



A BRIGHTER WORLD TOMORROW[®]

2022 SUSTAINABILITY REPORT

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COMPANY OVERVIEW

CEO CHAIRMAN LETTER

MOHAMMAD ABU-GHAZALEH
CHAIRMAN AND CEO



“We hope that through our efforts we can set an example and inspire everyone we touch to make small, meaningful steps toward protecting our planet.”

There is no denying that our environment and our natural resources are under threat. We are seeing things unfold, quickly... in real time. A quick glance at the news shows that temperatures are soaring, devastating wildfires are rampant across the globe, and droughts are occurring in areas where we once did not see them.

As a global agricultural company, we understand the importance of focusing on the basics - water, air, trees, and soil—and protecting the environment wherever we can. It is essential for human survival. It is essential to our survival, and as an industry leader, we believe it is our duty to set an example.

We are actively and aggressively taking action to find solutions that address these issues within our own ecosystem. Our goal is to not only restore the balance of our ecosystem, bringing it back to how Mother Nature intended us to use her, but to inspire others to make changes where we can. Sustainability is a collective effort. I believe that if we go back to basics and focus on using more nature-based approaches, we can make a big impact.

Our scientists and researchers are working diligently to improve and uncover farming methods to help optimize our yields while preserving and protecting our growing lands. We’re focused on ways in which we can leverage technology like drones and smart farming, to continue to move towards a circular economy on our farms.

We are proud of the progress we made in 2022, which you’ll see in our 2022 Sustainability Report. We leaned into our expertise with the goal of becoming a more sustainable, agile company.

In a year that was marked by supply chain disruptions, shortages of raw materials, unprecedented inflation, and higher interest rates, we increased our efficiencies and made continuous improvements to use what we have to its fullest capacity.

We debuted our first carbon-neutral pineapple, reduced the amount of food waste we produce, and focused on becoming more efficient in our shipping.

We’re proud to have launched the Del Monte Zero™ pineapple, a carbon neutral certified pineapple, which offsets carbon emissions from farm to market. This certification was accomplished through a long-standing program of carefully curated farms that incorporate conservation and reforestation areas to sequester CO₂ in situ. This process, called insetting, is part of our larger commitment to combat climate change.

In addition, as part of our work to maximize our assets, we became more efficient in the loads we shipped via our ocean logistics arm. Although our fuel consumption increased over 2021 levels, we transported more product per load—each container requires 1.43 ton of fuel for transport in 2022, while the same amount required 1.81 tons in 2019.

CEO CHAIRMAN LETTER

“Technology and innovation have been a part of our journey, and we only see that continuing.”

To further our goal to reduce food waste, we were the first grower to join the Pacific Coast Food Waste Commitment in 2022 where we pledged to reduce food waste across our operations, but also serve as a model for other suppliers and growers. In 2022, we diverted 93% of food waste from landfill.

Additionally, we used our years of industry knowledge, coupled with artificial intelligence and our robust data library, to work to perfect our pricing predictability. We’re close to perfecting the technology with supply and demand for avocados. With a better predictability model, we’re able to better match supply and demand and have a more consistent business and less food waste.

Technology and innovation have been a part of our journey, and we only see that continuing. It allows us to make smarter decisions and become more agile and sustainable in our operations.

Our efforts extend well into the communities we operate in across the globe. These communities are our backbone and a part of our family. Their well-being is important to us, and we strive to improve their lives by providing access to food, education, and health services. These efforts are deeply woven into the fabric of all our operations.

Our mission truly is to create a Brighter World Tomorrow®. Sustainability isn’t something we believe in, it’s who we are. We hope that through our efforts we can set an example and inspire everyone we touch to make small, meaningful steps toward protecting our planet. There is strength in numbers.

We’re optimistic for what’s to come.

Regards,

Mohammad Abu-Ghazaleh
Chairman & CEO



CSO STATEMENT

“We believe that we can effect change and bring about the adoption of new technologies to create a more sustainable future.”



HANS SAUTER
CHIEF SUSTAINABILITY OFFICER



At Fresh Del Monte, sustainability is at our core. As we continue to learn from our team’s field experience, we are painfully aware that time is of the essence, and the need to climate-proof our operations is more urgent than ever.

For several decades, we have been working to lower our environmental footprint and create ways to marry large-scale agribusiness with the conservation of nature around our farms. With the same enthusiasm, our teams are now involved in developing climate resiliency plans that can help us deal with a climate landscape that is changing in front of us. Because we are vertically integrated, we have the unique ability to make a significant impact with our sustainable actions—from the farms to the grocery store shelves.

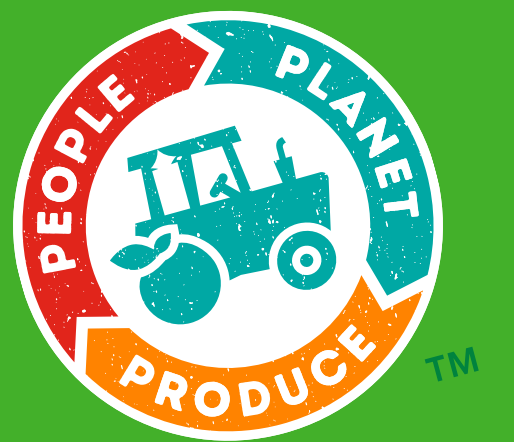
As a company, we are constantly looking to reduce our greenhouse gas emissions, water withdrawals, food waste, and plastic usage, among many other things, that directly impact our planet. Advancements in science and technology are at the top of our list, and the involvement of our supply chain will be crucial to achieving the desired impacts in the near future.

We believe that we can effect change and bring about the adoption of new technologies to create a more sustainable future. But with that comes the need for investments and partnerships. And the biggest impact we can make is when we work together. Sustainability is about collective investment—investment in time, effort, and money—by everyone.

We are doubling down on our research efforts to develop regenerative agricultural practices adapted to tropical crops. And we are excited about changes we are trying as we modify our production process to preserve the health of our soil, including soil amendments, enriched composts and microbes specifically selected to have the biggest impact in tropical conditions.

As a company and global grower, we are committed to finding solutions to ensure the prosperity of our planet into the future. And although we are convinced that genomics and digital technology hold some of the best opportunities to transform our industry, our teams will not look down on any opportunity that can help ensure a better and fruitful future.

Hans Sauter
Chief Sustainability Officer and
Senior Vice President of Research & Development



ABOUT THIS REPORT

Fresh Del Monte releases additional information within our public financial filings which can be found on the Investor Relations page of our website.

[Go to Investor Relations page](#)

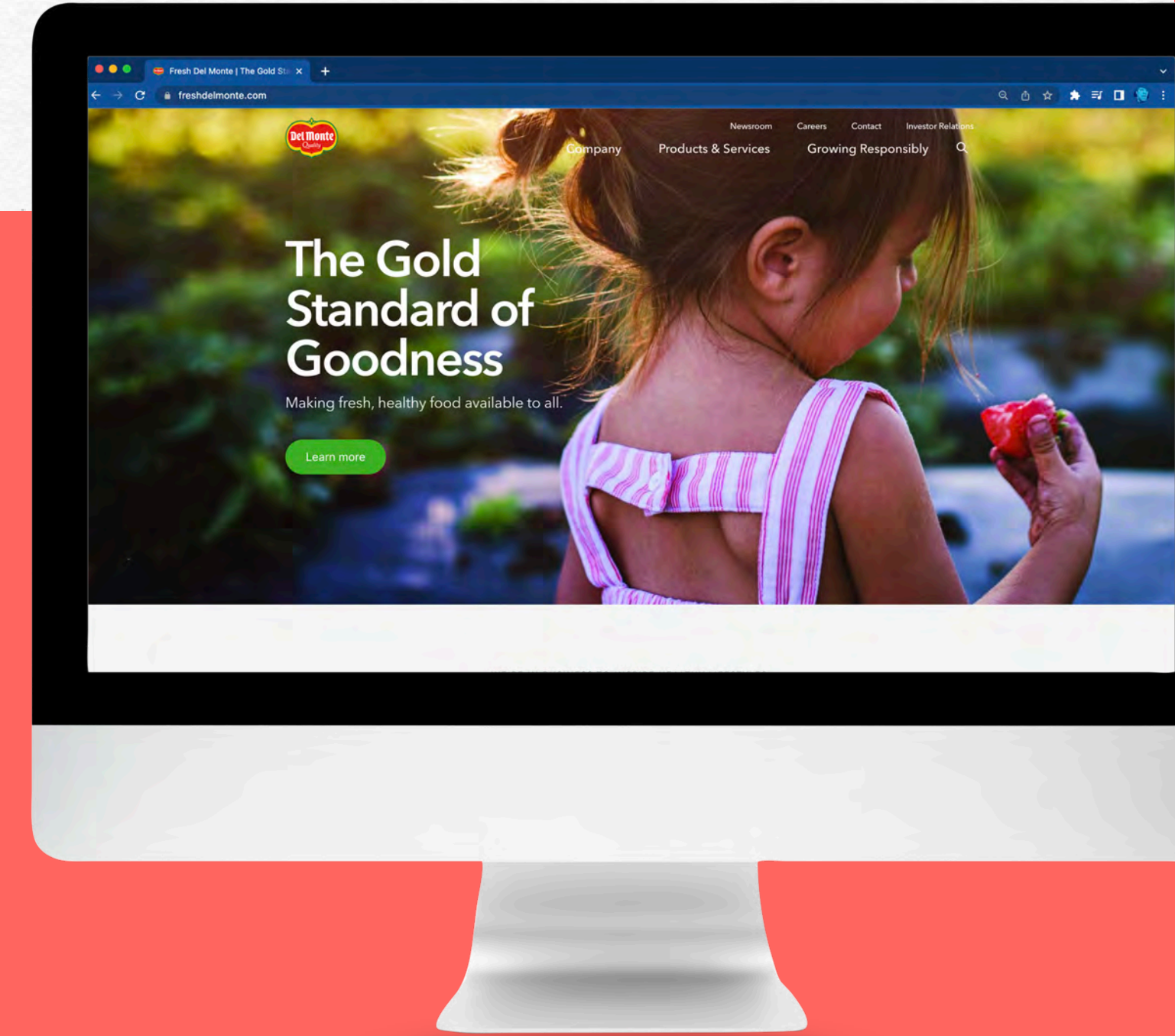
[Go to Materiality Section](#)

Fresh Del Monte Produce Inc. (referred to as "Fresh Del Monte") is pleased to present our fifth annual Sustainability Report (the Report or this Report), which covers our environmental, social, and governance (ESG)-related performance from our fiscal, calendar year of January 1 to December 31, 2022, unless otherwise stated.

This Report was developed to inform our stakeholders of the positive and negative impacts that our organization may have on economic, social, and environmental topics. In it, we provide an overview of who we are as a company, our values, and commitments, and provide details of our approach to addressing our sustainability-related impacts.

The topics in this Report have been determined based on significant material sustainability topics, which are detailed in the **Materiality section**. The scope of this Report covers our global operations, including our sustainability performance data, and comprises all entities for which Fresh Del Monte holds management responsibility, including our subsidiaries. Unless stated otherwise, the scope of our sustainability data encompasses all our activities, which does not include subcontractors.

To align our non-financial reporting with global sustainability indicators, this Report was prepared with reference to the Global Reporting Initiative (GRI) Standards 2021 framework including mapping to the Sector Guidance for Agriculture, Aquaculture, and Fishing. It also references disclosures from the Sustainability Accounting Standards Board (SASB) for Agricultural Products within the Food & Beverage Sector and the Task Force on Climate-related Financial Disclosures (TCFD). We have developed a separate document for the GRI, SASB, and TCFD content indexes, which can be found on our website.



CONTACT US

We welcome feedback on our ESG initiatives and reporting and invite you to contact us via email at:

investors@freshdelmonte.com

COMPANY OVERVIEW

In 2022, Fresh Del Monte was rated one of America's Most Trustworthy Companies by Newsweek. We believe this trust is foundational to our brand and our success.

[Learn more WHERE WE OPERATE](#)



31,828

Full-time employees



Products available in

80+ COUNTRIES



21

Countries in which we operate

Fresh Del Monte is one of the world's leading vertically integrated producers, marketers, and distributors of high-quality fresh and fresh-cut fruit and vegetables, as well as a leading producer and distributor of prepared fruit and vegetables, juices, beverages, and snacks in Europe, Africa, and the Middle East.

