



APPENDICES

Appendix 1: Memberships and Associations

Organisation	Mandate	Fyffes relationship	Fyffes frequency of engagement
World Banana Forum (WBF)	The WBF is a space where the main stakeholders of the global banana supply-chain work together to achieve consensus on best practices for sustainable production and trade. For more information: http://www.fao.org/world-banana-forum/about-the-forum/en/	Fyffes was a founding member of the WBF in 2009. Fyffes is also on the WBF's Advisory Board and Steering Committee, in addition to being actively involved in several of the WBF's working groups.	Steering Committee: Twice a year. Advisory Board: every 6 weeks in average. Working Group: Ad hoc.
Sindicato de Trabajadores de la Agroindustria y Similares (STAS)	STAS is an agricultural industry union in Honduras with the objective of organising workers in the agricultural sector at the national level.	Fyffes has met on several occasions with STAS over the course of 2019-2020 in order to find an agreement to a long-standing union representation issue on two of its melon farms in Honduras. For additional details, please refer to our freedom of association section.	Ad hoc over the course of 2018 and 2019.
United States Department of Labour (US DOL)	The United States Department of Labor administers federal labour laws to guarantee workers' rights to fair, safe, and healthy working conditions, including minimum hourly wage and overtime pay, protection against employment discrimination, and unemployment insurance. They are also involved in enforcing labour conditions agreed in various trade agreements between countries, for example, the DR-CAFTA agreement.	The US DOL is helping facilitate Fyffes engagement with the Honduran union STAS as outlined above.	Ad hoc over the course of 2018 and 2019.
Action Alliance for Sustainable Bananas (ABNB)	The action alliance on sustainable bananas (Aktionsbündnis für nachhaltige Bananen—ABNB) is a German action and dialogue forum that aims to address challenges in banana production from the German angle. The objective of the action alliance is to bring together a variety of players in Germany in order to strengthen responsible sourcing along the banana supply chain, through to the consumer. Since October 2015, the Gesellschaft für internationale Zusammenarbeit (GIZ) has been supporting the ABNB in both an advisory and financial capacity on behalf of the German Federal Government. For more information: https://www.bananenbuendnis.org/en/	Fyffes is an active member.	3 meetings/year plus project work teams. In 2019, the ABNB started having an additional public meeting per year to generate external interest.

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The Sustainable Trade Initiative (IDH)	IDH is a "Public private partnership" facility. Its mission is to accelerate sustainability in international supply chains, in line with the UN SDGs. For more information: https://www.idhsustainabletrade.com/	IDH is a key strategic partner to Fyffes on several sustainability related topics. Most recently, we have been working together on funding a portion of our Gender Equality Programme in Costa Rica and Honduras, as well as on setting living wage benchmarks in Costa Rica and Belize in cooperation with additional partners.	Ad hoc meetings on various topics.
Sustainability Initiative Fruits and Vegetables (SIFAV)	The Sustainability Initiative Fruits and Vegetables aims to make imports of fruits and vegetables from Africa, Asia and South America 100% sustainable in 2020. By promoting transparency and comparability among relevant standards, the SIFAV Basket of Standards supports the alignment of market requirements and helps to reduce audit duplications and increased costs for producers and farmers. It also supports the alignment of existing efforts in social and environmental auditing and promotes international reference for best practices in sustainable supply chain management. For more information: https://www.idhsustainabletrade.com/initiative/sifav/	Fyffes is an active member of the SIFAV steering committee and occupies the seat of Vice-president of the steering committee. Fyffes actively works on the new Govenant and program SIFAV Beyond 2020.	2-3 steering team meetings/year, 1 assembly meeting/year in addition to ad hoc meetings on specific topics.
IDH Steering Committee on Living Wage	The Steering Committee has the mandate to address overall strategic issues related to the Roadmap on Living Wages and oversee its development. The Roadmap to Living Wages is a joint effort of organizations and companies committed to developing aligned solutions for calculating and closing living wage gaps. For more information: https://www.idhsustainabletrade.com/initiative/living-wage-platform/	Fyffes is an active member of this steering committee supporting IDH in its aim to build tangible solutions with the goal to help all the stakeholders that operate in the world of living wage.	Quarterly meetings.
Rainforest Alliance	Rainforest Alliance runs a certified standard that connects business, agriculture, and forests. The standard seeks to demonstrate compliance with leading environmental, social and sustainability requirements, taking special care on current social and environmental issues. Their mandate is to protect forests, improve the livelihoods of farmers and forest communities, promote human rights, and help producers mitigate and adapt to the climate crisis. For more information: https://www.rainforest-alliance.org/	Fyffes applies Rainforest Alliance certified rules across a large proportion of its supply chain, and on 100 percent of its owned pineapple and banana farms. We engage fully on technical issues and promote practical standard development during revision processes. We also partner with Rainforest Alliance on different social and environmental projects in the field, across different countries.	Monthly or bi-monthly meetings.

