



# Sustainability Report

2023-2024



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# Our Manifesto

At Fyffes, sustainability isn't just a priority—it's part of who we are. We're committed to making a meaningful impact on the environment, society, and the economy by embedding responsible practices into every aspect of our business. From governance to day-to-day decisions, we empower our people to lead with purpose and recognise those who drive positive change. Together with our employees, partners, and stakeholders, we're working toward ambitious sustainability goals that support long-term wellbeing—for our business, our communities, and future generations. Because shaping a better world starts with all of us.





# Message from our CEO Helge Sparsoe

It is with great pride  
and delight that I am  
introducing Fyffes third  
Sustainability Report.



2025 is a pivotal year for Fyffes, marking the halfway point in both our 2030 Sustainability Strategy, aligned with the United Nations Sustainable Development Goals, and our corporate strategy. In 2020, we began developing our purpose - Shaping Wellbeing for the World - and established our core values and strategy. This laid the foundation for embedding sustainable and ethical performance into everything we do.

As our Global Director of Sustainability, Julie Cournoyer, explains in her message, in 2025 we are tracking well against our current sustainability targets and are in the process of establishing our next goals, including a Net Zero target, a regenerative agriculture framework and a biodiversity target. The achievement of these objectives is thanks to the hard work and sustainability mindset that permeates through Fyffes, within the supply business, logistics, marketing, our commercial teams, finance, innovation, technology, human resources, ethical compliance and legal and corporate affairs.

2025 is also a time of significant challenges for both people and the planet—challenges we at Fyffes are experiencing firsthand. Last year, we undertook a comprehensive, independent climate change risk assessment to better understand the current and future impacts of climate change on our growing regions. This assessment confirmed what we suspected: our farms—and those of our growers—are already facing some of the most severe impacts of climate change, including more frequent tropical storms, increased rainfall and heat, and a rise in pests and fungal outbreaks. We are responding proactively by investing in innovative mitigation and resilience measures.

At the same time, the global geopolitical backdrop is increasingly uncertain. In Europe, Fyffes has been preparing for proposed regulatory changes in due diligence and reporting, which are still in flux. Even if the regulatory burden is reduced by these proposed changes, Fyffes is committed to continue supplying our customers the expected data needed for their own compliance and the due diligence to be carried out across the supply chain. As a global company, we observe vast differences in expectations from the Americas to Europe, and these differences pose great challenges.

Despite these challenges, we will not waver from our purpose - Shaping Wellbeing for the World. Our purpose influences every aspect of our business—from how we treat our people and recognise talent, to the relationships we build with stakeholders and the transparency we offer our customers. It guides the development of beneficial products for consumers, such as Trudi's—our banana brand that gives back to communities—and underpins the trusted partnerships we maintain with our suppliers. As we look ahead to the remainder of our 2030 Sustainability Strategy, I am filled with optimism for what we can achieve together. I invite all of you—employees, partners, and consumers alike—to join us on this journey, as we continue shaping a better, more sustainable world for generations to come.

-Helge



# Message from our Global Sustainability Director Julie Cournoyer

This report features our main accomplishments over the 2023-2024 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 in our reporting methodology. In addition, this year we have also followed the GRI 13 Agriculture Aquaculture and Fishing Sectors 2022.

## Stewardship for The Planet

In 2024, we made progress towards our greenhouse gas reduction target, endorsed by the Science Based Targets initiative (SBTi), by reducing our Scope 1 and 2 emissions in CO<sub>2</sub> eq./kg of fruit harvested by 12.05%, driven by initiatives such as switching to lower-nitrogen fertilisers and modernising our agrochemicals application equipment. We also decreased our Scope 3 emissions in CO<sub>2</sub> eq./kg of fruit harvested by 2.2%. We are currently developing new targets aligned with the SBTi Net-Zero framework and the new FLAG standard, which will be published in our next sustainability report.

We have achieved our water consumption target by ensuring that 100% of our owned farms have robust water management plans in place, all certified under the GLOBALG.A.P. SPRING add-on. Turning to our packaging, 99.6% is already recyclable, reusable, or compostable.

## Healthy Food for Healthy Lives

We are proud to have surpassed our goal of donating five million healthy meals to vulnerable communities, reaching a number of over 27 million meals to date. 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 four new applications for our core products, and we reached our food loss target by repurposing 80% of it.



## Enriching People's Lives

We have trained all our employees on human rights and have started to train some of our fruit suppliers' workers. This year we published our [Due Diligence Policy](#), which outlines our processes for continuously assessing the actual and potential impact of our actions on human rights and the environment along our value chain, on both a scheduled and ad hoc basis. We also made significant progress in advancing our Prevention and Mitigation Plan, which can be found in our latest [Human Rights and Environmental Due Diligence Report](#).

In line with our Due Diligence Policy, we also conducted three independent on-site Human Rights Impact Assessments (HRIAs): two at supplier sites in Costa Rica and one at Fyffes-owned farms in Belize. Each assessment resulted in a comprehensive mitigation plan. Building on the successes and lessons from our previous Gender Equality programmes—through which a digital learning initiative reached over 11,000 workers across seven countries—we partnered with an expert formerly with the International Labour Organization (ILO) to develop a new learning programme: Cultivating Equality: Stories of Women and Men. This audio-learning programme consists of 10 episodes featuring expert insights from doctors, nurses, psychologists, gynaecologists, and nutritionists, combined with dramatised storytelling. It will enable us to provide access to the Gender Equality programme across 100% of our owned farms and expand its reach to additional suppliers—moving from 4% currently to our target of 50% of suppliers by 2030.

Finally, we continue to work in ensuring that our neighbouring communities are engaged in resilient socioeconomic programmes, progressing toward our target of 100%—with 39% achieved to date.

## Looking Ahead

This report highlights the progress we have made toward our sustainability targets to date, while we are already preparing for the next phase of our strategy. In 2025, we will conduct a double materiality assessment<sup>1</sup> that reflects our evolving business strategy and culture, as well as the emerging challenges faced by our company, stakeholders, and society at large. Our updated sustainability strategy will be presented in our next report.

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, Caoimhe Buckley. I would also like to acknowledge the incredible passion and commitment of our Sustainability team, who work tirelessly every day to make a meaningful difference in the lives of our employees, suppliers' workers, their families, and communities.

-Julie

<sup>1</sup>A double materiality assessment under the European Sustainability Reporting Standards (ESRS) looks at how a company impacts the environment and society (impact materiality), and how sustainability risks and opportunities affect its financial performance (financial materiality). It's a core requirement of the Corporate Sustainability Reporting Directive (CSRD), offering a full view of sustainability impacts and dependencies.





# Inspiring People: About Fyffes

We bring consumers around the world the highest quality products, inspiring people to feel excitement about our products and make a positive difference for our employees, our consumers, customers, and the environment. Founded in 1888, we are involved in the production, procurement, shipping, ripening, distribution, and marketing of bananas, pineapples, melons, and exotic fruits and vegetables around the world. We became part of Sumitomo Corporation in 2017, advancing our industry leadership in many exciting ways.

We are the largest importer of Fairtrade-certified bananas in the world, the largest importer of bananas in Europe, and a leading pineapple grower and supplier.

## Our Vision, Mission, and Values

Our business is our people. Our purpose, *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. 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.



### Respect

We respect each other, caring for our people, produce, and the planet, working safely and with integrity towards shared goals.



### Energy

We bring energy every day; it is the driving force that separates us from others.



### Win Together

We win together, delivering success for all stakeholders, through our cooperative and coordinated effort.



### Thrive

We are driven to improve every day and in all areas of our lives.



### Integrity

We act with integrity and honesty; we do the right thing, even when it is not the easy thing.

## Our Global Presence

Our business spans the globe and involves our farms, offices, suppliers, communities, distributors, customers, and consumers. With more than 4,100 permanent employees and 8,000 seasonal workers across 14<sup>2</sup> 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. At the end of 2024, our group of companies included subsidiaries, Fyffes Limited Ireland and Sol Marketing Group in the United States, and joint ventures vanWylick (74%) in Germany and Fyffes North America (50%), also in the United States.

<sup>2</sup>Countries where we have a corporate/regional office, farm, and/or ripening/distribution centre: USA, Latin America (6): Costa Rica, Honduras, Guatemala, Panama, Ecuador, Belize. Switzerland, UK, Europe (5): Ireland, Germany, Netherlands, Belgium, Spain.



# Our Products and Operations

Most of our business centres on our core product categories: bananas, pineapples, melons and exotics. We source our core products from more than 14 countries in Latin America, the Caribbean, and Africa, including 20 of our owned farms in Costa Rica, Belize, Honduras, Guatemala, and Ecuador. In addition, we source our exotics products in more than 25 countries around the world.

Our shipping and distribution routes include 19 ports of loading, 24 ports of discharge, and 23 distribution and ripening centres in the US and Europe. Our fresh products are sold to more than 1000 customers in 39 countries across Europe and North America.





# Awards and Recognitions

## Inclusive Business Good Practices Awards

Our subsidiary, SOL in Honduras, has been recognised by [UNHCR](#), [the UN Refugee Agency](#), and the Honduran Foundation for Corporate Social Responsibility, [FUNDAHRSE](#), as part of the Inclusive Business Good Practices Awards, held in San Pedro Sula on 4th December 2024. SOL was the only company to receive this distinction in the category Vulnerable Communities Affected by Climate Change. This recognition highlights the work carried out under the Strengthening Resilience Mechanisms in Vulnerable Households in Honduras and Guatemala Project, a collaboration with [GOAL Global](#) to improve adaptation and resilience to climate change in local communities.

## CHEP Certificate of Sustainability

In November 2024, 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.

## Business Excellence Awards - 2023 Inclusive Company Recognition - Centrase

Fyffes - Grupo Sol was recognised in the fourth edition of the 2023 Inclusive Company Recognition - Innovation category - with its "HERessentials" programme. This recognition was presented by Centrase in conjunction with the Guatemalan Ministry of Labor and Social Security. In 2022, Fyffes Group launched its Gender Equality Programme, creating more and better spaces for dialogue, seeking to create inclusive initiatives specifically aimed at our employees.



## Recognition as a strategic ally by The Food Bank of Honduras (El Banco de Alimentos de Honduras)

In 2024, our partnership with The Food Bank of Honduras made it possible to bring dozens of tonnes of fresh fruit to people living in vulnerable conditions. The Food Bank of Honduras highlighted this work by recognising us as a Strategic Ally. We are grateful for the distinction which motivates us to continue working for a more equitable and sustainable food system.

## Co-op's Treating People Fairly Awards

In 2024, Fyffes was highly commended for its work on child malnutrition in Belize at Co-op's Treating People Fairly Awards. The awards recognise human rights practices and encourage suppliers to learn from each other.

## FUNDAHRSE Socially Responsible Company Seal

Our melon farm Suragroh received the prestigious Socially Responsible Company Seal for a third consecutive year from the Honduran Foundation for Corporate Social Responsibility ([FUNDAHRSE](#)) with a score of 98%, across seven key indicators: governance, human rights, labour practices, environment, fair operating practices, consumer affairs, and community participation.





# 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.

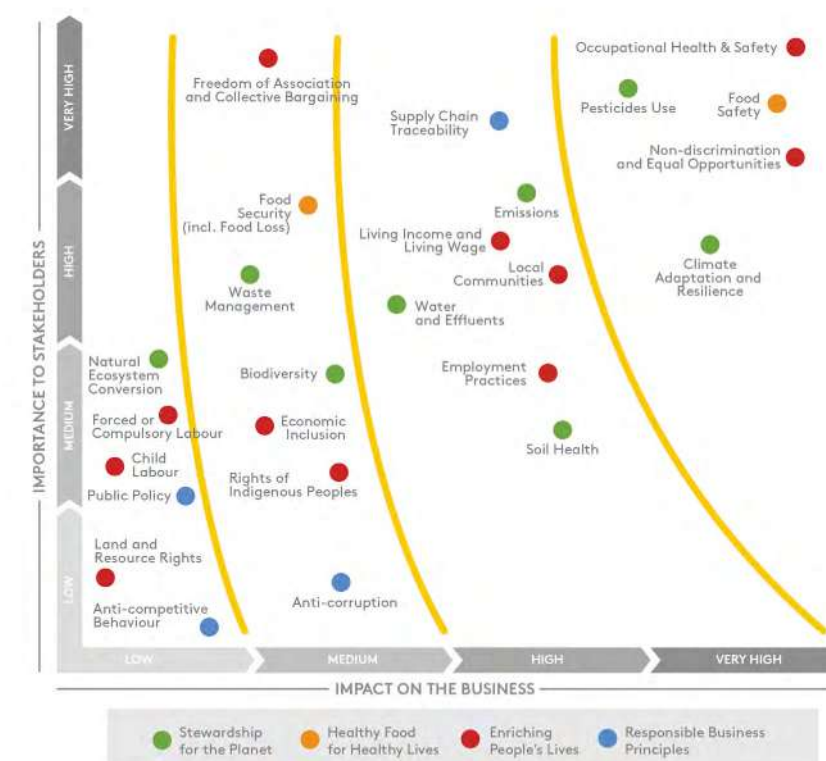
As part of this review, and with the support of independent experts, we consulted over 200 internal and external stakeholders (including our employees, customers and suppliers, non-governmental organisations, and certifications and standards bodies) through workshops and interviews to identify and understand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



Since then, we have consulted our stakeholders in a number of different ways, including Human Rights Impact Assessments, Community Needs Assessments, Health and Safety Risk Assessments and Employee Engagement Surveys, amongst others. We also conducted a Climate Change Risk Assessment. These assessments offered valuable insights into our issues, risks, and opportunities (IROs) from both the stakeholder and company perspectives.

Using these insights as well as the topics from [GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022](#), we have reframed our Materiality Assessment. This matrix was further reviewed and approved by our Executive Leadership Team (ELT).

## Materiality Matrix





Fyffes also assesses the significance of an impact in relation to the other impacts the organisation has identified. As such, Fyffes considers impacts in the High and Very High group to be its key material topic to report on. Here are the leading material issues we have identified:

**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

In 2025, Fyffes will establish a dedicated Risk Management Framework and conduct a double materiality assessment of its IROs—evaluating both the impact of our business on society and the environment (impact materiality), and how sustainability issues present risks and opportunities for the company (financial materiality).

Sustainability Governance

Fyffes purpose—Shaping Wellbeing for the World—is brought to life through our core values and clearly defined Leadership Expectations, which have been shared across the organisation. These expectations emphasise the critical role of our leaders in championing sustainability, upholding human rights, acting with integrity, and being driven by a commitment to doing good.

Sustainability, stakeholder engagement, responsible supply chain and communications fall under the Chief Corporate Affairs Officer, who sits on the Executive Leadership Team and reports to the Chief Executive Officer. The Global Director of Sustainability reports to the Chief Corporate Affairs Officer and designs and delivers Fyffes sustainability strategy, targets and reporting.

Fyffes Corporate Affairs department is comprised of social, environmental and general sustainability experts, who execute our community investment projects, environment and social data gathering, as well as overseeing training, food donations, stakeholder engagement and communications. In Belize, Honduras, and Guatemala Fyffes has dedicated sustainability coordinators who report to local management and ensure we achieve our objectives in these countries.

The Corporate Affairs team is supported by our Global Sustainability Steering Committee, which consists of managers from the businesses, functions, and markets where we operate. This committee was recently reactivated and will meet quarterly to guide and implement our sustainability strategy, set targets, and support the creation of value for both the company and its stakeholders. Smaller working groups within this committee meet more frequently.

Fyffes Extended Leadership Team, which includes the Executive Leadership Team and all their direct reports, receive an annual short-term incentive payment (STIP), which is dependent on achieving financial and strategic objectives. Our sustainability targets and goals comprise 20% of the strategic objectives.

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 stakeholder relationships are guided by our value of ‘Winning Together,’ enabling us to engage, learn from, and collaborate with them to achieve shared priorities.

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.

To date, we have carried out independent community needs assessments in 55 communities across six countries, engaging over 3,000 individuals through surveys conducted by external experts. These assessments identified community priorities and how our farms and operations affect them. Based on the findings, we have developed and implemented targeted socioeconomic projects that address the most relevant local needs, supporting our sustainability goal of ensuring 100% of our neighbouring communities are involved in resilient, community-driven initiatives.

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

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 against a 2020 baseline year that are most material to our stakeholders and business, and which serve as the foundation of our sustainability strategy and targets.

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



Stewardship for the Planet



Enriching People's Lives



Healthy Food for Healthy Lives



Principles of Responsible Business Conduct





## Stewardship for the Planet

We integrate sustainable practices in all areas of our operations to respond to climate change and ensure that natural resources are efficiently managed, conserved, and enhanced for future generations.

### Goals:



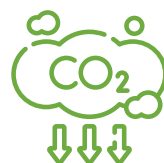
Increase efficiency in the use of inputs and outputs, including the implementation of sustainable alternatives



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, suppliers, 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 in 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

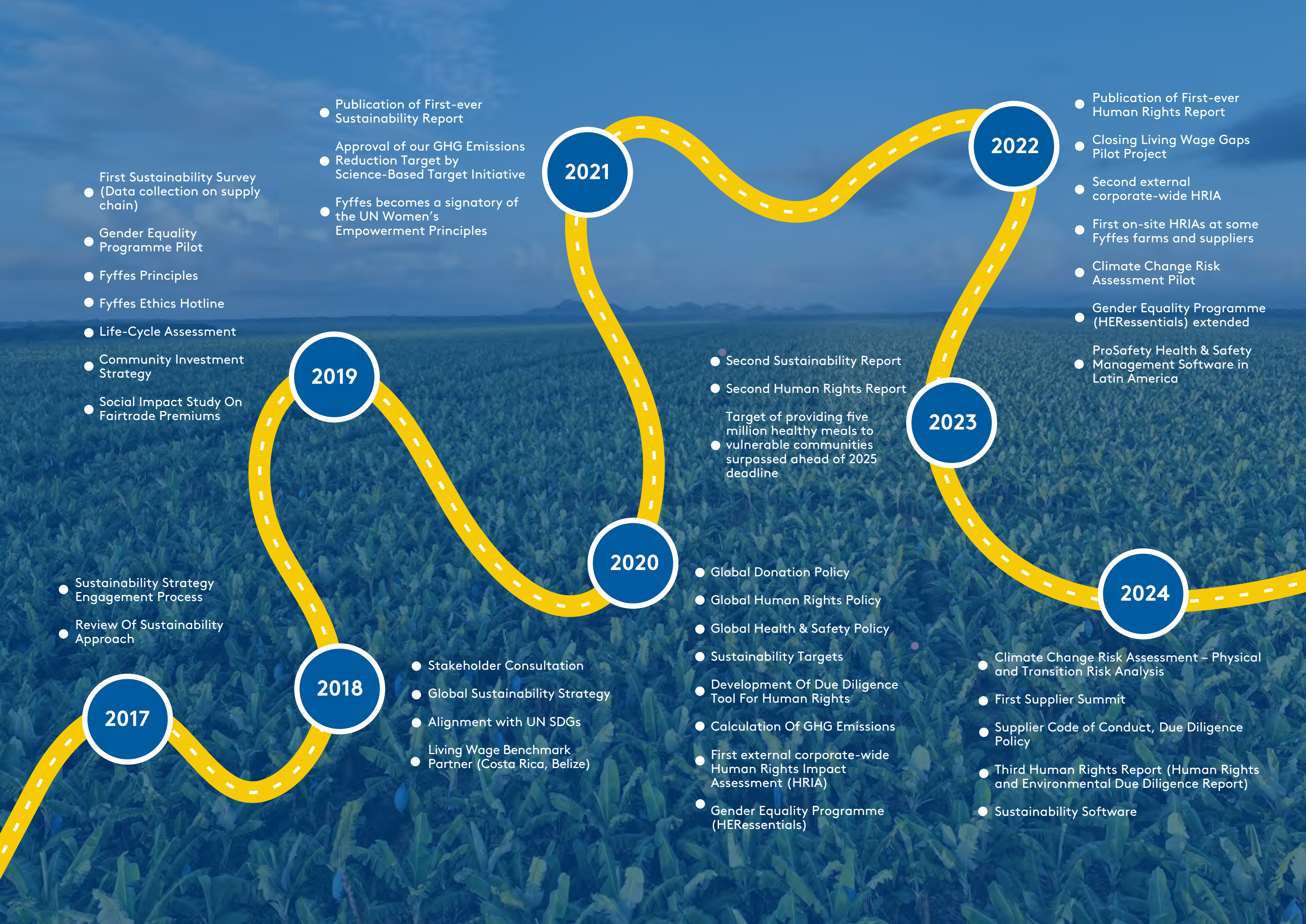


Our Contribution to the UN Sustainable Development Goals

Our 13 sustainability targets are aligned with our four strategic pillars, contributing to nine UN Sustainable Development Goals (SDGs) that are most relevant to our business and stakeholders.







2017

- Sustainability Strategy Engagement Process
- Review Of Sustainability Approach

2018

- Stakeholder Consultation
- Global Sustainability Strategy
- Alignment with UN SDGs
- Living Wage Benchmark Partner (Costa Rica, Belize)

2019

- First Sustainability Survey (Data collection on supply chain)
- Gender Equality Programme Pilot
- Fyffes Principles
- Fyffes Ethics Hotline
- Life-Cycle Assessment
- Community Investment Strategy
- Social Impact Study On Fairtrade Premiums

2020

- Global Donation Policy
- Global Human Rights Policy
- Global Health & Safety Policy
- Sustainability Targets
- Development Of Due Diligence Tool For Human Rights
- Calculation Of GHG Emissions
- First external corporate-wide Human Rights Impact Assessment (HRIA)
- Gender Equality Programme (HERessentials)

2021

- Publication of First-ever Sustainability Report
- Approval of our GHG Emissions Reduction Target by Science-Based Target Initiative
- Fyffes becomes a signatory of the UN Women's Empowerment Principles

2023

- Second Sustainability Report
- Second Human Rights Report
- Target of providing five million healthy meals to vulnerable communities surpassed ahead of 2025 deadline

2024

- Climate Change Risk Assessment – Physical and Transition Risk Analysis
- First Supplier Summit
- Supplier Code of Conduct, Due Diligence Policy
- Third Human Rights Report (Human Rights and Environmental Due Diligence Report)
- Sustainability Software

2022

- Publication of First-ever Human Rights Report
- Closing Living Wage Gaps Pilot Project
- Second external corporate-wide HRIA
- First on-site HRIAs at some Fyffes farms and suppliers
- Climate Change Risk Assessment Pilot
- Gender Equality Programme (HERessentials) extended
- ProSafety Health & Safety Management Software in Latin America



# Stewardship for the Planet



As one of the largest producers of fresh produce in the world, we have a heightened awareness of both our impact on the environment and 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 and understand the impact of environmental degradation on our business.

## Environmental Policy

Our [Global Environmental 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.



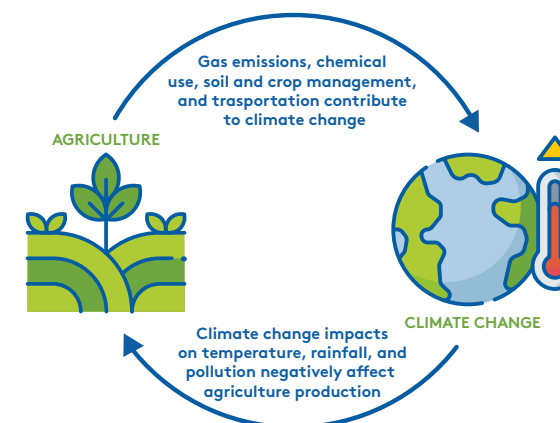
## Climate Change

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 greenhouse gases (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. In both 2023 and 2024, Fyffes has been impacted by the effect of climate change.

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](#).

