



Sustainability Report 2021-2022

OUR FUTURE IS SUSTAINABLE

Contents

<u>04</u>	Manifesto
<u>06</u>	Message from Our CEO
<u>10</u>	Message from Our Global Sustainability Director
<u>14</u>	Inspiring People: About Fyffes
<u>22</u>	Approach to Sustainability
<u>26</u>	Sustainability Strategy
<u>36</u>	Stewardship for the Planet
<u>52</u>	Healthy Food for Healthy Lives
<u>58</u>	Enriching People's Lives
<u>94</u>	Principles of Responsible Business Conduct
<u>98</u>	Responsible Sourcing, Compliance & Certifications
<u>104</u>	Corporate Governance
<u>110</u>	Reporting Methodology



Our Manifesto

At Fyffes, we recognise the importance of sustainability and its impact on our environment, society, and the economy. We believe that strong governance and a culture of embedding sustainability must be top priorities in all our decision-making processes and in how our people are motivated and recognised. We are committed to achieving our sustainability goals and targets collectively and encouraging our employees, partners, and other stakeholders to join us in this important mission. By doing so, we are creating a positive impact on our business and the world around us and contributing to a better future for generations to come. Together, we can shape wellbeing for the world.

Message from Our CEO Helge Sparsoe

I am pleased to share Fyffes second Sustainability Report and to note the significant progress we have made towards achieving our sustainability targets, which we set out in 2021.



We are publishing this report three years after we set our company vision — Shaping Wellbeing for the World. Our strategy details a planning process over the short, medium, and long term that accords with the UN Sustainable Development Goals (SDGs) timeline, focusing on [nine key SDGs](#).

In the first three years of our strategy, we have focused on organisational and operational excellence. Part of this is to have a world-class approach to sustainability, including the most ambitious [greenhouse gas reduction target](#) in our sector. We want to limit our emissions to a level that follows the [Science Based Targets initiative](#) of no more than a 1.5°C increase in global temperatures since pre-industrial levels.

Establishing a culture where health and safety come first is our top priority. We suffered a great loss in the year 2022 when a dear colleague died in the workplace. This tragedy affected not only our valued employee's family and friends but also all of us at work. It is essential that we prioritise the safety of our employees and ensure that everyone returns home in the same condition as when they arrive at work. My main goal is to achieve our target of [zero severe injuries](#) as soon as possible and then to prevent such incidents from happening again.

We have progressed towards our vision of operational and organisational excellence and the achievement of our sustainability targets against a challenging backdrop. Just when we were emerging from the global COVID-19 pandemic, the war in Ukraine began. The human tragedy of this war is where our thoughts turn first and foremost, followed by the impact on business. This war has harmed global supply chains, restricting access to essential inputs such as fertiliser and packaging materials. These restrictions have created inflationary pressures, and central banks have responded by increasing interest rates. Globally, consumers face a cost-of-living crisis, and businesses must deal with increased input costs, foreign exchange volatility, and rising energy prices.

As I reflect on my first three years at Fyffes, I wish to acknowledge the hard work and discretionary effort of all our people who have risen to these global challenges. I continue to be impressed by the ingenuity of our people in their response to change. Over the longer term, we are seeing two trends of particular interest to our business. The first is the growing understanding of the role fresh produce can play in health and wellbeing while the consumption of fruit and vegetables in developed markets like the EU¹ remains stubbornly below the 400 grammes recommended by the [World Health Organization](#). At the same time, we are seeing tropical storms, drought, fire, and famine in parts of the world made worse by climate change, which is particularly threatening to agriculture and food production.

¹ www.freshfel.org/freshfel-europes-consumption-monitor-shows-that-there-is-still-a-long-way-to-go-to-reach-the-minimum-recommendation-of-400-g-day-of-fresh-fruit-and-vegetables/

In both global trends, consuming more fruit and vegetables, including tropical fresh produce like bananas, pineapples, and melons, can help reduce humans' impact on climate change and contribute to health and wellbeing.

I am delighted that we have already surpassed our target to [donate five million meals to vulnerable groups by 2025](#) by working with qualified partners. It is especially critical that people have access to nutritious produce during the cost-of-living crisis, and we are donating to communities surrounding our farms as well as people struggling in Europe and North America.

Our vision is centred on consumers and putting them at the heart of our decision-making. We have invested in consumer insights to truly understand how people approach their shopping, how they feel about our health-giving and delicious produce, and how they view sustainability in their consumption habits. This research concluded that consumers want to feel good about their contribution to the planet and the people who grow their fresh produce. They are also prepared to pay a bit more to ensure that their spending habits make a positive contribution.

Earlier this year, we published Fyffes second [Human Rights Report](#). Our company is the only one in our sector to have conducted three years of human rights due diligence. This work is undertaken by an independent expert every three years and has informed our approach to human rights across the company. We are also working with several retailers on projects to [close the living wage gap](#) in our supply chains so that the work done by our people and partners reflects the value of tropical fresh produce on supermarket shelves.

Our vision and strategy are underpinned by a culture of innovation, particularly in our approach to sustainability. Already, we have found different applications for our products to reduce food loss and work towards zero hunger. For example, in Belize we have developed flour from unused bananas, which is used in breakfast porridges in local schools to ensure primary school children are well-fed at the start of their day.

I hope you enjoy reading our Sustainability Report. If you have questions, don't hesitate to contact infosustainability@fyffes.com.

Helge



Message from Our Global Sustainability Director **Julie Cournoyer**

This report features our main accomplishments over the 2021-2022 period and the challenges we faced in delivering the goals of our four sustainability pillars: Stewardship for the Planet, Healthy Food for Healthy Lives, Enriching People's Lives, and Fyffes Principles of Responsible Business Conduct.



We have chosen again to prepare our Sustainability Report in accordance with the [Global Reporting Initiative](#) Standards to ensure a high level of transparency and reporting methodology. In summary, this report highlights the following accomplishments and challenges:

Stewardship for The Planet

In 2022, we made progress towards our greenhouse gas reduction target, endorsed by the Science Based Targets initiative, by reducing our Scope 1 and 2 emissions in CO² eq./kg of fruit harvested by 14.1%. We will continue to prioritise meeting our target in the coming years. Although we have a plan in place to reduce our greenhouse gas emissions (GHGs), increasingly unpredictable weather will continue to impact our production and therefore the use of inputs, and this can lead to unplanned fluctuations in our emissions and greatly influence our results.

In terms of water consumption, 36% of our own farms have a strong water management plan in place. In the coming years, we will ensure 100% of our farms have such a plan by certifying all our farms to the [GLOBALG.A.P.](#) Spring add-on.

Turning to our packaging, 98.8% is already recyclable, reusable, or compostable.

Healthy Food for Healthy Lives

We are proud to report that we have surpassed our target of donating five million healthy meals to people in vulnerable groups by reaching a total of 8.1 million meals. The achievement of this target means even more in the current global cost-of-living crisis where the demand for foodbanks has increased exponentially.

In addition to donating food, we have sought to reduce food loss from our processes and find innovative ways to repurpose food loss through the development of new applications for our core products. I am pleased to say we have already found three new applications for our core products .

Enriching People's Lives

This year we completed our third [Human Rights Impact Assessment](#) (HRIA). An independent organisation conducted the assessment to update previous findings, strengthen our understanding of our human rights salient issues across key value chains and geographies, and assess our current level of management.

We have published the results in our second Human Rights Report, which includes our updated Human Rights Prevention and Mitigation Plan. As part of our commitment to respect human rights within our operations, we have also

launched mandatory human rights training for all our farm workers and people employed by our suppliers.

Two years ago, we launched [HERessentials](#), an online gender equality programme developed by [Business for Social Responsibility](#) (BSR). Today, all our owned farms in Costa Rica, Honduras, Guatemala, Belize, and Ecuador have a gender equality training programme in place, and more than 5,000 workers have received training on gender equality. This milestone places us well on the way to achieving our target of 100% of our employees in Latin America benefiting from gender equality programmes by 2025 and 50% of suppliers by 2030.

We have also conducted community needs assessments in the communities near our operations in Honduras, Belize, Ecuador, Guatemala, and Costa Rica. This work has ensured that today 33.8% of our neighbouring communities are engaged in resilient socioeconomic programmes against our target of 100%.

Looking Ahead

In this report, we highlight the progress of our sustainability targets so far, but we are already thinking about our next-generation strategy. In 2024, we will conduct a materiality assessment that reflects our new business strategy and culture as well as the new challenges faced by us, our stakeholders, and society in general.

The accomplishments of the past two years would not have been possible without the collaboration of the entire organisation, the support of our Executive Leadership Team and the representation of sustainability on the team by the Chief Corporate Affairs Officer. I would also like to mention the incredible energy of our Sustainability team, which won the 2022 ESG (environmental, social and governance) Team Award at the Business & Finance ESG [Awards](#).

Julie

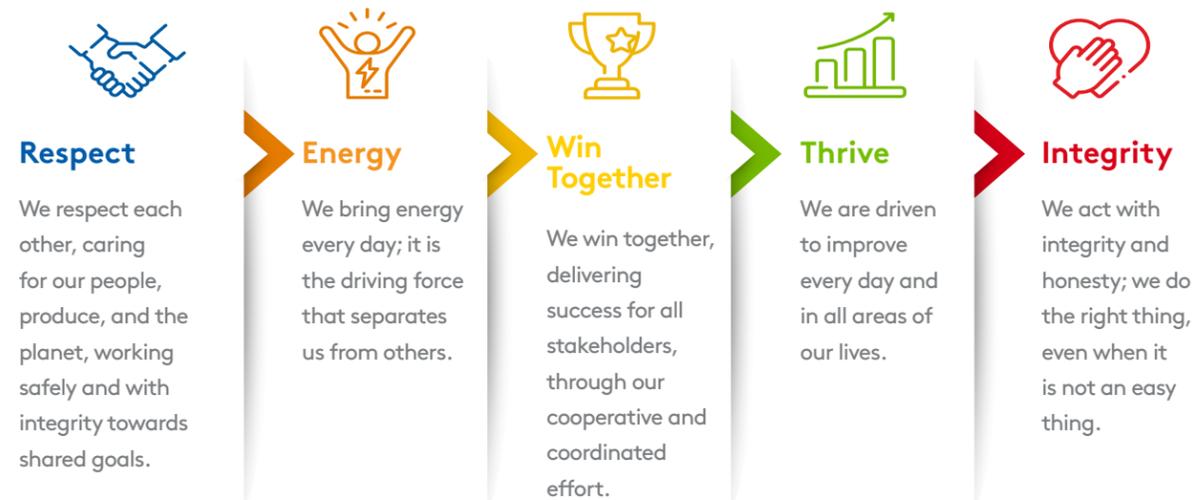


Inspiring People: About Fyffes

Since 1888, we have brought consumers around the world the highest quality products. We want to inspire people to feel excited about our products and make a positive difference for our suppliers, our customers, and the environment. We are involved in the production, procurement, shipping, ripening, distribution, and marketing of bananas, pineapples, melons, and other exotic fruits and vegetables around the world. In 2017 we became part of Sumitomo Corporation, advancing our industry leadership in many exciting ways. Today we are proud to be the largest importer of Fairtrade-certified bananas in the world, the largest importer of bananas in Europe, and the number one importer of winter melons in North America.

Our Vision, Mission, and Values

At Fyffes, our business is our people. Our vision, Shaping Wellbeing for The World, places our focus on sustainability and shared value with our growers and customers. 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:



Our Global Presence

Our business spans the globe and involves our farms, offices, suppliers, communities, distributors, customers, and consumers. With more than 8,700 permanent employees and 6,000 seasonal workers across 14² countries, we continuously aim to build a world-leading company that cares deeply about how our produce is grown, harvested, and transported from farm to table, ensuring a positive commercial, social, and sustainable future.

In June 2023 we established our Executive Leadership Team and Board in Versoix, Switzerland. We also have two main offices, one for our supply business in Ireland and another for distribution in Versoix. In addition, we have regional offices across Europe and the Americas that oversee our operations and distribution in 28³ countries. By the end of 2022, our group of companies included subsidiaries Interweichert in Germany (until October 2022 when it became the German branch of Fyffes International S.A.), Fyffes Limited Ireland and Sol Marketing Group in the United States, and joint ventures van Wylick (74%) in Germany and Fyffes North America (50%), also in the United States.

²Countries where Fyffes has a corporate/regional office, farm, and/or ripening/distribution centre: America (7): USA, Costa Rica, Honduras, Guatemala, Panama, Ecuador, Belize. Europe (7): Switzerland, Ireland, UK, Germany, Netherlands, Belgium, Spain.

³ Includes countries where Fyffes supplies products.

Our Products and Operations

Most of our business centres on three core products: bananas, pineapples, and melons. We source our products from more than 15 countries in Latin America, the Caribbean, and Africa, including 20 of our owned farms in Costa Rica, Belize, Honduras, Guatemala, and Ecuador.

Our shipping and distribution routes include 19 ports of loading, 24 ports of discharge, and 19 distribution and ripening centres in the US and Europe. Our fresh products are sold to more than 500 customers in 22 countries across Europe and North America.



GLOBAL OPERATIONS



19
PORTS
OF LOADING



22
COUNTRIES
SERVED

+500
CUSTOMERS SERVED



19
DISTRIBUTION
CENTRES



+14,000
EMPLOYEES
WORLDWIDE



20
FYFFES-OWNED
FARMS



24
PORTS
OF DISCHARGE

AWARDS & RECOGNITIONS

New Rainforest Alliance Certification

In September 2021, our banana farm Esmeralda in Costa Rica was the [first in the world](#) to receive the new [Rainforest Alliance](#) certification, version 2020, which deploys a radically new management system approach to environmental, labour, social, and economic risks.

CHEP Certificate of Sustainability

In December 2021, we were proud to receive the [CHEP](#) Certificate of Sustainability for our efforts to reduce our environmental impacts. By utilising shareable and reusable CHEP pallets to transport millions of fruit boxes worldwide, we were able to achieve significant savings in the operations of bananas, pineapples, and melons between July 2020 and June 2021.

Ecological Blue Flag Award

Our San José office in Costa Rica received the [Programa Bandera Azul Ecológica](#) (Ecological Blue Flag Programme) award in both 2021 and 2022. The award is a result of our office’s commitment to reducing its carbon footprint through initiatives such as waste classification and recycling of reusable materials, use of environment-friendly cleaning products, proper maintenance of our air conditioning system, and repairs and adequate maintenance of our vehicle fleet, which have led to a 22% reduction in our vehicles’ fuel consumption.



COSEVI Safe Company Award

Our pineapple farm Anexco in Costa Rica received the Safe Company Award—Silver category from the Road Safety Council ([COSEVI](#)) in 2021 and in 2022 for our road safety campaign '[Was it Worth it?](#)' The award recognises initiatives that promote the reduction of road accidents in rural areas in Costa Rica.

GHG Reduction Target Approved by the Science Based Targets Initiative

We’ve officially received approval from the [Science Based Targets initiative](#) for our GHG emissions reduction target as of October 2021.

FUNDAHRSE Socially Responsible Company Seal

Our melon farm Suragroh received the prestigious Socially Responsible Company Seal for the two years 2022 and 2023 from the Honduran Foundation for Corporate Social Responsibility ([FUNDAHRSE](#)) with a score of 96%, across seven key indicators: governance, human rights, labour practices, environment, fair operating practices, consumer affairs, and community participation.

