



2019 / 2020



SUSTAINABILITY REPORT

Our Future is Sustainable





“The truth is: the natural world is changing. And we’re totally dependent on that world. It provides our food, water, and air. It is the most precious thing we have, and we need to defend it.”

David Attenborough

The protection of our natural world and humanity’s wellbeing go hand in hand.

At Fyffes, we embrace the responsibility that comes with being a global provider of fresh produce, that’s why we continually strive to do business in sustainable ways.

In a collective effort to share value and enrich the lives of people around the world, we are committed to being a good steward of our environment, enhancing people’s health and contributing to the development of our employees and communities.

By working together, we believe we can achieve a prosperous and sustainable future for all.

Together we can shape wellbeing for the world.




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Our new vision 'shaping wellbeing for the world' places sustainability and shared value with our growers and customers as our focus.



I joined Fyffes in 2020 during one of the most challenging times in our company's proud 130-year history. I have been impressed by the resilience demonstrated by our people who have continued to come to work every day to harvest, pack, transport and ripen our fruit so that it can be enjoyed all over the world. Our business is our people and taking care of our people, ensuring their health and safety are our priority.

Our new vision 'shaping wellbeing for the world' places sustainability and shared value with our growers and customers as our focus. We will do this by placing the consumer at the heart of everything we do, investing in ground-breaking innovation to set us apart and relentlessly striving for operational and organisational excellence.

Without values there is no strategy, and earlier this year I was delighted to announce our new company values, which were developed based on feedback from our employees, customers, and senior leaders. Our values guide us in how we conduct business, and these are: **Respect, Win Together, Thrive, Energy and Integrity.**

Our stakeholders can expect Fyffes to abide by our values, prioritising our people, our communities, and our customers. In turn, we expect all our employees and our suppliers to abide by the Fyffes Principles, our global code of conduct that has been in place since 2019.

I am pleased to share Fyffes first-ever Sustainability Report highlighting progress and achievements from our Sustainability Strategy. In this report we also outline our ambitious goals and targets, aligned to the UN Sustainable Development Goals, which we commit to implementing by 2030.

I hope you enjoy reading this report and if you have any questions, feel free to get in touch at infosustainability@fyffes.com.

– Helge

OUR FUTURE IS SUSTAINABLE

**Message from our CEO
Helge Sparsoe**

**Message from our Global Director of Sustainability
Julie Cournoyer**





In this report, I am pleased to share our sustainability goals and targets, which are aligned to the United Nations Sustainable Development Goals and that we will achieve by 2025 and 2030.



I am proud to present our first Sustainability Report, which highlights the progress and efforts made since we announced our Global Sustainability Strategy in 2018. We have chosen to prepare our Sustainability Report in accordance with the Global Reporting Initiative (GRI) Standards: Core Option, to ensure a high level of transparency and reporting methodology.

The report features our main accomplishments over the 2019-2020 period and includes the challenges we faced in working towards our sustainability vision of engaging employees, growers, communities, customers, consumers and civil society to deliver fresh, healthy and sustainably grown produce in a collective effort to share value and enrich the lives of people around the world.

Through our four sustainability pillars ‘**Stewardship for the Planet**’, ‘**Healthy Food for Healthy Lives**’, ‘**Enriching People’s Lives**’ and ‘**Principles of Responsible Business Conduct**’, we aim to address our stakeholders’ areas of interest in relation to our sustainable current practices and objectives.

Stewardship for The Planet

During the past two years we focused our efforts on measuring and understanding our environmental impact. We conducted our first ever Life Cycle Assessment of our products and Greenhouse Gas Emissions Inventory, which provided useful insights to help us improve our operations.

We also undertook an inventory of best practices including water recycling in packhouses, recyclable packaging and reusable shipping material so that we can replicate these initiatives in other locations. This work provided the foundational inputs to inform our targets and how to best mitigate our climate change and other environmental impacts.

Healthy Food for Healthy Lives

Around the world, more than enough food is produced to feed the global population—but more than 690 million people still go hungry. To tackle this issue, it’s paramount to work on reducing food loss and food waste and mitigating their negative impact.

As a producer of fresh, healthy products, reducing food loss from our processes is essential. In addition to identifying our food loss and waste along our supply chain, we are working towards

repurposing food loss through the development of new applications and uses of our core products, as well as further improving our logistics and planning capabilities. We also work with qualified partners around the globe to donate surplus food to vulnerable communities, whose needs have been intensified by the COVID-19 pandemic.

Enriching People’s Lives

Safeguarding the health and safety of our employees, grower partners and communities was a heightened focus in 2020 due to COVID-19. In addition to adopting best-in-class biosafety measures at our farms and ripening centres, we were quick to help our grower partners and communities to prevent the risk of infection by donating masks and personal protective equipment, COVID-19 tests, as well as setting up medical brigades to provide healthcare to individuals and families.

As part of our ongoing commitment to respect human rights, Fyffes completed a corporate-wide Human Rights Impact Assessment in the second half of 2019. The assessment identified the 13 most salient human rights risks for Fyffes, reflecting the challenges and realities of where Fyffes does business and how Fyffes is managing or mitigating its response to those challenges. In response to the assessment’s findings, Fyffes Global Sustainability Steering Committee endorsed a Human Rights Prevention and Mitigation Plan which provides a framework to manage, mitigate and help resolve identified human rights risks in our company.

Improving gender equality is especially important in agriculture and in Latin America. Fyffes is determined to support the inclusion of women into the workforce as equal partners with men. In 2019, Fyffes launched its first Gender Equality Programme at our pineapple farm in Costa Rica and one of our melon farms in Honduras. In 2021 the programme is being expanded to other farms via a new digital format.

Principles of Responsible Business Conduct

In 2019, Fyffes published its first universal code of conduct called the [Fyffes Principles](#). Subsequently, we implemented a global, independent, UN Guiding Principle-compliance grievance mechanism called the Fyffes Ethics Hotline, available online and via telephone. These measures help us ensure we uphold the highest standards for good corporate governance, ethics, and sustainability. Early in 2020, we launched global e-training on the Fyffes Principles to our employees across the world.

Looking Ahead

In this report, I am pleased to share our sustainability goals and targets, which are aligned to United Nations Sustainable Development Goals (UN SDGs) and which we will achieve by 2025 and 2030. We will report on their progress in our next Sustainability Report, covering the period 2021-2022. Finally, I would like to highlight the tremendous efforts of the Global Sustainability Steering Committee and countless others across the company who have collaborated to deliver our sustainability strategy. Recent global events have brought into clear focus the increasing need for companies to contribute to a sustainable future and I am confident Fyffes is set up to meet those challenges thanks to our resilience and commitment to our sustainability goals.

– Julie



QUALITY ENDURES: ABOUT FYFFES

For over 130 years Fyffes has brought a choice of tropical produce to countless millions around the world. We achieve the highest quality by nurturing relationships with our growers, supporting our employees, and diligently serving each link in the chain: production, procurement, shipping, ripening, distribution, and marketing.

This approach has earned Fyffes leadership across multiple markets; we are the largest importer of Fairtrade bananas in Europe, and the number one importer of melons in North America. We became part of the Sumitomo Corporation in 2017, advancing our industry leadership in many exciting ways.

Our Mission & Values

Our business is our people. By working together, each one of us contributes to achieving a sustainable and thriving future for all. In this mission, our values are the foundation of how we do what we do, every day; they define us as individuals and guide us as a company.



Respect

We respect each other, caring for our people, produce and planet—working safely and with integrity towards shared goals.



Energy

We bring energy every day, it is the driving force that separates us from others.



Win Together

We win together, delivering success for all stakeholders, through our cooperative and coordinated effort.



Thrive

We are driven to improve, every day and in all areas of our lives.



Integrity

We act with integrity and honesty; we do the right thing, even when it's not the easy thing.

Our Global Presence

With over 5,400* permanent employees and between 11,000 and 16,500 seasonal workers across 15 countries, we aim to build a world leading company that cares deeply how our produce is grown, harvested, and transported from farm to table, ensuring a positive commercial, social, and sustainable future.

In 2019 and 2020, our headquarters were based in Dublin, Ireland**, with regional offices across Europe, the Middle East, China, and the Americas that oversaw operations in 35 countries. In 2020, our group of companies included three subsidiaries: Inter Weichert in Germany, Sol Group in the US, and Highline Produce*** in Canada; and two joint ventures: Van Wylick in Germany (74 % up from March 2020) and Fyffes North America in the US (50%).

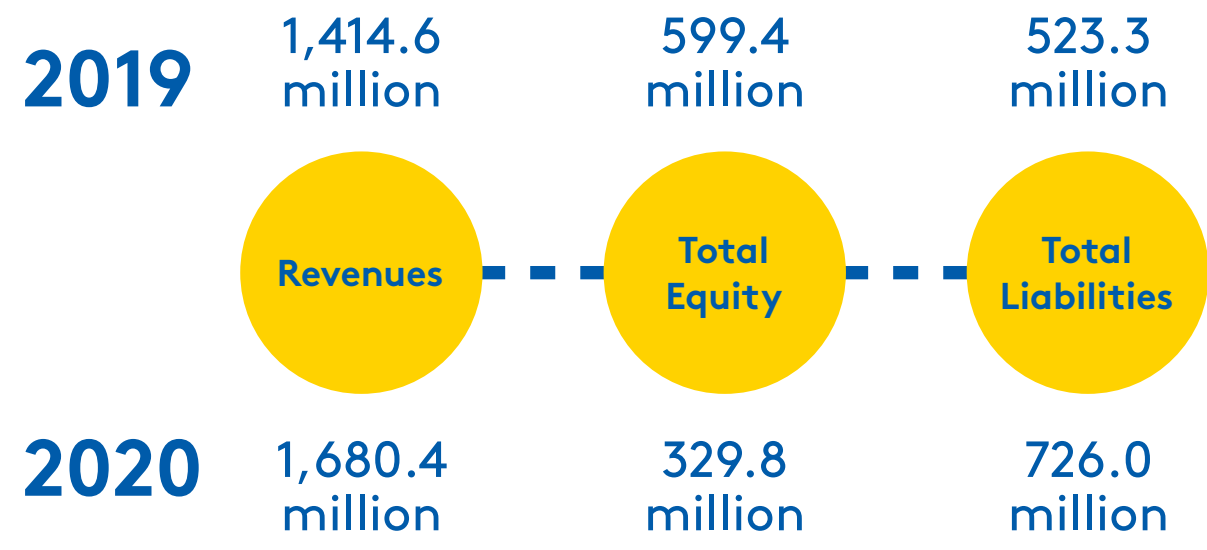
Our Products and Operations

Our core products—bananas, pineapples, and melons—are sold around the world. In 2020, we supplied approximately 1.2 million tonnes of bananas, 157,000 tonnes of pineapples, and 371,000 tonnes of melons.

Our global network of operations includes more than 16 sourcing countries in the Americas and Africa, 29 ports of loading and 69 ports of discharge, and 23 distribution and ripening centres.

Business Results

Fyffes Limited reported the following results in US dollars.



XE Exchange rate 1 EUR = 1.22954 USD 31 December 2020

* excludes Highline Produce employees.
 ** at the time of publication of this report, headquarters are moving to Switzerland.
 *** the ownership of Highline Produce was transferred to Sumifru Fresh Produce, a subsidiary of our parent company Sumitomo Corporation in December 2020.



