



Child Labour Due Diligence in Supply Chain

2025

Re: Art. 964j-k of the Swiss Code of Obligations and the Swiss Ordinance on Due Diligence and Transparency in Relation to Minerals and Metals from Conflict-Affected Areas and Child Labour

This report relates to the due diligence and reporting obligations covering child labour required by Art. 964j-k of the Swiss Code of Obligations and the Swiss Ordinance on Due Diligence and Transparency in Relation to Minerals and Metals from Conflict-Affected Areas and Child Labour. It covers the period from 1 January 2025 to 31 December 2025. The report describes Fyffes' approach to identifying, preventing, mitigating and addressing child labour risks within its operations and fruit supply chains and outlines the measures implemented during the reporting period.

FYFFES BUSINESS AND SUPPLY CHAINS

Fyffes is one of the world's leading fresh produce companies, with operations focused on bananas, pineapples and exotic fruits. The company sources products from its own farms and from strategically selected suppliers across Latin America, the Caribbean, Africa and other sourcing regions around the world.

Fyffes operates an integrated supply chain that includes farming, sourcing, shipping, ripening, distribution and sales activities. Through long-term relationships with suppliers and growers, Fyffes aims to promote responsible business practices, improve supply chain transparency and support sustainable agricultural production.

Fyffes directly employs workers across its operations and also works with suppliers, contractors and service providers throughout its value chain. In the United Kingdom and Ireland, labour providers are used in certain ripening operations and are subject to dedicated due diligence and monitoring procedures as part of Fyffes' responsible recruitment and labour standards framework. Fyffes also utilises labour providers on a temporary basis at our pineapple farm in Costa Rica during periods of increased harvesting activity.

Fyffes expects all suppliers and business partners to uphold its human rights standards and comply with applicable legal requirements relating to labour rights, including the prohibition of child labour. These expectations are reflected in Fyffes Supplier Code of Conduct, contractual requirements and due diligence processes.

COMMITMENT TO HUMAN RIGHTS

Respect for human rights is integral to Fyffes' values, culture and business strategy. Fyffes is committed to conducting business in a manner that respects internationally recognised human rights and seeks to avoid causing, contributing to or being directly linked to adverse human rights impacts through its activities or business relationships.

Fyffes' human rights commitments are grounded in internationally recognised standards, including:

- United Nations Guiding Principles on Business and Human Rights (UNGPs);
- OECD Guidelines for Multinational Enterprises;
- International Labour Organization (ILO) Core Conventions;
- Universal Declaration of Human Rights;
- United Nations Convention on the Rights of the Child (UNCRC).

Fyffes is committed to protecting the rights of vulnerable groups, including children, women, migrant workers and Indigenous Peoples. Where local legislation provides lower levels of protection than internationally recognised standards, Fyffes seeks to apply international standards in its business practices and decision-making processes.

The company's commitment to human rights is reflected in its Global Human Rights Policy, the Fyffes Principles (Code of Conduct), Supplier Code of Conduct and related due diligence procedures. These documents establish expectations for employees, suppliers and business partners and provide the foundation for Fyffes Human Rights and Environmental Due Diligence framework.

POLICIES ON CHILD LABOUR

Fyffes recognises that child labour remains a significant risk in certain agricultural supply chains and acknowledges its responsibility to respect and protect the rights of children throughout its operations and business relationships. Fyffes is committed to identifying, preventing, mitigating and, where necessary, remediating adverse impacts relating to child labour in accordance with international human rights standards and applicable legislation.

Fyffes prohibits all forms of child labour and is committed to ensuring that children are protected from economic exploitation and from performing work that may be harmful to their health, safety, education or development. This commitment is reflected within Fyffes' Global Human Rights Policy, the Fyffes Principles (Code of Conduct), Supplier Code of Conduct, Supply Chain Due Diligence Policy, Modern Slavery Statement and Global Child Labour Policy and Remediation Protocol.

