

Annual Report

2017-2018



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President's Report

I am pleased to present this report to AFPA members and other stakeholders.

The food and beverage industry continues to be a major economic driver in Alberta. The value of shipments was valued at a record \$14.6 billion in 2016. In 2016, it was the largest manufacturing employer in Alberta and the largest manufacturing employer, employing approximately 22,000 workers.

Competitiveness continues to be a major issue as the food and beverage industry must compete in a global market. As costs such as regulatory changes, wages and taxes increase, it makes it more difficult for the industry to grow and prosper. The industry survives because it is comprised of very driven entrepreneurs who are extremely dedicated to their business and their employees and, as a result, go to great measures to overcome obstacles and enable their business to prosper.

Through continued funding from both *Growing Forward 2*, a federal-provincial-territorial initiative, and the Alberta Livestock and Meat Agency (ALMA), AFPA developed and implemented programs to assist food and beverage processors to reduce their environmental footprint through improved business practices. Some of the highlights are listed below and more details are in the LEAP portion of the annual report.

The overarching objective for the grant program was to create awareness within Alberta's food and beverage processing industry of the benefits of improved business practices specific to reducing their environmental footprint. Awareness would be generated through seminars, workshops, conferences and partnerships.

To support this knowledge transfer, AFPA developed a sustainability strategy, a program and related branding (LEAP), and a roadmap to ensure the credible delivery of information to industry.

Overarching program messaging focused on:

- the business case for sustainability based on realized and potential business savings
- the mitigation of business risk by addressing environmental process improvements

The delivery of nine workshops and one special session proved to be a great success in generating awareness and creating knowledge transfer to approximately 180

participants. These sessions provided the best resources and most up-to-date information available to industry, with participation and facilitation by leading industry consultants. The delivery of a conference was listed as a major component of the grant application. In fact, the two-day sustainability conference was the most impactful session, with 190 participants over the two days.

Your association also redesigned its website this year. We can more easily post industry news, events and articles. The website also has a blog that will feature articles on AFPA members.

AFPA continues to run a strong Partnerships in Injury Reduction (PIR) program. For the year 2017, AFPA's Certificate of Recognition (COR) members will be receiving approximately \$1M in PIR refunds. Total member WCB rebates are now over \$19M since the program was introduced. AFPA continues to provide Health & Safety training both on and off site. If you need assistance in developing your Health & Safety program, call AFPA. If you are not ready to get your COR, AFPA can help strengthen your Health & Safety program with training, such as Hazzard Assessment, Program Building, Roles and Responsibilities and Incident Investigation.

AFPA has been offering food safety training to the food and beverage industry for over 16 years. The association is here also to assist you with all of your food safety needs, both on and off site. We offer training to all segments of the industry, whether you are a new processor just starting out or a large established company. AFPA offered 41 days of public training this year, where 178 people were trained.



AFPA's was joined by almost 1,000 patrons for its 29th Annual FEASTival of Fine Chefs on September 20. Working primarily with Alberta ingredients from AFPA members, chefs and their apprentices prepared a unique four course meal for attendees. FEASTival brings together chefs, apprentices, culinary connoisseurs and "foodies" from all over Alberta. It has contributed substantially to the Stan Ballard Apprenticeship fund over the years. FEASTival was supported with sponsorship from MNP and ATB Financial along with generous support from members. The 30th FEASTival of Fine Chefs will be held on September 19, 2018.

FCC provides financing and other services. AFPA appreciates the support of FCC as a corporate sponsor and as a partner.



Agribusiness
and Agri-Food



Moving forward, AFPA will continue to communicate to stakeholders, partners and the general public, about the importance of the food and beverage processing industry to Alberta's economy.

The association has several ideas for potential programs that would grow the processing sector and improve competitiveness and hopes to secure funding for these programs through the new Canadian Agricultural Program (CAP). AFPA would like to hear from you as well, please contact me with any ideas that you feel would benefit your business.

I look forward to connecting with many of you over the coming year. Please feel free to contact me at any time. Your ideas and your feedback is of the utmost importance.