Supply Chain Map

Sourcing Countries



Bananas



Pineapples



Melons



GLOBAL REACH: GEOGRAPHICAL MAP & SUPPLY CHAIN

125.45 M
BOXES OF FRUIT
SOURCED PER YEAR



Sourcing

13
FYFFES-OWNED
FARMS

29
PORTS OF
LOADING

Shipping



69 PORTS
OF DISCHARGE



Distribution

23
DISTRIBUTION
CENTRES

Consumption



90 COUNTRIES
SERVED

321
RETAILERS
SERVED

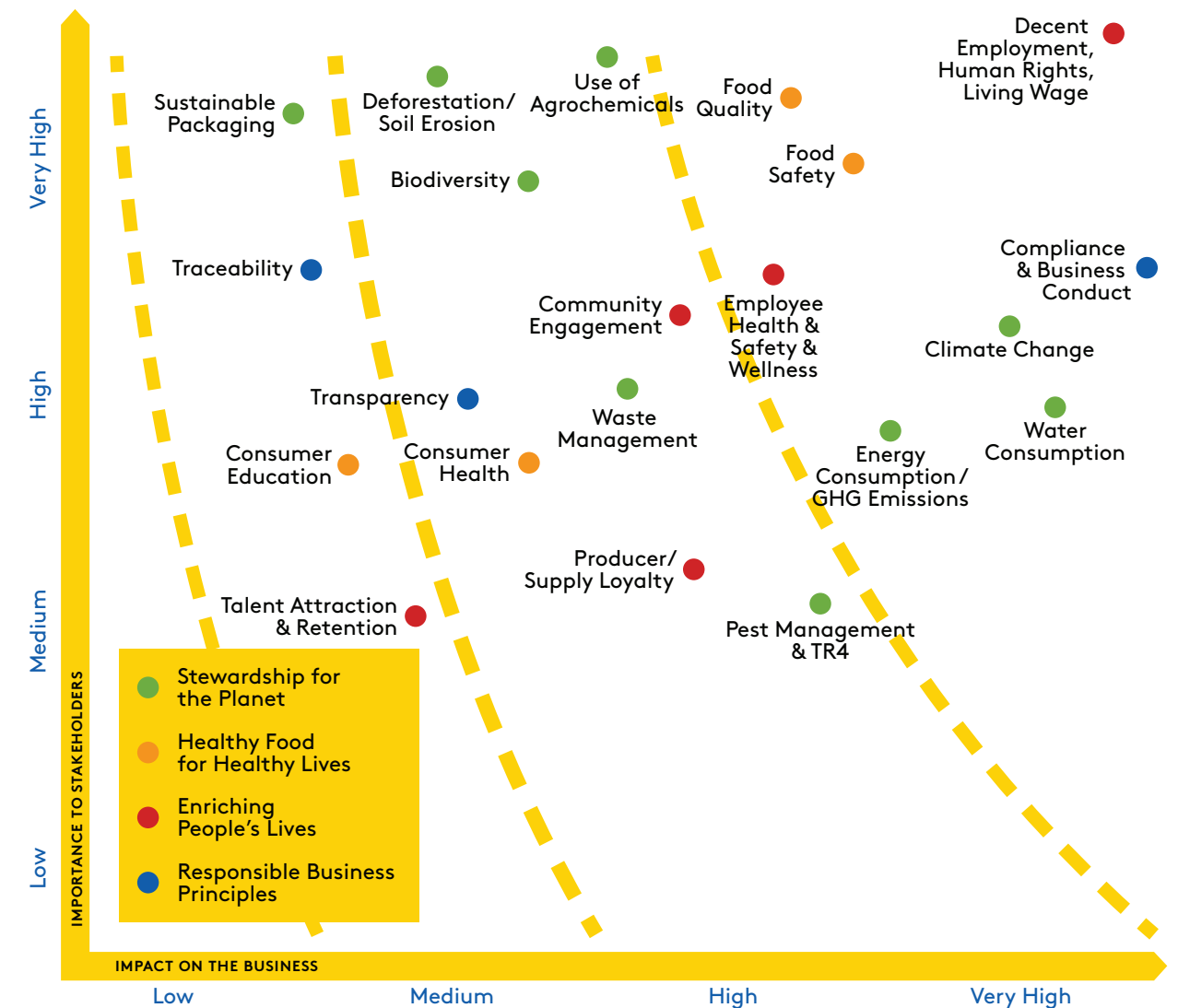
In 2017 and 2018 we reviewed our overall approach to sustainability with the goal of accelerating our efforts to become a sustainable business, remaining relevant and successful while addressing urgent environmental constraints, increasing stakeholder requirements, a shifting global economy and evolving consumer preferences.

With the support of independent experts, we consulted over 200 internal and external stakeholders through workshops and interviews.

We used this information along with benchmarking and research to establish our first materiality matrix.

In 2021, we revised our materiality matrix to take into account our new corporate strategy to determine the most important areas of concern for our stakeholders and our business.

Materiality Matrix



OUR APPROACH TO SUSTAINABILITY

The top material issues have been identified as follows:

- 1 Decent Employment, Human Rights, Living Wage**
- 2 Employee Health & Safety & Wellness**
- 3 Water Consumption**
- 4 Climate Change**
- 5 Energy Consumption & Greenhouse Gas (GHG) Emissions**
- 6 Food Safety**
- 7 Food Quality**
- 8 Compliance & Business Conduct**

This work also resulted in the creation of the Global Sustainability Strategy, which has a long-term timeline to 2030 in line with the United Nations Sustainable Development Goals (UN SDGs), and an initial three-year roadmap (2019-2021).

Late in 2020, we began our sustainability target setting to coincide with our new corporate strategy and to mark the end of the initial three-year sustainability strategy. The second three years of our sustainability strategy will run parallel to our mid-term planning process and be aligned to our commercial and performance-related targets. We are pleased to introduce our sustainability goals and targets for the first time; and in line with our corporate mid-term planning process, we will report on their progress every three years, as well as in our 2021-2022 sustainability report.



Anexco is awarded 'Exporter of the Year' by the Costa Rican Chamber of Exporters

On 5 December 2019, the Costa Rican Chamber of Exporters (Cadexco) awarded our pineapple farm Anexco with the 'Exporter Grand Award' as a result of the latest technology and energy efficiencies implemented in Anexco's new state-of-the-art packhouse, inaugurated in 2019. With this new facility, we reinforce our commitment to Costa Rica and to remaining a sustainable pineapple producer.

Anexco receives Rainforest Alliance Certification

In January 2020, Anexco was granted the Sustainable Agriculture Standard Certification by Rainforest Alliance. Approximately 8 million boxes of pineapples, 1,750 hectares of farmland and 1,400 hectares of forested areas are now RFA-certified.



Sustainability Governance

In 2018, Fyffes appointed a Global Sustainability Director and Assistant Manager of Sustainability to lead our sustainability efforts, and later that same year, Fyffes Executive Leadership Team endorsed our first Global Sustainability Strategy. Since then, Fyffes Board of Directors has received an update on our sustainability agenda at every meeting and has approved our sustainability targets.

Sustainability is a key department at Fyffes; it reports directly to the CEO via the Chief Corporate Affairs Officer who sits on the Executive Leadership Team. The Sustainability department is supported by the Global Sustainability Steering Committee (GSSC), which is made up of a broad range of managers from across the various businesses and markets in which we operate. The Committee is responsible for the orientation and implementation of our sustainability strategy and supports the creation of value for Fyffes and our stakeholders.

Stakeholders & Partners

We aim to establish strong partnerships and proactive stakeholder engagement to help us achieve our sustainability vision in addition to the overall sustainability of the fresh produce industry. Our [Stakeholder Engagement and Communications Policy](#) defines how we manage relationships with our stakeholders.

During 2019-2020, we engaged several associations on sustainability-related topics, as outlined in [Appendix 1](#). A full list of our stakeholder groups is available in [Appendix 2](#).





Sustainability Strategy

Our sustainability vision: Fyffes engages employees, growers, communities, customers, consumers, and civil society to deliver fresh, healthy, and sustainably grown produce in a collective effort to share value and enrich the lives of people around the world.

Our Sustainability Strategy is aligned to the [UN Sustainable Development Goals](#), which are a universal call to action to end poverty, protect the planet and ensure that all people enjoy peace and prosperity. They comprise 17 interconnected goals addressing the three dimensions of sustainable development—social, economic, and environmental.

Our four main areas of focus are:

-  **Stewardship for the Planet**
-  **Healthy Food for Healthy Lives**
-  **Enriching People's Lives**
-  **Fyffes Principles of Responsible Business Conduct**





Stewardship for the Planet

We integrate sustainable practices in all areas of our operation to respond to climate change and ensure that natural resources are efficiently managed, conserved and enhanced for future generations.

Goals

- Increase efficiency in use of inputs and outputs, including implementation of sustainable alternatives
- Protect, restore or enhance natural soil fertility
- Reduce water use, prevent water waste and enhance wastewater quality
- Reduce greenhouse gas emissions throughout the supply chain



Enriching People's Lives

We enrich people's lives by contributing to the development of our employees, growers and communities with accredited shared value partnerships.

Goals

- Provide best standards of workplace health and safety and continuously promote the wellbeing of workers throughout our operations and supply chain
- Advance the human rights of all workers and provide decent, meaningful employment opportunities in our operations and throughout the supply chain
- Support and promote the inclusion of women into the workforce as equal partners with men and create a more inclusive workplace
- Support and enhance our communities to help them become more resilient through community partnerships
- Collaborate with smallholder farmers to boost their growth while developing sustainable production



Healthy Food for Healthy Lives

We enhance the health of people around the world by delivering healthy produce to all markets and by promoting healthy food choices.

Goals

- Provide healthy food choices by developing new applications and uses for core products and repurpose food loss from production processes






Fyffes Principles of Responsible Business Conduct

We uphold the highest standards for good corporate governance, ethics and sustainability by demonstrating and promoting sound business principles across our value chain.

Goals

- Develop and implement principles of responsible business conduct, or 'Fyffes Principles'
- Maintain open and proactive communication channels with stakeholders to strengthen engagement and influence on sustainable practices

Our Contribution to the UN Sustainable Development Goals

AREA OF FOCUS	FYFFES TARGETS	2 ZERO HUNGER	4 QUALITY EDUCATION	5 GENDER EQUALITY	6 CLEAN WATER AND SANITATION	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION
 Stewardship for the Planet	Reduce carbon emissions to achieve the Science-Based Target →	2.4					9.4		13.2
	Implement water management plans in all our own operations →	2.4			6.4			12.2	
	Achieve 100% sustainable packaging →							12.5	
 Healthy Food for Healthy Lives	Reduce food loss in all our own operations →							12.3	
	Develop new applications for our core products →	2.1						12.3	
	Provide healthy meals to vulnerable communities →	2.1, 2.2							
	Educate people on healthy eating and food waste minimisation →	2.2						12.3	
 Enriching People's Lives	Train all workers on human rights →					8.5, 8.7, 8.8			
	Implement Gender Equality Programmes →			5.1, 5.2, 5.B		8.5			
	Eradicate gender pay gap →			5.1		8.5			
	Zero work-related fatalities or severe injuries →					8.8			
	Engage in resilient socio-economic community projects →	2.1, 2.2, 2.4	4.1	5.1, 5.2					13.B
	Improve resilience of smallholders to climate change →	2.3, 2.4							13.B

A GLOBAL COMMITMENT: SUSTAINABILITY TIMELINE





Stewardship for the Planet

As one of the largest producers of fresh produce, we continually strive to mitigate our impact on the environment. For this reason, we integrate sustainable practices in all areas of our operations.

Environmental Policy

Our [Global Environment Policy](#) ensures we continuously improve our environmental performance. This Policy defines the actions needed to prevent or reduce the harmful effects of our operations on ecosystems and the environment.

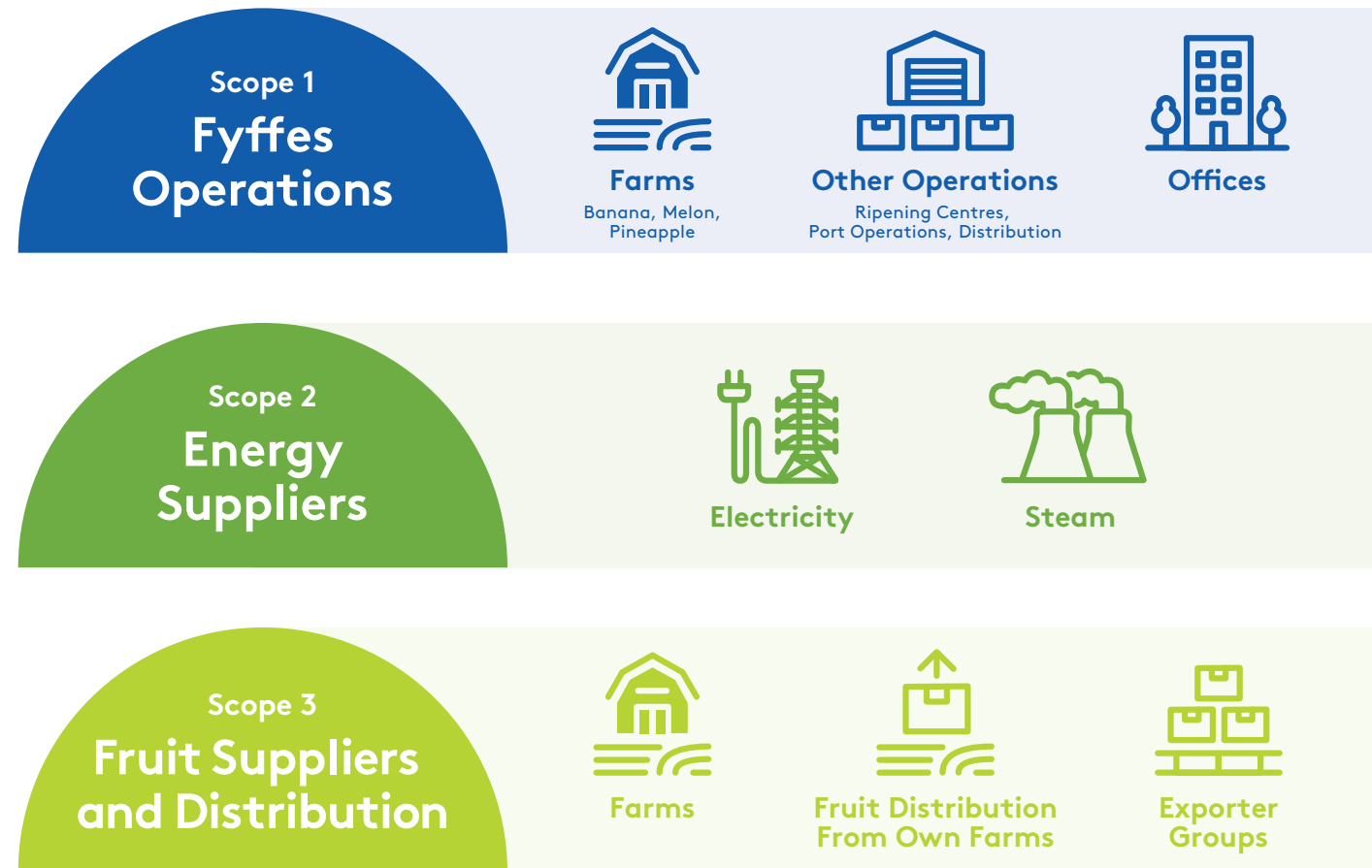
Greenhouse Gas Emissions and Climate Change

Climate change is the most important issue facing our world today and one that will impact generations to come. It also has the potential to have a long-lasting, damaging effect on agriculture. At Fyffes we acknowledge the greenhouse gases emitted by our operations and throughout our supply chain contribute to global warming. To mitigate our impact on the environment, we seek to reduce our carbon footprint throughout our supply chain.