Business and Finance ESG Team Award 2022

In April 2023 our Corporate Affairs team was recognised with the ESG Team Award from [Business & Finance Media Group](#) in Ireland for achieving extraordinary results on a project focused on ESG. Specifically, our team was commended for overcoming the challenges posed by the pandemic and successfully executing our sustainability strategy throughout 2021 and 2022.

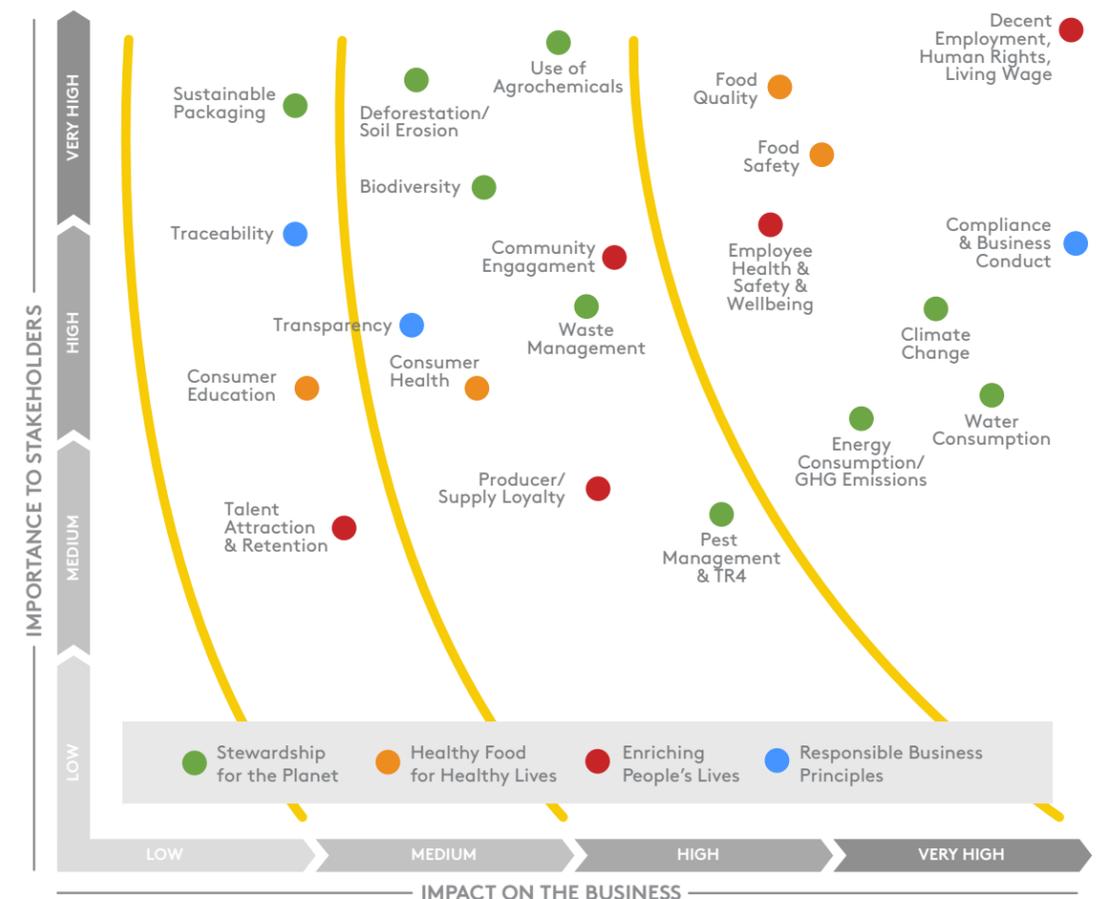
Approach to Sustainability

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, ever-increasing stakeholder requirements, a shifting global economy, and evolving consumer preferences.

As part of this review, and with the support of independent experts, we consulted over 200 internal and external stakeholders (including our employees, customers and suppliers, non-governmental organisations, and certifications and standards bodies) through workshops and interviews to identify and understand the importance of various sustainability topics to our stakeholders. We used this information together with benchmarking and research to establish our first materiality matrix.

In 2021, we revised the initial materiality matrix to consider our new corporate strategy and determine the most relevant material topics for our stakeholders and business. In 2022, we started a global stakeholder mapping and prioritisation exercise to help inform our new materiality assessment to be conducted in early 2024. The assessment will include new topics in line with [Global Reporting Initiative \(GRI\) standard 13: Agriculture, Aquaculture and Fishing Sectors 2022](#), and potential and actual positive and negative environmental and human rights impacts identified from three years of human rights due diligence and our first climate change risk assessment.

Materiality Matrix



The top material issues identified are:

- 1 Decent employment, human rights, and living wage
- 2 Employee health, safety, and wellbeing
- 3 Water consumption
- 4 Climate change
- 5 Energy consumption and greenhouse gas emissions
- 6 Food safety
- 7 Compliance and business conduct
- 8 Food quality

The materiality matrix also resulted in the creation of our Global Sustainability Strategy in 2018 and our [13 sustainability targets](#) announced in 2021.

Sustainability Governance

In 2018, we appointed our first Global Sustainability Director and Assistant Manager of Sustainability to lead our sustainability efforts. Later that year, our management team endorsed our first Global Sustainability Strategy. Since then, our Board of Directors has received an update on our sustainability agenda at every meeting and has approved our sustainability targets.

The sustainability team reports to our CEO, Helge Sparsoe, via the Chief Corporate Affairs Officer, who is part of our Executive Leadership Team. The Sustainability team is supported by our Global Sustainability Steering Committee, which consists of managers from the businesses, functions, and markets where we operate. This committee is responsible for the orientation and implementation of our sustainability strategy and supports the creation of value for us and our stakeholders.

Stakeholders and Partners

We aim to establish close partnerships and proactive engagement with our stakeholders to help us achieve our sustainability vision in addition to the overall sustainability of the fresh produce industry. Our relationships with our stakeholders over the years allow us to learn from each other and collaborate in delivering our vision of Shaping Wellbeing for the World.

Our [Global Stakeholder Engagement and Communications Policy](#) defines how we manage our stakeholder relationships. In 2022, we started a global stakeholder mapping exercise in line with this policy to help us improve our overall stakeholder engagement. Following on from this mapping, we have prioritised stakeholders from each group to focus Executive Leadership Team engagement.

We were a founding member of the [World Banana Forum](#), a space chaired and hosted by the Food and Agriculture Organization of the United Nations where the main stakeholders of the global banana supply chain work together to achieve consensus on best practices for sustainable production and trade.

In 2021 and 2022, we conducted [community needs assessments](#), surveying more than 2,200 people in the surrounding areas of our farms in Latin America to identify their perceived community needs. We have used the results of these assessments to develop and implement several socioeconomic projects that are most relevant to these communities.

We also partner with several associations and organisations on sustainability-related topics, as outlined in [Appendix 1](#). A list of our stakeholder groups and how we engage with them is available in [Appendix 2](#).



Our Sustainability Strategy

After reviewing our approach to sustainability in 2017 and 2018, we established our first Global Sustainability Strategy to ensure that we operate in a way that is responsible, ethical, and sustainable over the long term.

Our sustainability vision is to engage 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.

Global Sustainability Strategy

Our Global Sustainability Strategy includes a long-term timeline to 2030 in line with the UN SDGs. We have identified nine UN SDGs that are most material to our stakeholders and business, and which serve as the foundation of our sustainability strategy and targets.

Sustainability Pillars

Our Global Sustainability Strategy comprises four pillars that represent the environmental, social and governance areas of our business:





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:



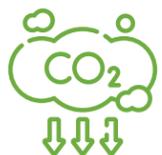
Increase efficiency in the use of inputs and outputs, including the implementation of sustainable alternatives



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 the 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 repurposing 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:



Ensure all people in the supply chain abide by the Fyffes Principles



Maintain open and proactive communication channels with stakeholders to strengthen engagement and influence sustainable practices

Our Contribution to the UN Sustainable Development Goals

In 2021, we established 13 sustainability targets for our pillars that contribute to nine UN SDGs that are material to our business and stakeholders. In the chart below we describe each target and progress as of December 2022:



Stewardship for the Planet

SUSTAINABILITY TARGET	UN SDGs ALIGNMENT	PROGRESS
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 Scopes 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 us and our suppliers, from a 2020 base year.		In 2022, we reduced Scope 1 and 2 GHG emissions by 14.1% per kg of fruit and reduced Scope 3 emissions by 9.4% per kg of fruit
100% of our owned operations have water management plans in place by 2025 (farms only).		36% of our farms have water management systems in place. Applying GLOBALG.A.P. Spring add-on to all locations
All packaging will be compostable, recyclable or reusable by 2025.		98.8% of packaging is compostable, recyclable or reusable



Healthy Food for Healthy Lives

SUSTAINABILITY TARGET	UN SDGs ALIGNMENT	PROGRESS
Provide five million healthy meals to people in vulnerable groups by 2025 by working with qualified partners.		Total of 8.1 million meals provided
80% food loss reduction in all operations by 2030.		Food loss increased in 2022 by 1.53% since 2020
Develop one new application for each of our core products by 2030.		Three new applications implemented and one at pilot stage
Educate three million people on healthy eating habits and food waste minimisation by 2025.		1.5 million achieved to date

Our Contribution to the UN Sustainable Development Goals



Enriching People's Lives

SUSTAINABILITY TARGET	UN SDGs ALIGNMENT	PROGRESS
100% of our workers and supply chain workers are trained in human rights by 2030 (100% of managers and employees by 2025).		Digital training content complete and rolled out in May 2023
100% of our owned sites in the Latin American region benefiting from gender equality programmes by 2025 and 50% of our suppliers by 2030.		100% of owned sites started the programme and 5,060 employees have been trained so far. 37% of suppliers started the programme as well
Eradicate gender pay gap in our operations by 2030.		Completion of human resources system before analysis
By 2025 no work-related fatalities and no severe work-related injuries.		One fatality in 2022 and 7 severe work-related injuries. ProSafety not rolled out globally
100% of our neighbouring communities are engaged in resilient socioeconomic community projects out of the four community investment areas by 2030.		33.8% engaged in resilient socioeconomic projects and community needs assessments completed for our owned farms
Improve the resilience of 2,000 of our smallholders to climate change across key Latin American production countries with specific capacity building programmes by 2030.		440 smallholders already engaged in climate change resilience programmes in Colombia and Dominican Republic

SUSTAINABILITY TIMELINE





Stewardship for the Planet

As one of the largest producers of fresh produce in the world, we have a heightened awareness of our impact on the environment as well as our dependence on the natural world for the sustainability of our business. We will integrate sustainable practices in all areas of our operations to mitigate our impact on the environment as well as understand the impact of environmental degradation on our business.

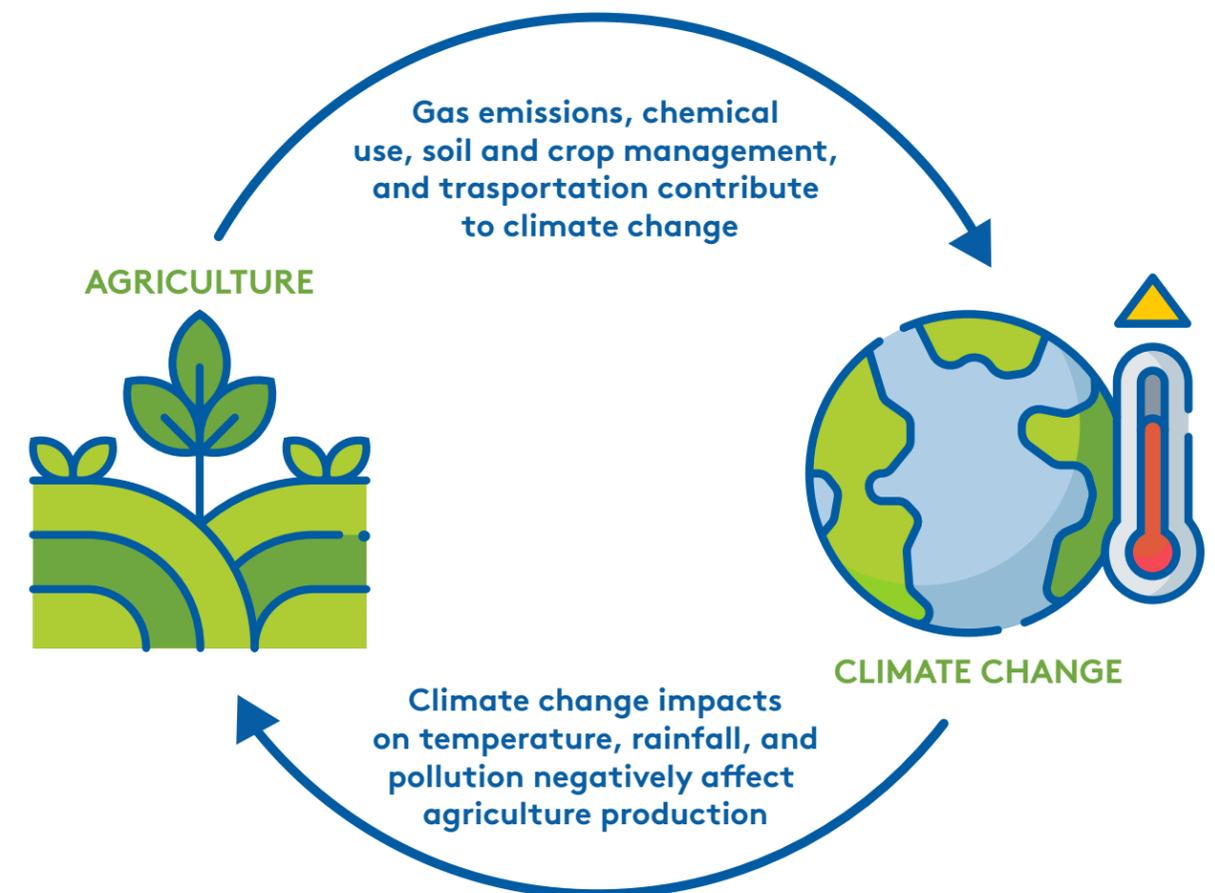
Environmental Policy

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

Climate Change

Climate change is one of the most pressing issues of our time, and the global scope and unprecedented scale of its impact will have a long-lasting, damaging effect on food production.

Agriculture and food security are at high risk because long-term fluctuations in weather patterns, natural resources, and biodiversity could have extreme impacts on agricultural production. At the same time, food production releases GHGs into the atmosphere at every stage of the supply chain, also contributing to climate change. Farming in particular releases significant amounts of methane and nitrous oxide, two powerful GHGs.



At Fyffes we acknowledge that the GHGs emitted by our operations and throughout our supply chain contribute to global warming. To mitigate our impact on the environment, we seek to reduce the carbon footprint of our supply chain. In 2021, we took an important step towards a lower-carbon future by setting our science-based GHG emissions reduction target, which has been endorsed by the [Science Based Targets initiative](#).

Climate Change Risk Assessment

In 2022, we conducted our first high-level Climate Change Risk Assessment to establish a baseline for better understanding and incorporating climate-related opportunities and risks into our business strategy. While we are taking steps to address these risks, the impacts of climate change may intensify in the future, so we need to increase our knowledge and strengthen our climate strategy.