Marilynn Boehm
President

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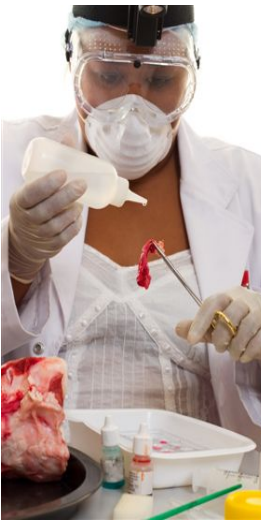
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The AFPA Board of Directors

Beemaid Honey	Greg	Mohr	VP, Business Growth
Calgary Italian Bakery	Louis	Bontorin	VP of Sales & Marketing
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MNP	Lori	Schmaltz	Partner
Sunrise Bakery Ltd.	*Eric	Haak	Senior Managing Director
Thumbs Up Foods	Fauzia	Kanji	Founder/CFO

*Chair



Food Safety & Quality

AFPA takes food safety seriously and has been running food safety programs in Alberta for over 16 years, helping you solve any food safety issues or questions through cost-effective food safety services; training and consulting.

AFPA is here to help members prepare for the future by providing insight into regulatory changes; prevention of food fraud, audit preparation, improving and educating members on food safety technologies and increasing traceability compliance.

AFPA was not able to secure funding from *Growing Forward 2*, a federal-provincial-territorial initiative, due to budget restraints, so we were unable to hold a conference or a webinar series. AFPA's basic Online Food Safety Management and training program continues to be offered at no cost to AFPA members.

AFPA continues to partner with NSF International to offer their courses in Alberta. This partnership benefits members by reducing travel time and costs. AFPA offers training to meet all GFSI standards and training needs.

Over the course of the last year, AFPA was able to offer 41 days of public training while 178 people were trained.

AFPA also continues its partnership with Food Safety Solutions and offers consulting, GAP assessments, BRC training and in-house customized training at a reduced cost to members.

AFPA continues to find ways to assist you with all your food safety requirements at affordable costs. Please ensure you contact us with comments, suggestions or requests. We need your input to ensure our food safety services are meeting all your needs.

Our yearly course schedule is available online at www.afpa.com. The 2019 schedule will be posted in October. If there are courses that you require and you do not see them listed let us know and we will do our best to accommodate adding them to our schedule.

Workplace Health & Safety

Partnerships and Certificate of Recognition Program (COR)

For the year ending **2017** AFPA's COR members will be receiving approximately **\$1.0M** in PIR refunds. Total member WCB rebates are now well over **\$19.0M** since this program was first introduced and AFPA became your Certifying Partner in the Ab. Partnerships Programs. Currently AFPA has 54 companies in the PIR program, 37 that have their COR/SECOR. The Alberta Partnerships in Injury Reduction program is voluntary for companies and is designed for and to encourage the ongoing development, implementation, evaluation, and continual improvements of an effective, value-added and sustainable workplace health, safety and disability management system. Our newest COR members now include Legal Alfalfa & Saputo Red Deer, and various members achieving recertification. Companies that are involved in the COR/PIR program in Alberta have 35% less lost time claims than those who do not hold a COR.



Workplace Safety Events

Our Lunch n' Learn events continued in both Calgary & Edmonton, were well received and attended. Sessions included were hand injuries and tips for injury prevention in the food processing industry, as well as an excellent 'Fatality Investigation' review that was provided by our members SDI Group. First up for 2018, a session on the 'Competency Process'.

AFPA was involved in the **NAOSH** (North American Occupational Safety & Health) week. NAOSH events are intended to allow industry to network with other safety professionals including Alberta Labour (Occupational Health and Safety), suppliers of safety protection products, key safety associations and/or stakeholders.

New Alberta Occupational Health & Safety (OHS) Act, Regulations and Code

AFPA has been actively communicating the new compliance requirements of the Alberta OHS Act, Regulations, and Code to ensure members will have no operational concerns regarding workplace safety. All AFPA members, 5 to 19 employees **MUST** designate a worker Safety Representative and for members with **20+** staff, both a 'formal' H&S management system as well as a complete Health & Safety program manual. Supervisory staff **MUST** now, as part of their foundational OH Safety related 'competency' requirements attend Hazard Assessment, Incident Investigation, and OHS Roles & Responsibility training, along with any other management training, as is provided by the company. AFPA training, resources, or our consulting will address such member needs.

For more information on COR/PIR/SECOR programs or on our OH&S course offerings, onsite training or consulting, please contact Ed DeGroot, 403-201-3657 x28 or ed@afpa.com

AFPA F&BHSO Designation

AFPA now offers an industry specific safety designation for our member company safety staff. The Food & Beverage Health & Safety Officer program will provide those candidates with required training, skills, & key knowledge to both achieve & maintain.



