

# Sustainable Canadian Agricultural Partnership

Competitive. Innovative. Resilient

## THE LABOUR FORCE MANAGEMENT STRATEGIES INITIATIVE GUIDELINES

For interpretation of Guidelines, please see section 9 [Interpretation Of Guidelines.](#)

### 1. Purpose Of The Initiative

The purpose of the Initiative is to support Primary Producers and Processors to address local labour force challenges in the agri-food sector with pilot projects that implement innovative attraction, recruitment, and/or retention strategies.

Recipients will be required to participate in knowledge sharing by reporting their Project outcomes and lessons learned upon completion.

### 2. Term Of The Initiative

#### 2.1 Commencement Of The Initiative

The Initiative intake will begin accepting applications on October 22, 2024 until 11:59 p.m. EST September 2, 2025, or until funding runs out, whichever comes first.

### 3. Funding For The Initiative

#### 3.1. Maximum Funding Available To A Recipient Under The Initiative

A Recipient operating as a Primary Producer or Processor is eligible to receive 50% of Eligible Costs up to a maximum of \$40,000 total funding per Project under the Initiative.

A Recipient operating as an Industry Organization, or as a Collaboration is eligible to receive 50% of Eligible Costs up to a maximum of \$100,000 total funding per Project under the Initiative.

### **3.2. Source And Amount Of Funding For The Initiative**

Funding for the Initiative comes from the Sustainable CAP. Up to four million dollars (\$4,000,000) has been allocated for the Initiative.

## **4. Operation Of The Initiative**

### **4.1. Eligible And Ineligible Activities**

#### **4.1.1. Eligible Activities**

The following activities that address an identified need and support the attraction, recruitment, and/or retention of employees are considered eligible under this Initiative:

- (a) Piloting incremental worker supports such as:
  - Support for employees with local or regional transportation (e.g., piloting ridesharing programs for employees);
  - Facilitating licensed dependent care solutions. (e.g., coordinating licensed dependent care services for employees);
  - Language supports such as the translation of documents/signs and services;
  - Language training to improve proficiency (e.g., English as a second language training to improve engagement in the sector); or,
  - Employer specific and sector-based training and mentorship (e.g., attending workshops that are relevant to employer or sector).
- (b) Piloting incremental recruitment strategies within Ontario such as:
  - Workforce attraction marketing campaigns (e.g., career and job opportunity promotion, awareness building); or,
  - Recruitment and job promotional events (e.g., career expo, job fairs).
- (c) Development of new or incremental human resource policies and programs to address challenges that impact recruitment and retention of labour.
- (d) Planning for on-site amenities for employees such as:
  - Multi-faith worship space or other religious accommodations;
  - Recreational facilities;
  - Dependent care facilities; or,
  - Health and wellness facilities.

### **4.1.2. Ineligible Activities**

The following activities are ineligible under the Initiative:

- (a) Any activity that does not directly support the attraction, recruitment, and/or retention of employees.
- (b) Any activity that is not incremental and is related to ordinary business operations.
- (c) Any activity that brings the Applicant into compliance with Requirements of Law.
- (d) Any activity that is related to any living accommodations.
- (e) Implementation of on-site amenities, including renovation/construction.
- (f) Any other activity not set out under section 4.1.1 of the Guidelines.

## **4.2. Eligible Costs And Ineligible Costs Under The Initiative**

### **4.2.1. Eligible Costs Under The Initiative**

The following costs are eligible for the purposes of the Initiative, provided they were reasonably incurred and necessary to complete the Recipient's Project:

- (a) Costs that were incurred after approval of the application but before February 28, 2026.
- (b) Costs that reflect the actual costs to the Recipient, less any costs, including taxes, for which the Recipient has received, will receive or is eligible to receive, a rebate, credit or refund.
- (c) Costs for purchasing goods and supplies for Project implementation (e.g., training materials, promotional print materials and presentation supplies).
- (d) Costs for third-party service providers, including:
  - Licensed dependent care providers, such as licensed childcare or day camps,
  - Translation services,
  - Professional fees for human resource programs and policy development,
  - Professional fees for infrastructure and renovation planning for on-site amenities including fees for engineering and architects,
  - Media and creative development,
  - Advertising and promotion, and
  - Training and skills development, workshops, mentoring and/or coaching.
- (e) Venue and facility rental fees (e.g., career fair event).

- (f) Travel costs for employees (in accordance with Appendix “A”) for activity 4.1.1. b), up to a maximum of \$5,000, to attend events in Ontario for Project implementation.
- (g) Costs to support employees with local or regional transportation for activity 4.1.1. a) and up to a maximum of \$20,000 for single Applicants, or \$50,000 for Industry Organizations or Collaborations:
- Transportation services (e.g., shuttle services, bus drivers);
  - Fares for local or regional public transportation, including bus and other transit systems;
  - Taxi or rideshare fare in accordance with A.8 of Appendix “A”; and,
  - Vehicle rentals (excluding luxury, premium and sport vehicles) and gasoline or electricity/charging costs for the rental vehicle used for the Project.

Applicants must demonstrate local and regional transportation costs meet the following criteria:

- The most economical method of transportation has been chosen **and** an identified need and incremental benefit has been demonstrated (e.g., existing public transportation services in the area/region are insufficient); and
- Trips have a departure from or destination to an employee’s place of work.

#### 4.2.2. Ineligible Costs Under The Initiative

The following costs are ineligible for the purposes of the Initiative:

- (a) Costs to apply to the Initiative;
- (b) Costs that were incurred prior to approval of the application and after February 28, 2026;
- (c) Costs to obtain goods, services, or both, where those goods, services or both were not obtained from an entity operating at Arm's length from the Recipient;
- (d) Costs related to the Recipient's ordinary business operations (e.g., day-to-day business operating expenses related directly to producing the goods or services sold by a business, to selling goods and services, costs of running a business);
- (e) Costs related to submitting reports to the Ministry;
- (f) Capital and infrastructure costs, including cost of machinery, equipment, renovations, building improvements and construction;
- (g) In-kind costs;
- (h) Costs of training and skills development that fulfill any academic requirements towards completion of a professional certificate, diploma or degree program;
- (i) Travel costs related to meals and accommodations (e.g., hotels)
- (j) Salaries and wages for Recipient staff, and signing bonuses;
- (k) Purchase and/or lease of vehicles;
- (l) Purchase or lease of land, building or facilities;
- (m) Deposits and prepayments for which goods or services are not yet fully received;
- (n) Permits and approvals;
- (o) Costs related to activities that promote Ontario employers or products explicitly over those of another province or territory;
- (p) Costs related to activities that influence or lobby any level of government;
- (q) Personal or Recipient vehicle costs and mileage for employees to attend the workplace;
- (r) Debt restructuring, fundraising, or financing (e.g., loan and lease interest payments, bank fees and charges)
- (s) Home entertainment (e.g., TVs, videogame consoles, etc.);
- (t) Furniture, fixtures, or appliances;
- (u) Dependent-care costs incurred by employees that were not facilitated by the Recipient;
- (v) Cost for alcohol, cannabis, hospitality, and gifts; and,
- (w) Any other costs that are not set out under section 4.2.1 of the Guidelines.