To this end, in 2022 we conducted an analysis to understand the impact of 2°C (Paris Agreement-aligned scenario) and 4°C (business-as-usual scenario) climate scenarios on our business by 2100, including the assessment of three climate risks: droughts/water stress, floods, and heat stress. Our analysis also covered transitional risk topics such as reducing our reliance on fossil fuels, technology advancements, policy acceleration, market dynamics, and consumer behaviours.

Our preliminary results showed that some regions where we operate may face an increase in consecutive dry days and extreme heat, as well as a high probability of an increase in flooding events because of extreme precipitation. Storms and hurricanes are also an important risk. These risks are higher in a 4°C scenario, whereas regulatory, reputational, and market risks are relatively greater under a 2°C scenario. However, a 2°C scenario also leads to additional opportunities that we could benefit from should we be able to grasp them, including benefiting from having ambitious environmental targets with customers and employees who want to work with and for companies who are making a positive contribution.



We are already experiencing challenges such as extreme weather, which is becoming more intense and frequent due to rising global temperatures and can create temporary obstacles. For example, heavy rains affected our Guatemala melon operations in the summer of 2022, forcing us to evacuate farms and facilities and delay planting and harvesting. For some time afterwards, the land was too saturated to be able to proceed with work. In Honduras, the country witnessed two hurricanes a week apart in November 2020 during the normal planting season for our melon business. In 2023, the Honduran melon business was impacted by the Begomovirus, a plant virus that was made worse by unseasonably wet conditions brought on by a combination of heavier rainfall and a La Niña year.

In 2024, we will review the results of our initial analysis further and work with internal teams to thoroughly investigate the impact on more specific locations within our supply chain, starting with our own farms. This work will help us finalise the identification of our climate-related opportunities and risks and develop our first climate mitigation and adaptation strategy.

While we undertake this in-depth analysis, we are proceeding with various initiatives to mitigate our risks and make the most of opportunities:

- GHG emissions tracking and reduction targets
- Renewable energy and solar panel installation in our ripening centres in Europe and actively looking for low-carbon energy sources
- Lower nitrous oxide emitting fertilisers
- Transparency and reporting
- Improved infrastructure (new roofs and refurbished packhouses to reduce refrigerant leaks)

Greenhouse Gas Emissions

Target: 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 Scopes 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 us and our suppliers, from a 2020 base year.

Progress: In 2022, we have reduced our Scope 1 and 2 emissions by 14.1% CO² eq./kg of fruit harvested and our Scope 3⁴ emissions by 9.4% CO² eq./kg of fruit harvested from a 2020 base year.

In 2022, we conducted an inventory of our direct and indirect GHG emissions throughout our operations—Scope 1, Scope 2, and partially Scope 3—based on the [Greenhouse Gas Protocol Initiative](#) (GHG Protocol). Our total GHG emissions in 2022 were 387,878 t CO² eq. or 0.265kg CO² eq./kg of fruit.

Our inventory includes the following GHGs: carbon dioxide, methane, nitrous oxide, and hydrofluorocarbons. The organisational boundaries of this declaration are based on the operational control approach as defined by the GHG Protocol. Details of our global GHG emissions are included in the [Appendices](#).



Scope 3 includes the GHG emissions of all our major fruit suppliers (purchased goods and services) as well as all distribution of our products to customers. We have estimated the distribution based on exported volumes and mapping of routes without extended data collection. The quantification of Scope 3 emissions was carried out with primary data from 48.5% of the fruit volume we purchased from suppliers in 2022.

Other Scope 3 upstream and downstream activities are not included in our GHG inventory. Therefore, we have not included GHG emissions related to purchased goods and services, such as fertiliser production and transportation to our suppliers' farms, office supplies, and other materials. However, these activities have been estimated in our Life Cycle Assessment conducted in 2020.

2022 Performance

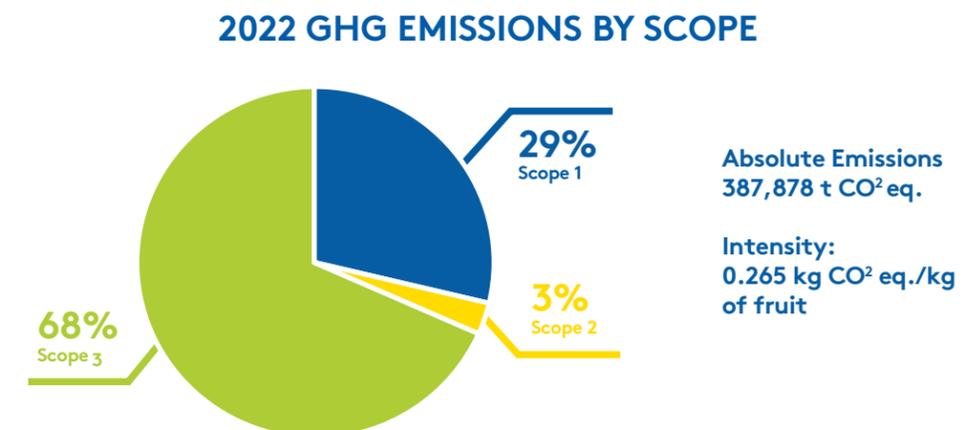
Compared to 2020, our Scope 1 and 2 GHG emissions decreased by 14.1%. This was due to planned and structural changes but also unplanned reductions over the 2021-2022 years, mainly:

Planned/structural changes

- Our ripening centres in Germany moved to renewable electricity
- Improvement in our irrigation system in Belize resulted in reduced diesel use
- The replacement of roofs at our Honduran melon packhouse reduced our need for electricity for air conditioning

Unplanned reductions

- Increased yields overall
- Ceased operations in Russia
- We reduced the volumes of melons shipped to the market

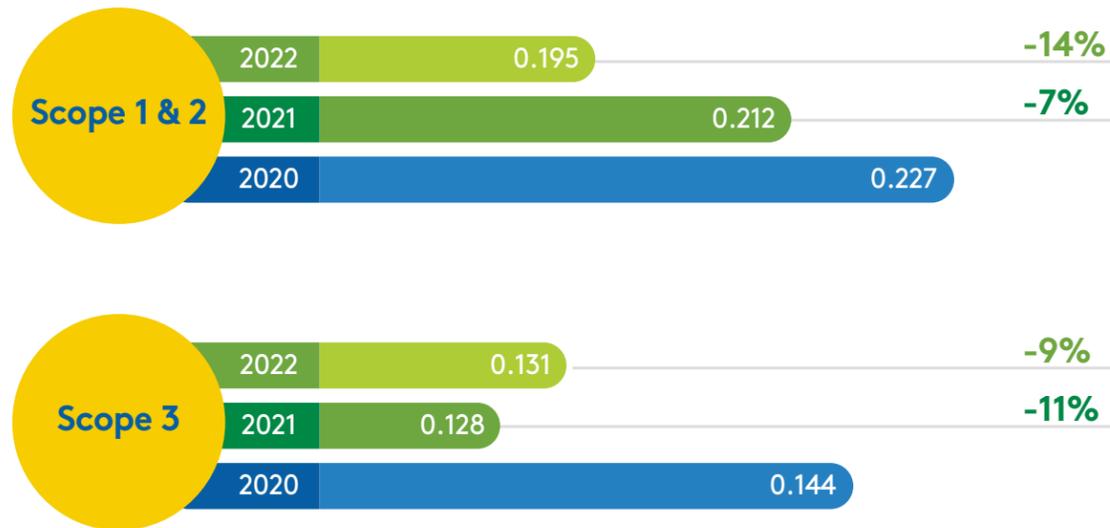


⁴Scope 3 emissions cover purchased goods and services and downstream transportation.

We are also pleased to report that our Scope 3 GHG emissions have been reduced by 9.4%. We have seen an overall reduction of emissions from our suppliers and an increase in yield which resulted in a major reduction overall as it is an intensity target. The challenge is to continue this reduction.

INTENSITY EMISSIONS (kg CO² eq./kg of fruit)

Reduction Against
Science Based Targets



Looking Ahead

In 2023 we plan to:

- Continue with the rollout of urease inhibitors at all our banana farms in Costa Rica, reducing emissions from fertilisers
- Reduce nitrogen fertiliser input into the crop and continue our research into optimising nitrogen fertiliser use at our pineapple farm in Costa Rica to find an option that lowers emissions
- Change water source and fuel from diesel-powered pumps to extract water to electricity-powered pumps in our banana farms in Belize



In March 2022, we opened a new banana ripening and distribution centre in Balbriggan, North County Dublin. Representing an investment by Fyffes in the order of €25 million, the new centre has a capacity of over seven million bananas per week—approximately 60,000 tonnes or more annually—for supply to Irish retailers, wholesalers, and food providers, north and south.

The plant is constructed in line with new building regulations, and we believe it will be one of the most sustainable buildings of its kind in Ireland. With the potential to use 60% less energy than the building it replaces, roof-mounted photovoltaic panels will supply 15% of its energy. The remainder of the electricity purchased is from renewable sources and the office heating and cooling systems will be fed via a ground-source heat pump. We have installed rainwater harvesting systems to help conserve water and reduce consumption.

*The building uses energy-efficient LED lights throughout and features generous window glazing and external brise soleil to provide passive shading and reduce overheating. A green roof system has been installed for growing flora, encouraging pollinators, and slowing the runoff of rainwater during heavy rain showers. Other amenities include staff showers, changing facilities and drying rooms, bicycle parking spaces, and charging points for electric vehicles. The site covers an area of 4.6ha and has been planted only with native Irish tree and wildflower species to enhance biodiversity. These include *Amelanchier lamarckii* (Snowberry), *Betula pendula* (Silver Birch), *Sorbus aucuparia* (Rowan), *Salix caprea* (Willow), *Birdsfoot Trefoil*, *Black Meddick*, and *Corn Chamomile* to name a few.*



Water Consumption



Target: 100% of our operations will have water management plans in place by 2025.



Progress: 36% of our owned farms have water management systems in place.

Farming fresh produce requires a significant amount of water and this has negative impacts on the environment. Our farms use water extensively for irrigation and other purposes, hence the need for us to use water more judiciously and conserve it. As the world gets hotter, climate change can threaten ecosystems and environments that protect vital water resources, limiting access to them even more.

Each year we calculate our water consumption and our water scarcity footprint (see [Appendix 3](#)) to understand the water-related environmental impact of our farms and operations. We assess our water scarcity footprint by applying the [Available WATER REmaining](#) (AWARE) methodology, which is recognised by scientists and the Legionella Control Association.

A water scarcity footprint builds on the water consumption inventory and accounts for the water consumed that has the potential to deprive other users of water in a country or a region. For example, water consumed in a region where water resources are abundant will not have the same impact as in a region where they are scarce. Previously we used the country-specific AWARE factors to measure our water scarcity footprint. In 2022, we changed this to the regional level for our owned farms to allow a more accurate calculation of our impact. We are using these findings to identify ways to reduce water use, prevent water waste and enhance wastewater quality because managing water sustainably is key to the future of food and agriculture.

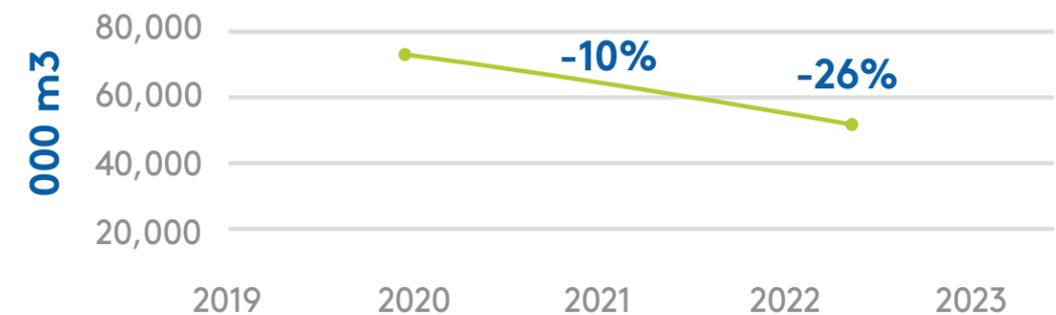
Most of our water consumption occurs at farms where we need irrigation. We identified the regions of Choluteca in Honduras and Guayas, El Oro, and Los Rios in Ecuador as medium risk. The region of Stann Creek and Toledo in Belize can be a medium risk during the dry season.

We already have a strong water management system in 36% of our owned farms. We expect to reach 100% by implementing the GLOBALG.A.P. Spring add-on in all our owned farms by 2025. In 2022, the water withdrawal at our owned farms was reduced by 26% compared to 2020.

We attribute this reduction to:

- Decrease in irrigation requirements in Belize due to increased rainfall
- Improved irrigation systems in Belize
- Improved methods of calculating water consumption in Honduras and Guatemala

WATER WITHDRAWAL DECREASE SINCE 2020



Closed-Water Recycling System Extended to All Banana Farms in Costa Rica

All our owned banana farms in Costa Rica now have closed-water recycling systems. This has allowed us to reduce water consumption from 200 litres to 90 litres per box of bananas at our Guaria and Victoria farms and to 40 litres at our Esmeralda farm. Water is used to wash the bananas to remove the naturally occurring latex as well as other residues found on bananas after the harvest. This new technique that reduces water consumption during the banana packing process uses various tanks and stages so water can be reused while maintaining the highest levels of sanitation and cleanliness.

Irrigation Improvement in Belize

Our banana farms in Belize have been making huge improvements in their water use by better managing the soil-plant-moisture requirements. Previously the irrigation system was set to apply a certain amount of water per week. It was inconsistent and efficiency was poor. We reduced water withdrawal by 35% from 2020 to 2021 and an additional 47% from 2021 to 2022 by improving the irrigation system. The hydrologic balance is now managed and considers the losses by evapotranspiration and rainfall gains, among other factors such as soil type.

Conservation Areas, Biodiversity, and Soil Fertility

Biodiversity loss and the degradation of ecosystems pose a 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. Biodiverse ecosystems provide a range of ecosystem services that are essential for agricultural production, such as pollination, pest control, and soil fertility. Biodiversity helps to increase the resilience of agricultural systems to disturbances such as pests, diseases, and extreme weather events. 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. Our banana farms have a total of 1,187 hectares of protected land, and our pineapple farm Anexco has 1,185 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 2022, we have 19.6% of our total owned land under conservation programmes.

Since 2016, we have conducted biodiversity surveys at our owned banana, pineapple, and melon farms to tally flora and fauna species present within our farms and their 2,988 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.

To minimise soil erosion, we maintain ground cover with naturally occurring vegetation at our banana farms in Costa Rica, Ecuador, and Belize as well as buffer zones close to the drainage ditches at our pineapple farm in Costa Rica. Ground cover provides many benefits, such as:

- Reducing the run-off of agrochemicals applied on the farm
- Reducing or avoiding the use of herbicides
- Maintaining or holding soil's humidity during dry seasons
- Adding organic matter to the soil



Materials and Agrochemical Use



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



Progress: In 2022, 98.8% of our packaging was compostable, recyclable, or reusable.

Sustainable Packaging

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



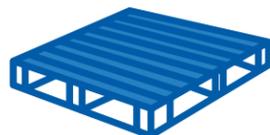
Recyclable Paper Band

As an alternative to plastic bags, in 2019 we introduced a new fully recyclable paper band to wrap around our bananas. The innovative paper band is made of 100% Kraft pulp from certified Forestry Stewardship Council-approved sources and is the result of an 18-month period of research and development. We use between 250,000 and 300,000 paper bands per week, which represents a saving of 1 to 1.5 tonnes of plastic per week.



