

A WORD FROM OUR CSO



As we share this update to our [2018-2019 CSR report](#), we sit in an unprecedented time in history. From the devastating health and economic impacts of COVID-19, to the crucial need for an inclusive and equitable society to the urgency of addressing climate change, it is critical that global organizations step up to the challenges our world is currently facing.

At Fresh Del Monte Produce, we've always kept our focus on the health and wellbeing of our team members, consumers and communities. This year, we have donated more than 17 million pounds of fresh produce to communities across the globe, aided in sanitation efforts across our various regions and helped build a field hospital in Central America. We also announced a larger partnership between Del Monte Kenya and the United Nations Foundation to promote the health and empowerment of women employees and community members.

Earlier this year, we received the [Best Green and Environmental Stewardship](#) honors from PR Daily. While we are extremely proud of this achievement, we are committed to continuing our efforts. This year, we released our new [Environmental Policy](#) that includes updated guidelines around our environmental management system, and commitments to continuous improvement in water stewardship, waste reduction and greenhouse gas emissions analysis. We are thrilled to be rolling this new policy out globally. We also launched two of our six new fuel-efficient vessels, a huge investment towards reducing our fuel emissions.

We have made significant progress over the past year and I am excited to see us continue to work towards the goals we set in last year's report. Sustainability is deeply rooted in our culture at Fresh Del Monte Produce and we are all committed to working towards *A Better World Tomorrow* for generations to come.

Hans Sauter, Chief Sustainability Officer

PROVIDING HEALTHY CHOICES

Goal: 100 percent of global product volume certified as sustainably grown by a third party by 2025



PROTECTING OUR PLANET

Goal: Reduce our absolute Scope 1 CO2e emissions from vessel shipping by 10 percent by 2025



Goal: Monitor 100 percent of protected areas annually by 2025 by conducting an inventory of species in each of our reserves



GROWING WITH OUR COMMUNITIES

Goal: Plant and/or donate 2,500,000 trees by 2025



Goal: Support 300 local sustainability programs that create measurable and lasting change by 2025



Goal: Provide educational opportunities to 20,000 students and adult learners by 2025



OUR PROGRESS TOWARDS OUR 2025 COMMITMENTS



PROVIDING HEALTHY CHOICES

At Fresh Del Monte Produce, we are committed to providing healthy choices to our customers, consumers and communities. This year, that commitment was more important than ever with communities around the globe facing uncertainty due to the challenges brought on by COVID-19. Each year, we donate millions of pounds of food to help communities in need. In 2020, we expanded these efforts and nominated Community Support Leaders in each of our North American ports, who coordinated donations and reached out to local schools, food banks and local organizations in need. Thanks to the efforts of these Community Support Leaders, we were able to donate to 36 different entities, almost doubling the number of organizations we worked with previously.

As a vertically integrated consumer foods company, we recognize our unique ability to impact many parts of the value chain. Last year, we committed to reaching 100 percent of our product volume certified as sustainably grown by SCS Global Services or the Rainforest Alliance by 2025. We are on track to reach this goal and, are proud to share that in 2020, 74% of our product volume is certified as sustainably grown.

74% OF OUR PRODUCT VOLUME
WAS CERTIFIED AS
SUSTAINABLY GROWN IN
2020

Fresh Del Monte Produce is committed to protecting the environment, and our suppliers play an integral role in helping us meet this commitment. We require that all our product suppliers are certified against Global Food Safety Initiative (GFSI) benchmarked standards (e.g. PrimusGFS, SQF, BRC, IFS or FSSC 22000) or other standards needed to ensure the safety of their products. We require all our suppliers to undergo strict assessments prior to working with them. We require anyone we do business with to adhere to our [Code of Conduct](#), [Business Ethics](#) and our [Food Safety Requirements](#). In order to do business with Fresh Del Monte Produce, a supplier must satisfactorily complete our Food Safety & Quality questionnaire and successfully meet or exceed the stringent requirements of our certification audit.