Greenhouse Gas (GHG) Inventory

Reduce our GHG emissions to achieve the Science-Based Target in line with the 1.5°C scenario by 2025, representing a 25% reduction for scope 1 and 2 in CO₂ eq./kg of fruit harvested, and a 10% reduction for scope 3* in CO₂ eq./kg of fruit harvested and distributed by Fyffes and its suppliers, from a 2020 base year.

Based on the Greenhouse Gas Protocol Initiative (GHG Protocol), we measured our direct and indirect greenhouse gas emissions throughout our operations—Scope 1, Scope 2 and partially Scope 3.



In 2020, we calculated our GHG emissions to be 178,000 t CO₂ eq. or 207 kg CO₂ eq./t fruit. Scope 3 includes the GHG emissions of all our major grower partners as well as all distribution to the retailers. The quantification is based on a selection of key suppliers that sell to Fyffes. The 2020 quantification covers more than 80% of the fruit we sell. The distribution of our production activities

has been estimated without an extended data collection (estimation based on exported volumes and mapping of routes). In 2021, we will include distribution activities in the data collection process to improve our reporting and evaluate the benefits of the efforts made to optimise distribution.

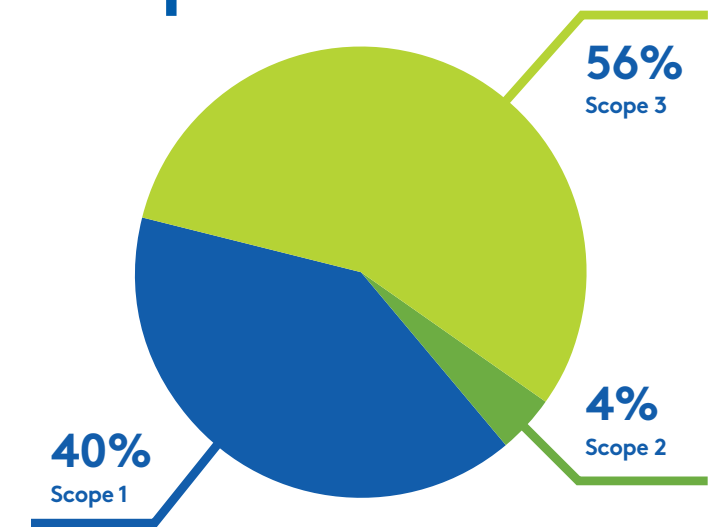
* Covering purchased goods and services and downstream transportation



Other Scope 3 upstream and downstream activities are not included in the inventory. Therefore, GHG emissions related to purchased goods and services, such as fertiliser production and transportation to the farms of our grower partners, office supplies and other materials are not included. However, these activities have been estimated in a [Life Cycle Assessment](#) conducted in 2020. Based on the GHG Protocol, this inventory covers the following GHGs: carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), and hydrofluorocarbons (HFC). The organisational boundaries of this declaration are based on the operational control approach as defined by the GHG Protocol.

Details of our 2020 global GHG emissions are included in the [Appendices](#).

2020 GHG Emissions by Scope



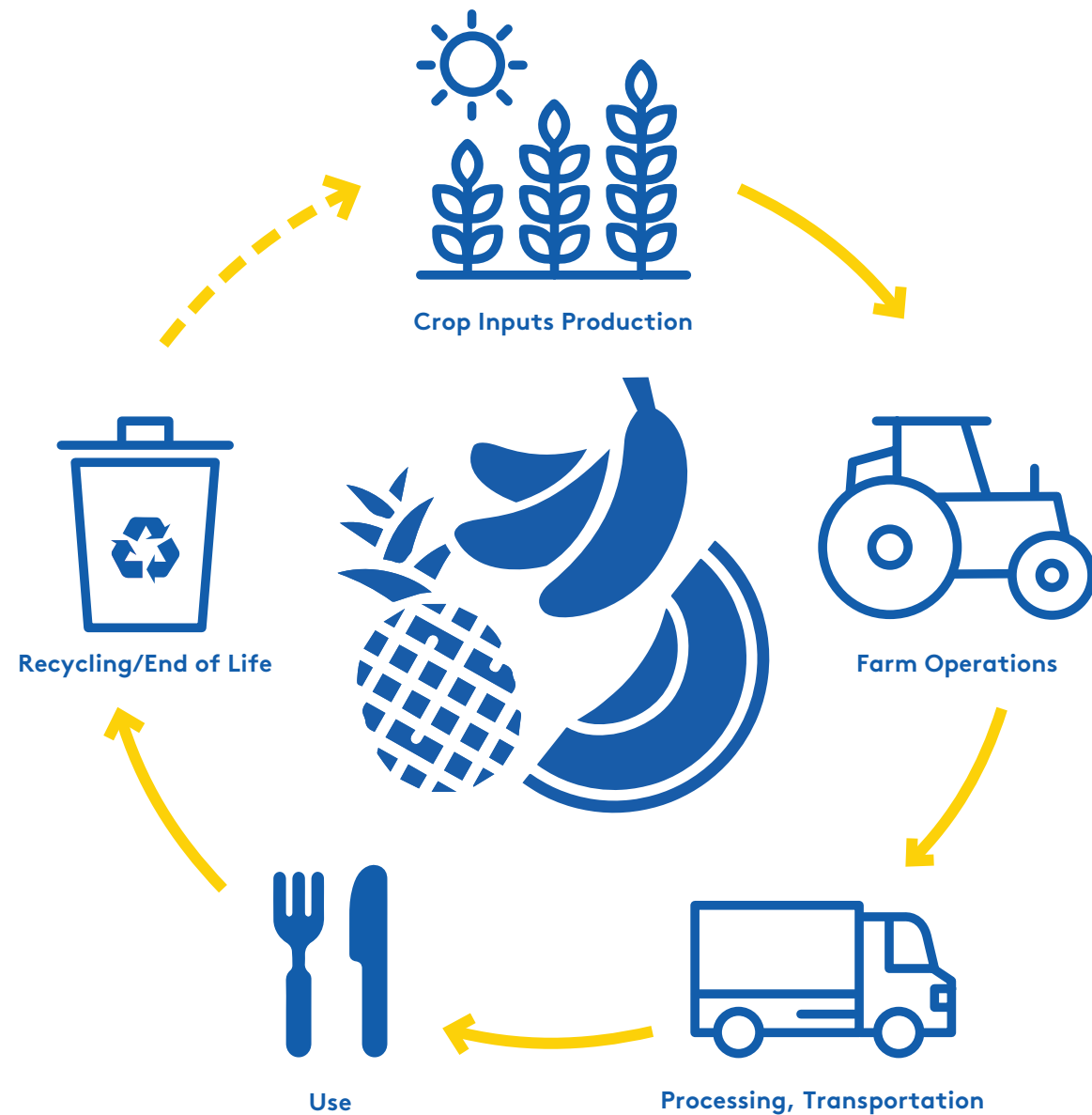
Absolute Emissions 178,000 t CO₂ eq.
Emissions Intensity 0.21 t CO₂ eq./t of fruit

Life Cycle Assessment

In addition to the GHG emissions inventory, we also conducted a LCA of the products we grow in our farms: bananas in Costa Rica and Belize, pineapples in Costa Rica, and melons in Honduras. The goal of this exercise was to complement the GHG emissions quantification process and assess the water and carbon footprint of these products over their complete product life cycle.

Guided by the International Organisation for Standardisation (ISO) 14040/14044 methodology, the exercise identified the relative contributions of life cycle stages, hotspots, and opportunities to improve the environmental performances of these products at various points in their life cycles.

Whereas a GHG emissions inventory includes the footprint of an organisation's operations, a LCA provides the footprint of a specific product and allows for product comparison. The GHG emissions inventory and LCAs at site level help us make informed decisions about where we should invest our effort in terms of impact reduction.



The LCA revealed existing good practices at our farms that can be expanded across our operations, such as:

- Efficient nutrient and soil quality management resulting in a reduced fertiliser use, therefore contributing to a carbon footprint reduction
- Efficient use of water for irrigation, reducing the water footprint of some of our banana farms
- Use of reusable containers to transport our products, reducing the carbon footprint of the inputs production stage

The LCA also highlighted several opportunities for improvement, such as the need to:

- Further improve our irrigation systems, mainly in Belize and Honduras
- Decrease diesel consumption at farm level, mainly related to irrigation practices in Honduras
- Continue to incorporate reusable materials to transport our products

Energy Efficiency and Renewable Energy

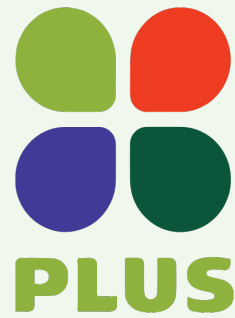
- In September 2019, the new packhouse in Anexco, our pineapple farm in Costa Rica, was inaugurated with various energy efficiency improvements:
 - LED bulbs, which produce light up to 90% more efficiently than incandescent light bulbs
 - High-efficiency, variable speed air compressors that help save 35% of the energy cost on average and decrease average lifecycle cost of a compressor by 22%
 - Packhouse equipment with variable speed motors (VSDs) that increase speed and energy efficiency and help reduce motor electricity consumption by 30–60%



- In 2020, our banana farm Guaria in Costa Rica completed energy-efficiency upgrades in its packhouse to allow for better electricity use and control, providing a more comfortable workplace and reducing overall energy consumption
- In the UK, new ultra-energy efficient ripening rooms were completed in 2019 in our Basingstoke ripening centre, replacing the previous 20-year-old rooms. The new rooms provide better ripening controls, and the three-year long project resulted in the most significant contributor to CO2 reductions in the UK
- In 2020, the construction of a new ripening centre in Balbriggan, Ireland started, which will replace our existing ripening centre in Swords, built in 2002. Once finished, it will significantly reduce energy consumption thanks to various technological improvements. The building is expected to be completed in September 2021

Carbon Neutral Banana with Plus Supermarket

In April 2019 we partnered with Dutch supermarket chain PLUS Retail and Fairtrade to bring the first climate-neutral bananas to consumers in the Netherlands, which are traceable and transparent due to block-chain technology usage. As of the end of 2020, 645,274 boxes of conventional, climate-neutral, Fairtrade bananas have reached Dutch consumers. For over 10 years PLUS supermarkets have sold Fyffes Fairtrade certified loose bananas. Now, they are also guaranteed to be climate neutral.




Carbon Trust Certification

The Carbon Trust Standard recognises organisations that follow best practice in measuring, managing, and reducing their environmental impact. We achieved our first Carbon Trust Certification in 2010 in the UK and we have been certified as reducing GHG emissions for 12 years. Today, the certification (GHG Scope 2) also covers our operations and offices in Ireland.



Water Consumption

 **100% of our own operations will have water management plans in place by 2025**

While nearly 70% of the world is covered by water, only 2.5% of it is fresh. Even then, just 1% of freshwater is easily accessible, with much of it trapped in glaciers and snowfields**. As the world warms up, climate change can threaten ecosystems and environments that protect vital water resources, limiting access to them even more.

One of the biggest environmental impacts resulting from fresh produce production is the consumption of potable water throughout the process. Due to the nature of agriculture, our farms inevitably consume large quantities of freshwater throughout their operations, including field irrigation, washing, and other farm-related uses.

In 2020, we calculated our water withdrawal inventory and our water scarcity footprint (see [Appendix 3](#)) to understand our water-related impact for some of our farms and operations. We applied the Available Water REMaining (AWARE) methodology to assess our water scarcity footprint as there is consensus amongst the scientific and LCA community on it. A water scarcity footprint builds on the water consumption inventory and accounts for the water consumed which has the potential to deprive other users of water in a country or a region. For example, water consumed in a region where resources are abundant will not have the same impact as in a region where they are scarce.

We are using these findings to identify ways to reduce water use, prevent water waste and enhance wastewater quality, as managing water sustainably is key to the future of food and agriculture.



Closed-Water Recycling System in Costa Rica

Our banana farm Esmeralda is one of the first in Costa Rica to implement a closed-water recycling system, which has successfully reduced water consumption from 200 litres to 40 litres per box of bananas. Water is used to wash the bananas to remove the naturally occurring latex as well as other residues found on bananas post-harvest. This new technique that reduces water consumption during the banana packing process involves using various tanks and stages so water can be reused while maintaining the highest levels of sanitation and cleanliness.

Irrigation Improvement in Belize

In 2018 we began making improvements to the irrigation systems at our banana farms in Belize to increase their efficiency. The improvements included the implementation of a shift irrigation method to establish consistent daily evapotranspiration rates. This is achieved through the daily application of the proper amount of water evenly and efficiently across the farm with the minimum energy and labour. Since 2018, we have saved an average of 313.4 million litres of water per year. As of November 2020, the irrigation improvement project is 48% complete, and it is expected to be finalised in November 2021.



