



Appendix

2023-2024

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 / average Working Group: Ad hoc
Sustainability Initiative Fruits and Vegetables (SIFAV)	The Sustainability Initiative Fruits and Vegetables aims to drive sustainability within global supply chains, with a focus on reducing the environmental footprint, improving working conditions, wages and incomes, and strengthening due diligence reporting and transparency. For more information: https://www.idhsustainabletrade.com/initiative/sifav/	Fyffes is a member.	One assembly meeting/year in addition to ad hoc meetings on specific topics.
The Sustainable Trade Initiative (IDH)	IDH (The Sustainable Trade Initiative) 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 findings mechanisms to closing living wage gaps in our supply chain.	Ad hoc meetings on various topics

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IDH Steering Committee on Living Wage	The IDH Steering Committee addresses overall strategic issues related to the Roadmap on Living Wages and oversee its development. The Roadmap to Living Wages is a joint effort of organisations and companies committed to developing aligned solutions for calculating and closing living wage gaps. For more information: www.idhsustainabletrade.com/initiative/living-wageplatform/	We are an active member of the Steering Committee supporting IDH in its aim to build tangible solutions with the goal of helping all the stakeholders that operate in the world of living wage.	Quarterly meetings.
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: www.globalgap.org	We are a founding member in the early 2000s and have participated actively in the development of the standard. GlobalG.A.P. certification is an essential part of Fyffes supply chain due diligence. We also participates in GLOBALG.A.P. version change consultations, Summits, and National Technical Working Groups. We also takes part in trainings and regular technical meetings.	Ad hoc.

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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/	<p>We apply Rainforest Alliance certified rules across a large proportion of our supply chain and on 100% of our owned pineapple and banana farms.</p> <p>We engage fully on technical issues and promote practical standard development during revision processes.</p> <p>We also partner with Rainforest Alliance on different social and environmental projects in the field, across different countries. Most recently, we partnered on findings mechanisms to closing living wage gaps in our supply chain along with IDH.</p>	Monthly or bi-monthly meetings.
Chamber of Exporters of Costa Rica (CADEXCO)	The Chamber of Exporters of Costa Rica (CADEXCO) is a non-profit business organisation, founded in 1981, which brings together companies of goods and services, exporters or linked to the export process and international trade, with the purpose of to promote and assist in exports, their competitiveness and development of foreign trade in general, for the benefit of Costa Rica and the common good.	We are a member.	Ad hoc

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Fundación Hondureña de Responsabilidad Social Empresarial (FUNDAHRSE)	FUNDAHRSE is a nonprofit, non-political, nonreligious organisation whose main objective is the promotion of corporate social responsibility, understood as a continuous commitment of companies to contribute to sustainable economic development, improving the quality of life of its employees and their families, as well as the local community and society in general. For more information: www.fundahrse.org	We are a member.	<p>Ad hoc meetings on various sustainability topics.</p> <p>Participation in various training for its members.</p>
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/	<p>We are a business partner of Stronger Together and have implemented its guidelines in our ripening centres in the UK.</p> <p>Staff from our head office and ripening centres have attended workshops to stay informed of developments in the modern-day slavery sphere.</p>	Occasional -as and when they have workshops

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National Banana Corporation (CORBANA) of Costa Rica	<p>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.</p> <p>For more information: www.corbana.co.cr</p>	<p>We participate in the Banana Environmental Commission (CAB) and the Banana Institutional Council (CIB), together with all the main banana producers in Costa Rica.</p> <p>We are also a client of CORBANA's own farm, San Pablo.</p>	Meetings every 2 weeks with the CAB, and every month with the CIB.
The National Chamber of Pineapple Producers and Exporters (CANAPEP)	<p>CANAPEP is a private, legally constituted, non-profit organisation set up in 2003 to bring together pineapple producers and exporters from all over Costa Rica. CANAPEP's objectives are to contribute to the production and growth of the sector without affecting natural resources and with respect to social and environmental standards.</p> <p>COSAP (the Socioenvironmental Commission for Sustainable Pineapple Production) is a committee within CANAPEP that addresses social and environmental challenges. For more information: www.canapep.com</p>	<p>We are a member of CANAPEP and sit on the governing committee.</p> <p>At the technical level, we participate actively in the COSAP committee.</p>	Monthly meetings.

