



2024



Human Rights & Environment Due Diligence Report

Foreword

I am pleased to present Fyffes' **2024 Human Rights and Environmental Due Diligence Report**, which builds on the foundation we established in previous years and demonstrates our continued leadership in responsible business practices across our operations and extending that to our supply chain.

In 2024, we continued to embed human rights and environmental due diligence as a core part of how we do business. Guided by the UN Guiding Principles on Business and Human Rights and the forthcoming EU Corporate Sustainability Due Diligence Directive (CSDDD), we strengthened our governance systems, improved transparency, and deepened engagement with workers, suppliers, and communities across our global value chain.

This year, we enhanced our grievance and ethics framework by updating our Grievance Procedures, appointing a Global Ethics and Compliance Manager, and establishing clear Terms of Reference for the Fyffes Ethics Committee.

Our Responsible Supply Chain team continued to develop, transitioning from a focus on certifications and standards auditing, to proactive human rights due diligence, in-field investigation skills and working with other departments to ensure that our due diligence processes are embedded in our processes and systems across the company.

Our Sustainability team has consolidated close collaboration with suppliers to gather environmental, social and governance data, proactively working with suppliers to perform human rights and environmental due diligence. This team has also extended their engagement with local communities through socio-economic partnerships and our "**puertas abiertas**" programme.

Across our farms and supply chains, we advanced our Prevention and Mitigation Plan and we launched our Human Rights and Environmental Due Diligence self-assessment tool for our own farms and suppliers. We also introduced dedicated actions to promote mental health and wellbeing.

During 2025, Fyffes streamlined its portfolio through the sale of its seasonal melon business to a US based company, which will now operate on a 12-month supply basis. The choice of this company reflects our deeply-held commitment to responsible exit and allows us to focus on the growth of perennial produce.

As we look ahead, our focus remains on **continuous improvement, shared responsibility, and collaboration**. We will continue to invest in people and partnerships that promote decent work, resilient communities, and a healthy environment — staying ahead of regulatory expectations and delivering on our vision of Shaping Wellbeing for the World.



Caoimhe Buckley
Chief Corporate Affairs Officer
Fyffes

Human Rights & Environmental Due Diligence Framework



Human Rights & Environmental Commitment

Embedding international human rights and environmental standards in Fyffes' operations and supply chains.

- Global Human Rights
- Fyffes Principles (Code of Conduct)
- Supplier Code of Conduct
- Supply Chain Due Diligence
- Fruit Supplier Onboarding & Risk Management Procedure



Supply Chain Due Diligence

Ensuring robust, risk-based due diligence and supplier accountability.

- Supplier Risk Evaluation Score across 11 weighted criteria
- HREDD Self-Assessment Tool
- Independent gap analysis to identify system improvements
- Independent on-site HRIAs
- Strengthened supplier onboarding, audit and monitoring



Access to Remedy

Guaranteeing safe, transparent, and effective grievance mechanisms for all stakeholders.

- Grievance Mechanisms Procedure
- Fyffes Ethics Hotline
- Global Ethics Committee



Commitment to Human Rights and the Environment

Respect for human rights and protection of the environment continue to sit at the heart of how Fyffes does business. We believe that every person in our value chain should be treated with dignity, honesty and fairness, and that our operations should contribute to the wellbeing of people and the planet.

Our human rights and environmental commitments are guided by international frameworks including the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, the ILO Core Conventions, and the Universal Declaration of Human Rights. We apply these international standards wherever local regulations may be less stringent, ensuring consistent protection of rightsholders across all our sourcing regions.

In 2024-2025, we strengthened this foundation through a series of updated and newly issued policies and procedures that collectively define Fyffes' Human Rights and Environmental Due Diligence (HREDD) system:

1

Global Human Rights Policy

(Updated October 2024)

This policy operationalises Fyffes' commitment to international human rights standards across all our operations and supply chains. It outlines the company's obligations to identify, prevent, mitigate and remedy adverse human rights impacts, with a specific focus on protecting vulnerable groups such as women, children, migrant workers, and Indigenous peoples. The policy formalises governance oversight by the Board of Directors and the Chief Corporate Affairs Officer.

2

Fyffes Principles – Our Code of Conduct

(June 2024)

The Fyffes Principles serve as our internal Code of Conduct, articulating the values of Respect, Win Together, Thrive, Energy and Integrity. They guide employee behaviour and decision-making, and reinforce ethical conduct, transparency, and accountability in all activities. All Fyffes employees are trained on the Fyffes Principles.

3 Supplier Code of Conduct

(Launched in 2024)

Our Supplier Code of Conduct, revised in line with evolving legislation such as the EU Corporate Sustainability Due Diligence Directive (CSDDD), sets clear expectations for all business partners. It addresses human and labour rights, environmental protection, ethics, and integrity, requiring suppliers to implement their own due diligence systems and grievance mechanisms. The Code explicitly prohibits forced labour, child labour, discrimination and harassment, and mandates environmental management, climate risk assessment, and respect for Indigenous peoples' rights, including Free, Prior, and Informed Consent (FPIC).

4 Supply Chain Due Diligence Policy

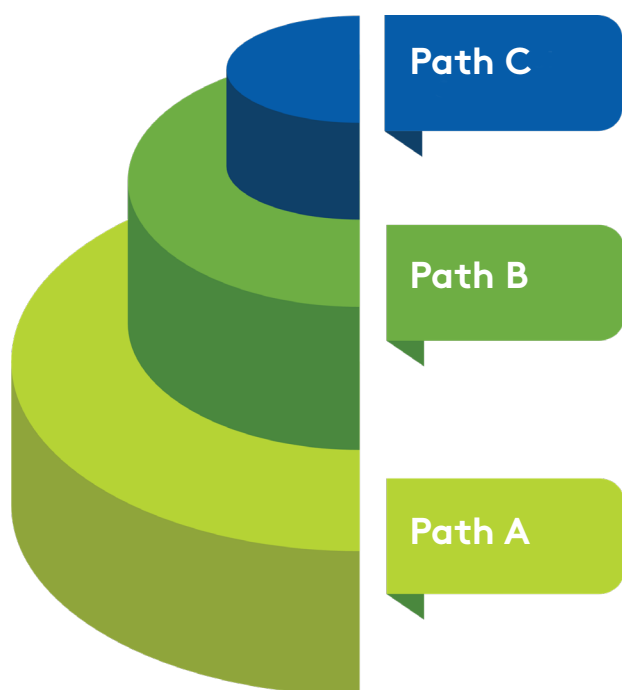
(December 2024)

This policy outlines Fyffes' structured approach to human rights and environmental risk management across its global supply chain. It defines the methodology for identifying, assessing, and addressing actual and potential risks through periodic company-wide or site-specific assessments, supplier audits and grievance processes. The policy also details the governance structure of the Human Rights and Environmental Due Diligence Committee, which oversees our Prevention and Mitigation Plan and reports progress quarterly.

