

**FYFFES SUSTAINABILITY REPORT
2021-2022**

Appendix



Appendix 1: Memberships and Associations

Organisation	Mandate	Fyffes Relationship	Fyffes Frequency of Engagement
World Banana Forum (WBF)	WBF is a space where the main stakeholders of the global banana supply chain work together to achieve consensus on best practices for sustainable production and trade. For more information: www.fao.org/world-banana-forum/about-the-forum/en/	We were a founding member of the WBF in 2009. We are also on the WBF's Advisory Board and Steering Committee, in addition to being actively involved in several of the WBF's working groups.	<p>Steering Committee: Twice a year</p> <p>Advisory Board: every 6 weeks / average</p> <p>Working Group: Ad hoc</p>
Sustainability Initiative Fruits and Vegetables (SIFAV)	SIFAV aims to drive sustainability within global supply chains, with a focus on reducing the environmental footprint, improving working conditions, wages, and incomes, and strengthening due diligence reporting and transparency. For more information: www.idhsustainabletrade.com/initiative/sifav/	We are a member	One assembly meeting/year in addition to ad hoc meetings on specific topics.
The Sustainable Trade Initiative (IDH)	The Sustainable Trade Initiative (IDH) is a public-private partnership facility. Its mission is to accelerate sustainability in international supply chains, in line with the UN SDGs. For more information: www.idhsustainabletrade.com	IDH is a key strategic partner on several sustainability related topics. Most recently, we have been working together on finding mechanisms to close living wage gaps in our supply chain.	Ad hoc meetings on various topics

Organisation	Mandate	Fyffes Relationship	Fyffes Frequency of Engagement
IDH Steering Committee on Living Wage	IDH Steering Committee addresses overall strategic issues related to the Roadmap on Living Wages and oversee its development. The Roadmap to Living Wages is a joint effort of organisations and companies committed to developing aligned solutions for calculating and closing living wage gaps. For more information: www.idhsustainabletrade.com/initiative/living-wage-platform/	We are an active member supporting IDH in its aim to build tangible solutions with the goal of helping all the stakeholders that operate in the world of living wage	Quarterly meetings
GLOBALG.A.P.	GLOBALG.A.P. is a global organisation with a crucial objective: safe, sustainable agriculture worldwide. It sets voluntary standards for the certification of agricultural products in a participatory and democratic setting, bringing together retailers and producers. Essentially it supports farmers to connect with markets where they can sell their safely and sustainably produced agricultural products by developing and implementing farm assurance systems that are based on facts and recognised across the supply chain. For more information: www.globalgap.org	<p>We were a founding member in the early 2000s and have participated actively in the development of the standard</p> <p>We sit on the Board representing farmers in the Americas</p> <p>GLOBALG.A.P. certification is an essential part of our supply chain due diligence</p> <p>We participate in GLOBALG.A.P. version change consultations, Summits, and National Technical Working Groups. We also take part in trainings and regular technical meetings.</p>	Quarterly meetings of the Board

Appendix 1: Memberships and Associations

Organisation	Mandate	Fyffes Relationship	Fyffes Frequency of Engagement
Rainforest Alliance (RFA)	RFA runs a certified standard that connects business, agriculture, and forests. The standard seeks to demonstrate compliance with leading environmental, social and sustainability requirements, taking special care on current social and environmental issues. Their mandate is to protect forests, improve the livelihoods of farmers and forest communities, promote human rights, and help producers mitigate and adapt to the climate crisis. For more information: www.rainforest-alliance.org	<p>We apply RFA-certified rules across a large part of our supply chain and on 100% of our pineapple and banana farms</p> <p>We engage fully on technical issues and promote practical standard development during revision processes</p> <p>We also partner with RFA on different social and environmental projects in the field, across different countries. Most recently, we partnered on findings mechanisms to closing living wage gaps in our supply chain, along with IDH.</p>	Monthly or bi-monthly meetings

Chamber of Exporters of Costa Rica (CADEXCO)	CADEXCO is a non-profit organisation founded in 1981 that brings together companies of goods and services, exporters or linked to the export process and international trade. Their purpose is to promote and assist in exports, their competitiveness and development of foreign trade in general, for the benefit of Costa Rica and the common good.	We are a member	Ad hoc
--	--	-----------------	--------