Organisation	Mandate	Fyffes Relationship	Fyffes Frequency of Engagement
Supplier Ethical Data Exchange (SEDEX)	<p>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 also compliance with Human Rights. Information on compliance that is gathered allows for better risk management of the supply chain.</p>	<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
Foodactive e.V.	<p>Foodactive is the association of over 100 companies in the food industry, a central and professional point of contact for the food industry and the official food network of the Free and Hanseatic City of Hamburg. For more information: www.foodactive.de</p>	We are a member.	Monthly meetings.

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The Deutscher Fruchthandelsverband	The Deutscher Fruchthandelsverband is the Fruit and Vegetable Association in Germany. Amongst other topics relative to the industry, social & environmental issues for the German industry partner are addressed. For more information: https://dfhv.de/verband/	We are a member.	One annual meeting for all members and three to four meetings for the steering committee.

8

Freshfel	Freshfel Europe serve to address the main challenges faced by the fresh produce sector. The priorities derive from dialogue amongst the Freshfel Europe membership, while also considering the agenda and priorities of the EU institutions, such as the implementation of the objectives set under the European Green Deal. For more information: www.freshfel.org	We sit on the Freshfel Board.	Average four times per year.
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Fresh Produce Consortium	UK Fresh Produce Association creates opportunities and supports the growth of its members' businesses. Their extensive membership encompasses all aspects of both domestic and global supply chains of the fruit, vegetable, and flower industry. For more information: www.freshproduce.org.uk	We are a member. We also participate in the Technical and the Sustainability Group.	Three times a year.
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Organisation	Mandate	Fyffes Relationship	Fyffes Frequency of Engagement
BRCGS	BRCGS was founded in 1996 by retailers who wanted to harmonise food safety standards across the supply chain. Today, BRCGS is globally recognised across both food and non-food categories and operate the most rigorous third party certification scheme of its type. For more information: www.brcgs.com	We are a member and participate in the Technical Advisory Committee.	Two meetings per year.

9

Banana Grower Association (BGA)	BGA is the body representing banana growers in Belize. It is an association of farms that grow and export fresh quality bananas from Belize.	We are a member.	Minimum once a month.
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Belize Chamber of Commerce and Industry (BCCI)	The Belize Chamber of Commerce and Industry (BCCI) is the largest private sector membership based organisation in Belize. Founded in 1920, the Chamber has been consistently championing the causes of its private sector constituency and considers among its primary objectives the social and economic development of Belize through the development of all sectors of industry, commerce, and services. For more information: www.belize.org	We are a member.	Once or twice a year.
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Costa Rica Network of Companies Against Child Labour	The network contributes to the prevention and eradication of child labour and hazardous adolescent labour in Costa Rica, in line with goal 7 of objective 8 of the 2030 Sustainable Development Agenda, in accordance with national and international regulations ratified by the country. For more information: www.mtss.go.cr/seguridadsocial/trabajo-infantil/red-empresas.html	We are a member.	At least four times a year.
International Fresh Produce Association	Trade association representing companies from every segment of the global fresh produce and floral supply chain. Advocating, connecting, and guiding to enhance members' prosperity. For more information: www.freshproduce.com	We are a member.	Annual Fresh Summit.
Ecuador Banana Exporters Association (AEBE)	AEBE represents more than 70% of banana exports from Ecuador, promoting the competitiveness and sustainability of the banana industry. For more information: www.aebe.com.ec	We are a member of the Board of Directors.	Four to five times a year.

