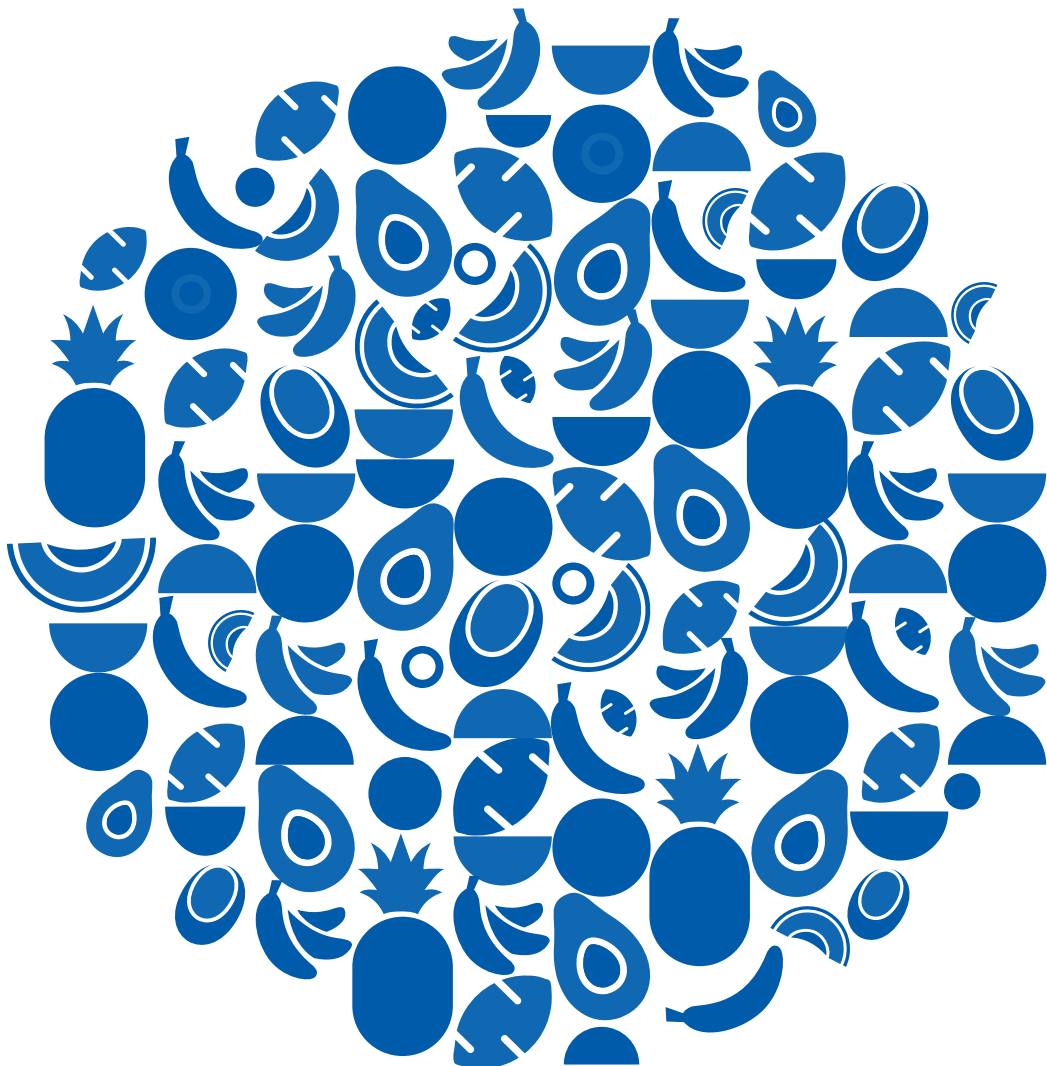




# Global Sustainability Strategy

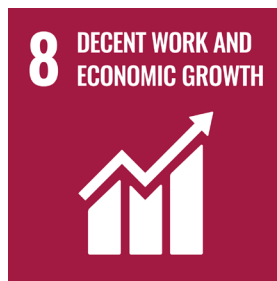
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## Sustainability Vision and Goals

**Fyffes engages employees, consumers, growers, communities 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.**

- In line with United Nations Sustainable Development Goals (UN SDGs)
- Long term timeline to 2030, with an initial 3-year roadmap



### Our Approach to Sustainability

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

Fyffes conducted over 200 interviews with internal and external stakeholders, as well as benchmarking and research. This work allowed us to identify our materiality matrix which encompasses areas of concern for our stakeholders as well as the issues that have a direct or indirect impact on Fyffes ability to create, preserve or erode economic, environmental and social value for itself, our stakeholders as well as society at large.