Organisation	Mandate	Fyffes Relationship	Fyffes Frequency of Engagement
Alianza Empresarial para el Desarrollo (AED)	AED is a non-profit organisation that seeks the sustainability and competitiveness of the country, through the promotion of responsible and sustainable business models in companies. AED guides the private sector on how to consider sustainability principles as part of its management, reducing its negative impacts and maximising positive impacts on society, the environment, and the economy. For more information: www.aedcr.com	We are a member	<p>Ad hoc meetings on various sustainability topics</p> <p>Participation in various training for its members</p>

Fundación Hondureña de Responsabilidad Social Empresarial (FUNDAHRSE)	FUNDAHRSE is a non-profit, non-political, non-religious organisation whose main objective is the promotion of corporate social responsibility, understood as a continuous commitment of companies to contribute to sustainable economic development, improving the quality of life of its employees and their families, as well as the local community and society in general. For more information: www.fundahrse.org	We are a member	<p>Ad hoc meetings on various sustainability topics</p> <p>Participation in various training for its members</p>
---	---	-----------------	--

Appendix 1: Memberships and Associations

Organisation	Mandate	Fyffes Relationship	Fyffes Frequency of Engagement
Business For Social Responsibility (BSR)	BSR is a global nonprofit organisation that works with its network of more than 250 member companies and other partners to build a just and sustainable world. From its offices in Asia, Europe, and North America, BSR develops sustainable business strategies and solutions through consulting, research, and cross-sector collaboration. For more information: www.bsr.org	<p>We are a member</p> <p>BSR is a key strategic partner in the design of Fyffes Gender Equality Programme</p> <p>BSR has also conducted our first Human Right Impact Assessment in 2019 and update in 2022</p>	<p>Ad hoc meetings on various sustainability topics</p> <p>Participation in various training for its members</p>

Stronger Together	Stronger Together is a multi-stakeholder business-led initiative aiming to reduce modern slavery particularly forced labour, labour trafficking and other hidden third party exploitation of workers. They provide guidance, training, resources and a network for employers, labour providers, workers, and their representatives to work together to reduce exploitation. For more information: www.stronger2gether.org	<p>We are a business partner and have implemented their guidelines in our ripening centres in the UK</p> <p>Staff from our head office and ripening centres have attended workshops to stay informed of developments in the modern-day slavery sphere</p>	Occasional, as and when they have workshops
-------------------	--	---	---

Organisation	Mandate	Fyffes Relationship	Fyffes Frequency of Engagement
National Banana Corporation of Costa Rica (CORBANA)	CORBANA is the official banana regulatory body in Costa Rica since 1971. It promotes the progress of the banana sector, generating employment and promoting production and sales of the fruit. For more information: www.corbana.co.cr	<p>We participate in the Banana Environmental Commission (CAB) and the Banana Institutional Council (CIB), together with all the main banana producers in Costa Rica</p> <p>We are also a client of CORBANA's own farm, San Pablo</p>	Meetings every 2 weeks with the CAB and every month with the CIB

The National Chamber of Pineapple Producers and Exporters (CANAPEP)	<p>CANAPEP is a private, legally constituted, non-profit organisation set up in 2003 to bring together pineapple producers and exporters from all over Costa Rica. CANAPEP's objectives are to contribute to the production and growth of the sector without affecting natural resources and with respect to social and environmental standards.</p> <p>COSAP (the Socio-environmental Commission for Sustainable Pineapple Production) is a committee within CANAPEP that addresses social and environmental challenges. For more information: www.canapep.com</p>	<p>We are a member and sit on the governing committee</p> <p>At the technical level, we participate in the COSAP committee</p>	Monthly meetings
---	--	--	------------------