We market our products worldwide to over 80 countries primarily under the Del Monte brand, a symbol of product innovation, quality, freshness, and reliability since 1892. Our global sourcing and logistics network allows us to provide consistent delivery of high-quality products and value-added services to our customers.

"In 2022, Fresh Del Monte was rated one of America's Most Trustworthy Companies by Newsweek. We believe this trust is foundational to our brand and our success".



MISSION

We want to inspire healthy lifestyles by providing wholesome and convenient products to everyone, everywhere.

VISION

Our vision is to inspire healthy lifestyles through wholesome and convenient products.



EXCELLENCE

We provide high-quality products and services to fully achieve business results. We have a long-term outlook in everything we do. We do business in an ethical, socially responsible, and transparent way all the time.

CARE

We relentlessly respect and focus on our team members, consumers, customers, environment, and communities.

PASSION

We have a passion to consistently deliver the best quality, fresh-cut produce in the industry. We are committed to doing our best every time.

TRUST

We empower our team members to make the best decisions for our organization by fostering teamwork, focusing on speed, and allowing the freedom to succeed.

CREATIVITY

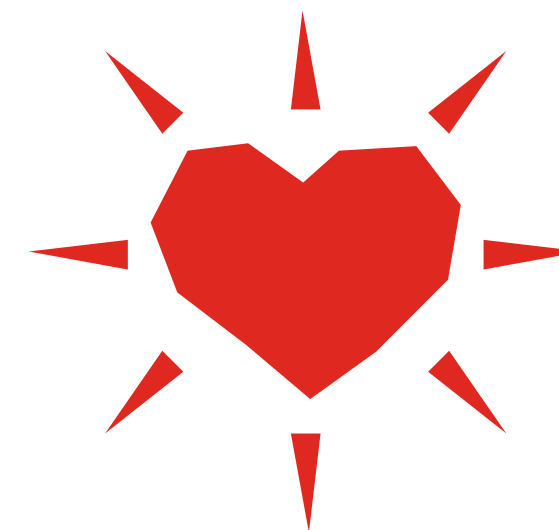
We foster innovation and entrepreneurial spirit. We work to continuously improve everything we do.



EXCELLENCE



CARE



PASSION



TRUST



CREATIVITY

2022 AT A GLANCE



ENVIRONMENTAL

- **Reached 94%** of our SBTi-approved Scope 1 & 2 emissions goal.
- **574,800** trees planted.
- **29.7%** of our own farms implement sustainable farming practices
- **4,380 MT** of packaging waste diverted from landfill.
- Released the **DM Zero Pineapple** - a carbon neutral pineapple[1]
- Partnered with the **World Wildlife Fund** to enhance our regenerative agriculture practices.

[1] [The Zero-e Pineapple Has Arrived | Fresh Del Monte](#)



SOCIAL

- Revamped our Vendor Code of Conduct to ensure we hold our suppliers to the highest of standards
- **72 Assessments** conducted addressing our social compliance
- **6,533 Total hours** of Global Social Responsibility Harassment Training
- **26,697 Total hours** of Overall Human Rights Training globally
- **57% Reduction** in high-consequence work-related injuries since 2021.



GOVERNANCE

- Enhanced our vendor risk assessment process for flagging high risk vendors.

ESG GOALS & PROGRESS

Recognizing our global footprint, we believe we can contribute to the international sustainable development agenda, namely the United Nations Sustainable Development Goals (SDGs).

Our work addresses several developmental challenges, such as sustainable use of natural resources, providing decent work and upholding human rights, taking action on climate change, and addressing good health through our products. We believe our ESG goals are well aligned with the global goals, and we will continue to innovate in our operations to demonstrate our support for tackling these compelling issues.

Our ESG goals help us achieve our vision of **A Brighter World Tomorrow**® by supporting our strategic objectives and sustainability ambitions, and in 2022 we saw some exciting progress. Details of our progress toward each goal are provided throughout this report.



AWARDS AND RECOGNITION

Awards

AWARD	AWARDING BODY	IMPORTANCE TO FRESH DEL MONTE
Food Quality & Safety Award	Food Quality & Safety Magazine	The annual award honors the dedication and achievement of a food safety and/or quality assurance team that has made exceptional contributions to upholding the highest of food standards.
Occupational Risk Preventive Management System Award	Costa Rica National Insurance Institute	Attained by our Banana Division in Costa Rica.

Recognition

- Ranked **14th in the Food and Beverage** category among U.S.-based companies with revenues of more than \$500 million on Newsweek's America's Most Trustworthy Companies of 2023. List of America's Most Trusted Companies
- Named a **Humankind 100 company** by Humankind Investments; ranked 59th out of 100 companies that positively impact communities by providing access to clean water and food, healthcare, and more.
- Recognized by UNESCO for conservation of **Quirigüá Archaeological Park, a UNESCO World Heritage Site in Guatemala.**

MEMBERSHIP ASSOCIATIONS

Sedex Members Ethical Trade Audit (SMETA)

The most widely used format for social audits in the world, enabling businesses to assess their sites and suppliers to understand working conditions in their supply chain.

Sustainable Packaging Coalition

A membership-based collaborative that believes in the power of industry to make packaging more sustainable.

[Visit Site](#)

Canadian Produce Marketing Association

We are members of the Plastic Packaging Working Group for cross-organizational collaboration towards sustainable packaging solutions.

APPROACH TO SUSTAINABILITY

Protecting our planet and its resources is our collective responsibility.

Our business is intrinsically connected to natural resources and using them responsibly and sustainably is a top priority for Fresh Del Monte. This involves concerted efforts across our operations to conserve biodiversity, reduce our carbon footprint, improve soil health, and water quality, and partner with the communities around our farms.

We recognize that the success of our business is fundamentally linked to people – those in our direct operations and our supply chain. Alongside environmental protection, we prioritize key social issues that impact the wellbeing of our people.

Our vision for **A Brighter World Tomorrow**[®] is our commitment to building a food system that will sustainably meet humanity’s most basic needs for generations to come. Our strength is in creating sustainability programs that focus on shared learning and technological innovation, while considering what an entire ecosystem needs to thrive. In doing so, we seek to build a sustainable and resilient business and to positively contribute to the entire agriculture industry.



MATERIALITY

STAKEHOLDER ENGAGEMENT



Stakeholder engagement is a critical component of our approach to sustainability. We regularly engage with our key stakeholders, internal and external, to create a feedback loop that guides our actions. We shape our environmental and social efforts based on feedback from scientific experts and local community leaders.

Beyond our materiality process, we engage with stakeholders such as employees through engagement surveys, consumers through social media, investors through reporting, and local communities through ongoing dialogue to build long-lasting partnerships. Where needed, we engage with governments in ways that promote our vision for **A Brighter World Tomorrow®**.

In 2021, we conducted a materiality assessment to determine which sustainability topics are most important to our stakeholders and most relevant to our business. We engaged a broad set of stakeholders: internal leaders, Board members, employees, investors, customers, and nonprofit partners among others. The resulting priority material topics as shown in the matrix below have informed not only our ESG reporting but also the ESG goals we announced in 2021.

ESG OVERSIGHT & GOVERNANCE

OUR APPROACH

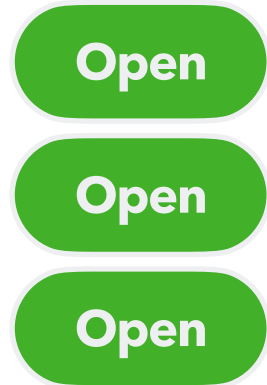
Strong corporate governance is a vital priority for Fresh Del Monte. Our Board of Directors (the Board) oversees ESG risk and our overall enterprise risk management program, while guiding the effective implementation of our sustainability initiatives.

We believe in the importance of diversity and inclusion at all levels of our company, including our Board. In 2022, 37.5% of our Board were from diverse backgrounds.

Our approach to business ethics goes well beyond compliance and our internal corporate culture fosters behaviors that live up to values and our core principle of “We do the right thing, every time.” We believe this is the only way to build lasting trust within our own team and among our customers, business partners, shareholders, regulators, and society.

SIDEBAR POLICIES:

- **Human Rights Policy**
- **Privacy Policy**
- **Code of Conduct and Business Ethics Policy**



ESG GOVERNANCE

We believe that our ESG governance structure strengthens our accountability and, by extension, the overall performance of Fresh Del Monte as a responsible company.

Our Board of Directors and Global Leadership Team drive our deep commitment to sustainability and work to embed sustainability principles and values across our operations. The Governance Committee of the board oversees our policies and programs related to all aspects of sustainability.

Our Chief Sustainability Officer (CSO) assesses and manages ESG-related risks and opportunities and directs all regional team activities. The CSO works directly with the Sustainability Steering Committee - a cross-departmental group of company leaders - to build the company's sustainability objectives in each impact area. The CSO and Sustainability Steering Committee coordinate with sustainability leaders across regional operations to develop programs that address issues from climate change to community development to human rights.

Each international facility has a team member responsible for managing sustainability-related programs and activities. Our larger agricultural operations have a formal position dedicated to sustainability management. This structure enables us to address ESG issues quickly and appropriately across the company.



“At Fresh Del Monte, we follow our guiding principle of Integrity First in everything we do.”

Learn more about HUMAN RIGHTS

RISK AND CRISIS MANAGEMENT

We realize that the nature of our business and the environment in which we operate exposes us to potential risks.

These occur in many ways and can impact our stakeholders, reputation, finances, and operations. The Corporate Governance committee of the Board regularly reviews our Enterprise Risk Management (ERM) program efforts. Our CSO joins officers from across the company in sharing ESG-related risk reports for this review.

ESG-related risks, such as climate change impacts, shortages in resources, fair labor practices, responsible sourcing and changing labor dynamics are included in our ERM. For example, when harvesting from regions with high rainfall, we have processes in place to mitigate food safety and other risks associated with flooding. Our central risk management team also monitors resource and labor shortages through weekly calls with regional offices. Through these efforts, we aim to further integrate ESG-related risk management with other business risks.

We have streamlined crisis management across the organization, with our main focus on the potential of product recalls due to chemical, biological, and/or physical contamination. We address these potential risks through programs, guidance manuals for facilities and regular training and preparedness exercises using mock recalls. We also recently hired a North America-based member who is responsible for employee safety and improving our approach to crisis management, in line with current standards and emerging practices.

BUSINESS ETHICS

We outline our expectations in both our Code of Conduct and Business Ethics and our Global Vendor Code of Business Ethics and Conduct which states that our team members and representatives do not and will not act with any intent of, or in connection to, corruption, accept bribes or kickbacks, contribute to, accept, or offer anything of value in connection with securing business, goods, or services for Fresh Del Monte. All employees must complete our Code of Conduct and Business Ethics training when joining the company.

We expect employees to go beyond what is lawful to do what is right and to adhere to our Integrity First Global Compliance Program which was developed to build a culture that engages, motivates, and inspires each of us to live our company values. Our team members have access to Integrity First resources such as policies and governance documents through our intranet website, FreshHub. We also encourage employees to report ethical concerns through our Speak Up line - an anonymous 24/7 hotline where violations are overseen by the Chief Ethics and Compliance Officer and General Counsel. We held four town halls to familiarize local staff with the Speak Up process during the reporting period.

The Code of Conduct covers conflicts of interest, legal compliance, protection from retribution, human rights, and environmental practices, among other topics. Our Vendor Code of Conduct extends these requirements to our suppliers as we hold them to the same rigorous ethical standards.

In 2022, we refreshed both policies to align with industry best practices. We also identified the need for a formal, standalone [Human Rights Policy](#), which was previously embedded across our codes of conduct and published in early 2023. Learn more about the policy in the Human Rights section of this report.



LIVING OUR VALUES

LIVING OUR VALUES

Though we operate in 21 countries, we see ourselves as one team with the shared goal of producing high-quality foods in the most sustainable way possible.



OUR APPROACH

We stand by a shared set of values - excellence, passion, creativity, care, and trust - which guide both our team members and the company as whole. We are 'living our values' everyday by applying integrity, fairness, equity, and wellbeing across our operations and supply chain.

To contribute to the personal and professional success of our employees, we focus on bringing our five core values to life by consistently aiming to improve our efforts in respecting and upholding human rights throughout our supply chain, fostering and supporting a diverse and inclusive team, and ensuring a healthy and safe working environment from our offices to the farms where our food is grown.