Fyffes' approach is guided by internationally recognised standards, including:

- The United Nations Convention on the Rights of the Child (UNCRC);
- The International Labour Organization (ILO) Minimum Age Convention (No. 138);
- The ILO Worst Forms of Child Labour Convention (No. 182);
- The United Nations Guiding Principles on Business and Human Rights;
- The OECD Guidelines for Multinational Enterprises.

Fyffes' minimum age for employment is 16 years of age, the age for completion of compulsory education, or the legal minimum working age in the relevant country, whichever is higher. Fyffes does not permit the employment of workers under 18 years of age in hazardous work or working conditions prohibited by applicable laws or international standards.

The Global Child Labour Policy and Remediation Protocol establishes procedures for preventing, identifying and responding to actual or potential cases of child labour within Fyffes' operations and supply chains. The Protocol is based on the principle of acting in the best interests of the child and provides guidance for the assessment of risks, investigation of concerns and implementation of appropriate remediation measures where required.

Where child labour risks or cases are identified, Fyffes seeks to implement remediation measures that prioritise the welfare, education, health and long-term development of affected children. Fyffes recognises that immediate termination of employment without adequate remediation can unintentionally worsen outcomes for children and their families. As such, remediation efforts are designed to align with international best practice, including relevant ILO guidance.

Fyffes communicates its child labour expectations to employees, suppliers and business partners through policies, contractual requirements, supplier onboarding processes, audits and due diligence activities. Suppliers are expected to implement equivalent standards within their own operations and supply chains and are required to comply with the requirements set out in the Fyffes Supplier Code of Conduct.

As part of its broader Human Rights and Environmental Due Diligence framework, Fyffes has strengthened supply chain governance through the implementation of its Supply Chain Due Diligence Policy and Fruit Supplier Onboarding and Risk Management Due Diligence Procedure. These processes support the identification and assessment of child labour risks as part of supplier onboarding, supplier monitoring and ongoing due diligence activities.

In addition to addressing child labour risks directly, Fyffes seeks to contribute to addressing the root causes of child labour through initiatives that support decent work, living wages, access to education, responsible recruitment, gender equality and community development across its operations and supply chains.

RISK ANALYSIS AND IMPACT ASSESSMENTS

Fyffes continually assesses actual and potential human rights risks across its operations and supply chains, including risks relating to child labour. The company's human rights and environmental due diligence processes are aligned with the United Nations Guiding Principles on Business and Human Rights (UNGPs) and the OECD Guidelines for Multinational Enterprises and are designed to identify, prevent, mitigate and address adverse impacts on people and the environment.

Fyffes applies a risk-based approach to due diligence, taking into consideration factors such as country of operation, sourcing region, product type, labour intensity, the use of migrant labour, supplier profile and other human rights risk indicators. Child labour continues to be assessed as a salient human rights risk due to the nature of agricultural supply chains and the potential vulnerabilities associated with smallholder production systems and informal labour arrangements.

Risk identification and assessment activities are informed by multiple sources of information, including:

- Human Rights Impact Assessments (HRIAs);
- Supplier audits and monitoring activities;
- Stakeholder engagement and worker consultations;
- Grievance mechanisms and complaints data;
- Internal risk evaluation processes;
- Country and sector risk analysis; and
- Independent expert assessments and benchmarking against international standards.

Child labour risks are prioritised based on severity and likelihood, taking into account potential impacts on children, country-specific risk factors, workforce vulnerabilities, labour intensity and supplier management capacity.

HUMAN RIGHTS IMPACT ASSESSMENTS (HRIA)

As part of its enhanced due diligence framework, Fyffes conducts independent Human Rights Impact Assessments (HRIAs).

Company-wide Impact Assessments

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, a review of external reports and media articles, and a detailed review of our policies and management systems.

