

FYFFES SUSTAINABILITY REPORT 2021-2022

GRI Content Index



For the Content Index - Essentials Service, GRI Services reviewed that the GRI content index is clearly presented, in a manner consistent with the Standards, and that the references for disclosures 2-1 to 2-5, 3-1 and 3-2 are aligned with the appropriate sections in the body of the report. The service was performed on the English version of the report.

Statement of use	Fyffes has reported in accordance with the GRI Standards for the period 2021-2022.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Not Applicable

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND/OR DIRECT ANSWERS	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION

GENERAL DISCLOSURES

GRI 2: General Disclosures 2021	2-1 Organisational details	About Fyffes, p. 14- 19			
	2-2 Entities included in the organisation's sustainability reporting	Reporting Methodology, p. 110-111			
	2-3 Reporting period, frequency and contact point	Reporting Methodology, p. 110-111			
	2-4 Restatements of information	Reporting Methodology, p. 110-111			
	2-5 External assurance	The report has not been externally assured			
	2-6 Activities, value chain and other business relationships	About Fyffes, p. 14-19			
	2-7 Employees	Appendix 3			
	2-8 Workers who are not employees	Appendix 3			

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GRI 2: General Disclosures 2021	2-9 Governance structure and composition	Governance, p. 105-109			
	2-10 Nomination and selection of the highest governance body	Governance, p. 105-109			
	2-11 Chair of the highest governance body	Governance, p. 105-109			
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Governance, p. 24; Governance, p. 105-109			
	2-13 Delegation of responsibility for managing impacts	Sustainability Governance, p. 24; Governance, p. 105-109			
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Governance, p. 24; Governance, p. 105-109			
	2-15 Conflicts of interest	Governance, p. 105-109			
	2-16 Communication of critical concerns	Governance, p. 105-109			

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GRI 2: General Disclosures 2021	2-17 Collective knowledge of the highest governance body	Governance p. 105-109	Measures taken to advance the collective knowledge, skills and experience of the highest governance body on sustainable development.	Information unavailable/incomplete	There is a plan in place to advance knowledge further on sustainable development but it has not been implemented yet.
	2-18 Evaluation of the performance of the highest governance body		Processes for evaluating the performance of the highest governance body in overseeing the management of the organisation's impacts on the economy, environment, and people.	Information unavailable/incomplete	Such processes are not in place yet but will be developed in the coming years.
	2-19 Remuneration policies		Remuneration policies for members of Board and senior executives (fixed and variable pay, sign on bonuses, termination payments, clawbacks, retirement benefits).	Confidentiality constraints	Remuneration policies are confidential as we are a private company and are not required to report them.
	2-20 Process to determine remuneration	Governance, p. 105-109	How the views of stakeholders (including shareholders) regarding remuneration are sought and taken into consideration; results of votes of stakeholders (including shareholders) on remuneration policies and proposals, if applicable.	Not applicable	Stakeholder views are not sought as Fyffes is a private company and there is no Annual General Assembly.

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GRI 2: General Disclosures 2021	2-21 Annual total compensation ratio		a) Ratio of the annual total compensation for the organisation's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual); b) Ratio of the percentage increase in annual total compensation for the organisation's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual); c) report contextual information necessary to understand the data and how the data has been compiled.	Information unavailable/incomplete	Fyffes is in the process of centralising its human resources data and currently does not have the information available to do a comparison between the highest paid individual to the median annual total target compensation for all employees. Fyffes is also in the process of implementing a structured job architecture process, which will provide additional comparison mechanisms.
	2-22 Statement on sustainable development strategy	Message From Our CEO, p. 6-8			
	2-23 Policy commitments	Fyffes Principles of Responsible Business Conduct, p. 94-96; Human Rights, p. 59-62			
	2-24 Embedding policy commitments	Fyffes Principles of Responsible Business Conduct, p. 94-96; Human Rights, p. 59-62			

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GRI 2: General Disclosures 2021	2-25 Processes to remediate negative impacts	Fyffes Principles of Responsible Business Conduct, p. 94-96; Human Rights, p. 59-62			
	2-26 Mechanisms for seeking advice and raising concerns	Fyffes Principles of Responsible Business Conduct, p. 94-96; Human Rights, p. 59-62			
	2-27 Compliance with laws and regulations	No significant instances of non-compliance with laws and regulations			
	2-28 Membership associations	Stakeholders and Partners, p. 25; Appendix 1-2			
	2-29 Approach to stakeholder engagement	Stakeholders and Partners, p. 25; Appendix 1-2			
	2-30 Collective bargaining agreements	Freedom of Association, p. 62-64			

MATERIAL TOPICS

GRI 3: Material Topics 2021	3-1 Process to determine material topics	Our Approach to Sustainability, p. 22-24			
	3-2 List of material topics	Our Approach to Sustainability, p. 22-24			

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Climate Change

GRI 3: Material Topics 2021	3-3 Management of material topics	Approach to Climate Change, p. 37-39			
Fyffes Own Disclosure	Climate change	Approach to Climate Change, p. 37-39			

Energy Consumption and Greenhouse Gas Emissions

GRI 3: Material Topics 2021	3-3 Management of material topics	Environmental Policy, p. 37; Climate Change, p. 37-39; Greenhouse Gas Emissions, p. 40-43			
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	Environmental Policy, p. 37; Climate Change, p. 37-39; Greenhouse Gas Emissions, p. 40-43; Appendix 3			
	302-2 Energy consumption outside of the organisation	Environmental Policy, p. 37; Climate Change, p. 37-39; Greenhouse Gas Emissions, p. 40-43; Appendix 3			
	302-3 Energy intensity	Environmental Policy, p. 37; Climate Change, p. 37-39; Greenhouse Gas Emissions, p. 40-43; Appendix 3			
	302-4 Reduction of energy consumption	Environmental Policy, p. 37; Climate Change, p. 37-39; Greenhouse Gas Emissions, p. 40-43; Appendix 3			
	302-5 Reductions in energy requirements of products and services		All	Not applicable	Fyffes sells fresh produce. No energy is required to consume its products.