Appendix 1: Memberships and Associations, (cont.)

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Global G.A.P.	GlobalG.A.P. is a global organisation with a crucial objective: safe, sustainable agriculture worldwide. It sets voluntary standards for the certification of agricultural products in a participatory and democratic setting, bringing together retailers and producers. Essentially it supports farmers to connect with markets where they can sell their safely and sustainably produced agricultural products by developing and implementing farm assurance systems that are based on facts and recognised across the supply chain. For more information: https://www.globalgap.org	Fyffes was a founding member in the early 2000s and has participated actively in the development of the standard. Currently Fyffes sits on the Board representing farmers in the Americas. GlobalG.A.P. certification is an essential part of Fyffes supply chain due diligence. Fyffes also participates in GlobalG.A.P. version change consultations, Summits, and National Technical Working Groups. It also takes part in trainings and regular technical meetings.	Quarterly meetings of the Board.
Alianza Empresarial para el Desarrollo (AED)	The Business Alliance for Development (AED) is a non-profit organisation that seeks the sustainability and competitiveness of the country, through the promotion of responsible and sustainable business models in companies. AED guides the private sector on how to consider sustainability principles as part of its management, reducing its negative impacts and maximising positive impacts on society, the environment and the economy. For more information: https://www.aedcr.com/	Fyffes is a member of AED. AED is also a key strategic partner in the implementation of Fyffes Gender Equality Programme in Costa Rica.	Ad hoc meetings on various sustainability topics. Participation in various training for its members.
Fundación Hondureña de Responsabilidad Social Empresarial (Fundahrse)	Fundahrse is a nonprofit, non-political, non-religious organisation whose main objective is the promotion of Corporate Social Responsibility (CSR), understood as a continuous commitment of companies to contribute to sustainable economic development, improving the quality of life of its employees and their families, as well as the local community and society in general. For more information: http://fundahrse.org/	Fyffes is a member of Fundahrse Fundahrse is also a key strategic partner in the implementation of Fyffes Gender Equality Programme in Honduras and conducted training on freedom of association to our employees in Honduras.	Ad hoc meetings on various sustainability topics. Participation in various training for its members.

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Business For Social Responsibility (BSR)	BSR™ is a global nonprofit organisation that works with its network of more than 250 member companies and other partners to build a just and sustainable world. From its offices in Asia, Europe, and North America, BSR™ develops sustainable business strategies and solutions through consulting, research, and cross-sector collaboration. For more information: https://www.bsr.org/	Fyffes is a member of BSR. BSR is a key strategic partner in the design of Fyffes Gender Equality Programme. BSR also conducted Fyffes first Human Right Impact Assessment in 2019.	Ad hoc meetings on various sustainability topics. Participation in various training for its members.
Stronger Together	Stronger Together is a multi-stakeholder business-led initiative aiming to reduce modern slavery particularly forced labour, labour trafficking and other hidden third party exploitation of workers. They provide guidance, training, resources and a network for employers, labour providers, workers and their representatives to work together to reduce exploitation. For more information: https://www.stronger2gether.org/	Fyffes is a business partner of Stronger Together. Fyffes has implemented Stronger Together's guidelines in its ripening centres in the UK. Staff from Head Office and ripening centres have attended workshops to stay informed of developments in the Modern Day Slavery sphere.	Occasional - as and when they have workshops.
Banana Link	Banana Link campaigns for fair and equitable production and trade in bananas and pineapples based on environmental, social and economic sustainability. Banana Link works in partnership with plantation worker trade unions and small-scale farmer organisations to achieve sustainable production and trade in banana and other agricultural industries. For more information: https://www.bananalink.org.uk/	In addition to being founding members of the World Banana Forum along with other organisations, Fyffes has an ongoing open dialogue with Banana Link on various labour rights related topics.	Ad hoc discussions.
Sintrapem	SINTRAPEM is a Costa Rican Union (National Union of Workers of the Business Private Sector) which has presence on Fyffes farms in Costa Rica, both in pineapples and in bananas.	We meet with them on issues related to member workers on an ad-hoc basis.	Ad hoc.
National Banana Corporation of Costa Rica (CORBANA)	CORBANA is the official banana regulatory body in Costa Rica since 1971. It promotes the progress of the banana sector, generating employment and promoting production and sales of the fruit. For more information: www.corbana.co.cr	Fyffes participates in the Banana Environmental Commission (CAB) and the Banana Institutional Council (CIB), together with all the main banana producers in Costa Rica. Fyffes is also a client of Corbana's own farm, San Pablo.	Meetings every 2 weeks with the CAB, and every month with the CIB.