SIDEBAR POLICIES:

- [Supplier Code of Conduct](#) Open
- [Trust-based Work Arrangement Policy](#)
- [Anti-Bullying & Abusive Conduct Prevention Policy](#)
- [Anti-Harassment Policy](#)

TRACKING OUR PROGRESS



GOAL



Wellbeing of Workers & Employees
Improve employee wellbeing satisfaction scores compared with a 2020 baseline

2022 UPDATE



Employee Wellbeing Survey was not conducted in 2022. Goal will be reformulated

PERCENT COMPLETED



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RELEVANT SDG(S)



3

HUMAN RIGHTS

We strive to operate in a manner that protects the rights of our employees, the workers in our supply chain, and the communities in which we operate.

As a member of SMETA, we have joined forces with other companies to take steps to trade ethically and make a positive difference in workers' lives.



Published

A New Corporate Human Rights Policy



26,697

hours human rights training



6,533

hours anti-harassment training

We have aligned our work with the UN Guiding Principles on Business and Human Rights which includes a commitment to identify labor rights issues and prevent, mitigate, remedy, track, and communicate accordingly.

Signaling our commitment, our newly published Human Rights Policy extends beyond our company to third parties, agents, business partners, suppliers, vendors, customers, and other third-party representatives. The policy covers a broad set of issues including employee diversity, discrimination, and harassment; the right to collective bargaining; safe and healthy working conditions; wage and hour practices; and human trafficking. We also provided over 26,000 hours of company-wide training on human rights as well as 6,553 hours of anti-harassment training in 2022.

We are committed to avoiding forced or compulsory labor through our own operations or through our relationships with suppliers, contractors, or customers. Supplier social compliance assessments are, therefore, critical as are randomized third-party supplier reviews. Through these efforts, we identify and address noncompliance points until deemed satisfactory by the audit team.

In 2022, we conducted 72 social compliance assessments using Sedex Members Ethical Trade Audit (SMETA), Sustainably Grown Standard (SGS), and GRASP methodologies. Of note in 2022, Fresh Del Monte was fully compliant across all control points on GRASP assessments conducted across Costa Rica, Colombia, Guatemala, Brazil, and Chile. The assessment covers 11 control points, covering prevention of child labor, fair wages and working hours, and employee voice and representation, among other key areas. The most common noncompliance concern found in 2022 was related to workers exceeding our maximum number of allowed hours per week during peak harvest periods. We diligently monitor working hours and are engaging our farming teams to address this issue.

SVP, GENERAL COUNSEL, CORPORATE SECRETARY LEGAL



At the core of our human rights policy is the belief that all people should be treated with dignity and respect.

We take this seriously and are committed to respecting the rights of the individuals that contribute to our value chain, and also the communities in which they reside and in which we operate. As a leading food and agriculture company with a global footprint, we have a responsibility to advance respect for human rights in our business and our industry. We have instituted a new human rights policy and a framework supported by awareness-raising, training, and grievance reporting through our Speak-Up line to embed our commitment to human rights throughout our operations and business relationships.

**Effie D. Silva,
Senior Vice President, General Counsel,
Corporate Secretary Legal**



HEALTH, WELLBEING & SAFETY

Our people are our greatest asset, and we want to be sure everyone feels protected at work.



Speak-Up Line
POWERED BY CONVERCENT

We prioritize the protection and promotion of employee wellbeing, and all our offices, operation sites, and farms maintain high standards of health and safety.

Through our Total Rewards program we provide competitive health and retirement benefits for our eligible full-time team members across all regions. The program provides employee wellness benefits, from transportation to flexible working hours. To achieve our zero injuries commitment, we have in place an Occupational Health & Safety (OHS) Management Systems and a Safety Management Systems (SMS), all of which are aligned with ISO 45001: OHS Management Systems and cover all our employees. Contractors are also required to be covered by similar OHS management systems. Regular internal audits and periodic external audits are performed on our SMS. We investigate all findings and devise methods for improvement.

We also enable staff to inform our health and safety process. Employees may join monthly safety committee meetings through which they advise upper management on hazards, safety issues, and opportunities for prevention. Safety committees are also responsible for reviewing worksite inspections and incident investigations and disseminating safety training. We provide regular safety training throughout the company, and all North American operations employees receive an average of 45 minutes of safety training per month. Employees are also encouraged to anonymously report health and safety concerns through our Speak Up line.

DIVERSITY & INCLUSION

We believe that a diverse and inclusive workplace where every employee can thrive and be their authentic selves is essential to our success. We also understand that the basis for innovation and collaboration is a safe workplace where everyone has equal opportunity.

At the forefront of our diversity, equity, and inclusion (DEI) efforts is our focus on assessing areas for improvement by leveraging insights from our annual employee survey and by conducting internal audits on employee pay and equity.

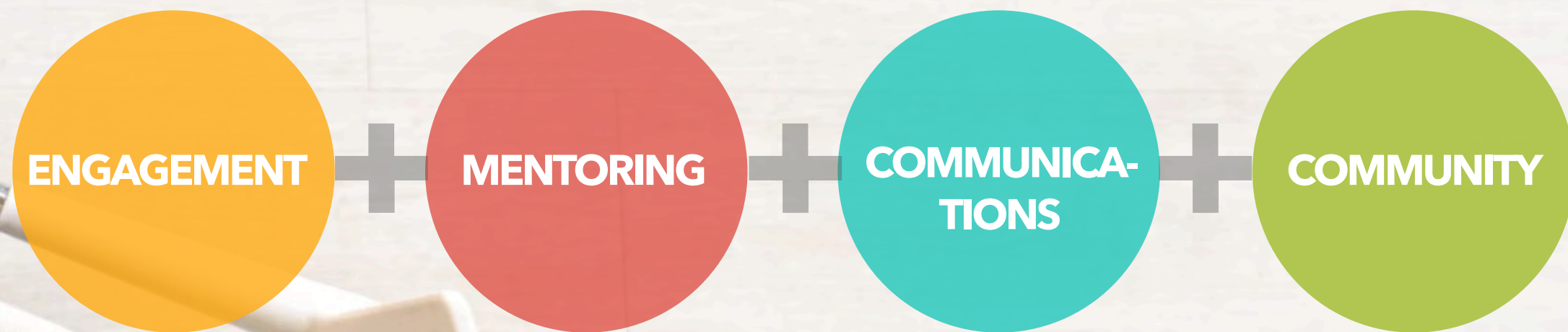
In 2022 our North America gender pay gap was 73 percent compared to 76 percent in 2021, which we attribute to employee turnover, particularly of high-level, tenured women. We are investigating the underlying causes for this to address going forward.

In early 2023 we hired a new DEI-focused HR Project Leader to bring DEI expertise to our team. We also launched a new DEI survey for US and Canada team members with a subsequent action plan with goals to further develop a culture of belonging and inclusivity.

EMPLOYEE ENGAGEMENT & DEVELOPMENT

EMPLOYEE ENGAGEMENT

Our people strategy guides our employee engagement initiatives which help us stay in touch with the needs of our workforce, ultimately boosting team morale and productivity. Under this strategy, the Fresh Team was formed to address four focus areas:



The Fresh Team encourages cross-team collaboration while making employees feel connected and valued by bringing team members together through month-long initiatives, internal contests, speaker sessions, and more.

Based on insights from past employee surveys, we have taken steps to strengthen connections among employees, including hosting global town halls and issuing an all-staff newsletter with employee spotlights. We have also actively promoted collaboration across regions and have been increasing training and development opportunities.

LEARNING & DEVELOPMENT

Our approach to learning and development is to facilitate coaching, feedback, and recognition, while supporting personal and professional development. Led by the HR department, we provide a variety of programs for our employees to maximize their potential and enhance their skills. These programs nurture in-house talent and offer opportunities for growth and workforce mobility across our global team.

Our global mentoring program, which is mentee-driven, plays an important role in this by supporting employee development and building institutional knowledge. Launched in 2021, the pilot program brought together 44 team members (22 mentor/mentee pairings) across the company.

We have found that employees who pursue professional development in their careers tend to have higher productivity and job satisfaction. This is why we offer an Educational Assistance Program for our North America-based team members.



PROVIDING HEALTHY CHOICES



PROVIDING HEALTHY CHOICES

Fresh Del Monte is dedicated to helping consumers access fresh, wholesome foods to make it easier for them to make healthy dietary choices.

ANIMAL WELFARE

We believe animals are entitled to humane treatment and our Animal Welfare Policy mandates practices that aim to prevent, minimize, and relieve pain, injury, and stress to animals.

We currently operate just one poultry farm in Jordan, which we carefully monitor to ensure animal welfare and food safety. Our operations team provides adequate feed, water, light, space, sanitation, and on-site veterinarians to protect poultry from disease, injury, and predation, which we consider to be critical for food safety.

OUR APPROACH

That involves providing affordable staple options, such as bananas, offering convenient prepared items such as fruit salads, prepared vegetables, grab-and-go snacks, and fresh juices for the modern time-pressured consumer.

Our success has come from continuously improving the quality of our products to meet consumer preferences and nutritional needs.

As the wellbeing of consumers is of the utmost importance, the safety and quality of our products are our foremost priority. We strive to cultivate a culture in which every team member is empowered to take responsibility for food safety. We maintain visibility of our supply chain, tracking where our food came from, when it was produced, and how it got to stores so that we can quickly identify the source of an issue and respond accordingly.

SIDEBAR POLICIES:

- **Food Safety Policy**
- **Animal Welfare Policy**

[Learn more](#)



FOOD SAFETY & QUALITY

Fresh Del Monte has been delivering quality produce for over 135 years.

We have done so by cultivating a work culture that ensures the quality and safety of our fruits and vegetables. We have three focus areas that collectively build this culture and set a robust prevention model that we test and improve regularly.



QUALITY CONTROL

All our products meet or exceed applicable regulatory requirements, which we achieve by consistently following our own high-quality standards. We hold our associate growers to the same high standards, ensuring they meet stringent quality requirements while offering technical assistance and managerial support where needed.

Our Product Quality System links data from our global supply chain to track KPIs and we conduct analyses to be both responsive and predictive in our approach to quality management. All our core products at North American and European ports currently use this system, as well as our North American distribution centers and banana divisions in Costa Rica and Guatemala.

FOOD SAFETY

[Learn more](#)

Our Food Safety Policy is aligned with leading standards such as Hazard Analysis Critical Control Points (HACCP), Good Manufacturing Practices (GMP), Standard Sanitation Operation Procedures (SSOP), and Good Agricultural Practices (GAP). Our compliance with these standards is verified by internal food safety personnel and also by independent, third-party certification bodies. All our processing facilities and distribution centers are certified by Global Food Safety Initiative (GFSI) audit schemes. Our corporate Food Safety and regional teams work diligently across the whole value chain with an eye on prevention. Additionally, our Global Food Safety Audit Committee conducts announced and unannounced audits of global facilities and key suppliers to verify and validate reporting. If concerns arise, we take immediate action.

We host regular food safety training, including over 15 hours of training required by regulators and short, ongoing courses from Fresh Del Monte Academy. We also have an annual company-wide global food safety conference and an internal month-long campaign dedicated to food safety awareness.

FOOD SECURITY

[Learn more](#)

In alignment with the World Bank Group's definition of food security, we are dedicated to providing healthy, nutritious products while enabling the availability, access, utilization, and stability of food for all. Our products are available across five continents, and we are expanding our reach to support food insecure countries. Meanwhile, we consistently monitor the stability of our supply to extant markets. Healthy food options should be available to everyone, and we will continue to seek opportunities to contribute to food security around the world.

TRACEABILITY

We have also implemented a food tracing system that enables us to track our fruits and vegetables. This barcode-based system allows us to quickly pinpoint any issues at the point of origin to have a faster, more accurate response. Barcodes are being included on products, not just cases, to offer further detail into product movements from where the item was produced and the points in its path to get to stores. Our North America operations were early adopters of the Product Traceability Initiative, and now 95 percent of our products are traceable by barcode.

HEALTH & NUTRITION

Healthy, accessible, and enjoyable products are central to our brand. Our strategy for providing healthy choices is rooted in three focus areas:

We know that access to nutritious, quality foods is important to families, which is why we have aligned our nutrition program with the US Supplemental Nutrition Program for Women, Infants, and Children (WIC).