### 4.3. Eligibility Requirements

To be eligible to participate in the Initiative, an Applicant will meet the following requirements:

- (a) Be a Person that is a Primary Producer, Processor, or Industry Organization;
- (b) Provide its:
  - (i) CRA BN, or
  - (ii) SIN, but only if the Applicant has been found eligible to participate in the Initiative and is also eligible to receive an Initiative Payment;
- (c) Submit a completed Ministry-approved Application Form to the Ministry in accordance with what is set out under section 4.4 of the Guidelines;
- (d) Is undertaking an activity set out in section 4.1.1 of the Guidelines;
- (e) If applying as a Primary Producer or Processor, have a valid and up to date Premises ID Number for the business location(s) where the Project is to take place. (To register for or update a Premises ID Number, visit the Provincial Premises Registry at [www.ontariopid.com](http://www.ontariopid.com));
- (f) If applying as Primary Producer, have a valid FBRN or one of the following:
  - an Order from the Agriculture, Food and Rural Affairs Appeal Tribunal exempting the Person from having to have a FBRN,
  - a letter from the Indian Agriculture Program of Ontario or,
  - an exemption from the income eligibility requirement of the Farm Property Class Tax Rate Program, received from AgriCorp;
- (g) Be in compliance with the following for its business operations at the time of applying to the Initiative:
  - (i) Environmental-related Requirements Of Law,
  - (ii) Labour-related Requirements Of Law,
  - (iii) Tax-related Requirements Of Law, and
  - (iv) Material compliance with all other Requirements Of Law;
- (h) Is not, nor is any officer, director or employee of the Applicant (if any), a current or former federal public office holder or federal public servant, or if the Applicant is, or any officer, director or employee of the Applicant (if any) is, the Applicant, or that officer, director or employee of the Applicant (if any) is in compliance with the *Conflict of Interest Act* (Canada), the *Conflict of Interest Code for Members of the House of Commons* (Canada), the *Values and Ethics Code for the Public Sector* (Canada) and the *Policy on Conflict of Interest and Post-employment* (Canada), as applicable;
- (i) Is not, nor is any officer, director or employee of the Applicant (if any), a member of the House of Commons or the Senate, or, if the Applicant is, or any officer, director or employee of the Applicant (if any) is, the

- Applicant, or the officer, director or employee of the Applicant (if any), is permitted under the *Parliament of Canada Act* (Canada) to receive funding from Canada under the Sustainable CAP;
- (j) Agrees that any intellectual property rights arising from their Project, should the Applicant be found to be eligible to participate in the Initiative as well as receive an Initiative Payment, belongs to the Applicant;
  - (k) Agrees that Canada and Ontario may, should the Applicant be found to be eligible to participate in the Initiative as well as receive an Initiative Payment, publish information about the Applicant, including:
    - (i) Project-related information,
    - (ii) The Name of the Applicant,
    - (iii) The amount of funding Canada and Ontario provided, and
    - (iv) The outcome of the Project; and
  - (l) Agrees to be bound by the terms, conditions and requirements of the Initiative, as set out in the Minister's Order, the Guidelines and the Approval Letter.
  - (m) Agrees to participate in knowledge sharing publicly; including but not limited to project outcomes.

#### **4.4. Applying To The Initiative**

Applicants **must** apply to the Initiative using a Ministry-approved Application Form. The Application Form should be filled out using Adobe Acrobat Reader. Applicants that use another format other than Adobe Acrobat Reader to fill out their Application Form may be required to re-submit their Application Form filled out using Adobe Acrobat Reader.

Applicants **must** provide the primary contact information of the Applicant.

Applicants **must** ensure that their Application Form is fully completed.

Applications that include a Collaboration **must**:

- Identify the Primary Producer or Processor as the primary contact for the Ministry who will lead the Project, submit all Claims and receive Initiative Payments; and
- Submit a Collaboration Form with their application identifying additional Primary Producers and/or Processors that will be contributing to Project implementation.
- Demonstrate how each of the additional Primary Producers and/or Processors will be contributing to Project Implementation.

A separate Application Form (with a Collaboration Form where there is a Collaboration) **must** be submitted for each proposed Project.

Applicants must provide written quotes from any third party providing a good, service or both to the Applicant detailing the proposed Eligible Costs for the Project, with the following exception: Eligible Costs that are dependent upon Project implementation (e.g., local transportation costs)

**Completed Application Forms and written quotes must be submitted by email to SustainableCAP2@ontario.ca no later than 11:59 pm EST on September 2, 2025.** Any Application Forms submitted after this date will not be accepted. Supporting documentation provided but not required under the Initiative, will not be reviewed.

Applicants can have a maximum of two submitted Application Forms at any given time and can only have two approved Projects, including an Applicant that is a part of a Collaboration, under the Initiative. Projects must be completed before February 28, 2026.

Where Applicants have submitted/are submitting more than one Application Form under this or other Initiative(s) under Sustainable CAP, the Applicant must ensure that each proposed Project has distinct and separate expected outcome(s).

Applicants must not submit an Application Form for a Project where the Applicant has already received Initiative Payment(s) for that Project through Sustainable CAP. Where Applicants have received funding for the Project through other sources, the total assistance provided from all funding sources cannot be greater than one hundred percent (100%) of the total Eligible Costs. All funding for a Project, including from additional sources, must be listed on the Application Form.

Applicants must select and enter in the Application Form the North American Industry Classification System codes (NAICS Codes) as set out in Appendix “C” to the Guidelines that best describes:

- The Applicant’s business/organization;
- The primary sector/commodity impacted by the Project.

The Applicant may be ineligible for funding under this Initiative if the Applicant is unable to find the appropriate NAICS Code for the business/organization. If the Applicant is unable to find the appropriate NAICS Code for the primary sector/commodity impacted by the Project, the Project may be ineligible for funding under this Initiative.



#### **4.5. Review Of Application, Evaluation Criteria And Notification**

The Ministry will review the Application Form to determine whether the Applicant is eligible to participate in the Initiative. The Ministry will only review a completed Application Form. If an Application Form is found to be incomplete, the Ministry will **not** accept the incomplete application.

Applications will be evaluated using the following criteria:

##### **Alignment of Intended Project Outcomes**

- Identifies a need and demonstrates rationale for the Project.
- Extent to which the Project will address one or more of the following outcomes: labour force attraction, retention or recruitment.
- Strength of the demonstrated contributions from additional Primary Producers and/or Processors for Collaborations.

##### **Benefits to the Sector:**

- Potential for broader impact/benefits across the sector through knowledge sharing activities upon Project completion.
- Strength of plan to collect information and knowledge regarding Project outcomes and demonstrates the potential for knowledge sharing with sector.

##### **Likelihood of Success:**

- Identifies adequate resources, experience, and skills to successfully complete the Project.
- Clearly articulated budget of reasonable costs that are necessary for the implementation of the Project and are in-alignment with the Eligible Costs for the Initiative.
- Detailed work plan that outlines Project activities and demonstrates capacity to achieve these activities within Project timelines.