** <https://www.nationalgeographic.com/environment/freshwater/freshwater-crisis/#:~:text=While%20nearly%2070%20percent%20of,trapped%20in%20glaciers%20and%20snowfields.>

Conservation Areas, Biodiversity and Soil Fertility

Biodiversity loss and the degradation of ecosystems pose a major threat to human survival and development. We depend on biodiversity for food, water, energy, and shelter among numerous other uses. However, as the human population continues to grow, so does the threat to biodiversity.

Over 40% of the Earth's land is used for agriculture, so inevitably agricultural biodiversity is also at risk. As a result, humankind increasingly depends on a reduced amount of agricultural biodiversity for its food supply. For this reason, we seek to protect biodiversity at our farms in addition to protecting, restoring, and enhancing natural soil fertility.

Over the years, we have implemented land conservation programmes in Central America to help mitigate the effects of soil degradation and preserve natural resources and biodiversity. In Costa Rica, our banana farms have a combined 207 hectares of protected land, and our pineapple farm Anexco has 1,328 hectares of protected land—about 40% of its total farmland. In Honduras our melon farm Santa Rosa reforested 70 hectares over the last few years. As of 2020, we have 19% of our total owned land under conservation programmes.

To minimise soil erosion, ground cover with naturally occurring vegetation is maintained, including buffer zones close to the drainage ditches in our pineapple and banana farms in Costa Rica, Ecuador and Belize. Cover crops provide many benefits, such as:


- Reducing the run-off of agrochemicals applied in the farm
- Reducing or avoiding the use of herbicides
- Maintaining or holding soil's humidity during dry seasons
- Adding organic matter to the soil
- Creating micropores in the soil that help crop roots absorb fertilisers in a more efficient way



Since 2016, biodiversity surveys have been conducted at some of our banana and pineapple farms in Costa Rica and Belize to tally flora and fauna species present within our farms and their 2,709 hectares of designated conservation areas. These surveys help us establish and manage conservation plans for these areas—such as natural regeneration or reforestation programmes—and designate biological corridors to facilitate the movement of animals between these areas.

As of 2020, biodiversity surveys have accounted for a total of 808 species of plants, 507 species of birds, and 147 species of other animals (mammals, reptiles, and amphibians).

Materials and Agrochemicals Use

 All our packaging will be compostable, recyclable or reusable by 2025

Growing fresh produce requires several inputs—from fertilizers and pesticides, to water and packaging, to name a few—and outputs, such as waste, which all have their own footprint and impact on the environment. For this reason, we seek to increase efficiency in the use of inputs and outputs, including implementation of sustainable alternatives.

Tropical Race 4

One of the greatest threats to sustainable banana production is the emergence of a disease in Latin America that has been prevalent in Asia for some decades, Tropical Race 4 (TR4). This soil-borne fungal disease affects banana and plantain plants and can survive 30 years, even without a plant host. There is currently no treatment for this disease, which is exacerbated by climate change, so prevention is key.

Collaboration within the industry is essential and that is why we are a member of the World Banana Forum TR4 taskforce, hosted by the Food and Agriculture Organisation of the United Nations, and the GlobalG.A.P. board of directors (Fyffes played an instrumental role in the development of the TR4 Biosecurity Add-on in 2017).

We have very strict biosecurity protocols in all our farms, as outlined in the [Fyffes Biosecurity Guidelines To Combat TR4](#), and we support thousands of smallholders by providing resources and training on preventing the spread of TR4.

Integrated Pest Management and Agrochemicals Use

The objective of integrated pest management is to prevent the incidence of crop pests and diseases through physical, biological, mechanical, and cultural methods in place of agrochemicals. It helps minimise the use of agrochemicals, with the proper execution and supervision of good agricultural practices with the least impact on the environment and people. It is important to state that pesticide application takes place with the [health and safety](#) of people as a priority.

Certifications like Rainforest Alliance and Fairtrade have stringent requirements on the use of agrochemicals permitted on the farms and require agricultural practices that reduce both the risk of human exposure or contamination to the environment. Our farms continuously review their integrated pest management and agrochemical use programmes.

Examples of such practices include:



Use of Drones to Reduce Pesticide and Fertiliser Application at our Melon and Pineapple Farms

Agricultural drones are unmanned aerial vehicles (UAVs) equipped with advanced technology for phytosanitary applications in crops. They have become an important tool in agriculture due to their operating system, which allows the adjustment of discharge per hectare, speed, height, and coverage to achieve effective and efficient pesticide and fertiliser application. Drones reduce the risk of accidental application near people and they also reduce the amount of water and product used per hectare. Because the concentration of pesticides in the micro-drops spread by a drone is higher compared to other spraying methods, it reduces pesticide use between 20% and 30% per hectare.

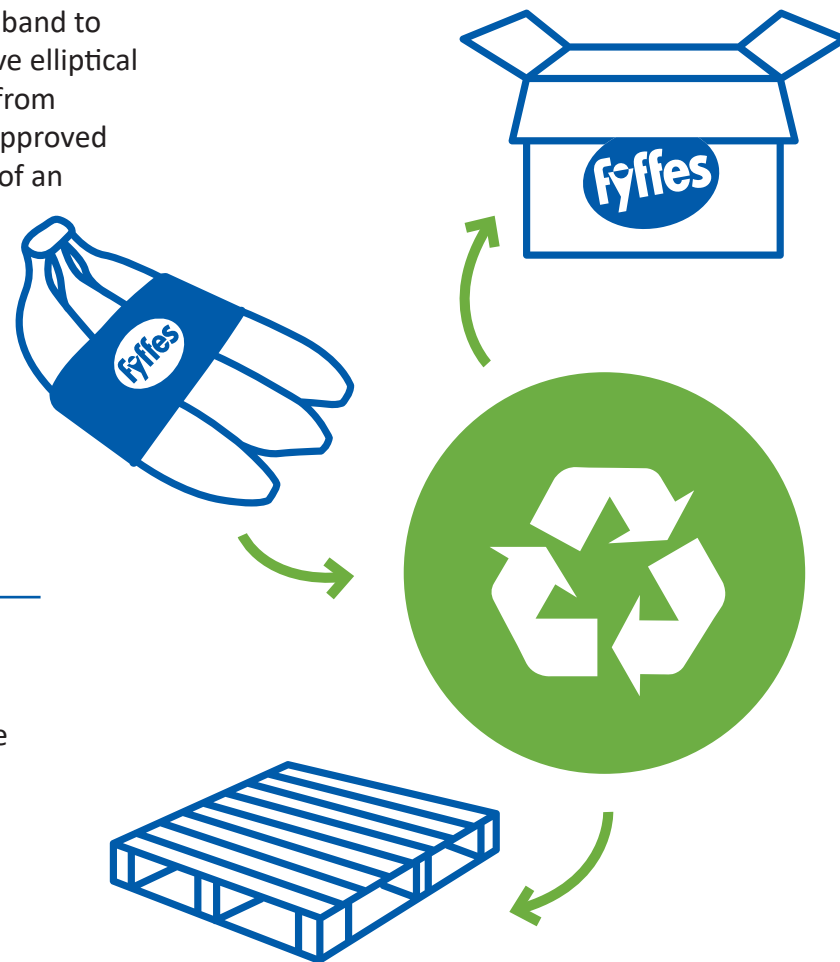
Our melon farms in Honduras currently have five drones, and from August 2019 to August 2020, they were used for phytosanitary applications over 3,240 hectares.

Sustainable Packaging

We are continuously searching for ways to make our packaging materials more sustainable. In 2019 and 2020, we introduced several new sustainable packaging initiatives including:

Recyclable Paper Band

As an alternative to plastic bags, in 2019 we introduced a new fully recyclable paper band to wrap around our bananas. The innovative elliptical paper band is made of 100% Kraft pulp from certified Forestry Stewardship Council-approved sources, and it represents the outcome of an 18-month long period of research and development. We use between 300,000 and 400,000 paper bands per week, which represents a savings of 1.5 to 2 tonnes of plastic per week.



Sustainable Forestry Initiative Paper

100% of the paper used in the cardboard boxes for our bananas and pineapples come from Sustainable Forestry Initiative certified (or other similar) sources. By choosing certified sustainable forest products, we support the efforts to protect species, combat climate change, reduce plastic pollution, and protect water supplies.

CHEP Pallets

We partner with CHEP to transport millions of boxes of our fruit on reusable pallets to Europe and North America. In 2019 and 2020, we successfully transported 100% of our melons on CHEP pallets.

The Impact of Our Partnership with CHEP

By using repurposed and recycled pallets to transport millions of boxes of Fyffes fruit worldwide, in 2020 we saved 3.8 million kilograms of landfill waste and avoided 1.8 million kilograms of greenhouse gas emissions. Erick Pinot, CHEP's General Manager in Central America, says:

"We feel proud to partner with Fyffes and share our commitment to make the world a better place through the circular economy that these pallets offer."



Organic Farming

We first brought organic bananas to the UK in 1998, and over the years, we have continued to grow our organic supply. In 2020, a total of 140,000 tonnes of Fyffes organic bananas were produced.

We have also acquired a 175-hectare organic banana farm in Ecuador to further integrate organic farming into our operations. Production started in November 2020, and the farm has been GlobalG.A.P. certified since December 2020.



Healthy Food for Healthy Lives

Nutrition is central to shaping wellbeing for the world, and fresh fruit is the foundation of a healthy diet. Our mission is to deliver the finest quality produce—especially to underserved markets. We aim to provide healthy food choices by developing new applications and uses for our core products and repurpose food loss from our production processes.

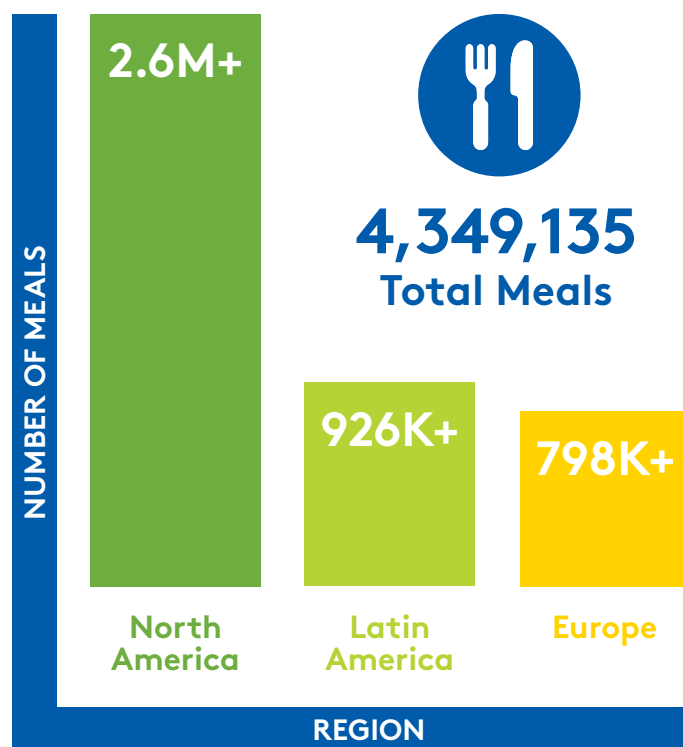


- 🎯 Reduce food loss by 80% in all our own operations by 2030
- 🎯 Provide five million healthy meals to vulnerable communities by 2025 by working with qualified partners

Foodbank Support

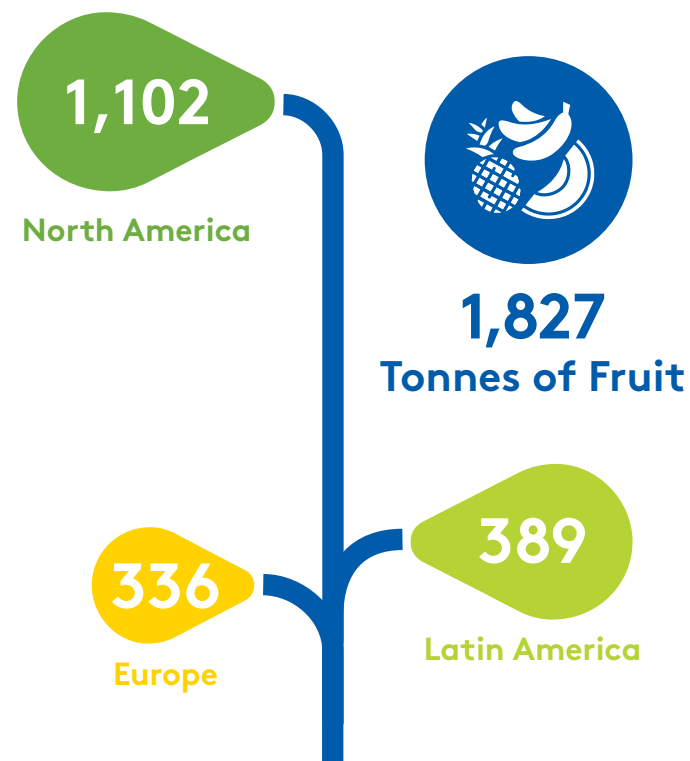
Worldwide, a third of all food produced is wasted, which represents about 8% of global greenhouse gas emissions and is a main contributor to deforestation and the depletion of global water sources. Through partnerships with our valued customers and for-purpose organisations, we donate fresh bananas, pineapples, and melons to foodbanks in Latin America, North America, and Europe, who then match this surplus food with charities and communities that need it the most.