The Assessment includes:

- Evaluates our progress against mitigation and prevention actions identified in previous assessments.
- 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 UN Guiding Principles criteria:
- 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 More details on the methodology and results of this assessment can be found in our latest Human Rights and Environment Due Diligence Report

On-site in-depth HRIA

Fyffes conducts on-site, independent impact assessments at all high-risk suppliers every three years and internal unannounced audits against our Supplier Code of Conduct (Enhanced Due Diligence). These assessments include pre and post field visit preparation, reconciliation and validation of information, site and operations review, interviews, and focus groups with farm employees and community members, concentrating on vulnerable groups. Such assessments are also conducted when there is a specific third-party complaint or allegation requiring further investigation.

During 2025, Fyffes completed independent Human Rights Impact Assessments at:

- Two Banana Grower Association (BGA) supplier farms in Belize;
- Fyffes Anexco pineapple operations in Costa Rica; and
- Fyffes Finca Fruta de Escosia (FFdE) banana operations in Costa Rica.

In addition, two unannounced internal due diligence audits were performed at a banana supplier in Costa Rica and one in Guatemala.

The assessments included consideration of child labour risks and vulnerabilities within the workforce and surrounding operating environment. No cases of child labour were identified through these Human Rights Impact Assessments during the reporting period. Findings from the assessments were reviewed through Fyffes Human Rights and Environmental Due Diligence governance processes and incorporated into ongoing prevention, mitigation and remediation planning activities.

Internal site-level HREDD self-assessment

We have developed a self-assessment tool for site-level human rights and environmental due diligence for all our medium to low-risk fruit suppliers. This tool evaluates local management of human rights and environmental risks and includes a rightsholder mapping tool.

APPLICATION OF UNICEF CHILDREN'S RIGHTS AND BUSINESS PRINCIPLES

Fyffes recognises that children's rights extend beyond the prevention of child labour and include the broader impacts that business activities may have on children, their families and their communities. To strengthen its understanding of children's rights risks, Fyffes applied UNICEF's Children's Rights and Business Principles to assess existing policies, practices and management systems.

During 2024, Fyffes completed this assessment and incorporated relevant findings into its Human Rights and Environmental Prevention and Mitigation Plan. The assessment identified opportunities to further strengthen Fyffes' approach to supporting young workers, workers with family responsibilities and the consideration of children's rights in environmental and security-related management systems.

The findings of this assessment continue to inform Fyffes ongoing due diligence activities and future improvement plans relating to children's rights and child labor prevention.

RESPONSIBLE SUPPLY CHAIN AND COMPLIANCE AUDITS

Fyffes operates a risk-based responsible supply chain and supplier monitoring programme designed to promote compliance with legal requirements, international standards and Fyffes own human rights expectations, including the prohibition of child labour. Responsible supply chain due diligence forms an integral part of Fyffes Human Rights and Environmental Due Diligence (HREDD) framework and supports the identification, prevention and mitigation of risks throughout its operations and supply chains.

Fyffes conducts regular monitoring, audits and compliance assessments across its owned operations and supplier network. These assessments evaluate performance across a range of areas including:

- Human rights and labour standards;
- Child labour and forced labour;
- Occupational health and safety;
- Working conditions;
- Environmental management;
- Ethical business conduct;
- Responsible recruitment practices;
- Legal and regulatory compliance.

Fyffes maintains a dedicated Responsible Supply Chain team consisting of in-house auditors, standards specialists and field-based personnel who conduct monitoring activities throughout the year. These activities are supported by local human resources and sustainability teams that regularly engage with suppliers and production sites.

As part of the supplier onboarding and monitoring process, suppliers are subject to risk evaluation procedures that consider factors including country risk, product type and volumes, labour-related risks, environmental impacts and previous compliance performance. Depending on the outcome of this assessment, suppliers may be subject to enhanced due diligence measures, including additional verification, independent Human Rights Impact Assessments or increased monitoring activities.

During 2025, Fyffes continued implementing its Fruit Supplier Onboarding and Risk Management Due Diligence Procedure and Supplier Risk Evaluation process, which classifies suppliers according to their risk profile and determines the appropriate level of oversight and monitoring. The system supports a consistent and risk-based approach to supplier due diligence across all sourcing regions.