Appendix 1: Memberships and Associations

Organisation	Mandate	Fyffes Relationship	Fyffes frequency of engagement
Supplier Ethical Data Exchange (SEDEX)	SEDEX provides member companies (including retailers) with a secure web-based platform for storing and sharing SMETA audit reports across the supply chain. SMETA (SEDEX Member Ethical Trade Audit) assessments cover the Ethical Trading Initiative (ETI) Base Code and compliance with Human Rights. Information on compliance that is gathered allows for better risk management of the supply chain.	<p>We are an AB member (buyer and supplier membership) of SEDEX</p> <p>Being a member demonstrates our willingness to share information with our customers in a transparent manner. Our suppliers are requested to join SEDEX and Fyffes supports them in fulfilling SMETA standard requirements.</p>	Ongoing
Foodactive e.V.	Foodactive e.V. is the association of over 100 companies in the food industry, a central and professional point of contact for the food industry and the official food network of the Free and Hanseatic City of Hamburg. For more information: www.foodactive.de	We are a member	Monthly meetings

Organisation	Mandate	Fyffes Relationship	Fyffes frequency of engagement
The Deutscher Fruchthandelsverband	The Deutscher Fruchthandelsverband is the Fruit and Vegetable Association in Germany. Amongst other topics relative to the industry, social & environmental issues for the German industry partner are addressed. For more information: www.dfhv.de/verband/	We are a member	One annual meeting for all members and three to four meetings for the steering committee.
Freshfel Europe	Freshfel Europe serves to address the main challenges faced by the fresh produce sector. The priorities derive from dialogue amongst the Freshfel Europe membership, while also considering the agenda and priorities of the EU institutions, such as the implementation of the objectives set under the European Green Deal. For more information: www.freshfel.org	We sit on the Freshfel Board	Average four times per year

Appendix 1: Memberships and Associations

Organisation	Mandate	Fyffes Relationship	Fyffes Frequency of Engagement
Fresh Produce Consortium	UK Fresh Produce Association creates opportunities and supports the growth of its members' businesses. Their extensive membership encompasses all aspects of both domestic and global supply chains of the fruit, vegetable, and flower industry. For more information: www.freshproduce.org.uk	We are a member We also participate in the Technical and the Sustainability Group	Three times a year
BRCGS	BRCGS was founded in 1996 by retailers who wanted to harmonise food safety standards across the supply chain. Today, BRCGS is globally recognised across both food and non-food categories and operate the most rigorous third-party certification scheme of its type. For more information: www.brcgs.com	We are a member and participate in the Technical Advisory Committee	Two meetings per year
Banana Grower Association (BGA)	BGA is the body representing banana growers in Belize. It is an association of farms that grow and export fresh quality bananas from Belize.	We are a member	Minimum once a month

Organisation	Mandate	Fyffes Relationship	Fyffes Frequency of Engagement
Belize Chamber of Commerce and Industry (BCCI)	BCCI is the largest private sector membership-based organisation in Belize. Founded in 1920, the Chamber has been consistently championing the causes of its private sector constituency and considers among its primary objectives the social and economic development of Belize through the development of all sectors of industry, commerce, and services. For more information: www.belize.org	We are a member	Once or twice a year
Costa Rica Network of Companies Against Child Labour	The network contributes to the prevention and eradication of child labour and hazardous adolescent labour in Costa Rica, in line with goal 7 of objective 8 of the 2030 Sustainable Development Agenda, in accordance with national and international regulations ratified by the country. For more information: www.mtss.go.cr/seguridad-social/trabajo-infantil/red_empresas.html	We are a member	At least four times a year

Appendix 1: Memberships and Associations

Organisation	Mandate	Fyffes Relationship	Fyffes Frequency of Engagement
International Fresh Produce Association	IFPA is a trade association representing companies from every segment of the global fresh produce and floral supply chain, advocating, connecting, and guiding to enhance its members' prosperity. For more information: www.freshproduce.com	We are a member	Annual Fresh Summit
Ecuador Banana Exporters Association (AEBE)	AEBE represents more than 70% of banana exports from Ecuador, promoting the competitiveness and sustainability of the banana industry. For more information: www.aebe.com.ec	We are a member of the Board of Directors	Four to five times a year
Ecuador's Banana Marketing and Export Association (ACORBAN-EC)	ACORBANEC's mission is to contribute to the national banana development, with ethical principles and values, participating as a social and economic actor in strengthening the participation of Ecuadorian people and companies in the production and export of Ecuadorian bananas.	We are a member	Four to five times a year