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

Appendix 2: Stakeholder Groups

Stakeholder Group	Engagement Activity	Frequency	Topics of Interests or Concerns
Shareholder	We share with our shareholder, our parent company Sumitomo, regular updates regarding our sustainability strategy, targets, stakeholder engagement as well as external communications efforts. Our sustainability strategy also aims to support Sumitomo’s sustainability strategy.	Regular updates (at least quarterly)	Communications; stakeholder engagement; sustainability; compliance and ethics; capital allocation.
Board of Directors	Board meeting	Quarterly	Business and sustainability strategy; capital allocation; compliance and ethics governance.
Employees	<ul style="list-style-type: none">Sustainability and corporate newslettersCEO Townhall meetingEmployee Engagement SurveySocial Media	<ul style="list-style-type: none">MonthlyAt least quarterlyAd hocOngoing	Employee benefits, human and labour rights; health and safety, wellbeing; sustainability.
Governments	Very low level of engagement, except US Department of Labour.	N/A	N/A

Stakeholder Group	Engagement Activity	Frequency	Topics of Interests or Concerns
Customers	<ul style="list-style-type: none">Compliance auditsSite Visits, Farm ToursTradeshowsMeetings with sustainability teamSocial MediaWhenever possible, Fyffes partners with customers in concrete sustainability impact projects.	<ul style="list-style-type: none">As requiredAd hocTwice a yearAd hocOngoing	Ethical, labour, health and safety and environmental compliance Living wage Human and Labour rights Sustainability
Consumers	Consumer Insight Survey	As required, latest conducted in 2022	Consumer preferences Sustainability
NGOs	<p>Conferences / Webinar / Workshops</p> <p>Memberships and Committee meetings</p>	As required	Ethical, labour, health and safety and environmental compliance Living wage Human and labour rights Sustainability
Certifications	Organisations that verify and certify social, labour, environmental and food safety practices of Fyffes.	Audits Ad hoc	Ethical, labour, health and safety environmental, food safety compliance; living wage; human and labour rights; sustainability.

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Stakeholder Group	Engagement Activity	Frequency	Topics of Interests or Concerns
Local Communities	Community Needs Assessment (see Sustainability Report, p. 82)	As required	Environmental and socioeconomic impact; employment; human and labour rights; sustainability; climate change; education programmes
Unions and Worker-management Committees	Varies from operation to operation. Includes established unions at our farms and other trade unions.	Ad hoc meetings	Collective bargaining and freedom of association; ethical, labour, health and safety and environmental compliance; living wage, human and labour rights; sustainability.
Trade Associations	We are an active participant in a number of relevant trade associations and chambers of commerce. We do very little direct government engagement.	Regular attendance on committees and on relevant topics	Varies across the supply chain.

Stakeholder Group	Engagement Activity	Frequency	Topics of Interests or Concerns
Key Business Partners (Strategic Suppliers)	<ul style="list-style-type: none">• Training• Compliance Audits• Strategy and planning-meetings	<ul style="list-style-type: none">• Ad hoc• Annually• Ongoing	Commercial contracts; ethical, labour, health and safety and environmental compliance; living wage; human and labour rights; sustainability.

Appendix 3: Environmental indicators

Energy consumption (Scope 1 and 2)

Indicator	2020 (GJ)	2021 (GJ)	2022 (GJ)	2023 (GJ)	2024 (GJ)
Total fuel consumption from non-renewable sources (Fuel Oil, Natural gas, LNG, Propane, Diesel, etc) within the organisation	872,332.95	761,689.63	792,762.40	741,904.07	519,873.07
Total electricity consumption from non-renewable sources within the organisation	142,651.94	96,247.19	83,577.84	82,745.32	80,438.09
Total electricity consumption from renewable sources within the organisation	37,762.93	72,291.54	75,230.49	75,891.64	76,903.91
Total energy consumption from renewable sources (electricity + fuel) within the organisation	37,762.93	72,291.54	75,230.49	75,891.64	76,903.91
Total energy consumption (electricity + fuel) within the organisation	1,052,747.82	930,228.35	951,570.72	900,541.03	677,215.06
% Renewable energy	4%	8%	8%	8%	11%

Water Withdrawal by Source (Fyffes-owned Operations Only)

Source	2020	2021	2022	2023	2024
Water withdrawal from Third-party [m³]	54,763	64,853	57,581	42,309	48,274
Water withdrawal from Groundwater [m³]	34,873,936	19,084,094	18,755,478	21,647,149	22,915,473
Water withdrawal from Surface water [m³]	35,701,783	34,505,264	26,295,898	27,279,267	32,251,953
TOTAL	70,630,482	53,654,212	45,108,957	48,968,725	55,215,699