Every approved supplier is expected to comply with the requirements set out in the Fyffes Supplier Code of Conduct and to cooperate with monitoring, audit and due diligence activities as required. 78,5% of all our banana and pineapple suppliers have signed our Supplier Code of Conduct. Fyffes works collaboratively with suppliers to address identified non-conformances and implement corrective action plans where needed. The company's approach prioritises continuous improvement and remediation wherever possible, while retaining the right to suspend or terminate business relationships in cases of serious or persistent non-compliance.

In addition to external audits under various labour, environmental and ethical standards, such as Fairtrade, Rainforest Alliance, SMETA or GlobalG.A.P., Fyffes conducts announced and unannounced site visits and monitoring activities designed to identify potential risks and verify ongoing compliance with social, labour environmental and ethical requirements. Findings are reviewed and tracked through internal management systems, with follow-up actions conducted where required. In 2025, a total of 954 audits were conducted (45 internal and 909 external).

Child labour risks are specifically assessed through supplier onboarding procedures, audit protocols, Human Rights Impact Assessments, worker interviews and other due diligence activities. Where potential concerns are identified, Fyffes applies its Global Child Labour Policy and Remediation Protocol and works with suppliers and relevant stakeholders to determine appropriate preventive or remedial actions.

During 2025, one child labour-related non-conformity was identified during an independent SMETA audit conducted at a banana supplier in Ecuador. The finding involved an individual under the legal minimum working age who was observed assisting a contractor providing banana waste collection and transportation services on the supplier's premises.

In accordance with Fyffes' Global Child Labour Policy and Remediation Protocol, the supplier initiated an investigation and corrective action process. The supplier attempted to engage with the child's family and the contractor to better understand the child's circumstances and educational status and also contacted local education authorities. Despite these efforts, the supplier was unable to obtain sufficient cooperation to fully verify the child's circumstances. Enquiries with local education authorities indicated that the child was not enrolled in the local education system at the time of the investigation.

Corrective actions implemented by the supplier included strengthening visitor and contractor access controls, implementing age verification procedures, communicating child labour requirements to suppliers and contractors, updating contractual agreements, providing training on child labour prevention and remediation requirements, and reinforcing awareness through site communications and signage. All corrective actions were subject to follow-up verification and the non-conformity was subsequently closed. Corrective actions are tracked through completion and may include enhanced age verification procedures, supplier and contractor training, awareness-raising activities and follow-up verification of implemented controls.

During the reporting period, no child labour cases were identified through the Human Rights Impact Assessments conducted at two BGA supplier farms in Belize, Fyffes Anexco pineapple operations in Costa Rica or Fyffes Finca Fruta de Escosia (FFdE) banana operations in Costa Rica.

Fyffes will continue strengthening supplier due diligence, monitoring and engagement activities throughout 2026 as part of its ongoing commitment to preventing and mitigating child labour risks across its global supply chains.

RISK MANAGEMENT

Fyffes recognises that child labour remains a salient human rights risk within global agricultural supply chains, particularly in contexts where poverty, informal labour practices, limited access to education and vulnerable migrant populations may increase the likelihood of children being exposed to work that could negatively impact their health, safety, development or education.

Although Fyffes has not identified child labour within its own operations, the company acknowledges that there remains a potential risk of child labour in certain areas of its supply chain, particularly within smallholder farming systems and in regions where social and economic vulnerabilities may increase risk exposure.

Fyffes applies a risk-based due diligence approach to identify, assess and mitigate child labour risks throughout its operations and business relationships. Child labour risks are considered as part of supplier onboarding, supplier risk assessments, Human Rights Impact Assessments (HRIAs), supplier audits, worker engagement activities and grievance mechanisms.

IDENTIFIED CHILD LABOUR RISKS

Fyffes continues to identify elevated child labour risks within certain agricultural supply chains characterised by smallholder production, informal labour arrangements and vulnerable migrant populations. Particular attention continues to be given to sourcing regions where workers may face challenges relating to legal status, documentation, poverty and limited access to social protection mechanisms.