## Fyffes Sustainability Journey

### 2017

- Data collection on supply chain
- Sustainability Strategy Engagement Process
- Review of Sustainability Approach

### 2018

- Global Sustainability Strategy
- Stakeholder consultation
- Agreed target UN SDGs
- Org design for sustainability and compliance teams
- Living Wage Benchmark partner (Costa Rica, Belize)

### 2019

- Gender Equality Program
- Fyffes Principles
- Fyffes Ethics Hotline
- Human Rights Impact Assessment
- Life-cycle assessment analysis
- Inventory of innovative sustainable practices
- Community Investment Strategy
- Social Impact Study on Fairtrade premiums

### 2020

- Global Donation Policy
- Global Human Rights Policy
- 1st Sustainability Report
- SDG Targets
- Expand GEP
- HRIA at farm level
- Global GHG emissions calc
- 1st Signature Program Belize

**Areas  
of focus**



**Stewardship for the Planet**

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



**Healthy Food for Healthy Lives**

Fyffes enhances the health of people around the world by delivering healthy produce to underserved markets and by promoting healthy food choices.



**Enriching People's Lives**

Fyffes enriches people's lives by contributing to the development of employees, growers and communities and credited shared value partnerships



**Responsible Business Principles**

Fyffes upholds the highest standards for good corporate governance, ethics and sustainability by demonstrating and promoting sound business principles across its value chain

## Stewardship for the Planet



Fyffes integrates sustainable practices in all areas of its operation to respond to climate change and ensure that natural resources are efficiently managed, conserved and enhance for future generations.

To achieve this, Fyffes will:

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

## Healthy Food for Healthy Lives

Fyffes enhances the health of people around the world by delivering healthy produce to underserved markets and by promoting healthy food choices.

To achieve this, Fyffes will:

- Optimise consumer access to healthy core products
- Develop new applications and uses for core products and repurpose waste from production processes



## Enriching People's Lives

Fyffes enriches people's lives by contributing to the development of employees, growers, and communities and creating shared value partnerships.

To achieve this, Fyffes will:

- Advance the human rights of employees and provide decent, meaningful employment opportunities throughout the supply chain
  - Improve the health, safety and wellbeing of employees
  - Nurture and develop our community partnerships
- Collaborate with smallholder farmers to enable their growth and promote sustainable production



## **Responsible Business Principles**



Fyffes upholds the highest standards for good corporate governance, ethics and sustainability by demonstrating and promoting sound business principles across its value chain.

To achieve this, Fyffes will:

- Develop and implement Principles of Responsible Business Conduct 'Fyffes Principles'
- Enable supply chain transparency and transparent business practices
- Maintain open and proactive communication channels with stakeholders to strengthen engagement and influence on sustainable practices





## Gender Equality Program

- One of Fyffes strategic sustainability initiatives, closely aligned to the UN Sustainable Development Goal for Gender Equality and Fyffes Sustainability pillar ‘Enriching People’s Lives’
- Aim is to identify challenges to equality faced by women both at work and at home, and provide a platform to foster gender equality (for instance by developing their decision-making and leadership skills)
- Program Pilot program launched earlier this year in Honduras and Costa Rica, in partnership with the Sustainable Trade Initiative, and local partners. To date, interviews with 90 female and 113 male workers, as well as 7 managers, have been conducted in Honduras, and with 21 women, 32 men and 7 managers in Costa Rica.
- Committee in place whose role is to act as change agents in workplace and communities and give workers confidence to tackle inappropriate workplace behaviour as well as determine financial investment in issues.

## Fyffes Principles

- Govern the minimum acceptable behaviours required by our employees, contractors and leaders
- Introduce the Fyffes Ethics Hotline, an independently-run, confidential web and phonebased grievance mechanism to report unethical behaviour by a Fyffes employee. Available internally and externally in all relevant languages.

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### What are the Fyffes Principles?

- The *Fyffes Principles* are guidelines on minimum behaviours at work
- All employees operate ethically and responsibly
- We prioritize *Fyffes Principles* over profit
- Find *Fyffes Principles* at [www.fyffes.com/principles](http://www.fyffes.com/principles) or ask HR

### What do I do if I see misconduct?

- Report it *OR*
- Tell your manager or general manager *OR*
- Tell HR *OR*
- Contact Fyffes Ethics Hotline

### What is the Fyffes Ethics Hotline?

- Independent from Fyffes
- Confidential (can be anonymous too)
- Find Fyffes Ethics Hotline at [www.fyffes.ethicspoint.com](http://www.fyffes.ethicspoint.com)
- Call **1-855-248-4172**

### Where do the Fyffes Principles apply?

- At all Fyffes operations and in all our offices worldwide

### Who do the Fyffes Principles concern?

- Everyone who works for Fyffes

## Fyffes Principles quick test

 <b>SAFETY</b> Could it directly or indirectly endanger someone or cause them physical or mental harm?	 <b>LAW</b> Is it legal and in line with our policies and procedures?	 <b>CONSCIENCE</b> Does it fit with my personal values?
 <b>MEDIA</b> If the story appeared in the media, would I feel comfortable with the decision?	 <b>FAMILY</b> What would I tell my partner, parent, child or friend to do?	 <b>FEEL</b> What's my intuition 'gut feel'? If it feels bad, then it probably is bad.