



2025



Modern Slavery Statement

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Our Reporting suite

Our Modern Slavery Statement is part of our broader reporting suite and Global policies also related to this topic. You can find these documents and others on our website.

This Statement should be read alongside our 2024 Human Rights and Environmental Due Diligence Report.



About this statement

This is Fyffes Group's eighth Modern Slavery Statement outlining how we manage slavery and human trafficking risks in our own operations and supply chains. This Statement was prepared in accordance with the UK Modern Slavery Act 2015, the California Transparency in Supply Chains Act 2010 and, where relevant, aligns with other emerging international human rights due diligence legislation.

It covers the structure, operations and supply chain of Fyffes for the period ending on December 31, 2025. Fyffes Group Limited and Fyffes International SA – UK branch are respectively wholly owned subsidiaries and branches of Fyffes International S.A (FISA).

Globally, Fyffes has policies and processes in place relating to modern slavery and human rights in our operations and supply chains that cover Fyffes Group Limited and Fyffes International SA – UK branch.

These policies are promulgated by FISA, and on behalf of the whole Group, FISA being the head parent and principal governing entity of Fyffes group, of which Fyffes Group Limited and Fyffes International SA – UK branches are part.

This document provides a consolidated description of Fyffes Group actions to assess and address modern slavery risks. It also reflects recent enhancements made to Fyffes Group's Human Rights and Environmental Due Diligence (HREDD) framework, including the introduction of new supply chain policies, strengthened governance structures and expanded due diligence processes.

References to Fyffes in this document refer to FISA. The process of preparing this statement involved the participation of a range of internal stakeholders across Fyffes. It has been approved by FISA Executive Leadership Team (FISA ELT) and afterwards by the directors of the relevant reporting entities.



Introduction

Fyffes is committed to maintaining the highest ethical business standards across its operations and does not tolerate any form of modern slavery or human trafficking. We understand that the risks associated with modern slavery and human trafficking are not static and we continue to adapt our approach to mitigating this risk on an annual basis, as described in our Statement.

Fyffes strengthened its approach to preventing modern slavery through the establishment of a dedicated Responsible Supply Chain Department, independent from commercial decision-making, which key responsibilities includes overseeing compliance with our Fyffes Principles and Supplier Code of Conduct as well as our Supply Chain Due Diligence Policy.

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. This tool supports risk-based engagement, continuous improvement and remediation of identified human rights risks, including forced labour, child labour and human trafficking.

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.

In 2025, Fyffes conducted in-depth independent Human Rights Impact Assessments at owned banana and pineapple farms in Costa Rica and at selected supplier farms in Belize. With every HRIA, we learn more, and we adjust our practices.

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.

This statement was approved by the Fyffes International S.A. Board of Directors on 25 March 2026 and Fyffes Group Ltd Board of Directors on 26 March 2026.

Fyffes Business and Supply Chains



Fyffes sources bananas, pineapples, and other fresh produce from 16 countries across Latin America, the Caribbean and Africa, including 11 Fyffes-owned farms and approximately 4,600 fruit suppliers.

Our shipping and distribution routes include 23 ports of loading, 27 ports of discharge, and 23 distribution and ripening centres in the US and Europe. Our fresh products are sold to more than 1,200 customers in 45 countries across Europe and North America.



With over 4,000 employees, we are building 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.

Fyffes directly employs the majority of our workforce, including employees and contractors. In the UK and Irish ripening centres, we rely on labour providers for a significant portion of the workforce while in our distribution centres in the United States, the use of labour agency workers is minimal.

Fyffes has spent over 100 years developing our farms while also building strong relationships with partner growers. This enables our growers to benefit from longer term agreements and it enables Fyffes to invest in due diligence and provide support to growers on quality, disease management as well as human rights and environmental best practice.



Our Approach to Human Rights and Risks of Modern Slavery and Human Trafficking

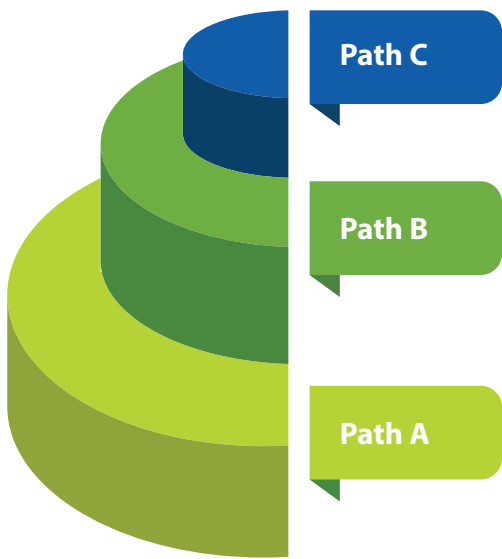
Fyffes' approach to modern slavery is underpinned by our Global Human Rights Policy, the Fyffes Principles (Code of Conduct) and our Global Child Labour Policy and Remediation Protocol.

During 2024, Fyffes introduced several key policies to strengthen its prevention of modern slavery: We introduced a Supplier Code of Conduct, - Supply Chain Due Diligence Policy and the Fruit Supplier Onboarding and Risk Management Procedure.

These policies explicitly prohibit forced labour, child labour, debt bondage, recruitment fees and unauthorised subcontracting, and they embed the Employer Pays Principle.

Fyffes takes a risk-based approach to human rights due diligence, informed by independent Human Rights Impact Assessments (HRIAs), audits, stakeholder engagement and grievance data. Our approach to human rights is grounded in international standards, including the United Nations Guiding Principles on Business and Human Rights (UN Guiding Principles) and the Organisation for Economic Cooperation and Development's Guidelines for Multinational Enterprises (the OECD Guidelines). We apply these international standards wherever local regulations may be less stringent, ensuring consistent protection of rightsholders across all our sourcing regions.