Organisation	Mandate	Fyffes Relationship	Fyffes Frequency of Engagement
IBEC	Ibec is Ireland's largest lobby and business representative group. Its purpose is to help build a better, sustainable future by influencing, supporting, and delivering for business success. With over 260 employees, Ibec engages with key stakeholders in Ireland and internationally through six regional offices and its Brussels office, along with an extensive international network in the UK and US. Ibec positions are shaped by its diverse membership, which range from small to large, domestic to multinational and its 39 trade associations cover a wide range of industry sectors. Ibec members employ over 70% of the private sector workforce in Ireland. As well as lobbying, Ibec provides a wide range of professional services and management training to members on all aspects of human resource management, occupational health and safety, employee relations and employment law. For more information: www.ibec.ie	We are a member and sit on the Sustainability Leaders Forum	Ibec meets at least monthly The Sustainability Leaders Forum meets four times a year

Appendix 2: Stakeholder Groups

Stakeholder Group	Engagement Activity	Frequency	Topics of Interests or Concerns
Shareholder	We share with our shareholder Sumitomo (our parent company), regular updates regarding our sustainability strategy, targets, stakeholder engagement as well as external communications efforts. Our sustainability strategy also aims to support Sumitomo's sustainability strategy.	Regular updates (at least quarterly)	Communications, stakeholder engagement, sustainability, compliance and ethics, capital allocation.
Board of Directors	Board meeting	Quarterly	Business and sustainability strategy, capital allocation, compliance and ethics governance.
Employees	Sustainability and corporate newsletters CEO Townhall meeting Employee Engagement Survey Social Media	Monthly At least quarterly Ad hoc Ongoing	Employee benefits, human and labour rights, health and safety, wellbeing, sustainability.
Governments	Very low level of engagement, except with the US Department of Labour. Fyffes prohibits political donations.	N/A	N/A

Stakeholder Group	Engagement Activity	Frequency	Topics of Interest or Concerns
Customers	Compliance audits Site Visits, Farm Tours, Tradeshows Meetings with sustainability team Social Media Whenever possible, we partner with customers in specific sustainability impact projects	As required Ad hoc Twice a year Ad hoc Ongoing	Ethical, labour, health and safety and environmental compliance, living wage, human and labour rights, sustainability.
Consumers	Consumer insight survey	As required Latest conducted in 2022	Consumer preferences Sustainability
NGOs	Ad hoc discussions on topics of interest/allegations Conferences/webinars/workshops Memberships and committee meetings	As required	Ethical, labour, health and safety, and environmental compliance, living wage, human and labour rights, sustainability.

Appendix 2: Stakeholder Groups

Stakeholder Group	Engagement Activity	Frequency	Topics of interest or concerns
Certifications	Organisations that verify and certify social, labour, environmental and food safety practices of Fyffes.	Audits Ad hoc	Ethical, labour, health and safety environmental, food safety compliance; living wage; human and labour rights; sustainability.
Local Communities	Community Needs Assessment (see Sustainability Report, p. 82)	As required	Environmental and socio-economic impact, employment, human and labour rights, sustainability, climate change, education programmes.
Unions and Worker-management Committees	Varies from operation to operation. Includes established unions at our farms and other trade unions.	Ad hoc meetings	Collective bargaining and freedom of association, ethical labour, health and safety and environmental compliance, living wage, human and labour rights, sustainability.

Stakeholder Group	Engagement Activity	Frequency	Topics of interest or concerns
Trade Associations	We are an active participant in a number of relevant trade associations and chambers of commerce. We do very little direct government engagement.	Regular attendance on committees and on relevant topics	Varies across the supply chain
Key Business Partners (Strategic Suppliers)	Training Compliance Audits Strategy and planning meetings	Ad hoc Annually Ongoing	Commercial contracts, ethical labour, health and safety and environmental compliance, living wage, human and labour rights, sustainability.