Sustainable Forestry Initiative Paper

We ask our suppliers of cardboard boxes for bananas and pineapples and the paper used in them to provide us with products that are 100% certified by the Sustainable Forestry Initiative or other similar organisations. Almost all our current suppliers can provide this certification unless there are significant raw material availability issues. By choosing certified sustainable forest products, we support efforts to protect species, combat climate change, reduce plastic pollution, and protect water supplies.



CHEP Pallets

We are working with CHEP to transport millions of boxes of our fruit on reusable pallets to Europe and North America. In 2021 and 2022, we successfully transported 100% of our melons on CHEP pallets.

Integrated Pest Management and Agrochemicals Use

The objective of integrated pest management is to prevent the incidence of crop pests and diseases by applying physical, biological, mechanical, and cultural methods in place of agrochemicals. It helps minimise the use of agrochemicals through 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 such as Rainforest Alliance and Fairtrade have stringent requirements on the use of agrochemicals and require agricultural practices that reduce the risk of human exposure and contamination of the environment. Our farms continuously review their integrated pest management and agrochemical use programmes. Examples of such practices include:

- Protection zones around natural ecosystems, bodies of water, and sources of drinking water where no cultivation and application of fertilisers or pesticides are carried out
- Pests, weeds, and diseases are monitored, and control is carried out according to the level of incidence of the pest and the disease
- Mechanical control methods prevail over chemicals when feasible. For example, weed trimmers are used to reduce herbicide application, and unhealthy banana leaves are manually cut
- Efforts are continuously made to reduce the environmental factors that contribute to pest reproduction
- Continuous research and experiments into new integrated pest control alternatives to conventional agrochemicals (including the use of bacteria, biological fungicides, insecticides, sticky traps, and drones for localised agrochemicals application)
- Areas in which pesticides are applied are clearly marked, and the time for safe re-entry is indicated, reducing the risk of drift and human exposure
- Persons handling pesticides are skilled in their preparation and application. They receive annual training and use personal protection equipment as per the product's label or material safety data sheet
- In pineapples, we use botanical-based extracts, such as garlic, cinnamon, hot pepper, mustard, and pepper, as insect repellents and controllers in the fruit stages close to harvest. This reduces conventional pesticides and assures fruit quality in terms of maximum residue levels
- Crop rotation and the pause between cultivation cycles is one of the key elements of integrated pest management in melons. It helps interrupt the cycle of insect proliferation

- The selection of tolerant melon varieties and grafting for some diseases (such as downy and powdery mildew and soil pathogens) paired with the right agronomical practices are important components of integrated pest management. These practices include drainage, soil preparation, irrigation, the use of non-woven plant protection against insects, and the use of plant resistance inductors

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 2022, we produced a total of 119,548.9 tonnes of organic bananas. We also own a 175-hectare organic banana farm in Ecuador.

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, and prevention is vital.

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 Organization of the United Nations, and the GLOBALG.A.P. board of directors (we played an instrumental role in the development of the TR4 Biosecurity add-on in 2017).

We have strict biosecurity protocols at 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.





Healthy Foods for Healthy Lives

Eating a higher proportion of fresh fruit and vegetables as part of your daily meals can play a role in reducing GHGs and addressing some of the chronic illnesses facing societies today. At Fyffes, we seek to achieve our purpose of Shaping Wellbeing for the World by providing consumers with healthy, fresh tropical produce. We know from our consumer research that people want to feel good about the products they buy, be healthy, and have high expectations from their favourite brands regarding responsible production.

Food Bank Support



Target: Provide five million healthy meals to vulnerable communities by 2025 by working with qualified partners.



Progress: We surpassed our target by providing a total of 8.1 million meals to vulnerable communities.

A third of all food produced is wasted, which represents about 8% of global GHGs 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 food banks in Latin America, North America, and Europe, which then supply this surplus food to charities and communities that need it the most.

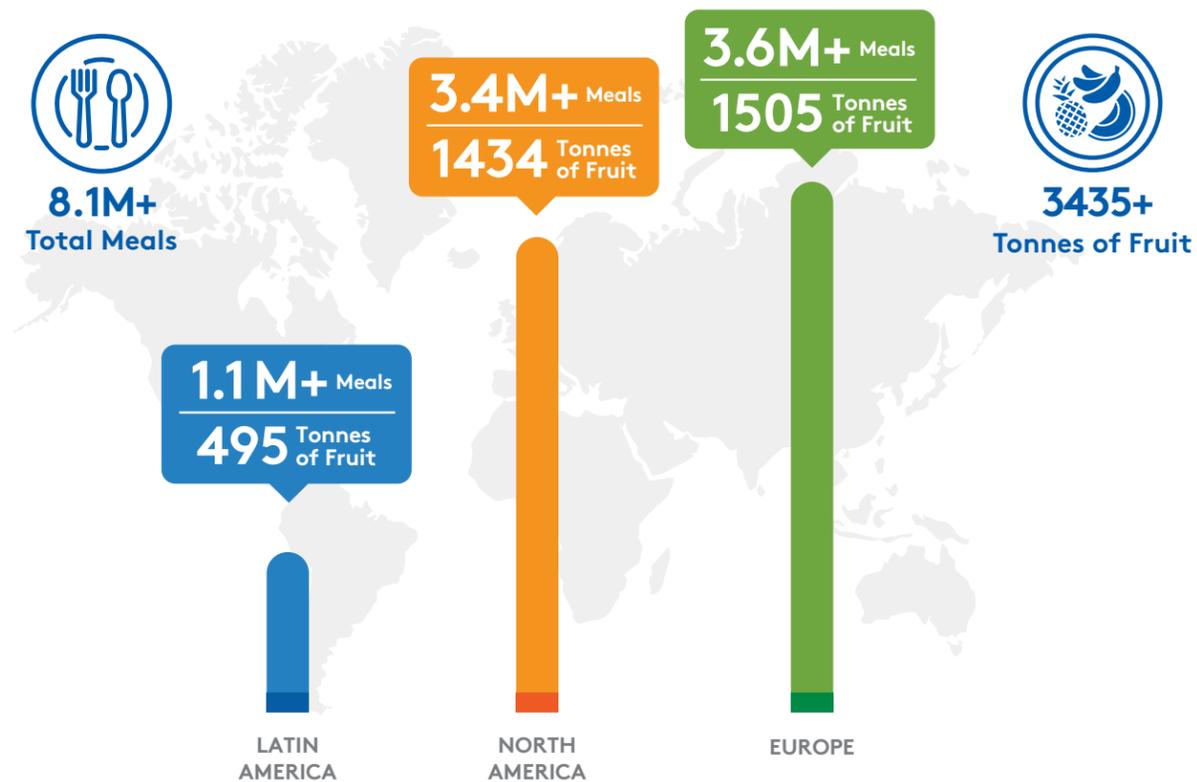
The demand for food bank services has increased globally with the recent spike in inflation and the cost-of-living crisis. We are pleased to partner with organisations and businesses to donate and redistribute our surplus fruit to charities and communities that turn it into meals while minimising food waste. These organisations include FoodCloud and Cream of the Crop in Ireland, FareShare and TBBT in the UK, Sunt Food in the Netherlands, Philabundance, Sugartree Ministries, Wilmington SDA Church, Armafull of Help, New Life Ministries, Feeding South Florida, The Farmlink Project, and San Antonio Food Bank in the USA and local food banks throughout Latin America.

In this effort, we are also proud to have surpassed one of our sustainability targets by donating 8.1 million meals to vulnerable communities, mainly through the support of our food bank partners.

We are also working with local communities and organisations in Guatemala, Honduras, and Ecuador to provide access to healthy food. In 2022, we collaborated with Banco de Alimentos de Honduras in their project Rescate Al Campo, an initiative that aims to reduce the amount of fruit left behind in the field and redistribute it to vulnerable communities. While this project is in its infancy, it has already accounted for 300,000 meals. Guatemala has a similar project in place and has donated 820,000 meals so far.

In the past year, we have also been working hard to establish new partnerships in Latin America to donate fruit and reduce food loss from our farms. This work will also contribute to achieving our sustainability target on food loss.

FOOD DONATIONS



“
 Our commitment to sustainability runs deep. At Global Foodbanking Network, we are proud partners, working together to tackle the inextricably linked global challenges of food insecurity, food loss and waste, and climate change. Fresh produce is a top priority for food banks—it’s nutrient-dense, culturally accessible, and versatile. Fyffes team is always willing to take that extra step to recover and share produce with community members experiencing hunger. During these historically complex times, with the compounding cost-of-living, conflict and climate crises, Fyffes continues to show up for the community in impactful ways. Thank you, Fyffes!
 Katie Pearmine, Global Food Systems Partnerships Associate Director
 ”

Food Loss

-  **Target:** Reduce food loss by 80% in our owned operations by 2030.
-  **Progress:** Food loss increased by 1.53% since our 2020 baseline year.

-  **Target:** Develop one new application for each of our core products by 2030.
-  **Progress:** Three new applications implemented and one at pilot stage.

Our farms produce organic waste related to crop residue and fruit that is rejected at the packhouse or ripening centres because it doesn’t meet customers’ standards. Our priority then is to try to reduce as much as possible the quantity of the fruit that is rejected and not exported to our customers.

One of our sustainability targets is to reduce food loss by 80% in our operations by 2030. Unfortunately, our food loss⁵ increased in 2022 by 1.53% from our 2020 baseline, despite donating 1,754 tonnes of fruit (3.5% of our total food loss) to food banks. We are confident that we will reverse this trend and are working hard to find solutions in the regions where we have the highest volume of food loss.

Food Loss Valorisation

Transforming and repurposing our food loss into new healthy and sustainable products is another key initiative of our Healthy Food for Healthy Lives pillar. Over the last two years, we have found new applications for some of our rejected bananas. Sunt Food in the Netherlands uses them to make banana bread and Cream of the Crop in Ireland to make gelato. We have also been piloting the production of [banana flour](#) and its use for making porridge as a healthy snack for students.

While almost all our rejected pineapples go to a third party for making juice or frozen fruit, we have partnered with Ananas Anam to use the inedible skins and crowns of the pineapple to make fibre that is used in the production of apparel

⁵ Food loss refers to the decrease in edible food mass at the production, post-harvest, and processing stages of the food chain, mostly in developing countries. www.fao.org/nr/sustainability/food-loss-and-waste/en/

and furniture. We are currently producing small volumes of this material, but we hope to increase it in the future.

We continue to research new applications for bananas, and in the coming years we will start looking at new applications for our melons and watermelons.

Educating People on Healthy Eating Habits and Food Waste Minimisation



Target: Educate three million people on healthy eating habits and food waste minimisation by 2025.



Progress: We have educated 1.5 million people to date.

Our produce is inherently beneficial and healthy, so we have always used our social media channels, our websites and promotional activity to promote healthy recipes and ways to reduce food waste, including our banana bread recipe made from overripe bananas—the most searched item on our website.

We work to educate three million people on healthy eating and food waste minimisation via interactions on social media, rather than impressions. This demonstrates an enduring interest by the public in taking steps to increase their consumption of fresh fruit and knowing more about avoiding food waste.





Enriching People's Lives

We enrich people's lives by making fresh, healthy tropical produce available to consumers all over the world, we contribute to the local communities where our produce is grown, and we provide decent work and opportunities for advancement to our employees and suppliers. We have a long-standing commitment to human rights due diligence, including listening to communities to better understand their needs and enable us to engage with communities, our people, and other stakeholders.

Human Rights



Target: 100% of our workers and supply chain workers will be trained in human rights by 2030 and 100% of managers and employees by 2025.



Progress: Digital training content completed and rolled out to all employees with access to a computer.

Respect for human rights within our operations and supply chain is at the core of our business. People should be treated with dignity, honesty, and fairness—and this is why social performance within the supply chain forms an integral part of our brand, culture, and strategy.

At Fyffes, we believe in a working environment that promotes diversity and equal opportunity, and where there is mutual trust and respect for human rights. No employee should ever be afraid or embarrassed to come to work. We do not tolerate discrimination in the workplace or any form of bullying or harassment, whether psychological, verbal, physical, or sexual. We respect the right of all workers to freedom of association and collective bargaining. We have promised to keep our business free of modern slavery, including child labour, debt bondage, and human trafficking.

Human Rights Policy

Our commitment to human rights is outlined in our [Global Human Rights Policy](#). This policy sets out our approach to protecting the human rights of all stakeholders, including all our people, whether contractors, seasonal or permanent workers. This policy ensures that if local regulations are less stringent than international human rights standards, we will apply international standards in the way we conduct business and engage with workers and other stakeholders.

Human Rights Impact Assessment

We always seek ways to prevent or mitigate adverse human rights impacts that are directly linked to our operations, business relationships, products, or services. In 2019 and 2020 our [first Human Rights Impact Assessment \(HRIA\)](#) was conducted by BSR to identify, prevent, and mitigate human rights-related risks or eliminate human rights risks across our operations and supply chain and remediate any adverse human rights impacts we may cause or contribute to.

Our Global Human Rights Policy stipulates that we will conduct human rights due diligence through an internal annual HRIA and an independent HRIA every three years. Following our internal HRIAs in 2020 and 2021, our third HRIA was conducted by BSR in 2022 and 2023 to update previous findings, strengthen our understanding of our human rights salient issues across key value chains, and assess and strengthen their current level of management. BSR visited sites in Colombia and Honduras and carried out a remote, desk-based assessment in Guatemala to better understand risk profiles and identify opportunities for mitigation and remediation of identified impacts.