The Ministry will provide an Approval Letter via Email to successful Applicants. The Approval Letter will include the following:

- (a) A file number, which the Ministry uses to refer to the specific Project;
- (b) The Project description;
- (c) The maximum amount of Initiative Payments and cost shared percentage approved;
- (d) The Eligible Costs;
- (e) The date the Recipient is required to complete its Project;

- (f) The Claim submission deadline; and
- (g) The final report submission information including deadline.

The Ministry will provide an email to unsuccessful Applicants setting out a brief explanation of why they were not approved to participate in the Initiative.

#### **4.6. Submitting Claims**

A Recipient **must** submit its Claims to the Ministry for Eligible Costs for completion of its Project via the Ministry's Claim Portal. A link to the Ministry's Claim Portal will be provided to a Recipient after the Ministry receives a reply email to the Ministry's Approval Letter in the form and manner required in that Approval Letter.

The Claim **must** be complete and supported by true copies of all paid invoices and proofs of payment.

A proof of payment must set out in detail:

- (a) Who paid for the good, service or both and their relationship to the Recipient;
- (b) Who received the payment;
- (c) The goods, services or both that were provided; and
- (d) The date of the payment.

Acceptable forms of a proof of payment include:

- (a) An electronic image of a processed cheque;
- (b) A statement from a banking institution will set out to whom the processed cheque was written, or electronic payment made, and the amount;
- (c) A credit card or debit card receipt or statement clearly identifying the amount and to whom the payment was made.

**Note:** If using a credit card or debit card receipt, cheque or statement as a proof of payment, the number of the credit or debt card as well as all other information, including the costs that are unrelated to the Recipient's Project, should be blacked out.

**All Claims and the final report must be submitted no later than 11:59 pm EST on the date(s) set out in the Approval Letter.** Any Claims submitted after the required date(s) will be ineligible.

#### **4.7. Review Of Claims And Notification**

The Ministry will review all Claims to determine whether the costs being claimed are eligible.

The Ministry may request additional information from the Recipient to verify the validity of a Claim. Where the Ministry requests additional information, the Recipient will provide that additional information as soon as practicable and no later than any date set out in the request. Failure to meet the requested deadline will result in those costs for which additional information was requested being deemed to be Ineligible Costs.

If the costs being claimed are Eligible Costs, an Initiative Payment will be issued for those claimed costs.

If, however, the costs being claimed are Ineligible Costs, those costs will not be reimbursed. The Ministry will notify the Recipient regarding any Ineligible Costs and provide a reason why those costs are Ineligible Costs under the Initiative.

#### **4.8. Initiative Payments**

To be eligible to receive an Initiative Payment, a Recipient **must**:

- Be registered with [Transfer Payment Ontario](#).
- Be registered for Doing business with the Government of Ontario through Supply Ontario (to receive Initiative Payments).

#### **4.9. Loss Of Eligibility**

##### **4.9.1. Willful Submission Of False Or Misleading Information**

Any Applicant or Recipient that willfully submits false or misleading information under the Initiative will:

- (a) Not be eligible to participate in the Initiative or will have their eligibility to participate in the Initiative revoked; and
- (b) Repay any Initiative Payments received under the Initiative.

##### **4.9.2. Negligent Submission Of False Or Misleading Information**

Any Applicant or Recipient that acted in a negligent manner in allowing false or misleading information to be submitted under the Initiative:

- (a) May not be eligible to participate in the Initiative or may have their eligibility to participate in the Initiative revoked; and
- (b) Will repay any Initiative Payment received because of that false or misleading information.

#### **4.9.3. Abusive Toward Ministry Staff**

Any Applicant or Recipient that is abusive toward any Ministry staff responsible for administering the Initiative will receive one written warning regarding their conduct from the Initiative Director. If the Applicant or Recipient continues with their abusive behaviour, the Applicant or Recipient will lose their eligibility to participate in the Initiative or will have their eligibility to participate in the Initiative revoked.

#### **4.9.4. Debt Owing To Ontario Or Canada**

Any Applicant or Recipient may be found to be ineligible to participate in the Initiative or have their eligibility to participate in the Initiative revoked if the Applicant or Recipient:

- (a) Owes a debt to Ontario or Canada and does not have a repayment plan with Ontario or Canada, including any agents thereof; or
- (b) Is not in compliance with any repayment plan with Ontario or Canada, including any agents thereof.

#### **4.9.5. Failure To Comply With Additional Terms And Conditions Of The Initiative**

Any Recipient that fails to comply with the additional terms and conditions set out under section 5 of the Guidelines may have their eligibility to participate in the Initiative revoked and may be required to repay any Initiative Payments received under the Initiative.

#### **4.10. Termination Of The Initiative**

The Initiative may be terminated at any time without prior notice. Where the Initiative is terminated, the following will apply:

- (a) A notice will be placed on the website that hosts the Guidelines setting out the date on which the Initiative is terminated; and
- (b) Any Claims submitted:
  - (i) Prior to the day on which the Initiative is terminated will, if eligible, be paid, and
  - (ii) After the day on which the Initiative is terminated will not be paid.

## **5. Additional Terms And Conditions For The Initiative**

### **5.1. No Conflict Of Interest**

A Recipient will carry out the Project and use any Initiative Payments without a potential, perceived or actual Conflict Of Interest. In the event a Recipient has a potential, perceived

or actual Conflict Of Interest, they will report that potential, perceived or actual Conflict Of Interest to the Ministry as soon as practicable. The Recipient will also comply with any directions issued by the Ministry relating to that potential, perceived or actual Conflict Of Interest.

## **5.2. Compliance With Approval Letter**

A Recipient will comply with all requirements set out in the Approval Letter.

## **5.3. Compliance With Requirements Of Law**

A Recipient must be in compliance with the following for its business operations while participating in the Initiative:

- (a) Environmental-related Requirements Of Law;
- (b) Labour-related Requirements Of Law;
- (c) Tax-related Requirements Of Law, and
- (d) Material compliance with all other Requirements Of Law.

## **5.4. Obtaining Goods, Services Or Both**

In the event a Recipient obtains goods, services or both to carry out their Project, that Recipient will:

- (a) Only obtain goods, services or both through a process that:
  - (i) Is transparent,
  - (ii) Is fair,
  - (iii) Promotes the best value for the money expended,
  - (iv) Is at competitive prices no greater than fair market value after deducting trade discounts or any other discounts available to the Recipient, and
  - (v) Is from Persons that are operating at Arm's Length from the Recipient; and
- (b) Own all goods obtained from the Initiative Payment, including any intellectual property rights arising therefrom.

The Recipient will include provisions in any agreements it enters with a third party to provide goods, services or both to the Recipient for the Recipient's Project that:

- (a) Requires the third party to meet the same requirements regarding compliance with all Requirements Of Law that the Recipient must meet pursuant to section 5.3 of the Guidelines as it relates to the operation of the third party's business; and
- (b) Provides Ontario and Canada, including their respective delegates, with the same audit rights that Ontario and Canada have in relation to the Recipient pursuant to section 5.10 of the Guidelines for the third party relating to any payment from the Initiative Payment the Recipient makes

to that third party for any goods, services or both the third-party provides to the Recipient for the Recipient's Project.

