



GRI Content Index

2023-2024



CONTENT INDEX
ADVANCED SERVICE

2025

For the Advanced Service, GRI Services reviewed that the GRI content index has been presented in a way consistent with the requirements for reporting in accordance with the GRI Standards, and that the information in the index is clearly presented and accessible to the stakeholders.

Statement of use	Fyffes has reported in accordance with the GRI Standards for the period 2023-2024.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	PAGE NUMBER(S) AND/OR DIRECT ANSWERS	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	

General disclosures

GRI 2: General Disclosures 2021

2-1 Organizational details	About Fyffes, p. 12
2-2 Entities included in the organization's sustainability reporting	Reporting Methodology, p. 128
2-3 Reporting period, frequency and contact point	Reporting Methodology, p. 128
2-4 Restatements of information	Reporting Methodology, p. 128
2-5 External assurance	This report is not externally assured
2-6 Activities, value chain and other business relationships	About Fyffes, Geographical map and Supply chain p. 15
2-7 Employees	Appendix 3
2-8 Workers who are not employees	Appendix 3
2-9 Governance structure and composition	Governance, p. 123
2-10 Nomination and selection of the highest governance body	Governance, p. 124
2-11 Chair of the highest governance body	Governance, p. 123
2-12 Role of the highest governance body in overseeing the management of impacts	Governance, p. 124

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GRI 2: General Disclosures 2021	2-13 Delegation of responsibility for managing impacts	Governance, p.125				
	2-14 Role of the highest governance body in sustainability reporting	Governance, p.125				
	2-15 Conflicts of interest	Governance, p.127				
	2-16 Communication of critical concerns	Governance, p.127				
	2-17 Collective knowledge of the highest governance body	Governance, p.122	Measures taken to advance the collective knowledge, skills and experience of the highest governance body on sustainable development	Information unavailable/incomplete	There is a plan in place to advance knowledge further on sustainable development but it has not been implemented yet.	
	2-18 Evaluation of the performance of the highest governance body	Governance, p.122	Processes for evaluating the performance of the highest governance body in overseeing the management of the organisation's impacts on the economy, environment, and people.	Information unavailable/incomplete	Such processes are not in place yet but will be developed in the coming years.	
	2-19 Remuneration policies	Governance, p.122	Remuneration policies for members of Board and senior executives (fixed and variable pay, sign on bonuses, termination payments, clawbacks, retirement benefits)	Confidentiality constraints	Remuneration Policies are confidential as we are a private company and are not required to report this.	
	2-20 Process to determine remuneration	Governance, p.122	How the views of stakeholders (including shareholders) regarding remuneration are sought and taken into consideration; results of votes of stakeholders (including shareholders) on remuneration policies and proposals, if applicable.	Not applicable	Stakeholder views are not sought as Fyffes is a private company and there is no Annual General Assembly.	

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GRI 2: General Disclosures 2021	2-21 Annual total compensation ratio	Governance, p. 122	a. Ratio of the annual total compensation for the organisation's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual); b. Ratio of the percentage increase in annual total compensation for the organisation's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual); c. report contextual information necessary to understand the data and how the data has been compiled	Information unavailable/incomplete	Fyffes is in the process of centralising its human resources data and currently does not have the information available to do a comparison between the highest paid individual to the median annual total target compensation for all employees. Fyffes is also in the process of implementing a structured job architecture process, which will provide additional comparison mechanisms.	
	2-22 Statement on sustainable development strategy	CEO Message, p. 7				
	2-23 Policy commitments	Fyffes Principles of Responsible Business Conduct, p. 113 ; Human Rights, p. 62 ; Policies section of Fyffes website ; 2023 HREDD Report				
	2-24 Embedding policy commitments	Fyffes Principles of Responsible Business Conduct, p. 113 ; Human Rights, p. 62 ; Policies section of Fyffes website ; 2023 HREDD Report				

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GRI 2: General Disclosures 2021	2-25 Processes to remediate negative impacts	Fyffes Principles of Responsible Business Conduct, p. 113 ; Human Rights, p. 62 ; Policies section of Fyffes website ; 2023 HREDD Report				
	2-26 Mechanisms for seeking advice and raising concerns	Fyffes Principles of Responsible Business Conduct, p. 114 ; Human Rights, p. 62 ; Policies section of Fyffes website ; 2023 HREDD Report				
	2-27 Compliance with laws and regulations	During 2023-2024, there was no significant instances of non-compliance with laws and regulations				
	2-28 Membership associations	Stakeholders and Partners, Appendix 1-2				
	2-29 Approach to stakeholder engagement	Stakeholders and Partners, Appendix 1-2				
	2-30 Collective bargaining agreements	Freedom of Association and Collective Bargaining, p. 66				