[Learn more](#)



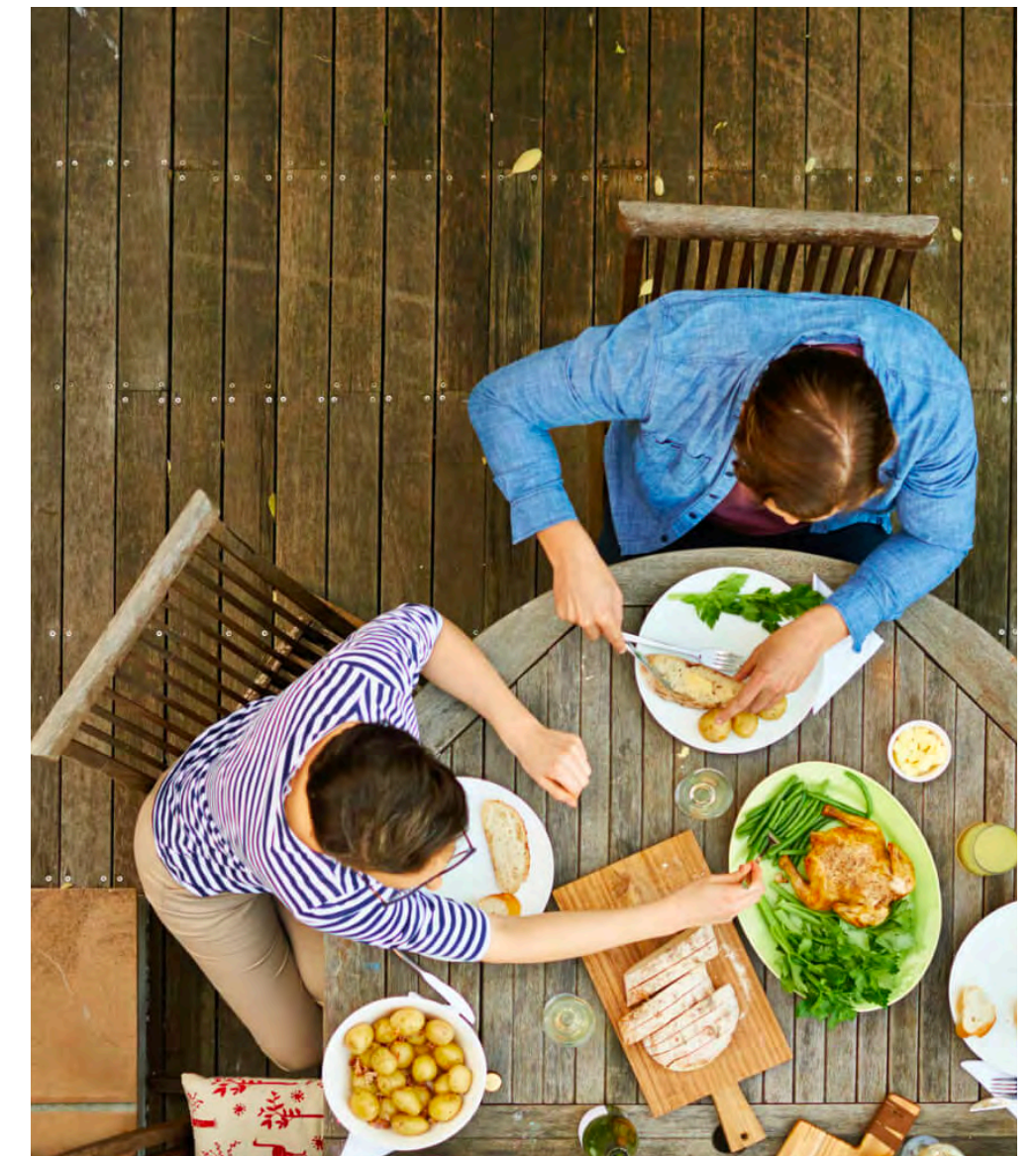
CONVENIENT MEALS AND SNACKS

Besides our quality fruits and vegetables, we offer a variety of nutritional products that make it easy for our consumers to make healthy choices, including prepared fruit salads, grab-and-go snacks, and fresh juices.



WHOLESOME RECIPES

Fresh Del Monte shares exciting, nutritional recipes on our website and on social media to inspire healthy lifestyles



NUTRITIONAL EDUCATION

We believe it is important to share where our food comes from before it hits your plates. We share information about our farms and supply chain processes on social media and our website.

INNOVATION

Our innovation is guided by scientific expertise and consumer input. We regularly conduct market research with oversight from our Global Marketing Council to ensure we address consumer needs.

In 2022, we introduced the mini Honeyglow pineapple which was developed based on consumer preference for more conveniently sized pineapples.

[Learn more](#)



We also introduced Del Monte Zero™, the first carbon neutral pineapple.

Grown across eight Fresh Del Monte farms in Costa Rica, the Del Monte Zero™ pineapple has been certified as carbon neutral by SCS Global Services taking into account all actions from cradle to grave. While many sustainably grown and carbon-neutral products are certified as such because of the purchase of carbon credits, Del Monte Zero™ pineapples are carbon neutral due to insetting^[3]. This project was accomplished through a long-standing program of carefully curated farms that incorporate conservation and reforestation areas to sequester CO₂ in situ. Creating this nature-based insetting solution is part of our commitment to combating climate change.

In Costa Rica, SCS Global Services determined our DEL MONTE ZERO™ carbon neutral pineapple project has sequestered 101,114 MT CO₂e (an additional 495 MT CO₂e through 2022's reforestation).

[Learn more^{\[3\]}](#)

[3] [Click here to learn more about carbon insetting](#)



GROWING WITH OUR SUPPLIERS & COMMUNITIES



GROWING WITH OUR SUPPLIERS AND COMMUNITIES

As a vertically integrated company, we incorporate sustainability practices from farm to table.



OUR APPROACH

We know that we can have an even greater impact by extending our sustainability practices across our supply chain.

We openly collaborate with our steady network of suppliers and business partners who play an integral role in helping us meet our sustainability commitments.

We also recognize we have a responsibility to support the communities where we work. Many of our staff come from the communities where we source our products and have a personal connection to and understanding of local needs. Our approach is based on collaboration, and we work with local community-based NGOs and government actors to maximize the impact of our efforts.

SIDEBAR POLICIES:

- **Global Vendor Code of Business Ethics and Conduct**

[Learn more](#)

* Against base year.

[5] [Green economic recovery](#) is an economic recovery to the impacts of COVID-19 that is aligned with achieving long-term sustainability and climate action objectives to achieve a more resilient, inclusive, and equitable future for the planet.

TRACKING OUR PROGRESS



GOAL



2022 UPDATE*



PERCENT COMPLETED



RELEVANT SDG(S)

Community Investment

By 2025, support 300 local sustainability programs that create measurable and lasting change

33 additional programs supported

Achieved 144%

3-4-6-11-15

By 2025, provide educational opportunities to 20,000 students and adult learners

6,000 new students reached

Achieved 205%

3-4-6-11-15

By 2025, contribute to a green economic recovery from COVID-19^[5] in our neighboring communities

Activity expanded with GIZ Project and El Tigre Reserve project continued

30%

1-7-8

Responsible Sourcing

By 2025, achieve 100% of global product volume certified as sustainably grown by a third party

132,011,608 boxes

88% of global product volume

12-15

RESPONSIBLE SOURCING & SUPPLY CHAIN MANAGEMENT

Managing our supply chain is critical to reaching our sustainability goals, from mitigating human rights risks to reducing our Scope 3 emissions.

[Learn more about Human Rights](#)

[Learn more about Scope 3 emissions](#)



In 2022, we updated our Vendor Code of Conduct and introduced a more rigorous screening and vendor flagging process, vetting suppliers against additional human rights, regulatory, and environmental criteria.

Over the years we have nurtured solid partnerships with all our growers, providing technical support and guidance to enable them to produce top-quality products using cutting-edge technology in harmony with nature.

All 147 growers of our first-tier products (pineapples, bananas, and melons) are required to meet the Global Good Agricultural Practices (GLOBALG.A.P.) standard. We also encourage associate growers to meet GLOBALG.A.P. Risk Assessment on Social Practice (GRASP) to assess workers' health, safety and welfare, and standards set by Rainforest Alliance and the Sustainably Grown Standard. Among growers who have contracts longer than one year, a Fresh Del Monte Quality Assurance team member who is trained in our standards is assigned to that grower to bring their expertise to the growers' operations and support compliance with our policies.

[Go to Sustainably Grown Standard site](#)



GROWING WITH OUR COMMUNITIES

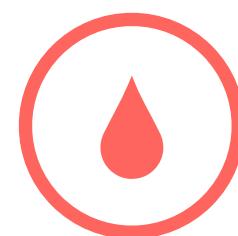
We recognize that each community where we do business has unique needs, challenges, and cultures. Our community engagement initiatives are centered around five pillars



Access to healthcare



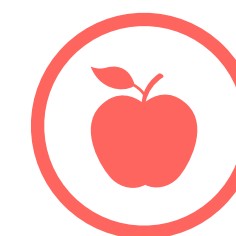
Education



Clean water and related infrastructure



Disaster relief



Ending hunger and providing access to healthy foods

Recognizing that our local teams know their communities best, we empower our employees to lead localized engagement. In some operations, our labor relations department or employee-led committees establish connections with local communities. Highlights of our community engagement efforts in 2022 include:

Access to healthcare:

- Expanded our women's healthcare program in Kenya. For Menstrual Hygiene Day, we hosted a workshop to overcome taboos, provide advice, and administer feminine hygiene products.
- Facilitated access to free medical support, including medical and dental care and vision check-ups, and the distribution of free reading glasses for community members in Barangay San Pedro, Panabo City, Philippines.

Education:

- Partnered with global nonprofits advancing children's education.
- During 2022, about 7,878 school packages were delivered to children of workers in Costa Rica.

Clean water and related infrastructure:

- Developed a pilot project with GIZ to enhance community-based water management in our pineapple operation on the Pacific Coast of Costa Rica. The program established a "school of water" in the region and taught community members how to engage with the government on water conservation.
- Partnered with local government in Guatemala to remove and recycle waste from rivers using Biobards, long floating nets that rest on the river's surface and collect waste as it moves downstream.

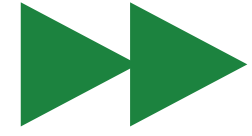
Disaster relief:

- Donated more than 200 cartons of canned pineapples to the Kenya Red Cross Society, part of the KAM Humanitarian Initiative, in response to massive droughts and famine in the regions we work in Kenya.

Ending hunger and providing access to healthy foods:

- Hosted events with local foodbanks around the US to raise awareness about nutrition and donate healthy food.
- In Baltimore, MD we expanded our network of donation recipient organizations and began donating food to local daycares and schools to address childhood nutritional needs.

A key program for 2022 was a collaborative effort by our Costa Rica and Guatemala teams, the GIZ, and local community groups near our banana and pineapple operations through the JUNTOS project. JUNTOS brings local government, community groups, and other public sector groups together to align on conservation and community development. The project also brings local teachers and students together to learn more about biodiversity and ecosystem services and integrates community development and environmental conservation efforts.



CASE STUDY

BRINGING THE QUIRIGUÁ ARCHAEOLOGICAL PARK INTO CLASSROOMS

The Quiriguá Archaeological Park, a 34-acre UNESCO World Heritage Site located among the Fresh Del Monte farms in the Department of Izabal, Guatemala, holds both great cultural ancestral history and ecological biodiversity.

The area is home to the anteater, cotuza, and armadillo, as well as the canoe-billed toucan.

As part of our collaboration with the **JUNTOS** project, the historical and natural environment of Quiriguá will become part of a local education program for sustainable development called **ECOAPRENDO+**.

Offering a digital, immersive experience of the Mayan civilization to **over 800 students**, the program provides important cultural and ecological education for the next generation of stewards.

[Learn more about JUNTOS PROJECT](#)





PROTECTING OUR PLANET

PROTECTING OUR PLANET

Operating in over 20 countries, and growing over 50 percent of what we produce, we are highly dependent on the health and wellness of the natural environment.

OUR APPROACH

We understand our responsibility - to the communities where we operate, and future generations - to reduce the environmental footprint of our products.