### **5.5. Retention Of Assets**

A Recipient will retain any assets for which Initiative Payments will be made with a combined value of one thousand dollars(\$1,000) or more for **at least** two (2) years after the date of the Approval Letter, unless otherwise directed by the Ministry. The Recipient will not, without the Ministry's prior written consent, lease or otherwise encumber the assets in which Initiative Payments were made for **at least** two (2) years after the date of the Approval Letter.

### **5.6. Insurance**

A Recipient will have and maintain at its own expense until the date the Recipient's Project is required to be completed all necessary and appropriate insurance that a prudent person carrying out the Project would maintain with insurers having a secure A.M. Best rating of B+ or better, including commercial general liability insurance on an occurrence basis for third party bodily injury, personal injury and property damage to an inclusive amount of **not less than** \$2,000,000 (two million dollars) per occurrence. The insurance policy or policies will include the following:

- (a) The Indemnified Parties as additional insureds with respect to any liability arising in the course of the Recipient carrying out the Project;
- (b) Cross liability;
- (c) A contractual liability coverage endorsement;
- (d) A non-owned automobile coverage with blanket contractual endorsement;
- (e) An employer's liability coverage endorsement, if the Recipient is not subject to the *Workplace Safety Insurance Act, 1997*; and
- (f) Thirty (30) calendar days' notice to the Indemnified Parties of cancellation, termination or material change.

The insurance required under this section 5.6 of the Guidelines will be in place as of the date set out in the Approval Letter.

The Recipient will, upon the Ministry or Canada's request, provide to the Ministry or Canada, as the case may be, certificates of insurance that confirm the insurance coverage the Recipient is required to have under this section 5.6 of the Guidelines is in place or other proof that confirms the insurance coverage the Recipient is required to have under this section 5.6 of the Guidelines is in place.

## **5.7. Indemnification**

A Recipient will, at all times defend, indemnify and hold harmless the Indemnified Parties from and against any and all direct or indirect liability, loss, costs, damages and expenses (including legal, expert and consulting fees) in relation to any causes of actions, actions, claims, demands or other proceedings by whomever made, sustained, incurred, brought or prosecuted, arising out of, or in connection with anything done or omitted to be done by the Recipient or anyone employed by the Recipient, including subcontractors, in the course of the performance by the Recipient or anyone employed by the Recipient, including subcontractors, in carrying out the Project or otherwise in relation to the Project unless solely caused by the negligence or willful misconduct by the Indemnified Parties.

## **5.8. Provision Of Information**

An Applicant or Recipient will provide, as the case may be, any information that is requested by Ontario or Canada as soon as practicable after the request has been made and no later than the date set out in the request.

## **5.9. Record-Keeping Requirements**

A Recipient will keep all financial information related to any Initiative Payment for a period of seven (7) years after the Initiative Payment was deposited into the Recipient's bank account.

## **5.10. Audit**

Ontario or Canada, including any of their delegates, may, upon providing at least 24 hours' notice beforehand, conduct an audit of an Applicant or Recipient in relation to the Initiative. The Applicant or Recipient will provide reasonable assistance to Ontario or Canada, as the case may be, including:

- (a) Access to any Person, place or thing required for auditing purposes as soon as is practicable after the request is made and no later than the date set out in the request;
- (b) Allowing for the inspection of any records that relate to the Initiative Payment;
- (c) Allowing for the copying of any records that relate to the Initiative Payment; and
- (d) The taking of pictures and other recordings.

## **5.11. Communications**

### **5.11.1.1. Communications By The Recipient**

A Recipient will not communicate about their Project or the Initiative unless the following has been met:

- (a) It has obtained the Ministry's prior written consent to communicate about the Project or the Initiative;
- (b) It follows the Communications Protocol set out in Appendix "B" for the Initiative; and
- (c) Any communications about the Project or the Initiative includes a statement that the views set out in those communications are the Recipient's and do not necessarily reflect the views of Ontario or Canada;

### **5.11.1.2. Publication Of Information By Ontario And Canada**

Ontario and Canada may publish information about the Recipient and its Project, including:

- (a) The name of the Recipient;
- (b) The amount of funding the Recipient is eligible to receive under the Initiative;
- (c) The amount of Initiative Payments the Recipient received; and
- (d) A description of the Project.

## **5.12. Notice Regarding Change Of Ownership Or Control**

A Recipient will provide notice to Ontario within five (5) Business Days of any discussions the Recipient may have where the Recipient may merge with or be acquired by another Person while participating in the Initiative.

## **5.13. General**

### **5.13.1. Applying To The Initiative Does Not Create Right To Participate In The Initiative**

Applying to the Initiative does not create a legal, equitable or other right to participate in the Initiative.

### **5.13.2. Participating In The Initiative Does Not Create Right To Receive An Initiative Payment**

Participating in the Initiative does not create a legal, equitable or other right to receive an Initiative Payment.



### **5.13.3. Initiative Payments May Be Pro-Rated**

Any Initiative Payments owing may be pro-rated in the event there is an insufficient amount of money to pay all Claims submitted under the Initiative.

### **5.13.4. Initiative Payment Is Income For Tax Purposes**

An Initiative Payment is income for the purposes of the *Income Tax Act* (Canada).

### **5.13.5. No Assignment Of Project Or Initiative Payments**

A Recipient will not assign their Project or any Initiative Payments the Recipient may be eligible to receive to another Person.

### **5.13.6. Ontario And Canada Not Responsible For Project Or Helping Recipient Obtain Permits**

Neither Ontario nor Canada is or will be responsible for carrying out the Project or assisting the Recipient with obtaining any permits or other such authorizations to enable the Recipient to carry out the Project.

### **5.13.7. Initiative Payments Are Part Of A Social Or Economic Program**

Initiative Payments being provided under the Initiative are for the administration of social or economic programs or the provision of direct or indirect support to members of the public in connection with social or economic policy.

### **5.13.8. Ontario And Applicable Federal Laws Govern**

The rights and obligations under the Initiative will be governed by Ontario law and applicable federal laws of Canada.

### **5.13.9. Ontario Courts To Have Exclusive Jurisdiction**

Ontario's courts will have exclusive jurisdiction over any dispute arising under the Initiative.

## **6. Collection, Use And Disclosure Of Personal Information Under The Initiative**

## **6.1. Collection Of Personal Information**

The collection of certain limited Personal Information is necessary for the proper administration of the Initiative and authorized by the Minister's Order.

## **6.2. Use And Disclosure Of Social Insurance Number (SIN)**

If a Recipient is eligible to receive an Initiative Payment and is a sole proprietor, partner in a partnership or a member of an unincorporated entity without a CRA BN, as a condition for receiving an Initiative Payment they will consent to the use and disclosure of this Personal Information collected under the Initiative for the purposes of enforcing the terms and conditions of the Initiative, including:

- (a) Confirming the Recipient paid any applicable taxes on the Initiative Payment;
- (b) Conducting audits; and
- (c) Collecting any Overpayment or any other debt owing to Ontario or Canada arising prior to the Recipient's participation in the Initiative.