2020 Donations (Fruit and meal equivalence)



- 🎯 Develop one new application for each of our core products by 2030
- 🎯 Educate three million people on healthy eating habits and food waste minimisation by 2025

By partnering with organisations like [FoodCloud](#) in Ireland, [FareShare](#) in the UK or [Philabundance](#) in the USA for a number of years already, we have been able to redistribute surplus bananas to charities and communities to turn it into meals while minimising food waste. In 2020, we also joined efforts with Arm Full of Help and Hy-Vee Supermarkets by donating bananas, pineapples, melons, and watermelons for hunger relief efforts, thus reaching thousands of families across multiple states in the USA.



Due to disrupted supply chains during the COVID-19 pandemic, access to fresh food became an increasingly urgent issue throughout the world. Even food banks have seen a surge in demand for their services as a direct result of the pandemic's impact on jobs and income loss. For this reason, we partnered with additional food charities in Europe and Latin America to ramp up our contribution to ensure access to fresh and healthy produce during this terrible time. We also set up temporary foodbanks, such as in Honduras, to support individuals and families who were most affected by COVID-19.

Food Loss Valorisation

Transforming and repurposing our food loss into new products that are healthy and sustainable is another key initiative of the Healthy Food for Healthy Lives focus area. Over the last two years, we have identified potential new applications, and we are researching the applications that have the greatest potential. We plan to report on successful new product development in our next sustainability report.






Enriching People's Lives

We believe enriching the lives of our employees, growers, and key suppliers is essential to sustainably delivering fresh produce to millions of homes each year. By addressing issues and needs in areas like human rights, equality, fair pay, health, and professional development, we strive to enrich the individual, their family, and the community in which they live.



Human Rights

 **100% of Fyffes workers and supply chain workers will be trained on human rights by 2030; 100% of managers and employees by 2025**

The Fyffes Principles outline the importance of respecting human rights within our own operations and in our supply chains. People should be treated with dignity, honesty, and fairness. Social performance within the supply chain forms an integral part of Fyffes brand, culture and strategy as stipulated in our [Global Human Rights Policy](#). This policy sets out our commitment to protecting the human rights of all our stakeholders, including our employees. It is brought to life through training, internal protocols, and leadership.



BSR is pleased to have supported Fyffes in conducting its first company-wide Human Rights Impact Assessment and five country-level risk assessments in accordance with the criteria and requirements of the UNGPs, which today provide the foundations for Fyffes overall human rights policy and strategy and human rights management. Fyffes is leading the way by bringing forward a deep knowledge of its salient human rights risks and has established a detailed action plan to mitigate residual risks and prevent human rights violations related to its activities.”

Jenny Vaughan, Human Rights Director, BSR

Human Rights Impact Assessment (HRIA)

As part of our ongoing commitment to respect human rights, we completed our first ever corporate-wide [Human Rights Impact Assessment](#) in the second half of 2019. Business for Social Responsibility (BSR) conducted the assessment using the UN Guiding Principles on Business and Human Rights framework. This assessment included an in-depth analysis of five countries—Belize, Colombia, Costa Rica, the Dominican Republic, and Honduras. The HRIA methodology consisted of four main phases: (1) Scoping, (2) Mapping, (3) Prioritisation, and (4) Management Review and Recommendations. BSR relied on information provided by Fyffes, as well as employee and stakeholder interviews and desktop research.



The Assessment highlights the 13 most relevant human rights risks for Fyffes, which reflect the challenges and realities of where we do business but also how we are managing or mitigating our response to those challenges.

According to BSR’s analysis, for five of the 13 most relevant human rights risks identified—gender discrimination and gender-based violence; freedom of association and the right to collective bargaining; health and safety; working hours, wages and benefits; and food safety and consumer health—we already have a robust management system in place or we are strengthening our existing processes to address discriminatory practices, and increase visibility and oversight of the working conditions of contracted and temporary workers, which results in a reduced overall residual risks (see diagram).

Salient risks identified during this analysis are of extreme importance to us and our reputation, so further to BSR’s analysis, we will continue to monitor these issues, expand our existing programmes, and conduct annual human rights impact assessments.

Our Human Rights Prevention and Mitigation Plan

In response to the HRIA findings, Fyffes Global Sustainability Steering Committee endorsed a Human Rights Prevention and Mitigation Plan which provides a framework to manage, mitigate and help resolve identified human rights risks.

Three priority areas emerged from the report where we have taken immediate action: (1) access to a grievance mechanism, (2) child labour, and (3) migrant workers labour violations and forced

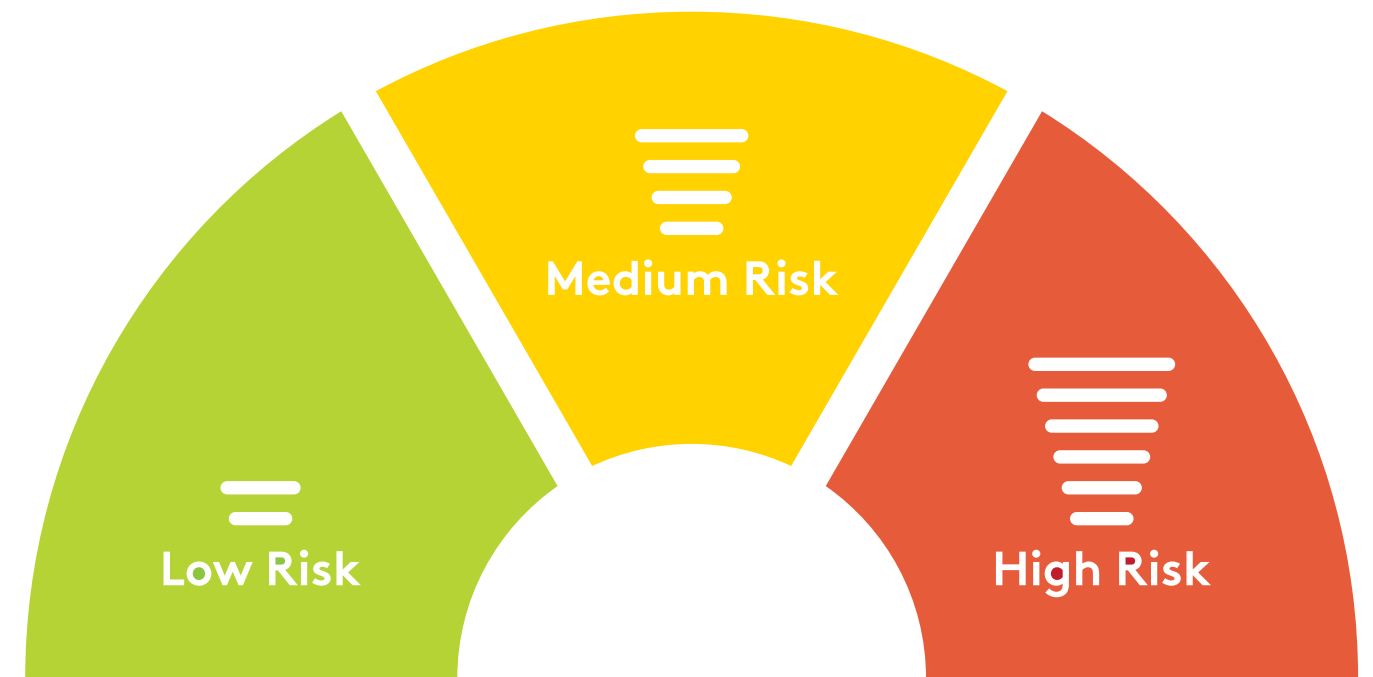
labour. We also published our [Global Human Rights Policy](#) and Statement in 2020, setting out our commitment to protecting the human rights of all our stakeholders, including our employees.

We are implementing in full our Human Rights Prevention and Mitigation Plan as outlined below:

- Establish and circulate Fyffes Global Child Labour Remediation Protocol
- Continue to engage with existing trade unions and workers committees in good faith and train all managers on freedom of association
- Implement Fyffes Gender Equality Programme, targets, and gender-related training
- Provide training on security and community programmes to reduce security threats
- Conduct community needs assessments to identify environment and health-related issues and solutions
- Facilitate capacity-building in smallholder and own farm climate resilience
- Continue to engage with and support the Living Wage initiative
- Extend grievance mechanism to suppliers and communities; increase worker training and awareness of the Fyffes Ethics Hotline
- Partner with non-governmental organisations to reduce Haitian migrant worker vulnerability in the Dominican Republic

We also developed a tool to evaluate human rights risks at site level. Interactive training was provided to the management teams in all our sites to help them conduct local assessments with the assistance of our partner AED (Alianza Empresarial para el Desarrollo). Additional support was provided by our sustainability and compliance teams who were extensively trained on human rights and the new due diligence tool in 2020. A total of 170 employees from the human resources, compliance and management teams of our farms, ripening centres and suppliers have been trained so far. We are also validating the HRIA by reviewing any SMETA (Sedex Members Ethical Trade Audit) audit non-compliance as well as any complaints received through our Ethics Hotline.

Human Rights Impact Assessment



- Working Hours, Wages and Benefits
- Workplace Discrimination
- Health and Safety
- Land Rights
- Food Safety and Consumer Health

- Migrant Workers
- Labour Violations
- Child Labour
- Gender Discrimination and Gender-based Violence
- Freedom of Association and Right to Collective Bargaining
- Communities' Environment and Health
- Right to Livelihood

- Security Threats



Freedom of Association

We respect the right of all workers to freedom of association and collective bargaining. Approximately 36% of our permanent employees globally are covered by a Collective Bargaining Agreement (CBA) between Fyffes and workers' organisations such as unions or permanent committees. Also, 100% of the seasonal workers at two of our melon farms in Honduras are covered by a CBA (between 5,000-10,000 workers depending on the season).

All of our workers at our own operations and the majority of our grower partners' workers are trained on the ETI Base Code. However, we are aware that the regulations of the countries where we operate may differ when it comes to freedom of association; this is why we plan to continue reinforcing the Fyffes Principles and to provide training on freedom of association to 100% of the management teams by 2021, and to 90% of our employees by 2025.

In the last few years, we have come under public criticism for our failure to facilitate union representation at our Honduran melon farms Suragroh and Melon Export. A union called Sindicato de Trabajadores de la Agroindustria y Similares (STAS) has been seeking to represent seasonal workers at our farms since 2015. Honduran law is such that only one union can represent workers at any single company or legal entity. In 2018, two base unions were formed and endorsed by the Honduran Ministry of Labour to represent the majority of the workers, including seasonal workers and STAS was denied legal personality by the Ministry of Labour.



Freedom of association and collective bargaining is a human right and enables workers and employers to work together on improving working conditions and benefits. But the fundamentals of this right are not always well understood and exercised, this is why FUNDAHRSE was pleased to train Fyffes employees in Honduras on this topic through a specific training including concrete exercises for employees to not only understand freedom of association better, but also, understand the challenges of both the workers and employers.”

Julio Gom, Associate Director of Projects, FUNDAHRSE

In order to mitigate this salient risk, we asked FUNDAHRSE, a not-for-profit expert in labour rights, to provide freedom of association training at our melon farms in Honduras in 2019 and 2020. A total of 222 permanent and 5,469 temporary employees were trained. Additionally, we are in dialogue with STAS to create a legal mechanism whereby STAS can represent workers who wish to be affiliated by that union. The US Department of Labor is facilitating these meetings.

We keep progress on this issue on our website. Find updates [here](#).

Gender Equality

100% of our own sites in Latin America to benefit from Gender Equality Programmes by 2025 and 50% of our suppliers by 2030

Eradicate gender pay gap in our own operations by 2030

Our Human Rights Impact Assessment findings indicate that gender discrimination and gender-based violence are priority risk areas in Latin America, particularly in agriculture. So gender equality is an important focus area for us.

In partnership with The Sustainable Trade Initiative (IDH), on International Women's Day in 2019 we launched a gender equality pilot programme in Honduras and Costa Rica, two countries with gender-based challenges. The goal of the programme was to promote the participation of women as equal partners with men and create a more inclusive workplace and communities. To achieve this goal, we contracted Business for Social Responsibility (BSR) to tailor the programme content for the agricultural sector based on their well-known HERproject initiative. Subsequently, our local partners AED in Costa Rica and FUNDAHRSE in Honduras facilitated the programme's on-site implementation by providing in-person training to a small cohort of workers, supervisors, and specific groups of leaders. Besides gender equality training, the programme also resulted in improved communication processes within the farms.

Stella Davis, Fyffes Sustainability Assistant Manager says:

“The Gender Equality Programme emphasises peer-to-peer learning for greater communication across our workforce. It also provides a framework for women to help them develop the skills they need to become more active decision-makers and leaders in their job, at home and within their communities”.

Our Gender Equality Programme also successfully trained a worker-lead commission in both countries on topics such as human rights, gender, and communication. However, due to the emergence of COVID-19, we decided to put the programme on hold as its deployment relied on in-person training.

As the pandemic continued, we were eager to continue the implementation of our Gender Equality Programme, so we had to re-imagine its delivery method.

We partnered again with BSR to adapt HERessentials—their digital training tool—for the Latin American region. The digital programme includes two packages: the ‘Worker Toolkit’, which equips participants with the skills in effective communication, budgeting, digital financing, family planning, and staying safe from COVID-19; and the ‘Manager Toolkit’, for supervisors and managers to improve their communication skills and manage stress so that they can create a more harmonious work environment for everyone.