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Energy Consumption and Greenhouse Gas Emissions (cont.)

GRI 3: Material Topics 2021	3-3 Management of material topics	Environmental Policy, p.37; Climate Change, p. 37-39; Greenhouse Gas Emissions p. 40-43			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Environmental Policy, p.37; Climate Change, p. 37-39; Greenhouse Gas Emissions p. 40-43; Appendix 3			
	305-2 Energy indirect (Scope 2) GHG emissions	Environmental Policy, p.37; Climate Change, p. 37-39; Greenhouse Gas Emissions p. 40-43; Appendix 3			
	305-3 Other indirect (Scope 3) GHG emissions	Environmental Policy, p.37; Climate Change, p. 37-39; Greenhouse Gas Emissions p. 40-43; Appendix 3			
	305-4 GHG emissions intensity	Environmental Policy, p.37; Climate Change, p. 37-39; Greenhouse Gas Emissions p. 40-43; Appendix 3			
	305-5 Reduction of GHG emissions	Environmental Policy, p.37; Climate Change, p. 37-39; Greenhouse Gas Emissions p. 40-43; Appendix 3			
	305-6 Emissions of ozone-depleting substances (ODS)		All	Not applicable	ODS emissions are not a material aspect to Fyffes.
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		All	Not applicable	NOx and SOx emissions are not a material aspect to Fyffes.

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Water Consumption					
GRI 3: Material Topics 2021	3-3 Management of material topics	Environmental Policy, p. 37; Water Consumption, p. 44-45; Appendix 3			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Environmental Policy, p. 37; Water Consumption, p. 44-45; Appendix 3			
	303-2 Management of water discharge-related impacts	Environmental Policy, p. 37; Water Consumption, p. 44-45; Appendix 3			
	303-3 Water withdrawal	Environmental Policy, p. 37; Water Consumption, p. 44-45; Appendix 3			
	303-4 Water discharge		All	Not applicable	Although water consumption is a material aspect to Fyffes, water discharge/effluents is not a material aspect.
	303-5 Water consumption	Environmental Policy, p. 37; Water Consumption, p. 44-45; Appendix 3			

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Employee Health, Safety and Wellbeing

GRI 3: Material Topics 2021	3-3 Management of material topics	Health and Safety, p. 71-79			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Health and Safety, p. 71-79			
	403-2 Hazard identification, risk assessment, and incident investigation	Health and Safety, p. 71-79			
	403-3 Occupational health services	Medical Clinics, p. 80			
	403-4 Worker participation, consultation, and communication on occupational health and safety	Health and Safety Committees, p. 74			
	403-5 Worker training on occupational health and safety	Health and Safety Training, p. 74			
	403-6 Promotion of worker health	Medical Clinics, p. 80			

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Employee Health, Safety and Wellbeing (cont.)

GRI 403: Occupational Health and Safety 2018	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and Safety, p. 71-79; Human Rights, p. 59-62			
	403-8 Workers covered by an occupational health and safety management system	Health and Safety, p. 71-79			
	403-9 Work-related injuries	Health and Safety, p. 71-79; Appendix 3			
	403-10 Work-related ill health		All	Information unavailable/incomplete	Fyffes is currently working on developing systems to collect this information in the future.

Decent Employment, Human Rights and Living Wage

GRI 3: Material Topics 2021	3-3 Management of material topics	Freedom of Association, p. 62-64			
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Freedom of Association, p. 62-64; Human Rights, p. 59-62			

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Decent Employment, Human Rights and Living Wage (cont.)

GRI 3: Material Topics 2021	3-3 Management of material topics	Approach to Human Rights, p. 59-62			
Fyffes Own Disclosure	Human Rights	Approach to Human Rights, p. 59-62			
GRI 3: Material Topics 2021	3-3 Management of material topics	Approach to Living Wage, p. 67-69			
Fyffes Own Disclosure	Living Wage	Approach to Living Wage, p. 67-69			

Food Safety

GRI 3: Material Topics 2021	3-3 Management of material topics	Responsible Sourcing, Compliance and Certifications, p. 98-103; Human Rights, p. 59-62			
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Responsible Sourcing, Compliance and Certifications, p. 98-103; Human Rights, p. 59-62			
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	In 2021-2022, Fyffes had no non-compliance concerning the health and safety impacts of our products			

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Compliance and Business Conduct

GRI 3: Material Topics 2021	3-3 Management of material topics	Approach to Compliance and Business Conduct, p.98-103			
Fyffes Own Disclosure	Compliance and Business Conduct	Approach to Compliance and Business Conduct, p.98-103			

Food Quality

GRI 3: Material Topics 2021	3-3 Management of material topics	Approach to Food Quality, p. 14, 49, 101			
Fyffes Own Disclosure	Food Quality	Approach to Food Quality, p. 14, 49, 101			