## **6.3. Collection Of Additional Personal Information Voluntary**

An Applicant will be asked to provide certain demographic information, such as whether Indigenous Persons, women and/or youth (namely, forty years old or younger) have an ownership interest in the Applicant. Providing this information is voluntary. Should the Applicant decline to provide this information, they will still be eligible to participate in the Initiative. The responses to the questions will have no impact on the assessment of an Applicant's Application Form. An Applicant may withdraw their consent at any time and the Ministry will not share the demographic information after the consent has been withdrawn.

## **6.4. Use And Disclosure Of Additional Personal Information**

The Personal Information referred to in paragraph 6.3 will be shared with Canada and will be used for the purpose of improving access to the Sustainable CAP and addressing barriers to accessing Initiatives under the Sustainable CAP for underrepresented and marginalised groups.

## **6.5. Freedom Of Information And Protection Of Privacy Act**

Certain information provided under the Initiative may, with the exception of a Recipient's SIN, be subject to disclosure under the *Freedom of Information and Protection of Privacy Act* or the *Access to Information Act* (Canada). Information may also be disclosed by order of a court or tribunal, pursuant to a legal proceeding or as otherwise authorized or required by law.

## 7. Collection Of Debts

### 7.1. Collection Of Existing Debt

In the event a Recipient owes a debt to Ontario or Canada and is eligible to receive an Initiative Payment, that Initiative Payment may be set-off against the debt that the Recipient owes to Ontario or Canada.

### 7.2. Overpayments

Any Recipient that receives an Overpayment owes a debt to Ontario and Canada. The Recipient will repay that debt to Ontario in accordance with any directions the Ministry issues to the Recipient.

### 7.3. Interest

Ontario may charge interest on any Overpayment at the rate that Ontario charges for accounts receivable.

### 7.4. Termination Of Initiative Does Not Affect Requirement To Repay Overpayment

The termination of the Initiative does not affect a Recipient's obligation to repay any Overpayment made under the Initiative.

## 8. General

### 8.1. Authority For Initiative

The authority for the Initiative comes from the Sustainable CAP and the Minister's Order.

### 8.2. Conflict Resolution

In the event of a conflict or omission between the Application Form and the Guidelines, the Guidelines will prevail. In the event of a conflict or omission between the Approval Letter and the Guidelines, the Guidelines will prevail. In the event of a conflict between the Guidelines and the Minister's Order, the Minister's Order will prevail.

### 8.3. Amending Guidelines

The Initiative Administrator may amend the Guidelines at any time without prior notice. Any amendments to the Guidelines will be posted on the same website as where the Guidelines was originally posted. Any amendments to the Guidelines will not have a retroactive effect.

#### **8.4. Errors And Omissions Accepted**

Applicants and Recipients accept any errors and/or omissions that may be in the Guidelines.

## **9. Interpretation Of Guidelines**

### **9.1. Definitions**

For the purposes of the Guidelines, the terms set out in this section 9.1 of the Guidelines will have the meanings herein, unless the context indicates otherwise.

**“Applicant”** means a Person who has applied to participate in the Initiative.

**“Application Form”** means the Ministry-approved document the Applicant submits to apply to the Initiative.

**“Approval Letter”** means a letter from the Ministry to the Applicant informing the Applicant that they are eligible to participate in the Initiative.

**“Arm’s Length”** has the same meaning as set out under the *Income Tax Act* (Canada) on the date the Initiative begins, as set out under section 2.1 of the Guidelines.

**“Business Days”** means any working day, Monday to Friday, inclusive, but excluding statutory and other holidays and any other day in which the Ministry has elected to be closed for business.

**“Canada”** means His Majesty the King in Right of Canada and includes any successor.

**“Claim”** means a request to receive an Initiative Payment.

**“Collaboration”** means two or more Applicants who are Primary Producers and/or Processors that are jointly responsible for implementing the Project and contributing financial resources necessary for Project implementation.

**“Collaboration Form”** the Ministry-approved document the Applicant submits in addition to the Application Form, when applying to the Initiative as a Collaboration.

**“Communications Products”** means any public communication by the Recipient, including advertisements and notices placed in the mass media, such as newspapers, television, billboards, communiques and backgrounders, promotional materials, exhibits and trade shows, information placed on the Recipient’s website and items sent by mass distribution electronically or posted to social medial platforms.

**“Communications Protocol”** means the protocol set out in Appendix “B” to the Guidelines.

**“CRA BN”** means the Canada Revenue Agency Business Number the Canada Revenue Agency issues to businesses for tax purposes.

**“Eligible Costs”** means the costs set out under section 4.2.1 of the Guidelines.

**“FBRN”** means a farming business registration number issued under the *Farm Registration and Farm Organizations Funding Act, 1993*.

**“Guidelines”** means this document, as it may be amended from time to time.

**“Indemnified Parties”** means:

- (a) His Majesty the King in Right of Ontario, His Ministers, agents, appointees, and employees; and
- (b) His Majesty the King in Right of Canada, His Ministers, agents, appointees, and employees.

**“Indigenous Person”** includes:

- (a) An individual who is:
  - (i) Recognized as being an Indian in accordance with the *Indian Act* (Canada), or
  - (ii) Recognized as being a Métis by a Métis Nation within Canada;
- (b) An individual who identified as being an Indian or Inuit and is recognized as being an Indian or Inuit by their community;
- (c) A corporation:
  - (i) Where the majority of voting shares are owned by individuals that meet the requirements set out under paragraphs (a) or (b) of this definition,
  - (ii) Where a majority of voting members on its board of directors are comprised of individuals that meet the requirements set out under paragraphs (a) or (b) of this definition, or
  - (iii) Where a majority of shares are owned by a Band Council, as defined in the *Indian Act* (Canada) or a Métis Nation within Canada;

- (d) A partnership where more than fifty percent (50%) of the profit or loss of the partnership is allocated to individuals that meet the requirements set out in paragraphs (a) or (b) of this definition;
- (e) An unincorporated association where the majority of the decision-makers for that unincorporated association are comprised of individuals that meet the requirements set out under paragraphs (a) or (b) of this definition;
- (f) A Band Council within the meaning of the *Indian Act* (Canada); or
- (g) An organization whose primary objective is to represent entities set out in paragraphs (a) to (f) of this definition.

**“Ineligible Costs”** means the costs set out under section 4.2.2 of the Guidelines.

**“Industry Organization”** means a Person that is made up of one or more Primary Producers, Processors or other entities involved in the agri-food sector.