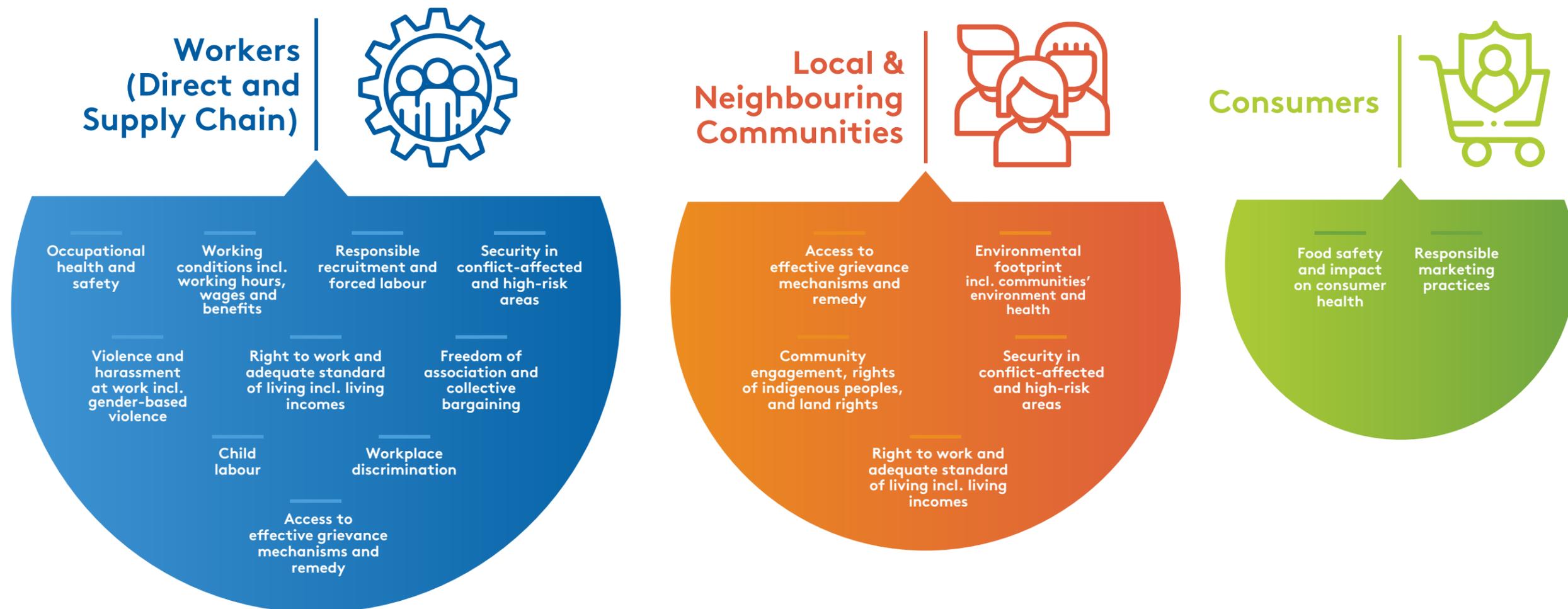
To date, we are the only company in the tropical fresh produce sector to have conducted two independent, in-depth, company-wide HRIAs across our operations and supply chain. Our latest HRIA findings confirmed that the issues

identified in 2020 remain salient and showed that we need to reframe our salient human rights list and categorisation.

In addition to our HRIA, we conducted community needs assessments in all the neighbouring communities that are close to our operations. In all, we interviewed 2,200 people from more than 50 communities in the five countries where we own farms.

At Fyffes, we identify and assess actual or potential adverse human rights impacts with which we may be involved—either through our own activities or because of our business relationships—by taking a rightsholder-centred approach. In the graphic below you can find our updated list of salient human rights risks per rightsholder based on severity and likelihood of impacts.

FYFFES HUMAN RIGHTS RISKS & RELATED RIGHTSHOLDERS



We then prioritise actions to address actual and potential adverse human rights impacts that are most severe or where a delayed response would make them irremediable in line with UN Guiding Principle 24. In some cases, current management may be strong, yet the issue can be a primary focus for action because of the severity and likelihood of impacts on rightsholders and our strong connection with the risk. Potential adverse impacts must be addressed with prevention or mitigation measures, while actual adverse impacts—those that have already occurred—require remedy.

We have developed action plans to address these risks that are monitored by the Human Rights and Environmental Due Diligence Committee. For more details about our human rights due diligence approach, HRIA results, and action plan, please read our latest [Human Rights Report](#).

Freedom of Association

We respect the right of all workers to freedom of association and collective bargaining. We respect our employees’ right to unionise and form workers’ committees and their right not to join a union. Approximately 36% of our permanent employees globally are covered by a collective bargaining agreement between us and workers’ organisations such as unions or permanent committees.

Our first HRIA identified freedom of association and collective bargaining as a salient human rights risk. This is mainly because the local regulations in the countries where we have our farms often diverge from the International Labour Organization Conventions. As a result, Fyffes has been the focus of attention from some labour rights organisations regarding our Honduran operations and, to a lesser extent, our Costa Rican operations (see box). This attention led to negative campaigns organised by the Honduran industry union Sindicato de Trabajadores de la Agroindustria y Similares (STAS) and supported by international non-governmental organisations Global Labor Justice–International Labor Rights Forum and the International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco, and Allied Workers’ Associations (IUF) together with its Latin American affiliations.



During our second HRIA, freedom of association and collective bargaining remained a salient risk, but it is listed as a second-order priority. In addition, during 2021 and 2022, we worked with independent community rights experts to conduct community needs assessments across all the communities surrounding our own farms. These communities did not identify any concerns about freedom of association or collective bargaining. However, because we are still being targeted by international and local labour rights actors, we will remain vigilant on this important topic.

We are aware that from a cultural perspective tolerance of unions and union organising varies hugely across the countries where we have operations. To ensure a consistent and best-practice approach to worker representation, we developed tailored freedom of association training which is mandatory for all managers. The training is based on International Labor Organization Conventions, the UN Guiding Principles on Business and Human Rights, and the Ethical Trade Initiative Base Code. Banana Link, a labour rights non-governmental organisation, reviewed the content before we converted it into an online interactive training module. We launched the training for all managers in April 2023 and required all managers to complete it by the end of June 2023.

“ In 2015, our melon operations in Honduras became the focus of non-governmental organisations because local management had rejected attempts by STAS to represent seasonal workers. This issue culminated in our expulsion from the Ethical Trading Initiative and the de-certification of one of our melon farms, Suragroh, by Fair Trade USA. STAS continues to campaign against us, claiming falsely to represent significant numbers of our workers. STAS also claims anti-union discrimination, when in fact we have hired workers affiliated to STAS consistently since the 2019/2020 season and have attempted to facilitate STAS as a legitimate union. We ceased dialogue with STAS in July 2022 at the request of our employees who have chosen to form independent unions or base unions. During the 2022/2023 season, 93% of permanent workers and 89% of seasonal workers at Suragroh chose freely to join SITRASURAGROH, the base union, and 94% of permanent and 92% of seasonal workers at Melon Export chose freely to join SITRAMELEXA, the base union at that farm. We continue to employ workers affiliated with STAS affiliates every season and they are free to enjoy benefits negotiated by the base unions, including a seasonal bonus, life insurance, and a 2.5% pay increase above the government-set minimum wage. We keep the progress on this issue on our [website](#). ”

“ We own three banana farms and a pineapple farm in Costa Rica. All workers are represented by permanent committees that negotiate with management on pay and conditions. Leaders of the permanent committees are elected anonymously and in the case of our pineapple farm, Anexco, three out of five members of the committee are also members of the independent union SINTRAAC (Sindicato de Trabajadores y Trabajadoras de Agrocultivos). ”

Gender Equality

-  **Target: 100% of our sites in Latin America to benefit from gender equality programmes by 2025 and 50% of our suppliers by 2030.**
-  **Progress: 100% of owned sites started the GEP and 5,060 employees have been trained. 37% of suppliers started the programme.**

-  **Target: Eradicate the gender pay gap in our operations by 2030.**
-  **Progress: We have assigned a dedicated project and business sponsor to this project and will start analysing the information after we have completed a company-wide job grading process which will be complete by the end of 2025.**

Our HRIA findings indicate that gender discrimination and gender-based violence are priority risk areas in Latin America, particularly in agriculture, which is why gender equality is an important focus area for us. In partnership with The Sustainable Trade Initiative, on International Women’s Day in 2019 we launched our pilot Gender Equality Programme in Honduras and Costa Rica, using a tailored version of BSR’s HERproject initiative.

Since then, we have rethought how gender training can take place and transitioned to an alternative delivery method. In 2020, we partnered again with BSR to adapt their digital training tool HERessentials for the Latin American region so we could roll out our Gender Equality Programme through an app. The digital programme includes two packages: the worker toolkit, which provides

participants with skills in effective communication, budgeting, digital financing, family planning, and hygiene; and the manager toolkit for supervisors, team leaders, and managers to improve their communication skills and manage stress so that they can create a more harmonious work environment.

Our customer Lidl GB came on board as a founding partner in the development and implementation of HERessentials. Thanks to their contribution and through our existing valuable partnerships, we have scaled and maximised the reach of our Gender Equality Programme, fast-tracking our efforts to achieve one of our gender-related targets.

Our Gender Equality Programme is now present in all our owned farms, and over 5,000 workers across seven countries (Nicaragua, Ecuador, Colombia, Costa Rica, Honduras, Guatemala, and Belize) have received gender equality training. We are also proud to have brought on board several important suppliers to deliver the Gender Equality Programme to their workers.

After gender equality training, workers have the opportunity to tell us in a safe space what is or isn’t working, either by talking to the human resources managers supporting the training or the trainers themselves. This informal feedback has helped us to decide how to invest donations and make practical improvements to the farms and packhouses. In Belize, the programme resulted in the inclusion of family planning and sexual protection services within the medical brigades we provide to the community.

“ It has been fantastic collaborating with Fyffes on the HERessentials gender equality training in our joint Latin American supply chain. Risks to women working in the sector have been highlighted to both Lidl and Fyffes through recent Human Rights Impact Assessments, and addressing these risks continues to remain a priority. By working together on our joint objectives, we are able to progress faster towards improving the livelihoods of the women crucial to our business. ”
 Imogen Wright, Ethical Trade Manager, Lidl GB



Eradicating the Gender Pay Gap

The difference between equality and equity is about outcomes and that is where our target of eradicating the gender pay gap is important. You cannot manage what you don't measure, and the first step in eradicating the gender pay gap is for the Human Resources department to ensure that everyone's pay is captured on our systems.

We also need to establish a clear pay scale within the company, and we have begun a job evaluation process to ensure this happens. In several countries, gender pay gap reporting is mandatory or soon will be, and we will ensure we communicate this information to you and work to close the gaps where they exist. We plan to report on our progress in our next report.

Living Wage

We believe that wages are a key component of an employee's right to a decent standard of living. At all our owned sites, our employees earn more than the legal minimum wage, and we strive to pay workers a living wage in our supply chains.

In addition, using the [IDH Salary Matrix](#) on our farms and suppliers' farms, we aim to identify and understand the gap in living wages in several countries. We commend the Dutch, German, Belgian, and UK supermarkets for joining forces to ensure a living wage for banana workers in the international production chain and the concept of shared responsibility.

In 2021, we joined IDH's [Call to Action](#), an initiative that aims to close the living wage gap and build a living wage economy with the participation of companies and businesses. We are also a member of the IDH Steering Committee, whose goal is to take action on living wages through the Roadmap on Living Wages, as well as developing and scaling up solutions for workers in global supply chains to earn a living wage.

We sit in the World Banana Forum Sub-Group on Covering Costs of Sustainable Production, whose mandate is to find a global solution to the price dispute between large distributors in developed countries, which results in low prices for bananas.

OUR LIVING WAGE JOURNEY

Pilot Project to Close the Living Wage Gap

Implementing our commitment to living wages has been a slow and complicated process with many challenges. In 2022, we partnered with IDH, Rainforest Alliance and selected customers to assess banana farms in Belize, Colombia, and Costa Rica to better understand the challenges and solutions to implement a living wage and the context around living wages. This work includes:

- Researching to better understand and synthesise root causes, needs, obstacles, opportunities, and best practices on how living wage gaps in different farm contexts could be closed
- Determining how a living wage trade unit cost is proportional to the volumes purchased could be used to close living wage gaps in different farm settings in each country
- Understanding how to involve workers in consultations on wages
- Assessing how financial contributions from buyers can be traced and audited, and the role of certifications in this process
- Understanding potential unintended consequences of closing living wage gaps (legal and social)
- Providing recommendations and contextualised strategies to close living wage gaps

The results of the assessment highlight the need to make fundamental changes in the way bananas are procured if we are to pay all workers a living wage and address complexities and challenges, including legal restrictions, we need to consider in developing strategies.

2018

- Living Wage Benchmark Partner (Costa Rica, Belize)
- Participation in the first meeting of the World Banana Forum's Sub-Group on Covering Costs of Sustainable Production



2019

- Joined IDH Steering Committee for the Roadmap on Living Wages
- First version of salary matrix created from IDH/Fyffes/Rainforest Alliance living wage benchmark project in Costa Rica and Belize
- Participated in The Only Way is Up Conference on Living Wage and Living Income (Netherlands)



2020

- Started to use the IDH Salary Matrix in a small number of our farms and suppliers



2021

- Accelerated the completion of the IDH digital salary matrix in our supply chain
- Participation in the IDH Virtual Living Wage Summit



2022

- Closing Living Wage Gap pilot project with IDH/Rainforest Alliance
- Participated in the IDH Living Wage Summit (Belgium)



Migrant Worker Support

Migrant workers are important participants in our supply chain. Often forced to migrate due to political instability and economic crises, 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 39% of the workforce on our pineapple farm and 30% on our banana farms, which indicates the Costa Rican agricultural industry’s dependency on the Nicaraguan labour force. We also employ Guatemalans, Salvadorians, and Hondurans on our farms in Belize and we assist them with their legal employment status.

Furthermore, our first HRIA and Fairtrade Impact Study concluded that Haitian migrant workers in the Dominican Republic are particularly vulnerable to human rights violations, and their legalisation process is also difficult. To help improve this situation, we signed an agreement in 2021 with Fairtrade International, the Latin American and Caribbean Network of Fairtrade Small Producers and Workers, and other partners to develop the Migrant Roadmap towards equal rights, benefits, and decent working conditions.

The goals of this project are:

- Workers employed in hired labour set-ups and smallholdings have access to social benefits or similar coverage provided by the social security system
- Workers employed in hired labour set-ups and smallholders are protected from deportation
- Dominican Republic and Haitian authorities are informed about the importance of the banana sector and migrant labour

Unfortunately, progress to achieve these goals has been slow due to the current political and social crisis in Haiti. That being said, the foundational work of the Migrant Roadmap includes two key internal studies (The Socioeconomic and Impact Study of the Banana Industry on the Dominican and Haitian Economy, and the analysis of the Survey on the Working and Living Conditions of Banana Workers in the Dominican Republic).

The findings will support banana producers and the migrant roundtable in the dialogue with governments and enable investments in improving the working and living conditions of workers, particularly migrants and women. Both studies are expected to conclude before the end of 2023.

Health and Safety



Target: No work-related fatalities and no severe⁶ work-related injuries by 2025.



Progress: Tragically, we lost a fellow worker in 2022 in Belize. We have rolled out safety management software throughout Latin America to ensure a single, consistent approach and we have run several safety awareness campaigns in Costa Rica, Honduras, and Guatemala.

Health and safety in the workplace is everyone’s responsibility. We aim to be a pioneer in behaviour change related to occupational health and safety in the agricultural sector, where our employees have a preventive approach to safety, unsafe acts are minimised, and everyone works together to achieve a culture of zero accidents.



⁶An injury from which the worker cannot, does not or is not expected to recover fully to pre-injury health status within six months.

Global Health and Safety Policy

Our [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 our supply chain.