In accordance with Fyffes Supplier Onboarding and Risk Management Due Diligence Procedure, which we introduced in 2025, we introduced 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 scrutiny 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 the end of 2027.



Enhanced due diligence - additional requirements

- In-depth independent Human Rights and Environmental Impact Assessment
- Internal audits and offsite worker interviews
- 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

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.

Fyffes conducts internal and third-party social audits, including SMETA audits, Fairtrade and Rainforest Alliance certification audits. In 2025, no forced labour or child labour non-compliances were identified in Fyffes-owned farms or supplier audits.

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. This exercise confirmed that our salient modern slavery-related risks include: - Responsible recruitment and prevention of forced or bonded labour - Risks to migrant, temporary and agency workers - Child labour, particularly in uncertified smallholder contexts.



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



Fyffes conducted a dedicated child labour due diligence assessment in 2024, using UNICEF's Children's Rights and Business Principles. While no cases of child labour were identified, the assessment confirmed child labour as a medium salient risk in certain supplier contexts, particularly among smallholders.

Fyffes is progressively extending its due diligence framework to non-fruit suppliers, including packaging, logistics, ports and service providers, recognising the potential modern slavery risks present in these supply chains.



Action Taken to Address Modern Slavery

Audit Non-conformances remediation process

Non-conformance reports from audits are issued to the farm or ripening centres and followed up for closure within 28 days. We work with our own farms and ripening centres or suppliers to resolve the non-conformances, but if any serious non-conformance persists, this is escalated and procurement from that farm can be (and in instances has been) suspended. Such drastic measures seldom happen; non-conformances are usually resolved and the farm in question is back into line within a few days. Fyffes will always first seek a viable remediation strategy with suppliers. In 2025, Fyffes did not suspend any supplier based related to Modern Slavery issues.

Child Labour

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. Many children are stuck in unacceptable work for children — a serious violation of their rights.

Fyffes is committed to keeping our business free from modern slavery, including child labour, debt bondage, and human trafficking. 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, employees under 18 are not employed in hazardous work conditions, as defined by the ILO. 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 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.

Although we have yet to identify any incidence of child labour in our operations, there is a higher risk with suppliers, particularly smallholder farms.

Responsible Recruitment & Forced Labour

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.

Modern slavery, forced, or bonded labour is any work or service that is exacted from any person under threat of any penalty and for which that person has not offered themselves voluntarily. Forms of modern slavery can be subtle and may include mandatory overtime, limitations to movement, and deceitful forms of recruiting and contracting. Any suspicious activity in relation to forced or coercive labour, human trafficking or child labour should be reported immediately.

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.

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.

We have updated supplier contracts to require disclosure and due diligence of labour agencies.

In 2025, we introduced new Labour Provider Framework at our UK ripening centres and supply chain including:

- 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).

This Framework will be reviewed in 2026 to ensure continued alignment with international human rights standards and updating it into a Global Framework for Fyffes which will be applicable to any country or regions as well as third party fruit suppliers.



For more details on our Human Rights and Environmental due diligence approach as well as progress on our Corporate Mitigation and Prevention plan, please refer to our Supply Chain Due Diligence Policy and the 2024 Human Rights and Environmental Due Diligence Report.

Training

All new employees are furnished with a copy of the Fyffes Principles, which they must read and sign. All our employees have been trained on the Fyffes Principles and Human Rights training. This training is also available to our fruit suppliers and 32% of their workers have been trained so far.

Fyffes also provides training to its fruit suppliers on its Supplier Code of Conduct.



Grievance Mechanisms and Access to 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.

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| <h2 style="margin: 0;">Fyffes Ethics Hotline</h2> |  | <p>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. fyffesethics.speakup.report</p> |
| <h2 style="margin: 0;">On-site Suggestion Boxes</h2> |  | <p>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.</p> |
| <h2 style="margin: 0;">Direct Contact with Managers or HR</h2> |  | <p>Employees and contractors may raise issues directly with supervisors, HR representatives or worker committees.</p> |
| <h2 style="margin: 0;">Email</h2> |  | <p>ethicscommittee@fyffes.com www.fyffes.com/contact-us/</p> |

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.

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.

Zero Tolerance

Slavery and human trafficking are a serious infringement of human rights and Fyffes will not tolerate any instances in its supply chain and will take immediate remedial action to mitigate, address and resolve within the shortest possible timeframe. If not promptly and satisfactorily remediated, with assurance of non-recurrence, Fyffes reserves the right to take any further action, including, but not limited to, termination of employment, contractual relationship and/or notification to law enforcement agencies.

Partnerships and Industry Collaboration

In the UK, Fyffes ripening centres are Stronger Together Business Partners and have implemented its guidelines. Staff from the UK Head Office and ripening centres have attended workshops to ensure they are aware of best practice in modern-day slavery prevention.

Fyffes is also a member of the Food Network for Ethical Trade (FNET). Members of FNET provides resources to develop a human rights due diligence approach, in line with the UN Guiding Principles on Business and Human Rights and the requirements of the UK's Modern Slavery Act. Resources include the FNET ethical trade risk assessment tool which identifies the human rights risks of ingredients and raw materials and supports companies to prioritise where to focus their resources along their supply chains.





Looking Ahead

Fyffes remains vigilant to the risks of modern slavery in its operations and supply chains.

Forward-looking priorities include:

- Expanding due diligence to non-fruit suppliers;
- Delivering targeted supplier training on modern slavery;
- Enhancing assessment of modern slavery risks in logistics, ports and shipping operations; and
- Strengthening effectiveness metrics and outcome reporting.