Our commitment to the environment starts with how we source materials for our farming and processing activities and carries through to how we deliver end products to our customers. We concentrate our efforts on conserving water resources, reducing our greenhouse gas (GHG) emissions, promoting sustainable farming, enhancing ecosystem preservation, and minimizing the impacts of our product and packaging waste. We also collaborate with research institutions, suppliers, industry associations, community organizations, and governments to collectively develop holistic solutions to tough problems that we cannot solve alone.

SIDEBAR POLICIES:

- **Global Environment Policy**
- **Land and Water Suitability Policy**
- **Responsible Farming Approach to the Protection of Insect Pollinators**
- **Responsible Farming Program**

[Learn more](#)

[Learn more](#)

[Learn more](#)

[Learn more](#)



TRACKING OUR PROGRESS



GOAL

Climate Action

- By 2030, reduce our Greenhouse Gas emissions in alignment with the Science Based Targets initiative:
 - (a) Reduce our Scope 1 + 2 emissions by 27.5% compared to 2019 levels
 - (b) Reduce our Scope 3 Emissions by 12.3% compared to 2020 levels

- By 2025, reduce our absolute Scope 1 CO₂e emissions from vessel shipping by 10% compared to 2019 levels

- By 2025, plant and/or donate 2,500,000 trees from a 2016 baseline

Food Waste

- By 2030, reduce our food loss and organic waste sent to landfill by 50% compared with our 2020 baseline

Responsible and Regenerative Farming

- By 2030, implement regenerative and soil health management practices in 100% of owned and associated growers' farms

- By 2025, monitor 100% of protected areas annually by conducting an inventory of species in each of our reserves

Water Stewardship

- By 2030, achieve at least a 10% improvement in Water Use Efficiency (kg of product/ hectare grown / mm of water) in our owned farming operations compared with a 2020 baseline

- By 2030, achieve at least 80% of associate growers implementing water use efficiency practices in their operations

Sustainable Packaging

- By 2026, double the amount of recycled content in our most highly consumed secondary packaging compared with 2020

- By 2025, reduce virgin plastic usage by 25% on consumer packaging we purchase

- By 2027, double the amount of Returnable Plastic Crates (RPCs) used by the company compared to 2020

- By 2023, in addition to sourcing responsibly sourced paper, we will ensure that at least 65% of the boxes we source worldwide are certified for responsible sourcing (FSC, PEFC, or SFI)



2022 UPDATE^[6]

Scope 1 and Scope 2: 26% reduction

Scope 3: 0.29% increase

10% decrease

2,203,956 cumulative trees planted

41% reduction

29.7% owned farms
17.4% associate grower farms

8,225 hectares

5 out of 15 operations

Two growers (940 acres)

51,081 MT of recycled content

Initiatives in the Banana category yielded a savings of virgin plastic of over 155 Tons, among other savings in other categories.

11,309,060 RPCs used^[10]

44.2%



PERCENT COMPLETED

94%

-2%

104%

88%

82%^[7]

26.9% of farms^[8]

69%

35.5%^[9]

2%

34.3%

Data baselining and verification process in progress.

-7.9%

68.1%



RELEVANT SDG(S)

9, 13 & 15

9, 13 & 15

9, 13 & 15

9, 13 & 15

12

15

15

6, 14 & 15

6, 14 & 15

8 & 12

8 & 12

8 & 12

8 & 12

[6] Against baseline year(s)

[7] Goal calculations reset annually.

[8] This calculation weights each farm based on number of hectares to capture our progress more accurately.

[9] Goal calculations reset annually.

[10] Changes in our customer base in 2022 resulted in a net reduction of RPCs consumption for the year.

CLIMATE ACTION

We believe that limiting global warming to below 1.5°C, as outlined in the Paris Agreement, is crucial for the long-term health and safety of the planet.

We know firsthand the impact that agricultural operations have on climate change and biodiversity loss and have experienced some of these impacts in areas we operate, such as droughts in Kenya and hurricanes in Central America. In response to this, we are seeking opportunities to reduce our emissions and join multi-stakeholder efforts to mitigate the effects of climate change as best we can.

We are pleased to share our first TCFD (Task Force on Climate-related Financial Disclosure) Index which is aligned with our annual CDP submission.

Our senior management team, including the Governance Committee and our CSO, are closely involved in overseeing and monitoring climate-related issues and work with regional sustainability leads to enact climate mitigation and adaptation activities.

Through an assessment of our progress against TCFD’s requirements, we have identified areas that we need to act on in the future and are committed to deepening our engagement in assessing and managing climate-related risks and opportunities.

For further detail, the TCFD Index as well as our 2022 CDP Climate Response are now available on the Fresh Del Monte website.

EMISSION REDUCTIONS

Food production accounts for a quarter of all global GHG emissions. Given the nature of our business, we are committed to reducing our operational GHG footprint and have set targets for Scope 1, 2, and 3 emissions which were reviewed and approved by the Science-Based Target initiative (SBTi) in 2021.

In 2022, we saw an overall decrease of 26 percent for our Scopes 1 and 2 emissions, largely due to optimizing our fertilizer usage and fuel consumption and to adjustments in facility heating and animal feed at our poultry operation in Jordan.

Transporting perishable goods in a timely manner around the world is essential to the success of our business. Over 50 percent of our Scope 1 emissions are from our own vessel shipping, which we aim to reduce by 10 percent by 2025^[11]. While increasing production, we have been able to also increase our fuel efficiency (reducing our fuel consumption by 21 percent per ton of product). Our overall Scope 3 emissions did increase slightly in 2022, and we are working on approaches to further improve fuel efficiency across our supply chain.

[11] From a 2019 baseline

RENEWABLE ENERGY

We are constantly exploring ways to decrease our reliance on fossil fuels and increase our renewable energy consumption.

In 2022, approximately 21 percent of our global electricity consumption came from renewable sources. In 2017 at our Costa Rica banana operation, we installed solar panels at four offices on four farms. Altogether, we have generated 76,387 kWh and have reduced monthly kWh usage by 46 percent since 2017.



FOREST CONSERVATION



574,800

Tress planted in 2022

2,203,956

trees planted since 2016 to 2022



Joined

the World Economic Forum's 1 Trillion Tree initiative (1t.org)

Growth

of the trees we plant is tracked using drones and via our on-the-ground forestry team.

We recognize the impact our agricultural practices can have on forest degradation and are actively working to conserve forests near where we operate. So far 10,000 hectares of land around our farms have been designated as protected forests, which benefit both biodiversity and soil health. We have been planting 'biodiversity corridors' of native trees between fields and roads and alongside streams to reduce erosion and runoff. We also plant on land retired from agricultural production to increase soil and biomass carbon stocks.

In June 2022, the Fresh Del Monte team partnered with the Ministry of Agriculture in Jordan on a reforestation project, and it is supported by the Danish Agency for Development and Employment of Refugees with the Ministry of Agriculture. The project involves using treated water from our poultry operation in Jordan to irrigate 250,000 plants suitable to the desert climate. We provide 700-1000 cubic meters of treated water daily, via pumps powered by solar panels.

SUSTAINABLE FARMING

Our research and development (R&D) team is introducing practices that lessen our environmental impact and increase resilience, while also driving agricultural innovation across our operations and industry. We work with third-party experts, such as GLOBALG.A.P., Sustainably Grown Standard, and the Rainforest Alliance, to develop sustainable farming practices and guidelines for our farms and operations.

In 2022, 88 percent of our global product volume was certified as sustainably grown by one of these third parties.

Meanwhile, our Smart Farming Program focuses on using technology to:

- 1. **Enhance our capacity to detect stressed areas as early as possible and deploy corrective actions on time, for example using multispectral imagery from drones.**
- 2. **Implement digitization and geo-referenced maps to improve our precision farming capabilities; and**
- 3. **Improve data and information flow for better process control, to drive performance and to enhance analytical capacities.**

The Smart Farming Program is expected to enhance our output while reducing environmental impacts.

REGENERATIVE AGRICULTURE

With 50 percent of our products being grown on our own farms, regenerative agriculture is critical to our success. Our goal is to create resilient and multifunctional landscapes and our work is guided by five regenerative agriculture principles:



Soil health is a critical component of regenerative agriculture, and we monitor 12 soil health indicators, such as soil erosion, pH, and active carbon across many of our sites – and plan to do so across all sites by 2025. In 2022, we partnered with the World Wildlife Fund to better understand the condition of our soils and how we can improve our regenerative agriculture operations. The project will run from 2023 to 2025.

We are also continuously improving our regenerative farming practices through research and innovation. As research on these practices in tropical areas is sparse, we have partnered with local universities, public institutions and NGO's to expand the body of knowledge. The learnings from these efforts will be shared with our associate growers, local communities, other research institutions, and government agencies, where appropriate.

[Learn more](#)



WATER STEWARDSHIP

We rely on clean water to grow healthy crops and to prepare our produce for consumption.

To minimize the impact, we have on water resources, we leverage innovative technologies to drive water use efficiency and aim to prevent potential negative impacts on community water resources as best we can.

WATER RISK MANAGEMENT

Assessing water resiliency beyond our own operations is critical to our business as climate risk and stakeholder actions throughout our watershed affect water availability.

Utilizing the World Resources Institute Aqueduct tool, we have mapped our global operations to each basin to prioritize where to reduce our risk. We are also in the process of assessing the water risk of third-party growers and providing technical support to increase their resiliency.

We address this by collaborating with other stakeholders with a focus on protecting the entire watershed by prioritizing water conservation, quality monitoring, wastewater treatment, and water recycling practices. For example, to conserve water in high-stress areas, we have moved from scheduled to per-needed watering. In low-stress areas, we are preparing landscape approaches - incorporating collaborative, place-based natural resources planning - to water stewardship.

While our water withdrawals across our offices, distribution centers, and port facilities decreased in 2022, our water withdrawals across agricultural operations and packaging and production processes increased, leading to an overall increase of 8 percent. This is in part due to the fact that in 2021 we experienced above average rainfall, leading to a drop in required water withdrawal. We also improved our calculation methodology to be more precise and increased our cultivation area from 2021. However, over the past three years, our water withdrawals have trended downward.

In partnership with the GIZ, we restored 212 hectares of land across our Costa Rica pineapple and banana and Guatemala banana operations. We are targeting 300 hectares to be restored by 2024 and have developed proposals to restore another 415 hectares by project completion. The project also focuses on wildlife preservation and has identified over 400 species across project sites in Costa Rica, 304 of which represent 33 percent of all bird species in the country.

[Explore our Global Watersheds](#)



CIRCULAR ECONOMY & WASTE

Much of our waste comes from crop residue, fruit not fit for consumption or selected for packing, and fruit skins generated during processing.

In 2022 we diverted 93 percent of our food waste from landfill by establishing reduction initiatives and monitoring food waste using insights from our Environmental Action Tool, which analyzes progress in different areas and divisions across the company. This effort was bolstered by our partnerships. We joined the **Pacific Coast Collaborative's (PCFWC) Food Waste Commitment**. PCC helps to educate participating businesses on how to reduce food waste.

We also continue to actively participate in the **10x20x30 initiative**, which brings together the world's biggest food retailers, producers, and their priority suppliers to reduce food loss and waste.

Recognizing that much of our food can still be consumed or repurposed for other uses, we have Community Support Leaders at each port to coordinate donations to local food banks. In 2022, we donated 52,964 metric tons of food to organizations that assist those in need. We also either composted or sold eligible waste to third parties to convert it into animal feed and biofuel.

PACKAGING WASTE

Across our product portfolio, we aim to consistently reduce or eliminate unnecessary packaging, increase recycled content, and further develop reusable and recyclable packaging programs. In 2022, we:

- Led the industry in developing and commercializing the first certified home compostable sticker for bananas sold in Europe. We developed over 50 million compostable stickers in 2022 and hope to expand to other markets soon.
- Reduced the amount of plastic in our banana bands and began phasing it out entirely from our pineapple bands.
- Increased the number of pineapple boxes shipped per container.
- Reduced the total amount of paper used for banana boxes from Guatemala.

Our externally sourced packaging is certified by the Forest Stewardship Council (FSC), the Sustainable Forest Initiative (SFI), and the Programme for the Endorsement of Forest Certification.

[Visit the 10x20x30 initiative](#)

[Learn more about PCFWC](#)



IN CLOSING

In this report we have aimed to showcase how sustainability is woven into every fiber of our business.