Historically, Fyffes identified a heightened child labour risk among uncertified plantain smallholder producers in Colombia or smallholder banana farms in the Dominican Republic, particularly where migrant populations may face socio-economic vulnerabilities.

PREVENTION AND MITIGATION MEASURES

To manage child labour risks, Fyffes implements a range of preventive and mitigating measures across its operations and supply chains, including:

- Adoption and implementation of a Global Child Labour Policy and Remediation Protocol;
- Integration of child labour requirements within the Supplier Code of Conduct and supplier contractual arrangements;
- Supplier onboarding and risk assessment procedures designed to identify and assess human rights risks;
- Human Rights Impact Assessments and supplier monitoring activities;
- Grievance and reporting mechanisms available to workers and stakeholders;
- Ongoing engagement with suppliers and other stakeholders on responsible business practices.

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. 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 We expect this initiative to formalize the employment of migrant workers, reducing the risk of child labour and enhancing livelihoods to prevent the economic necessity of child involvement in labour.

During 2026 and 2027, we plan to develop a multi-faceted program to improve the livelihood of the plantains smallholders in Colombia, including capacity-building to improve productivity and yields, mitigate climate change risk, and awareness on prevention and mitigation of child labour.

Child labour considerations remain integrated into broader human rights and environmental due diligence processes.

ADDRESSING ROOT CAUSES OF CHILD LABOUR

Fyffes recognises that effective child labour prevention requires addressing the underlying social and economic factors that contribute to child labour risks. As part of its broader sustainability and human rights strategy, Fyffes supports initiatives that contribute to:

- Access to decent work and responsible employment opportunities;
- Living wage programmes;
- Responsible recruitment practices;
- Education and skills development opportunities;

- Gender equality and women’s empowerment;
- Community development and resilience-building initiatives.

Fyffes also continues to support multi-stakeholder initiatives aimed at improving working conditions and protecting vulnerable workers within agricultural supply chains. These efforts contribute to reducing the root causes that may increase the likelihood of child labour occurring within farming communities.

UNICEF CHILDREN’S RIGHTS AND BUSINESS PRINCIPLES GAP ANALYSIS

Fyffes recognises that children’s rights extend beyond the prevention of child labour and include the broader ways in which business activities may impact children, young workers, families and communities. To strengthen its understanding of these risks and opportunities, Fyffes applied UNICEF’s Children’s Rights and Business Principles as a framework to assess its policies, management systems and practices across its operations and supply chains. During 2024, Fyffes completed this assessment and incorporated the findings into its Human Rights and Environmental Prevention and Mitigation Plan.

The assessment identified several opportunities to strengthen Fyffes’ approach to children’s rights, including actions related to youth employment, support for working parents, environmental impacts on children and the integration of children’s rights considerations into security-related policies and practices. Fyffes continues to implement improvement actions through its Human Rights and Environmental Due Diligence framework and periodically reviews progress against these commitments.

Gap Identified Against UNICEF Children’s Rights and Business Principles	Improvement Action	Status as of 2025
Promote youth employment, skills development and job training opportunities for young workers above the minimum legal working age	Continue working with educational institutions, training organisations and other partners to support skills development, employability and youth opportunities.	Ongoing. Fyffes continues to support initiatives aimed at improving education, skills development and opportunities for young workers. We continued to partner with EARTH University in Costa Rica for a scholarship program covering tuition, transport, laptop, start-up support, and stipend. Now in its third year, three students are enrolled. In 2025, we completed a program with the National Learning Institute of Costa Rica (INA) to offer theoretical and practical training to young adults on pineapple farms, targeting the rural skills gap and building middle management capacity. Participants are given an opportunity to find employment at the farms upon completion of the program. In 2026, this program is expanding to one of our banana farm.