Gender inequality, discrimination, and gender-based violence risks are widespread in Latin America. Fyffes proactively recognised such risks and identified gender as a key priority within its sustainability strategy to improve the working conditions of its employees but also of the communities surrounding its farms. BSR was pleased to leverage its experience with the HERproject® to help Fyffes establish its first Gender Equality Programme. The programme will give Fyffes employees the tools and platform to overcome some of those challenges.”

Margaux Yost, Manager, BSR



Retailer and Fyffes customer Lidl UK has come on board as a founding partner in the HERessentials digital programme. Thanks to their contribution and through our existing valuable partnerships, we will be able to scale and maximise the reach of the Gender Equality Programme, starting with two additional sites in Costa Rica in 2021, followed by other sites, helping us achieve one of our two gender targets. Ultimately, we aim to reach our gender equality target of “100% Fyffes owned sites in the Latin American region benefiting from gender equality programmes by 2025 and 50% of suppliers by 2030”.

Other Gender Equality Initiatives

Although the greatest focus is on women working at our farms and packhouses, each of our offices is encouraged to mark International Women’s Day each year. Various locations celebrate gender equality through events or panel sessions with external guests to recognise the important role women play in our company.

In Ireland in 2019, we introduced a new Family Leave Policy, which provides six months fully paid maternity leave and four weeks fully paid paternity leave to primary and secondary carers provided

they have worked at Fyffes for a minimum of 12 months. Fyffes Ireland provides the same quantity of leave for adoptive parents and parents who have a child via surrogacy.

In early 2020 across Central America, our human resources department led a manager training on the company’s policy on anti-sexual harassment and discrimination, helping managers prevent these behaviours in the workplace.

Living Wage

In all our own sites, employees earn more than the legal minimum wage. We believe that all our employees and suppliers have the right to a fair wage for a regular work week that is enough to cover basic needs and provide some level of discretionary income.

Together with The Sustainable Trade Initiative (IDH), Rainforest Alliance and other partners, we are participating in the calculation of living wages for the banana producing areas in [Costa Rica](#) and Belize. With practical tools, this [IDH Salary Matrix](#) supports the efforts that companies and other organisations undertake to bring transparency in supply chains regarding wages.

Our role is to apply the salary matrix on our farms to identify and understand the gap to living wage in several countries. Fyffes commends [Dutch supermarkets](#) for joining forces in 2019 to ensure a living wage for banana workers in the international production chain. Their goal is to reduce the gap between current wages and the living wage for their entire banana supply by at least 75% within five years.

We are an active member of the IDH Steering Committee whose goal is to take action on living wages through the [Roadmap on Living Wages](#). We also sit in the World Banana Forum Sub-Group on Sustainable Cost of Production whose mandate is to find a global solution to the price dispute between large distributors in developed countries - a price dispute which results in low prices for bananas.

“

Fyffes is indispensable in our work to advancing the topic of living wages in the banana industry. From early on, Fyffes has been a key collaborator by developing living wage benchmarks in some banana producing countries, by helping IDH to develop and test the Salary Matrix on its own farms, and by working together with other stakeholders. Today, as an active participant in IDH’s Roadmap on Living Wages, Fyffes continues to collaborate in findings ways to close living wage gaps in industry-wide efforts and in sharing their learnings and experiences beyond the banana sector.”

Sonia Cordera, Deputy Director at IDH, The Sustainable Trade Initiative

Migrant Workers Support

Migrant workers are key in our supply chain. Often forced to migrate due to political instability and economic crisis, they are a vulnerable population. At Fyffes, we are pleased to provide them with new opportunities and decent work.

In Costa Rica, Nicaraguan employees account for over 50% of our workforce in our pineapple farm and 42% in our banana farms, which is indicative of the Costa Rican agricultural industry's dependency on the Nicaraguan labour force. We also provide employment to Guatemalans, Salvadorians, and Hondurans in our farms in Belize and we are working towards helping make their legal employment status process faster and less costly. Furthermore, the [Human Rights Impact Assessment](#) and [Fairtrade Impact Study](#) concluded that Haitian migrant workers in the Dominican Republic are particularly vulnerable to human rights violations. Their regularisation process is also difficult. We are sponsoring the Migrant Worker Roundtable in the Dominican Republic organised by CLAC (Latin American and Caribbean Network of Fairtrade Small Producers) to find solutions to these issues and we strongly encourage all our suppliers there to take part in the activities of the Roadmap.



Career Development of Young People

According to UNESCO, rising youth unemployment is one of the most significant problems societies face in today's world. Since 2009 we have been supporting the career development of young people with internship and graduate programmes globally.

One of the many success stories is that of Judy Perez, Compliance Coordinator at Fyffes in Belize. A motivated student early on, Judy received several scholarships—including one from Fyffes—to study Agronomy in Zamorano University in Honduras. Before graduating in 2017, she participated in a 13-week long internship at Fyffes in Belize and Costa Rica: *"I grew up in Belize, where my family worked in banana plantations,"* Judy says. *"The internship was a great opportunity to learn more about this sector and the rules that Fyffes farm operations abide by."* Judy's work and dedication didn't go unnoticed: *"After my internship ended, I received a job offer at Fyffes, months before graduation!"* she says.

As Judy looks forward to growing and developing her career in agriculture in the years to come, she says her experience at Fyffes has been life-changing: *"It has really impacted my personal and professional life, and for that I am grateful."*

Find additional testimonies of past graduates [here](#).

Improve the Health, Safety and Wellbeing of Employees

 **No work-related fatalities and no severe* work-related injuries by 2025**

Fyffes [Global Health and Safety policy](#) outlines our commitment to providing healthy and safe working conditions for our people. We adopt appropriate practices to prevent threats to human life, health, and welfare in our operations and in our supply chain.

Health and safety are everyone's responsibility at Fyffes, and we need to look out for one another's physical and mental wellbeing in the workplace. All our employees in our farms and ripening centres are represented through formal health and safety committees which ensure employees can share health and safety concerns, and management can act upon them swiftly to prevent accidents and injuries.

In 2019, we hired a Regional Coordinator of Health and Safety based in Costa Rica and established a Global Health and Safety Committee to provide support to the various health and safety officers working in our operations. In addition, we have started the global standardisation of health and safety procedures by conducting a benchmarking exercise against the ISO 45001 Standard. We are also working towards a standardisation of the way our accident and injury rate reporting is done according to Occupational Safety and Health Administration (OSHA), which we plan to have completed by March 2022.



* an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within six months



Risk Assessment and PPE

Each of our farms and ripening centres conducts health and safety risks assessments to identify risks and put in place measures to reduce or eliminate them. For example, we recently enhanced the ergonomics when we built new packhouses at our banana and pineapple farms in Costa Rica. This involved improving employee packing setup and automation in order to limit lifting heavy loads and repetitive movements, two known causes of back pain and injuries.

Health and safety training is also essential for our employees to correctly use PPE (Personal Protective Equipment). Training sessions include general safety rules and procedures, emergency procedures, and specialised safety training that relate to work practices such as forklift use, agrochemical application, ergonomics and accident response.

We also provide and ensure the use of appropriate PPE (gloves, overalls, boots, masks with appropriate filters, goggles) during storage, handling and application of agrochemicals, as per product labels. Agrochemical applicators must shower on site before leaving work, and their overalls are washed and dried on site by trained personnel. In packhouses, workers close to the fruit reception water tanks (which contain chlorine) are provided with appropriate respirator masks and are rotated often to reduce the possibility of eye and nose irritation.

Agrochemical Application

To protect our employees, we also monitor their cholinesterase levels through blood tests administered on site. A drop in cholinesterase levels can indicate an exposure to pesticides and would require medical attention, which can be provided on site. Workers responsible for agrochemical application must be over 18 and have passed their general medical examination; they are also required to undertake regular cholinesterase tests.

We abide by the following practices to prevent and limit the exposure of workers to chemicals:

- In our pineapple and melon farms, pesticides are usually applied at night or late afternoon when no one is in or nearby the fields. When workers eat outside and not in the on-site canteen, we ensure there is no nearby pesticide application at the same time
- In our banana farms, there are two types of agrochemical applications:
 1. Directly onto the pest or weed, limiting its exposure to surrounding crops. This application is done by an employee wearing the appropriate PPE
 2. Aerial applications are carried out with safeguards such as buffer areas and field margin barriers. Nearby communities and workers are notified in advance
- Detailed incident reports are kept in the rare and unfortunate occasions that a worker is accidentally exposed to chemicals
- Bus drop-off points are designated and known, normally near shelters, and bus drivers are told the night before where to drop off workers in the mornings
- Pesticide applications and management adhere to good agricultural practice standards and are audited both internally and externally

Accident at Work

Tragically in 2020, one of our employees in Belize died due to a workplace accident. The cause of death was determined by autopsy as a pulmonary edema. There were indications of a blunt force trauma in the upper back, probably due to the result of an abrupt yanking motion. In the absence of direct witnesses, it is believed that the employee passed out and drowned in the banana water tank, after hitting himself on the metal structure that supports the waste conveyor belt above the tank. Further to a thorough investigation conducted by our safety team, measures were put in place to prevent a reoccurrence of this tragedy. The following actions were agreed and shared across all banana packhouses that we own or source from:

- Cleaning and maintenance work should always be conducted in pairs
- Review of PPE for wet and water-related tasks
- Review and update the preventive and corrective maintenance plan in each farm
- Eliminate farm-made equipment culture and ensure industrial equipment is used
- Train workers on prevention awareness and foster a culture of reporting unsafe conditions
- Ensure Occupational Health Commission performs a preventive role
- Perform risk assessment of hazardous tasks according to the risk assessment methodology



Medical Clinics in Honduras and Guatemala

We provide medical clinics for all workers, permanent and temporary, in our Honduran and Guatemalan melon farms, all year around. In Honduras, we also provide free medical check-ups, vaccinations, and medicine to all elementary school students, as well as children not attending the school in the communities around the farms, regardless of whether they are employees' children or not.

The clinics, staffed by qualified doctors and nurses, provide employees with primary care in the event of a minor injury or accident, and preventive care in the form of regular screenings, vaccinations, and other services. Our medical teams also provide consultations and treatment for other illnesses and health-related issues, while raising general health awareness. In 2019-2020, they provided 31,900 medical consultations.

Medical Assistance in Costa Rica and Belize

In Costa Rica, employees attend the clinics of Basic Equipment for Comprehensive Care (EBAIS), which offers health services provided by the Costa Rican Social Security. In our pineapple farm Anexco, an external doctor is present five days a week to provide basic health care to employees.

Similarly, in Belize public medical clinics are available 24/7, however our farms also provide personnel trained in first aid for minor injuries. Also, whenever there is an accident on-site, we provide our workers with free transportation to the clinics.



Employee Wellbeing

The wellbeing of our employees in the workplace and at home is very important to us. We have implemented a number of programmes to improve our employees' focus on health and wellbeing.

Health Week in Costa Rica

In February 2020, our employees in San José, Costa Rica, celebrated Health Week, an initiative to raise awareness about healthy living. Throughout this week, our employees learned about specific topics covering occupational, nutritional, mental, and physical health, and wellness. The company offered complimentary daily healthy breakfasts, massages, and stretching sessions as well as nutrition, work-life, and stress management consultations.

With the arrival of the COVID-19 pandemic, many of our office employees were required to work from home, so we implemented a “health and safety at your home office” webinar that covered mental health and wellbeing, virtual stretching and chair yoga sessions, as well as daily tips on work routines.

Virtual Wellness Week in Ireland

In November 2020, a virtual wellness week was rolled out for our employees in Ireland in collaboration with TD Fitness. Given the impact of the prolonged lockdown and lack of social interactions caused by COVID-19, we focussed on mental health wellbeing. The activities included virtual sessions on mindfulness, exercise such as yoga and strength and conditioning, and a workshop on ‘Minding your Mind’. These online sessions were live each day and recorded for later viewing for those who were unable to attend live.

Motofest in Costa Rica

Motorcycle safety is a major challenge in Central America. In Rio Cuarto de Alajuela near Anexco, our pineapple farm in Costa Rica, two of our employees lost their lives in motorcycle accidents in 2019. While these accidents were not work-related, we decided to tackle this issue by creating a 'Motofest' event and a motorcycle awareness and accident prevention campaign for our employees at Anexco. During the month-long campaign, several workshops and training activities took place, such as the Costa Rican National Institute of Insurance (Instituto Nacional de Seguros) workshop, where 1,083 employees received training on road safety, defensive driving, safety awareness, accident statistics, frequent causes of traffic accidents, and driving under the influence of alcohol or drugs. Other activities included a reception hosted by the Solidarity Organisation of Anexco, with music, entertainment, raffle, prizes, and safety-themed races.