Appendix 1: Memberships and Associations, (cont.)

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The National Chamber of Pineapple Producers and Exporters (CANAPEP)	<p>CANAPEP is a private, legally constituted, non-profit organisation set up in 2003 to bring together pineapple producers and exporters from all over Costa Rica. Amongst the organisation's objectives are to contribute to production and growth of the sector without affecting natural resources and with respect to social and environmental standards.</p> <p>COSAP (the Socio-environmental Commission for Sustainable Pineapple Production) is a committee within CANAPEP that addresses social and environmental challenges.</p> <p>For more information: www.canapep.com</p>	Fyffes is a member of CANAPEP and sits on the governing committee. At the technical level Fyffes also participates actively in the COSAP committee.	Monthly meetings.
Supplier Ethical Data Exchange (SEDEX)	SEDEX provides member companies (including retailers) with a secure web-based platform for storing and sharing SMETA audit reports across the supply chain. SMETA (Sedex Member Ethical Trade Audit) assessments cover the Ethical Trading Initiative (ETI) Base Code and compliance with Human Rights. Information on compliance that is gathered allows for better risk management of the supply chain.	<p>Fyffes is an AB member (buyer and supplier membership) of SEDEX.</p> <p>Being a member of SEDEX demonstrates our willingness to share information with our customers in a transparent manner. Our suppliers are requested to join SEDEX and Fyffes gives support in fulfilling SMETA standard requirements.</p>	Ongoing.
Fairtrade International	Fairtrade changes the way trade works through better prices, decent working conditions and achieves a fairer deal for farmers and workers in developing countries using a product certification process for consumers of Fairtrade certified products. For more information: https://www.fairtrade.net/	In addition to being the largest importer of Fairtrade bananas in Europe, Fyffes also collaborates with Fairtrade on several projects that improve working conditions of employees, smallholders farmers, and the Fairtrade system in general.	Ad hoc meetings.
Fair Trade USA	<p>Fair Trade USA is building an innovative model of responsible business, conscious consumerism, and shared value to eliminate poverty and enable sustainable development for farmers, workers, their families, and their communities around the world.</p> <p>For more information: https://www.fairtradecertified.org/</p>	<p>All Fyffes melon farms in Guatemala are certified by Fair Trade USA.</p> <p>Fyffes also has discussions with Fair Trade USA workers' working conditions and potential improvements in Honduras and Guatemala.</p>	Ad hoc meetings.

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Foodactive	Foodactive is a Network in the Hamburg region for the food industry to collaborate on topics such as quality management, food safety, marketing, and on social and environmental issues related to the food industry. For more information: https://www.foodactive.de/	Fyffes is an active member of this network through Inter Weichert.	An average of 5 to 6 meetings per year.
Deutscher Fruchthandelsverband	Deutscher Fruchthandelsverband is the Fruit and Vegetable Association in Germany. Amongst other topics relative to the industry, social & environmental issues for the German industry partners are addressed. For more information: https://dfhv.de/verband/	Fyffes is an active member and holds the Vice-President seat through Inter Weichert.	One annual meeting for all members and 3 to 4 meetings for the steering committee.