Health and Safety Program

- An employer with 20 or more workers is required to establish a health and safety program in consultation with HSC and implement the program
- Program elements:
 - OHS policy
 - Hazard assessment
 - Emergency response
 - Responsibilities of work site parties
 - Schedule and procedure for inspections
 - Procedures to deal with OHS issues when another employer or self-employed person works on site
 - Orientation and training
 - Incident investigation
 - Procedure for worker participation
 - Review and revise program every 3 years or when conditions change
- Smaller workplaces required to involve workers in hazard assessment and control





With the continued support of *Growing Forward 2*, a federal-provincial-territorial initiative and Alberta Livestock and Meat Agency (ALAMA) **AFPA's LEAP** (Leveraging Efficiencies, Accelerating Profit/Productivity) project concluded.

Collaboratives

With the premise of empowering processors to work together through collaboration with their peers, each were able to advance environmental process improvements in their facilities. Participants looked at their business through an environmental lens in order to drive process improvements and increase worker productivity. Coaching and co-facilitation was done by trusted 3rd party consultant and industry expert Brett Wills of Green Enterprise Movement. Each of the 5 sessions focused on an initial learning component, a 'focus item' status update by each of the 3 processors, a tour of the host facility, and identification of next steps for continued implementation. With the coaching expertise component and the nature of the collaborative model, participants' were able to accelerate business improvements and environmental performance by leveraging tools, innovation, best practice and learnings as a group. The program showed that collaboration amongst industry, creates an environment of accountability within the group, develops industry leaders, and, supports industry growth and innovation as a result of implementing process improvements.

AFPA Website

AFPA overhauled its website to allow it to more easily post industry news, information, and articles. The website has a blog that will feature articles on AFPA members. The website soft-launched in September 2017 and officially launched in November.

AFPA promote tools and templates on the website via social media and member conversations. And AFPA also provides connections to government and non-profit grant funding opportunities.

Conference: On May 30 and 31, AFPA held a sustainability conference titled "The New Face of Agri-processing: Growth and Innovation in the New Green Economy" for 90 attendees. The conference was built as a mix of high profile speakers, breakout sessions and a tradeshow. Speakers included Bob Willard, Author and President of Sustainability Advantage; Catherine McVitty, Unilever Canada; Ken Keelor, CEO of Calgary Co-op; Brett Wills, Green Enterprise Movement; and Kim McConnell, Canadian Centre for Food Integrity and AdFarm. Breakout session were delivered by active



industry facilitators focusing on the areas of: productivity, waste, people/performance, risk, economics, supply chain, marketing and business case/tools.

Money Down the Drain workshops: AFPA partnered with environmental consulting firm Enviro-Stewards to deliver 2 workshops focused on helping food processors eliminate waste in their operations. The workshops were held on September 26 and 27, 2017 in both Edmonton and Calgary.

YYC Recycling Bylaw Session: On October 13, AFPA partnered with the City of Calgary's Waste and Recycling Department to hold a coffee session on the city's Waste and Recycling Bylaw. The bylaw took effect November 1 and requires all businesses to separate specific food and yard waste materials. Approximately 20 people attended the session that also featured a presentation by Waste Management Inc.

Industrial Symbiosis on Waste: Industrial symbiosis was a big component of the last part of the project. A growing movement which brings together companies, as well as municipal administrators, to understand the types of wastes businesses create and to pair those businesses with other companies who require waste for their operations.

AFPA participated in a workshop held by the City of Edmonton in January and has since been liaising with industry to leverage the workshop's learnings to help processors reduce costs and provide a sustainable success story to build their reputational capital. AFPA has also used the workshops and the knowledge gained to increase awareness among non-members to encourage membership growth.

Membership

AFPA Processing Members (169)

ADM Agri-Industries Company	Columbia Seed Co. Ltd.
Alberta Distillers Ltd.	Coulee Craft Brewing Corporation
Albion Farms and Fisheries	Country Mom Foods Ltd.
Aliya's Foods Limited	Crust Craft Inc.
Alley Kat Brewing Company	Crystal Springs Cheese
Alvim's Fine Foods	DaVinci Gelato Originale Inc.
Assel/Shorting	De Fazio Gourmet
BakeMark Ingredients Canada Ltd.	Deepwater Farms Limited
Baker Boys (a Division of Cinnaroll Bakeries)	Double Z Farms
Bassano Farms Ltd.	Edmonton Meat Packing
Bee Maid Honey Ltd.	Edmonton Potato Growers (1971) Ltd.
BHJ Canada	Egg Processing Innovations Cooperative
Big Chief Meat Snacks Inc.	El Mercado Inc.
Big Rock Brewery Income Trust	El Molino Foods of Canada
BioNeutra North America Inc.	Family Meats (2011) Ltd.
Blackman's Butcher Shop Ltd.	Fieldberg Farm Ltd.
Blends Inc.	Fresh Bites
Bles-Wold Farm Yogurt	Full Course Strategies Inc.
Bouvry Exports Calgary Ltd.	Galaxy Processing Ltd.
Bow Valley BBQ Inc.	Gay Lea Foods
Britestone Farming	Ginger Beef Choice Ltd.
Broken Tine Orchard	Grainworks Inc.
Bunge Canada	Hamel's Meat Market 2011 Ltd.
Burnbrae Farms Limited	Harlan Bakeries - Edmonton, L.P.
Byblos Bakery	Harmony Beef Company Ltd.
Calgary Italian Bakery Ltd.	Hempco Canada Superfoods
Canada Bread	Heritage Frozen Foods Ltd.
Canada Malting Co. Limited	Highline Mushrooms
Canadian Oats Milling Ltd.	Highwood Crossing Foods Ltd.
Capital Packers Inc.	Highwood Distillers Ltd.
Cargill	Hillsboro Corp. Inc.
Cavendish Farms Corp.	Hilton Stone Distribution Corporation
Champion Petfoods LP	Hog Wild Specialties
Cococo Chocolatiers Inc.	Honey Bunny Inc.