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Material topics

GRI 3: Material Topics 2021

3-1 Process to determine material topics

Our Approach to Sustainability [p. 18](#)

3-2 List of material topics

VERY HIGH
Occupational Health & Safety
Food Safety
Pesticide Use
Non-discrimination & Equal Opportunities
Climate Adaptation & Resilience
HIGH
Supply Chain Traceability
Emissions
Living Income & Living Wage
Local Communities
Water & Effluents
Employment Practices
Soil Health

Economic performance*

GRI 3: Material Topics 2021

3-3 Management of material topics

Smallholders in Our Supply Chain, [p. 108](#)

Management disclosure focused on economic inclusion of farmers as per GRI 13.22

Confidentiality constraints

Fyffes is a private company and a fully-owned subsidiary of Sumitomo Corporation and as such, does not disclose information about its economic performance, including its revenues.

13.22.1

GRI 201: Economic Performance 2016

201-1 Direct economic value generated and distributed

All

Confidentiality constraints

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13.22.2

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Indirect economic impacts*						
GRI 3: Material Topics 2021	3-3 Management of material topics	Smallholders in Our Supply Chain, p. 108 ; Local Communities, p. 95				13.22.1
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Smallholders in Our Supply Chain, p. 108 ; Local Communities, p. 102				13.22.3
	203-2 Significant indirect economic impacts	Smallholders in Our Supply Chain, p. 108 ; Local Communities, p. 96				13.22.4
Anti-corruption*						
GRI 3: Material Topics 2021	3-3 Management of material topics	Fyffes Principles, p. 112 ; Global Anti-Corruption Policy				13.26.1

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GRI 205: Anti- corruption 2016	205-1 Operations assessed for risks related to corruption	As part of its commitment to promoting an ethical culture within the organisation, Fyffes has developed and implemented a company-wide compliance program. In 2024, Fyffes engaged a third-party consultant to assess its compliance risks and provide recommendations to manage and mitigate these risks more effectively. This compliance risk assessment focused on the regulatory and non-regulatory compliance risks, including the risks related to corruption. It concluded that nine countries of operation rank high for bribery and corruption risks in the Corruption Perception Index published by Transparency International.				13.26.2
	205-2 Communication and training about anti-corruption policies and procedures	Fyffes Principles, p. 112 ; By December 2024, over 6,000 employees were trained on Anti-Bribery and Corruption.				13.26.3
	205-3 Confirmed incidents of corruption and actions taken	During 2023-2024, there were no confirmed incidents of corruption				13.26.4

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Anti-competitive behavior*						
GRI 3: Material Topics 2021	3-3 Management of material topics	Fyffes Principles, p.112 ; Global Anti-Trust Compliance Policy				13.25.1
GRI 206: Anti- competitive Behavior 2016	206-1 Legal actions for anti- competitive behavior, anti-trust, and monopoly practices	In 2023-2024, there were no legal actions for anti- competitive behaviour, anti-trust, and monopoly practices				13.25.2
Water and effluents						
GRI 3: Material Topics 2021	3-3 Management of material topics	Water, p. 42 ; Appendix 3				13.7.1
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water, p. 42 ; Appendix 3				13.7.2
	303-2 Management of water discharge-related impacts	Water, p. 42 ; Appendix 3				13.7.3
	303-3 Water withdrawal	Water, p. 42 ; Appendix 3				13.7.4
	303-4 Water discharge	Water, p. 42 ; Appendix 3				13.7.5
	303-5 Water consumption	Water, p. 42 ; Appendix 3				13.7.6
Emissions						
GRI 3: Material Topics 2021	3-3 Management of material topics	GHG Emissions, p. 36 ; Appendix 3				13.1.1
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	GHG Emissions, p. 38 ; Appendix 3				13.1.2
	305-2 Energy indirect (Scope 2) GHG emissions	GHG Emissions, p. 38 ; Appendix 3				13.1.3
	305-3 Other indirect (Scope 3) GHG emissions	GHG Emissions, p. 41 ; Appendix 3				13.1.4
	305-4 GHG emissions intensity	GHG Emissions, p. 38 ; Appendix 3				13.1.5
	305-5 Reduction of GHG emissions	GHG Emissions, p. 39 ; Appendix 3				13.1.6

