



April 19, 2018

ANIMAL WELFARE STATEMENT

Introduction

Piller's Fine Foods has been a Canadian family operated business since 1957 producing the finest deli meats in the European traditions of taste & quality. We service the retail and foodservice market segments from coast to coast and are recognized as industry leaders for our commitment to high quality products and food safety standards. While Piller's Fine Foods products are derived from farm animals, we are not directly involved in the raising, handling, transportation, or processing of animals; however, as food manufacturers, we believe animal welfare is an important issue to Piller's Fine Foods and our stakeholders, including our customers, employees, suppliers, investors and consumers. We use our principles on quality food manufacturing and food safety standards to frame our policies, decision-making, strategies, and actions in relation to animal welfare. We believe that the humane and respectful treatment of animals is an obligation and is important to Piller's and our customers.

Animal Welfare

Our main focus is to work with our primary processor partners to ensure they meet or exceed the established government regulations, standards and recognized industry guidelines for animal welfare. Such regulations and guidelines require that farm animals are humanely treated using skilled and responsible animal handling at all stages of the animal's life, and help ensure that each animal receives appropriate care. The agriculture industry common codes of practice for animal care and handling do not tolerate ill-treatment, neglect or abuse of any animal. Piller's Fine Foods Senior Management is actively engaged in the development and advancement of our Animal Welfare Policy by touring farms and plants to learn more and to see firsthand current audit & assessment programs. We will require Animal Welfare audits from our primary processor partners in order to be a supplier of Piller's Fine Foods.

Continuous Improvement

Our Animal Welfare Policy is developed upon scientific opinion, advice from recognized animal welfare experts, our primary processor partners, and the farms that supply them. We understand that we need to collaboratively work with our industry colleagues, government, suppliers, industry animal welfare groups and other experts to promote research and continuous improvement across the industry & supply chain. This includes encouraging the use of emerging and alternative practices after validation by the industry. Piller's Fine Foods are currently associated in the following industry organizations actively involved with animal welfare:

- Farm & Food Care

We will review and improve our Animal Welfare Policy annually and support the development of new industry standards & codes through our support for ongoing research.

Trent Hilpert, CPA, CGA

President

Piller's Fine Foods, a division of PBOLP