5 Fruit Supplier Onboarding and Risk Management Due Diligence Procedure

(October 2024)

To operationalise the policies above, this procedure standardises supplier onboarding and risk evaluation across all fruit categories. It introduces a Supplier Risk Evaluation Score, based on 11 weighted criteria including financial, legal, environmental, and human rights performance. Depending on their score, suppliers are classified under Path A (Minimum), Path B (Standard), or Path C (Enhanced Due Diligence), ensuring that oversight intensity matches the supplier's risk profile. All suppliers must sign the Supplier Code of Conduct and complete Fyffes' Human Rights and Environmental Impact self-Assessment Tool. This system applies to all new suppliers immediately and will cover 100% of existing suppliers by 2027.



Enhanced due diligence – additional requirements

- In-depth independent Human Rights and Environmental Impact Assessment
- Internal audits and offsite worker interviews
- Loan of Fyffes UNGP grievance mechanism
- All Fyffes' farms receive enhanced due diligence

Enhanced due diligence – additional requirements

- Additional verification by certification
- Human Rights & Environmental Self Assessment Tool completion

Basic due diligence

- GLOBALG.A.P certification
- Supplier Code of Conduct – signed or equivalent
- Due Diligence Policy – signed
- Embedded in legal contracts with supplier

Together, these policies form a comprehensive due diligence framework that aligns Fyffes with upcoming CSDDD requirements and best international practice. They strengthen accountability, promote transparency and ensure that both Fyffes and its partners uphold the highest standards of ethical conduct, human rights protection and environmental stewardship.



HREDD Governance and Oversight

These policies operate within Fyffes' integrated Human Rights and Environmental Due Diligence (HREDD) governance system. The Corporate Affairs Department provides overall strategic direction and ensures alignment with Fyffes' sustainability and regulatory commitments. The Responsible Supply Chain Department implements these policies through supplier onboarding, audits and capacity-building activities, supported by internal specialists in health and safety, legal compliance and sustainability. Oversight of progress is ensured by the Human Rights

and Environmental Due Diligence Committee, a cross-functional body that meets quarterly to review performance against the Prevention and Mitigation Plan and escalate findings to the Executive Leadership Team and the Board of Directors. The Ethics Committee—comprising senior representatives from Legal and Compliance, Corporate Affairs, Finance and Human Resources—monitors grievances and remediation, ensuring that issues raised through the Fyffes Ethics Hotline and other mechanisms are addressed transparently and without retaliation.

Together, this coordinated structure ensures that Fyffes' HREDD commitments are embedded at every level of decision-making, from supplier engagement to board oversight, reinforcing accountability and continuous improvement across the company's global operations.

Fyffes' Human Rights & Environmental Due Diligence (HREDD) Governance Structure



Fyffes' integrated HREDD governance ensures accountability from field to board level, embedding human rights and environmental due diligence into every stage of decision-making.



Salient Human Rights and Environmental Risks

Fyffes regularly assesses the actual and potential impact of its operations and supply chain on human rights and the environment in line with the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises. This process combines findings from independent Human Rights Impact Assessments (HRIAs), supplier audits, stakeholder engagement, and community needs assessments, all overseen by the Human Rights and Environmental Due Diligence Committee.

An external human rights consultancy recently conducted an independent gap analysis to review progress since our 2023 company-wide assessment and confirmed that Fyffes' salient human rights risks remain broadly consistent, while identifying areas where management systems have been strengthened and where further action is required.



Affected Stakeholders and Fyffes Updated Related Salient Human Rights



FYFFES UPDATED 2025 SALIENT HUMAN RIGHTS ISSUE

1. Occupational Health and Safety
2. Violence and Harassment at work (incl. Gender-Based Violence)
3. Non-discrimination and Equal Opportunity
4. Right to Just and Favourable Conditions of Work including Right to Rest, Leisure and Family Life
5. Workers' Rights to Representation, Freedom of Association and Collective Bargaining
6. Right to Adequate and Decent Housing Accommodation (Workplace Accommodation) **NEW**
7. Child Labour
8. Responsible Recruitment, Prevention of Exploitation of Vulnerable Migrant Labour, Forced Labour and Bonded Labour
9. Right to Work and Adequate Standard of Living (incl. living incomes for smallholders)
10. Human Rights in Conflict-Affected and High-Risk Areas (CAHRAs) incl. Security and Physical Integrity of Peoples
11. Access to Effective Grievance Mechanisms and Remedy
12. Communities' Health, Natural Resources, Climate Change-Resilience and Right to a Healthy Environment Free from Contamination
13. Communities' Right to Information and Participation (Community Engagement)
14. Indigenous Peoples' Rights, including Land Rights **NEW**
15. Responsible Marketing Practices
16. Food Safety and Impact on Consumer Health

"Affected stakeholders" in the UN Guiding Principles are those individuals whose human rights may be impacted by the company's operations, products or services (UNGPS Interpretative Guide).

Newly Identified Salient Issues:

Indigenous Peoples' Rights and Land Rights:

Reflecting the growing importance of Free, Prior, and Informed Consent (FPIC), particularly in regions with Indigenous and tribal populations. Fyffes and our suppliers operate in communities where Indigenous Peoples live and participate in our workforce, including Mayan peoples in Belize. In the coming years, we will work with key strategic suppliers on community mapping, including the identification of Indigenous and tribal peoples.

Right to Adequate and Decent Housing

(Workplace Accommodation): Recognising that worker accommodation conditions — including sanitation, ventilation, and safety — are integral to human dignity and occupational health.

Fyffes and some of our suppliers provide accommodation

at a safe distance from farms to protect workers' health and wellbeing.

Our risk assessments also examine how environmental degradation and other adverse effects on the environment influence the human rights of affected stakeholders, helping us to better identify and more effectively address these interrelated issues.

We have undertaken a Climate Change Risk Assessment to understand the impact of climate change on our operations and surrounding communities and develop adaptation plans. We have a greenhouse gas emissions reduction target and are working on a transition plan to reduce our emissions, as well as mitigate the impact of climate change on our operations.