In 2023/2024, climate change has significantly impacted our operations, affecting pineapple production in Costa Rica, and melon and watermelon farming in Honduras and Guatemala. Unpredictable rainfall and prolonged droughts have stressed crops, increased reliance on irrigation, and disrupted planting and harvesting schedules. Rising temperatures have intensified pest pressures, while extreme weather events like Tropical Storm Sara have caused flooding and led to soil erosion, disease outbreaks, and crop losses.





In Costa Rica, excessive rains from October to December have delayed planting schedules in pineapples, increasing disease pressure, reducing plant growth, and affecting yields. In Honduras (Choluteca, Zamorano Valley and El Paraiso) and Guatemala (Zacapa and Asunción Mita), excessive unexpected rainfall has created favourable conditions for disease development, while heat stress intensified the favourable conditions for plant virus development and affected pollination and fruit development.

As climate variability continues to challenge our operations, we remain committed to implementing adaptive strategies to ensure sustainable production.

### Climate Change Risk Assessment

In 2024, building on our first high-level Climate Change Risk Assessment conducted in 2022, we aimed to identify and evaluate the potential risks that climate change poses to our organisational assets, operations, and stakeholders. 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.

The assessment analysed physical and transition risks:

**PHYSICAL**

- Direct impacts of climate change-related hazards on assets, infrastructure, and natural systems
- Hazards considered: storms, floods, and heatwaves, sea-level rise, changes in precipitation patterns, and temperature extremes
- Acute: Those that may materialise in the short-term, high-intensity exposure with immediate or rapid onset of effects
- Chronic: Those that are effective in the long-term, low-intensity exposure with delayed onset of effects

**TRANSITION**

- Transition Risk Assessment focused on evaluating the financial and economic risks associated with the transition to a low-carbon economy
- Hazards considered: New climate policies, technological advancements, market shifts on businesses, industries, and financial markets

### Physical Risks

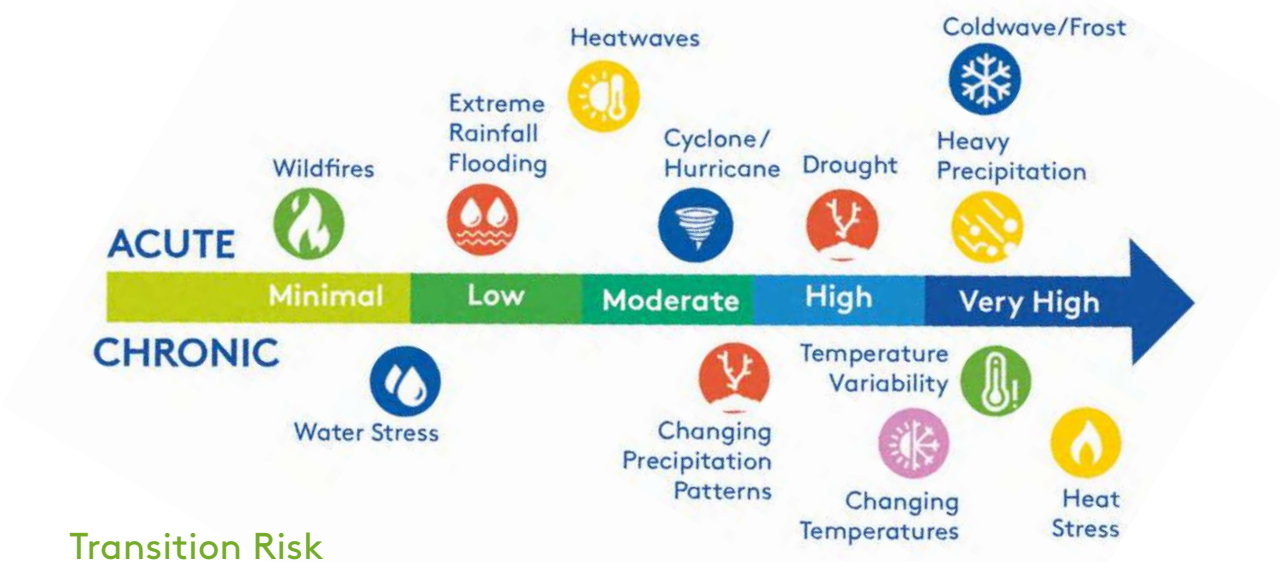
The physical risks assessment covered a number of sites where Fyffes grows and buys bananas and pineapples (1144 locations in total) and provided projected trends in terms of GHG emissions and how they translate into acute and chronic climate events and their respective impacts.

Climate hazards (acute and chronic) were evaluated and selected in line with the requirements of the EU Taxonomy regulation.

We selected two scenarios, a high emissions scenario (SSP5-8.5) and a low emissions scenario (SSP1-2.6), provided by the Intergovernmental Panel on Climate Change (IPCC), as well as two future time-horizons, a short-term 2030 and a longer-term 2050 horizon.

Most of our growing regions are already experiencing climate change. Increases/decreases in intensity or frequency are expected over time but will be gradual rather than drastic. Hazards with the highest change in intensity expected over time are heatwaves, coldwaves/frost, wildfires and changing temperatures. Due to existing hazard impacts and a slight increase in the future, we must focus on plans for the following priority regions: Matina, Guácimo, Sarapiquí, Río Cuarto, Pococí, Stann Creek, Toledo, Santa Marta, Urabá y Chinandega.

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 presents opportunities, such as leveraging ambitious environmental targets to attract customers and employees who want to be part of making a positive impact.



### Transition Risk

Our analysis also covered transitional risk analysis based on two scenarios developed by the International Energy Agency (IEA) World Energy Outlook Scenarios and time horizons of short-term (2030), medium-term (2040) and long-term (2050).

Scenario	Description
Stated Policies (STEPS)	It reflects the implementation of existing and announced policies as of the time of the analysis. It provides a baseline for assessing the likely future energy and emissions trajectory based on policies already in place or officially announced by governments.
Net Zero (NZE)	This scenario reports outlining pathways to reach net-zero emissions by 2050. These scenarios examine the necessary policy measures, technology deployment, and changes in energy systems to achieve this ambitious goal.



Future projections of six risks and four opportunities were analysed and two risks and two opportunities were identified as our most significant:

RISKS

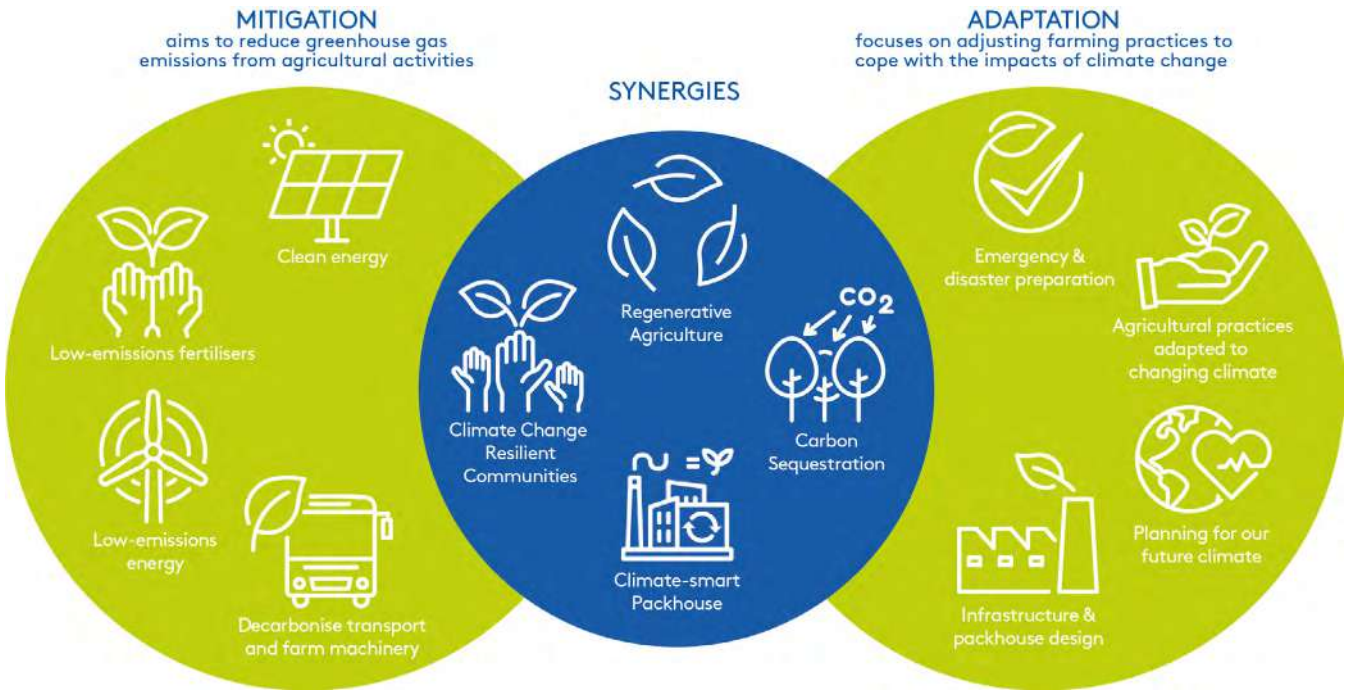
- Enhanced sustainability and climate reporting regulations
- Working with suppliers in our supply chain to adopt more sustainable, low-carbon practices.

OPPORTUNITIES

- Implement efficient and low-carbon practices in the production and distribution processes
- Reduced water use and consumption

Impact on our Business and Adaptation and Mitigation

Based on these results, Fyffes may face several significant impacts. Fyffes is already taking steps to adapt to and mitigate the impacts of climate change, while also assessing how best to prepare for increasing physical risks and key transition risks identified in our analysis.



ACUTE PHYSICAL RISKS

<b>HEATWAVES</b>	<b>COLDWAVES / FROST</b>	<b>FLOODING</b>	<b>HEAVY PRECIPITATION</b>	<b>CYCLONE / HURRICANE</b>	<b>WILDFIRES</b>	<b>DROUGHT</b>
Reduce crop yields and quality, increase the spread of pests and diseases, and could impact the health of workers.	Can lead to quality issues and impact on yields.	Increase the spread of pests and diseases, logistics disruption, damages worker homes and commuting routes, and delays planting.	Increase the spread of pests and diseases, damages roads, disrupts logistics and workers, and delays soil preparation.	Impact on yields, logistics disruption, damages worker homes and commuting routes, threatens livelihoods.	Pose risks to nearby worker communities.	Impact on yields and availability of water for irrigation.
<b>ADAPTATION ACTIONS</b>						
● Efficient irrigation systems ● Plant disease control ● Hydration for workers ● Additional wells	● No current adaptation measures in place.	● Plant disease control ● TR4 prevention ● Drainage design ● Work reorganisation	● Plant disease control ● TR4 prevention ● Drainage design ● Work reorganisation ● Banana deleafing to limit Sigatoka ● Dome planting beds for pineapples	● Follow evacuation protocols	● No current adaptation measures in place.	● Efficient irrigation systems ● Drill new wells

CHRONIC PHYSICAL RISKS

<b>HEAT STRESS</b>	<b>WATER STRESS</b>	<b>CHANGING TEMPERATURES</b>	<b>TEMPERATURE VARIABILITY</b>	<b>CHANGING PRECIPITATION PATTERNS</b>
Impact on yields and quality, fruit sunburn, and may harm workers' health.	Currently shows no tangible impacts.	Impact on yields, increase the spread of pests and diseases, alters rainfall patterns and could impact the health of workers.	Impact on yields, increase the spread of pests and diseases, alters rainfall patterns and could impact the health of workers.	Increase the spread of pests and diseases, Sigatoka outbreaks, and TR4.
<b>ADAPTATION ACTIONS</b>				
● Hydration for workers ● Additional breaks ● Plant disease control ● New wells		● Drainage ● Efficient irrigation ● Disease and pest management plan ● Hydration for workers	● Drainage ● Efficient irrigation ● Disease and pest management plan ● Hydration for workers	● Weather monitoring ● Drainage design ● TR4 prevention ● Banana deleafing to limit Sigatoka propagation

TRANSITION RISKS

<b>POLICY &amp; LEGAL</b>	<b>MARKET</b>	<b>TECHNOLOGY</b>	<b>REPUTATION OPPORTUNITIES</b>	
Increased regulations pose risks.	Increased carbon pricing affects GHG reduction efforts.	Lowering carbon footprint through supplier engagement.	Low-emission agriculture brings tech risks like costs and asset write-downs.	Reputation gains stem from low-carbon production.
<b>ADAPTATION ACTIONS</b>				
● Improved data collection ● Carbon inventory ● Supplier capacity-building and support	● GHG emissions reduction target ● 99.6% of packaging is compostable, recyclable or reusable	● GHG emissions reduction target ● 99.6% of packaging is compostable, recyclable or reusable	● Renewable energy ● Nitrogen fertiliser efficiency ● Efficient irrigation systems	● 100% Fyffes-owned farms have certified water management systems in place

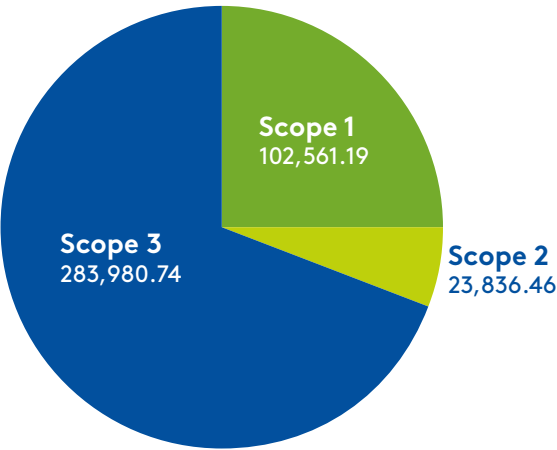


# Greenhouse Gas Emissions

**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 2024, we have reduced our Scope 1 and 2 emissions by 12.05% CO2 eq./kg of fruit harvested and our Scope 3 emissions by 2.2% CO2 eq./kg of fruit harvested and distributed from a 2020 base year.

Total emissions by scope (Tonnes CO2e)

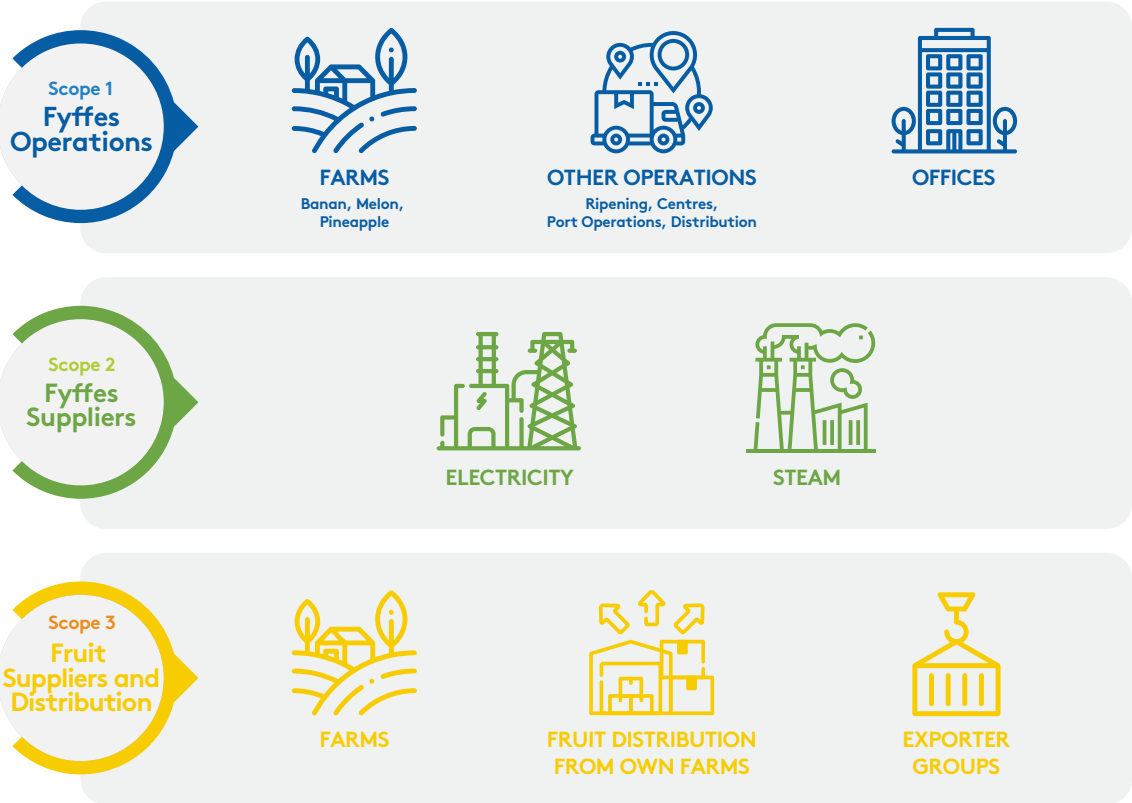


We began addressing our greenhouse gas emissions in 2020 by establishing a baseline, which informed the Science-Based Target (SBT) we set in 2021. Since that year, we have developed projects that seek to reduce the inputs and resources required for production by improving process efficiency and innovating with different available options.

Despite this, the processes developed both on the farms and in our logistics

processes are highly vulnerable to factors beyond our control, such as the climate and the impacts related to its changes. Increased rainfall and rising temperatures directly impact production processes and indirectly contribute to a higher incidence of crop diseases.

These changes and uncertainties make it more challenging to clearly demonstrate the GHG reductions and positive impacts of our management efforts. The inventory of our direct and indirect GHG emissions throughout our operations—Scope 1, Scope 2, and partially Scope 3—is based on the



Greenhouse Gas Protocol Initiative (GHG Protocol). In 2024, our total GHG emissions were 410,378 t CO2 eq.

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.

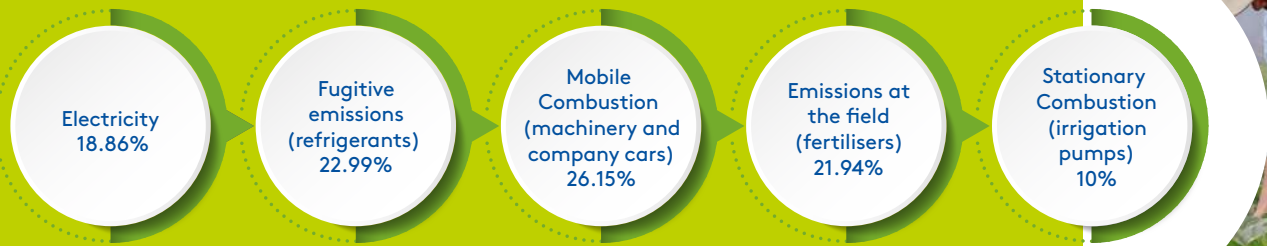
In June 2025, we finalised our expansion of Scope 3 GHG emissions to additional categories. This new Scope 3 accounting methodology, based on 2024 data, will establish our new baseline year starting in 2026 and will inform future targets to be published in upcoming reports.



Scope 1 and 2

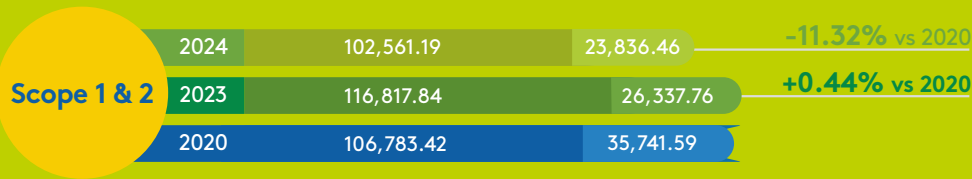
69% percent of our Scope 1 and 2 carbon footprint originates from our farms, with the remaining 31% coming from our ripening centres, distribution, and offices.

Scope 1 and 2 Emission Sources  
(weight of its impact on the total footprint %)

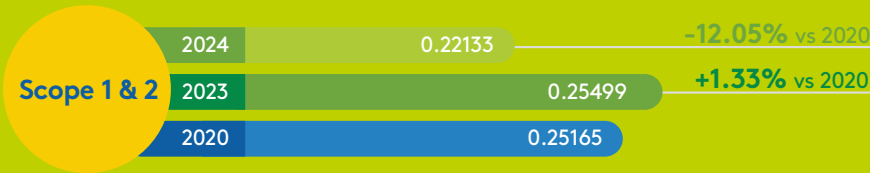


By 2024, we reduced our total Scope 1 and 2 GHG emissions by 11.32% relative to our base year, primarily driven by a 33% reduction in absolute Scope 2 emissions and a 4% reduction in Scope 1 absolute emissions.

Absolute Scope 1 & 2 GHG emissions (tonne CO2eq.)



Intensity emissions (kgCO2eq. per kg of fruit)



2024  
Performance

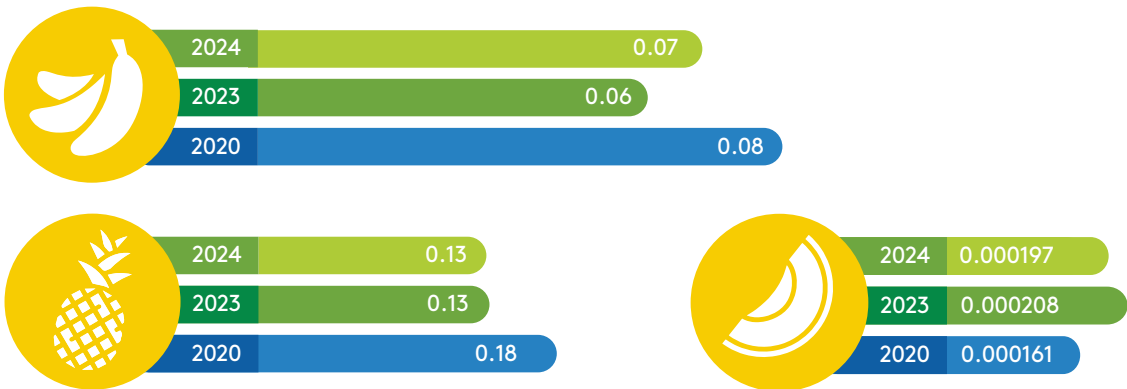
THE KEY CONTRIBUTORS TO THIS REDUCTION WERE:

- Increased purchase of renewable energy at some of our distribution and ripening centres in Europe
- The discontinuation of the use of a vessel for distribution of our melons
- The upgrade of the cooling system at our pineapple farm
- Other improvements at farm-level led to smaller reductions:
  - Transition to lower nitrogen content fertilisers at our pineapple farm in Costa Rica
  - Use of urease inhibitors in our banana farms in Costa Rica
  - Modernisation of agrochemical application equipment at our melon farms in Guatemala and Honduras
  - Enhanced control systems improving fuel efficiency at our banana farms in Belize and pineapple farm in Costa Rica



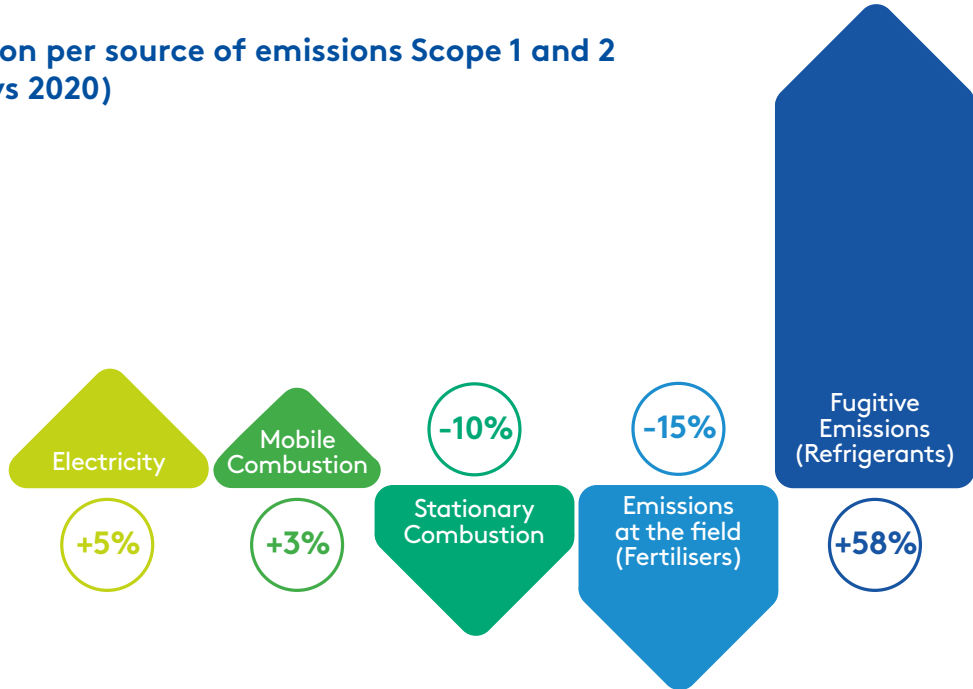
## Scope 1 & 2 GHG emissions intensity per products

kgCO2eq./kg OF FRUIT



Although melons generate the lowest emissions per kilogram compared to pineapples and bananas, our Honduran melon operations saw a more than 50% increase in GHG emissions intensity versus the baseline, mainly due to disease impacts. Fortunately, our Guatemalan melon farms, which account for 62% of melon production, showed a 2% GHG emissions intensity reduction. Increased container inspection, detection and maintenance in Honduras and Guatemala significantly increased the amount of fugitive refrigerant emissions compared to 2020.