Health and Safety Management System

The key aspects of our health and safety management systems are:

- **Global Health & Safety Committee:** This committee was established in 2019 to provide support to the various health and safety officers working in our operations
- **Local Health & Safety Committees:** Our farms and ripening centres are represented through formal health and safety committees made up of multidisciplinary staff who ensure that employees can share their health and safety concerns and allow management to resolve them
- **Health & Safety Risk Assessments:** Our operations conduct health and safety risk assessments to identify risks and apply measures to reduce or eliminate them
- **Personal Protective Equipment:** We provide and ensure the use of adequate personal protective equipment for all tasks that have been identified and evaluated as dangerous, according to the occupational risk profile
- **Health & Safety Management System:** We implemented the ISO 45001 standard for Occupational Health and Safety Management System in Costa Rica (pilot)
- **Road Safety Campaign:** We launched this campaign in Costa Rica in 2019 and have implemented it in other priority operations since then (Guatemala, Honduras)
- **ProSafety:** We implemented the accident and incident traceability system ProSafety in our operations in Latin America in 2022

- **Health & Safety Training:** We developed an innovative and accessible interactive health and safety training programme for regional rollout in early 2023
- **Behaviour Change Programme:** We are working on the Behaviour Change Programme at our banana operations in Costa Rica (pilot)
- **Wellness Programme:** We developed the Wellness Programme in the administrative offices in Costa Rica and Ecuador. These will be strengthened in 2023 and will be replicated in other administrative areas of the company
- **Fyffes Health & Safety Programme:** Our third-party fruit suppliers are subject to external social compliance verification of one sort or another, against occupational health and safety regulations and international standard certifications. The certifications include requirements on health and safety communication, training, risk assessments, and health and safety accident investigation and prevention

Health and Safety Department

In 2022, we created the role of Regional Manager of Health and Safety for Latin America and began standardising the approach to health and safety across our operations. The work of our Health and Safety department centres on four pillars:

1. Our Global Health and Safety Policy
2. Hazard identification and risk assessment
3. Compliance with national legislation and other voluntary standards for each of our operations
4. Achieve a global culture of zero accidents, in line with our sustainability target of zero work-related deaths or serious injuries by 2025

We strengthened the regional occupational health and safety team in Latin America by reinforcing the team's technical and professional skills and installing additional health and safety leads and supervisors where they were needed.

In May 2022, we held our first regional health and safety meeting in Costa Rica, and we plan to have such meetings once a year.

Health and Safety Committees

All our employees at our farms and ripening centres are represented by formal health and safety committees that meet at least once a month. These committees make sure employees can share health and safety concerns and enable management to respond swiftly to prevent accidents and injuries.

Their responsibilities include:

- Investigating the causes of occupational hazards
- Monitoring compliance with legal and regulatory provisions on occupational health in the workplace
- Notifying the employer in writing of any risk conditions that have been identified for their proper correction
- Requesting a copy of the accident rate statistics and the investigation reports of accidents and illnesses that occur in the workplace from the person responsible for keeping their records
- Requesting a copy of the annual reports and programmes of the department when required and appropriate
- Establishing a communication link with the labour ministry
- Preparing an annual report on the actions carried out by the committee, using the format proposed by the labour ministry
- Collaborating to organise information and activities to foster a culture that is intolerant of occupational hazards

Health and Safety Training

Health and safety training is essential for our employees, from basic training on how to correctly use personal protective equipment to general safety rules and procedures, emergency procedures, and specialised safety training related to work practices such as forklift use, agrochemical application, ergonomics, and accident response.

We have also developed new interactive health and safety training using multimedia and social media, which is very innovative and more accessible to our target audience. Dynamic interaction and concrete examples help improve our employees' comprehension of the training, which is also beneficial in low literacy levels. This new training programme was rolled out in Latin America in early 2023.



Risk Assessments

At each of our farms and ripening centres we conduct health and safety risk assessments to identify risks and establish measures to reduce or eliminate these risks. We refined how we assess risk two years ago to align the process with our goals. We now rate each risk based on the probability that the risk materialises and the severity or magnitude of the harm if this happens. We use these risk levels to decide if we need to improve controls or implement new controls and assess the urgency and timing of action.

When establishing controls or considering changes to existing controls, we consider reducing risks according to the following order of priority:

- **Elimination:** Modify a design to eliminate the hazard
- **Substitution:** Substitute a less hazardous material or reduce system power (for example, force, pressure, or temperature)
- **Engineering controls:** Install ventilation systems, machine protections, gears, or soundproofing
- **Signage/warnings and/or administrative controls:** These include safety signs, marks to warn about dangerous areas, photoluminescent signs, markings for pedestrian paths, sirens/warning lights, alarms, safety procedures, equipment inspection, access controls, safe work systems, work permits, and labelling
- **Individual personal protective equipment:** Glasses, hearing protectors, face shields, safety harnesses and slings, respirators, and gloves

We review our risk assessment methodology at least once a year. In addition, every time we construct or expand a building, buy new machinery, or implement a new process we apply the Hazard Identification and Risk Assessment methodology. For example, when we built new packhouses at our banana and pineapple farms in Costa Rica, we improved the employee packing setup and automatisations to limit lifting heavy loads and repetitive movements—two causes of back pain and injuries that were identified in the assessment.

Protective Personal Equipment

We provide and ensure the correct use of protective personal equipment during the storage, handling, and application of agrochemicals in accordance with product labels. This equipment includes gloves, overalls, boots, masks with appropriate filters, and goggles.

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. Workers who apply agrochemicals must shower on site before leaving work, and their overalls are washed and dried on site by trained personnel.

Agrochemical Application

To protect our employees, we abide by the following practices to prevent and limit their exposure to chemicals:

- Workers responsible for agrochemical application must be over 18 years old and have passed their general medical examination
- Workers are required to undertake regular cholinesterase tests
- At our pineapple and melon farms, pesticides are usually applied at night or late afternoon when no one is in or near the fields. If workers eat outside and not in the on-site canteen, we ensure there is no nearby pesticide application
- In our banana farms, there are two types of agrochemical applications:
 - Directly onto the pest or weed, limiting its exposure to surrounding crops. An employee does this wearing the appropriate personal protection equipment
 - Aerial applications carried out with safeguards such as buffer areas and field margin barriers. Nearby communities and workers are notified in advance and workers are removed from the fields
- We keep detailed incident reports on 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 application and management adhere to good agricultural practice standards and are audited both internally and externally

We monitor the cholinesterase levels of workers through blood tests administered on site. A drop in cholinesterase levels can indicate exposure to pesticides and requires medical attention, which can also be provided on site.

Accidents at Work

We are pleased to report that in 2022 from 2021, globally, Fyffes reduced:

- The number of recordable (lost-time) work-related injuries by 12.6%
- The rate of recordable work-related injury (frequency rate) by 18.2%
- The severity rate by 39.9%

We did not receive any reports of work-related illnesses, but unfortunately we had a total of seven severe⁷ work-related injuries in Latin America.

In 2022, our rate of recordable work-related injury (frequency rate) and severity rate in the region was reduced by 17.25% and 42%, respectively, from 2021. We attribute this reduction to various factors:

- Increased skills and capacity of the health and safety teams
- Improved and increased employee training
- Increased involvement of health and safety committees in the design and implementation of our health and safety programmes
- Best practice sharing via regional health and safety meetings
- Standardisation of best practices across our operations
- Improved accident investigation and reporting

Tragically, in 2022 one of our employees in Belize was murdered during a burglary while he was working as a night watchman at one of our farms. After an investigation conducted by our safety and security team, we implemented additional measures to minimise the chances of such an unthinkable incident happening again. We agreed the following actions:

- Doubled the number of night watchmen and reviewed the security risks at our farms in Belize
- Provided training on how to act in an emergency, specifically for watchmen
- Installed more lights and improved the illumination around our farms' facilities
- Purchased telephones and radios to improve communication between watchmen
- Improved our security camera system

Each year we also try to improve our accident reporting and investigation process. In 2022, we implemented the safety management system ProSafety, which enables a thorough investigation and provides recommended corrective actions depending on the results.

Employees, representatives from the health and safety committees, and different levels of supervisors and management are involved in all steps of the investigation process and corrective actions until these are fully implemented.

Cultural and Behavioural Change

We have a strict no-retaliation policy for employees reporting risks or unsafe situations within our operations. To support the prevention of accidents while fostering behavioural and cultural change, in 2022 we reinforced and ensured that our near-miss process was effective in all our own farms.

We also assigned opinion leaders to bring health and safety topics and risks raised by their fellow workers to the attention of management. These leaders are consulted about and participate in all our health and safety-related projects.

Road Safety Campaign

In 2021 and 2022, we developed and implemented the Road Safety Campaign in Latin America to reduce the number of road accidents involving our employees and support our zero fatality and severe injury target.

Road safety is a recurring theme for our communities in Honduras, Guatemala, and Costa Rica. The campaign promotes road safety awareness, a culture of precaution on the roads, and the importance of helmets on motorcycles. It also highlights the importance of car and motorcycle maintenance to overall road safety.

We launched the campaign in Río Cuarto, Costa Rica, where our pineapple farm Anexco is located. Local management led the campaign with the Costa Rican National Insurance Institute.

Implementing ISO 45001-2018

We have conducted a benchmarking exercise against the ISO 45001-2018 standard at all our pineapple and banana farms in Costa Rica. This standardised management system will cover all our employees, and we expect to complete its implementation by the end of 2024. We also require that our suppliers and subcontractors have a health and safety policy and management system in place.

⁷An injury from which the worker cannot, does not or is not expected to recover fully to pre-injury health status within six months.

Medical Clinics

Medical Clinics in Honduras and Guatemala

We provide medical clinics year-round for all employees, permanent and temporary, in our Honduran and Guatemalan melon farms. These clinics, staffed by qualified doctors and nurses, provide our 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. They also provide consultations and treatment for other illnesses and health-related issues while raising general health awareness. In 2021 and 2022, the clinics provided 73,116 medical consultations.

In Honduras, we have set up the Community Medical Brigades, a team of healthcare professionals (including doctors and nurses) that visit prioritised communities around our farms to provide free medical checkups and medicine to community members, regardless of whether they are our employees or employees' children or not. More details about the medical brigades can be found [here](#).

Medical Assistance in Costa Rica, Ecuador, and Belize

In Costa Rica, employees usually attend public healthcare clinics, which offer services provided by the Costa Rican Social Security Fund. Employees at our pineapple farm Anexco can also benefit from an on-site medical clinic, authorised by the Costa Rican Social Security Fund, that provides them with basic medical care.

Similarly, in Belize, public healthcare clinics are available 24 hours a day, seven days a week. Our farms also provide personnel trained in first aid for minor injuries. Whenever there is an accident on site, we provide our workers with free transportation to public clinics. On our banana farm in Ecuador, there is a small medical clinic with a doctor present each afternoon from Monday to Friday.



Communities



Target: 100% of our neighbouring communities are engaged in resilient socioeconomic community projects out of our four community investment areas by 2030.



Progress: 33.8% engaged in resilient socioeconomic projects, and community needs assessments completed for 100% of our owned farms.

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.

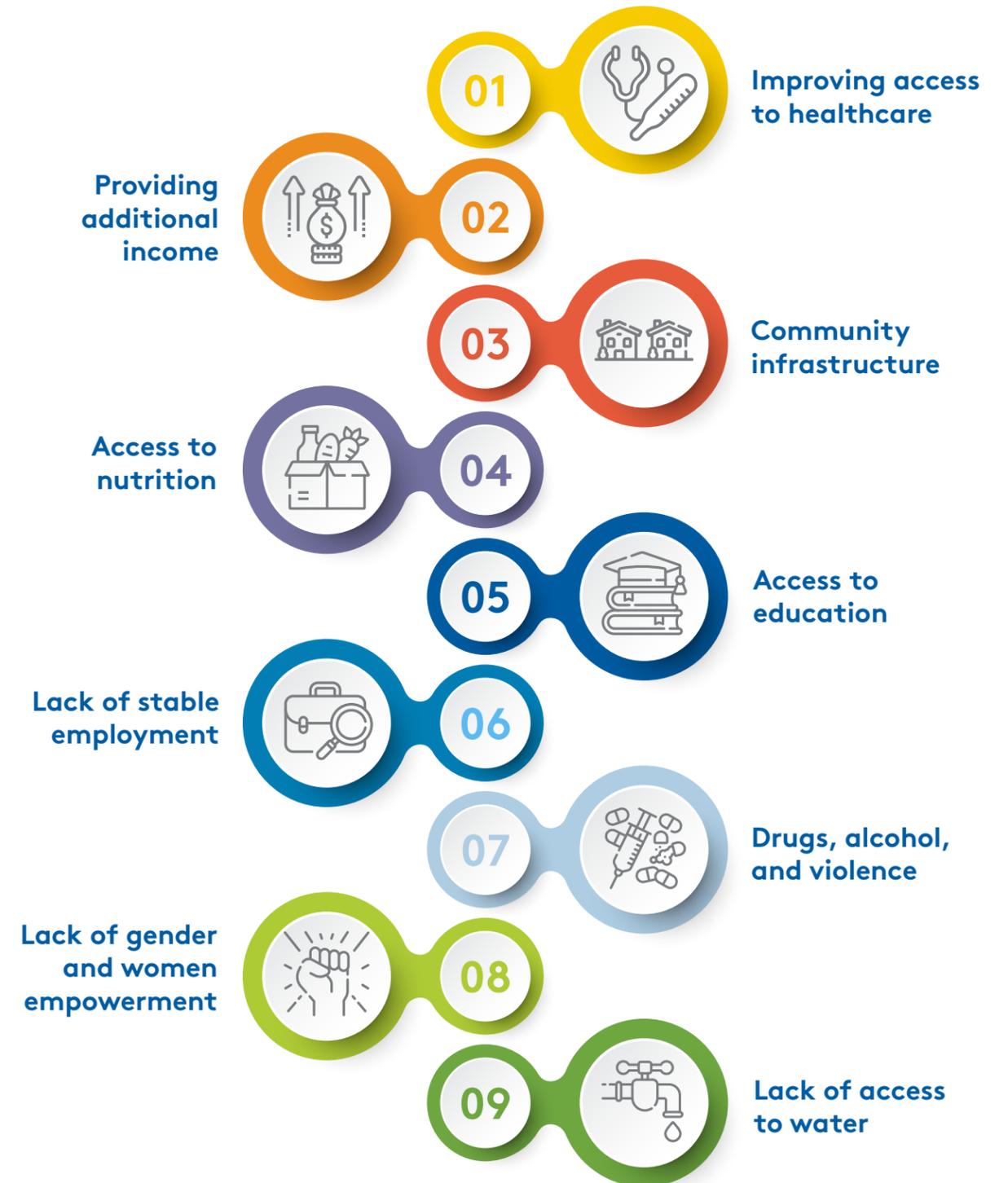
Our community engagement includes supporting non-governmental organisations and charities that complement our priorities for community investment: *education, gender equality, health and nutrition, and adaptation to climate change*. Since 2019, we have invested over €1.86 million (US\$ 2 million) in community engagement initiatives.

Community Needs Assessments

In 2021, we began conducting community needs assessments to identify economic, environmental, and social challenges in the communities around our farms in Latin America and understand our impact. We employed third parties to survey over 2,200 people in more than 50 communities throughout Costa Rica, Belize, Honduras, Guatemala, and Ecuador. We paired these results with the findings from our HRIA and information from other sources of engagement with our workers to develop impactful, resilient socioeconomic community projects. We found that due to the nature of the locations, many communities' main priorities are infrastructure improvements to important community buildings like schools and community centres, as well as access to nutrition, water, education, and healthcare.



COMMUNITY NEEDS ASSESSMENTS IDENTIFIED COMMUNITY NEEDS



Nutrition and Health

Medical Services

In Belize, we have provided access to healthcare through health fairs and medical outreach programmes, including medical fairs for workers at our farms, where doctors come to provide testing free of charge. We have also trialled a medical outreach programme in three of our key communities (Trio, Red Bank, and Bladen), which have indigenous community members and limited access to medical care.

As noted, in Honduras we have implemented the Community Medical Brigades to bring healthcare to our neighbouring communities, including several indigenous communities, that otherwise have limited or no access to healthcare services. Over the course of 2021 and 2022, we provided 2,060 medical consultations in Honduras and in Belize.