Hong Kong Bakery
HQ Fine Foods
Hungkee Holdings Co Ltd.
Inovata Foods
Irving's Farm Fresh Ltd.
J & D Food Services
Jacek Chocolate Couture
JBS Food Canada ULC
Judy G Foods
Kikel Meats
Kinnikinnick Foods Inc.
Kitchen Partners Limited
Kuhlmann's Market Gardens & Greenhouses
Labatt Brewery Company of Canada
Lamb Weston Canada ULC
Legal Alfalfa Products Ltd.
Lethbridge Meats & Seafoods Ltd.
Lynn Thacker Ag. Corp
Mackay's Cochrane Ice Cream
Manuel Latruwe Belgian Patisserie & Bread Shop
Maple Leaf Foods Inc.
Maple Leaf Poultry
Medicine Hat Meat Traders Ltd.
Mountain Creek Farms
Mountain Dog Enterprises Inc.
Mountain Meadows Food Processing (2004)
Mountain Top Foods
Mountain View Poultry
Mountainview Farming
Nabati Foods Inc.
Newly Weds Foods
Nossack Fine Meats Ltd.
Nossack Gourmet Foods Ltd.
Nutrition Partners
Old Dutch Foods Limited
Olivier's Candies / The Candy Tree
PARMX Cheese Company Ltd.
Permolex Ltd.
Pik-N-Pak Produce Ltd.
Pleasant Valley Oil Mills
Prairie Gold Produce Ltd.
Prairie Harvest Canada Ltd.
Prairie Packers
Premium Sausage (2009) Inc.
PrePak Meats Of Calgary Ltd.
Rahr Malting Canada Ltd.
Red Hat Co-Operative Limited
Refresco
Reg's Homestyle Meats & Deli Ltd.
Richardson Oilseed Ltd. Nutrition Division
Rig Hand Craft Distillery Inc.
Rock Ridge Dairy Ltd.
Rockport Flour Mills Inc.
Rogers Sugar
Rollover Premium Pet Food Ltd.
Royal Food Products
Sakai Spice (Canada) Corporation
Saputo Dairy Products Canada G.P.
Select Ready Foods
Sgambaro's Signature Seafoods Inc.
Shaheen Grocery and Kabuli Naan
Siljans Crispy Cup Co. Ltd.
Siwin Foods Ltd.
Sliced FC Ltd.
Sofina Foods Inc.
Something Special Deli Foods
Sons Bakery
Souptacular! Soup Company
Sparks Eggs Inc.
Spragg's Meat Shop Ltd.
SR Packaging Inc.
Stawnichy's Meat Processing
Sunfresh Farms Ltd.
Sungold Specialty Meats Ltd.
Sunny Boy Foods Ltd.
Sunnyrose Cheese a Division of Agropur
Sunora Foods Ltd.
Sunrise Bakery
Sunterra Meats Trochu
The Black Velvet Distilling Company
The Butcher Shop (1995)
The Cake Aisle
The Crisp Bakery

The Grizzly Paw Pub & Brewing Company Ltd.	Ventura Foods Canada
The Little Potato Company	W.A. Grain & Pulse Solutions
Thomas Fresh Inc.	Wagyu Canada Inc.
Thumbs Up Foods Inc.	Wholesome Harvest Baking Ltd.
Troika Foods Ltd.	Wild Rose Brewery Ltd.
Trophy Foods Inc.	Wild Tea Kombucha
Umami Shop	Wings Foods Of Alberta
Valbella Gourmet Foods	Wolfe's Natural Bee Products Inc.
Van Houtte Coffee Services	Yamnuska Backcountry Food