Appendix 2: Stakeholder Groups

Stakeholder Group	Engagement Activity	Frequency	Topics of interest or concerns
Parent Company - Sumitomo	Fyffes regularly shares with its Parent Company regular updates regarding its sustainability strategy, stakeholder engagement as well as external communications efforts. Fyffes sustainability strategy also aims to support Sumitomo's sustainability strategy.	Regular updates (at least quarterly)	Communications, Stakeholder Engagement, Sustainability, Compliance and Ethics
Board of Directors	Board meeting	Quarterly	Sustainability, Compliance and Ethics
Employees	Sustainability newsletter CEO Townhall meeting Employee Engagement Survey Graduate Programme	Monthly At least quarterly Annually Ongoing	Employee benefits, working conditions, health & safety, wellbeing, and sustainability
Customers	In addition to compliance and audit results or remediation status, customers are increasingly interested in Fyffes sustainability strategy. Whenever possible, Fyffes partners with customers in concrete sustainability impact projects.	Ad hoc meetings	Sustainability, Compliance and Ethics
NGOs	Conferences/Webinar/Workshops Memberships and Committee meetings (see Appendix 1)	As required (See Appendix 1)	Ethical, labour, health and safety and environmental compliance sustainability
Local Communities	Community Needs Assessment	As required	Employee benefits, working conditions and health, safety and wellbeing Freedom of association
Governments	Very low level of engagement, except US Department of Labor. Fyffes prohibits political donations	N/A	N/A
Unions and worker-management committees	Varies from operation to operation and varies greatly depending on country and national legislative framework	Ad hoc meetings	Collective Bargaining and freedom of association
Trade associations	Active participant in a number of relevant trade associations and chambers of commerce Fyffes does very little direct government engagement.	Regular attendance on committees and events on relevant topics	Varies across entire supply chain

Appendix 3: Environmental Indicators

Energy consumption

Energy consumption	2020	unit
Fuel consumption from non-renewable sources (Fuel Oil, Natural gas, LNG, Propane, Diesel, etc.) <i>within the organisation</i>	421,325	GJ
Fuel consumption from renewable sources <i>within the organisation</i>	39,892	GJ
Electricity consumption <i>within the organisation</i>	143,394	GJ
Total energy consumption <i>within the organisation</i>	604,610	GJ
% Renewable energy ¹ <i>within the organisation</i>	17	%
Energy intensity <i>within the organisation</i>	996	kJ/kg of fruit
Total energy consumption (grower partners only) <i>outside the organisation</i>	310,873	GJ

¹ % renewable energy accounts for renewable energy in the national electricity mix via electricity purchased by Fyffes; for instance 98% of electricity consumed in Costa Rica is from renewable sources (hydro, wind, etc.).

Appendix 3: Environmental indicators, (cont.)

Water consumption

Water consumption within the organisation ²	2020 (000 m3)
Water withdrawal	74,138
Third-party (municipal water supply)	61
Groundwater (wells)	42,881
Fresh surface water (rivers, lakes)	31,196
Water withdrawal from water stressed areas	32,090
Third-party (municipal water supply)	20
Groundwater (wells)	28,570
Fresh surface water (rivers, lakes)	3,500
Water consumption	73,351
Water consumption from water stressed areas	32,019

² The water-stress level is determined using the AWARE factors: a factor superior to one determines a water-stressed area.

GHG emissions

GHG emissions ³	2020 (tCO ₂ -eq)
Direct (Scope 1) GHG emissions	70,916
Indirect (Scope 2) GHG emissions	6,952
Other indirect (Scope 3) GHG emissions	100,162
Total GHG emissions	178,030

³ This inventory covers the following GHGs prescribed by the GHG Protocol: **carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFC).**

Global warming potential of GHGs covered in the GHG emissions inventory

GHG covered	Global Warming Potential (PRP)	Source
Carbon dioxide (CO ₂)	1	GHG Protocol (2016)
Methane (CH ₄)	28	GHG Protocol (2016)
Nitrous oxide (N ₂ O)	265	GHG Protocol (2016)
Hydrofluorocarbon (HFC)		
R 410A	1924	Calculation (mixture)
R134A	1300	GHG Protocol (2016)
R404A	1617	Calculation (mixture)
R422A	2847	Calculation (mixture)
R422D	2470	Calculation (mixture)
Other refrigerants (reported separately, as not covered by the Kyoto Protocol)		
R22 (HCFC)	1760	GHG Protocol (2016)
R401A (HCFC/HFC)	1164	Calculation (mixture)
R403B		

Appendix 3: Labour indicators

Information on employees and other workers⁴

Regions	Contract Type	Female	Male	Total
Europe	Permanent	135	205	340
	Temporary	125	162	287
Latin America	Permanent	730	1,468	2,198
	Temporary ⁵	1,485	4,793	6,278
North America	Permanent	32	79	111
	Temporary	43	154	197

⁴ This table includes the headcount on 31 December 2020.

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

End



Fyffes Sustainability Report 2019/2020