**“Initiative”** means The Labour Force Management Strategies Initiative.

**“Initiative Payment”** means the direct or indirect provision of money under the Initiative.

**“Minister’s Order”** means Minister’s Order 0005/2023.

**“Ministry”** means the Ministry of Agriculture, Food and Agribusiness.

**“NACIS Code”** NAICS is an industry classification system developed by the statistical agencies of Canada, Mexico, and the United States. Created against the background of the North American Free Trade Agreement, it is designed to provide common definitions of the industrial structure of the three countries and a common statistical framework to facilitate the analysis of the three economies. NACIS (North American Industry Classification System).

**“Ontario”** means His Majesty the King in Right of Ontario and includes any successor.

**“Overpayment”** means an Initiative Payment to which the Recipient:

- (a) Was not eligible to receive at the time the Recipient received the Initiative Payment; or
- (b) Ceases to be eligible to receive at any time after the Recipient received the Initiative Payment.

**“Person”** means a legal entity.

**“Personal Information”** means as defined in section 2 of the *Freedom of Information and Protection of Privacy Act*.

**“Premises ID Number”** means a unique identifier assigned by Ontario pursuant to the Minister’s Order.

**“Primary Producer”** means a Person that is involved in the primary production of an agricultural product and includes an owner of the land who rents their land to a Primary Producer.

**“Processor”** means a Person that processes an agricultural product from one form to another form that is irreversible in nature within the overall agri-food supply chain, whether or not the agricultural product is used for human consumption. For greater certainty, this includes cutting, packaging and washing.

**“Project”** means the undertaking the Recipient carries out under the Initiative.

**“Recipient”** means an Applicant that has been approved to participate in the Initiative and is eligible to receive or has received an Initiative Payment.

**“Requirements Of Law”** means statutes, regulations, by-laws, ordinances, codes, official plans, rules, approvals, permits, licenses, authorizations, orders, decrees, injunctions, directions, directives and agreements, as they may be amended from time to time.

**“SIN”** means Social Insurance Number.

**“Sustainable CAP”** means the Sustainable Canadian Agricultural Partnership Strategic Initiatives Program, as established by the Minister’s Order.

## 9.2. Interpretation Of Guidelines

For the purposes of interpreting the Guidelines:

- (a) Words in the singular include the plural and vice versa;
- (b) The headings do not form part of the Guidelines – they are for reference purposes only and will not affect the interpretation of the Guidelines;
- (c) Any reference to dollars or currency will be to Canadian dollars and currency, unless indicated otherwise;
- (d) Any reference to a statute means a statute of the Province of Ontario, unless indicated otherwise;
- (e) Any reference to a statute is to that statute and to the regulations made pursuant to that statute as they may be amended and to any statute or regulations that may be passed or made that have the effect of supplanting or superseding that statute or regulation, unless indicated otherwise;
- (f) Any reference to a Minister’s Order is a reference to that Minister’s Order as it may be amended and to any Minister’s Order that has the effect of

supplanting or superseding that Minister's Order, unless indicated otherwise;

- (g) All accounting terms used herein will be interpreted in accordance with the Generally Accepted Accounting Principles used in Canada; and
- (h) The words "include", "includes" and "including" denote that the subsequent list is not exhaustive.

## **APPENDIX "A"**

### **TRANSPORTATION, MEAL AND HOTEL COSTS**

**A.1 Alternatives to Transportation.** Audio or video conferencing is to be used whenever possible, as an alternative to transportation. Whenever possible, the least expensive means of communications is to be used. Where audio or video conferencing is demonstrated not to be possible, the Recipient may use transportation as set out below:

**A.2 Local Public Transportation.** Local public transportation (including hotel/airport shuttles if hotel/air travel is permitted) are to be used wherever possible.

**A.3 Rental Vehicles.** A compact model of rental vehicle or its equivalent is required unless another type is demonstrated to be more economical and practical, taking into account the purpose of the activities under the Project, number of occupants and safety (including weather) considerations. Luxury and sports vehicles are prohibited.

The Ministry will reimburse for gasoline or for electricity/charging costs for the rental vehicle used for the Project.

**A.4 Personal Vehicle.** A personal vehicle may be used provided the Project-related use is tracked with distances calculated in kilometers and a travel log is submitted by the Recipient to the Ministry. The Ministry will reimburse according to the following maximum rates for travelling (per kilometer) in a personal vehicle, based on kilometers accumulated from the date the Ministry allowed the Recipient to incur costs to the date the Recipient's Project is required to be completed:

<b>MAXIMUM ALLOWANCE</b>	<b>SOUTHERN ONTARIO (\$ PER KM)</b>	<b>NORTHERN ONTARIO (\$ PER KM)</b>
0 – 4,000 km	\$0.40	\$0.41



4,001 – 10,700 km	\$0.35	\$0.36
10,701 – 24,000 km	\$0.29	\$0.30
More than 24,000 km	\$0.24	\$0.25

- A.5 No Reimbursement.** The Ministry will assume no financial responsibility and will not provide reimbursement for fees/penalties incurred, including for:
- (a) Traffic or parking violations when driving any vehicle;
  - (b) Failing to refuel or recharge the rental car before returning it;
  - (c) Cancellation of rental car reservation;
  - (d) Damage to any vehicle;
  - (e) Parking; and
  - (f) Tolls for bridges, ferries and highways.

## APPENDIX “B”

### COMMUNICATIONS PROTOCOL

- B.1 General.** The Recipient will apply the following principles and objectives to communications for the Project:
- (a) Ensure coordination and consistency of the look, feel and tone of all Communication Products under the Sustainable CAP;
  - (b) Communicate relevant Project information; and
  - (c) Ensure appropriate credit is given to Canada and the Province of Ontario.
- B.2 Communications Contacts.** The Recipient will designate one or more communications contacts to be responsible for obtaining consent from the Ministry on matters relating to Communications Products. The communications contact(s) will work directly with the Ministry to obtain any required consent from Canada and the Ministry. The Recipient will flag any potential media issues to the Ministry.
- B.3 News Releases And News Conferences.** Without limiting the generality of the foregoing, the Recipient, through their communications contacts(s), will:
- (a) Ensure that, prior to publishing any news releases created, it will obtain:
    - (i) Approval by the Ministry; and
    - (ii) Include quotes from Canada and the Ministry, unless either Canada or the Ministry declines to participate.
- To that end, the Recipient will provide a minimum of ten (10) Business Days to Ontario to review draft news releases; and
- (b) Provide a minimum of ten (10) Business Days’ notice to the Ministry, of planned news conferences organized by the Recipient in order to facilitate the

attendance of Canada and the Ministry. The date for the news conference and other logistical considerations will be negotiated between the Recipient and the Ministry.

**B.4 *Graphic Standard Including Identification Of Canada And The Province Of Ontario.*** The Recipient will, for all Communications Products it develops for the Project:

- (a) Obtain from the Ministry and comply with the “*Sustainable Canadian Agricultural Partnership Graphic Standards Guide*” (‘Guide’), as amended from time to time; and
- (b) Use the updated version of the *Guide* from the date the Ministry provides the Recipient with same should the *Guide* be amended during the course of the Recipient’s Project.