Improve the working experience of workers who are parents and caregivers	Continue evaluating initiatives that support workers with childcare and family responsibilities and improve understanding of workers' socio-economic realities.	Ongoing. Fyffes continues to assess opportunities to enhance support for workers with family responsibilities as part of its broader human rights and wellbeing programmes. Projects currently under assessment include potential childcare services for workers. Fyffes Gender Equality Program also addresses topics on how best to manage family responsibilities and work. Training on the benefits of breastfeeding will also be provided in Belize in 2026. Fyffes also has a target to advance women in agriculture by achieving gender parity in senior leadership ($\pm 10\%$) and at least 30% female representation in supervisory roles across operations by 2035.
Strengthen references to children's rights within company policies and procedures	Review and update applicable policies to ensure children's rights considerations are appropriately reflected.	Completed. Policy reviews have incorporated children's rights considerations into relevant management systems and policies.
Assess the potential impacts of operations on children's rights related to environmental issues	Conduct localised environmental impact assessments where appropriate to better understand impacts on communities, including children.	Not yet completed. During 2025, Fyffes continued reviewing environmental aspects across its operations to determine where additional localised environmental impact assessments may be required. Further work is planned in 2026 and 2027.
Strengthen consideration of children's rights within security-related policies and procedures	Review security-related policies and training programmes to ensure they are aligned with human rights principles and consider impacts on vulnerable groups, including children.	In progress. Security personnel have received training aligned with the Voluntary Principles on Security and Human Rights. Additional policy development and implementation activities remain planned for 2026.

SUPPLY CHAIN TRACEABILITY SYSTEM

Effective supply chain traceability is an important component of Fyffes' child labour due diligence framework. Traceability enables Fyffes to identify suppliers, assess potential risks, implement risk-based due diligence measures and monitor compliance with its human rights expectations across its operations and supply chains.

Fyffes maintains records of its direct suppliers and operates systems and processes designed to support visibility over its sourcing operations. These systems enable the company to collect and maintain information relating to supplier identity, sourcing locations, certification status, audit results, risk assessments and due diligence activities.

As part of its Human Rights and Environmental Due Diligence framework, Fyffes has strengthened its supplier onboarding and supplier risk management processes. New suppliers are subject to due diligence procedures that include risk evaluation and the collection of information necessary to assess potential human rights and environmental risks, including child labour risks.

The Fruit Supplier Onboarding and Risk Management Due Diligence Procedure includes a Supplier Risk Evaluation process that considers multiple risk factors and supports the classification of suppliers according to their risk profile. The outcome of this evaluation determines the level of due diligence and monitoring required for each supplier. Suppliers identified as presenting elevated risk may be subject to enhanced due diligence measures, including additional verification activities, Human Rights Impact Assessments and increased monitoring.

Fyffes maintains records of supplier monitoring activities, audit findings, risk assessments and corrective action plans where applicable. These records support ongoing evaluation of supplier performance and help inform risk management decisions and continuous improvement activities.

Where risks or adverse impacts are identified, Fyffes seeks to work collaboratively with suppliers to improve management systems and implement corrective actions. This approach is intended to strengthen long-term supplier performance and contribute to the prevention and mitigation of child labour risks throughout the supply chain.

CONTINUOUS IMPROVEMENT

The company will continue strengthening supply chain mapping, supplier due diligence and risk monitoring processes as part of its broader Human Rights and Environmental Due Diligence programme. Particular attention will continue to be given to supply chains and sourcing regions presenting elevated child labour risks.

GRIEVANCE MECHANISMS

Fyffes recognises that effective grievance mechanisms are an essential component of human rights due diligence and play an important role in identifying, preventing and addressing potential adverse human rights impacts, including child labour risks. Fyffes is committed to providing accessible, predictable, equitable and transparent mechanisms through which workers, suppliers, contractors, community members and other stakeholders can raise concerns safely and without fear of retaliation.

Fyffes' grievance mechanisms are designed in alignment with the effectiveness criteria of the United Nations Guiding Principles on Business and Human Rights (UNGPs) and form part of the company's broader Human Rights and Environmental Due Diligence (HREDD) framework.