### Variation per source of emissions Scope 1 and 2 (2024 vs 2020)



- 15% decrease in field emissions from fertiliser use, which represents the number one source of GHG emissions for our farms. The decrease in this category occurred on all farms and for the three types of fruit we produce.
- 58% increase in fugitive emissions mainly related to increase in refrigerant emissions related to container maintenance in melons, as previously explained.

## Performance of Ripening, Distribution, and Office Centres

These sites reduced their total footprint by 32% in 2024 compared to 2020. Two changes impacted these emissions:

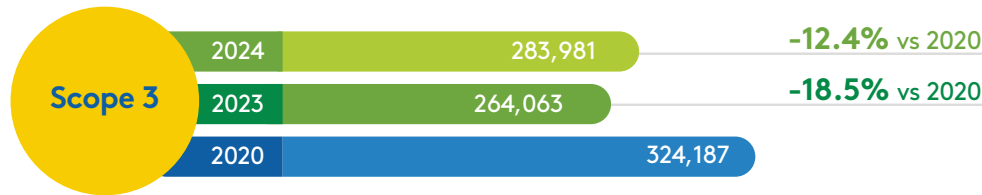
- The operation of one of the two melon vessels previously leased and operated by Fyffes was discontinued. Transportation is now outsourced to a third-party logistics provider, and as a result, the associated emissions have been reclassified under Scope 3.
- Many of our ripening and storage centres have transitioned to purchasing certified renewable energy.

## Scope 3 Emissions

We have reduced our Scope 3 absolute emissions by 12.4%. However, it is challenging to understand the decrease and compare to previous years since 2020 due to annual variations in purchase volumes and significant changes in supply sources and reporting suppliers. Regional practices, changing climates, and the volumes purchased all play a crucial role in the emissions we account for. We jointly monitor projects that can reduce the carbon footprint of key suppliers, so that these reductions are also reflected in our own footprint.

Regarding distribution, the current variations are related solely to the quantity of fruit we distribute. We continue to seek alternatives with our customers to jointly reduce emissions from transportation. Absolute GHG emissions from distribution also decreased by 15% from our 2020 baseline.

### Absolute Scope 3 emissions reduction from 2020 baseline



## Looking Ahead

As we will be closing our current science-based target next year, we are already preparing for our new GHG emissions reductions target. We are committed to the SBTi Net Zero framework and its new Forest, Land and Agriculture Guidance (FLAG). Our new target, with a baseline year of 2024, will be published next year and will include additional Scope 3 emissions categories in accordance with FLAG requirements. This new baseline will form the foundation for our Net Zero Transition plan, which we aim to publish in an upcoming report. In the meantime, we have already begun developing initiatives to include in the plan.

As an example, we are developing our Regenerative Agriculture Framework, which includes practices that will enhance the resilience of our farms and suppliers' farms by improving soil health and increasing carbon sequestration and storage. In 2025, we are conducting a pilot project on carbon accounting for our Costa Rican farms.



# Water Consumption



**Target:** 100% of our own operations will have water management plans by 2025.



**Progress:** 100% of our own farms have water management plans, certified by GLOBALG.A.P. SPRING.

Water is an indispensable resource for agricultural production, supporting everything from crop growth to fruit cleaning and packing. Agriculture relies heavily on water for irrigation, and this is the case for our banana farms in Belize and melon farms in Guatemala and Honduras. It is well known that this resource also faces challenges like water scarcity, pollution, and the impacts of climate change, all of which threaten food security.

Sustainable and efficient water management in agriculture is essential to ensure a healthy, productive, and resilient food system. Because water resilience varies widely by region, our first priority was to implement robust, certified water management systems across 100% of our own operations. This approach promotes responsible use, drives continuous improvement, and fosters a culture of conservation.

KEY POINTS OF WATER MANAGEMENT SYSTEMS IMPLEMENTED ON FARMS<sup>3</sup>



<sup>3</sup>Source: GLOBALG.A.P. SPRING

## Improvement Actions Implemented on Farms

### MELONS

This operation accounts for the highest water consumption, primarily for irrigation. Some of the main improvements in our operations include:

- Installed water meters in Honduran melon farms to ensure accurate water usage tracking.
- Conducted comprehensive soil studies that led to optimised pre-plant irrigation timing, significantly reducing water consumption.
- Implemented highly efficient drip irrigation systems to maximise water utilisation and minimise waste.
- Replaced aging irrigation pipes over the past two years, successfully preventing leaks and improving system reliability.
- Assigned dedicated personnel to oversee the irrigation system maintenance and operation, ensuring continuous monitoring and timely repairs.

### BANANAS

- In Costa Rica, irrigation is not required, so efforts have focused on packhouse water use—all of which is managed through water recirculation systems.
- In Belize, irrigation is essential and represents our second-largest water consumption. In 2024, irrigation needs increased after it was determined that the farm had been under-watering crops. While this led to higher water consumption, it also resulted in improved fruit quality and yield.
- To address this increase, we began automating irrigation valves to enable more efficient monitoring, early leak detection, and precise water application. Additionally, we installed water meters to improve accuracy and data-driven decision-making.

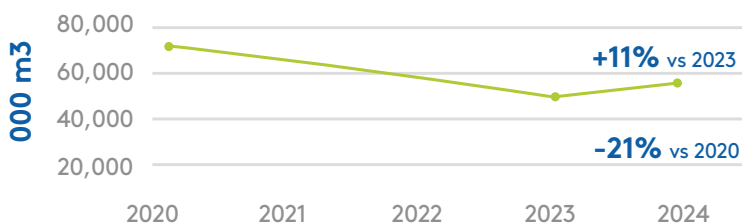
### PINEAPPLES

- Our sole pineapple operation in Costa Rica does not require an irrigation system. Water consumption is primarily related to the packhouse, which was renovated in 2018 and designed for efficient water use in our washing basins.

## Water Consumption 2024

As a result of the actions and factors outlined above, our total water consumption increased by 11% in 2024 compared to 2023—driven primarily by the increase in Belize. However, this still represents a 21% reduction compared to our 2020 baseline.

### Water withdrawal decrease since 2020



## Looking Ahead

We are currently evaluating new water-related goals, guided by watershed risk assessments and water consumption data analysed by source and impact using the AWARE (Available Water REMaining) factors. With solid water management systems now in place, our focus is shifting to targeted actions that address the most critical watershed risks and areas of highest impact. These efforts aim to protect local water resources, support the long-term sustainability of the watersheds where we operate, and ensure continued access to water for fruit production. A new water target will be defined this year and included in our next sustainability report.



## Biodiversity, conservation areas 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. We are implementing a range of initiatives to protect and promote biodiversity within and around our operations.

Our banana and pineapple farms, along with many of our suppliers, are certified by the Rainforest Alliance. Through its Sustainable Agriculture Standard, the certification promotes the responsible use of agrochemicals, aiming to reduce reliance on potentially harmful pesticides that can negatively impact biodiversity and pollinators.

### Soil

We take a range of measures to protect and enhance soil health and fertility. In our banana production, this includes minimising soil disturbance through reduced or no-till practices, maintaining soil cover with cover crops and crop residues, and managing nutrients efficiently. Across all our farms, we also prioritise compost use, careful irrigation management, and effective erosion control to support long-term soil vitality.

Analyses of soil chemical properties are performed on an annual basis. Based on soil and foliar analysis, soil nutrition and management programmes are carried out to provide the best possible crop growth conditions. All of our own operations also incorporate crop residues into the soil to increase organic matter, with the goal of improving soil structure, enhancing particle aggregation, and facilitating better root penetration and nutrient absorption. Soil amendments are always applied to optimise the pH conditions, base balance and crop nutrition. Soil management is increasingly incorporating



physical and biological variables, in addition to the traditionally measured chemical parameters. Key physical aspects such as structural stability, bulk density, water retention capacity, and infiltration is closely monitored due to their direct influence on root development and nutrient availability. At the same time, microbiological and macrobiological assessments have been strengthened, focusing on microbial diversity and activity, soil biomass, and enzymatic dynamics. These variables enable a more comprehensive monitoring of soil biological health, which is essential for maintaining natural fertility, improving input efficiency, and supporting ecological processes that are critical to the sustainability of the production system. In 2024, we began with biome sampling on our farms in Costa Rica, and we plan to expand these analyses to the rest of our operations.

To minimise soil erosion, we maintain ground cover on our banana farms in Costa Rica and Belize using naturally grown vegetation and crop residues. At our pineapple farm in Costa Rica, we also preserve buffer zones along drainage ditches to protect against erosion. In our melon operation we protect the soil using mulch. Ground cover provides many benefits, such as:

- Reducing the run-off of agrochemicals
- Reducing or avoiding the use of herbicides
- Improving the soil structure
- Maintaining or holding soil's humidity during dry seasons and also regulating the soil temperature
- Adding organic matter to the soil

## Conservation areas and areas of high biological importance

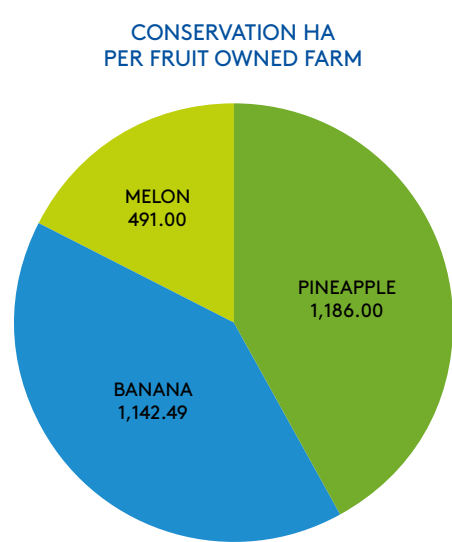
Over the years, we have implemented land conservation programmes in Central America to help mitigate the effects of soil degradation and preserve natural resources and biodiversity. In total we have 2,819 ha under conservation within our farms, representing approximately 20% of our total owned land. We define these areas as territories where existing species and the natural resources they provide are protected, including wildlife, forest resources, watersheds, and water systems.

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



We have setback areas and reforestation plans near rivers and wells on farms where the need has been identified, as well as a risk identification that prevents and mitigates impacts on nearby bodies of water. We establish non-application zones for agrochemicals between crop areas and natural aquatic and terrestrial ecosystems.

As shown in the graph, the conservation area of our pineapple farm accounts for 42% of the total land of Fyffes farms. This area is also of high biological importance, with 280 hectares enrolled in the Costa Rican government’s [Payments for Environmental Services \(PSA\)](#) scheme, which recognises the vital environmental services this area supplies for the country’s biodiversity.



Other projects and activities to protect and promote biodiversity

**BANANAS**

- All areas under renovation have natural cover and weed control is done manually. This approach supports improved soil structure, enhances nutrient availability, and boosts organic matter and biological activity.
- The soil is usually covered by natural cover or by biomass from the crop residues. The latter not only shields the soil but also adds organic matter, which supports soil biodiversity by nourishing a diverse range of microorganisms and other soil organisms. Organic matter improves soil structure, retains water, aids in the decomposition of materials, and releases nutrients.
- Machinery is only used for renovations or new areas, which also helps protect the soil and reduce greenhouse gas emissions. This prevents erosion and promotes water retention, and in turn helps the soil retain carbon. We are currently developing a project to accurately measure and account for these benefits.

**PINEAPPLES**

- We use botanical extracts—such as garlic, hot chilli, pepper, and mustard—to reduce chemical inputs, primarily by replacing conventional insecticides.
- Herbicides are applied using geolocation systems to ensure they are used only when and where needed. This targeted approach improves efficiency and helps reduce overall agrochemical use.
- We are currently conducting a pilot project to reproduce beneficial microorganisms on the farm. The aim is to enhance the health of the soil, plants, and fruit, while ultimately reducing chemical inputs and supporting a more natural soil-plant-environment balance.
- Our conservation areas are connected by gallery forests, which were established at the beginning of Fyffes operations and function as biological corridors. These forests are currently protected and are part of the conservation areas.

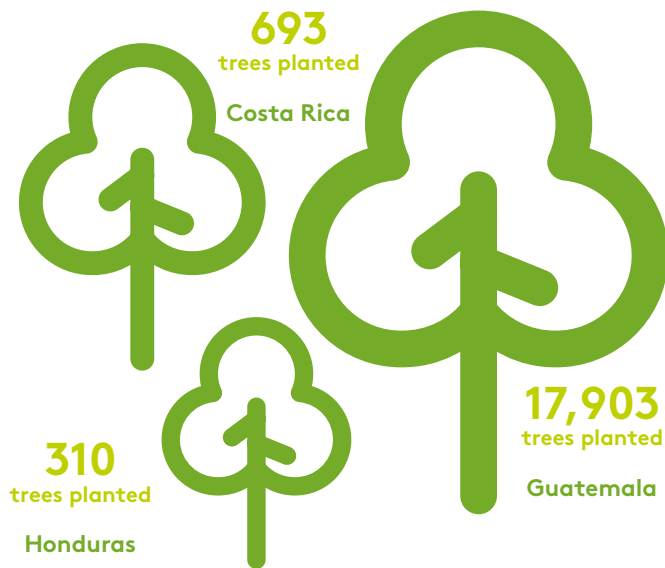
**MELONS**

- We have a laboratory to reproduce beneficial microorganisms on the farm, aimed at improving the health of the soil, plants, and fruit. This approach is expected to reduce chemical inputs by fostering a more natural soil-plant-environment ecosystem.
- We use high-technology equipment for targeted agrochemicals application, avoiding excesses.
- Reforestation of gallery or riparian forests with native species.

Reforestation and environmental educational campaigns

Depending on internal needs—such as protecting watersheds or wells, replacing non-native species, or preventing erosion—as well as the needs of nearby communities, we implement various reforestation campaigns. Over the past two years, we have undertaken the following initiatives:

- In our melon operation in Guatemala, we developed reforestation programmes with local governments and the World Food Programme. Over the past two years, 16,030 native trees have been planted in conjunction with these partners. Trees are grown in our internal nurseries and later donated for community reforestation. Over the past two years, we have planted 1,873 trees on our own sites.
- In our melon operation in Honduras, we planted 310 native trees internally to prevent soil erosion in areas identified as at risk.
- In our banana operation in Costa Rica, we collaborate with neighbouring communities, the Ecology Project, and the Pacuare Reserve to raise awareness and empower local children and youth about environmental protection and its importance to their community. We also held two reforestation sessions: one in the local communities in partnership with GIZ, the German international development organisation, and another in our new planting area with children from the nearby school.
- On our pineapple farm in Costa Rica, we planted 693 trees in well buffer areas to replace non-native or dead trees.



Looking Ahead

We recently started a Biodiversity Assessment to gain a deeper understanding of our biodiversity impacts and key dependencies at our banana and pineapple farms, as well as select strategic banana suppliers. The assessment will also evaluate the proximity of our sites to protected species and the potential associated impacts. It will serve as the foundation for developing a viable biodiversity strategy, prioritising interventions that maximise returns in risk reduction, regulatory compliance, and operational resilience.



## Materials and Agrochemical Use

### Materials



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



**Progress:** In 2024, 99.6% of all our packaging is compostable, recyclable, or reusable. We are working on projects to eliminate the final 0.4% which relates to the pineapple tag.

Our packaging safeguards the quality of the fruit from the packhouse to its destination, where our retail customer is located. The quality of the fruit depends highly on the design and quality of the packaging.

With this objective in mind, we have set a goal of ensuring that the materials we use to package our fruit are compostable, recyclable, or reusable. We are also working on various projects to reduce the amount of material used in our packaging, which has a direct positive impact on reducing GHG emissions from packaging.

Additionally, we ensure that our suppliers source raw materials responsibly. We improve transport efficiency by maximising the volume of fruit per shipment, reducing the number of journeys and lowering overall GHG emissions.

### Innovative Sustainable Packaging



#### Compostable Stickers

We offer retail customers certified home compostable labels, which reduces the consumption of paper or plastic labels with rubber and conventional ink. These stickers are used in Costa Rica, Ecuador, and Colombia.



#### Reinforced Box

The strength of the boxes was improved, eliminating the need for the 12 plastic corner supports previously used on the first layer of pallets. This change not only enhanced product quality but also removed 322,246 kg of plastic from the supply chain annually. Reinforced boxes are also more resistant to damage, better protecting the fruit and reducing the risk of product rejection.



#### Stretchwrap

Pallet corners were replaced with stretch wrap, reducing the amount of plastic used per pallet while still protecting the quality of the fruit. This change results in approximately 2 kg less plastic used per pallet.



#### Recyclable Paper Band

As a sustainable alternative to plastic bags, we use recyclable paper bands made from 100% Kraft pulp sourced from FSC-certified forests. We apply between 250,000 and 300,000 paper bands around our bananas each week, saving an estimated 1 to 1.5 tonnes of plastic weekly.



#### IFCO Crates

In our banana operations, we use IFCO crates—foldable, reusable packaging containers (RPCs) designed specifically for transporting fresh produce. Compared to cardboard boxes, RPCs have a significantly lower environmental impact. Life cycle assessments (LCAs) show that they generate less GHG emissions, solid waste, water usage, and energy consumption.

In our UK banana operations, IFCO trays account for around 42% of the total volume. Each tray is reused approximately 30 times, creating a circular system that delivers substantial environmental benefits compared to single-use carton boxes. This reusability lowers the carbon footprint—particularly during the production stage—by conserving both energy and water, while also minimising waste disposal.

In 2024, we commissioned an independent lifecycle analysis to compare single-use carton boxes with IFCO reusable trays across a single distribution route. The study evaluated both one-time and repeated use scenarios (up to 30 cycles). The findings showed that replacing a single-use box with an IFCO tray results in a 17% reduction in greenhouse gas emissions per kilogram of bananas.



#### Corner Protectors

The length of the banana corner guards was reduced from 77 to 74 inches long. This measure is estimated to reduce 25,948 kg plastic per year.

#### Tubopack Bag

To meet U.S. requirements for high-ventilation bags, the thickness of Tubopack bags was reduced by 0.10 millimeters. This adjustment could save up to 47,196 kg of plastic annually.

#### CHEP Pallets

We are partnering with CHEP to transport millions of boxes of our fruit on reusable pallets to Europe and North America. In 2023 and 2024, we successfully transported 100% of our melons on CHEP pallets.

#### Cardboard

We require banana and pineapple box suppliers to source their materials from responsibly managed forests, certified by the Sustainable Forestry Initiative or similar certifications. We support efforts to protect species, combat climate change, reduce plastic pollution, and protect water supplies.



## Agrochemicals Use

Agrochemicals, such as pesticides and fertilisers, are used to protect crops from pests and diseases, improve crop yields, and ensure a constant food supply. They are essential tools for feeding a growing global population and ensuring the availability of food at affordable prices.

Adhering to permitted agrochemical lists is crucial to protecting human health and the environment. These lists identify and restrict the use of hazardous chemicals, prioritising safety over intensive agricultural production. Adhering to these lists helps prevent exposure to toxic substances, reduces pollution, and promotes more sustainable agricultural practices. We also only use chemicals approved in the country of operation and authorised by exporting countries.

When we incorporate a new supplier into our supply chain, one of the initial requirements is that they provide us with their complete list of phytosanitary products, detailing the active ingredients and their intended use. This list is reviewed before any purchasing or production process begins to ensure that the products they use meet the standards and requirements established by our customers, as well as the regulations applicable in the country of origin. This preventive control allows us to ensure that the chemicals applied to crops are appropriate and have the proper approval before use in the field.

The control and management of chemical products within our supply chain is carried out through the [Food Experts Platform](#), which allows us to ensure compliance with food safety and sustainability requirements for our crops.

As part of this process, we require our suppliers to register as members of the platform. Once registered, producers must declare in detail all the formulations and active ingredients, as well as the purpose or use of each of the phytosanitary products they apply to their crops.

After this declaration, the information is sent to Food Experts' technical team, who are responsible for reviewing, validating and finally approving the

products. Only approved products may be used. The approval criteria include legal compliance in the country of production, meeting Good Agricultural Practices that keep the residue levels below the MRLs, and specific retailer authorised lists.

If at any point as part of our Integrated Pest Management programme it becomes essential to apply a product that is legally allowed but which may be on a customer or standard non-approved list, authorisation is sought to obtain an exemption before any action is taken. This procedure allows us to control the chemicals used on each farm, ensuring regulatory compliance and traceability of the inputs applied.

## Planning Agrochemical Applications

On all our farms, we use the 4Rs principle of nutrient management in agriculture: right source, right dose, right time, and right place. This approach seeks to maximise fertiliser efficiency and minimise environmental impact, promoting more sustainable agriculture.

We also have projects to improve nutrition sources and their efficiency, as well as the application of organic fertilisers such as compost. Additionally, we operate a microorganism laboratory at our melon operation and are in the process of establishing a similar facility at our pineapple operation.

We also implement Integrated Pest Management (IPM), a sustainable approach to pest control that prioritises prevention and combines multiple methods to minimise reliance on chemical pesticides. The objective of IPM 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 GLOBALG.A.P., 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:

- We establish protection zones around natural ecosystems, bodies of water, and sources of drinking water, where no cultivation or application of fertilisers or pesticides takes place.
- We monitor pests, weeds, and diseases, and control is carried out according to the level of incidence of the pest and the disease.
- We deploy mechanical control methods over chemicals when feasible. For example, we use weed trimmers to reduce herbicide application, and manually cut unhealthy banana leaves.
- We continuously tackle environmental factors that contribute to pest reproduction:
  - We implement biosecurity zones on farms (moko and TR4 prevention)
  - We modify banana tree tie knots to reduce wounds to the stems, minimising pest entry points (mealybug proliferation)
  - We de-leaf and perform “leaf surgery” to clear diseased leaf areas (Sigatoka control)
  - We maintain adequate drainage channels to avoid waterlogging (healthy root development and windfall reduction)
  - We sterilise banana inter-hands foam pads by sunlight exposure (mealybug lifecycle interruption)
  - We spray agrochemicals at night (bee and other beneficial insects welfare in melons)
  - We speed up pineapple stover breakdown using mechanical and microbiological methods (stable fly control)
- We undertake 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).
- We clearly mark areas in which pesticides are applied, and the time for safe re-entry is indicated, reducing the risk of drift and human exposure.
- We provide annual training to workers handling pesticides and ensure they are skilled in their preparation and application and appropriate use of 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.

- We select 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

One of the best ways to minimise agrochemical use is for retailers and consumers to buy organic bananas. We first brought organic bananas to the UK in 1998, and over the years we have continued to grow our organic supply.