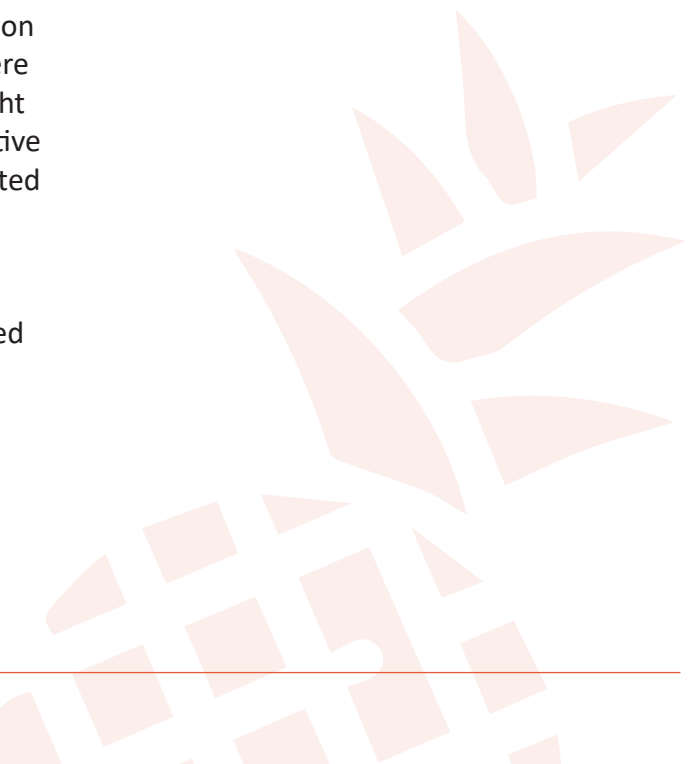


COVID-19 Prevention and Response

At the time of writing, we continue to closely monitor the impact of COVID-19 in every country where we operate, constantly adapting our approach to ensure our employees are safe and healthy at work. We have implemented enhanced protection measures building on our regular health and safety practices, providing instructional videos on biosecurity protocols and occupational health to each operation.

Due to the global nature of our business, we were able to learn from our experience in Asia and Europe and respond quickly to the emergence of the COVID-19 pandemic in the Americas. We were ahead of local government guidelines in terms of protecting our workers with social distancing, the purchase and shipping of PPE, temperature checking, as well as covering the cost of the tests. All known at-risk employees were required to go on preventive quarantine with pay.

Despite our best efforts, community transmission was still very high in most of the countries where we operate and several of our employees caught the virus, although thankfully most of the positive cases were asymptomatic and were only detected thanks to proactive testing. Our policy requires all employees who test positive to self-isolate for 14 days and they must test negative before returning to work. In this way, we have managed to significantly reduce the transmission of the virus in the workplace. All these employees are paid during their quarantine period.



COVID-19 Emergency Relief Efforts for Our Communities

The COVID-19 pandemic has taken everyone by surprise and disrupted many supply chains. Fortunately for our employees, demand for fresh produce largely remained high and, in most countries, supermarkets stayed open to the public. However, the pandemic also forced the closure of many restaurants and hotels, which inevitably had a negative impact on our wholesale and food service business.

The pandemic has forced us to transform our way of working in all areas of our business; from harvesting, packing and ripening to shipping and distribution. To keep our people safe, we have invested and provided personal protective equipment, COVID-19 testing, social distancing and deep-cleaning protocols, and sanitation products.

Furthermore, the disruptions caused by the pandemic resulted in economic recessions in many regions where our products are produced and consumed, negatively impacting local communities and reducing their access to food. Since the outbreak of COVID-19, we have been at the forefront of the emergency relief effort to help the communities surrounding our operations.

Face Mask Donations

In March 2020, at the beginning of the outbreak in Europe, we donated 150,000 face masks which, thanks to the support of several regional organisations in the Netherlands, made their way to nursing homes, ambulance services and health organisations. We also donated 20,000 reusable face masks in September to farm employees and their families in Costa Rica, Peru and the Dominican Republic, countries where the spread of the virus was highly concerning.

Inter Weichert, a Fyffes-owned company in Germany, also collaborated with the donation of 60,000 single-use face masks to the local communities in the banana growing regions of Belize and Costa Rica in October 2020.

We donated US\$100,000 to the Banasan Foundation in Colombia to create a healthcare brigade whose purpose is to educate employees and their families on COVID-19 preventive hygiene measures, and perform diagnostic testing.



The COVID-19 prevention and healthcare brigade, alongside with the COVID-19 testing capabilities provided, helped strengthen the response capacity of the local health system and increase Banasan's capacity to mitigate the risk to employees and their families, ensuring the physical wellbeing of the workers and their families. 19,000 people and 319 farms were visited by the healthcare brigade.

Yamile Rodriguez, Executive Director,
BANASAN Foundation



Nurture and Develop Our Community Partnerships

 **100% of Fyffes 'neighbouring' communities are engaged in resilient socio-economic community projects out of our four community investment areas by 2030**

We act in a socially responsible manner within the communities where we operate, and we aim to contribute to their sustainable development. We promote open, constructive, and mutually beneficial relations with the communities where our fresh produce is grown and consumed, with the goal of enriching their lives.

Our community engagement includes supporting non-governmental and charity organisations that complement our focus areas for community investment: education, nutrition, climate change and gender. Over the 2019-2020 period, we invested over US\$1.4 million in community engagement initiatives. This includes a significant increase in our donations in 2020 in order to respond to the COVID-19 pandemic.

Community donations and initiatives related to the 'nutrition' focus area are reported in the [Healthy Food for Healthy Lives](#) section as they support our goal to increase access of our core products in underserved populations.

Melon Workers Off-season Support

May marks the end of the melon growing season in Honduras and Guatemala, and it can be a challenging time for temporary farm workers. Each year we support seasonal workers who seek to supplement their earnings during the off-season by providing them with farmland, equipment, and technical assistance to grow and sell their own crops.

During the summer of 2020, 15 communities in Choluteca, Honduras produced over 680 tonnes of corn and beans on 230 hectares of land, which they use for their own consumption or to sell locally.

In Zacapa, Guatemala, we produce every summer over 4,000 tonnes of corn in our melon farms. This past summer, through a partnership with the Mayor's Offices of Estanzuela and Asuncion Mita, 20% of the production was reserved to be sold at cost value and donated to families in need.

Investing in Education

Education is key to escaping poverty, as it opens the door to new opportunities, enables upward socioeconomic mobility, and positively changes communities. Investing in education has always been a priority for us, and in 2019 education was confirmed as one of our four community investment pillars because of its transformative impact on people's lives.

In countries such as Costa Rica, Honduras, Guatemala, Belize, and Colombia, we support the academic experience of children with programmes that provide trained teachers, school supplies, and financial assistance such as scholarships. We have also taken aim at the safety, hygiene and academic environment in schools near our farms by repainting buildings, upgrading restroom facilities, and installing new electrical power systems, among other initiatives.

Here are some additional examples of our investment in education:

Scholarships in Partnership with Unibán Foundation in Colombia

In 2019-2020, we donated over US\$145,000 in scholarships including a bilingual programme for students of primary and secondary school in the banana growing regions of Colombia. Recipients of these scholarships demonstrated outstanding behaviour, satisfactory academic results, but had limited access to financial resources. Fyffes partnership with Unibán Foundation to award scholarships has been in place since 2012 and has benefited 177 students to date.

Carolina Jaramillo Ferrer, Executive Director of the Unibán Foundation, points out that *"we are delighted with the resources that Fyffes has entrusted to us for the development of this scholarship programme. It is very satisfying for those of us who are betting on a country that has the potential and talent to take its place in the world. Today the young people who have graduated from school are studying law, accounting, civil engineering, ecology, psychology or communication and their lives have been transformed, bringing a message of equity to the world."*

School cafeterias in Colombia

In 2020, together with the Banasan Foundation, we financed the construction of two school cafeterias in northern Colombia. These newer and safer school facilities not only improve local educational infrastructure, but also offer healthy food options to more than 730 school children and teens.

Infrastructure Projects in Costa Rica

In March 2020, we donated the building materials for the construction of a new classroom for pre-school children at Magdalena School, located in Puerto Viejo de Sarapiquí. This classroom enhances the learning environment for students, many of whose parents work at our nearby farm.

Similarly, we have also donated the construction materials and provided labour to build a new sewer and drainage system as well as a bus stop in San Rafael, Rio Cuarto. These upgrades provide better access to local public transportation and improve public infrastructure.



“

I never imagined being able to study in one of the best schools in Antioquia. For me it was unthinkable that my family could finance my studies, because our economic situation did not allow it. But everything changed when I was able to access one of the scholarships awarded by Fyffes and this really changed my life.”

Ana Maria Galvis Herrera,
Fyffes scholarship recipient in Antioquia, Colombia

Collaborating with Smallholder Farmers to Enable Their Growth and Promote Sustainable Production

We will improve the resilience of 2,000 smallholders to climate change across key production countries in Latin America with specific capacity building programmes by 2030



Smallholders in our Supply Chain

In Latin America, we source many of our products directly from independent farms and small producers from countries like Belize, Peru, Ecuador, Dominican Republic, Mexico, Honduras, and Guatemala, to name a few.

Most agricultural cooperatives are owned and run by independent and small-scale producers. By sharing their resources and bargaining power, co-ops allow their members to take control of their social economic needs and aspirations.

Co-ops in Latin America are crucial to our operations, and our partnerships with some of them are decades long.

Plantain Growers

Plantain growers cultivate their fruit on small farms; they are backyard operations consisting of just a couple of acres which are usually family businesses, thus vital to the local economic and social infrastructure. In Colombia, we source our plantains through the Uniban cooperative that includes over 2,000 plantain growers. Through the Uniban Foundation, they also have access to micro-loans for farming and housing improvements.

“Working with co-ops not only allows Fyffes to bring its fruit to consumers around the world; it also contributes to these businesses’ sustainable development by keeping the employment, economic and social benefits of their activities in their local communities.”

Mark Sample, Fyffes Bananas Regional Manager in Central and South America

Fairtrade

We have been working with Fairtrade for over 20 years, and today we are the largest importer of Fairtrade certified bananas in the world and Europe’s biggest supplier of Fairtrade bananas.

Fairtrade guarantees a fair price and quality-of-life improvement through a social premium fund. It not only provides a way to improve growers’ income and workers’ wages, it also provides infrastructure and support for self-governed life improvement projects. In addition, it encourages farming and business practices that ensure environmental sustainability for future generations.

To better understand and quantify the impact that Fyffes Fairtrade bananas’ purchases have had on farmers, workers and communities over time—specifically in Colombia and the Dominican Republic which are our two major sources of Fairtrade bananas—we partnered with CLAC (Latin American and Caribbean Network of Fairtrade Small Producers) and Measurement Matters to conduct an impact study. This study, based on existing Fairtrade Standards and the Fairtrade Theory of Change, also included open conversations, focus groups, open-ended and targeted interviews.

This methodology was taken a step further in Magdalena, Colombia where a Social Return on Investment (SROI) study was conducted.

The SROI study analysed five years of Fyffes Fairtrade Premium investments in the Magdalena region, and concluded that for every US\$1 invested in smallholders in this region there was a US\$2.64 return on social value. The study also revealed qualitative information on how recipients perceive the Fairtrade Premium (see figure below).

Over 95% of small-scale producers have perceived significant improvements in productivity, access to resources for crops, technical conditions for farming, and working facilities.

The study reinforced findings from our [Human Rights Impact Assessment](#), particularly in relation to Haitian workers in the Dominican Republic who perceived less benefit from the Fairtrade Premium than the Dominicans.

Both studies also confirmed that climate change negatively impacts small-scale producers through changes in production cycles, drought, flooding, unexpected natural disasters, and other climate-related phenomena. This is especially evident in the Dominican Republic.

Finally, the study highlighted gender discrimination as an issue in the broader community. Women are more likely to be expected to take care of the home or elderly parents and they have less autonomy over spending their earnings. They are perceived to be less in a need of a job.



94%

of workers and small-scale producers think their socioeconomic conditions have improved.



71%

of the workers and 91% of the small-scale producers say their savings have increased.



71%

of stakeholders have received education thanks to the Fairtrade Premium.



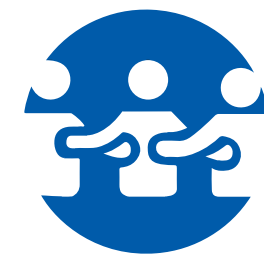
52.5%

of the recipients in Colombia and the Dominican Republic own their own homes thanks to Fairtrade.



ONLY 6.6%

of surveyed stakeholders now lack a health service provider. Also, surveyed stakeholders agree that health coverage is higher than the local coverage.



Fyffes Principles for Responsible Business Conduct

In 2019, we launched the Principles of Responsible Business Conduct or *Fyffes Principles*. Essentially a code of conduct, they encompass the various environmental, social, governance and food safety standards for which our operations have been certified, as well as the standards required through our various associations and memberships.



The *Fyffes Principles* is a foundational document that provides a clear set of guiding behaviours we expect of our people, our leaders and all our closest partners and suppliers. We make the Fyffes Principles real through training and by ensuring there is a clear link between employee performance, alignment to the Fyffes Principles and our core values.

In 2020, we extended the scope of the Fyffes Principles to our key consultants who have worked with Fyffes more than six months and large suppliers with contracts over US\$500,000. Any supplier or consultant wishing to work with Fyffes must acknowledge and sign their willingness to abide by our code of conduct, declaring that at all times they will abide by the Fyffes Principles in how they conduct themselves and in the delivery of their work for Fyffes.



Fyffes Principles are brought to life by leaders who role-model the right behaviours. Their attitudes inspire others to do the right thing even when things aren't easy, reminding us that our end goal is to ensure a positive outcome for all our employees, stakeholders, and company alike.”