Without limiting the generality of the foregoing, the Recipient will ensure:

- (a) Canada and the Province of Ontario’s wordmarks will be used when the full Sustainable CAP graphic look, the simplified Sustainable CAP look or the Sustainable CAP graphic identifier is used;
- (b) Canada and the Province of Ontario’s wordmarks will be prominently placed and equally prominent in size; and
- (c) No other identifier or wordmark will be more prominent than Canada and the Province of Ontario’s wordmarks. The size of Canada and the Province of Ontario’s wordmarks will be measured by the height of the “a” in the words “Canada” and “Ontario”.

**B.5 *Review.*** For the purposes of the review of Communications Products, the following will apply:

- (a) The Recipient will ensure that all Communications Products created by the Recipient are sent to the Ministry’s communications contact for review; and
- (b) The Ministry’s communications contact will make best efforts to have the materials reviewed by Canada, and returned to the Recipient, within five (5) Business Days. Additional time may be required in extenuating circumstances, as deemed necessary by the Ministry’s communications contact.

**B.6 *Retention.*** The Recipient will keep a record of each Communications Product in accordance with the requirements in the Guidelines, and shall, upon request from either Canada or the Ministry, produce copies of any Communications Products.

**B.7 *Language.*** The Recipient may produce Communications Products in the English language only provided there is no other requirement in the Approval Letter for Communications Products to be provided in the French language. If the Recipient is required to provide Communications Products in both English and French, the Recipient must ensure the quality of the translated documents.

**B.8 Communications Materials Created By Canada And The Ministry.** The Ministry’s communications officer will make best efforts to share with the Recipient any communications materials created by Canada and the Ministry that mention the Recipient.

## APPENDIX “C”

### NAICS CODES FOR APPLICATION FORM

**C.1 Best-Fit NAICS Codes.** The Applicant must choose the best-fit NAICS Codes from the list below to insert in its Application Form:

Code	Class title	Class definition for Guidelines
311990	All other food manufacturing	This Canadian industry comprises establishments, not classified to any other Canadian industry, primarily engaged in manufacturing food.
112999	All other miscellaneous animal production	This Canadian industry comprises establishments, not classified to any other Canadian industry, primarily engaged in raising animals.
111999	All other miscellaneous crop farming	This Canadian industry comprises establishments, not classified to any other Canadian industry, primarily engaged in growing crops.
112399	All other poultry production	This Canadian industry comprises establishments, not classified to any other Canadian industry, primarily engaged in raising poultry.
112991	Animal combination farming	This Canadian industry comprises establishments primarily engaged in raising a combination of animals, with no one predominating.
112910	Apiculture	This Canadian industry comprises establishments primarily engaged in raising bees, collecting and gathering honey, and performing other apiculture activities.
311811	Bakeries, manufacture of products for retail sale	This Canadian industry comprises establishments primarily engaged in manufacturing bakery products, for sale to the general public, for consumption off the premises. Establishments in this industry make bakery products from flour, not from prepared doughs.
112110	Beef cattle ranching and farming, including feedlots	This Canadian industry comprises establishments primarily engaged in raising and fattening cattle.

311616	Beef cattle slaughtering	This Canadian industry comprises establishments primarily engaged in slaughtering beef cattle.
311230	Breakfast cereal manufacturing	This Canadian industry comprises establishments primarily engaged in manufacturing breakfast cereal foods.
312120	Breweries	This Canadian industry comprises establishments primarily engaged in brewing beer, ale, malt liquors and non-alcoholic beer.
112320	Broiler and other meat-type chicken production	This Canadian industry comprises establishments primarily engaged in raising chickens for the production of meat.
813910	Business associations	This Canadian industry comprises establishments primarily engaged in promoting the business interests of their members.
311515	Butter, cheese, and dry and condensed dairy product manufacturing	This Canadian industry comprises establishments primarily engaged in manufacturing butter, cheese, and dry and condensed dairy products.
111995	Cannabis grown in open fields	This Canadian industry comprises establishments primarily engaged in growing cannabis in open fields.
111412	Cannabis grown under cover	This Canadian industry comprises establishments primarily engaged in growing cannabis under glass or protective cover.
312310	Cannabis product manufacturing	This Canadian industry comprises establishments primarily engaged in manufacturing products made from cannabis plants with a level of tetrahydrocannabinol (THC) greater than 0.3%.
325313	Chemical fertilizer (except potash) manufacturing	This Canadian industry comprises establishments primarily engaged in manufacturing nitrogenous and phosphoric fertilizer materials and mixing these ingredients with other ingredients into fertilizers.
112310	Chicken egg production	This Canadian industry comprises establishments primarily engaged in raising chickens for the production of eggs, including hatching eggs.
311351	Chocolate and chocolate confectionery manufacturing from cacao beans	This Canadian industry comprises establishments primarily engaged in shelling, roasting and grinding cacao beans into chocolate cacao products and chocolate confectionery.
111320	Citrus (except orange) groves	This Canadian industry comprises establishments primarily engaged in growing citrus fruit, except oranges.
813410	Civic and social organizations	This Canadian industry comprises establishments primarily engaged in promoting the civic and social interest of their members.
311920	Coffee and tea manufacturing	This Canadian industry comprises establishments primarily engaged in roasting coffee; manufacturing coffee and tea extracts and concentrates, including instant and freeze dried; blending tea; or manufacturing herbal tea.
112391	Combination poultry and egg production	This Canadian industry comprises establishments primarily engaged in raising any combination of poultry for meat and egg production, with no one predominating.

311814	Commercial bakeries and frozen bakery product manufacturing	This Canadian industry comprises establishments primarily engaged in manufacturing bakery products, other than for sale to the general public. Establishments primarily engaged in manufacturing frozen baked products are included. Establishments in this industry make bakery products from flour, not from prepared doughs.
311352	Confectionery manufacturing from purchased chocolate	This Canadian industry comprises establishments primarily engaged in manufacturing chocolate confectionery from purchased chocolate.
311821	Cookie and cracker manufacturing	This Canadian industry comprises establishments primarily engaged in manufacturing cookies, crackers, biscuits and similar products.
111150	Corn farming	This Canadian industry comprises establishments primarily engaged in growing corn.
112120	Dairy cattle and milk production	This Canadian industry comprises establishments primarily engaged in milking dairy cattle.
312140	Distilleries	This Canadian industry comprises establishments primarily engaged in distilling liquor, except brandy; blending liquor; or blending and mixing liquor and other ingredients.
311111	Dog and cat food manufacturing	This Canadian industry comprises establishments primarily engaged in manufacturing dog and cat food.
111130	Dry pea and bean farming	This Canadian industry comprises establishments primarily engaged in growing dry peas, beans and lentils.
311225	Fat and oil refining and blending	This Canadian industry comprises establishments primarily engaged in manufacturing fats and oils by processing crude or partially refined oils, for example deodorizing them; or blending purchased fats and oils.
311930	Flavouring syrup and concentrate manufacturing	This Canadian industry comprises establishments primarily engaged in manufacturing soft drink concentrates and syrup, and related products for soda fountain use or for making soft drinks.
111422	Floriculture production	This Canadian industry comprises establishments primarily engaged in growing, under cover or in open fields, floriculture products and propagating materials.
311211	Flour milling	This Canadian industry comprises establishments primarily engaged in grinding grains, fruits or vegetables, except rice.
311824	Flour mixes, dough, and pasta manufacturing from purchased flour	This Canadian industry comprises establishments primarily engaged in manufacturing either dry pasta, prepared flour mixes or dough from purchased flour.
311511	Fluid milk manufacturing	This Canadian industry comprises establishments primarily engaged in manufacturing milk and processed milk products.
113210	Forest nurseries and gathering of forest products	This Canadian industry comprises establishments with two different production processes, those primarily engaged in growing trees for the purpose of reforestation, and those primarily engaged in gathering forest products.