## 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.

Industry collaboration is essential, which is why we are active members of the World Banana Forum TR4 Taskforce, hosted by the Food and Agriculture Organization of the United Nations, and actively participate in GLOBALG.A.P. Technical groups. We also played a key role in developing 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 Food 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, want to be healthy, and have high expectations from their favourite brands regarding responsible production.

## Foodbank 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 27 million meals for 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, Philabundance, Sugartree Ministries, Wilmington SDA Church, Arm Full 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.

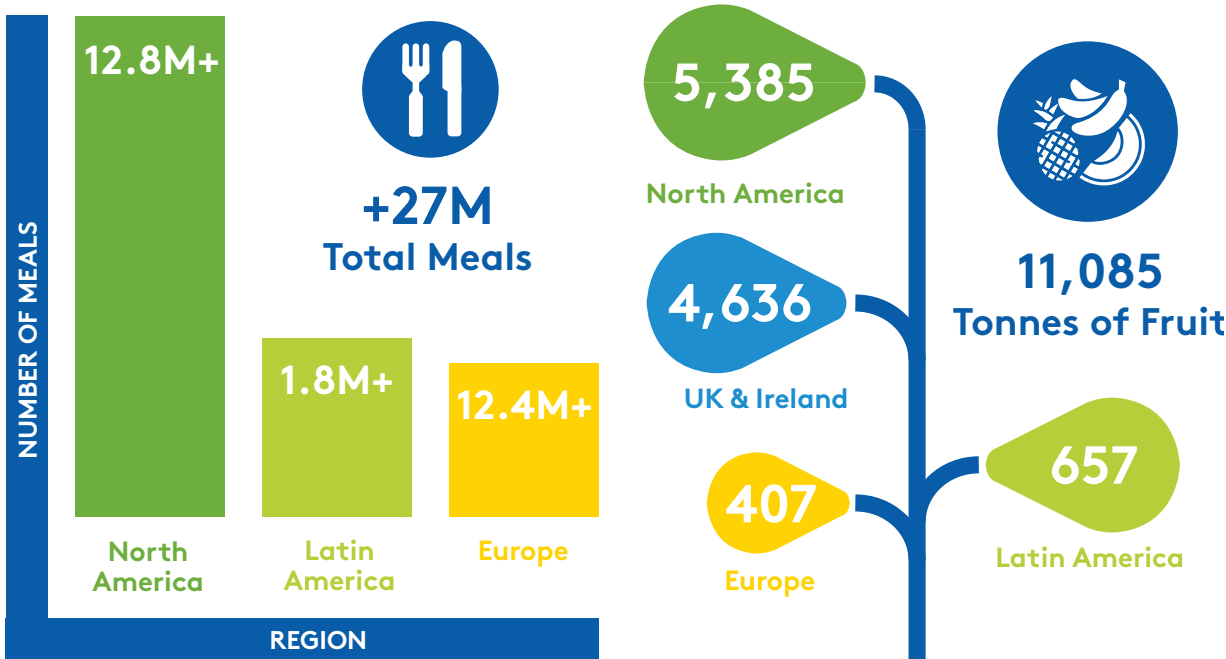
We are also working with local communities and organisations in Guatemala and Honduras. In 2022, we started the project Rescate al Campo in Honduras, which aims to reduce the amount of fruit left behind in the field and redistribute it to vulnerable communities. This project has accounted for 600,000 meals. Guatemala has a similar project in place and has donated 900,000 meals to date.





Food Donations

(Fruit and meal equivalence)



We define food loss as:  
Food loss occurs before the food reaches the final customer as a result of issues in the production, storage, processing, and distribution phases<sup>5</sup>.

Using this definition, Fyffes prioritises reductions in food loss where we have control, and we try to influence consumers and retailers where we have less control, by training workers on handling and storage and inspiring consumers with recipes for overripe bananas and proper storage of pineapples via social media campaigns.

Although Fyffes has robust controls in place to minimise food loss within its operations, unexpected factors, such as adverse weather and the impacts of climate change, can still contribute to losses. Additionally, strict retailer standards for fruit quality can lead to increased food loss when produce does not meet the required specifications.

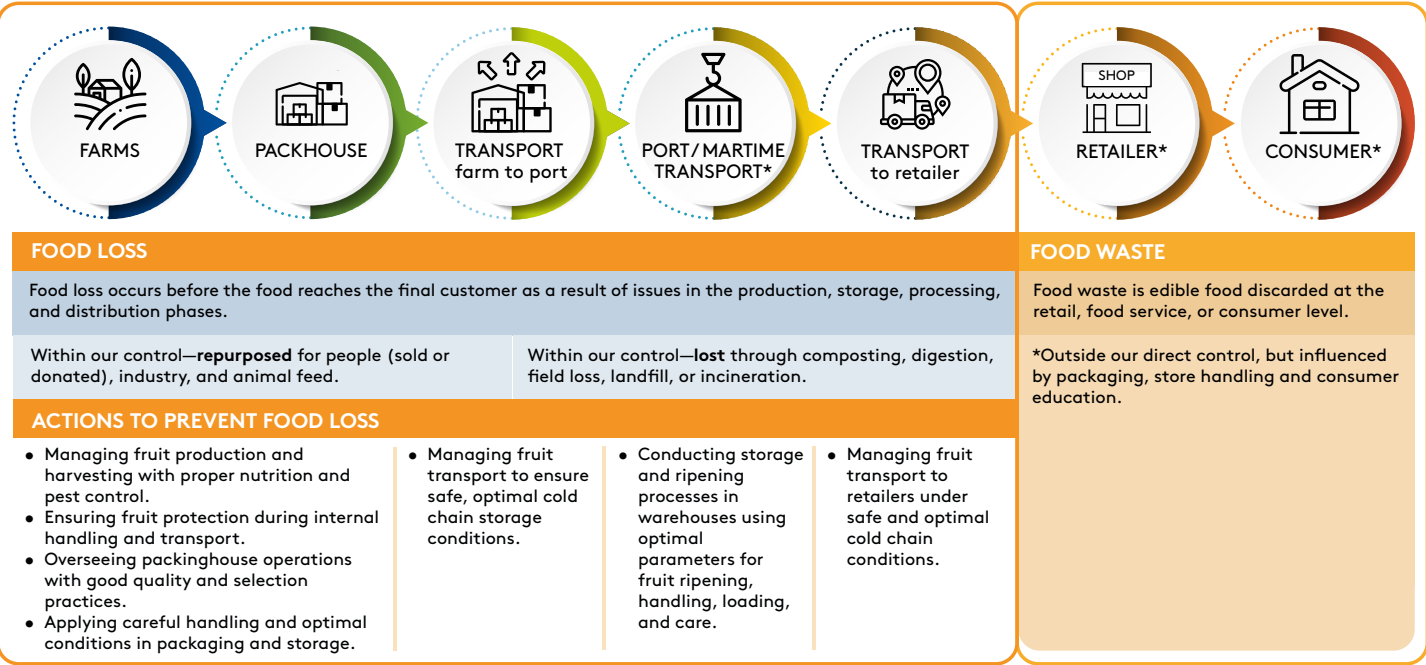
When food loss cannot be avoided, we repurpose food loss through both commercial and charitable partnerships. However, we are not yet able to repurpose 100% of this food loss, primarily due to the absence of local markets or absence of local food banks. Additionally, spikes in production can sometimes result in increased food loss when market demand does not align or when food banks are unable to accept the surplus.

Food Loss

- Target:** Reduce food loss by repurposing 80% of it in all our own operations by 2030.
- Progress:** In 2024, Fyffes repurposed 80% of its total food loss, reaching its target.
- Target:** Develop one new application for each of our core products by 2030.
- Progress:** Four new applications implemented.

Food loss occurs at various stages of the supply chain—including on farms, during transportation, storage, distribution, and even at the point of consumption—and represents a significant global challenge. In fact, roughly one-third of all food produced is lost or wasted, leading to serious social, economic, and environmental impacts<sup>4</sup>.

<sup>4</sup><https://www.fao.org/platform-food-loss-waste/es>



Among the alternatives we seek, human consumption is always prioritised, followed by animal consumption. In accordance with the Food and Agriculture Organization (FAO)’s classification, we categorise food loss based on the repurposing priorities shown in the pyramid (see following page).

<sup>5</sup><https://nutritionsource.hsph.harvard.edu/sustainability/food-waste/#:~:text=Food%20%E2%80%9Closs%E2%80%9D%20occurs%20before%20the,the%20retail%20or%20consumption%20phases.>

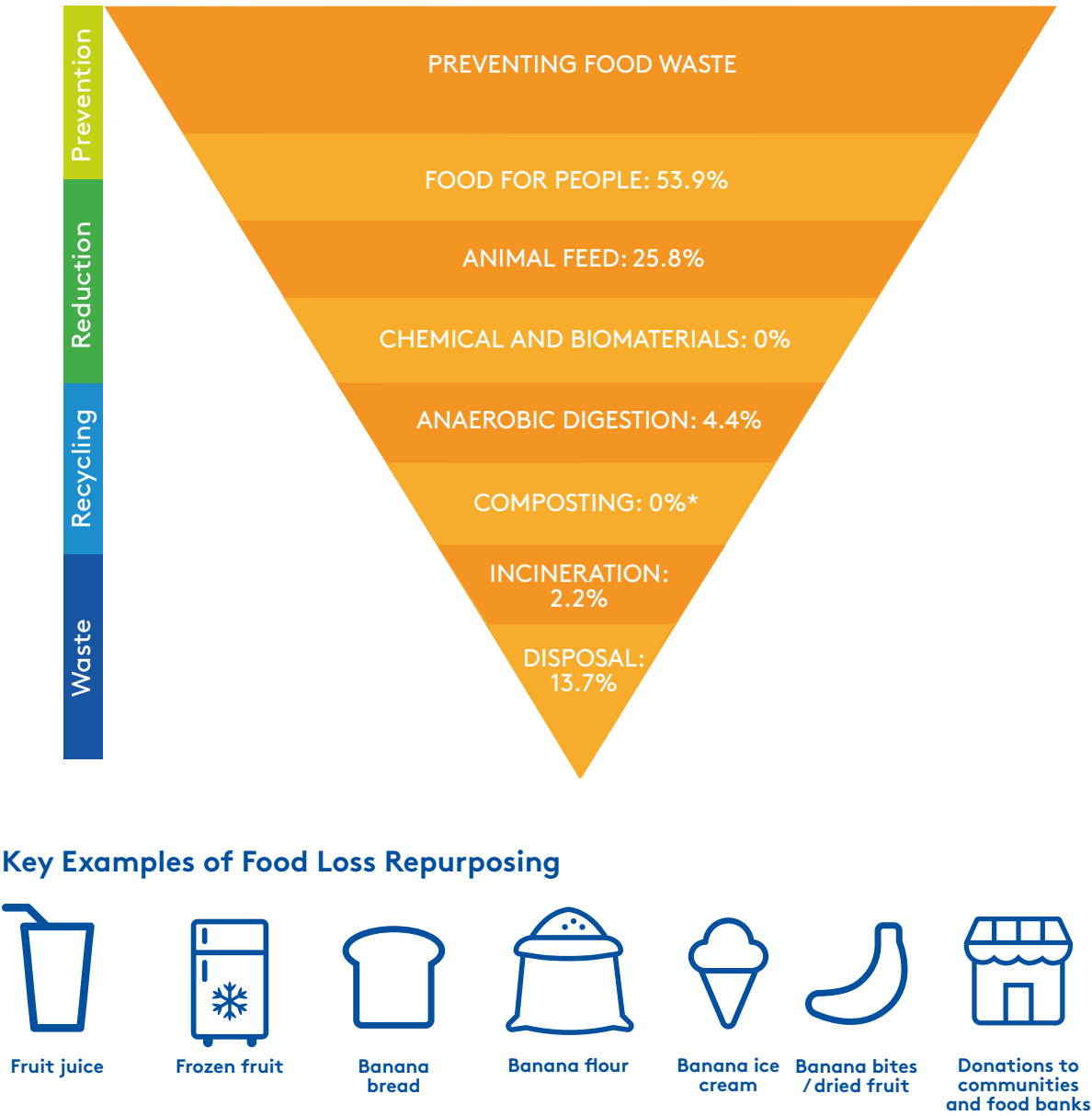


We have two categories of food loss: food loss that is repurposed and final leftover which is not.

Repurposing food loss allow us to maximise the resources already invested in production and distribution, and also avoid the greenhouse gas emissions that would be generated if the food was left in the field or sent to landfill.

Farms account for the largest share of total food loss. Since 2020, we have successfully reduced overall food loss on farms by 23%. Similarly, we have achieved a 24% reduction in food loss per tonne of fruit produced.

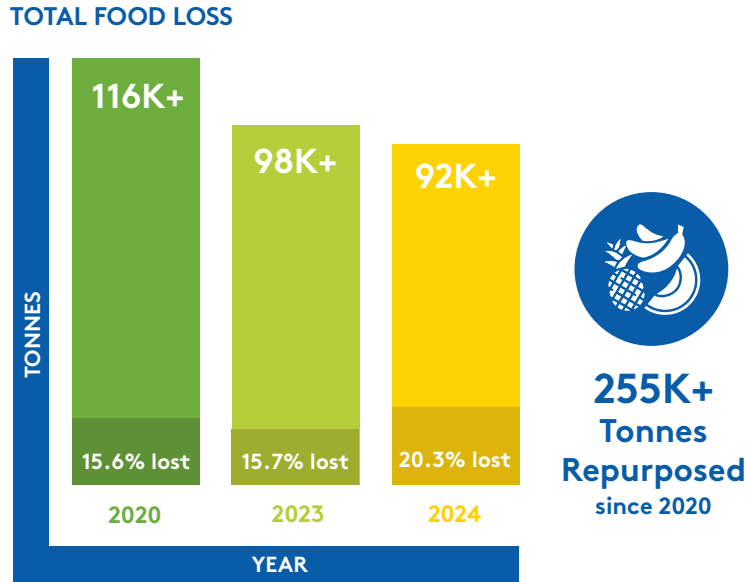
Without our food loss minimisation efforts, since 2020 we would have generated 18,060 more tonnes by 2024—loss we successfully avoided.



# 2024 Performance

Belize accounts for our highest banana food loss, driven by a 38% increase in production that has led to a corresponding rise in food loss. Currently, Belize is the only region where we lack large-scale, viable options to repurpose surplus fruit. To address this, we are exploring funding for a ripening and reprocessing centre. In its first phase, the facility would ripen bananas for sale in the local market, with a second phase focused on additional uses such as producing banana flour. If implemented, this project would significantly support our goal of meeting our food loss reduction target by 2030.

At our distribution centres, total food loss has decreased by 21% since 2020. In 2024, our ripening and distribution centres successfully repurposed 82% of their food loss, primarily by donating to food banks and secondarily for animal feed. Additionally, 12% was repurposed through anaerobic digestion for energy production.



## 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 more than 2 million people at the end of 2024.

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 social media interactions, 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.

## Developing Our People and Growing Our Culture

At Fyffes, we know that to Shape Wellbeing for the World, we must first shape it within our own teams. That's why we're committed to creating an environment where our people feel valued, supported, and empowered to lead, no matter their role.



A key part of this journey is Le@f – Leadership Expectations at Fyffes. This framework defines what great leadership looks like in our company and brings our culture to life in practical ways. It encourages all of us to play to win, innovate boldly, grow ourselves and others, act with transparency, and do good—together.

We continue to take important steps to elevate our employee experience and strengthen our foundations for growth.

Our focus on talent attraction, development, and retention is not only about business success—it's about making Fyffes a place where people can grow, belong, and do their best work in support of a better world.



- We introduced a new job architecture and pay structure, allowing us to evaluate roles more consistently across countries and functions. With clear job levels and pay bands, we are improving transparency, fairness, and career visibility for everyone.
- We embedded Le@f across our people programmes, including recruitment, development, and recognition—ensuring our culture is more than just words on paper.
- We rolled out a global performance management system using Oracle, giving teams a clearer path to goal setting, feedback, and continuous improvement.
- We expanded our support for mental health and wellbeing, offering employee assistance programmes (EAPs) and raising awareness of mental resilience as a core part of how we care for our people.
- We are strengthening our talent planning processes, with a structured approach to identifying key roles, mapping critical talent, and building succession pipelines. This helps ensure that we have the right people in the right roles—now and in the future.

### CULTIVATING OUR CULTURE



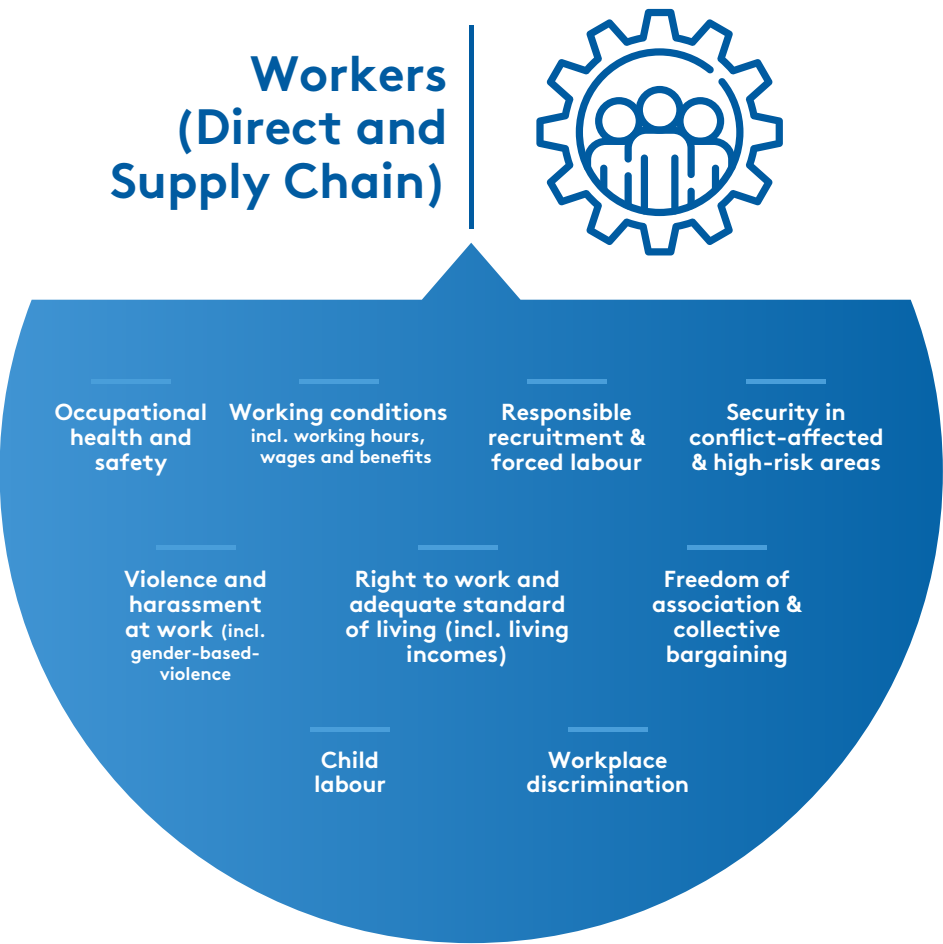


# Human Rights

-  **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: 100% of Fyffes employees and 12% of our supply chain workers (core fruit suppliers) have been trained on human rights.**

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



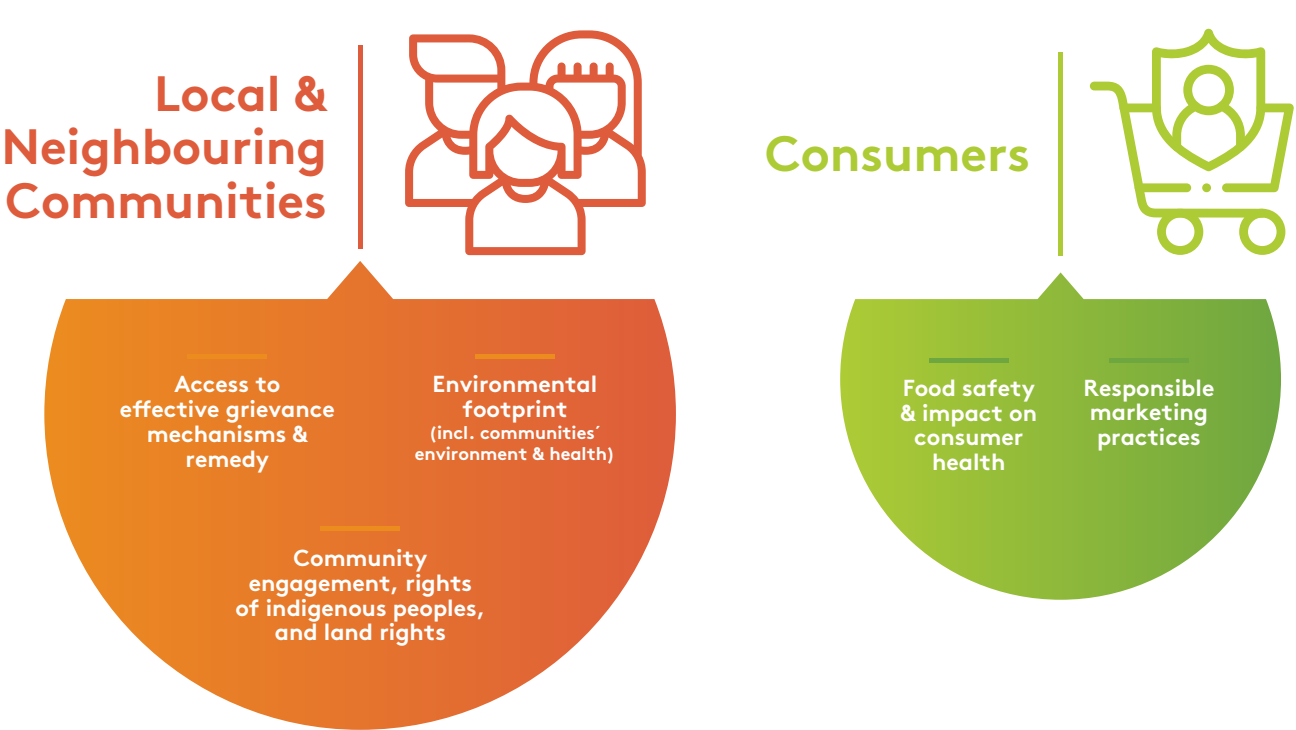
the right of all workers to freedom of association and collective bargaining. We have promised to keep our business free of modern slavery, including child labour, debt bondage, and human trafficking.

## 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.

## Due Diligence

We continually assess the actual and potential impact of our actions on human rights and the environment along our value chain, on both a scheduled and ad-hoc basis. Our [Due Diligence Policy](#) outlines this process in more detail. We developed our approach to human rights due diligence in line with the UN Guiding Principles and the OECD Guidelines, with stakeholder engagement at its core. 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. Every three years, we conduct an independent corporate-wide impact assessment with an experienced external business and human rights specialist. The assessment includes interviews with internal and external stakeholders as well as a review of external reports and media articles and a detailed review of our policies and management systems.

**HUMAN RIGHTS IMPACT ASSESSMENT**

- **Evaluates** our progress against mitigation and prevention actions identified in the previous company-wide assessment
- **Re-examines** our salient human rights risks and the potential and actual adverse impacts of our business activities on rightsholders
- **Assesses** the potential severity and likelihood of those impacts across our value chain in line with the criteria outlined in the UN Guiding Principles
- **Focuses** on affected stakeholders and vulnerable groups
- **Prioritises** risks in terms of urgency
- **Assesses** our management of potential risks and impacts
- **Includes** stakeholder consultation as an integral component

Our most recent independent, corporate-wide impact assessment—conducted throughout 2022 and 2023—updated previous findings and deepened our understanding of salient human rights issues across key value chains. It also evaluated and helped strengthen how these issues are currently managed. The graphic below presents our updated list of salient human rights risks by rightsholder group, based on the severity and likelihood of potential impacts.

