviours			X	X	↓

Legend

Not Assessed	Risky	Compliant	Proactive	Committed
X				

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	<div> <div>X</div> <div></div> <div></div> <div></div> </div>
Auditing suppliers with regards to environmental or social responsibility	<div> <div>X</div> <div></div> <div></div> <div></div> </div>
Participation in initiatives to promote supply chain environmental/social responsibility	<div> <div>X</div> <div></div> <div></div> <div></div> </div>

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	<div> <div></div> <div></div> <div>X</div> <div>X</div> </div>
Complaints from suppliers with respect to insufficient lead time	<div> <div></div> <div></div> <div>X</div> <div>X</div> </div>
Complaints from suppliers with respect to timeliness of payments	<div> <div></div> <div></div> <div>X</div> <div>X</div> </div>

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

Legend

Not Assessed	Risky	Compliant	Proactive	Committed
X				

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	



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.