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GRI 305: Emissions 2016	305-6 Emissions of ozone-depleting substances (ODS)		a. Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent. b. Substances included in the calculation. c. Source of the emission factors used. d. Standards, methodologies, assumptions, and/or calculation tools used.	Not applicable	ODS emissions are not a material aspect to Fyffes.	13.1.7
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		a. Significant air emissions, in kilograms or multiples, for each of the following: i. NOx ii. SOx iii. Persistent organic pollutants (POP) iv. Volatile organic compounds (VOC) v. Hazardous air pollutants (HAP) vi. Particulate matter (PM) vii. Other standard categories of air emissions identified in relevant regulations b. Source of the emission factors used. c. Standards, methodologies, assumptions, and/or calculation tools used.	Not applicable	NOx and SOx emissions are not a material aspect to Fyffes.	13.1.8
Climate Adaptation and Resilience						
GRI 3: Material Topics 2021	3-3 Management of material topics	Climate Change, p. 31				13.2.1

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GRI 201: Economic Performance 2016	Disclosure 201-2 Financial implications and other risks and opportunities due to climate change	Climate Change, p. 31				13.2.2
Soil Health						
GRI 3: Material Topics 2021	3-3 Management of material topics	Biodiversity, conservation areas and soil fertility, p. 44				13.5.1
Pesticide Use						
GRI 3: Material Topics 2021	3-3 Management of material topics	Agrochemicals use, p. 51				13.6.1
GRI 13 Agriculture, Aquaculture and Fishing Sectors 2022	Report the volume and intensity of pesticides used by the following toxicity hazard levels	Agrochemicals use, p. 51	Volume and intensity of pesticides used by the following toxicity hazard levels: - Extremely hazardous; - Highly hazardous; - Moderately hazardous; - Slightly hazardous; - Unlikely to present an acute hazard.	Information not available/incomplete	This is not something we compile at global level yet but will put processes in place to do so in the coming year.	13.6.2
Employment Practices						
GRI 3: Material Topics 2021	3-3 Management of material topics	Forced Labour and Migrant Workers, pg. 74				13.20.1
Occupational health and safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	Health and Safety, p. 78				13.19.1

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GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Health and Safety, p. 81				13.19.2
	403-2 Hazard identification, risk assessment, and incident investigation	Health and Safety, p. 87				13.19.3
	403-3 Occupational health services	Health and Safety, p. 84				13.19.4
	403-4 Worker participation, consultation, and communication on occupational health and safety	Health and Safety, p. 84				13.19.5
	403-5 Worker training on occupational health and safety	Health and Safety, p. 86				13.19.6
	403-6 Promotion of worker health	Health and Safety, p. 92				13.19.7
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and Safety, p. 82				13.19.8
	403-8 Workers covered by an occupational health and safety management system	Health and Safety, p. 81				13.19.9
	403-9 Work-related injuries	Health and Safety, p. 90 ; Appendix 4				13.19.10
	403-10 Work-related ill health	Health and Safety, p. 90 ; Appendix 4				13.19.11
Non-discrimination and Equal Opportunities						
GRI 3: Material Topics 2021	3-3 Management of material topics	Gender Equality, p. 68 ; Non-discrimination and equal opportunity, p. 71				13.15.1

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GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Governance, p.123 ; Migrant Worker Support, p. 74	Employees per age group per employee category			13.15.2
	405-2 Ratio of basic salary and remuneration of women to men	Gender Pay Gap, p. 70	a. Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation. b. The definition used for 'significant locations of operation'.	Information unavailable/ incomplete	We have made significant progress on our job evaluation project, having completed the evaluation of all managerial-level roles. This will allow us to compare wage data between male and female employees for equivalent role. We are on track to finalise the full job evaluation mapping for salaried employees by the end of 2026.	13.15.3
GRI 406: Non- discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	During 2023-2024, 19 non-conformities related to discrimination were raised during SMETA- type audits. All non- conformances have a corrective action plan and are in process or remediation.				13.15.4
GRI 13 Agriculture, Aquaculture and Fishing Sectors 2022	Differences in employment terms and approach to compensation based on workers' nationality or migrant status	Employment terms and approach to compensation is the same between migrant workers and nationals. We do not discriminate on employee benefits between migrant workers and nationals.				13.15.5
Freedom of association and collective bargaining*						
GRI 3: Material Topics 2021	3-3 Management of material topics	Freedom of Association and Collective Bargaining, p. 65				13.18.1