Summary of Salient Risks

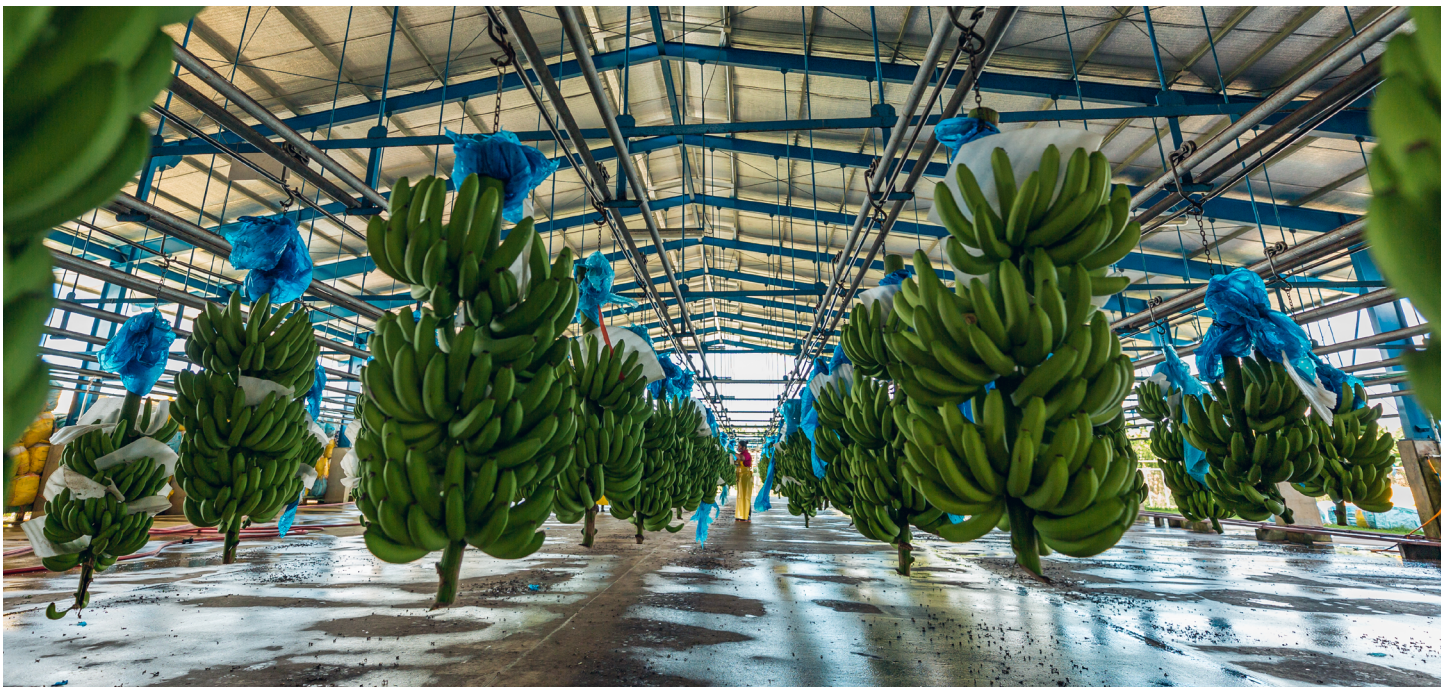
Salient Risk	Rightholders	Potential Impact on People and Environment
Occupational Health and Safety Agricultural work exposes employees to physical, chemical, and ergonomic hazards, including pesticide exposure, heat stress and heavy manual labour.	Workers (Direct and Supply Chain including smallholders' workers)	People: Injuries, illness or chronic health conditions due to unsafe practices or inadequate protective equipment. Environment: Improper chemical use or waste handling can lead to soil and water contamination.
Violence and Harassment at Work (Including Gender-Based Violence) Risks include verbal, physical or sexual harassment, discrimination in workplaces, particularly affecting women and vulnerable workers.	Workers (Direct and Supply Chain including smallholders' workers)	People: Physical and psychological harm, reduced job security and perpetuation of gender inequality.
Non-Discrimination and Equal Opportunity Risks include gender, ethnic or age-based discrimination in hiring, pay and promotion. Barriers may persist for women, Indigenous workers or migrants.	Workers (Direct and Supply Chain including smallholders' workers)	People: Limited access to decent work and economic empowerment.
Right to Just and Favourable Conditions of Work including Right to Rest, Leisure and Family Life Workers may face long working hours, limited rest periods and insufficient work-life balance due to productivity pressures.	Workers (Direct and Supply Chain including smallholders' workers)	People: Fatigue, stress and reduced wellbeing due to excessive working hours, insufficient rest, potential impacts on family life and gender equality. Environment: Overwork or understaffing may increase risks of unsafe practices, potentially leading to improper handling of agrochemicals or waste.
Workers' Right to Representation, Freedom of Association and Collective Bargaining In some regions, workers face barriers to organising or negotiating collectively due to local laws or management practices. Ensuring freedom of association (the right to join or not join a union or worker-management committee) is key to maintaining trust and fair labour relations.	Workers (Direct and Supply Chain including smallholders' workers)	People: Lack of voice and negotiation power can perpetuate unfair working conditions and limit access to remedy. Environment: Weak social dialogue can hinder joint environmental and safety improvements.
Right to Adequate and Decent Housing Accommodations (Workplace Accommodation) Where company-provided or supplier-provided housing exists for seasonal or migrant workers, there is risk of substandard conditions related to space, sanitation, water and privacy.	Workers (Direct and Supply Chain including smallholders' workers)	People: Health and dignity impacts from inadequate housing, including communicable disease risk and psychosocial stress. Environment: Poor sanitation and waste management can contaminate local water sources and surrounding environments.

Salient Risk	Rightsholders	Potential Impact on People and Environment
Child Labour Risk of child labour is most prominent in uncertified smallholder settings where family labour is common.	Workers (Direct and Supply Chain including smallholders' workers)	People: Harm to children's education, health and development.
Responsible Recruitment, Prevention of Exploitation of Vulnerable Migrant Labour, Forced Labour and Bonded Labour Risk relates to the recruitment and treatment of migrant and temporary workers and covers exposure to unethical practices such as charging recruitment fees, deception, document retention, or exploitative labour agencies.	Workers (Direct and Supply Chain including smallholders' workers)	People: Migrant and temporary workers may face economic coercion, restricted freedom, and discriminatory or abusive treatment, leading to loss of income, dignity and wellbeing if recruitment is not responsibly managed.
Right to Work and Adequate Standard of Living (incl. living incomes for smallholders) Access to stable, fair, and adequately paid work remains a fundamental human right for workers and smallholders. In some sourcing regions, prevailing wages or income levels remain below living wage or living income benchmarks, limiting the ability of workers and farmers to meet basic needs. Economic vulnerability can be exacerbated by market volatility, inflation and unequal value distribution along the supply chain.	Workers (Direct and Supply Chain including smallholders' workers)	People: Low or unstable incomes can lead to poverty, food insecurity, limited access to healthcare and intergenerational inequality. Environment: Economic vulnerability can limit farmers' or suppliers' ability to invest in sustainable agricultural practices or environmental stewardship.
Human Rights in Conflict-Affected and High-Risk Areas (CAHRAs) including Security and Physical Integrity of People Operating or sourcing in CAHRAs can expose workers and communities to threats from crime, social unrest or abusive security practices if not managed through a human rights lens.	Workers (Direct and Supply Chain including smallholders' workers) Affected Communities	People: Risks to life, liberty and physical integrity; intimidation or abuse linked to public or private security actors.
Access to Effective Grievance Mechanisms and Remedy Ensuring that workers and communities can safely raise concerns and access remedy remains essential to Fyffes' human rights due diligence framework. Barriers may include lack of awareness, fear of retaliation or limited accessibility.	Workers (Direct and Supply Chain including smallholders' workers) Affected Communities	People: Unresolved grievances can perpetuate harm and erode trust. Environment: Environmental complaints may go unreported, delaying mitigation.