In addition to our Human Rights Impact Assessment (HRIA), we conducted community needs assessments in all the neighbouring communities that are close to our owned operations and the ones of a supplier in Nicaragua. In all, we interviewed close to 3,000 people in over 55 communities in the six countries.

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.

Following this assessment, we have developed action plans to prevent, mitigate or remediate our salient human rights risks. The details of this Prevention and Mitigation Plan and its progress can be found in our latest [Human Rights and Environmental Due Diligence Report](#). Fyffes Human Rights and Environmental Due Diligence Committee meets quarterly to review the progress towards our plan

In 2025, we are conducting an update of our 2022 independent corporate-wide impact assessment which will focus on the actions taken since 2022 according to our Prevention and Mitigation plan as well as assessing our human rights salient issues.

According to our Due Diligence policy, we also conduct in-depth independent HRIAs at our own sites and high-risk suppliers’ sites. During 2023 and 2024, we conducted three on-site HRIAs: 2 suppliers in Costa Rica and Fyffes owned farms in Belize, which all resulted in thorough mitigation plans.

**Key Achievements of Fyffes Prevention and Mitigation Plan**

- Due Diligence Policy, Supplier Code of Conduct, Fruit Supplier Onboarding & Risk Analysis Procedure
- Review of Corporate Policies
- Near completion of Fyffes Principles & Human Rights Training to Fyffes employees, 100% managers and supervisors trained on freedom of association
- Establishment of an ethical compliance function
- Improvement of Ethics Lines & Review of Grievances Procedures
- Applied UNICEF’s Children’s Rights and Business Principles to assess risks to child rights & Child Labour Report (Swiss Law)
- Climate Change Risk Assessment & Mitigation Plan (focus on workers and communities – human-rights lens)
- Reduction of overtime and better control
- HRIA of some high-risk/owned operations as per Due Diligence policy
- Trained key leaders and personnel on Security and Human Rights
- Target Zero and Lifesaver programme launch, ISO 45001 in progress
- SocioEconomic Index Study in Costa Rica
- New Gender Equality Programme launch and progress in Gender Pay Gap analysis
- Living Wage Gap Identified & plan to close gaps in collaboration with retailers

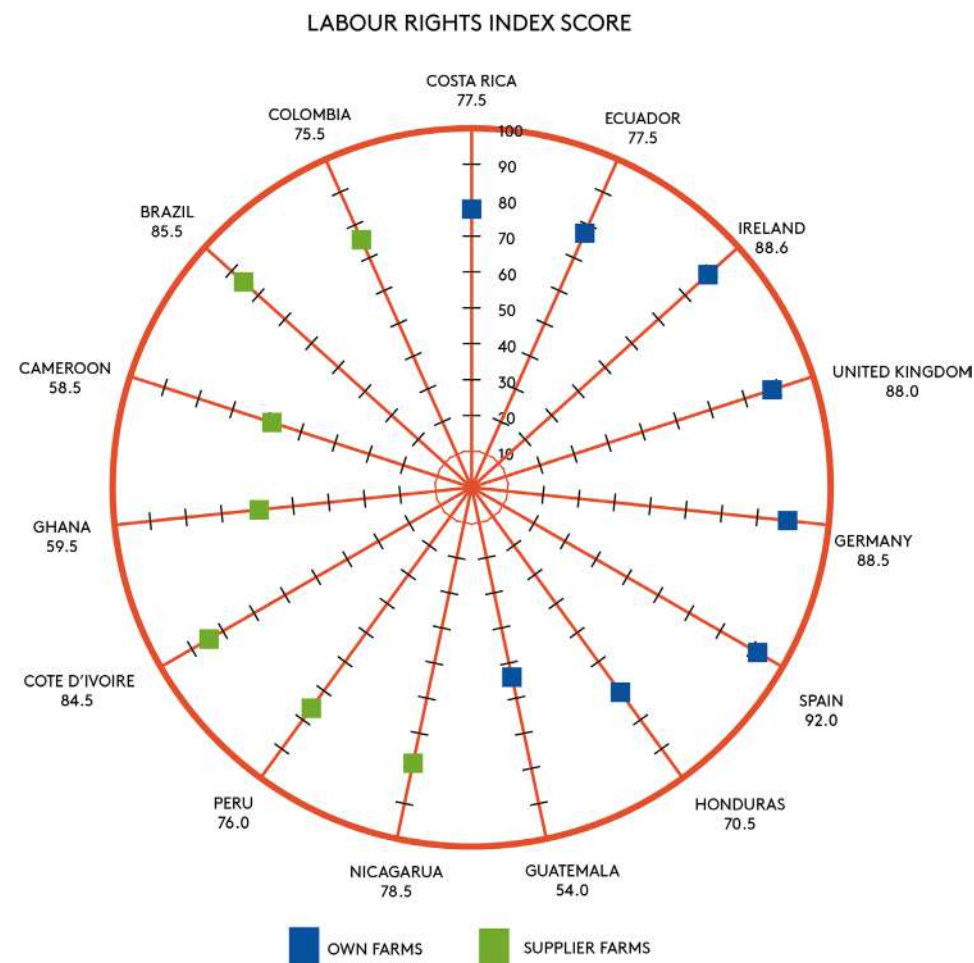


## Freedom of Association and Collective Bargaining

We respect the right of all workers to freedom of association and collective bargaining. Freedom of association refers to the right of employers and workers to form, to join and to run their own organisations without prior authorisation by the state or any other entity. Collective bargaining refers to all negotiations that take place between one or more employers or employers’ organisations, on the one hand, and one or more workers’ organisations (e.g. trade unions), on the other, for determining working conditions and terms of employment or for regulating relations between employers and workers.

We respect our employees’ right to unionise and form workers’ committees and their right not to join a union. In the UK, 28% of employees are covered by a collective bargaining agreement, while in Honduras, 77% of workers are represented. On our Costa Rican banana farms, 88% of employees have worker representation, and nearly 95% of workers on our pineapple farm are similarly represented.

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. The Labour Rights Index provides the following indicators for ‘freedom of association’ in the countries where Fyffes has operations as well as countries from where we source:



## Labour Relations Management

At Fyffes, we engage with different unions and elected workers representatives with open communication and collaboration. We maintain a respectful and transparent relationship that helps foster mutual trust and a stable work environment. We have appointed dedicated employee relations managers who oversee labour relations at our pineapple and banana farms in Costa Rica and our melon farms in Honduras.

### Policies that protect freedom of association

We have policies that protect freedom of association and collective bargaining. These include the [Fyffes Principles](#) (our code of conduct), the [Global Human Rights Policy](#) and the [Supplier Code of Conduct](#).

These policies outline our commitment to respect the right of all workers to associate freely, join or not join trade unions, associations and/or workers’ councils or committees and engage in collective bargaining in accordance with national laws and international conventions. Any discriminatory practices or retaliation against our own employees or workers in our supply chain for exercising their right to freedom of association, including trade union membership, will not be tolerated.

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, we continue to evaluate this risk as part of our human rights and environmental due diligence.

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. Worker training on freedom of association is provided for in the Fyffes Principles training.

The training is based on International Labour Organization Conventions, the UN Guiding Principles on Business and Human Rights, and the Ethical Trade Initiative Base Code. Banana Link, a banana-sector 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 100% of managers have completed the training. We have also made this training available to suppliers.



# Gender Equality



**Target:** 100% of our sites in Latin America to benefit from gender equality programmes (GEP) by 2025 and 50% of our suppliers by 2030.



**Progress:** 100% of owned sites and 16% of suppliers benefitting from GEPs.

Fyffes Human Rights Impact Assessment (HRIA) findings have highlighted gender discrimination and gender-based violence as priority risk areas in Latin America, particularly within the agricultural sector. A key contributing factor is workplace segregation, where women are often concentrated in lower-paying roles, while men dominate higher-skilled and leadership positions. Additionally, women face the triple work burden—balancing employment with domestic responsibilities and caregiving—further limiting their economic opportunities and professional growth.

Recognising these challenges, Fyffes first partnered with the Business for Social Responsibility (BSR) to pilot its Gender Equality Programme in Honduras and Costa Rica using a tailored version of their programme – the HERproject. This was later expanded in collaboration with Lidl GB to implement HERessentials, a digital learning programme that successfully reached over 11,000 workers across seven countries (Nicaragua, Ecuador, Colombia, Costa Rica, Honduras, Guatemala, and Belize). However, when HERessentials was no longer available in 2024, Fyffes saw an opportunity to develop its own gender programme efforts.



Building on the successes and lessons learned from its previous partnerships and experience, Fyffes collaborated with an expert who previously worked at the International Labour Organization (ILO) to develop a new learning programme: Cultivating Equality: Stories of Women and Men.

This audio-learning programme was designed to make critical gender topics more engaging, accessible, and impactful for farm workers, their families, and surrounding communities. Unlike traditional training methods, which often faced cultural and logistical challenges, the audio format ensures broad accessibility.

The programme consists of 10 episodes, featuring expert insights from doctors, nurses, psychologists, gynaecologists, and nutritionists, alongside dramatised storytelling that makes the content relatable, engaging and impactful. Additionally, each participant receives a location-specific digital pamphlet

outlining local services related to the topics covered—such as safe houses, medical care, and family support. Two tutorial-style sessions will also be provided to encourage participants to share what they have learned with friends and family, helping to extend the programme’s impact beyond the workplace.

A key innovation of Cultivating Equality is its accessibility—workers, their families, and community members can participate simply by scanning a QR code, available throughout Fyffes workplaces and in neighbouring communities. The continued partnership with Lidl GB will now focus on expanding the programme across their supply chain, further embedding gender equality into global agricultural operations.

By taking ownership of its gender training content, Fyffes has created a first-of-its-kind initiative in the industry—one that is free, comprehensive, and designed to empower entire communities. Through strategic partnerships with Lidl GB, and expert advisors from the ILO, Fyffes is ensuring that gender equality remains a priority, delivering meaningful and lasting change in the industry.

“What Fyffes has developed is truly groundbreaking — an industry-leading initiative that places sustainability and gender equality at its core. I had the privilege of collaborating with them on Cultivating Equality: Stories of Women and Men, a powerful audio learning programme featuring authentic voices from across the organisation—workers, senior leaders, and experts in health and wellbeing. More than a training, this is an inspiring and transformative tool for equity-embedding gender equality at the heart of corporate sustainability. By equipping workers, their families, and communities with knowledge and practical skills, Fyffes is enabling systemic change.”  
- Carolina Trevisi Fuentes, Programme Developer, Executive Director Trelux



# Eradicating the Gender Pay Gap



**Target:** Eradicate the gender pay gap in our operations by 2030.



**Progress:** We have made significant progress on our job evaluation project, having completed the evaluation of all managerial-level roles. We are on track to finalise the full job evaluation mapping for salaried employees by the end of 2026.

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 are establishing a clear pay scale within the company, through a job evaluation process. 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.

In 2024 we began our partnership with the Fair Pay Innovation Lab to further our commitment to pay transparency and equity. As part of this collaboration, we have entered a three-year Pay Equity Certification Process with the Fair Pay Innovation Lab.

In parallel, we will continue to strengthen our job evaluation and pay equity analysis to ensure our compensation practices remain fair, transparent, and aligned with our organisational values. We will share further progress in our next report.



## Non-discrimination and equal opportunities

Freedom from discrimination is a human right and a fundamental right at work. Discrimination can impose unequal burdens on individuals or deny fair opportunities on the basis of individual merit.

Fyffes commits to a working environment that promotes diversity and equal opportunity, and prevents discrimination in the workplace or any form of bullying and harassment, whether psychological, verbal, physical or sexual.

We do not tolerate any form of discrimination based on characteristics such as, but not limited to, gender, sexual orientation, race, colour, nationality, genetic features, language, ethnic or national origin, religion or belief, disability, age, marriage and civil partnership, and pregnancy and parental leave.

We base hiring terms, remuneration, access to training, promotion, termination, or retirement, and access to all rights and protections granted to workers, on the principle of equal opportunity.

Our initial focus for workplace discrimination has been gender equality because we perceive the risk to be greatest in this area. Diversity and inclusion are part of our strategic priorities and over the coming years, we will extend our focus to other groups.



# Living Wage

We believe that wages are a key component of an employee’s right to a decent standard of living. Living income and living wage refer to a level of income or wage sufficient to afford a decent standard of living for all household members, including nutritious food, clean water, housing, education, healthcare, and other essential needs, such as provision for unexpected events. 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. Workers covered by collective bargaining agreements have terms related to wage levels and frequency of wage payments included in their CBAs.

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, comparing wages and in-kind benefits workers received against the [Global Living Wage Coalition](#) living wage benchmarks established for the countries where we operate in Latin America, which are based on the Anker Methodology. 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.

- **Joined IDH Steering Committee on the Roadmap of Living Wage**
- **First version of salary matrix created from IDH/Fyffes/RFA living wage benchmark project in Costa Rica and Belize**
- **Participation in The only Way is Up Conference on Living Wage and Living Income (Netherlands)**



2019



2021

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



2023

- **Fyffes first calculate cost per box to close living wage gaps using IDH Trade Unit Cost Methodology**



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



2020

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



2022

- **Closing Living Wage Gap pilot project with IDH/RFA**
- **Participation in the IDH Living Wage Summit (Belgium)**



2024

- **Sainsbury's commits to fairer wages for banana workers in Cameroon, Colombia, Dominican Republic & Ghana, with Fyffes Fairtrade**
- **Participation in IDH the Living Wage Summit (Netherlands)**
- **Secured agreements with retailers to distribute voluntary contributions toward better worker wages in multiple countries**

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.

We have actively collaborated with our customers to identify practical solutions for advancing the implementation of a living wage. As a result, we have reached agreements with several customers and suppliers to provide additional financial support—such as monetary contributions or food vouchers—to workers in our supply chain where living wage gaps have been identified.

In February 2024, Sainsbury's announced plans to pay thousands of workers a fairer wage to support the future of banana growers in Cameroon, Colombia, Dominican Republic and Ghana, working with Fyffes and [Fairtrade](#) to make it possible. The price Sainsbury's is paying for every box of bananas now covers the cost of the fruit, plus a premium that is invested into workers' wages. The additional funds help workers meet essential needs such as food, housing, education, and healthcare—enhancing their overall livelihoods and those of their families. The remaining portion of the premium supports environmental sustainability by enabling banana growers to adopt responsible farming practices, including carbon capture, water footprint reduction, and improvements in biodiversity and soil health.

In addition, we have been in ongoing discussions with other customers in the UK and Europe, resulting in agreements to add a premium per box of bananas purchased. This additional contribution will be directed toward increasing wages for workers in our supply chain, moving them closer to a living wage.

Some payments have been completed in early 2025 while the remaining are scheduled for the end of 2025. We will be able to measure the impact of these contributions via the completion of the 2025 salary matrices, which will be completed in 2026.



## Forced Labour and Migrant Workers

Forced or compulsory labour is work or service which is exacted from any person under the menace of penalty and for which a person has not offered themselves voluntarily. Fyffes is committed to maintaining the highest ethical business standards across its operations and does not tolerate any form of forced labour, modern slavery or human trafficking.

Recognising the scale of our value chain and the inherent complexities involved in global agricultural supply chains, we have identified several worker groups that have a higher risk of experiencing modern slavery or forced labour. These groups include migrant workers, women, young workers, and temporary and contract workers in Latin America.

We also audit the labour providers we work with. Fyffes has developed a Labour Provider Standard, which includes the minimum requirements for labour providers to comply with when supplying labour to Fyffes. It includes business practices, recruitment, terms and conditions of employment, prevention of modern-day slavery, training, selection of staff to work at Fyffes, supply of staff to Fyffes and health and safety.

In 2024, we reviewed the employee application process and related costs on our own farms, and now reimburse expenses such as photocopies, background checks, and medical exams to ease the financial burden of seasonal worker recruitment at our melon farms. We are currently reviewing our risk assessment, onboarding, and due diligence processes for labour providers to ensure responsible recruitment practices and uphold the rights of workers employed through labour agencies.

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 43% of the workforce on our pineapple farm and 25% 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, who represent 36% of our workforce in Belize, and we assist them with their legal employment status. Our HRIAs highlight that Haitian migrant workers in the Dominican Republic are particularly vulnerable to human rights violations, and local legalisation exacerbates these problems. This has worsened due to the increasingly unstable situation in Haiti. To help mitigate, 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. In 2023, The Socioeconomic and Impact Study of the Banana Industry on the Dominican and Haitian Economy was completed. The findings aim to support banana producers and the migrant roundtable in their dialogue with governments and enable investments in improving the working and living conditions of workers, particularly migrants and women. During 2025, a series of training sessions will be provided to Haitian migrant workers, including:

- Train workers in labour and immigration laws: Impart key knowledge about their labour rights, immigration protection regulations, and the legal framework that regulates labour
- Strengthen social dialogue and negotiation skills: Provide training in conflict resolution, collective bargaining strategies and social dialogue practices so that workers can interact effectively with employers and other relevant actors within and outside the Fairtrade system
- Promote the inclusion and integration of migrant workers: Encourage the construction of a common identity and strengthen the bonds of solidarity between Dominican and Haitian workers, favouring mutual respect and cooperation in their struggle for more dignified working conditions and a more dignified life



## Child Labour

Fyffes acknowledges the risk of child labour in global agricultural value chains and takes responsibility for respecting human rights in our operations and business relationships. This means exercising due diligence to avoid infringing on the rights of others and to address any potential adverse impacts.

Fyffes is against all forms of exploitation of children, and we are firmly committed to actions to eradicate child labour from our agricultural supply chains, in line with the [Fyffes Principles](#) (our Code of Conduct), our [Global Human Rights Policy](#) and our [Modern Slavery Statement](#). Millions of children around the world are trapped in child labour, depriving them of their childhood and education, risking their health and safety, and condemning them to a life of poverty. The Fyffes Principles prohibit child labour, and our direct suppliers are required to sign the Fyffes Principles.

We constantly monitor human and labour rights compliance through frequent site visits and internal and external audits. Many of our certifications require vigilant monitoring of potential child labour throughout our operations and supply chain.

Fyffes also recognises children's rights as a broader concept defined in the UN Convention on the Rights of the Child (CRC), recognising the diversity of ways business affects children.

Fyffes minimum age of employment is 16 years of age or over the age for completion of compulsory education or the country's legal working age, whichever is higher. In addition, we do not employ under 18s in hazardous work conditions, as defined by law. Fyffes ensures this policy is applied by communicating the policy to all employees and suppliers.

Our [Global Child Labour Policy and Remediation Protocol](#) ensures we can act swiftly and sensitively in the 'best interest of the child' in any potential case. The remediation protocol defines a set of operational principles and procedures on how to respond if child labour is ever encountered and applies to all children in all work situations in our operations and in potential cases that we are linked to by our business relationships and along our supply chain. This includes permanent, temporary, or casual labour, whether directly or indirectly (i.e. via agencies) employed by the management of the workplace, as well as children who have been trafficked or sold into work.

In 2024, we used UNICEF's Children's Rights and Business Principles to assess risks to child rights within our supply chain to better understand risks related to Children's Rights. Our HRIAs concluded that child labour is a salient risk in our business of medium priority and opportunities to strengthen our current management of this risk have been identified.




Although we have yet to identify any incidence of child labour in our operations, there is a higher risk with suppliers, particularly smallholder farms. Specifically, we have identified the highest risk in the uncertified plantain smallholder farmers we source from in Colombia as well as banana smallholder farmers we source from in the Dominican Republic, where children of undocumented migrant parents, many of Haitian descent, are vulnerable to labour exploitation due to a lack of birth certificate or residency documentation. To address the above, we have taken actions which can be found in our [2023 Child Labour Due Diligence in the Supply Chain Report](#).



# Global Health and Safety

 Long-term target: Zero work-related fatalities and zero severe<sup>6</sup> work-related injuries by 2025<sup>7</sup>.

 Progress: Tragically, in early 2023, one of our employees in Honduras suffered a fatal accident involving motorised equipment at one of our packing facilities. Since then, we have continued to strengthen our safety protocols, prioritising continuous improvement to prevent similar incidents and protect the wellbeing of all our employees.

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.



## Global Health and Safety Policy

Fyffes is committed to providing safe and healthy working conditions for our employees (whether permanent, fixed-term, temporary or agency) as well as other visitors to its premises. Fyffes adopts appropriate practices and controls to prevent threats to human life, health, and welfare in our operations, and in our supply chain.

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 in the workplace are part of our Fyffes Principles, looking to achieve a strong safety culture to embrace health and safety in our ways of working.

## Health and Safety Global Strategy

In 2024, Fyffes defined a global Health and Safety Strategy to organise our efforts in a systematic fashion. This strategy, called *Target Zero*, reflects our commitment to achieve Health and Safety Excellence, and is based on the following three pillars:

### PEOPLE & CULTURE



We use our leadership to foster a Safety Mindset and build a Target Zero Safety Culture, aiming to prevent all types of accidents. As pioneers in the agricultural sector regarding behavioural change in health and safety, we empower employees to take a preventive approach. Selected Change Agents help drive this by addressing unsafe acts and encouraging safe, responsible decisions across our teams.

### RISK REDUCTION



We aim to elevate our collective risk perception and lower our tolerance for risk. Developed in 2024, our new Lifesaver programme focuses on preventing serious incidents and fatalities, guiding us to have the right discussions and make informed decisions to prioritise the control of hazards that could lead to fatal or serious events. This initiative also empowers us to identify work-related hazards, assess associated risks, and apply the hierarchy of controls to eliminate hazards and minimise risks.

### CONTINUOUS IMPROVEMENT

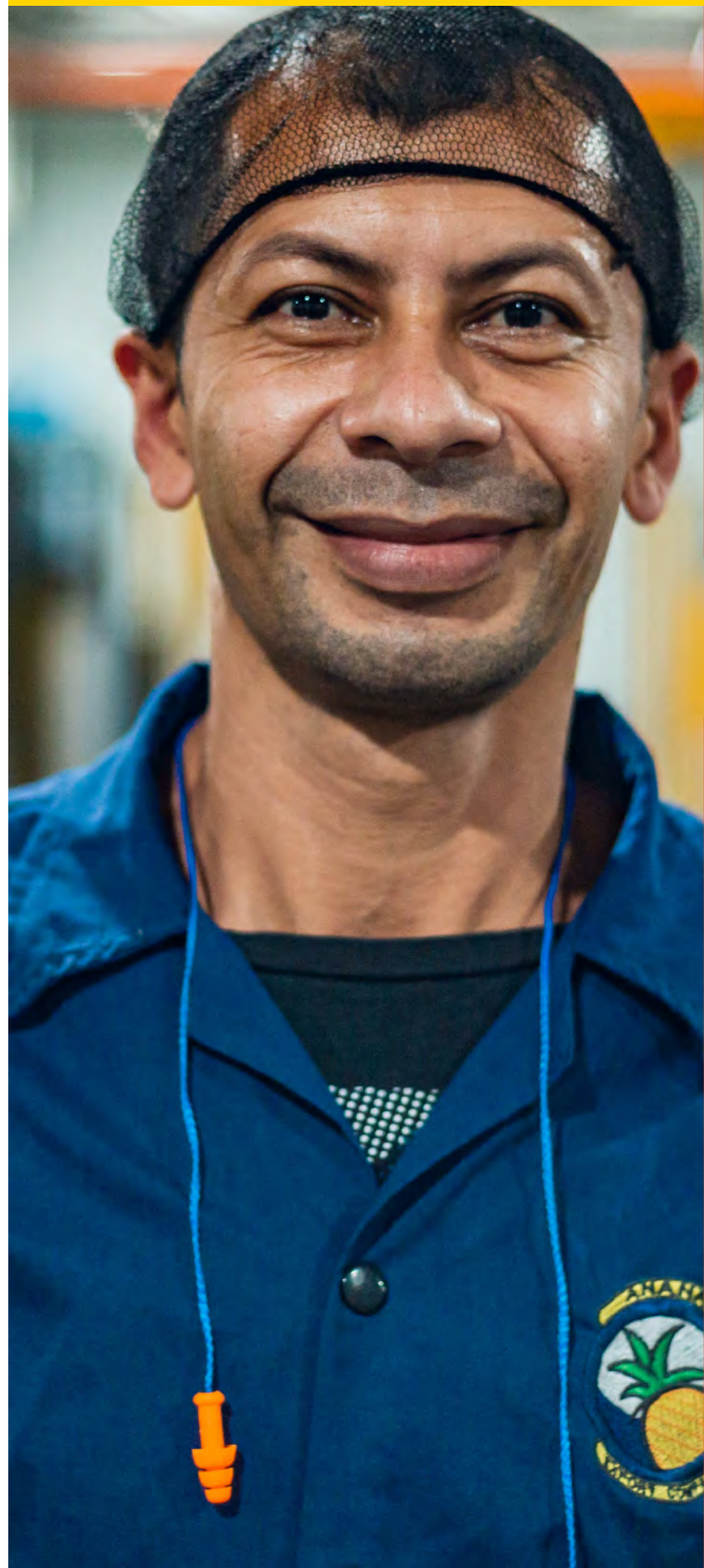


We apply the Continuous Improvement Cycle (Plan-Do-Check-Act) to our management system to improve our health and safety maturity level as part of our continuous efforts. For 2025, we have defined our first preventive safety key performance indicators from lagging to leading as part of our journey to Health and Safety Excellence.