GHG Emissions¹

Year	Scope 1	Scope 2 (location and market based)	Scope 3
2020 (tCO2-eq.)	106,782.42	35,741.59	324,186.51
2021 (tCO2-eq.)	114,139.24	27,735.20	308,872.22
2022 (tCO2-eq.)	117,807.67	29,502.34	261,674.18
2023 (tCO2-eq.)	116,817.84	26,337.76	269,397.84
2024 (tCO2-eq.)	102,561.19	23,836.46	283,980.74

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

Appendix 3: Environmental indicators

Global Warming Potential of GHGs Covered in GHG Emissions

GHG covered	100-Year GWP 2024	Source
Carbon dioxide (CO2)	1	IPCC AR6
Methane (CH4) - biogenic	39	IPCC AR6
Methane (CH4) - fossil	40	IPCC AR6
Nitrous oxide (N2O)	273	IPCC AR6
R410A (HFC)	1924	IPCC, AR5
R134A (HFC)	1300	IPCC, AR5
R404A (HFC)	3943	IPCC, AR5
R422A (HFC)	2473	Regulation (EU) 2024/573
R422D (HFC)	2473	IPCC, AR5
R22 (HCFC)	1760	IPCC, AR5
R401A (HCFC/HFC)	3943	R410A_DEFRA
R403B	3943	CO2emissiefactoren.nl 2024
R507	3985	IPCC, AR5
R449A	1282	IPCC, AR5
R407	1649	CO2eimissiefactoren.nl 2024 (Average between R407c & R407F)
HCFC-141b	782	2024 Emission Factors Workbook Ministry of Environment, New Zealand
R-32	677	2024 Emission Factors Workbook Ministry of Environment, New Zealand
HFC-227	3250	2024 Emission Factors Workbook
R407C	1624	2024 Emission Factors Workbook
R438A	1430	Infraserv Höchst GWP Calculator
R452A	1940	Infraserv Höchst GWP Calculator

Appendix 4: Labour indicators

Information on employees and other workers²

Regions	Total	Contract Type		Gender		Full vs Part time	
Europe	720	Permanent	718	Male	416	Full-time	644
		Temporary	2	Female	304	Part-time	76
Latin America*	11162	Permanent	3264	Male	8304	Full-time	11162
		Temporary	7898	Female	2858	Part-time	
North America	300	Permanent	132	Male	225	Full-time	300
		Temporary	168	Female	65	Part-time	

*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.

² This table includes the headcount on 31 December 2024

Information on workers that are not employees

Regions	Total	Contract Type		Gender		Full vs Part time	
Europe	152.8	Agency	152.8	Male	3	Full-time	152.8
		Contractor or sub-contractor	0	Female	1	Part-time	0
Latin America	27	Contractor	27	Male	26	Full-time	27
		Contractor or sub-contractor	0	Female	1	Part-time	0
North America	0	Agency	0	Male	0	Full-time	0
		Contractor or sub-contractor	0	Female	0	Part-time	0

Appendix 5: Health and Safety

Indicator	2021	2022	2023	2024
Total Worked Hours	18,286,471	19,536,544	21,681,386	18,854,763
Number of recordable work-related injuries	ND	ND	449	485
Number of lost time recordable work-related injuries	698	610	428	387
Frequency rate or rate of recordable work-related injuries (1000* Number of lost time injuries / Number of Hours Worked)	38.2	31.2	19.7	20.5
Severity rate (1000* Number of days lost / Number of Hours Worked)	0.50	0.68	0.53	0.57
Severe work-related injuries	N/A	7	7	3
Fatalities	0	1	1	0
Work-related illness	N/A	N/A	7	3

Notes:
* 2021 - 2022 data have an involuntary mistakes in the formula for the total worked hours due the use of the decimal separator, we have fixed the formulas generating a higher severity score.
** There was a mistake in of fatalities between 2021 and 2022 in the appendix (the right is zero for 2021 and one for 2022).
*** There was an error in the number of serious events for 2022. In the written report the data was explained fine (7 accidents), but not in the appendix.



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