Appendix 3: Environmental Indicators

Energy Consumption (Scopes 1 and 2)

Indicator	2020 (GJ)	2021 (GJ)	2022 (GJ)
Total fuel consumption from non-renewable sources (fuel oil, natural gas, LNG, propane, diesel, etc.) <i>within the organisation</i>	421,325	718,344	641,686
Total electricity consumption from non-renewable sources <i>within the organisation</i>	143,394	115,884	81,155
Total electricity consumption from renewable sources <i>within the organisation</i>	39,892	55,785	83,147
Total energy consumption from renewable sources (electricity + fuel) <i>within the organisation</i>	39,892	55,785	83,147
Total energy consumption (electricity + fuel) <i>within the organisation</i>	604,611	890,013	805,988
% Renewable energy	6.6%	6.3%	10.3%

Water Withdrawal by Source (Fyffes-owned Operations Only)

Indicator	2020 (000 m ³)	2021 (000 m ³)	2022 (000 m ³)
Third-party (municipal water supply)	299	417	281
Groundwater (wells)	42,881	26,284	16,154
Fresh surface water (rivers, lakes)	27,696	36,804	36,043
TOTAL	70,876	63,505	52,478

GHG Emissions¹

Indicator	2020 (t CO ₂ eq.)	2021 (t CO ₂ eq.)	2022 (t CO ₂ eq.)
Direct (Scope 1) GHG emissions	112,721	119,880	111,539
Indirect (Scope 2) GHG emissions	15,831	11,296	10,823
Other indirect (Scope 3) GHG emissions	324,187	308,872	265,517
TOTAL	452,739	444,048	387,879

¹ This inventory covers the following GHGs prescribed by the GHG Protocol: carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFC).

Appendix 3: Environmental Indicators

Global Warming Potential of GHGs Covered in GHG Emissions

GHG Covered	Global Warming Potential (PRP)	Source
Carbon dioxide (CO2)	1	IPCC assessment report 6, 2021: chapter 7, table 7.15 GWP-100
Methane (CH4)	29	IPCC assessment report 6, 2021: chapter 7, table 7.15 GWP-100
Nitrous oxide (N2O)	273	IPCC assessment report 6, 2021: chapter 7, table 7.15 GWP-100
R22	1760	Co2emissiefactoren.nl (AR4/AR5)
R401A	3943	Co2emissiefactoren.nl (AR4/AR5)
R134A	1300	Co2emissiefactoren.nl (AR4/AR5)
R404A	3943	Co2emissiefactoren.nl (AR4/AR5)
R410A	1924	Co2emissiefactoren.nl (AR4/AR5)
R422A	2473	Co2emissiefactoren.nl (AR4/AR5)
R507	3985	Co2emissiefactoren.nl (AR4/AR5)
R449A	1282	Co2emissiefactoren.nl (AR4/AR5)
R422D	2473	Co2emissiefactoren.nl (AR4/AR5)
R407	1649	Co2emissiefactoren.nl (AR4/AR5)
Ethylene	1.45	Co2emissiefactoren.nl (AR4/AR5)

Appendix 3: Labour Indicators

Information On Fyffes Employees and Other Workers²

Regions	Total	Contract Type		Gender		Full vs. Part-time	
Europe	622	Permanent	613	Male	348	Full-time	609
		Temporary	9	Female	274	Part-time	13
Latin America*	14276	Permanent	7553	Male	10253	Full-time	14162
		Temporary	6723	Female	4023	Part-time	114
North America	391	Permanent	157	Male	306	Full-time	349
		Temporary	1	Female	85	Part-time	42

*Fyffes subsidiary, Sol Group, also employs between 5,000 and 8,000 seasonal workers each season (from November to April). The number of temporary employees in Latin America thus varies greatly during this period.

Information On Workers That Are Not Fyffes Employees

Regions	Total	Contract Type		Gender		Full vs. Part-time	
Europe	107	Agency	96	Male	68	Full-time	105
		Contractor or sub-contractor	11	Female	39	Part-time	2
Latin America	7	Contractor	7	Male	7	Full-time	7
		Contractor or sub-contractor	0	Female	0	Part-time	0
North America	31	Agency	30	Male	22	Full-time	
		Contractor or sub-contractor	1	Female	9	Part-time	

² This table includes the headcount on 31 December 2022.

Appendix 4: Health and Safety

Indicator	2021	2022
Number of lost time or recordable work-related injuries	698	610
Frequency rate or rate of recordable work-related injuries	38.2	31.2
Severity rate	0.0029	0.0018
Severe work-related injuries	N/A	24
Fatalities	1	0