AVAILABLE REPORTING CHANNELS

Fyffes maintains multiple channels through which concerns can be reported, including:

- The Fyffes Ethics Hotline, an independent multilingual reporting platform available online and through local telephone numbers in operating countries;
- Direct reporting to managers, supervisors, human resources representatives or worker committees;
- Site-level grievance mechanisms and suggestion boxes located at Fyffes-owned operations;
- Email and other reporting channels available to suppliers, contractors and external stakeholders.

These mechanisms are available to raise concerns relating to human rights, labour standards, child labour, forced labour, discrimination, harassment, health and safety, environmental issues and other breaches of company policies or applicable laws.

GOVERNANCE AND OVERSIGHT

The Fyffes Human Rights & Environmental Due Diligence Committee (the “HREDD Committee” or the “Committee”) is established as a cross-functional governance body to provide strategic oversight of Fyffes’ Human Rights and Environmental Due Diligence (HREDD) framework across its operations and value chain.

The Committee forms part of Fyffes’ integrated HREDD governance structure. Corporate Affairs provides strategic direction, supported by the Responsible Supply Chain team and relevant functional specialists. The Committee monitors progress against the Prevention and Mitigation Plan and escalates material systemic risks to the Executive Leadership Team and the Board of Directors.

Oversight of grievance management is provided through Fyffes’ Ethics and Compliance framework. Reported concerns are reviewed, investigated and managed in accordance with established procedures designed to ensure confidentiality, impartiality and protection against retaliation. Significant findings are reviewed through the appropriate governance structures within the company.

Fyffes is committed to addressing substantiated concerns and, where it has caused or contributed to an adverse impact, providing or cooperating in appropriate remediation measures. Depending on the nature of the issue, remediation may include corrective action plans, policy improvements, disciplinary actions, supplier engagement or other measures designed to prevent recurrence.

CHILD LABOUR COMPLAINTS AND REMEDIATION

Child labour concerns may be reported through any of Fyffes’ available grievance mechanisms. Where potential child labour cases are identified, Fyffes applies its Global Child Labour Policy and Remediation Protocol, which is based on the principle of acting in the best interests of the child and seeks to ensure that any response prioritises the welfare, education, safety and long-term development of affected children.

During the reporting period, Fyffes did not receive any complaints relating to child labour through its grievance mechanisms. During 2025 fiscal year Fyffes received 61 cases via the Ethics hotline, from a range of different countries in Europe, North America and Latin America.

Fyffes continues to review and strengthen the accessibility and effectiveness of its grievance mechanisms. During recent years, the company enhanced its grievance management framework through updates to grievance procedures, governance arrangements and ethics oversight processes. Fyffes also continues to promote awareness of reporting channels among employees, suppliers and other stakeholders to support early identification and resolution of potential concerns.

The effectiveness of grievance mechanisms forms part of Fyffes' broader Human Rights and Environmental Due Diligence programme and contributes to the company's ability to identify emerging risks, including risks relating to child labour, and to implement timely preventive, mitigation and remediation actions where necessary.

FUTURE PRIORITIES

Fyffes remains committed to preventing and mitigating child labour risks throughout its operations and supply chains and to continuously strengthening its due diligence systems in line with international standards and applicable legislation.

During 2026, Fyffes intends to continue strengthening supplier engagement and monitoring activities, particularly in sourcing environments where child labour risks may be elevated. The company will continue implementing actions arising from its assessment against UNICEF's Children's Rights and Business Principles and from its wider Human Rights and Environmental Due Diligence programme.

During 2026/2027, Fyffes will conduct child labour risk assessments of newly onboarded plantain suppliers as part of its supplier due diligence and risk evaluation procedures. The findings of these assessments will continue to inform supplier engagement and capacity-building activities.

Through these efforts, Fyffes seeks to contribute to the protection of children's rights and to the elimination of child labour throughout its operations and business relationships.