Healthy Snacks and Nutrition Education in Belize and Honduras

In the neighbourhood of Stann Creek near our banana farms in Belize, almost 37% of children under five are malnourished, underweight, stunted or wasted. At the same time, there is a prevalence of overweight children due to the lack of access to healthy fresh produce, including junk food being offered during the school day.

Using our unwanted bananas, in 2021 we began a partnership with the Belize Ministry of Agriculture, Food Security and Enterprise; the Ministry of Education, Culture, Science and Technology; the Ministry of Health and Wellness; and the Instituto de Nutrición América y Panamá (INCAP) to provide a healthy porridge three times a week to 200 children from the Our Lady of Bella Vista school.

The programme included nutrition education for the children, teachers, and parents as well as pre- and post-programme measurements of the children. The evaluation of the benefits and results of the programme will be available in 2023.

We are also building a school kitchen in the Bella Vista school so that we can expand the programme. We are working with the small enterprises currently

providing junk food at break times to switch to an alternative nutritious offering working with women currently excluded from employment.

In 2022, we worked with the Food Bank of Honduras to provide 200 students with 13,154 nutritious balanced meals over four months. The programme included nutritional monitoring from a nutritionist, and the results showed that 75% of the students advanced their nutritional wellbeing. The programme also involved 138 parents and provided them with training in nutrition and safe and healthy meal preparation.

We have also worked with the food bank to collect non-harvested melons left in the fields of our farms in Honduras and redistribute them to families in need. In addition, our local team has established mechanisms to provide our delicious melons to local communities through regular donations in Honduras and Guatemala, providing over 1.1 million meals during the 2022–2023 season.

Supporting Foodbanks and Nutrition During the Cost-Of-Living Crisis

To mark the UN International Day of Awareness of Food Loss and Waste, on 29 September 2022 we partnered with food charities across the world to ensure that the most vulnerable in society continue to have access to healthy food. We chose food banks and food charities as the recipients of our European and North American community investment donations.

In addition to the regular donations of fresh fruits, we donated €10,000 to FoodCloud in Ireland to maximise the use of their surplus food to support their 600 community partners; over €5,000 to FareShare UK, one of our long-term partners, to support their logistics and distribution; more than €5,000 to Hamburger Tafel e.V. in Germany to help with the rising cost of reaching people in need; over €5,000 to Voedselbank Rotterdam; and €5,000 to Feeding South Florida, an organisation near our SOL melon distribution centre.

In 2022, our long-term banana supplier Banelino in the Dominican Republic asked us for emergency support for their Healthy Life and Wellbeing for The Most Vulnerable Families project. The project’s goal was to prevent any further deaths from malnutrition in a vulnerable community and help promote a healthy life



and wellbeing for the most vulnerable families in La Puerta de Batey. We were happy to contribute to their project and provide much-needed support for these families.

Melon Workers' Off-Season Support

To provide economic opportunities for Honduran seasonal workers during the summer months, we and our subsidiary SOL Group have developed a corn production and food security project in collaboration with Bayer Food Chain Partnership.

The programme provides farmer communities with access to hybrid seeds, professional seed treatment, training in good agricultural practices, agronomic advice, and crop protection products. Measures to improve plant resilience and innovative spray technologies, such as drones, resulted in the production of close to 37 hectares of corn for the benefit of over 200 families from the local community.

As part of the project, we provided the farmers with 185 acres of land from our farm Suragroh in Choluteca, as well as agricultural supplies, fertiliser, personal protective equipment, and technical assistance to facilitate communal production of corn during the melon off-season, benefiting more than 200 local families.

The project includes training to support participants throughout the entire crop cycle, teaching good agricultural practices, safety and hygiene, and the use and management of agrochemical products to improve yield and overall food security. It also supports the local community through the establishment of a rural savings bank to manage community investment funds and develop a business model that will contribute to food security in the region.

Investing in Education

Education plays a vital role in helping people escape poverty. 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 we continue to focus on this area 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, and Belize, we support the academic experience of children with programmes that mainly focus on infrastructure improvements to ensure children have a safe and happy place to learn.

LIST OF INFRASTRUCTURE IMPROVEMENTS TO EDUCATIONAL CENTRES

COUNTRY	PROJECTS
 Belize	<ul style="list-style-type: none"> • Upgrades to Bella Vista school to enable children to receive a healthy snack and help them focus on class and learning • New septic tank to enable the children use the existing bathrooms, and 75 chairs for students at Bladen school
 Honduras	<ul style="list-style-type: none"> • Provided electricity to school in los Llanitos, Marcovia • Ensured students in our communities returned to school after covid safely, and invested in several projects, donating €11,180 (US\$ 12,000)
 Guatemala	<ul style="list-style-type: none"> • Started a partnership with United Way to create school gardens for the children to learn how to grow nutritious food. This programme was conducted in three schools, San Juan y Barranco Colorado, San Jorge, and Zacapa, with further expansion planned • Improvement projects in six schools: Escuela de Párvulos Aldea San Nicolas, Escuela de Parvulos Barrio Santa Cecilia, Escuela de Parvulos Aldea El Guayabal, Escuela Primaria Aldea El Guayabal, another local school in Aldea El Guayabal, and one school in Aldea Barranco Colorado
 Costa Rica	<ul style="list-style-type: none"> • Donated personal protective equipment to a women's education programme in Santa Isabel that trains women to grow their own food and sell it at local markets or gain employment by providing training to others • Donated musical instruments to CINDEA Santa Rita, a night school for local students • Helped the school in Pangola with a pathway and infrastructure to support disabled students, and drainage improvements to allow the children to enjoy the school playground
Multi-Country Projects	<ul style="list-style-type: none"> • Provided 794 school kits to children in Costa Rica, Ecuador, and Guatemala • Provided school perimeter fences at Luzon Primary School in Costa Rica, Naranjal-El Corpus School in Honduras, and Trio Primary School in Belize. The fences improve the security of children during playtime and allow them to engage in a wider variety of activities, including starting a school garden

Gender

Gender discrimination, harassment and bias remain prevalent issues in Latin America, especially in the less developed areas where our farms are located. This is why gender equality is so important to us. It is not in our culture to tolerate gender bias and it is against our values of Integrity, Respect, Thrive, Energy and Win Together.

Fewer than 25% of women are economically active in communities close to our banana farm in Ecuador compared with 67% of males. To address this gap, we have created the Organic Banana School to provide soft skills and technical training on the production of bananas to 28 young people (60% women) over a three-month intensive training programme. The aim of the programme is to prepare women to take on more diverse roles on the farm, such as enabling more women to work in the field. In addition to generating educational and job opportunities for women, the programme provides training on gender and empowerment. This holistic approach has equipped women to become change agents in introducing a new culture on the farms.

On International Women’s Day in 2021, we chose to support charities fighting gender-based violence by donating the entirety of our European donation monies (€30,000) to Women’s Aid Ireland, Women’s Aid Federation of England, Scottish Women’s Aid, bff: Frauen gegen Gewalt (Women Against Violence) in Germany, and Blijf Groep (Stay Group) in The Netherlands.

Local Community Infrastructure Improvements

In Costa Rica, we have created a community park in Santa Marta, Batán, gifting the community the land and all equipment in the park to enable them to have a shared space to meet, play, and improve their connections together. In total, we contributed €48,448 (US\$52,000) plus the land for the project which will be enjoyed for many years by the local community.

We have also provided support to several local community centres to enable them to be active within the community and provide revenue for the community to reinvest. We helped repair the Pital community centre and the community kitchen La Españolita. In 2021, we took steps to enhance security measures in the Pangola community by renovating the ADI (Asociación de Desarrollo Integral) security house. This initiative reactivated the security outpost, allowing police officers to provide vigilance to the community even though they are not stationed there.

In Belize, we donated a fence surrounding the local football pitch in Cowpen to enable the local community to promote and hold national and international female football matches with support from the Belize Ministry of Sports. This helps to empower women through sport and brings much-needed business to the community.

In Colombia, we have donated €18,634 (US\$20,000) to the Uniban Foundation to help construct a bridge in Tulapa. This bridge connects smallholder plantain and banana farmers and community members with the rest of the territory, allowing them to cross safely and not risk their lives to swim across a dangerous river. Over the last two years, we worked with Uniban Foundation and Banasan Foundation on a smallholder irrigation project in Santa Marta, Colombia, to improve the productivity of 26 families’ farms. The project improved the capacity of the farms to increase productivity and profits and contribute towards improving the lives of the farmers and their families.

Our melon company in Honduras organised employee volunteering in local communities, including installing footpaths, securing windows and doors at the Sweet Childhood Pre-Basic Education Centre, and assisting in the release of baby turtles as part of the conservation programme in Liberación Tortuga Golfina. Our volunteers also participated in infrastructure improvements at the Manuel Bonilla de El Papalón Education Centre.

Collaborating with Smallholders to Enable Their Growth and Promote Sustainable Production



Target: 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.



Progress: 440 smallholders already engaged in climate change resilience programmes in Colombia and the Dominican Republic.

Smallholders in Our Supply Chain

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

Cooperatives

Agricultural cooperatives are also crucial to our operations, and our partnerships with some of them are decades long. Most co-ops are owned and run by independent and small-scale suppliers. By sharing their resources and bargaining power, co-ops allow their members to take control of their social and economic needs and aspirations.

Plantain Suppliers

Plantain suppliers cultivate their fruit on small farms, which are usually backyard operations consisting of just a couple of acres. Many, if not most, are family businesses that are vital to the local economic and social infrastructure. In Colombia, we source our plantains through the Uniban cooperative which includes over 2,000 plantain suppliers. Through the Uniban Foundation, these suppliers also have access to micro-loans for farming and housing improvements.

Fairtrade International

We have been working with the Fairtrade International system 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 International guarantees a fair price and quality-of-life improvement through a social premium fund. This not only provides a way to improve suppliers' income and workers' wages, but it also provides infrastructure and support for self-governed life improvement projects. In addition, Fairtrade encourages farming and business practices that ensure environmental sustainability for future generations.

Since 2008, our partnership with Fairtrade has contributed a total of €76.4 million (US\$82 million) for premium generation. Below are the latest numbers for 2022:

FYFFES GLOBAL FAIRTRADE SOURCING



106

Total Number of Producer Organisations



249.9M

Total Purchase Volume of Fairtrade Bananas (Kg)



12.8 M

Total Fairtrade Premium (euro)



27.8 K

Total Area Under Cultivation (ha)



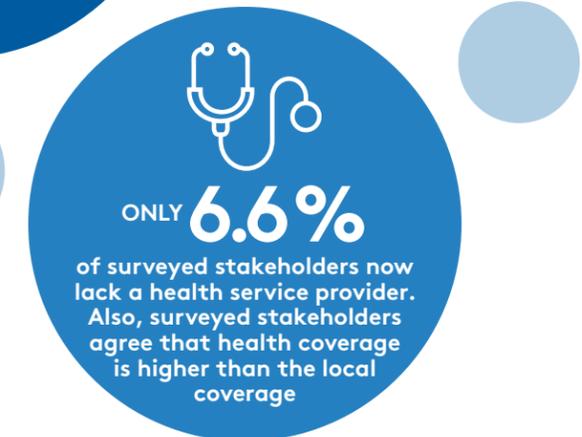
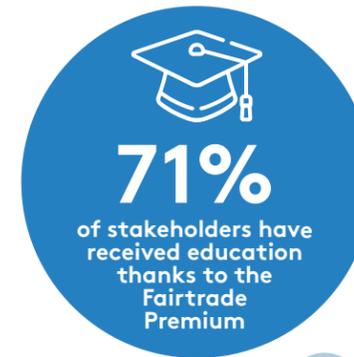
19.9 K

Total Number of Farmers and Workers

“

In 2020 we conducted a Social Return on Investment study and analysed five years of Fyffes-Fairtrade Premium investments in the Magdalena region in Colombia. The study concluded that for every US\$1 (approx. €0.93) invested in smallholders in this region, there was a US\$2.64 (approx. €2.46) return on social value. The study also revealed qualitative information on how recipients perceive the Fairtrade Premium.

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Productivity Improvement Plan

Since 2019, we and Co-op, a large UK customer, have co-funded two phases of the Productivity Improvement Plan (PIP), delivered by Fairtrade Latin America and Caribbean Network. The PIP supports small-scale banana farmers by providing technical assistance and capital for infrastructure. To date, 220 farmers from six organisations in Colombia and 200 farmers from two organisations in the Dominican Republic have benefited from the PIP.

By improving the fertility and productivity of banana farms in a sustainable way, the PIP has increased farmers' incomes while reducing the environmental footprint of their banana production. The farms' underoil health treatment programmes have strengthened their plantations and developed natural mechanisms that allowed them to improve nutrient absorption, as well as defence mechanisms against the attack of phytopathogens. This resulted in increased vigour and greater plant development in less time, improving the return and productivity.

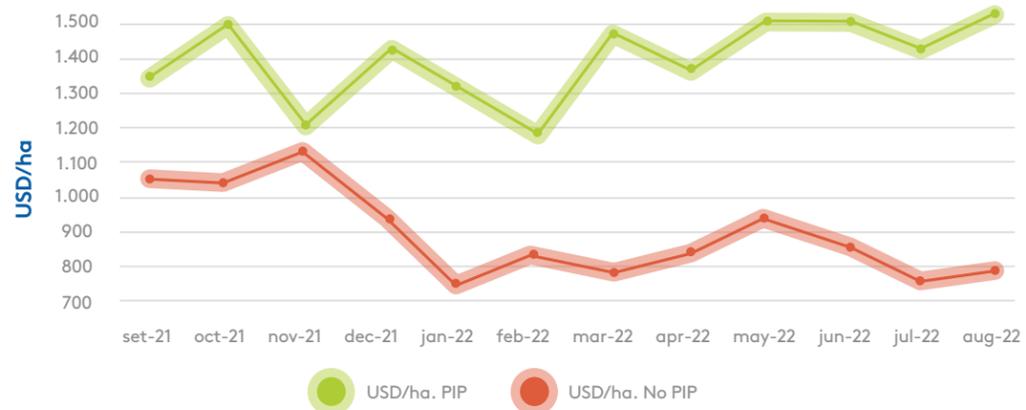
The year in which the PIP was developed was atypical, with heavier rainfalls compared to previous years, delaying plant growth, and increasing Sigatoka. Despite this, the farms under the PIP exhibited greater resilience and maintained their growth rate. In contrast, the plants in the non-PIP farms suffered the direct consequences of the climate impacts, with a delay in their physiological development and reduced productivity.

Productivity and income in PIP farms showed on average 36% higher productivity and income compared to non-PIP farms. You can read a summary of the PIP programme [here](#).

PRODUCTIVITY/MONTH



INCOME/MONTH





Fyffes Principles of Business Conduct

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. The Principles also encompass the various environmental, social, governance, and food safety standards and certifications that we have achieved for our fresh produce.

We launched the Fyffes Principles of Business Conduct in 2019. They are unique to us and are founded on the UN Guiding Principles on Business and Human Rights, the Organisation for Economic Co-operation and Development’s (OECD) Guidelines for Multinational Enterprises, and the Guidance for Responsible Agricultural Supply Chains drawn up by the OECD and the Food and Agriculture Organization of the UN.

