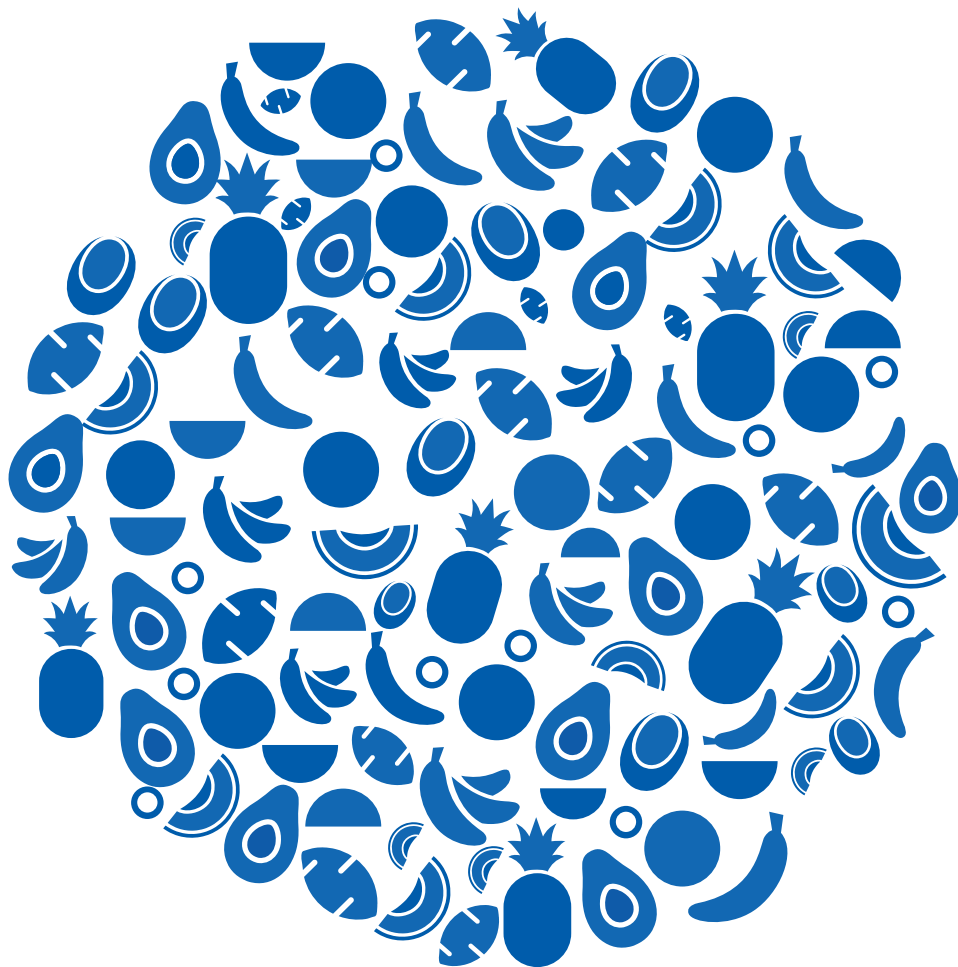




# FYFFES ENVIRONMENT POLICY

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## INTRODUCTION

Fyffes Principles of Responsible Business Conduct or 'Fyffes Principles' outline our commitment to care for our environment.

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

Fyffes considers environmental risks and impacts in all business decisions, including materials purchasing, sourcing new suppliers, as well as expansion, renovation, land disposal and acquisition activities. Fyffes also embeds environmental risks into its wider risk identification and mitigation processes.

Please take the time to read and understand this policy and avail of any training provided.



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Helge H. Sparsoe

Chief Executive Officer

## SCOPE

1. This policy applies to officers, directors and employees (whether permanent, fixed-term or temporary) of Fyffes, our subsidiaries, and affiliates (collectively, 'employees'). Employees are required to understand and uphold this policy regardless of their position, geographical location, or level of responsibility.

## Communicating and Implementing this policy

2. This policy is communicated to all employees via email and other internal channels.

## POLICY

3. We continuously improve our environmental performance by:
  - a. Preventing, minimising and remedying pollution and its impacts on air, land, soil, water, forests, and biodiversity;
  - b. Reducing greenhouse gas emissions;
  - c. Avoiding or reducing the generation of hazardous and non-hazardous waste, and enhancing the productive use or ensuring a safe disposal of waste, and promoting reduction, reuse, recycling of waste;
  - d. Ensuring the sustainable use of natural resources and increasing the efficiency of resource use and energy;
  - e. Reducing food loss and food waste;
  - f. Promoting good agricultural practices, including maintaining or improving overall soil health and preventing soil erosion;
  - g. Cultivating and conserving biodiversity, genetic resources, and ecosystem services;
  - h. Respecting protected areas, high conservation value areas and endangered

species; and controlling and minimising the spread of invasive non-native species;

- i. Increasing the resilience of agriculture and food systems, the supporting habitats, and related livelihoods to the effects of climate change through adaptation measures; and
- j. Ensuring responsible pesticide use, as included in the Fyffes Pesticide Policy.