Salient Risk	Rightholders	Potential Impact on People and Environment
Communities' Health, Natural Resources, Climate-Change Resilience and Right to a Healthy Environment Free from Contamination Agricultural production can contribute to deforestation, water pollution and climate vulnerability. Community health can be impacted by pesticide exposure and waste management practices.	Affected Communities	People: Exposure to chemicals and reduced access to clean water. Environment: Degradation of soil, water and biodiversity.
Communities' Right to Information and Participation (Community Engagement) Fyffes' farming and sourcing activities intersect with local communities and Indigenous lands. Risk that potentially affected communities are not identified, meaningfully engaged in line with business and human rights standards, nor adequately informed or consulted on business decisions that may impact their health, environment or livelihoods. The risk is exacerbated in Fyffes' supply chain.	Affected Communities	People: Threats to livelihoods, land access and cultural identity. Environment: Water stress, deforestation or biodiversity loss due to land-use change.
Indigenous Peoples' Rights, including Land Rights Operations and sourcing may intersect with Indigenous territories or customary lands, where inadequate consultation, FPIC gaps, or unclear tenure can lead to conflict and adverse impacts on cultural heritage and livelihoods.	Affected Communities	People: Loss of land access, cultural erosion and loss of control over land and decision-making if Free, Prior and Informed Consent (FPIC) is not fully respected. Environment: Land-use change, biodiversity loss and degradation of ecosystems that Indigenous communities steward.
Responsible Marketing Practices Marketing and product claims (e.g., sustainability, health) carry risks of misleading consumers or greenwashing if substantiation or governance is weak.	Consumers	People: Consumer trust and informed choice can be undermined. Environment: Misaligned claims may shift focus away from genuine environmental performance improvements.
Food Safety and Impact on Consumer Health Fresh produce safety depends on robust controls for pesticide residues, hygiene, water quality and traceability throughout farms, packing ripening, and distribution.	Consumers	People: Acute or chronic health impacts to consumers from contaminated or non-compliant products. Environment: Overuse or mismanagement of agrochemicals can affect soil and water quality, indirectly influencing food safety risks.

Our Approach to Prioritisation

Fyffes prioritises risks according to their **severity, likelihood, and management capacity**, consistent with the UNGPs. This approach ensures continuous improvement and accountability across all risk categories.





Progress, Prevention and Mitigation Plan

In our 2022 Human Rights Report we committed to a number of actions to prevent, mitigate or remediate our salient human rights risks. The table below highlights our action plan and any progress made as well as introducing new commitments and newly identified risks based on the latest assessment.

The Human Rights and Environmental Due Diligence Committee meets quarterly to review the progress towards our plan.

Risk:
Access to Effective Grievance Mechanisms and Remedy

Commitment	Progress	Details
Switch to a new hotline provider with better mobile access	<div>COMPLETED</div> <div>100%</div>	<p>Fyffes is constantly improving its Fyffes Ethics Hotline. We recently upgraded to a new, modern, secure and confidential communication channel where anyone —employees, contractors or partners— can raise concerns, openly or anonymously, at any time. However, in November 2025, Fyffes changed hotline provider again as the previous provider had accessibility issues with complainants waiting up to 45 minutes to speak to a Spanish-language operator.</p> <p>In 2025 we saw a 171% increase in grievances received since 2024.</p> <p>We believe this is resulting from increased confidence in the hotline. As of November 2025, we’ve received 87 grievances.</p>

Commitment	Progress	Details
Assess the effectiveness of our existing operational-level grievance mechanisms to ensure they are accessible and effective for all workers and affected communities throughout our supply chain	<div>COMPLETED</div> <div>100%</div>	We conducted an accessibility and effectiveness assessment of the Fyffes Ethics Hotline, using the UN Guiding Principles' effectiveness criteria as a guide.
<div>New commitment by 2026</div> <p>Conduct an awareness campaign to promote available grievances mechanisms, the Grievances Procedures and our non-retaliation policy. Include questions in annual employee engagement survey to gather feedback on the perceived accessibility and effectiveness of grievance mechanisms, including level of trustworthiness of these mechanisms and non-fear of reprisals.</p>		
Improve communication about the Fyffes Ethics Hotline to enhance workers' and community members' understanding and use of the service	<div>COMPLETED</div> <div>100%</div>	Communication with employees about the Fyffes Ethics Hotline is continuous. We also inform communities via our "puertas abiertas" programme. We want to increase our communication with communities and external stakeholders in the coming years.
<div>New commitment by 2026</div> <p>Conduct an awareness campaign to promote available grievances mechanisms, the Grievances Procedures and our non-retaliation policy.</p>		
Review our existing processes to verify and provide, or cooperate to provide, remediation in case of adverse human rights impacts that we might have caused or contributed to	<div>COMPLETED</div> <div>100%</div>	Fyffes updated its Grievances Procedures and circulated them globally. Fyffes named a Global Ethics and Compliance Manager. Fyffes developed Terms of Reference for the Fyffes Ethics Committee.

Risk:

Child Labour

Commitment	Progress	Details
<p>Enhance the scope of risk assessment processes to ensure they effectively capture child labour risks throughout our supply chain</p>	<p>COMPLETED</p> <p>100%</p>	<p>We enhanced our risk assessment to better capture child labour risk. For more details on our process, please refer to our report on Child Labour Due Diligence in the Supply Chain.</p> <p>We also recently assessed the risk for our new plantain suppliers and will start engaging with them in 2026 (see action below).</p>
<p>Engage and support suppliers to raise awareness about the risk of child labour in the countries of operations and supply chains that are most exposed, especially those relying on smallholdings</p> <p>Original deadline: March 2025 Revised: December 2026</p>	<p>NOT STARTED</p> <p>0%</p>	<p>We have been collaborating with our previous plantain supplier on an independent, multi-faceted programme aimed at preventing and mitigating child labour. However, last year this supplier ceased selling to us. We are now exploring opportunities to establish a similar initiative with our new plantain suppliers.</p> <p>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 for Haitian migrant workers in the Dominican Republic. Roadmap actions address child labour root causes.</p>
<p>Apply UNICEF's Children's Rights and Business Principles to assess risks to child rights within our supply chain</p>	<p>COMPLETED</p> <p>100%</p>	<p>We have completed this exercise. More details can be found in our report on Child Labour Due Diligence in the Supply Chain</p>
<p>New commitment by 2027</p> <p>Participate in programmes to promote youth employment, skills development and job training opportunities for young workers above the minimum age for employment</p>		

Risk:

Workers' Right to Representation, Freedom of Association and Collective Bargaining