We make the Fyffes Principles real through mandatory training and by ensuring there is a clear link between employee performance, alignment with the Fyffes Principles, and our core values. We bring the Fyffes Principles to life with our suppliers by requiring our large suppliers and long-term contractors to sign the Fyffes Principles.

Global Policies

To support the Fyffes Principles, we have adopted several [global policies](#) that aim to protect our business, employees, and stakeholders, and contribute to a safe and enjoyable work environment for everyone. These include:

- 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
- Global Anti-Violence and Harassment Policy
- Global Child Labour Remediation Protocol



The Fyffes Principles have been around now for four years, and we have made incremental changes to bring them right up to date. Everyone at Fyffes knows about the Fyffes Principles, but we have rolled out interactive training to ensure everyone understands what they contain and how they apply.

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 legitimate, accessible, predictable, equitable, and transparent operational and grievance mechanisms at the local and group level.

In April 2019, we introduced the [Fyffes Ethics Hotline](#)*, an independently run phone line and website for our employees and stakeholders to raise grievances. Posters with information about when and how to contact the Fyffes Ethics Hotline are available on all our sites in the local language of the employees.

The current Fyffes Ethics Hotline provider does not have adequate mobile phone connectivity for stakeholders in Honduras and Belize, and in 2022 we decided to change providers. At the time of publications of this report, we are transitioning to a new provider.

In 2022, our CEO shared the Fyffes Principles Grievance Procedures with all employees. This document outlines how the company will manage a grievance, including how long a response, investigation, and result should take after submitting a grievance. It also explains how to raise a grievance, and who is responsible within Fyffes for handling grievances.

Fyffes Ethics Committee

The Fyffes Ethics Committee comprises the Chief Corporate Affairs Officer (Chair), the Chief Human Resources Officer, the Global Head of Legal, and the Global Director of Compliance. The committee meets quarterly to advance the ethical performance of the company, resolve any grievances, discuss training requirements, and update or introduce policies. The committee can be contacted at ethicscommittee@fyffes.com



* Link has been updated to the new Fyffes Ethics Hotline provider *OneTrust*, effective October 2023.

Responsible Sourcing, Compliance, & Certifications

Our supply chain sources range from Fyffes-owned farms to long-term contractual relationships with major suppliers and their partner cooperatives, and direct contracts with smallholder cooperatives and associations. Nearly 100% of our melons, 65% of our pineapples, and around 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 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 ten years.

Nevertheless, we continuously seek to identify, assess, and define risks in our 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. Whether these are owned or third-party operations, we always apply stringent compliance requirements across the chain—in farming, packing, and ripening.

Our Compliance department is the responsibility of the Chief Supply Officer, along with the Quality and the Sourcing and Operations departments. Working together and collaborating closely with the Marketing and Sustainability departments, the Compliance department defines the compliance strategy that guides, monitors, and reports on the application of related corporate policies and procedures and agreed commercial certification standards.

The role of the Compliance team is to conduct supply chain due diligence, risk assessments, and internal and external audits across a range of standards; anticipate changes to regulations, certifications, and standards; educate and train employees, farm managers and human resources personnel; build capacity in smallholders; constantly stay informed about new risks (such as 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.

Supplier Approval and Due Diligence

We carry out background checks for new partners joining our supply chain. The Compliance department increasingly participates as part of the contractual negotiations.

Before issuing a potential supplier with the traceability code, we coordinate a visit to the supplier farm for compliance and quality review and gather the data pertaining to the production site in our database.

We also coordinate membership of appropriate compliance platforms and ensure ongoing suppliers are monitored through periodic reviews.

Auditing

We audit our own farms and our suppliers in the following compliance areas: legislation; food safety; health and safety; social; ethical; labour; environmental; and security. We have a mature and dedicated Compliance department, consisting of in-house professional auditors and compliance experts who are either permanently based in the country (Costa Rica, Ecuador, and Belize) or visit regularly on site as required. The department also relies on other farm-based compliance, human resources, and quality inspection staff who regularly visit suppliers. This multiplies the positive impact on levels of compliance.

One of our basic criteria is that every source should receive at least one ethical audit per crop per year, regardless of the product’s destination and the ethical requirements of the customer. In the case of SMETA audits (see below), it is not feasible to conduct a full SMETA (Sedex Members Ethical Trade Audit) for all small farms because to do so would be unaffordable. Our approach is to audit their cooperatives instead, taking rotating sample farms as a representation of the entire group.

We also carry out announced and unannounced formal farm visits on a rotating spot-check basis, where we use a shortened checklist of indicators that flag potential problem areas. Non-conformance reports from these visits are issued to the farm and followed up for resolution within 28 days. We work with the farm to resolve the non-conformances, but if any serious non-conformance persists this is escalated and procurement from that farm can be (and in some rare instances has been) suspended. We work closely with our supplier partners to avoid this drastic measure by quickly resolving non-conformances.

Global Compliance Steering Committee

The Global Compliance Steering Committee is composed of senior managers from across our commercial, farming, sourcing, operations, and logistics departments.

The committee 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 our 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 the key list of all suppliers, which the rest of the company also refers to—the Fyffes Global Growers List—with over 4,500 suppliers that sell to us or have done so in the past.

We rely on Fairtrade certification at the smallholder level and Rainforest Alliance certification at the larger farm level. We rolled out SMETA reviews within Fyffes, and now we have SMETAs across our operations. In addition, we undertake audits for specific customer ethical standards, for example, Costco and Walmart Responsible Sourcing.

Esmeralda, one of our banana farms in Costa Rica, was the first farm in the world to receive the new 2020 Rainforest Alliance Certification. The standard includes the latest ethical practices including gender equality programmes and the implementation of the IDH Salary Matrix Tool.

We prioritise the following certifications and standards:



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 the first few audits in a supplier group
- Encourage suppliers to take charge of their own internal compliance audits
- Continuously monitor audit performance using SEDEX⁸ and reviews of audit reports
- Assist in resolving non-compliances to ensure closure within agreed time limits
- Use knowledge and experience gained to go back to standards and instigate review and improvement

Non-Conformances

In 2021 and 2022, the main social audit of non-conformances in our supplier farms was 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 2021, 70 SMETAs were carried out in our supply chain—including our owned farms—and shared in SEDEX. Both complete and follow-up audits were included in this count. In 2022, during the period from 1 January to 12 March, this total went down to 62 SMETAs 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. If we find repeated critical issues, we review our relationship with the supplier.

⁸ SEDEX is a global membership organisation dedicated to driving improvements in ethical and responsible business practices in global supply chains.

Rio Principle

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. These include:

- Approved agrochemicals lists
- Health and Safety Management System
- GLOBALG.A.P. certification
- SMETA reviews
- Rainforest Alliance certification of several of our farms and suppliers
- Residue testing on our fruits
- Human Rights Impact Assessments
- GHG emissions inventory and life cycle assessments of our products

Corporate Governance

Our approach to corporate governance reflects our ownership structure and is designed to achieve strong social, environmental, and ethical performance at our operations as well as our supply chain. Our company policies are aligned with internationally recognised best practices, a strong culture of transparency and due diligence, and a reward and incentives framework which places sustainability at the heart of decision-making.

“

Sustainability underpins our vision to shape wellbeing for the world, and our senior leadership's short-term and long-term incentive plans are linked to the achievement of our sustainability targets.

”

Board of Directors

Fyffes International S.A. is a wholly owned subsidiary of Sumitomo Corporation and has existed since 2021 when Fyffes started its activities in Geneva, Switzerland. In February 2023, our highest governance body, the Board of Directors, was appointed.

The Board reflects the company's private ownership. As of 31 December 2022, there were two executives (CEO and Chief Financial Officer (CFO)) and six non-executive directors on the Board. You can read more about our Board on our [website](#).

Our Board delegates responsibility for driving the company's vision—Shaping Wellbeing for the World—to the CEO, who sits on and leads the Executive Leadership Team of nine people. The Executive Leadership Team is diverse with three women, four Latin Americans, and nine different nationalities.

Board of Directors Composition

All six non-executive directors are full-time employees of Sumitomo or its subsidiaries and typically have a relatively short tenure (less than two years). All six non-executive directors have extensive experience in leadership and management at senior levels within Sumitomo Corporation or of its subsidiaries, including fresh produce, risk management, people leadership and operations and logistics management. They include the CEO of Sumitomo Americas; Chief Strategy Officer of Sumitomo Americas; General Manager, Lifestyle Business Division, Sumitomo Corporation; General Manager, Fresh Produce Business, Sumitomo Corporation; and CFO, Sumitomo Corporation Europe Limited.

The Chairman of Fyffes International S.A. is a non-executive director, and the role is typically occupied by a senior executive of Sumitomo or one of its subsidiaries.

The current Chairman’s role is Corporate Officer, Assistant to General Manager, Lifestyle Business Division, Sumitomo Corporation at Summit Fresh Produce. In the financial year 2022⁹ (FY22), the Board held four full meetings. Fyffes International S.A. has one Board subcommittee: the Nomination and Remuneration Committee, which provides recommendations for the hiring and dismissal of senior management, sets and approves the remuneration framework for senior leadership, and provides for a succession plan for the CEO and senior management.

Board of Directors and Senior Executive Selection, Remuneration and Skills

Sumitomo selects Board members based on their experience and tenure, factoring in geographical location. The CEO and CFO appointments and remuneration are approved by the Fyffes Board.

Our senior executives are incentivised to focus on a set of global goals to achieve our vision of Shaping Wellbeing for the World. The FY22 global goals were as follows:

- 1 People—safety and security:** Ensure zero harm, grow our talent pipeline
- 2 Organisation processes and systems:** Strengthen our operational and organisational foundations
- 3 Sustainability:** Achieve 2022 relative proportion of sustainability targets
- 4 Value Creation:** Increase value in everything we do
- 5 Culture:** Evolve our culture as one global high-performing company

At the most senior levels (ELT and ELT -1), bonuses are awarded according to meeting our profitability targets (70%) and strategic targets (30%) as outlined above.

The Nomination and Remuneration Committee of the Board of Directors is independent of the main Board of Directors and determines the remuneration for the executive directors. The committee meets at each Board meeting and consists of three Board members and a chair independent of the Board. We work with an executive compensation consultant to determine the remuneration policy and process for the company.

⁹ April 1 2022 to March 30, 2023

Board of Directors Oversight and Due Diligence

Our Board is responsible for promoting the company’s long-term sustainable success, ensuring strong financial performance while balancing the requirement that we make a positive contribution to wider society, in line with [Sumitomo’s management principles](#). The Board endorsed our vision, values, and strategy and is responsible for holding our management to account for achieving them.

The role of the Board is to provide leadership, establish and monitor purpose, values, and strategy, set our risk appetite, and ensure there is a robust framework of controls to assess and manage risks and opportunities, including achieving our sustainability targets.

The Board delegates responsibility for managing our impacts on the environment, local community, and other stakeholders to the Chief Corporate Affairs Officer, who reports to the CEO and sits on the Executive Leadership Team. Our Chief Human Resources Officer (CHRO) is responsible for employee wellbeing, development, and any impacts the organisation has on these considerations.

The Chief Corporate Affairs Officer reports to the Board at every full meeting, four times per year, outlining progress against our sustainability targets and addressing any challenging stakeholder engagement issues. The Chief Corporate Affairs Officer leads a team of five people who oversee our sustainability strategy, working with a range of committed individuals across the company. The CHRO reports to the Board on the organisation’s impact on people.

Stakeholder Engagement and Human Rights Due Diligence

Stakeholder engagement is delegated to the Chief Corporate Affairs Officer, who reports to the Board regularly on emerging stakeholder issues and concerns. Stakeholder engagement is covered by our Global Stakeholder Engagement and Communications Policy as well as the extensive human rights due diligence processes, outlined in more detail [here](#) and published in our latest [Human Rights Report](#).

In addition to being the only company in our sector to have completed three years of human rights due diligence, we have also conducted independent community needs assessments in 100% of the communities surrounding our farms in Latin America. In the formation of our first materiality matrix, we engaged over 200 stakeholders including both external and internal stakeholders. The formation of our second materiality matrix will be conducted during 2023.

One of our important stakeholders is our parent company Sumitomo, which is represented through the participation of employees on the Board. One Latin American Board member reflects an important constituency within our priority stakeholder groups, notably our employees.

The Board conducts due diligence on any major business decisions and oversees and endorses all our global policies and reports, including the [Human Rights Report](#) and [Global Human Rights Policy](#). In addition, the Board receives a regular audit report conducted every two to three years. The audit covers what Sumitomo describes as the Basic Elements—defined as a collection of our knowledge and expertise in business management acquired through past successes and failures, along with group policies¹⁰.

Fyffes Principles of Responsible Business Conduct

The Fyffes Principles were first published to employees, directors and contractors in April 2019 and were extended to suppliers in 2020. It is our foundational governance document and the yardstick against which we determine our ethical performance and that of our supply chain. In 2022, we developed interactive training on the Fyffes Principles in Spanish and English to ensure a greater understanding of our expectations of our own people and our supply chain. More information on the Fyffes Principles can be found [here](#).

Conflict of Interest

The Board oversees compliance with the Fyffes Principles. Conflicts of interest are prohibited by the Fyffes Principles and are an agenda item at every Board meeting. No Board director holds any other conflicting or potentially conflicting board director roles.

Management of Grievances

We delegate responsibility for managing and communicating relevant critical concerns to the Chief Corporate Affairs Officer, who chairs our Ethics Committee, as outlined [here](#).

Our management of grievances and escalation to Sumitomo are outlined in the Fyffes Principles Grievance Procedures, which have been circulated to all employees, directors, contractors, and suppliers.

All stakeholders and employees have access to a grievance mechanism that complies with the UN Guiding Principles on Business and Human Rights. This is run independently and escalates grievances to the Ethics Committee.

Fyffes International S.A. Board of Directors has reviewed and endorsed this Sustainability Report in September 2023.

¹⁰ www.sumitomocorp.com/en/cis/sitecore/content/HQ/Home/ir/glossary

Reporting Methodology

This is our second Sustainability Report. It reflects the activities that occurred in the 2021 and 2022 calendar years and discloses information on issues pertaining to Fyffes-owned operations globally. When available and material, information about our fruit suppliers is also included.

Our financial year report is from April 1 to March 31, which differs from the Sustainability Report reporting period, which is from January 1, 2021, to December 31, 2022. From now on, we will publish an annual integrated financial and sustainability report. Our next report will cover the year 2023 and will be published in 2024.

This report focuses on topics that are important to us or the fruit and vegetable industry in general, including labour practices, human rights, and social and environmental impact.

The information and data compiled for this report were obtained mainly through a sustainability survey sent to all our owned locations and selected suppliers. Additional qualitative information for the narrative and general disclosures was collected separately by our Corporate Affairs department.

The information included in this report has been reviewed at various levels, according to the type of information. Reviewers include internal experts on specific topics, the Global Sustainability Steering Committee, external consultants, and ultimately our Executive Leadership Team and our Board of Directors, who reviewed this report. This thorough review aims to ensure that our stakeholders are provided with accurate information at all levels.

Some previously publicly reported information has been adjusted and re-baselined due to errors found after publication. This information mainly covered our energy, GHG emissions and water data, as reported in Appendix 3.

The currency in this report is expressed in euros.

This report has been prepared in accordance with the GRI Standards and reviewed by the GRI Content Index – Essential Service. 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



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