The Saputo Promise

Policy

The Saputo Promise is our commitment to live up to the values on which our business was founded in 1954. As a global leader in dairy processing, we have a responsibility to demonstrate good corporate citizenship in everything we do.

The Saputo Promise consists of 7 Pillars that form the backbone of our approach to social, environmental and economic performance. Based on our values and our stakeholders' concerns, our Pillars allow us to focus our efforts where it matters.

Our 7 Pillars are: Food Quality and Safety, Our People, Business Ethics, Responsible Sourcing, Environment, Nutrition and Healthy Living, and Community.

Governance

The Saputo Promise is overseen by our executive management team and executed daily by our employees. The Promise applies to all Saputo managed operations and articulates our expectations of suppliers and other stakeholders in our supply chain.

We therefore have the governance structures in place to ensure we implement and monitor our commitments, communicate in a transparent and responsible manner, leverage our leadership position and support best practices for each of our 7 Pillars.

Food Quality and Safety

We are committed to offering our customers and consumers products made to high industry standards for safety, nutritional value, and quality.

Food Quality and Safety

We keep a constant focus on the quality and safety of our ingredients and products throughout our operations. We will continue to review our practices regularly so that they meet or exceed the latest legal requirements and industry best practices.

Traceability

We ensure systems are in place for tracing products and raw materials. Our operating principle is always to put food safety first. Therefore, we have robust contingency processes and precautionary measures in place enabling us to take proactive and immediate action when necessary.

Our People

At Saputo, our employees are by far our most important asset. We care about their health and well-being, and endeavour to provide the best possible work environment in all our facilities.

Diversity

As a global Company operating in diverse communities, we are committed to protecting and promoting our culture of fairness, accessibility, and diversity.

Health and Safety

We are committed to providing a safe work environment to all employees. By investing in company-wide accident prevention programs, and implementing global safety policies, procedures, tools and training, we strive to ensure a healthy and safe environment for all.

Working Conditions

We believe in continually investing in our employees. We are committed to offer local industry competitive wages and benefits and to invest in training and development of our people so they can have the skills needed to maintain high quality standards throughout our operations.

We do not tolerate any form of violence or constraint in the workplace, including any type of harassment or discrimination based on race, national or ethnic origin, colour, religion, age, sex, sexual orientation, matrimonial status, civil status, or physical or mental handicap.

Business Ethics

Since our founding, our values have been at the heart of our culture and have driven our actions. Our values are efficiency through simplicity, a family-oriented environment, ownership and commitment, a hands-on approach, passion, and integrity.

Code of Ethics

We are committed to maintaining a high level of business integrity and we guide the everyday conduct of all employees, officers, and Board members through our Code of Ethics.

Compliance

Guided by our deeply embedded corporate culture, we are committed to comply with laws, regulations, and industry standards. We have systems in place to monitor and ensure compliance.

Transparency

We recognize the importance of accountability to our stakeholders, including employees, shareholders, customers, consumers, suppliers, partners, and authorities so we aim to communicate in a transparent and responsible manner on how we are achieving our Promise.

Responsible Sourcing

As a dairy company, milk is our primary ingredient and we care deeply about the way it is produced. High quality dairy products begin with high quality milk from healthy and well cared for animals.

Animal Welfare
We have a zero tolerance policy for any act of animal cruelty. We use our position as one of the leading dairy processors in the world to promote animal care and appropriate dairy cattle and goat handling practices. We expect all milk producers to comply with recognized standards validated by third party animal welfare audit. We work with suppliers and authorities to address situations where a breach of the policy is suspected.

Supply Chain
We are committed to work with our suppliers to achieve our Promise and we will continue to look for opportunities to strengthen our performance throughout our supply chain.

Environment

Our goal is to pursue growth as a world-class dairy processor while striving to minimize the environmental impacts of our activities.

Energy and GHG Emissions
We recognize the importance of reducing greenhouse gas emissions and we will continuously seek ways to reduce our emissions and to improve energy efficiency.

Food Waste
We implement and adapt processes designed to reduce the quantity of food waste across our operations and supply chain, including production and distribution.

Packaging Waste
We recognize the importance of minimizing the quantity of waste to landfill, and we continuously work to improve our packaging by using less material and/or ensuring it is recyclable, without compromising product integrity.

Water
We are committed to using water resources in an economically, socially and environmentally sustainable way, and to implementing solutions to reduce water consumption through re-using and recycling.

Nutrition and Healthy Living

Providing high quality nutritious products is our main objective, while promoting healthy living is at the heart of our values. We are convinced that our long-term success depends on doing both.

Healthy Living
In order to ensure that our commitment is fully realized, we develop a comprehensive approach to promoting healthy nutrition and physical activity to our consumers and employees.

Nutrition
We produce a wide array of dairy products to satisfy the nutritional, lifestyle and health needs of our consumers.

We invest in R&D to develop innovative approaches to enhance the nutritional value of our products.

Community

Community involvement is important to us. In this regard, we strive to invest 1% of our pre-tax profits each year in community programs and organizations promoting a healthy lifestyle for people of all ages.

Donations and Sponsorships
With our community outreach mission, we invest in programs to build awareness and educate people about healthy living and physical activity.

We support projects to improve the quality of facilities and equipment promoting healthy living and physical activities.

Market Development
We support the communities where we operate through our business operations and the direct economic impacts of our activities. We invest to make our processing plants viable to ensure lasting economic impacts.