We are very proud of the progress we made in 2022 and are excited about the initiatives we have planned for the future. We are also committed to continued investment in achieving our sustainability priorities and goals and recognize the areas where we excel and where we need to improve.

We are constantly enhancing the robustness of our data and, by publishing a comprehensive set of environmental performance data, we are confidently making progress towards our vision of **A Brighter World Tomorrow®**.

STAY UP TO DATE

[Visit our News & Stories Section](#)

A BRIGHTER WORLD TOMORROW®

APPEN- DIX



CERTIFICATIONS & STANDARDS

CERTIFICATION/STANDARDS BODY	RELEVANCE TO FRESH DEL MONTE
Current Good Manufacturing Practices (CGMPs)	We follow the US Food and Drug Administration’s Current Good Manufacturing Practices (CGMPs) help to ensure the safety of our food products.
FSSC 22000 - Food Safety System Certification	100% of products processed in certified operations.
GLOBALG.A.P.	We are a producer of GLOBALG.A.P. certified.
GLOBALG.A.P. Risk Assessment tool (GRASP)	We utilize the GLOBALG.A.P. Risk Assessment tool (GRASP), a voluntary, farm-level social/labor management tool to assess, improve, and demonstrate responsible social practices across our global supply chain.
Hazard Analysis Critical Control Point (HACCP)	We follow the HACCP food safety management system.
ISO 45001: Occupational Health and Safety	Our occupational health and safety management system adheres to ISO 45001 standards.
ISO 9001: Quality Management Systems	Our quality management system adheres to ISO 9001 standards.
PrimusGFS	We are PrimusGFS certified, a GFSI and food safety audit scheme.
Rainforest Alliance	Eight of our banana farms in Guatemala and five in Costa Rica are certified sustainable by the Rainforest Alliance.
SCS Global Services Carbon Neutrality	In 2015, our banana operation in Costa Rica (BANDECO) was certified as carbon neutral and in 2022 the Del Monte Zero™ pineapple was also certified as carbon neutral.
SMETA	We utilize the SMETA Audit process, a social auditing methodology that enables businesses to assess their sites and suppliers regarding working conditions in their supply chain.
SQF: Safe Quality Food	We are SQF certified, a rigorous and credible food safety and quality program.
Sustainably Grown Standard	We follow SCS Global Services Sustainably Grown Standard, which is a certification applied to agricultural operations around the world for environmental stewardship and social responsibility. Currently there are more than 50 own banana and pineapple farms certified under this standard
USDA/EU Organic	Select Fresh Del Monte products are certified as USDA or EU organic.

ESG PERFORMANCE METRICS

ENVIRONMENTAL EMISSIONS

GREENHOUSE GAS EMISSIONS (METRIC TONS CO ₂ e)	2020	2021	2022	REDUCTION AGAINST SBTI TARGETS [12]
Scope 1	903,391	800,588	767,342	27% decrease
Scope 2	114,316	109,926	101,562	16% decrease
Scope 1 + Scope 2	1,017,707	910,514	868,904	26% decrease
Scope 3	1,347,655	1,343,149	1,351,599	0.29% increase

Note: In 2022, to make the most efficient use of our vessels, some volume previously transported by third parties was moved to our Scope 1 transportation, which has affected how we tabulate our emissions across the Scopes.

GHG INTENSITY*	2020	2021	2022	2021 V 2022 DIFFERENCE
Scope 1 & 2	0.33	0.28	0.27	-2%
Scope 3	0.44	0.41	0.43	4%
TOTAL	0.77	0.68	0.70	3%

*Intensity is calculated by dividing MT CO₂e by MT of product

[12] Scopes 1 and 2 compared with a 2019 baseline. Scope 3 compares to a 2020 baseline.

ENVIRONMENTAL
TREES PLANTED

2016	2017	2018	2019	2020	2021	2022	TOTAL
246,617	193,048	280,456	144,046	168,342	596,647	574,800	2,203,956

ENVIRONMENTAL
WATER

TOTAL WATER WITHDRAWAL IN ALL AREAS (MEGALITERS)			2020	2021	2022
Water withdrawal			115,300	85,907	92,994
Water discharge			79,480	55,259	70,318
Total water consumption			35,820	30,648	22,676
WATER USE BY ACTIVITY (MEGALITERS)			2020	2021	2022
Agricultural operations			100,311	82,727	89,662
Offices, distribution centers, and port facilities			3,459	260	252
Packaging and production processes (including fresh cut fruit operation)			11,530	2,920	3,080
TOTAL WATER DISCHARGE BY DESTINATION (MEGALITERS)			2020	2021	2022
Third party water treatment			2,226	5,087	4,378
Freshwater (rivers, lakes)			21,276	8,077	8,276
Ground water			55,977	42,062	57,664
TOTAL WATER WITHDRAWAL & DISCHARGE IN ALL AREAS WITH WATER STRESS (MEGALITERS)			2020	2021	2022
Water withdrawal			86,878	64,388	71,868
Water discharge			66,498	42,935	53,415
Total water consumption			20,380	21,453	18,453

ENVIRONMENTAL WASTE

SOLID WASTE (IN KG)	COMPOSTED	DONATED	RECYCLED / REUSED	RESIDUALS/ LANDFILLED	RETURNED TO SUPPLIERS	SOLD TO THIRD PARTY (ANIMAL FEED AND INDUSTRIAL REUSE)
Inorganic, drums/containers	--	7,594	465,397	5,880	40,430	100
Inorganic, metal/steel/etc.	--	26,500	582,944	227	--	186,149
Inorganic, paper	--	2,391,758	3,286,852	173,151	562,509	274,693
Inorganic, plastic	--	750,000	3,153,405	347,260	4,800	296,567
Inorganic, wood	--	601,300	2,503,705	3,401,197	--	1,113,900
Nonorganic, others	23,250	--	1,873,110	8,071,758	400	24,920
Organic (e.g., fruit wastes; residual crops, etc.)	164,089,574	52,964,120	5,307,385	28,686,722	3,611,810	155,364,470
Packaging wastes - cardboard/paper	37,777	--	4,009,510	2,496	41,000	--
Packaging wastes - plastic	--	--	291,580	2,268	--	--

ENVIRONMENTAL BIODIVERSITY

HABITATS RESTORED	SIZE (SQ KM)	PROJECT FOCUS	PARTNERSHIP(S)
Costa Rica Pineapple division - CBRC and Los Angeles farm	169.06 ha implemented and 103 ha proposed (Target 200 ha)	Strengthening community brigades CB Rio Cañas and Quercus network, especially bird monitoring	Members of the local government (Municipalities of Buenos Aires and Coto Brus), biological corridors (Rio Cañas), community groups and networks (Red Quercus, ASAMUSAR, ACETUSAMA, ASOMOBI), private company (Fresh Del Monte), and public sector (INDER, SINAC).
Costa Rica Banana division - Around Lomas farm and Jaguar Wildlife Refuge	1.3 ha implemented and 312.6 ha proposed (Target 50 ha)	Bird / Fauna Monitoring	
Guatemala Banana division - Yuma farm and other farms in the Motagua district	41.23 ha implemented (Target 50 ha)	Wildlife monitoring / Camera trap installation	SITRABI, the teaching staff of the educational centers and the Ministry of Culture and Sports, through the Quiriguá Archaeological Park for the development of the EcoAprendo+ program.

SOCIAL
DIVERSITY AND INCLUSION

GENDER DIVERSITY

REGION	MALE	FEMALE	NOT DISCLOSED
GLOBAL	78%	22%	0.04%
North America	56%	43%	0.62%
APAC	85%	15%	-
Europe & Africa	63%	37%	-
MENA	83%	17%	-
LATAM	83%	17%	-

GLOBAL LEADERSHIP TEAM*

MALE	FEMALE
11 (85%)	2 (15%)

*Leadership team includes those in executive management

NEW HIRES

MALE	FEMALE	NOT DISCLOSED	TOTAL
5,848	1,916	18	7,782

TURNOVER

MALE	FEMALE	NOT DISCLOSED	TOTAL
6,535	1,864	8	8,407

SOCIAL
RACIAL AND ETHNIC DIVERSITY

GLOBAL LEADERSHIP TEAM*

HISPANIC/LATIN	BLACK/AFRICAN AMERICAN	WHITE	ARABIC/MIDDLE EASTERN
53%	8%	8%	31%

*Data represents how members of our leadership team identify. Our leadership team includes those in executive management.

U.S. EMPLOYEES

HISPANIC	ASIAN	BLACK OR AFRICAN AMERICAN	WHITE
71%	1%	2%	5%

GENERATIONAL DIVERSITY

REGION	UNDER 30 YEARS OLD	30-50 YEARS OLD	OVER 50 YEARS OLD
GLOBAL	26%	57%	17%

NEW HIRES

REGION	UNDER 30 YEARS OLD	30-50 YEARS OLD	OVER 50 YEARS OLD
GLOBAL	35%	48%	17%

TURNOVER

REGION	UNDER 30 YEARS OLD	30-50 YEARS OLD	OVER 50 YEARS OLD
GLOBAL	26%	57%	17%

PAY RATIO - NORTH AMERICA*

PAY RATIO OF WOMEN TO MEN: 73%

*North America region includes Canada, Mexico, and the United States.

SOCIAL

RACIAL AND ETHNIC DIVERSITY

ANNUAL INJURY RATES

INJURY RATES (PER 200,000 HOURS WORKED)

	2019	2020	2021	2022
Fatality Rate	0.011	0.004	0.009	0
High Consequence Injury Rate	0.211	0.123	0.141	0.063
Total Injury Rate	7.457	7.064	6.517	7.379

TOTAL INJURIES

	2019	2020	2021	2022
Fatalities	5	2	4	0
High Consequence Injuries	100	60	65	28
Total Injuries	3,531	3,439	3,011	3,305
Hours Worked	94,708,974	97,362,916	92,399,769	89,580,968



GRI CONTENT INDEX

STATEMENT OF USE

GRI 1 USED

APPLICABLE GRI SECTOR STANDARD(S)

Fresh Del Monte Inc. has reported the information cited in this GRI content index for the period of January 1, 2022, to December 31, 2022, with reference to the GRI Standards.

GRI 1: Foundation 2021

GRI 13: Agriculture, Aquaculture and Fishing

DISCLOSURE + SECTOR STANDARD #	DISCLOSURE DESCRIPTION	REPORTING LOCATION	ADDITIONAL REMARKS
GRI 2: General Disclosures 2021			
2-1	Organizational details	<ul style="list-style-type: none"> · About Us · GRI Content Index · 10k Report, page 3 	<ul style="list-style-type: none"> a. Fresh Del Monte Produce Inc b. Public corporation c. Coral Gables, Florida, United States d. 10k Report, pg. 3
2-2	Entities included in the organization’s sustainability reporting	<ul style="list-style-type: none"> · 10k Report, page 324 	--
2-3	Reporting period, frequency and contact point	<ul style="list-style-type: none"> · About This Report 	January 1 to December 31, 2022
2-4	Restatements of information	<ul style="list-style-type: none"> · Content Index 	No restatements of information to report.
2-5	External assurance	<ul style="list-style-type: none"> · Content Index 	Third-party assurance was not sought for this report.
2-6	Activities, value chain and other business relationships	<ul style="list-style-type: none"> · Content Index 	We did not seek third-party assurance for this report. This is something that may be considered in the future.
2-7	Employees	<ul style="list-style-type: none"> · Company Overview · Living Our Values · Content Index 	--
2-9	Governance Structure and Composition	<ul style="list-style-type: none"> · ESG Oversight and Governance · Content Index 	Further details of our ESG governance approach and structure, including executive compensation, were outlined on pages 8 and 9 of our 2020 Sustainability Report .