<sup>6</sup>An injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within six months.  
<sup>7</sup>It is important to note that we are using our most recent sustainability report (2021/2022) as the baseline to track and report our progress for 2023 and 2024.



# Key Strategic Initiatives



## Continuous Improvement and Health & Safety Management System

Fyffes Health and Safety management system covers all our employees. In 2024, we conducted a benchmarking exercise against the ISO 45001:2018 standard at our pineapple and banana farms in Costa Rica, aiming to elevate our health and safety maturity by adopting additional best practices. We aim to implement the resulting recommendations in Costa Rica by the end of 2025, followed by a Phase II rollout across our other Latin American operations, and a Phase III expansion to all remaining countries.

## Fyffes Ethics Hotline

All employees are encouraged to use our confidential Ethics Hotline to report any situations that violate our principles, including unsafe conditions or tasks related to health and safety. This channel helps prevent retaliation, protects against intimidation, and ensures that no one faces negative consequences or unfavorable treatment for speaking up.



## Health & Safety Training

Training is one of our core preventive pillars. We employ a variety of approaches to reinforce critical safety elements. The methods and delivery are tailored to the specific tasks and functions at each site, forming part of a comprehensive annual training programme implemented across all locations. More details about our training programmes can be found below.

## Fatality and Serious Incidents Elimination Programme

As part of the efforts around the Target Zero Strategy, we are making tremendous efforts to deploy our signature Serious Incident and Fatality Prevention programme, called Lifesaver, which is helping us to identify and prioritise hazards that have the potential to generate serious events or a fatality. Our focus is to accelerate our efforts for those situations that still have opportunities to be mitigated via the right controls to ensure we can organise our work in a systematic way, tackling the most significant risks first.



## Local Health & Safety Committees

Our farms and ripening centres are supported by formal Health and Safety Committees composed of multidisciplinary teams, ensuring employees have a platform to voice their health and safety concerns while enabling management to take timely action. These committees actively track and follow up on concerns and recommendations gathered from all functions and departments. Employees consistently view health and safety as a positive and shared responsibility—we encourage open communication, and many feel empowered to report issues directly to their supervisors on a daily basis.

## Event Reporting and Investigation

We introduced the accident and incident reporting and investigation system, Prodicty, in our Latin American operations in 2022, followed by Ireland in 2024. We plan to roll it out to remaining countries in the coming years. Prodicty supports the complete reporting and investigation process, enables us to track the execution of action plans, and allows for the analysis of trends and common root causes—providing valuable input for the continuous improvement of our Health and Safety Management System. At sites where Prodicty has not yet been implemented, we follow the same standardised processes, recording events manually or using local tools.



# Key Strategic Initiatives

## Fyffes Health and Safety Programme for third-party fruit suppliers

Our third-party fruit suppliers are subject to external social compliance verification of one sort or another, including occupational health and safety regulations and international standard certifications. The certifications encompass key requirements such as health and safety communication, training, risk assessments, and accident investigation and prevention—aimed at minimising and mitigating risks to occupational health and safety. In 2025, we will launch an ongoing health and safety training programme for our fruit suppliers, designed not only to reinforce Fyffes policies but also to share best practices and strengthen their capabilities.



## Health & Safety Risk Assessments

Since 2020, our operations have conducted health and safety risk assessments in a standardised fashion to identify risks and apply measures to reduce or control them. The process is becoming more robust and comprehensive with the input of local teams, and is part of our continuous improvement efforts.



## Internal Audits

Fyffes is implementing an internal audit programme covering 100% of our own farms, with priority given to field operations, packing, and transportation due to the nature of these activities. The audits integrate multiple standards and certifications to ensure comprehensive compliance verification. When deviations are identified, the programme triggers non-conformance reports and corrective actions to effectively manage and resolve issues, ensuring alignment with compliance requirements.



## Personal Protective Equipment (PPE)

Applying the hierarchy of control, we provide and ensure the use of adequate personal protective equipment for all tasks that have been identified and evaluated with a residual hazard, according to the occupational risk assessment. We are using several methods to reinforce the use of the PPE including the behaviour-based safety programme and task observations.

## Road Safety Campaign

As part of our commitment to ensure our employees are safe beyond the borders of our farms, we have carried out road safety campaigns since 2019, looking to influence the rural areas to develop road safety habits to prevent traffic accidents. Road safety campaigns are a recurring effort for our communities in Honduras, Guatemala, and Costa Rica to improve our safety culture inside our premises but also in the road. The campaign promotes road safety awareness, a culture of precaution on the roads, and the importance of prevention as part of our Safety Culture.

## Behaviour-based Safety Programme (Behaviour Change Programme)

We are implementing the Behaviour Change Programme 'I Take Care of Myself' (Yo Me Cuido) across all our farms in Latin America as a structured, one-on-one safety engagement approach. The programme focuses on raising awareness of hazards, promoting effective risk control methods, and encouraging safe decision-making—all aimed at creating a lasting positive impact on our Health and Safety Culture. In 2022, to support the prevention of accidents while fostering behavioural and cultural change, we reinforced our near-miss process for all our own farms. We also assigned selected groups of people as Change Agents to bring health and safety topics and risks raised by their fellow workers to the attention of management. These Change Agents are consulted regularly and participate in all our health and safety-related projects as well.

## Wellness Programme

We developed the Wellness Programme in the administrative offices in Costa Rica and Ecuador. Since its launch in 2023, it has been strengthened with an emphasis on the mental and physical wellness of administrative workers.



## Health and Safety Department

The work of our Health and Safety department focusses on five pillars:

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

A qualified Health and Safety Leader is appointed on every farm, who works with local technical resources to ensure a proper implementation of the programmes. We are currently looking into our health and safety practitioners' needs and resources in our ripening centres.

We have strengthened our regional occupational health and safety team in Latin America by enhancing technical and professional capabilities and appointing additional health and safety leads and supervisors. Additionally, we established a global Health and Safety structure, including the appointment of a Global Health and Safety Director. Since 2022, we have conducted annual regional health and safety workshops to assess progress, identify key opportunities, and address operational changes—enabling us to develop country-specific annual action plans aligned with local needs.

## 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 conducted by the committee, using the format proposed by the labour ministries.
- Collaborating to organise information and activities to foster a culture that enables safety performance improvement.





## Health and Safety Training

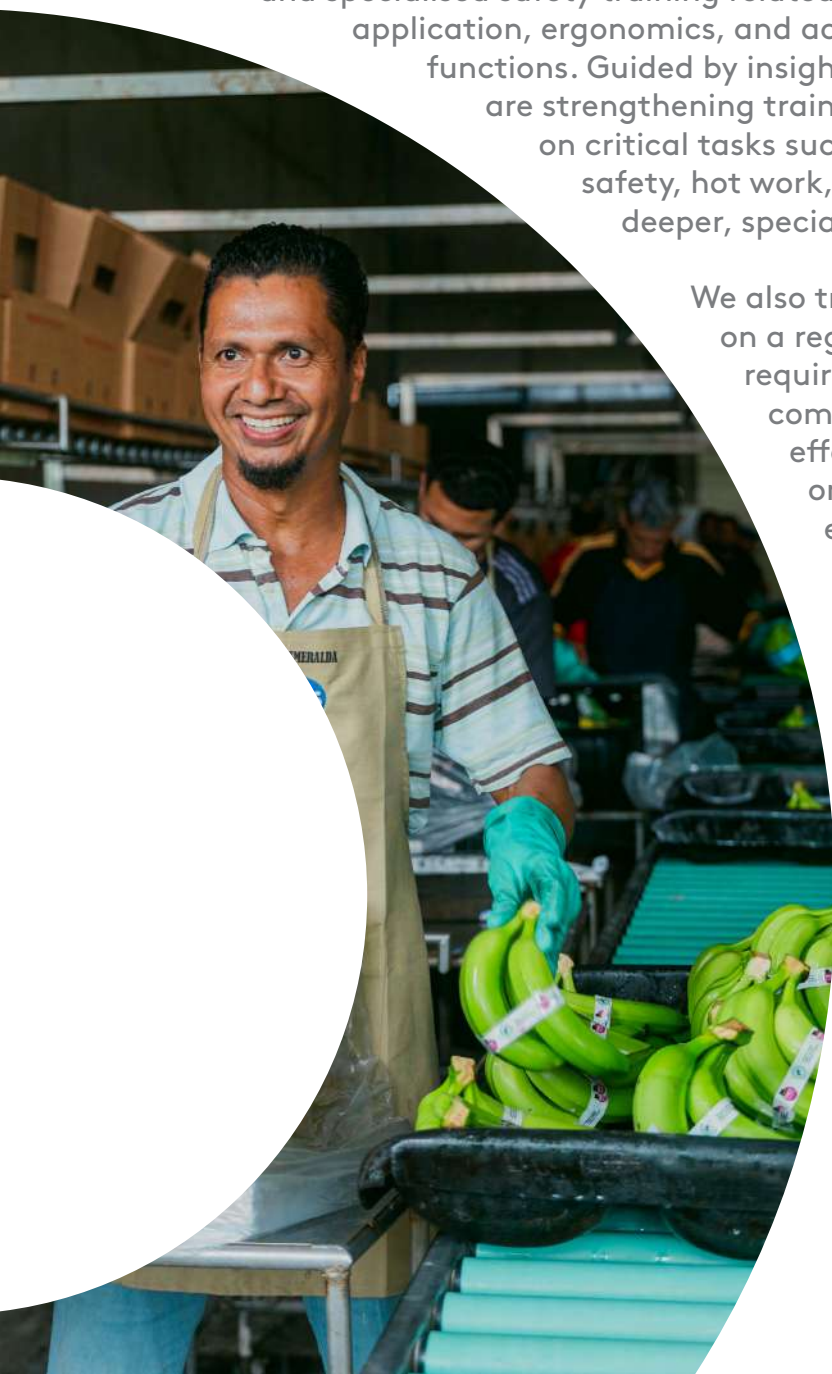
We believe health and safety training is essential for our employees to control hazards and prevent accidents. To structure our training efforts, Fyffes leverages its risk assessment process and maps relevant legal requirements to define training needs by function. Based on this analysis, we have developed an annual training programme that is delivered through various formats, including onboarding sessions, targeted on-the-job training, and group classroom instruction.

Our innovative, interactive health and safety training programme uses dynamic, hands-on activities and practical examples to enhance employee comprehension—particularly supporting those with low literacy levels. We rolled out this training programme in Latin America in early 2023.

This training ranges from guidance about how to use personal protective equipment to general safety rules and procedures, emergency procedures, and specialised safety training related to forklift driving, agrochemical application, ergonomics, and accident response for specialised job functions. Guided by insights from the Lifesaver programme, we are strengthening training in high-risk areas, with a focus on critical tasks such as working at heights, machine safety, hot work, and other priority hazards requiring deeper, specialised instruction.

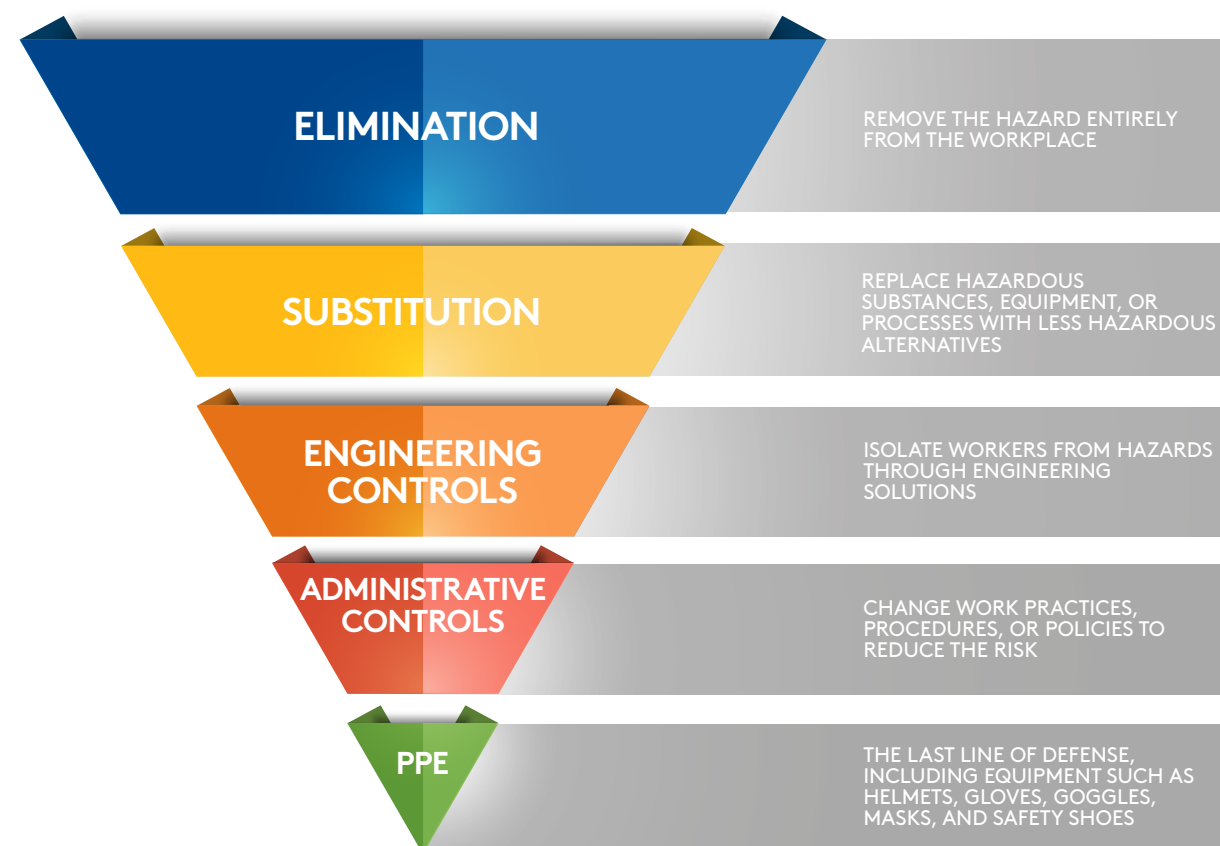
We also track the progress of the training on a regular basis, ensuring all employees required to take the training effectively complete it. To evaluate training effectiveness, we conduct one-on-one interactions with employees to ensure they retain the knowledge needed to perform their jobs safely. Our behaviour-based programme provides valuable insights to help us assess the effectiveness of our training initiatives and make informed adjustments to the methods, content, and delivery approaches as needed.

Training is provided by Fyffes free of charge. We ensure suitable training times, during working hours and with appropriate compensation.



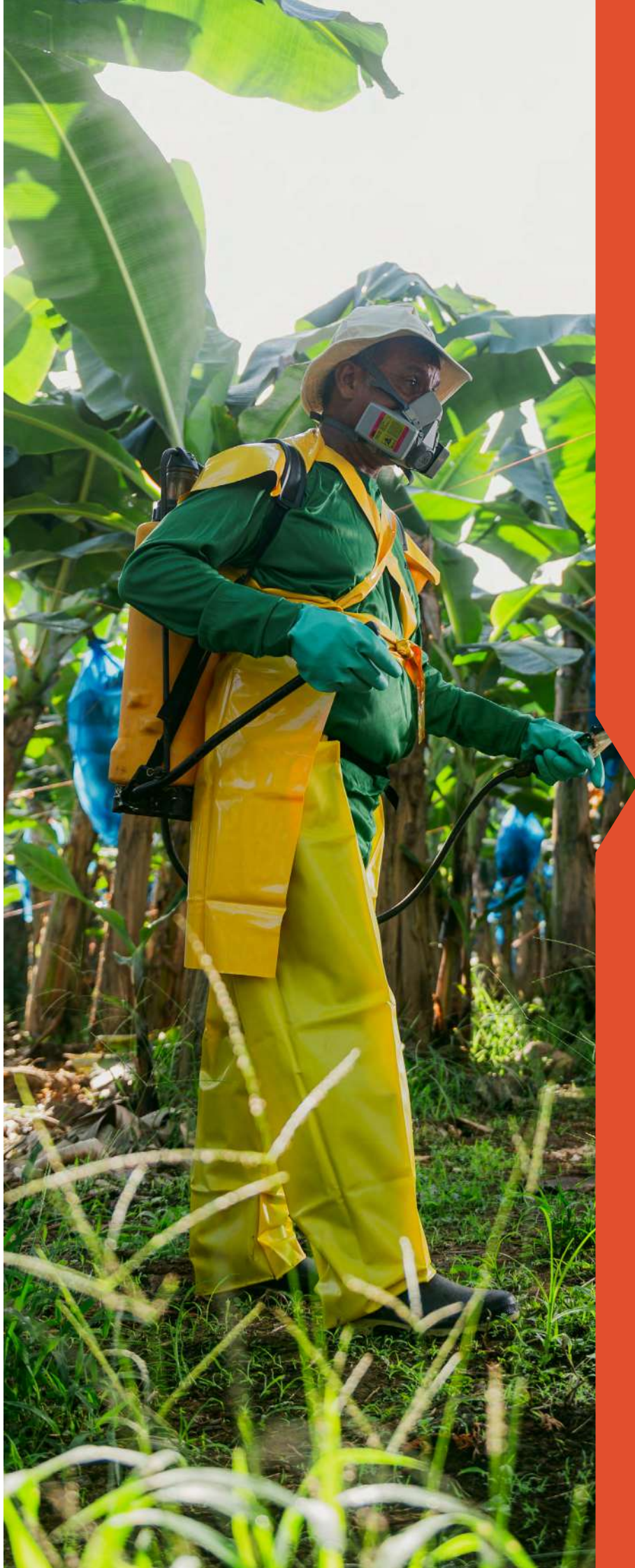
## Risk Management

At each of our farms, ripening centres, and distribution centres, we conduct health and safety risk assessments to identify risks and establish measures to reduce or eliminate those risks. These assessments are continually refined. We now rate each risk based on the probability that the risk materialises and the severity or magnitude of the consequence if this happens. We use these probability risk levels to decide if we need to improve controls or implement new controls and assess the urgency and timing of the actions. When establishing controls or considering changes to existing controls, we consider reducing risks according to the following order of priority using the hierarchy of control:



We review our risk assessment methodology at least once a year. 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 as part of the management of the change process. For example, when we built new packhouses at our banana and pineapple farms in Costa Rica we improved the employee packing setup with automation to limit lifting heavy loads and repetitive movements—two causes of back pain and injuries identified in the risk assessments.





## 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.
- At our pineapple and melon farms, approved 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 and soil. An employee does this wearing the appropriate personal protection equipment.
  - Aerial applications conducted 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 rare and unfortunate occasions when 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 applications and management adhere to good agricultural practice standards and are audited both internally and externally.
- We also have defined the proper PPE for handling, and application of agrochemicals in accordance with product labels. This equipment includes gloves, overalls, boots, masks with appropriate filters, and goggles.
- Workers who apply agrochemicals must shower on site before leaving work, and their overalls are washed and dried on-site by trained personnel.
- 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

Taking into account the total number of high-consequence work-related injuries, we achieved a 57% reduction, decreasing from seven incidents in 2022 to three in 2024.

### Reportable and Lost Time Accidents

We are pleased to report that in 2024 compared to 2022, globally, Fyffes reduced the following:

**-33%**

recordable (lost-time) work-related injuries

**-34%**

rate of recordable work-related injuries (frequency rate)

**-17%**

severity rate<sup>8</sup>

### THE MAIN FACTORS CONTRIBUTING TO THESE RESULTS INCLUDE:

- Increased skills and capacity of the health and safety teams
- Behaviour-based safety expansion programme to all Latin American countries
- Improved risk management to tackle the most significant risk first
- 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



<sup>8</sup>(calculated using the number of lost days and the total worked hours)

Following a thorough investigation of a fatal accident in 2023, we implemented enhanced safety measures to reduce the risk of such a catastrophic event occurring in the future. We agreed the following actions:

- Eliminate the use of forklifts in operational areas and replace them with manual battery pallet jacks to minimise the risk of people-vehicle interactions.
- Install Blue Light Spot luminaires on forklifts to alert pedestrians to their presence, enhancing safety awareness.
- Ensure operator competence through comprehensive theoretical and practical training to maintain high safety standards.

The primary types of work-related injuries during the reporting period, and the majority occurred in the farm field and packing stations, were as follows:

- Contusions
- Wounds
- Sprains

Each business unit undertakes specific initiatives to analyse individual conditions and develop tailored action plans as part of the annual performance review process with the leadership teams.

Considering work related illness, we have seven reports in 2023 and three reports in 2024. All of them have been investigated with the same protocol of reportable accidents.

It is also important to highlight that one of the key actions we have taken to reinforce our commitment to Health and Safety is the development and implementation of our first health and safety strategy, Target Zero. Additionally, our Serious Incident and Fatality Prevention Programme, Lifesaver, adopts an organised and systematic approach. Through these initiatives, we aim to enhance our risk perception, identify situations with potentially severe outcomes, and prioritise actions to minimise the likelihood of such events, ultimately reducing our risk tolerance.





## Medical Clinics

### Health Services and Medical Clinics in Latin America

We provide medical clinics year-round for employees at our Ecuador, Honduras, and Guatemala farms and in the pineapple operations in Costa Rica. These clinics, staffed by doctors and nurses, provide our employees with access to non-work-related medical services and 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 Honduras, we have set up the Community Medical Brigades, a team of healthcare professionals (including doctors and nurses) who visit prioritised communities around our farms to provide free medical checkups and medicine to community members, regardless of whether they are our employees, their families or an unrelated community member. More details about the medical brigades can be found [here](#).

### Medical Assistance in Costa Rica, Ecuador, and Belize

In Costa Rica, employees at our pineapple farm Anexco can also benefit from an on-site medical clinic, authorised by the Costa Rican Social Security Fund, which provides them with basic medical care.

In Belize, our farms 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.

In all these cases, Fyffes maintains the confidentiality of the data, including personal health information of our workers, limiting access to such records exclusively to the health professionals in each case.



## Expanding Access to Mental Health Support

At Fyffes, caring for our people includes supporting their mental and emotional wellbeing. That's why we've significantly expanded our Employee Assistance Programme (EAP), offering professional and confidential support to employees and their families from day one.

In the past year alone, we extended this benefit to seven additional countries—Switzerland, Germany, the Netherlands, Belgium, Spain, Costa Rica, and Belize. These programmes provide access to services such as psychological counselling, nutritional advice, and other wellbeing resources, depending on the location.