Commitment	Progress	Details
Ensure 100% completion of freedom of association and collective bargaining training for managers	<div>COMPLETED</div> <div>100%</div>	All managers, whether currently in post or newly appointed, are required to complete a mandatory human rights and Fyffes Principles training that includes freedom of association and collective bargaining. In addition, they must also complete a separate, dedicated training specifically focused on freedom of association and collective bargaining.
Continue building collaborative dialogues with union members, trade union representatives and workers' committees	Ongoing	<p>We are a founding member of the World Banana Forum and participate in Working Group 3 – Labour Rights.</p> <p>Fyffes has held several meetings with trade unions present in its own farms between 2024 and 2025.</p> <p>Ad hoc engagement at corporate level with Latin American unions SITRAP, COLSIBA, ANEP and IUF</p>
<div>New commitment by 2026</div> <p>Ensure consistent implementation of social dialogue practices across all owned farms by establishing internal guidance and minimum standards on the frequency, format, and documentation of union engagement, to promote coherence and accountability across all Fyffes farms.</p> <p>Improve the existing tracking tool by clearly recording the topics discussed during each meeting and ensuring that meeting minutes or summaries are easily accessible on the internal platform to relevant stakeholders.</p> <p>Promote fair, inclusive, and transparent worker committees by strengthening election processes, avoiding multiple mandates, and ensuring representation of women and underrepresented groups.</p>		
Support our suppliers to ensure they respect their workers' right to freedom of association and collective bargaining	<div>COMPLETED</div> <div>100%</div>	<p>We encourage suppliers to conduct freedom of association training using our YouTube material https://www.youtube.com/@FyffesGlobal</p> <p>In addition, numerous meetings were held with Fyffes suppliers, particularly in Costa Rica and Colombia, to follow up on the progress of mitigation and remediation action plans.</p> <p>These meetings provided an opportunity for suppliers to ask questions, seek clarification and exchange with Fyffes teams on practical implementation challenges including freedom of association and dialogue with unions.</p>

Risk:

Non-discrimination and Equal Opportunity

Commitment	Progress	Details
<p>Perform gender pay gap analysis in all our owned operations and achieve our gender pay equality target</p>		<p>Following the completion of the study and job architecture in FY2026, HR will conduct a comprehensive review to identify key strengths and areas for improvement. The first outcome of the Pay Transparency analytics is expected to be reviewed before the end of calendar year 2025. This will enable us to apply for Phase 1 of the Universal Fair Pay Certification with the Fair Pay Innovation Lab. During this phase, we will identify the key pay drivers within Fyffes, analyse pay gaps across our European entities, and assess our pay equity position in alignment with the EU Directive.</p> <p>The insights gained will inform our evaluation of potential gaps and support the development of a structured transition plan designed to mitigate and progressively reduce any potential gaps. Our approach will focus on targeted actions, measurable progress and transparent reporting to ensure alignment with our gender pay gap objectives and compliance with gender pay gap reporting & pay transparency regulations across the EU.</p> <p>At the farm level, Fyffes owned farms and significant number of suppliers complete the IDH salary matrix, which includes gender-disaggregated data by job function. There is no gender discrimination in pay at farm-level for men and women in the same role.</p> <p>In 2024, Fyffes began a partnership with the Fair Pay Innovation Lab, entering a three-year Pay Equity Certification Process to strengthen its commitment to pay transparency and equity.</p> <p>UK Gender Pay Gap Report 2024 is publicly available on Fyffes website. On track for EU Pay Transparency Reporting in 2027</p>
<p>New commitment by 2027</p>		
<p>Finalise and implement the Compensation Policy, ensuring it includes measures for pay equity monitoring and remediation mechanisms.</p>		
<p>Continue to track our recruitment of workers belonging to minority unions</p>		<p>We are tracking the quantity of minority union representation.</p> <p>Fyffes Global Diversity and Inclusion Policy (October 2024) explicitly recognises union affiliation as a potential ground for discrimination and affirms a zero-tolerance approach.</p> <p>All managers, whether currently in post or newly appointed, are required to complete a mandatory human rights and Fyffes Principles training that includes freedom of association and collective bargaining. In addition, they must also complete a separate, dedicated training specifically focused on freedom of association and collective bargaining.</p>

Commitment	Progress	Details
<p>Survey all employees on their diversity characteristics</p> <p>By 2026</p>		<p>Our 2025 Employee Engagement Survey included questions on diversity characteristics, including sexual orientation, gender, race/ethnicity, disability and belonging to a minority group. The survey did not include all farm or ripening centre employees.</p> <p>Results were disaggregated (where voluntarily disclosed) by ethnic/racial minority status, LGBTQI+ identity, other minority group affiliation and disability. Analysis of 2025 survey includes gender-based data segmentation to support targeted actions promoting inclusion of women in the workplace.</p>
<p>New commitment by 2026</p> <p>Clearly communicate to employees how their anonymous input informs D&I strategy and workplace improvements.</p> <p>Accompany future diversity surveys with strong confidentiality safeguards and transparent communication to address legitimate concerns, particularly regarding the collection of sensitive data from minority groups and falling under the EU 2016/679 on General Data Protection Regulation.</p>		
<p>Ensure hiring policy in melon operations is understood by seasonal and permanent workers</p>		<p>Published updated hiring policy for melon operations and explain the policy to potential workers</p> <p>Elimination of “caporal” recruitment process</p> <p>The hiring policy outlines non-discrimination, including trade union affiliation.</p> <p>In October 2025, Fyffes sold its melon operations to a US melon business.</p>
<p>Extend diversity and inclusion beyond gender</p> <p>By 2026</p>		<p>In-person training in PMS Belize operations on “Preventing Discrimination and Advancing Inclusion of Indigenous Employees”, tailored to local realities completed in December 2025.</p> <p>We are currently defining our future Diversity & Inclusion targets and plan to publish it during 2026.</p>

Risk:

Violence and Harassment at work (Including Gender-based violence)

Commitment	Progress	Details
<p>Establish dedicated training for gender-based violence and harassment, and roll it out to Latin America</p>		<p>Training provided to all employees.</p> <p>Our local policy on sexual harassment in Costa Rica has been published</p> <p>Email address established for cases of sexual harassment in Costa Rica</p> <p>A local ethics committee was established in Costa Rica, initially focusing on sexual harassment</p> <p>All employees required to disclose familial and intimate relationships within reporting lines</p> <p>Global Anti-Violence and Harassment Policy updated in October 2025</p> <p>Additional specific training on Complaints Handling regarding Workplace Violence, Harassment and Sexual Harassment for managers delivered by a third-party in February 2025</p>
<p>Extend anti-harassment and bullying training to farm and ripening centre employees</p> <p>Ensure 100% completion of online anti-harassment and bullying training</p> <p>Original deadline: December 2025 Revised: 2026</p>		<p>Online anti-harassment training and bullying completed by 89% of eligible participants</p> <p>In-person training rolled out to UK and Ireland ripening centres</p> <p>In-person training completed in some farm locations</p>
<p>Extend gender equality training to offices and ripening centres</p> <p>Original deadline: December 2026 Revised: 2027</p>		

Risk:

Occupational Health and Safety

Commitment	Progress	Details
Develop and implement Fyffes H&S Management System based on ISO 45001 Original deadline: Latin America: May 2025 / Other regions: 2026 Revised: Owned farms in Costa Rica: 2025 Extension to rest of Latam: 2026		<p>Gap analysis and strategic plan to achieve ISO 45001 standard completed in 2024.</p> <p>Deployment of key system components (management review, monitoring, event reporting, continuous improvement tools) in Costa Rica owned banana farms.</p> <p>Serious Incident and Fatality Prevention Programme deployed in Fyffes owned farms, in Latin America and Ireland and UK ripening centres.</p>
Deploy behaviour based safety programme for Latin America operations		<p>Behaviour Change Programme “I take care of myself” and Serious Incident and Fatality Prevention Programme deployed in Fyffes owned farms in Latin America and Ireland and UK ripening centres.</p>
Continue road safety campaign across our operations and supply chain in Latin America		<p>Road safety campaigns were conducted across Fyffes’ owned farms between 2024 and 2025.</p>
Support suppliers with health and safety training		<p>In 2024 Fyffes updated its Global Health and Safety Policy, alongside clear H&S expectations in the Supplier Code of Conduct.</p> <p>This includes the commitment to annual capacity-building for suppliers and collaboration on preventive measures to reduce occupational risks.</p> <p>Delivered Occupational Health and Safety training and provided H&S management tools to suppliers in Belize and used the Global Supplier Event in Madrid to present OHS systems and lessons learned to our strategic suppliers.</p>

Commitment	Progress	Details
<p>Develop mental health support measures as part of our health and wellness philosophy</p>	<p>COMPLETED</p> <p>100%</p>	<p>Annual Employee Engagement Survey, which consistently includes questions related to mental health ensuring regular visibility on this issue.</p> <p>The 2025 Employee Engagement Survey indicates measurable progress in mental health awareness, and Fyffes is generally perceived as a “safe place to work.” Employee assistance programmes are now available globally.</p> <p>First mental health month launch in 2025 with various sessions and support provided to employees.</p> <p>First Mental Health & Wellbeing Half-Day Off in October 2025</p>
<p>New commitment by 2026</p>		
<p>Update Global Health and Safety Policy to address psychosocial risks such as stress, burnout or mental fatigue. Train managers and supervisors on how to identify early signs of stress and burnout.</p>		

Risk:

Human Rights in Conflict-affected Areas and High-risk Areas (CAHRAs) including Security and Physical Integrity of People

Commitment	Progress	Details
<p>Ensure security guards are trained in line with the Voluntary Principles on Security and Human Rights</p> <p>By March 2025</p>	<p>COMPLETED</p> <p>100%</p>	<p>All security personnel has been trained in these protocols as well as the Voluntary Principles on Security and Human Rights.</p>
<p>New commitment by 2026</p>		
<p>Finalise, launch and roll out the Global Security Guard Policy, targeted training on the policy to internal teams and contracted security providers.</p>		
<p>New commitment by 2027</p>		
<p>Support suppliers in accessing training on security and human rights, leveraging the materials developed and deployed for Fyffes’ own operation</p>		

Commitment	Progress	Details
<p>Enhance our due diligence assessments in CAHRAs</p>	<p>COMPLETED</p> <p>100%</p>	<p>We identified CAHRAs. In accordance with Due Diligence Policy, we will conduct enhanced due diligence where needed.</p>
<p>New commitment by 2026</p>		
<p>Improve and enrich local-level criteria in the CAHRA identification procedure to reflect the full spectrum of conflict-affected and high-risk contexts.</p>		
<p>New commitment by 2027</p>		
<p>Provide guidance and tools for suppliers to conduct their own human rights due diligence in CAHRAs, aligned with international standards.</p>		
<p>Ensure at-risk workers have access to safe transportation or propose a “safety buddy” system for workers travelling at times of heightened safety risks</p>	<p>Cancelled</p>	<p>The scope of this action was for Fyffes’ former melon operations in Honduras where a diagnostic was conducted, including interviews with workers to map routes and distances between farms and their homes, and a risk assessment was carried out to better understand security risks faced by workers on their way to work and back home.</p> <p>In October 2025, Fyffes sold its melon operations to a US based melon business, thus these two projects are no longer supported by Fyffes.</p>
<p>New commitment by 2027</p>		
<p>Support suppliers in accessing training on security and human rights, leveraging the materials developed and deployed for Fyffes’ own operation.</p>		
<p>Provide training to employees on security risk in high-risk areas. Tailor the training to the local context (“last-mile” safety risks, especially for women workers, encourage group travel among employees, first aid, risk awareness, and appropriate responses to severe aggression or threats, tailored to local contexts.)</p>		

Risk:

Right to Just and Favourable Conditions of Work including Right to Rest, Leisure and Family Life

Commitment	Progress	Details
Engage and train supervisors on owned farms to prevent excessive working hours and overtime beyond limits in line with international standards (60 hours)	<div>COMPLETED</div> <div>100%</div>	<p>We reviewed overtime management on our farms and identified excess overtime as an ongoing concern and non-conformance against several standards and certifications</p> <p>We implemented a new system of control to ensure compliance</p>
<div>New commitment by 2027</div> <p>Work closely with suppliers where excessive working hours and overtime has been identified as a high risk in internal audits or independent HRIAs by establishing remediation and mitigation plans and following-up closely on them.</p>		
Enhance assessment processes to ensure they effectively capture living wage and employment conditions risks throughout our supply chain	<div>COMPLETED</div> <div>100%</div>	<p>Our banana and pineapple farms and suppliers completed the annual IDH Living Wage Salary Matrix, comparing workers' average wage and in-kind benefits against their country's living wage benchmark</p>
Work with customers to roll out a road map to living wage solutions for workers in our supply chain	<div>COMPLETED</div> <div>100%</div>	<p>We have established plans with our customers supporting living wage to close living wage gaps in their supply chains via voluntary contributions or the Fairtrade Living Wage Differential.</p> <p>We are paying Living Wage in our own farms in Belize.</p>
<p>Work with suppliers to better understand working conditions at ports, terminals and shipping operations</p> <p>Original deadline: December 2025 Revised: March 2027</p>	<div>NOT STARTED</div> <div>0%</div>	<p>This is an emerging area of focus for Fyffes, and a formal supplier engagement or due diligence process to evaluate working conditions or potential human rights impacts in port, terminal, and shipping operations has not yet been established.</p>

Risk:**Right to Work and Adequate Standard of Living
(including living income for stallholders)**

Commitment	Progress	Details
Continue calculating the living wage gaps and mapping suppliers' gaps		Our banana and pineapple farms and suppliers are required to complete the IDH Living Wage Salary Matrix, which compares workers' average wage and in-kind benefits against the applicable country living wage benchmark
Initiate a project to deepen our understanding of living income for smallholders By 2026		We are currently developing a living income pilot project in collaboration with one of our UK customers, Fairtrade and CLAC.
Continue to support livelihood generation programmes including the production and processing of alternative crops in the off-season and alternative livelihood generation By 2027		Programmes to support livelihoods and production of alternative crops: <ul style="list-style-type: none"> Honduran and Guatemalan corn planting project for employees, families and communities. School garden projects in Guatemala to improve access to fresh produce for students and their families In October 2025, Fyffes sold its melon operations to a US-based melon company so will not continue with these projects. <ul style="list-style-type: none"> Livelihood generation projects being developed with <u>CARE</u> in Costa Rica
New commitment by 2028		
Ensure the development and evaluation of Trudi's project in Matina between 2026 and 2027 to assess the impact on women's empowerment, livelihoods and nutrition, and track outcomes over time.		
New commitment by 2030		
Identify and pursue additional partnerships with expert NGOs, development actors to replicate integrated models combining income generation, food security, and vulnerable groups protection.		
Partnering with our customers to find ways to close the living wage gap		We have established plans with our customers supporting living wage to close living wage gap in their supply chains via voluntary contributions or the Fairtrade Living Wage Differential. We are also paying Living Wage in our own farms in Belize.