GRI CONTENT INDEX

DISCLOSURE + SECTOR STANDARD #	DISCLOSURE DESCRIPTION	REPORTING LOCATION	ADDITIONAL REMARKS
2-10	Nomination and selection of the highest governance body	<ul style="list-style-type: none"> Our nomination and selection process is in our Proxy https://investorrelations.freshdelmonte.com/sec-filings/sec-filings-details/default.aspx?FilingId=16513943 starting at page 22. 	
2-11	Chair of the highest governance body	<ul style="list-style-type: none"> Content Index Fresh Del Monte website, Board of Directors 	Our CEO, Mohammad Abu-Ghazaleh, is the chairman of our board.
2-12	Role of highest governance body in overseeing the management of impacts	<ul style="list-style-type: none"> ESG Oversight and Governance 	--
2-13	Delegation of responsibility for managing impacts	<ul style="list-style-type: none"> ESG Oversight and Governance 	--
2-14	Role of the highest governance body in sustainability reporting	<ul style="list-style-type: none"> ESG Oversight and Governance 	--
2-15	Conflicts of interest	<ul style="list-style-type: none"> 2022 Proxy Statement, page 32 and 103-104 	<p>Any conflicts of interest that arise from or out of the Board are resolved through our Code of Ethics Policy which is addressed in our proxy at https://investorrelations.freshdelmonte.com/sec-filings/sec-filings-details/default.aspx?FilingId=16513943 starting at page 24.</p> <p>Any conflicts of interest that arise from or out of the Board are resolved through our Code of Ethics Policy which is addressed in our proxy at https://investorrelations.freshdelmonte.com/sec-filings/sec-filings-details/default.aspx?FilingId=16513943 starting at page 24.</p>

GRI CONTENT INDEX

DISCLOSURE + SECTOR STANDARD #	DISCLOSURE DESCRIPTION	REPORTING LOCATION	ADDITIONAL REMARKS
2-16	Communication of critical concerns	· Content Index	Communication of critical concerns that pose material risks to the business of the Company to the Board by management is a core responsibility of the CEO. The regular cycle of Quarterly Board meetings generally provides adequate opportunity for such reporting. If additional communication is necessary, the Company also has three Committees (Governance, Compensation and Audit) that can meet between regularly scheduled meetings of the Board, and the entire Board can convene for meetings outside of the regular schedule. Additional concerns can be communicated to the Board through the internal audit function and the company's ethics and compliance reporting mechanisms.
2-17	Collective knowledge of the highest governance body	· The collective knowledge of our sustainability efforts are addressed in our proxy at https://investorrelations.freshdelmonte.com/sec-filings/sec-filings-details/default.aspx?FilingId=16513943 starting at page 28. Further all our Directors have access to and are members of NACD, which provides extensive Director education on all governance topics, including but not limited to ESG and environmental/sustainability topics.	
2-18	Evaluation of the performance of the highest governance body	· 2023 Proxy Statement , pgs. 5 and 18	--
2-19	Remuneration policies	· 2023 Proxy Statement , pgs. 42 and 51	--

GRI CONTENT INDEX

DISCLOSURE + SECTOR STANDARD #	DISCLOSURE DESCRIPTION	REPORTING LOCATION	ADDITIONAL REMARKS
2-20	Process to determine remuneration	· 2023 Proxy Statement , pg. 46	--
2-21	Annual total compensation ratio	· Content Index	955 to 1
2-22	Statement on sustainable development strategy	· Message from the CEO	--
2-23	Policy commitments	· ESG Oversight and Governance	--
2-24	Embedding policy commitments	· ESG Oversight and Governance · Global Vendor Code of Business Ethics and Conduct , pg. 2	--
2-25	Processes to remediate negative impacts	· ESG Oversight and Governance · 2021 Sustainability Report , pg. 73	--
2-26	Mechanisms for seeking advice and raising concerns	· ESG Oversight and Governance · Code of Conduct and Business Ethics Policy , pgs. 9-10	--
2-27	Compliance with laws and regulations	· ESG Oversight and Governance · Content Index	We are firmly committed to complying with all statutory and regulatory corporate governance standards and adhering to the principles of good corporate governance by emphasizing transparency, independence, accountability, responsibility, and fairness. We review our systems and guidelines from time to time to ensure we are operating as transparently and accountably as possible.

GRI CONTENT INDEX

DISCLOSURE + SECTOR STANDARD #	DISCLOSURE DESCRIPTION	REPORTING LOCATION	ADDITIONAL REMARKS
2-28	Membership associations	· Company Overview	International Fresh Produce Association, Kenya Association of Manufacturers (KAM), American Chamber of Commerce (AMCHAM)
2-29	Approach to stakeholder engagement	· Approach to Sustainability	--
2-30	Collective bargaining agreements	· Content Index	Approximate 37% of employees covered
GRI 3: Material Topics 2021			
3-1	Process to determine material topics	· Approach to Sustainability	--
3-2	List of material topics	· Approach to Sustainability	--
Material Topic Supply Chain			
3-3	Management of material topics	· Growing with Our Suppliers and Communities · Vendor Code of Business Ethics and Conduct	--
Material Topic Risk and Crisis Management			
3-3	Management of material topics	· ESG Oversight and Governance	--
Material Topic Climate Change			
3-3	Management of material topics	· Protecting Our Planet	--
GRI 305: Emissions 2016 Topic 13.1 Emissions			
305-1 13.1.2	Direct (Scope 1) GHG emissions	· Protecting Our Planet · Performance Metrics - Environmental	--
305-2 13.1.3	Energy indirect (Scope 2) GHG emissions	· Protecting Our Planet · Performance Metrics - Environmental	--
305-3 13.1.4	Other indirect (Scope 3) GHG emissions	· Protecting Our Planet · Performance Metrics - Environmental	--
305-4 13.1.5	GHG emissions intensity	· Performance Metrics - Environmental	--

GRI CONTENT INDEX

DISCLOSURE + SECTOR STANDARD #	DISCLOSURE DESCRIPTION	REPORTING LOCATION	ADDITIONAL REMARKS
Material Topic Sustainable farming			
Topic 13.3.1 Sustainable Farming			
Material Topic Risk and Crisis Management			
3-3	Management of material topics	Protecting Our Planet	--
GRI 304: Biodiversity 2016 Topic 13.3 Biodiversity			
304-1 13.3.2	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Fresh Del Monte website, Conserving Biodiversity Performance Metrics - Environmental	--
304-2 13.3.3	Significant impacts of activities, products and services on biodiversity	Protecting Our Planet	--
304-3 13.3.4	Habitats protected or restored	Protecting Our Planet Performance Metrics - Environmental Fresh Del Monte website, Conserving Biodiversity	--
Material Topic Water Stewardship			
GRI 303: Water and Effluents 2018 Topic 13.7 Water and effluents			
3-3 13.7.1	Management of material topics	Protecting Our Planet	--
303-3 13.7.4	Water withdrawal	Protecting Our Planet Performance Metrics - Environmental	--
303-4 13.7.5	Water discharge	Protecting Our Planet Performance Metrics - Environmental	--

GRI CONTENT INDEX

DISCLOSURE + SECTOR STANDARD #	DISCLOSURE DESCRIPTION	REPORTING LOCATION	ADDITIONAL REMARKS
Material Topic Circular Economy and Waste			
GRI 306: Waste 2020 Topic 13.8 Waste			
306-1 13.8.1 13.8.2	Waste generation and significant waste-related impacts	· Protecting Our Planet	--
306-2 13.8.3	Management of significant waste-related impacts	· Protecting Our Planet	--
306-3 13.8.4	Waste generated	· Protecting Our Planet · Performance Metrics - Environmental	--
306-4 13.8.5	Waste diverted from disposal	· Protecting Our Planet · Performance Metrics - Environmental	--
306-5 13.8.6	Waste directed to disposal	· Protecting Our Planet · Performance Metrics - Environmental	--
Material Topic Human Rights			
3-3	Management of material topics	· Living Our Values · Vendor Code of Business Ethics · Code of Conduct and Business Ethics Policy	--
GRI 411: Rights of Indigenous Peoples 2016 Topic 13.14 Rights of indigenous peoples			
411-1 13.14.2	Incidents of violations involving rights of indigenous peoples	· Content Index	There were no reported incidents of violations involving rights of Indigenous peoples in 2022.
GRI 405: Diversity and Equal Opportunity 2016 Topic 13.15 Non-discrimination and equal opportunity			
3-3 13.15.1	Management of material topics	· Living Our Values	--
405-1 13.15.2	Diversity of governance bodies and employees	· Performance Metrics - Social	--
405-2 13.15.3	Ratio of basic salary and remuneration of women to men	· Performance Metrics - Social	--

GRI CONTENT INDEX

DISCLOSURE + SECTOR STANDARD #	DISCLOSURE DESCRIPTION	REPORTING LOCATION	ADDITIONAL REMARKS
GRI 406: Non-discrimination 2016 Topic 13.15.4			
406-1 13.15.4	Incidents of discrimination and corrective actions taken	Content Index	There were no reported incidents of discrimination in 2022.
GRI 409: Forced or Compulsory Labor 2016 Topic 13.16 Forced or Compulsory Labor			
3-3 13.6.1	Management of material topics	Living Our Values	--
GRI 407: Freedom of Association and Collective Bargaining 2016 Topic 13.18 Freedom of Association and Collective Bargaining			
3-3 13.18.1	Management of material topics	Living Our Values Content Index	We respect the right of all employees to participate in labor organizations and collective bargaining agreements.
407-1 13.18.2	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Content Index	In 2022, employees were engaged with 94 collective bargaining agreements.
Material Topic Diversity and Inclusion			
GRI 405: Diversity and Equal Opportunity 2016			
3-3	Management of material topics	Living Our Values	--
405-2 13.15.3	Ratio of basic salary and remuneration of women to men	Living Our Values Performance Metrics - Social	--
Material Topic Wellbeing of workers & employees			
GRI 403: Occupational Health & Safety Topic 13.19 Occupational Health & Safety			
3-3 13.19.1	Management of material topics	Living Our Values	--
403-1 13.19.2	Occupational health and safety management system	Living Our Values	--
403-2 13.9.3	Hazard identification, risk assessment, and incident investigation	Living Our Values	--
403-3 13.19.4	Occupational health services	Living Our Values	--

GRI CONTENT INDEX

DISCLOSURE + SECTOR STANDARD #	DISCLOSURE DESCRIPTION	REPORTING LOCATION	ADDITIONAL REMARKS
403-4 13.19.5	Worker participation, consultation, and communication on occupational health and safety	Living Our Values	--
403-5 13.19.6	Worker training on occupational health and safety	Living Our Values	--
403-6 13.19.7	Promotion of worker health	Living Our Values	--
403-7 13.19.8	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Living Our Values	--
403-8 13.19.9	Workers covered by an occupational health and safety management system	Living Our Values	--
403-9 13.19.10	Work-related Injuries	Performance Metrics - Social	--
Material Topic Talent Management			
GRI 401: Employment Topic 13.20 Employment Practices			
3-3 13.20.1	Management of material topics	Living Our Values	--
401-1	New employee hires and employee turnover	Living Our Values Performance Metrics - Social	--
401-2	Benefits provided to fulltime employees that are not provided to temporary or part-time employees	Living Our Values	--
GRI 404: Training & Education			
404-1	Average hours of training per year per employee	Living Our Values	1.53 hours
404-2	Programs for upgrading employee skills and transition assistance programs	Living Our Values	--

GRI CONTENT INDEX

DISCLOSURE + SECTOR STANDARD #	DISCLOSURE DESCRIPTION	REPORTING LOCATION	ADDITIONAL REMARKS
· Living Our Values	· Living Our Values	· Living Our Values	· Living Our Values
Material Topic Consumer Engagement			
3-3	Management of material topics	· Providing Healthy Choices	--
GRI 417: Marketing & Labelling			
417-1	Requirements for product and service information and labeling		Our rigorous approval process for our labeling, trademarking, and marketing activities is in place to ensure transparency for our consumers.
417-2	Incidents of non-compliance concerning product and service information labeling	· Providing Healthy Choices · Content Index	In 2022, we did not have any incidents of non-compliance concerning marketing, communications, products and services information, or labeling.
417-3	Incidents of noncompliance concerning marketing communications		
Material Topic Health and Nutrition			
3-3	Management of material topics	· Providing Healthy Choices	--
13.10 GRI 416: Customer Health and Safety			
416-1	Assessment of the health and safety impacts of product and services category	· Content Index	We monitor the effectiveness of our programs and processes by communicating and tracking key global food safety KPIs at 100% of facilities and routinely conducting announced and unannounced on-site audits of our global facilities and key suppliers to verify and validate reporting.
Material Topic Food Quality and Safety			
Topic 13.10 Food Safety			
3-3	Management of material topics	· Providing Healthy Choices	--
13.10.1			
416-1	Assessment of the health and safety impacts of product and service categories	· Providing Healthy Choices	--
13.10.2			
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	· Providing Healthy Choices · Content Index	There were no reported incidents of non-compliance concerning the health and safety impacts of products and services in 2022.
13.10.3			