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GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Freedom of Association and Collective Bargaining, p. 65				13.18.2
Child labor*						
GRI 3: Material Topics 2021	3-3 Management of material topics	Child Labour, p. 76 ; 2023 Child Labour Due Diligence in the Supply Chain Report				13.17.1
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Child Labour, p. 76 ; 2023 Child Labour Due Diligence in the Supply Chain Report				13.17.2
Forced or compulsory labor*						
GRI 3: Material Topics 2021	3-3 Management of material topics	Forced Labour and Migrant Worker, p. 74 ; Fyffes 2024 Modern Slavery Statement				13.16.1
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Forced Labour and Migrant Worker, p. 74 ; Fyffes 2024 Modern Slavery Statement				13.16.2
Living income and living wage						
GRI 3: Material Topics 2021	3-3 Management of material topics	Living Wage, p. 72				13.21.1
Local communities						
GRI 3: Material Topics 2021	3-3 Management of material topics	Community Engagement, p. 94 ; Human Rights, p. 62 ; Health and Safety, p. 78 ; 2022 Human Rights Report , 2023 HREDD Report				13.12.1

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GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Community Engagement, p. 94 ; Human Rights, p. 62 ; Health and Safety, p. 78 ; 2022 Human Rights Report , 2023 HREDD Report				13.12.2
	413-2 Operations with significant actual and potential negative impacts on local communities	Community Engagement, p. 94 ; Human Rights, p. 62 ; Health and Safety, p. 78 ; 2022 Human Rights Report , 2023 HREDD Report				13.12.3
Public policy*						
GRI 3: Material Topics 2021	3-3 Management of material topics	All	Not applicable		Fyffes policies does not allow participation in public policy development, directly or through an intermediary organisation, by means of lobbying or making financial contribution or in-kind contributions to political parties, politicians, or causes.	13.24.1
GRI 415: Public Policy 2016	415-1 Political contributions	All	Not applicable		Fyffes policies does not allow participation in public policy development, directly or through an intermediary organisation, by means of lobbying or making financial contribution or in-kind contributions to political parties, politicians, or causes.	13.24.2

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Food safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	Responsible sourcing, compliance and certifications, p. 116 ; Human Rights, p. 62				13.10.1
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Responsible sourcing, compliance and certifications, p. 116 ; Human Rights, p. 62				13.10.2
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	In 2023-2024, Fyffes had no non-compliance concerning the health and safety impacts of our products.				13.10.3
Supply chain traceability						
GRI 3: Material Topics 2021	3-3 Management of material topics	Responsible Supply Chain, p. 116				13.23.1
GRI 13 Agriculture, Aquaculture and Fishing Sectors 2022	Describe the level of traceability in place for each product sourced, for example, whether the product can be traced to the national, regional, or local level, or a specific point of origin.	Responsible Supply Chain, p. 116				13.23.2
GRI 13 Agriculture, Aquaculture and Fishing Sectors 2022	Describe the level of traceability in place for each product sourced, for example, whether the product can be traced to the national, regional, or local level, or a specific point of origin.	Responsible Supply Chain, p. 116				13.23.3
GRI 13 Agriculture, Aquaculture and Fishing Sectors 2022	Describe improvement projects to get suppliers certified to internationally recognized standards that trace the path of products through the supply chain to ensure that all sourced volume is certified.	Responsible Supply Chain, p. 116				13.23.4