4. Each of Fyffes operational sites establishes and maintains an environmental management system adapted to its particular circumstances.
5. Fyffes complies with Environmental Legislation, Regulations and international agreements ratified by the countries where its operations are located.
6. Fyffes regularly conducts internal audits of its environmental performance to identify opportunities to improve on environmental impacts of its agricultural processes and supply chain and sets goals and targets for continuous improvement.
7. Fyffes measures and reports on its greenhouse gas (GHG) emissions of all own sites as well as key produce suppliers. Additionally, GHG emissions and environmental impacts are taken into consideration for purchasing decisions.

## MISCONDUCT

The following activities are prohibited and must be reported immediately to ensure immediate corrective action is taken:

8. Discharge of:
  - a. Untreated wastewater to aquatic ecosystems;
  - b. Organic and inorganic wastes without proper handling and final disposal

9. Application of prohibited agrochemicals, including pesticides.
10. Unnecessary application of agrochemicals which negatively impacts aquatic and terrestrial natural ecosystems.
11. Working soil without integrated conservation, erosion, and/or soil management practices.
12. Commercialisation and hunting of wild animals including endangered and threatened wild species.
13. Logging and extraction of tree and plant species especially those threatened or endangered for commercial purposes.
14. Holding of wildlife species in captivity.

## RESPONSIBILITIES OF FYFFES EMPLOYEES

15. Fyffes employees must:
  - a. Familiarise themselves, understand, and adhere to the Fyffes environmental policy and any policies or procedures referred to in this policy, including an understanding of what constitutes prohibited conduct;
  - b. Be aware of the various options and internal channels available to report misconduct including to their manager, a senior manager they trust, their HR representative, or the Fyffes ethical Hotline, ([fyffes.ethicspoint.com](mailto:fyffes.ethicspoint.com)); and
  - c. Respect confidentiality and fully cooperate with those responsible for investigating reports of misconduct as outlined in the Fyffes Principles Grievance Procedures.

## RESPONSIBILITIES OF MANAGERS AND SUPERVISORS

16. Managers and Supervisors have special obligations to prevent and deter misconduct and must:
  - a. Role model the behaviours outlined in **‘Responsibilities of Fyffes employees’** above;
  - b. Communicate the present policy to all Fyffes employees, ensure that they take relevant training courses, and act as a resource for Fyffes employees and external employees, such as contractors or consultants;
  - c. Communicate the present policy with consultants and contractors;
  - d. Address, report and escalate alleged incidents of misconduct. Where local policy does not provide for a reporting procedure, please refer incidents to the HR personnel for discussion and authorities if required;
  - e. Ensure that reported incidents of misconduct are addressed through appropriate channels. In such cases, managers and supervisors must demonstrate fairness, impartiality, and be free from intimidation or favouritism;
  - f. Ensure that all discussions, communications, and actions are handled with discretion, sensitivity, and confidentiality; and
  - g. Ensure appropriate action is taken to protect Fyffes employees from retaliation.

## RESPONSIBILITIES OF FYFFES

17. Fyffes has an individual appointed at each worksite who is responsible to coordinate each site's efforts to improve environmental performance and be accountable for the site's environmental performance.
18. Fyffes has procedures for monitoring, reporting, and reviewing compliance with this policy.
19. Fyffes works with its suppliers to ensure they too adopt sound environmental management practices.
20. Fyffes engages with key stakeholders, to find sustainable solutions and innovate to mitigate and/or reduce its environmental footprint.
21. Fyffes engages with governments, regulatory and third-party bodies to ensure adherence with legal regulations.
22. Fyffes makes available appropriate learning resources to all Fyffes personnel to ensure awareness of:
  - a. Key provisions of this policy and standards of conduct;
  - b. Potential environmental impacts of its operations and how they are managed; and
  - c. How everyone can influence the environmental performance of the site.
23. Fyffes ensures that timely and appropriate action is taken when misconduct is reported.

## APPENDIX

The following environmental standards, audits and certifications apply to Fyffes sites depending on customer requirements, length of time Fyffes has owned the site and other factors.

GlobalG.A.P  
Rainforest Alliance  
Carbon Trust  
Organic  
SMETA  
Fairtrade

## DEFINITIONS

- Wastewater Treatment: the removal of settleable organic and inorganic solids by available means such as filtration, screening, or through the use of wastewater lagoons.
- Proper handling of waste: all waste is collected, stored, and disposed of in the most sustainable manner available to minimise negative impact on the environment.