Risk:

Communities' Right to Information and Participation (Community Engagement)

Commitment	Progress	Details
<p>Deepen our understanding of the affected communities and Indigenous and tribal peoples across our own farms and update our community and stakeholder mapping</p> <p>By December 2025</p>		<p>In Belize, dedicated community mapping tools have been developed, identifying:</p> <ul style="list-style-type: none"> Indigenous and non-Indigenous communities relevant for Fyffes Key individuals (leaders, influencers, organisations) and Community actors and social networks Main social and environmental issues <p>The same exercise is currently being finalised in Costa Rica.</p>
<p>New commitment by 2026</p> <p>Provide capacity building on the topic to suppliers and integrate as part of the HREDD self-assessment, which includes a tool to identify and map rightsholder.</p>		
<p>New commitment by 2027</p> <p>Work with key strategic suppliers on community mapping, including the identification of Indigenous and tribal peoples.</p>		
<p>Extend community needs assessments (CNAs) to other Fyffes operations and support suppliers to conduct similar assessments in their surrounding communities</p>		<p>We conducted or reviewed existing CNAs in Nicaragua, Guatemala, Colombia and Dominican Republic.</p>
<p>New commitment</p> <p>We have completed or have CNAs available for the key countries and regions from which we source. These will be updated or newly conducted as needed in the future.</p>		
<p>Build on and enhance our approach to community engagement and agree on our community investment strategy</p>		<p>Finalised three-year community engagement strategy last year and currently implementing it.</p>
<p>New commitment by 2027</p> <p>Develop a new strategy to extend investment to key strategic suppliers</p>		
<p>Achieve target of 100% of neighbouring communities engaged in resilient socio-economic programmes</p>		<p>23% of communities are engaged in resilient socio-economic projects. The decrease results from the sale of our melon farms.</p>

Risk:

Communities' Health, Natural Resources, Climate Change-Resilience and Right to a Healthy Environment Free from Contamination

Commitment	Progress	Details
<p>Encourage and support suppliers to conduct community needs assessments in their neighbouring communities</p>		<p>We conducted or reviewed existing CNAs in Nicaragua, Guatemala, Colombia and Dominican Republic.</p>
<p>New commitment by 2028</p> <p>We have completed or have CNAs available for the key countries and regions from which we source. These will be updated or newly conducted as needed in the future.</p> <p>Work with key strategic suppliers for them to conduct community mapping, including the identification of Indigenous and tribal peoples.</p> <p>Provide capacity building on the topic to suppliers and integrate as part of the HREDD self-assessment tool exercise, which includes a tool to identify and map rightsholder.</p>		
<p>Achieve target of 100% of neighbouring communities engaged in resilient socio-economic programmes</p> <p>By 2030</p>	<p>IN PROGRESS</p>	<p>23% of communities are engaged in resilient socio-economic projects. The decrease results from the sale of our melon farms</p>
<p>Encourage and support suppliers to conduct site-level Human Rights and Environment Impact Assessments</p>	<p>COMPLETED</p> <p>100%</p>	<p>We launched our Human Rights and Environmental Due Diligence self-assessment tool in July 2025 and trained our suppliers how to use it. During our 2025 Supplier Summit, we shared learnings and identified opportunities for improving the tool again this year.</p>
<p>New commitment by 2026</p> <p>Provide refresher or onboarding sessions in 2026.</p> <p>Design a process to review, analyse, and act upon the results.</p> <p>Integrate the tool into supplier monitoring and performance systems.</p> <p>Use findings to inform engagement priorities, capacity-building efforts, and, where relevant, mitigations and remediation plans.</p>		
<p>Conduct localised third-party environmental impact assessments to enhance Fyffes understanding of its environmental impacts on surrounding communities</p> <p>By 2026</p>	<p>IN PROGRESS</p>	<p>We are reviewing all our farms' environmental aspect lists to define potential risks and potential need for a localised environmental impact assessment. An environmental aspect list sets out elements of an organisation's activities, products or services that interact or can interact with the environment.</p>



Risk:

Responsible Recruitment, Prevention of Exploitation of Vulnerable Migrant Labour, Forced Labour and Bonded Labour

Commitment	Progress	Details
Review workers' application process and associated costs in our own farms and develop an adequate mitigation plan		<p>We identified where workers in our operations incur costs.</p> <p>We took action to minimise these costs where feasible.</p> <p>We introduced a Supplier Code of Conduct and updated our Human Rights Policy to include a section on the Employer Pays Principle during 2024.</p>
Enhance monitoring of suppliers and contractors and engage with recruitment agencies to improve visibility over migrant workers' working conditions in our supply chain <p>Original deadline: September 2024 Revised: 2026</p>		<p>Mapping and Oversight:</p> <ul style="list-style-type: none"> Fyffes mapped recruitment agencies and its migrant workforce. Labour agencies are mainly used in UK and Ireland ripening operations. These agencies are audited using SMETA guidelines, reviewing records, payslips and right-to-work documentation. <p>Supplier Code of Conduct Updates:</p> <ul style="list-style-type: none"> Updated to prohibit forced labour, recruitment fees and unauthorised subcontracting. Suppliers must now declare any use of labour agencies and perform due diligence to ensure those agencies respect human rights. <p>New Labour Provider Framework (August 2025):</p> <ul style="list-style-type: none"> Introduced new policies and tools for UK ripening centres and supply chain including: <ul style="list-style-type: none"> Labour Provider Standard Labour Provider Policy Labour Provider Due Diligence Policy Labour Provider Audit Checklist Establishes a structured, risk-based approach to assess, approve, and monitor labour providers. Based on ALP guidance and toolkit, complemented by SMETA audits (both announced and unannounced). Framework will be reviewed in 2026 to ensure continued alignment with international human rights standards. <p>Published internal newsletter on the risks of labour agencies</p>
Continue engaging in multi-stakeholder engagement initiatives to address unethical recruitment practices and forced labour and raise awareness in high-risk supply chains	Ongoing	<p><u>Stronger Together</u> is implemented in our UK ripening centres</p>

Risk:

Food Safety and Impact on Consumer Health

Commitment	Progress	Details
<p>Maintain our strong food safety standards and continued efforts to improve consumer health</p> <p>Original deadline: March 2025 Revised: December 2026</p> <p>Policy by end 2025</p>		<p>Dedicated staff in charge of the food safety issue at Fyffes.</p> <p>Following leading industry standards, notably the BRCGS Global Standard in the Supplier Code of Conduct, to guide food safety management systems.</p> <p>Farm-level food safety policies in place.</p> <p>Best-in-class farm-level food safety management systems in place.</p> <p>A draft corporate-level Food Safety Policy is currently being finalised.</p>
<p>Work with suppliers to improve their food safety management systems</p> <p>Original deadline: March 2025 Revised: December 2026</p>		<p>Fyffes already has GFSI benchmarked standards for field, harvest, packhouse and transport (GLOBALG.A.P., BRC, IFS, Primus GFS)</p> <p>Our Food Safety Policy will be rolled out to suppliers</p>

Risk:

Responsible Marketing Practices

Commitment	Progress	Details
Develop a responsible marketing policy	<div>COMPLETED</div> <div>100%</div>	Responsible Marketing Policy
Reinforce our ESG data collection and verification via external assurance to substantiate all our sustainability-related claims	<div>COMPLETED</div> <div>100%</div>	<p>We improved our ESG data collection with the launch of a new software which also allows us to convert data into footprints.</p> <p>We completed an independent diagnostic external assurance</p>
<div>New commitment by 2028</div> <p>Increase our ESG data collection in line with the requirement of CSRD.</p> <p>Complete a full external assurance in line with CSRD requirements</p>		
Review all applicable legislation in relation to responsible marketing, labelling and communication and establish an action plan to ensure we comply with regulations	<div>COMPLETED</div> <div>100%</div>	<p>We have reviewed the EU legislation on labelling and we are monitoring it</p> <p>The status of the EU's Green Claims Directive is uncertain, as the European Commission announced it was pausing the legislative process in June 2025. While the proposal has not been formally withdrawn, its future is unclear, with no timeline for its revival. As such, we consider this action item completed for the time being.</p>
<p>Continue to submit an annual statement to the EU Code of Conduct</p> <p>Updated annually</p>	<div>COMPLETED</div> <div>100%</div>	<p>We report our statement each year to the EU Code of Conduct</p>
Ensure compliance with EU Directive on Green Claims	Cancelled	<p>The status of the EU's Green Claims Directive is uncertain, as the European Commission announced it was pausing the legislative process in June 2025. While the proposal has not been formally withdrawn, its future is unclear, with no timeline for its revival. As such, we consider this action item completed for the time being.</p>

New Risk:

Indigenous Peoples' Rights including Land Rights

Commitment	By when
Review and update its policies to explicitly include Indigenous Peoples' collective rights including Free, Prior and Informed Consent (FPIC) and international protective instruments.	2026
Review and update the Belize Community and Stakeholder Mapping to highlight Indigenous communities that may be impacted by Fyffes. Ensure inclusion of independent Indigenous and Land Rights organisations or NGOs, such as the Mayan Leaders Alliance and the Toledo Alcaldes Association.	2026
Support key suppliers, beginning with those in Belize, to identify and map Indigenous communities potentially impacted by their operations.	2027

New Risk:

Right to Adequate and Decent Housing Accommodation (Workplace Accommodation)

Commitment	By when
Review workplace accommodation compliance (where applicable) with ILO standards, including ILO Recommendation No. 115., during HRIAs or internal audits, and integrate identified improvements into mitigation plans.	2027



Access to Effective Grievance Mechanisms and Remedy

Access to remedy is a cornerstone of Fyffes' Human Rights and Environmental Due Diligence framework. Ensuring that workers, suppliers, contractors, and communities can safely raise concerns—and that grievances are addressed effectively and transparently—is essential for maintaining trust and accountability. Fyffes' grievance systems are aligned with the UN Guiding Principles on Business and Human Rights (UNGPs), ensuring that they are legitimate, accessible, predictable, equitable, transparent and rights-compatible.

Fyffes maintains grievance channels at both local and corporate levels. These mechanisms are designed to receive, investigate and resolve reports of misconduct, policy breaches or adverse human rights and environmental impacts. Examples of issues covered include workplace discrimination, harassment, occupational health and safety, corruption, data privacy breaches and environmental harm.

Governance and Oversight

Grievance oversight is managed by the Fyffes Global Ethics Committee, which includes the Chief Legal & Compliance Officer (Chair), the Chief Corporate Affairs Officer, the Chief Human Resources Officer, the Chief Financial Officer, and the Global Ethics & Compliance Manager. This Committee meets monthly to review new cases, assign investigations, ensure impartial and timely handling of grievances, oversee disciplinary and corrective actions and report outcomes to the Board of Directors and parent company Sumitomo Corporation. Fyffes' Ethics and Compliance Department is responsible for the overall management of the grievance system, ensuring consistent application of policies and training across all regions.

Grievance Mechanisms and Channels

Fyffes provides several confidential and independent channels for reporting concerns:

Fyffes Ethics Hotline



An independent, multilingual and 24/7 platform accessible online or via toll-free numbers in every operating country. **Toll-free lines** are available in Belgium, Belize, Colombia, Costa Rica, Germany, Netherlands, Spain, Switzerland, UK, Ireland and the US. Complaints can be filed anonymously. **Website** | ethicscommittee@fyffes.com

On-site Suggestion Boxes



Placed across Fyffes-owned farms in Latin America, checked monthly with oversight from Ethics and Compliance. Reports collected are forwarded securely to the Ethics Committee for registration and follow-up.

Direct Contact with Managers or HR



Employees and contractors may raise issues directly with supervisors, HR representatives or worker committees.

Email or Postal Reports



Available for suppliers and external stakeholders.

Procedures and Timelines

Fyffes has a clearly defined Ethics Case Lifecycle, as detailed in its Grievance Mechanism Procedure. The total maximum timeframe for resolution is 76 days, structured as follows:



Cases are recorded centrally in the Fyffes Ethics Hotline platform to ensure traceability, data protection and continuous improvement of internal policies.



Protection Against Retaliation

Fyffes enforces a strict zero-tolerance policy on retaliation, covering all employees, contractors, suppliers and external stakeholders. Any negative action—such as dismissal, demotion, isolation or intimidation—against individuals who raise concerns in good faith is considered a serious breach of the Fyffes Principles and may result in disciplinary or legal consequences.

Continuous Improvement and Access to Remedy

Fyffes regularly assesses the accessibility and effectiveness of its grievance mechanisms using UNGP criteria as a guide. The company switched to a new hotline provider in 2025 to improve accessibility. In 2025, Fyffes conducted a multi-lingual communications campaign to ensure all employees were aware of the new numbers. All employees are trained on the use of grievance mechanisms through Fyffes Principles and Ethics training.

Fyffes commits to providing or cooperating to provide remediation where it identifies that it has caused or contributed to adverse human rights impacts. This includes actions such as worker reinstatement, disciplinary action, policy changes and community-level environmental remediation.