Topics in the applicable GRI Sector Standards determined as not material

TOPIC	EXPLANATION
GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022	
13.11 Animal health and welfare	Fyffes business does not involve any processing of animal products, animal transportation, handling, housing and confinement, and slaughter.
13.14 Rights of Indigenous Peoples	Fyffes materiality assessment reveals that compared to other impacts of the organisation, the impacts covered by this topic are not among the most significant given its mainly an issue in our operations in Belize where we currently have mitigation plans including proper training, indigenous communities mapping and policy on how the company seeks meaningful engagement with indigenous communities, amongst others.
13.13 Land and resource rights	Fyffes materiality assessment reveals that compared to other impacts of the organisation, the impacts covered by this topic are not among the most significant. Fyffes have policies and procedures in place to respect land rights and respectfully manage natural resources, and there are no plans to start projects in new areas where communities could be affected.
13.3 Biodiversity	Fyffes materiality assessment reveals that compared to other impacts of the organisation, the impacts covered by this topic are not among the most significant. Since the majority of our farms are Rainforest Alliance certified, we believe the number of farms having an impact is limited as Rainforest Alliance requires us to put controls in place with regards to contamination and potential pollution, use of agrochemicals, wastewater management, etc.
13.8 Waste	Fyffes materiality assessment reveals that compared to other impacts of the organisation, the impacts covered by this topic are not among the most significant. Waste includes organic waste, such as crop waste or food loss, and inorganic waste, such as plastics. It can also include hazardous waste, such as pesticide containers. In some countries, the impact is reduced or eliminated as there are ways to dispose appropriately of the waste (i.e. plastic in Costa Rica with recyplast) whereas in others (e.g. Belize) it is less well advanced. Remediation is possible and is already being carried out as a lot of operators invest in recycling, composting, and reusing waste. Fyffes is also actively looking at solutions in Belize.
13.4 Natural Ecosystems Conversion	Fyffes materiality assessment reveals that compared to other impacts of the organisation, the impacts covered by this topic are not among the most significant. We believe the percentage of production volume from land owned, leased or managed by the organisation determined to be deforestation- or conversion-free, is very high. We are currently putting in place a no deforestation policy and will conduct a more in depth assessment in 2026-2027 to confirm that assumption. The majority of our farms are Rainforest Alliance certified, for which this is also a requirement.
13.9 Food Security	Fyffes materiality assessment reveals that compared to other impacts of the organisation, the impacts covered by this topic are not among the most significant. That being said, we still report on food loss - see Food Loss section of the report.
13.18 Freedom of Association and collective bargaining	Fyffes materiality assessment reveals that compared to other impacts of the organisation, the impacts covered by this topic are not among the most significant. Fyffes still reports some information relevant to this topic: Freedom of Association and Collective Bargaining, p. 65
13.17 Child Labour	Fyffes materiality assessment reveals that compared to other impacts of the organisation, the impacts covered by this topic are not among the most significant. Fyffes still reports some information relevant to this topic: Child Labour, p. 76 ; 2023 Child Labour Due Diligence in the Supply Chain Report

* Additional topics not prioritised as material but addressed through full or partial disclosure

TOPIC	EXPLANATION
13.25 Anti-competitive Behaviour	Fyffes materiality assessment reveals that compared to other impacts of the organisation, the impacts covered by this topic are not among the most significant. Fyffes still reports some information relevant to this topic: Fyffes Principles, p.112 ; Global Anti-Trust Compliance Policy
13.26 Anti-corruption	Fyffes materiality assessment reveals that compared to other impacts of the organisation, the impacts covered by this topic are not among the most significant. Fyffes still reports some information relevant to this topic: Fyffes Principles, p. 112 ; Global Anti-Corruption Policy
13.24 Public Policy	Fyffes policies do not allow participation in public policy development, directly or through an intermediary organisation, by means of lobbying or making financial contribution or in-kind contributions to political parties, politicians, or causes.
13.16 Forced or Compulsory Labour	Fyffes materiality assessment reveals that compared to other impacts of the organisation, the impacts covered by this topic are not among the most significant. Fyffes still reports some information relevant to this topic: Forced Labour and Migrant Worker, p. 74 ; Fyffes 2024 Modern Slavery Statement
13.22 Economic Inclusion	Fyffes materiality assessment reveals that compared to other impacts of the organisation, the impacts covered by this topic are not among the most significant. Fyffes still reports some information relevant to this topic: Smallholders in Our Supply Chain, p. 108 ; Local Communities, p. 102 ; Local Communities, p. 96
13.22 Economic Inclusion	Fyffes materiality assessment reveals that compared to other impacts of the organisation, the impacts covered by this topic are not among the most significant. In addition, Fyffes is a private company and a fully owned subsidiary of Sumitomo Corporation and as such, does not disclose information about its economic performance, including its revenues.

* Additional topics not prioritised as material but addressed through full or partial disclosure



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