As of mid-2025, over 4,000 Fyffes employees across Europe and Latin America—and their cohabiting family members—are now covered. This marks an important step in embedding mental resilience into our culture of care and ensuring that our teams feel supported wherever they are.

## Workers' Compensation Insurance

In all the countries where we operate, Fyffes contributes to local workers' compensation insurance systems to ensure that our permanent employees have access to medical care, wage compensation during work absences, and advanced services in the event of serious incidents. For temporary workers in our melon operations, Fyffes covers the cost of medical services at private clinics to ensure prompt treatment and support a faster recovery.



# Communities




-  **Target: 100% of our neighbouring communities are engaged in resilient socio-economic community projects out of our four community investment areas by 2030.**
-  **Progress: 39% engaged in resilient socio-economic 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, with the goal of enriching their lives. A neighbouring community is defined as a village or community that is located within 15 km of Fyffes farm operational boundaries and/or home to more than 15 Fyffes workers.

Our community engagement includes supporting Non-Governmental Organisations (NGOs) 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 €3.43 million (US\$3.9 million) in community engagement initiatives.

## Community Needs Assessments

We conduct community needs assessments near our farms in Latin America and some suppliers’ farms to understand and manage our impact on local economic, environmental, and social challenges. Third-party researchers surveyed nearly 3,000 people across more than 55 communities in Costa Rica, Belize, Honduras, Guatemala, Nicaragua, and Ecuador. These insights were combined with findings from our Human Rights Impact Assessment (HRIA) and additional engagement with workers to inform the development of impactful, resilient socio-economic community projects. As part of our ongoing commitment to community development, Fyffes launched a series of initiatives in 2024 to deepen our understanding of the challenges faced by neighbouring communities in our producing regions. One key initiative is the implementation of a Multidimensional Poverty Index (MPI)-style survey in communities near our operations in Costa Rica. The objectives of this study are threefold:

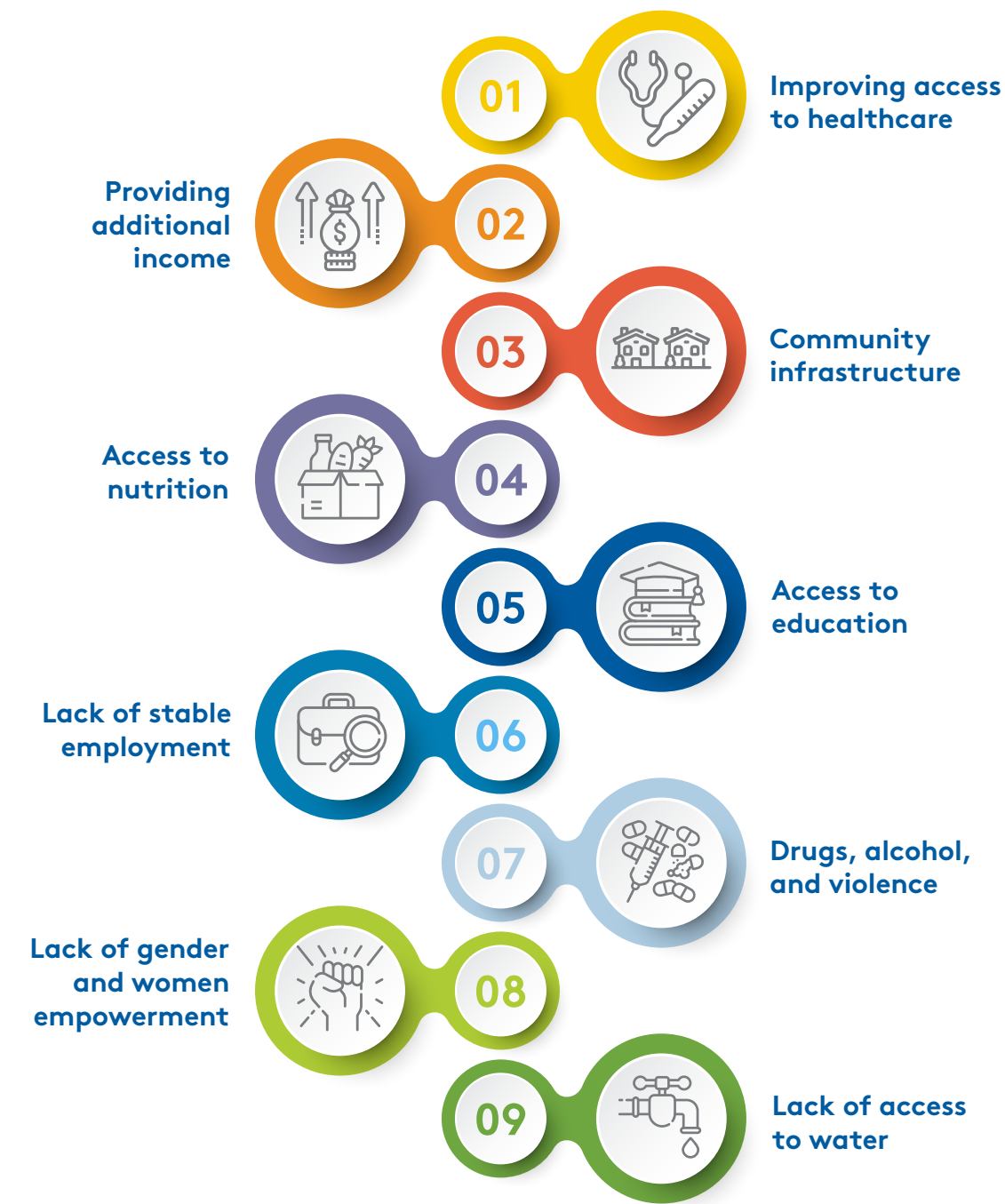
-  To assess the level of poverty and standard of living among our workers and their surrounding communities.
-  To identify barriers that may prevent individuals from neighbouring communities from accessing employment with us — such as lack of childcare, transportation issues, or unseen responsibilities at home.
-  To establish a baseline for measuring the long-term impact of our community engagement projects, particularly in relation to improvements in family income and poverty reduction.

Our goal is to repeat this assessment every three years and roll it out across all our producing countries.

In addition, Fyffes collaborated with [CARE](#) in 2024 to conduct community needs assessments in Costa Rica and Guatemala. These studies were carried out in preparation for an upcoming strategic partnership and served to validate and reinforce previous findings — a reassuring confirmation that our understanding of community priorities is well-founded.

The results of the latest studies all reinforced the original community needs survey, where we found that due to the nature of the locations, many communities’ main priorities are infrastructure improvements to vital community buildings like schools and community centres, as well as access to nutrition, water, education, and healthcare.

## Identified Community Needs





## Nutrition and Health

### Medical Services

In 2024, Fyffes continued its efforts to improve access to healthcare in Belize by fully refurbishing an unused health clinic in the community of Red Bank, Stann Creek, with an investment of over USD 70,000. The clinic, which had been closed for more than a decade, will now provide residents with regular access to basic medical services.

In 2023, Fyffes renovated the polyclinic in San Juan Cowpen, another community in Stann Creek, enhancing the availability and standard of local medical care.

In addition to infrastructure improvements, Fyffes also organises health fairs on its farms in Belize, giving workers free access to medical testing and consultations provided by visiting doctors and nurses.

Since 2022, Fyffes has conducted Community Medical Brigades in Honduras to expand healthcare access for surrounding communities with limited or no medical services. To date, we have reached over 3,000 people across at least 20 communities, providing essential medical care and medications during each brigade. We have promoted healthier habits among vulnerable groups by offering education on breast and prostate cancer detection, as well as cervical cancer prevention through cytology. At least 70% of beneficiaries have been vulnerable individuals, including the elderly and children.

Since 2021, Fyffes has facilitated over 5,300 medical consultations in both Honduras and Belize, reinforcing its commitment to the wellbeing of its workers and neighbouring communities.

### Improving Childhood Nutrition in Belize

Fyffes learned that in the Stann Creek district of Belize, near our banana farms, nearly 37% of children under five are malnourished, underweight or stunted. At the same time, a rise in overweight children has been observed, largely due to limited access to nutritious food and the availability of unhealthy snacks during school hours.

In response, Fyffes launched a school feeding programme in 2021, using surplus bananas to create a nutritious banana-based porridge, distributed three times a week to 200 students at Our Lady of Bella Vista Roman Catholic primary school in Belize. This initiative was developed in partnership with:

- The Ministry of Agriculture, Food Security and Enterprise
- The Ministry of Education, Culture, Science and Technology
- The Ministry of Health and Wellness
- The Instituto de Nutrición de Centro América y Panamá (INCAP)

The programme was complemented by nutrition education for students, teachers, and parents, and included baseline and follow-up health assessments of the children. In parallel, Fyffes built a school kitchen to ensure the school would be incorporated into the government-funded School Feeding Programme. We also worked with the Ministry of Health and Wellness to train local women entrepreneurs working as cooks to transition school snack offerings from junk food to healthier alternatives.

In 2023, Fyffes signed a Memorandum of Understanding (MOU) with the Ministry of Education, committing to the construction of one new school kitchen per year for five years. In return, the Ministry will include these schools in the national School Feeding Programme, which provides \$1.50 per child per day to fund daily meals.

This public-private partnership ensures the sustainability of Fyffes investment by integrating the initiative into national structures while promoting child nutrition and local employment.



### MILESTONES ACHIEVED

**2023:** Completion of the first kitchen at Our Lady of Bella Vista RC School

- Students fed daily: 307
- Local workers from Bella Vista: 380

**2024:** Completion of the second kitchen in San Isidro

- Students currently fed daily: 100 (increasing to 200 next school year)
- Local workers from San Isidro: 52

**Next Expansion:** Plans underway for a third kitchen in San Pablo



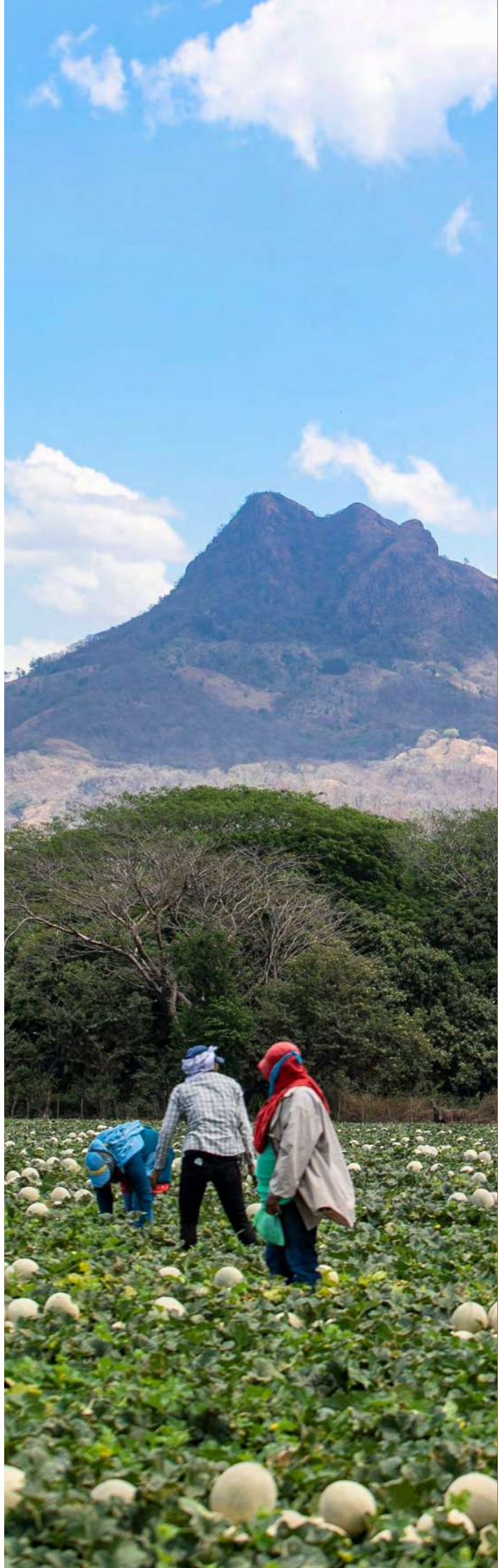
Trudi's™ - Giving Back to Communities

In 2024, Fyffes introduced Trudi's, the ethical banana brand designed with a purpose: to give back to the communities where the fruit is grown. Every sale of Trudi's bananas supports gender equality and improves nutrition for families and communities by helping women establish small agricultural businesses in Central American banana-growing regions.

Fyffes joined forces with CARE International UK, a global humanitarian and development organisation leading the fight to end poverty in the world's most challenging situations, in a multi-year partnership to ensure that Trudi's bananas truly benefit the farming communities. The initial project will take place in Costa Rica, specifically in Matina, supporting 200 rural families. As the brand grows and is stocked by more retailers, the initiative is poised to expand its impact across more communities.

“We are delighted to form this partnership with Fyffes to work together in the banana-growing communities of Central America. With every banana bought, consumers will be backing the women who grow and harvest the fruit - improving the lives and futures of women and their communities.”

-Helen McEachern,  
CEO, Care International UK



Melon Workers' Off-Season Support

Our melon subsidiary SOL has developed an off-season programme to provide economic opportunities to Honduran seasonal workers. In partnership with Bayer Food Chain, we have a corn production and food security project which provides farming communities with access to hybrid seeds, professional seed treatment, training in good agricultural practices, agronomic advice, and crop protection products.

We supply them with guidance and equipment to improve plant resilience and innovative spray technologies, resulting in the production of close to 63 hectares of corn for the benefit of over 200 families from the local community. 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. The results of this project have been remarkable, with year-on-year yield increases of up to 80%.



## 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.

For the past three years, Fyffes has led a Sustainability Leaders Programme in the communities of Santa Marta and Luzon in Costa Rica, in partnership with Ecology Project International (EPI). The programme introduces children to the natural resources around them and educates them on the SDGs, environment, and climate change through fun, interactive activities. Participants develop their own environmental projects—supported by Fyffes—and visit the Pacuare Reserve to experience nature firsthand. The long-term goal is to empower children to identify opportunities for themselves while fostering respect for the environment.

In 2024, we expanded the programme to Batan High School, where secondary students participated in a series of classes followed by a two-day stay at the reserve. This immersive experience helped students develop a deeper understanding of environmental issues and a stronger appreciation for nature.

We donated 26 tablets, valued at \$7,800, to Santa Marta Primary School to support young children in developing IT and language skills.

In 2023, we donated a school kitchen to La Tabla Primary School, with an investment of \$16,500. This donation enabled the school to provide students with a healthy meal every day.



In 2024, Fyffes, in partnership with Ocado Supermarket in the UK, built a new five-classroom building and pre-school at Fabian Cayetano R.C. Primary School in Bladen, Belize. The building provides a safe learning environment and serves as a community hurricane shelter. The total investment amounted to \$250,000.

Fyffes has established a scholarship programme in partnership with EARTH University in Costa Rica to support access to higher education in agricultural sciences. Now in its second year, the programme proudly supports two students currently enrolled at EARTH University. Each student receives a full scholarship covering tuition, transportation, a laptop, start-up support, and a monthly stipend—ensuring they can fully focus on their studies and make the most of the experience. Fyffes is now seeking its next scholarship recipient for the 2026 intake. Eligible students must come from one of our neighbouring communities and meet EARTH University's admissions criteria.

Fyffes Honduras launched the *Cultivating Leaders Through the Entrepreneurial School Competition* – “Teach a Man to Fish”. The programme works with secondary school students to help them establish small businesses and bring their ideas to life. Since 2022, Fyffes has invested \$45,122 in the initiative.





## Local Community Infrastructure Improvements

In Costa Rica, we have created a community park in Santa Marta, Batan and in La Liga, Guacimo, providing 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, Fyffes contributed \$113,250 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. In 2024, Fyffes helped Villafranca Community Center with vital improvements to ensure the centre could remain open.



List of infrastructure improvements to educational centres

Country	Projects
 Belize	<ul style="list-style-type: none"><li>Built a new five classroom building, and pre-school, in Bladen community, which offers a safe space to learn and acts as a hurricane shelter for the community.</li><li>San Isidro School Kitchen remodel</li><li>Bellavista school kitchen</li></ul>
 Honduras	<ul style="list-style-type: none"><li>Roof repairs to an education centre, Los Mangles, del municipio de Marcovia</li><li>Launched the "Teach a Man to Fish" programme, helping secondary students start small businesses.</li></ul>
 Guatemala	<ul style="list-style-type: none"><li>Continued 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.</li><li>School improvements at Escuela Oficial Urbana Mixta, Barrio Las Canchitas, included upgrades to the bathrooms, water tanks, storage facilities, and enhanced safety and security across the school grounds. Additionally, at CEIN PAIN in Aldea San Juan, San Jorge, Zacapa, Fyffes funded repairs to the roof, kitchen, and bathrooms.</li></ul>
 Costa Rica	<ul style="list-style-type: none"><li>Sustainable Leaders Programme in the communities of Luzon and Santa Marta in 2023 and expanded to Batan in 2024. The programme focuses on providing students of primary and secondary school with respect and knowledge about their environment and natural resources.</li><li>Roof for community centre</li><li>Community football field fence</li><li>Refurbished functionality and accessibility of Villafranca Community Centre.</li><li>Drainage improvements at San Rafael School in 2024 to prevent flooding and improve safety.</li><li>Built a children's community park in Santa Marta in 2022, providing safe recreational space for children.</li><li>Donated a fully equipped kitchen to La Tabla Primary School, enhancing the school's ability to provide healthy meals for students.</li><li>Completed a renovation of the basketball seating at Santa Rita in 2023, improving the comfort and safety of spectators.</li></ul>



Building Dreams Project with Banasan

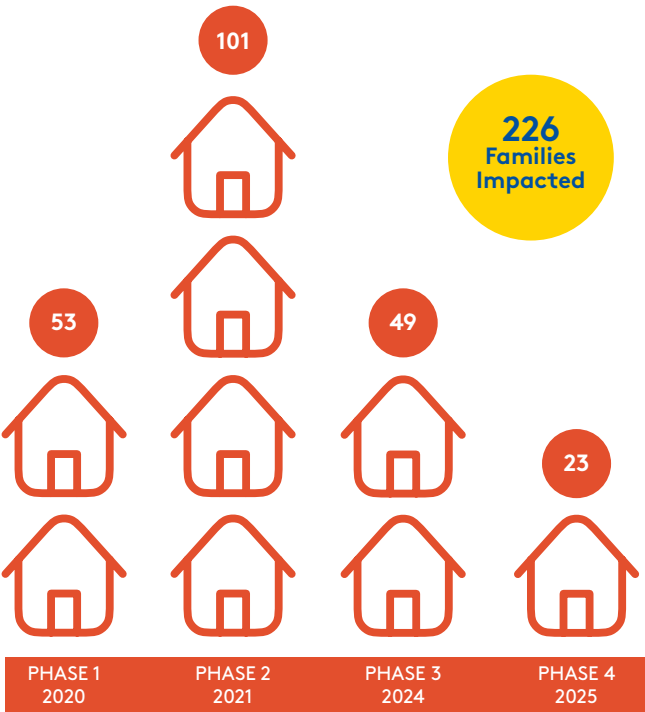
Since 2020, Fyffes has partnered with our long-term supplier Banasan—through their foundation—and one of our key customers, Albert Heijn, on the Building Dreams project: a housing improvement initiative designed to enhance the living conditions of rural banana sector workers in Colombia.

The project emerged in response to the poor housing conditions faced by many workers, particularly the lack of basic sanitation. Many homes were built with inadequate materials and lacked proper waste and sewage systems. Building Dreams aims not only to improve physical infrastructure—such as sanitation, electrical systems, and roofing—but also addresses psychosocial and environmental wellbeing through a holistic approach that engages entire families.

The Building Dreams project has brought about transformative change in the daily lives of the participating families. Some of the most notable improvements include:

- Access to sanitation and hygiene:** Beneficiaries now have access to showers—many for the first time—as well as functioning toilets that flush mechanically, replacing manual bathing methods and makeshift latrines.
- Improved kitchen facilities:** Families who previously washed utensils in buckets now have running water in their kitchens.
- Reduced electrical risks:** Unsafe internal wiring was replaced with secure electrical systems, reducing fire hazards and increasing safety.
- Safer housing structures:** Roofs made from unsafe or temporary materials were replaced, significantly lowering the risk of leaks and structural damage during rains.
- Health benefits:** Replacing dirt and clay floors and improvised walls made of plastic or mud reduces the incidence of infections and disease.
- Strengthened community and family wellbeing:** The project's psychosocial component helped strengthen family dynamics, build social cohesion, and foster a greater sense of community resilience.

The Building Dreams project demonstrates how collaborative efforts between companies, suppliers, and retail partners can lead to meaningful, sustainable improvements in the lives of agricultural workers and their families.





# Climate Change

IN 2023, FYFFES PARTNERED WITH THE NGO **GOAL** TO IMPLEMENT THREE CLIMATE RESILIENCE PROJECTS ACROSS HONDURAS, GUATEMALA, AND BELIZE.

## Honduras: Strengthening Resilience in Vulnerable Households (Phase I)

In Honduras, Phase I of the project focused on strengthening the resilience of rural communities in El Naranjal and El Zapotillo (municipalities of El Corpus and Santa Ana de Yusguare), and La Lucha (municipality of Marcovia), in the department of Choluteca. The objective was to identify and address critical water, sanitation, and hygiene (WASH) needs in the context of climate vulnerability, while also building local capacity in resource management and emergency response.

The intervention began with a detailed assessment using GOAL's ARC-D (Community Resilience Assessment for Disasters) tool, which helped identify key vulnerabilities and establish a baseline for tailored interventions. This was further complemented by the R4S (Resilience Assessment for Socioeconomic Systems) methodology, providing a structured approach to designing and implementing community-specific strategies for resilience and self-management.

Water quality assessments revealed deficiencies in local water systems, which informed the planning of targeted WASH training. These workshops, delivered to community members and school staff, included modules on sanitation and menstrual hygiene. In parallel, water boards and community trusts received training on water resource management and compliance with national legislation.

Infrastructure improvements were made at two schools—José Cecilio del Valle School (La Lucha) and José Trinidad Reyes School (El Naranjal)—to improve sanitary facilities, especially for menstrual hygiene. WASH awareness fairs were also held, offering an engaging platform for community learning.

A preliminary study was also conducted in El Zapotillo to assess the need for upgrading the local water system, setting the stage for future investments. In addition, specialised workshops on climate change adaptation, disaster risk reduction, and environmental mitigation were held across the three communities. These sessions engaged community leaders and local water governance structures, reinforcing their roles as emergency response coordinators.

The interventions led to significant progress in community resilience, climate risk preparedness, and responsible water resource management. Both the ARC-D and R4S tools helped build long-term capacities in self-governance and emergency planning. Future phases will reinforce this progress through real-time simulations and continued training.

## Guatemala: Enhancing WASH Infrastructure and Training in Asunción Mita

In Guatemala, the project was implemented in three communities in Asunción Mita: El Jicaral, Amate, and El Zapote. The intervention focused on three key components:

- 1. Water Quality Assessment**—Sampling and analysis of water sources in all three communities.
- 2. WASH Infrastructure Improvement**—Construction of six women's bathrooms and upgrades to existing men's restrooms in El Zapote and El Jicaral.
- 3. Community Training**—Capacity-building workshops on community development law and regulations, water management, environmental sanitation (with a focus on menstrual hygiene), and climate change.

These efforts aimed to improve local infrastructure while also increasing awareness and knowledge among community members to better manage environmental and public health challenges.

## Belize: Supporting Socio-Economic and Climate Resilience in Monkey River

The village of Monkey River, an isolated fishing community in the south of Belize is facing acute land erosion, limited economic opportunity, poor infrastructure, and inadequate government support.