311410	Frozen food manufacturing	This Canadian industry comprises establishments primarily engaged in manufacturing frozen fruits and vegetables; and frozen dinners and side dishes of several ingredients, except seafood.
311420	Fruit and vegetable canning, pickling and drying	This Canadian industry comprises establishments primarily engaged in preserving fruits and vegetables by canning, pickling, brining and dehydrating. Canning uses heat sterilization; pickling uses vinegar solutions and brining uses salt solutions.
111993	Fruit and vegetable combination farming	This Canadian industry comprises establishments primarily engaged in growing a combination of fruit and vegetables.
112930	Fur-bearing animal and rabbit production	This Canadian industry comprises establishments primarily engaged in raising fur-bearing animals, including rabbits.
112420	Goat farming	This Canadian industry comprises establishments primarily engaged in raising goats.
111940	Hay farming	This Canadian industry comprises establishments primarily engaged in growing hay, grasses and mixed hay.
112210	Hog and pig farming	This Canadian industry comprises establishments primarily engaged in raising hogs and pigs.
311617	Hog slaughtering	This Canadian industry comprises establishments primarily engaged in slaughtering hogs.
112920	Horse and other equine production	This Canadian industry comprises establishments primarily engaged in raising horses, mules, donkeys and other equines.
311520	Ice cream and frozen dessert manufacturing	This Canadian industry comprises establishments primarily engaged in manufacturing ice cream and other frozen desserts.
111994	Maple syrup and products production	This Canadian industry comprises establishments primarily engaged in gathering maple sap and producing maple products.
111411	Mushroom production	This Canadian industry comprises establishments primarily engaged in growing mushrooms under cover.
311340	Non-chocolate confectionery manufacturing	This Canadian industry comprises establishments primarily engaged in manufacturing non-chocolate confectionery.
111330	Non-citrus fruit and tree nut farming	This Canadian industry comprises establishments primarily engaged in growing tree nuts and non-citrus fruit.
111421	Nursery and tree production	This Canadian industry comprises establishments primarily engaged in growing, under cover or in open fields, nursery products and trees, and short rotation woody crops, for pulp and tree stock, that have a typical growth cycle of less than ten years.
111120	Oilseed (except soybean) farming	This Canadian industry comprises establishments primarily engaged in growing fibrous plants that produce oilseeds.

311224	Oilseed processing	This Canadian industry comprises establishments primarily engaged in crushing oilseeds and tree nuts and extracting oils.
111310	Orange groves	This Canadian industry comprises establishments primarily engaged in growing oranges.
311119	Other animal food manufacturing	This Canadian industry comprises establishments, not classified to any other Canadian industry, primarily engaged in manufacturing animal food.
311619	Other animal slaughtering	This Canadian industry comprises establishments primarily engaged in slaughtering animals, except beef cattle, hogs, poultry and small game.
111419	Other food crops grown under cover	This Canadian industry comprises establishments, not classified to any other Canadian industry, primarily engaged in growing food crops under glass or protective cover.
111190	Other grain farming	This Canadian industry comprises establishments, not classified to any other Canadian industry, primarily engaged in growing grains.
311919	Other snack food manufacturing	This Canadian industry comprises establishments, not classified to any other Canadian industry, primarily engaged in manufacturing snack foods.
111219	Other vegetable (except potato) and melon farming	This Canadian industry comprises establishments, not classified to any other Canadian industry, primarily engaged in growing vegetables and melons.
111211	Potato farming	This Canadian industry comprises establishments primarily engaged in growing potatoes, yams and seed potatoes.
112340	Poultry hatcheries	This Canadian industry comprises establishments primarily engaged in hatching poultry of any kind.
311615	Poultry slaughtering and processing	This Canadian industry comprises establishments primarily engaged in slaughtering poultry and small game or preparing processed poultry and small game meat and meat by-products.
813920	Professional organizations	This Canadian industry comprises establishments primarily engaged in advancing the professional interests of their members and the profession as a whole.
311614	Rendering and meat processing from carcasses	This Canadian industry comprises establishments primarily engaged in rendering animal fat, bones and meat scraps; or preparing meat and meat by-products from carcasses.
111160	Rice farming	This Canadian industry comprises establishments primarily engaged in growing rice, except wild rice.
311214	Rice milling and malt manufacturing	This Canadian industry comprises establishments primarily engaged in milling rice; cleaning and polishing rice; manufacturing rice flour or meal; or manufacturing malt from barley, rye or other grains.
311911	Roasted nut and peanut butter manufacturing	This Canadian industry comprises establishments primarily engaged in salting, roasting, drying, cooking or canning nuts; processing grains or seeds into snacks; or manufacturing peanut butter.

311710	Seafood product preparation and packaging	This Canadian industry comprises establishments primarily engaged in canning seafood, including soup; smoking, salting and drying seafood; preparing fresh fish by removing heads, fins, scales, bones and entrails; shucking and packing fresh shellfish; processing marine fats and oils; and freezing seafood.
311940	Seasoning and dressing manufacturing	This Canadian industry comprises establishments primarily engaged in manufacturing dressings and seasonings.
112410	Sheep farming	This Canadian industry comprises establishments primarily engaged in raising sheep and lambs, and feeding or fattening lambs.
312110	Soft drink and ice manufacturing	This Canadian industry comprises establishments primarily engaged in manufacturing soft drinks, ice or bottled water. Water-bottling establishments in this industry purify the water before bottling it.
111110	Soybean farming	This Canadian industry comprises establishments primarily engaged in growing soybeans.
311310	Sugar manufacturing	This Canadian industry comprises establishments primarily engaged in manufacturing raw sugar, sugar syrup and refined sugar from sugar cane, raw cane sugar or sugar beets.
111910	Tobacco farming	This Canadian industry comprises establishments primarily engaged in growing tobacco.
311830	Tortilla manufacturing	This Canadian industry comprises establishments primarily engaged in manufacturing tortillas.
112330	Turkey production	This Canadian industry comprises establishments primarily engaged in raising turkeys.
311221	Wet corn milling	This Canadian industry comprises establishments primarily engaged in wet-milling corn and other vegetables.
111140	Wheat farming	This Canadian industry comprises establishments primarily engaged in growing wheat.
312130	Wineries	This Canadian industry comprises establishments primarily engaged in manufacturing wine or brandy, from grapes or other fruit.