AFPA Associate Members (139)

3M Canada Company	Clearline Safety Management Solutions
4 Pillars Emergency Management Inc.	Congebec Inc.
A. Trust Cleaning Services	Danatec Educational Services
ABB Inc. Baldor Electric Canada	Deluxe
Advanced Process Systems Inc.	Diamond Process Solutions Inc
Agriculture Financial Services Corporation	DMI Disability Management Institute
Alberta Beekeepers Commission	Done Rite Janitorial Sales & Service
Alberta Canola Producers	DoubleTree by Hilton West Edmonton
Alberta Pork	Duha Center of Excellence
Alberta Pulse	Egg Farmers of Alberta
Alberta Seed Processors Association of Alberta	EHS Partnerships Ltd.
Alfa Laval	EHS System Solutions
Always Safety	Enmax Energy Corporation
ATB Financial	Enviro-Stewards Inc.
ATCO Energy Ltd.	Epsilon Chemicals Ltd.
Ayming	EWI Works International Inc.
BC Food Processors Association	Executive Hotels and Resorts of Alberta
Big Foot Industrial Services	Exova Canada
BMO Bank of Montreal	Express Trading Canada
Brenntag Canada	Farm Credit Canada
British Canadian Importers Ltd.	Flair Flexible Packaging Corp.
BrokerLink	Food and Beverage Manitoba
Business Development Bank (BDC)	Food Processing HR Council
Calgary Co-operative Association Limited	Food Safety Solutions Inc.
Calgary Economic Development	Foster Park Brokers
Canadian Beef Centre of Excellence	Freson Brothers
Canadian Top Goods Ltd.	Friesen Plastics Inc.
Capital Colour Press (1992) Ltd.	Geolyn Pipe Inspection Services Ltd.
Carmi Flavors	GFS Prairies Inc. (Gordon Food Service)
CG Strategies	Grant Thornton LLP
Chemscape Safety Technologies Inc.	Great Little Box Company
Clearbakk Water Solutions	Green Enterprise Movement

Griffith Foods
Hotel Blackfoot
InSolutions (A division of Integrated Sustainability)
Jag Fabrication Inc.
JB's Sausage Maker Supplies
Jet Label and Tape
Jones Brown Inc.
Kasa Consulting - Cameron Mitchell
Kribr Sustainable Innovations Inc.
Lacombe Research and Development Centre, Agriculture and Agri-Food Canada
Laporte Engineering Inc.
Leaseway Corporation Ltd.
Lloyd Sadd Insurance Brokers Ltd.
Marj Wilson Safety Services
Marsh Canada Limited
Maxxam Analytics
MF Safety Consulting Ltd.
MNP
Multivac Canada Inc.
N.A.I.T. School of Hospitality and Culinary Arts
NATURE'S TOUCH (WEST) INC
Neogen Corporation
Nova Cold Logistics ULC
NSF International
OLAF Packaging Group Inc.
PAC, Packaging Consortium
Pemcal Consulting
Pencilworks Studios Ltd.
Port Alberta
Potato Growers Of Alberta
Precision Label Ltd.
Pro-Western Plastics Ltd.
Processa Inc.
Progressive Foods Inc.
Purah Solutions
Purcell Enterprises
PWI Insurance Services (Agency) Ltd.

Quest Research And Analytics Inc.
Rangeland Engineering Canada Corp.
Red River College Culinary Research & Innovation
Reef Sales
RGE Sales and Service Ltd.
Royal Bank of Canada
S.A.I.T.
Safety Sync Corporation
Sani Marc
Scotiabank
Scott Builders Inc.
Scott Process Equipment and Controls Inc.
SDI Group
Sealand Building Group
Select Packaging Inc.
SFTY Ltd.
SGS Canada Inc.
Site BIM Ltd.
Sky Cleaning Services
Smith's Quality Meats
Sobeys Inc.
Small Scale Food Processor Association
Stanfos Inc.
Sunterra Quality Food Markets Inc.
SureBond Safe Floors
SYSCO Edmonton Inc.
TCS Alberta (Trenton Cold Storage Inc.)
The Yes Group Inc.
Thermo Design Insulation Ltd.
Thermo King Western (Calgary) Inc.
Unipac Packaging Products Ltd.
Uptrend Solutions
Vets Group
Welco Expediting Ltd.
West Coast Reduction Ltd.
Western Grocer Magazine
Westrock Safety Ltd.
Wonderware PacWest