Caoimhe Buckley,
Fyffes Chief Corporate Affairs Officer

Grievance Mechanisms

We are determined to understand and address challenges in our operations and potential dissatisfaction among our stakeholders and employees. Therefore, in circumstances where individuals believe there has been a breach of the Fyffes Principles, we provide for legitimate, accessible, predictable, equitable, and transparent operational and grievance mechanisms at both the local and group level.

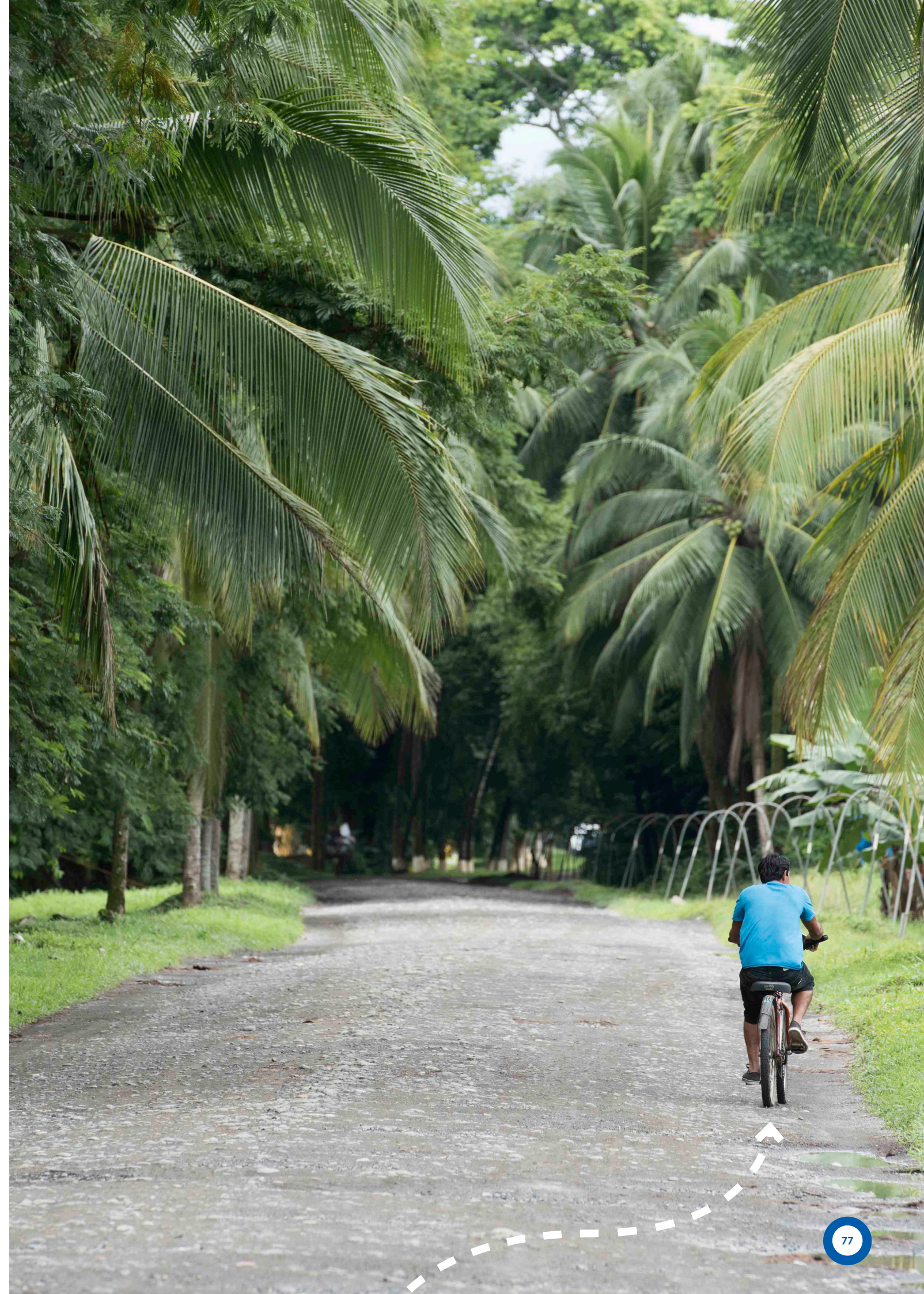
In April 2019, we introduced the Fyffes Ethics Hotline, an independently run phone line and website for employees and all stakeholders to use to raise grievances. Posters with information on when and how to contact the Ethics Hotline are available in all our sites and in the local language of the employees. In addition, during the 2019-2020 period, over 460 employees were trained on the Fyffes Principles and the Ethics Hotline.

Global Policies

To support the Fyffes Principles, we have also adopted several global policies that aim to protect our business, employees, stakeholders, and contribute to a safe and enjoyable work environment for everyone.

- Global Diversity and Inclusion Policy
- Global Donation Policy
- Global Health and Safety Policy
- Global Human Rights Policy and Statement
- Global Anti-Corruption Policy
- Global Stakeholder Engagement and Communications Policy
- Global Environmental Policy

Find our Global Policies [here](#).



RESPONSIBLE SOURCING, COMPLIANCE AND CERTIFICATIONS

GRI 102-40, 102-44

Responsible Sourcing, Compliance and Certifications

Our supply chain sources range from owned farms under direct management to long term contractual relationships with major growers and their partner cooperatives, and direct contracts with smallholder cooperatives and associations. Nearly 100% of our melons, 70% of our pineapples and under 10% of our bananas are produced on our own farms; the remaining fruit is sourced from supplier partners in the Caribbean, Central and South America, and Africa.

We have very stable and long-term relationships with our suppliers. For instance, 30% of our pineapples are sourced from a supplier in Costa Rica whom we have had a successful business relationship with for over 10 years.

Nevertheless, we continuously seek to identify, assess, and define risks in our own operations and supply chain over time, according to different criteria and adapted to events and issues as they come up.

Our practical approach to compliance varies according to our relationship with the operations. Yet, whether these are owned or third-party operations, we always apply stringent compliance requirements across the chain—in farming, packing and ripening.

Auditing

We audit the following compliance areas: food safety, health and safety, social, ethical, labour standards, environmental and security. We have a mature and dedicated Compliance department, consisting of in-house professional auditors and compliance experts that are either permanently based in-country (Costa Rica, Ecuador and Belize), or travel regularly on site as required. The department also relies on other farm-based compliance, human resources and quality inspection staff who regularly visit suppliers, which multiplies the positive impact on levels of compliance. Our Compliance team was reviewed in 2018, and responsibility for products, standards and certifications and geographical location were allocated to each team member. This team also collaborates closely with the Sustainability department.

The role of the Compliance team is to conduct and accompany audits; do risk analyses; anticipate changes to regulations, certifications and standards; educate and train employees, farm managers and human resources personnel; build capacity in smallholders; constantly stay informed; learn about new risks (e.g. Tropical Race 4); and follow up on internal audits to ensure any findings are closed out and fully implemented. We also work with standards owners to reduce audit duplication and guide them towards practical and useful solutions.

One of our basic criteria is that every source should receive an ethical audit per crop per annum, regardless of the product's destination and the ethical requirements of the customer.

GRI 102-44

With regards to auditing small farms, it's not possible to conduct a full SMETA (Sedex Members Ethical Trade Audit) audit for all of them as it is unaffordable. In this case, our approach is to audit their cooperative instead, taking rotating sample farms as representative of the entire cooperative.

We also carry out announced and unannounced formal farm visits on a rotating spot-check basis, where we use a shortened "Fyffes Checklist" which incorporates indicators that serve to flag up potential problem areas. Non-conformance reports from these visits are issued to the farmer and followed up for closure within 28 days. We work with the farmer to resolve the non-conformances, but if any serious non-conformance persists, this is escalated and procurement from that farm can be (and in instances has been) suspended. Such drastic measures seldom happen; non-conformances are usually resolved and the farm in question is back into line within a few days.

Global Compliance Steering Committee

The Global Compliance Steering Committee (GCSC) is composed of senior managers from across the commercial, farming and logistics departments at Fyffes. The GCSC has three main priorities:

- Strengthen the Supplier Approval Process to ensure we are working with the best suppliers
- Develop a Data Management System to allow faster reporting and extraction of trends
- Design the Compliance Strategy to reflect the Fyffes Corporate Strategy

Compliance Programme

Ethical Standards

97.6% of our supply chain complies with either one or another form of ethical standard. In many cases a single supplier must comply with multiple certifications. We maintain a list of all suppliers—the Fyffes Global Growers List—with over 4,500 suppliers that sell to us currently or have done so in the past.

We prioritise the following certifications and standards:

1. GlobalG.A.P.
2. Rainforest Alliance
3. Fairtrade International and Fair Trade USA
4. SMETA
5. SCS Sustainability Grown
6. SA8000/BSCI

We rely on Fairtrade certification at smallholder level and Rainforest Alliance certification at larger farm level. SMETA audits were first rolled out in Costa Rica and Belize, Guatemala, and Honduras, and they are now also conducted in Colombia, Mexico, Ghana, Ivory Coast and the Dominican Republic.

In addition, we undertake audits for specific retailer ethical standards, for example COSTCO and Walmart Responsible Sourcing.

Approach to Compliance

Ethical standards are generally rolled-out as follows:

- Use our own farms as a testing ground for new standards
- Roll out standards to our longer-term suppliers
- Initiate a standard roll-out using a pilot or test farm to evaluate gaps in compliance
- Train our suppliers and carry out internal audits using our compliance staff first
- Our compliance coordinators accompany external audits for first few audits in a supplier group
- Encourage suppliers to take charge of their own internal compliance audits
- Continuously monitor audit performance using SEDEX* and reviews of audit reports
- Assist in resolving non-compliances to ensure closure within agreed time limits

Non-conformances

During 2020, the main social audit of non-conformances in our supplier farms were related to health and safety, followed by wages (mainly related to clocking in and out issues), working hours (seasonality and overtime) and management systems.

In 2019, 70 SMETA audits were carried out in our supply chain—including owned farms—and shared in SEDEX. Both complete and follow-up audits were included in this count. In 2020, during the period from 1 January to 12 March, this total went down to 44 SMETA audits due to COVID-19 disruption and travel restrictions. The level of criticality of non-conformances is assigned automatically by SEDEX. We have found that the most common issues relate to the lack of detailed worker attendance and entry/exit records, as well as too much overtime. In some cases, facilities are also found to be not fully compliant with health and safety legislation to a factory standard. In all cases, non-conformances are followed up and farms are expected to resolve them within a specific time period. If repeated critical issues are found, then our relationship with the supplier is reviewed.

* SEDEX is a global membership organisation dedicated to driving improvements in ethical and responsible business practices in global supply chains.



GOVERNANCE

Fyffes Limited has been a wholly owned subsidiary of Sumitomo Corporation since 2017. [Fyffes Limited Board of Directors](#) oversees all decision-making on economic, environmental and social topics at Fyffes Limited. The Board meets three times a year and is comprised of three executive directors (Chief Executive Officer, Chief Financial Officer, and Chief Supply Officer), the

Chairperson (employee of Sumitomo Corporation) and six non-executive directors. The Board receives a sustainability and compliance report at every meeting and often a presentation from the Chief Corporate Affairs Officer on the topics of compliance, sustainability and stakeholder relations topics. Fyffes Limited Board of Directors has endorsed this Sustainability Report in June 2021.

Reporting Methodology

This is our first external sustainability report. It reflects the activities that occurred in the 2019 and 2020 calendar years and discloses information on issues pertaining to our owned operations globally. When available and material, information about our fruit suppliers is also included.

This report focuses on information on topics that are important to Fyffes or the fruits and vegetables industry in general, including labour practices, human rights, and social and environmental impact. Sustainability data and information for Highline Produce was excluded from this report because Highline ceased to be a subsidiary of Fyffes in December 2020.

The information and data compiled for this report was obtained mainly through a sustainability survey sent to all our owned locations and some of our suppliers. Additional qualitative information for the narrative and general disclosures was collected separately by our sustainability and communications departments.

The information included in this report has been reviewed at various levels, depending on the type of information. Reviewers include internal experts on specific topics, the GSSC, external consultants, and ultimately our Board of Directors who reviewed all material information contained herein. This thorough review aims at ensuring our stakeholders are provided with accurate information at all levels.

Currency in this report is expressed in USD. Our next report will cover the years 2021 and 2022.

This report has been prepared in accordance with the GRI Standards: Core option. The GRI Content Index is available [here](#). If you have any questions on this report or on our sustainability strategy, please contact: infosustainability@fyffes.com

Rio Principle

In order to protect the environment, Principle 15 of the Rio Declaration of the United Nations Conference on Environment and Development (1992) states that 'a precautionary approach shall be widely applied where there are threats of serious or irreversible damage to human safety or environmental degradation'. It is intended to be a preventive measure to help reduce the environmental impact of products and ensure consumers are protected against possible harm.

We have various controls and mechanisms to prevent harm to the health and safety of our employees, suppliers' employees and consumers, and to minimise our negative environmental impact, such as:

- Approved agrochemicals lists
- Health and Safety Management System
- GlobalG.A.P. certification
- SMETA audits
- Rainforest Alliance certification on a number of our farms and suppliers
- Residue testing on our fruits
- Human Rights Impact Assessment
- GHG emissions inventory and life cycle assessment of our products

REPORTING METHODOLOGY



Our Future is Sustainable