GRI CONTENT INDEX

DISCLOSURE + SECTOR STANDARD #	DISCLOSURE DESCRIPTION	REPORTING LOCATION	ADDITIONAL REMARKS
13.10.4	Report the percentage of production volume from sites certified to internationally recognized food safety standards, and list these standards	<ul style="list-style-type: none"> Providing Healthy Choices Content Index 	100% of our suppliers are certified by a GFSI-recognized food safety certification program GFSI certified audit schemes; PRIMUS - main one for US, and others globally FSSC 22000 - APAC, EU, MENA, UK, Kenya SQF - co-packers southeast Asia for EU BRC- UK, Kenya, EU IFS - Kenya GLOBALG.A.P. - growers for FCO doing business with McDonalds (S. Korea, MENA)
13.10.5	Report the number of recalls issued for food safety reasons and the total volume of products recalled	<ul style="list-style-type: none"> Content Index 	0 recalls
Material Topic Community Engagement			
GRI 413: Local Communities 2016 Topic 13.12 Local Communities			
3-3	Management of material topics	<ul style="list-style-type: none"> Growing with our Suppliers and Communities 	--
GRI 203: Indirect Economic Impacts Topic 13.22 Economic Inclusion			
203-1 13.22.3	Infrastructure investments and services supported	<ul style="list-style-type: none"> Growing with Our Suppliers and Communities 	--
203-2 13.22.4	Significant indirect economic impacts	<ul style="list-style-type: none"> Growing with Our Suppliers and Communities 	--
Topic 13.5 Soil Health			
3-3 13.5.1	Management of material topics	<ul style="list-style-type: none"> Protecting our Planet 	--
Topic 13.6 Pesticides Use			
3-3 13.6.1	Management of material topics	<ul style="list-style-type: none"> Protecting our Planet 	--

GRI CONTENT INDEX

DISCLOSURE + SECTOR STANDARD #	DISCLOSURE DESCRIPTION	REPORTING LOCATION	ADDITIONAL REMARKS
Topic 13.9 Food Security			
3-3 13.9.1	Management of material topics	· Providing Healthy Choices	--
Topic 13.11 Animal Health and Welfare			
3-3 13.11.1	Management of material topics	· Providing Healthy Choices	--
13.11.2	Report the percentage of production volume from sites of the organization certified to third-party animal health and welfare standards, and list these standards.	· Providing Healthy Choices · Content Index	100% of our animal-based products are certified to third-party animal health and welfare standards. Those standards include Good Manufacturing Practices (GMP), ISO 9002 Quality Management, and Hazard Analysis Critical Control Point (HACCP) food safety management.
GRI 408: Child Labor Topic 13.17 Child Labor			
3-3 13.17.1	Management of material topics	· Living our Values	--
408-1 13.17.2	Operations and suppliers at significant risk for incidents of child labor	· Living Our Values · Content Index	72% of our core product operations (for bananas, melon, and pineapple) have external verification for international social protocols such as GRASP & ETI.
Topic 13.26 Anti-corruption			
3-3 13.26.1	Management of material topics	· ESG Oversight and Governance	--

SASB INDEX

STANDARD: AGRICULTURAL PRODUCTS WITHIN THE FOOD & BEVERAGE SECTOR SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS

CODE	METRIC	RESPONSE
Greenhouse Gas Emissions		
FB-AG-110a.1	Gross global Scope 1 emissions	747,342 MT CO ₂ e
FB-AG-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussed in the Protecting our Planet section
FB-AG-130a.1	Fleet fuel consumed, percentage renewable	6,065,447 GJ (1,684,846 MWh)
Energy Management		
	(1) Operational energy consumed,	(1) 998,615 GJ (277,393,062 kWh)
FB-AG-130a.1	(2) percentage grid electricity,	(2) 79%
	(3) percentage renewable	(3) 21%
Water Management		
FB-AG-140a.1	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	(1) 92,994 megaliters (2) 22,676 megaliters, 77% We utilize the WRI Aqueduct tool to understand what percentage of our operations are in areas of water stress. We consider water stress to be Medium-High or greater.
FB-AG-140a.2	Description of water management risks and discussion of strategies and practices to mitigate those risks	<ul style="list-style-type: none"> · Risk: flooding (coastal, fluvial, groundwater) in East Africa and Central America o Primary response: develop flood emergency plans; prioritize the use of water, cost reduction initiatives, drip irrigation implementation in more areas, and improvement on storage and abstraction capacity.

SASB INDEX

CODE	METRIC	RESPONSE
FB-AG-140a.3	Number of incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations	<p>During 2022, we received 9 fines that sum up a total of \$110,277.24.</p> <p>Two in Houston, where FDM was requested to make the necessary adjustments to achieve compliance and submit SOPs to cover all permit notification requirements as applicable to the facility for timely notification of circumstance such as spill/slug discharge, self-monitoring violations, changes in production affecting discharge and/or pretreatment, ownership transfer.</p> <p>At our Baltimore operation, we had 4 surcharge assessments, where FDM was imposed a quarterly surcharge based on water volume and discharge for Bio-oxygen Demand, Total Suspended Solids, and Total Phosphorus. There are preset limits for each discharge. The county will test the effluent flow coming out of the facility monthly. We have a 3rd party lab conduct the same tests and submit the results to Howard County Bureau of Utilities. From there they take the mean average of all results to assess the surcharge based on the formulas. We also monitor our wastewater mixing/dilution rate within the building before it gets sent out to the effluent and submit weekly reports of the readings to the county.</p> <p>In Toronto we received 3 surcharges based on water volume and discharge for Bio-oxygen Demand.</p>
Food Safety		
FB-AG-250a.1	<p>Global Food Safety Initiative (GFSI) audit</p> <p>(1) non-conformance rate and</p> <p>(2) associated corrective action rate for</p> <p>(a) major and</p> <p>(b) minor non-conformances</p>	<p>All of our processing facilities undergo yearly GFSI-approved audits; we have passed all of these audits with a 90% or better score. No major non-conformances were identified, and 100% of minor non-conformances were dealt with within 24 hours.</p>

SASB INDEX

CODE	METRIC	RESPONSE
FB-AG-250a.2	Percentage of agricultural products sourced from suppliers certified to a Global Food Safety Initiative (GFSI) recognized food safety certification program	Over 90% of our suppliers are certified to GFSI or GLOBALG.A.P.
FB-AG-250a.3	(1) Number of recalls issued and (2) total amount of food product recalled	(1) No product recalls in 2022 (2) 0
Workforce Health & Safety		
FB-AG-320a.1	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) direct employees and (b) seasonal and migrant employees	(1) 7.379 (2) .004 Fatality Rate (3) Not reported
Environmental & Social Impacts of Ingredient Supply Chain		
FB-AG-430a.1	Percentage of agricultural products sourced that are certified to a third-party environmental and/or social standard, and percentages by standard	Approximately 88% of our products are certified by a sustainable standard
FB-AG-430a.2	Suppliers' social and environmental responsibility audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances	Not reported
FB-AG-430a.3	Discussion of strategy to manage environmental and social risks arising from contract growing and commodity sourcing	We have several programs to address the risks associated with the social and environmental impact of contract growing and commodity sourcing. Third-party growers are required to adhere to the Vendor Code of Business Ethics and Conduct, and we ask suppliers to undergo external audits to confirm their compliance with internationally accepted standards.

SASB INDEX

CODE	METRIC	RESPONSE
GMO Management		
FB-AG-430b.1	Discussion of strategies to manage the use of genetically modified organisms (GMOs)	<p>Fresh Del Monte always begins with strict compliance with the regulations of each country where it operates. The use of GMOs must be previously authorized by the research and quality department, who have the technical knowledge to properly handle these products.</p> <p>Fresh Del Monte has a proprietary/patented variety of genetically modified pink pineapple; that was approved by FDA, USDA, and Health Canada. It is sold in North America (USA and Canada) and a few countries that have approved its importation and consumption. In all cases, clients and consumers are clearly informed that this variety was developed using bioengineering techniques.</p>
Ingredient Sourcing		
FB-AG-440a.1	Identification of principal crops and description of risks and opportunities presented by climate change.	<p>Fresh Del Monte's primary crops include banana, pineapple, and avocado, accounting for 37%, 13%, and 7% of our annual revenue, respectively.</p> <p>Main climate-related risks associated with banana production include flooding from heavy rainfall or hurricanes, water shortages, and crop diseases. The main climate-related risk associated with pineapple production is drought.</p> <p>A detailed description of our approach to managing these risk was included in our 2021 Sustainability Report, page 72.</p>
FB-AG-440a.2	Percentage of agricultural products sourced from regions with High or Extremely High Baseline Water Stress	<p>Banana: 31%</p> <p>Pineapple: 16%</p>

SASB INDEX

ACTIVITY NETRICS

CODE	METRIC	RESPONSE
FB-AG-000.A	Production by principal crop (Metric tons (t))	Bananas: 1,811,710 Pineapples: 534,681 Melons: 92,389 Avocado: 73,756
FB-AG-000.B	Number of processing facilities	About 42 (10k 2023)
FB-AG-000.C	Total land area under active production (Hectares)	23,393 hectares owned, and 16,542 hectares leased
FB-AG-000.D	Cost of agricultural products sourced externally (USD)	Bananas: 457,872,703.89 Pineapples: 80,171,092.67 Melons: 1,314,538.60 Avocado: 193,720,902.07

TCFD INDEX

In line with the recommendations of TCFD, we have elected to publicly disclose our climate-related information through our annual CDP Climate Change Questionnaire response for 2022. The following index maps the TCFD’s disclosure framework to our Sustainability Report and CDP responses.

TCFD CORE ELEMENT	RECOMMENDED DISCLOSURE (ABBREVIATED)	REPORTING LOCATION
Governance	Degree of board oversight	<ul style="list-style-type: none"> 2022 Sustainability Report - ESG Oversight and Governance 2022 CDP Climate Response: C1.1a, C1.1b, C1.1d C1.3a, C2, C3.4 2023 Proxy Statement - Corporate Governance
	Management’s role	<ul style="list-style-type: none"> 2022 Sustainability Report - ESG Oversight and Governance 2022 CDP Climate Response: C1.2, C1.2a, C2.2 2023 Proxy Statement - Corporate Governance
Strategy	Climate-related risks and opportunities	<ul style="list-style-type: none"> 2022 CDP Climate Response: C2.1, C2.1b, C2.2, C2.2a, C2.3a, C2.4a
	Impacts of risks and opportunities	<ul style="list-style-type: none"> 2022 Sustainability Report - ESG Oversight and Governance SASB Index - Ingredient Sourcing 2022 CDP Climate Response: C2.1, C2.3, C3.3, C3.4
	Resilience of the organization’s strategy	<ul style="list-style-type: none"> 2022 CDP Climate Response: C2.3a, C3.1, C3.2a
Risk Management	Climate risk identification process	<ul style="list-style-type: none"> 2022 CDP Climate Response: C2.1b, C2.2, C2.2a Global Environment Policy
	Climate risk-management process	<ul style="list-style-type: none"> 2022 CDP Climate Response: C2.1b, C2.2, C2.2a
	Integration with other risk-management processes	<ul style="list-style-type: none"> 2022 Sustainability Report - ESG Oversight and Governance 2022 CDP Climate Response: C2.1b, C2.2, C2.2a
Metrics & Targets	Climate-related metrics	<ul style="list-style-type: none"> 2022 Sustainability Report - Protecting our Planet 2022 CDP Climate Response: C1.3, C1.3a, C2.4a, C4.2, C4.5a, C6.1, C6.3, C6.5, C11.3 2022 CDP Water Response: W4 2022 CDP Forest Response: F1
	GHG emissions	<ul style="list-style-type: none"> 2022 Sustainability Report - Protecting our Planet and ESG Performance Metrics SASB Index - Greenhouse Gas Emissions 2022 CDP Climate Response: C6.1, C6.3, C6.5
	Management of climate-related targets and metrics	<ul style="list-style-type: none"> 2022 Sustainability Report - Protecting our Planet 2022 CDP Climate Response: C4.1a-b 2021 Sustainability - Our approach to Sustainability