Fyffes commissioned GOAL to conduct an in-depth assessment of the root causes of land loss and develop cost-effective solutions. In parallel, efforts were made to identify strategies for strengthening socio-economic resilience, including the promotion of sustainable tourism as a potential income stream.

Fyffes continues to support the community in both land defense initiatives and the development of economic alternatives through tourism. These combined efforts are part of a long-term strategy to increase the community's adaptive capacity in the face of climate change.



## EcoStove Projects in Guatemala and Honduras

Fyffes consistently seeks to create synergies across its community initiatives, and our EcoStove project is no exception, with impactful efforts underway in both Guatemala and Honduras.

### Guatemala

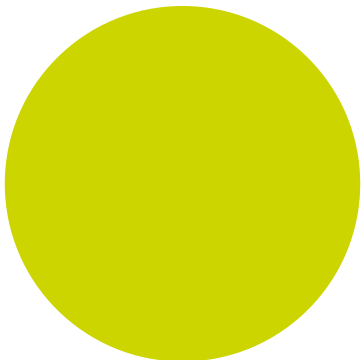
In Guatemala, Fyffes is addressing both food insecurity and climate change by donating six EcoStoves to educational centres that previously had no proper cooking facilities. Fyffes EcoStoves use energy-efficient technology that significantly reduces smoke and carbon emissions, improving air quality and contributing to the health and wellbeing of students, teachers, and kitchen staff. Previously cooking was often done directly on the ground in open areas, posing health and safety risks. The stoves were distributed across three schools in Asunción Mita and three community kitchens in Zacapa, collectively benefiting 397 individuals.

This project supports the Ministry of Education’s PAE – School Food Project, which aims to improve food preparation conditions in schools. While the Ministry supplies food, many schools lack the infrastructure to prepare it.

### Honduras

In 2023, Fyffes launched the “Improved Cookstoves in Priority Communities” programme in Honduras, recognising that traditional cooking methods reliant on firewood are both environmentally harmful and unsustainable.

In partnership with Fundación Hondureña de Ambiente y Desarrollo, Fyffes distributed 80 EcoStoves to families in vulnerable communities. The initiative aims to reduce firewood consumption and promote healthier cooking environments for Fyffes workers and community members. Priority was given to households with respiratory illnesses, children under 10, and limited financial resources.





# Collaborating with Smallholder Farmers to Enable Growth and Promote Sustainable Production

## Smallholders in Our Supply Chain

In Latin America, we source many of our products directly from independent farms and smallholders mainly in Ecuador, Dominican Republic, and Colombia.

### COOPERATIVES

Agricultural cooperatives are also crucial to our operations, and our partnerships with some of them 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.



## Fairtrade International

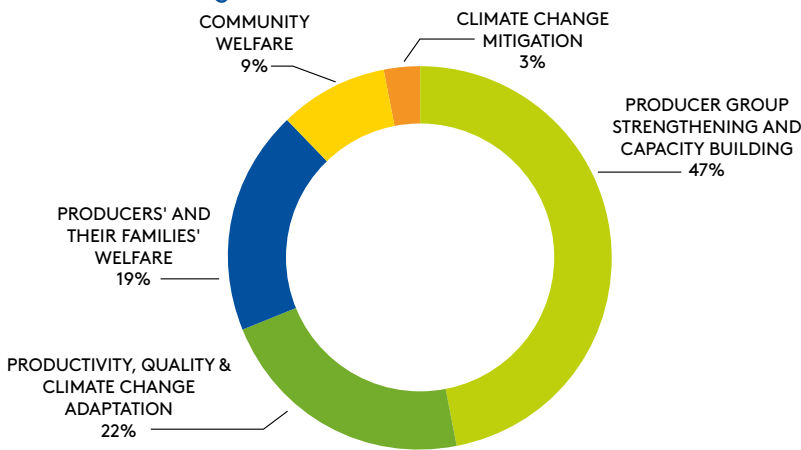
We have been working with Fairtrade International for over 20 years, and today we are the largest importer of Fairtrade-certified bananas in the world and Europe’s biggest supplier of Fairtrade bananas.

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.

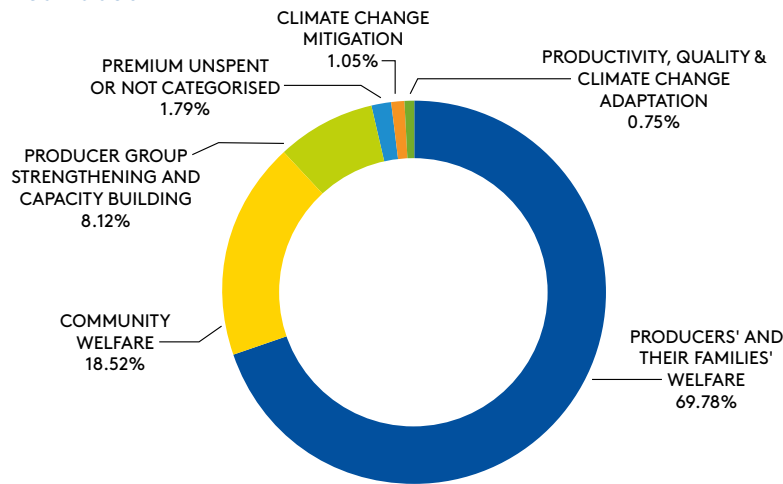
Between 2008 and 2023, our partnership with Fairtrade has contributed a total of US\$95.2 million for premium generation. Below are the latest numbers for 2023 (2024 data not available yet):

### PREMIUM USE IN FYFFES GLOBAL SUPPLY CHAIN

#### Small Producer Organisation



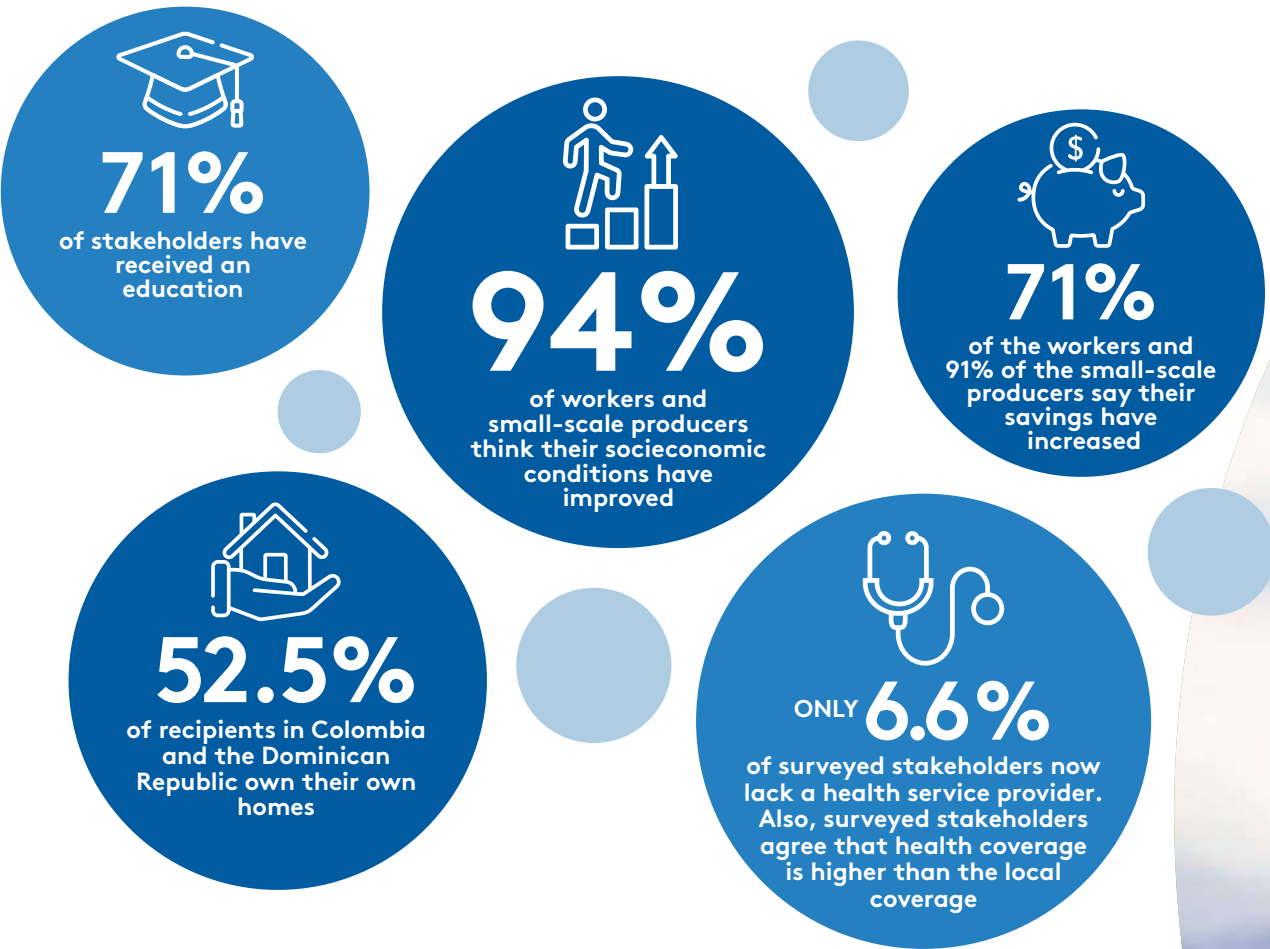
#### Hired Labour



In 2020 we conducted a Social Return of Investment (SROI) 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.



Fairtrade Premium is responsible for:



Productivity Improvement Plan

Since 2019, we and Co-op, a large UK customer, have co-funded four 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, 1,220 farmers in Colombia and the Dominican Republic have benefitted from the PIP.

PIP aims to improve soil health by promoting organic production methods and incorporating microorganisms and organic matter, which reduces the environmental footprint of banana production while improving resilience to extreme changes in climate through soil fertility and disease resistance.

Productivity and income in PIP farms showed on average 30% higher productivity and income compared to non-PIP farms. You can read a summary of the PIP programme [here](#).





# 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 contractors and directors. They 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.

## 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 Policy
- Global Data Privacy Policy
- Global Anti-Trust Policy
- Global Responsible Marketing Policy
- Global Data Privacy Policy
- Supplier Code of Conduct
- Supply Chain Due Diligence Policy

“

*The Fyffes Principles have been around now for four years, and we have made incremental changes to bring them right up to date. We know from our annual employee engagement survey that all our people are familiar with the Fyffes Principles and they understand what is expected of them.*

-Marina Souza, Fyffes Chief Legal and Compliance Officer

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## 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 both 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. In 2022, we transitioned to a new Hotline provider as the former provider did not meet the accessibility requirement.

In 2022, our CEO shared the first version of 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 Legal and Compliance Officer (Chair), the Chief Corporate Affairs Officer, the Chief Human Resources Officer, the Chief Financial Officer and the Ethics and Compliance Manager. The committee meets monthly 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](mailto:ethicscommittee@fyffes.com).





# Responsible Supply Chain, Compliance & Certifications

Our supply chain includes a combination of Fyffes-owned farms and long-term partnerships with major fruit suppliers. In some cases, these relationships extend to their affiliated cooperatives or direct agreements 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 remain committed to the ongoing identification, assessment, and management of risks across our operations and supply chain. This process is guided by evolving criteria and is responsive to emerging events and issues. Our approach to compliance is pragmatic and tailored, depending on the nature of our relationship with each operation. Whether these are owned or third-party operations, we always apply stringent compliance requirements across the chain—in farming, packing, and ripening.

Our Responsible Supply Chain department reports to the Chief Corporate Affairs Officer, alongside the Sustainability department. Together—and in close collaboration with key departments such as Supply Chain Sourcing, Materials Procurement, Health, Safety and Security, Ethics and Compliance, Legal, and Finance—they implement our strategy for responsible business conduct. This includes guiding, monitoring, and reporting on the application of due diligence policies and procedures across the company. The Responsible Supply Chain team is tasked with conducting due diligence across our supply chain, including risk assessments, supplier approvals, and ongoing monitoring through investigations, and both internal and external audits against the Fyffes Supplier Code of Conduct and other relevant standards. Their responsibilities also include anticipating regulatory and certification changes, training employees, farm managers, and HR personnel, and building capacity among smallholders. Additionally, the team stays informed on emerging risks and ensures that any audit findings are effectively addressed and fully implemented.

## Change in Approach

In 2024, Fyffes transitioned from an approach primarily focused on voluntary industry standards and certifications to a more robust model centred on internal oversight and proactive management of Human Rights and Environmental Due Diligence and Risk Management across our supply chain. As part of this shift, we established a dedicated **Ethics and Compliance** department, led by qualified legal professionals, to ensure alignment with ethical and legislative requirements across the markets where we have business and operate in. We also created the **Responsible Supply Chain** department, that includes an in-field knowledgeable and experienced team responsible for supply chain due diligence—including risk assessments, supplier approval and monitoring, human rights advocacy, and voluntary industry standards verification and follow-up.



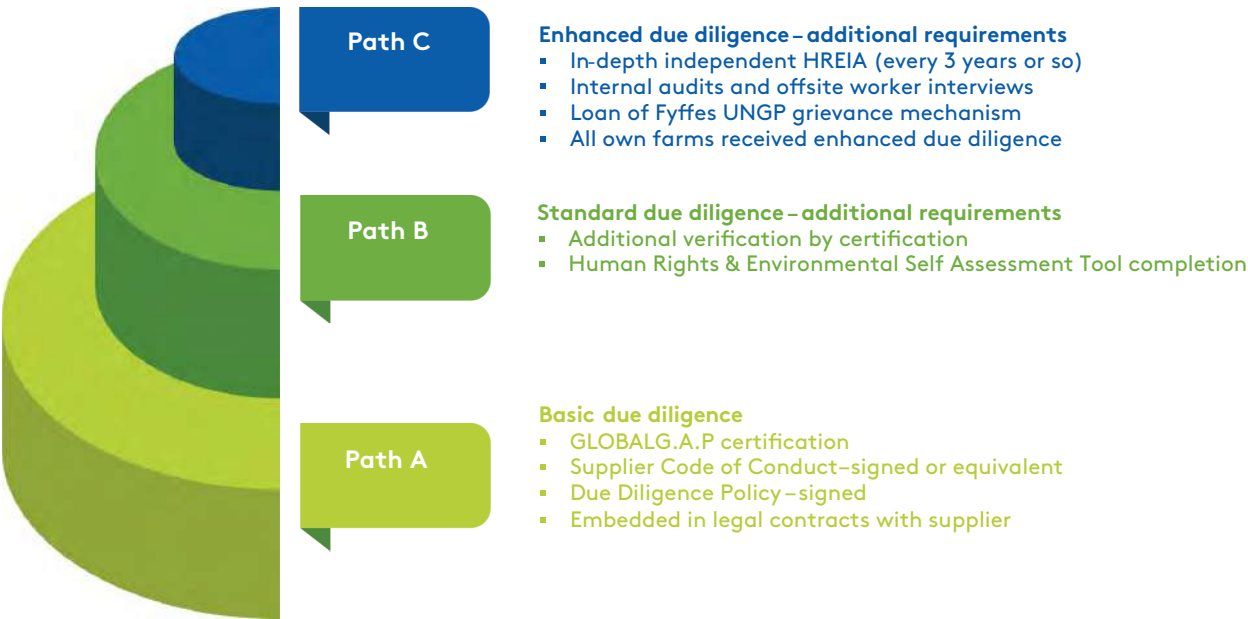


This strategic transformation is driven largely by evolving expectations in our key European markets, where upcoming legislation such as the Corporate Sustainability Due Diligence Directive (CSDDD) and the Corporate Sustainability Reporting Directive (CSRD) are setting new standards. As mentioned by our CEO Helge Sparsoe in his introduction, regardless of the current state of the EU Omnibus package, which may impact timing and scope of the legislation, we at Fyffes are committed to preparing our operations and supply chain for enhanced due diligence and data collection and reporting. For many years, we have based our approach to sustainability on the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises, amongst other conventions and international benchmarks, which are fully aligned with our core values and commitment to maintaining our role as a sustainability leader in the sector.

### Supplier Approval and Due Diligence

We manage the end-to-end process of reviewing and onboarding new partners into our supply chain. This entails handling sequential and parallel processes that involve several departments and expertise areas at once, each providing their risk scorings and findings. Prior to granting final approval, we coordinate on-site visits to supplier farms to conduct verification checks and quality assessments, while collecting relevant data about the production site for our internal database. In the last year we have processed 80 new farms. Suppliers are then assigned a risk classification—Path A, B, or C—based on a matrix of criteria, which determines the level of scrutiny applied during both the approval process and ongoing monitoring. We also support suppliers in applying for membership with appropriate compliance platforms and ensure continuous oversight through periodic reviews, field visits and training support of all approved suppliers. We also follow up with investigations on any human rights related issues raised about our supply chain by stakeholders.

#### Human Rights & Environment Due Diligence



### Auditing

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

Conducting full SMETA (SEDEX Members Ethical Trade Audit) assessments across all small farms is not feasible due to the high associated costs, which make it financially unviable. 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 customised 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 issues persist this is escalated and procurement from that farm can be (and in some rare instances has been) suspended as a last resort. We work closely with our supplier partners to avoid this drastic measure by quickly resolving non-conformances.

### Ethical Standards and Certification 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 around 1,200 suppliers that sell to us at any one time.

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, Sainsbury's, Albert Heijn, Tesco, 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. Fyffes is also leading in the optimisation and transformation in the unification of standards, with internal mechanisms and software developed for inductive, combined checklist implementation and more efficient use of time and resources.



Approach to Voluntary Standards 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 Responsible Supply Chain 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 SEDEX<sup>9</sup> 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

<sup>9</sup>SEDEX is a global membership organisation dedicated to driving improvements in ethical and responsible business practices in global supply chains.

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. As we expand the coverage of the four pillars of our Sustainability Strategy across more farms, we have seen an increase in the identification of environmental issues—such as water well permitting—due to more comprehensive assessments.

Over 2023 and 2024, 488 internal and external SMETAs were carried out in our supply chain—including our owned farms. A total of 315 external audits—including both complete and follow-up audits—were shared in SEDEX. The level of criticality of non-conformances is assigned automatically by SEDEX.

SMETA

Type of Audits	2023	2024
External Audits	144	171
Internal Audits	100	73

We have found that the most common issues relate to the lack of detailed worker attendance and entry/exit records, as well as 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.

Rio Principle

To protect the environment, we apply Principle 15 of the Rio Declaration of the United Nations Conference on Environment and Development (1992) which calls for a precautionary approach in the face of 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, including GRASP, SPRING, PSR, TR4 and other add-ons
- SMETA reviews carried out annually, internally and externally
- Rainforest Alliance certification of several of our farms and suppliers
- Residue testing on our fruits, alongside food safety related mock recalls
- Human Rights Impact Assessments
- GHG emissions inventory and life cycle assessment of our products



# Corporate Governance

At Fyffes, 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 in Switzerland.

The Board reflects the company’s private ownership. As of 30 June 2025, there were two executives (CEO and Chief Financial Officer (CFO)) and five 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 purpose—Shaping Wellbeing for the World—to the CEO, who sits on and leads the Executive Leadership Team of ten people. The Executive Leadership Team is diverse with four women, three Latin Americans, and nine different nationalities.

## Board of Directors Composition

All five non-executive directors are full-time employees of Sumitomo or its subsidiaries and typically have a relatively short tenure (less than two years). All five non-executive directors have extensive experience in leadership and management at senior levels within Sumitomo Corporation or of its subsidiaries, including fresh produce, finance, and people leadership. They include the CFO of Sumitomo Lifestyle Group; General Manager, Food Strategic Business Unit; CFO of Sumitomo Corporation Europe and General Manager Sumitomo Corporation.

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 Group Chief Financial Officer, Lifestyle Business Group.

We have one female director on the board and all members are over 50 years old.

In the Financial Year 2024<sup>10</sup>(FY24) 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 a succession plan for the CEO and senior management.

<sup>10</sup>April 1 2024 to March 30 2025



## 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 purpose of *Shaping Wellbeing for the World*. The FY24 global goals were as follows:

- 1. Excellence – Organisational and operational excellence in everything we do
- 2. Consumer at heart – Anticipating, understanding and meeting consumer needs
- 3. Innovation as a value driver – Setting the agenda and adding value end to end
- 4. People and culture – Winning Together through purpose and talent
- 5. Leading the sustainability agenda – Supporting our communities and stakeholders

At the most senior levels (Executive Leadership Team and Extended Leadership Team), bonuses are awarded according to meeting our profitability targets (60%) and strategic targets (40%). 20% of the strategic target’s component is dependent on achieving the global goals above. As a result, 8% of senior leadership’s total bonus is directly tied to the achievement of our sustainability objectives.

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.

## 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 CHRO reports to the Board on the organisation’s impact on people.

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 11 people who oversee our sustainability strategy, as well as supply chain due diligence, working with a range of committed individuals across the company. We also have sustainability and responsible supply chain people embedded into our operations in Honduras, Guatemala, Belize, the UK & Ireland and continental Europe.

## Establishment of an Ethical Compliance Function and Compliance Charter

In 2024, we strengthened our corporate governance framework with the formal establishment of the Ethics and Compliance Function. This function was created to ensure the highest standards of integrity and ethical conduct across all our operations and to embed compliance into our business culture. As part of this initiative, the Board of Directors approved the company’s first Compliance Charter, which clearly defines the roles, responsibilities, and guiding principles of the Ethics and Compliance Function.

## 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 on page 60 and published in our latest [Human Rights Report](#).

In addition to being the only company in our sector to have completed four 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. In 2024, we worked with Freshfel, the Brussels-based fresh produce association, to develop an industry double-materiality assessment, which will form the starting point for our double materiality analysis to be conducted later this year.



One of our important stakeholders is our parent company Sumitomo, which is represented through the participation of employees on the Board. One female Board member reflects two important constituencies within our priority stakeholder groups, notably our employees and consumers.

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 policies<sup>11</sup>.

**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. 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](#).

**Supply Chain Due Diligence**

In 2024, Fyffes implemented a series of improvements to how we manage third party risk of our growers. As a result of an independent human and environmental risks gap assessment, we implemented a separate Supplier Code of Conduct and Due Diligence Policy. Our supplier contracts require adherence to the Supplier Code of Conduct (or an equivalent) and the Due Diligence Policy. As part of this, Fyffes has established a Responsible Supply Chain department dedicated to ensuring environmental and social performance in its own operations and supply chain. More detail on these can be found on page 114.

<sup>11</sup><https://www.sumitomocorp.com/en/cis/sitecore/content/HQ/Home/ir/glossary>



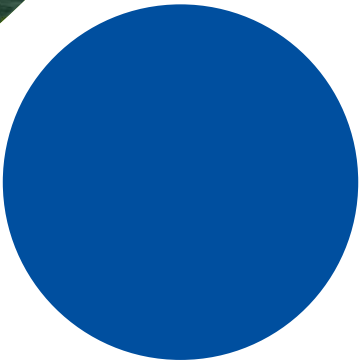
**Conflicts of Interest**

The Board oversees compliance with the Fyffes Principles and Supplier Code of Conduct. 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 Legal and Compliance Officer, who chairs our Ethics Committee. Our management of grievances and escalation to Sumitomo are outlined in the Fyffes Ethics Committee Terms of Reference & 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 August 2025.





# Reporting Methodology

**This is our third external sustainability report. It reflects the activities that occurred in the 2023 and 2024 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.**

Fyffes financial year report is from April 1 to March 31, which differs from the sustainability report reporting period, which is from January 1 to December 31. Going forward, Fyffes will publish an annual sustainability report. Our next report will cover the year 2025 and will be published in 2026.

This report focuses on topics that are important to Fyffes or the fruits and vegetables 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 at ensuring 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, mainly 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 the GRI 13 Agriculture Aquaculture and Fishing Sectors 2022. It was 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](mailto:infosustainability@fyffes.com).





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