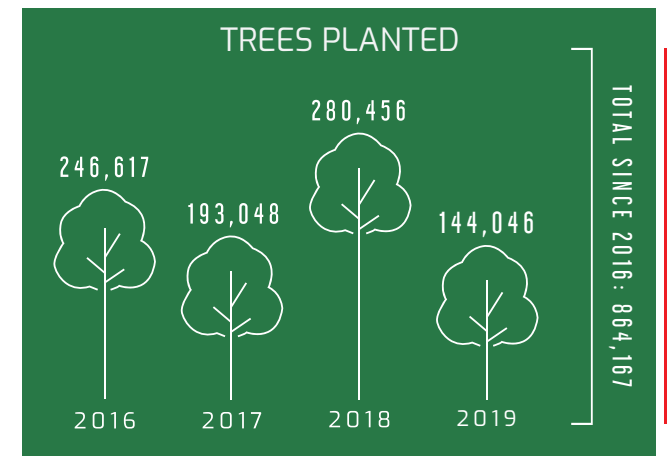


Top photo: food donations at Wild Horse Food Drive in LA (photo by Elizabeth Aquino of Stage 7 Photography), Bottom photo: Congressman Donald Norcross joined us to discuss food donations to local communities at our Port Gloucester

COVID-19 brought a wealth of new challenges across the globe. We partnered with our communities to help them tackle these newfound issues. In the Philippines, Kenya and Chile, we partnered with local officials and organizations to assist with sanitation efforts. In the first eight months of 2020, we donated 14.9 million pounds of produce that helped feed North American families. We also donated more than two million pounds to families in Central America. In the UK, we donated 80,000 bags of fresh produce to essential workers. And, in Guatemala, we made financial donations to help support the development of a field hospital.

We recognize that overcoming the challenges of COVID-19 requires everyone to step in and step up. We are dedicated to helping our consumers, communities and customers persevere through these tough times.

In addition to helping our communities during these unprecedented times, we have also helped each of our communities around the world build programs and infrastructure that help them grow. We are pleased to announce that, with the creation of 159 programs this year, we have surpassed our goal of creating and supporting 300 local sustainability programs. We plan to continue to nurture each of these initiatives and to expand and grow them where it makes sense.



GROWING WITH OUR COMMUNITIES

PROTECTING OUR PLANET

In 2020, we were recognized by PR Daily for our **Environmental Stewardship**. We are honored by this recognition and we will continue to challenge ourselves to do more. We also rolled out our updated **Environmental Policy** and management system this year. The revised policy strengthens our commitment to continually improve our efforts to protect the environment – by reducing greenhouse gas emissions to mitigate the effects of climate change, responsibly stewarding water resources, minimizing waste, and conserving vital ecosystems. This update also builds on the improvements made to our **Land and Water Suitability Analysis** that officially launched this year with strengthened commitments to ecosystem conservation and collective watershed stewardship in our agricultural operations.



Pictured to the right: Del Monte Rose, one of our six new fuel efficient vessels, launched in 2020.



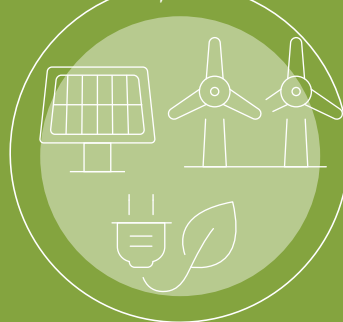
Climate change is affecting every country on every continent. It is disrupting national economies and affecting lives. We know the agricultural industry is a significant contributor of greenhouse gas emissions, and simultaneously we see the impacts of climate change on the ground, as we work to adapt our practices to shifting climate patterns, and increasingly extreme weather events. The United Nation's Sustainable Development Goals call for immediate action to combat climate change. At Fresh Del Monte, we are committed to action. We created our new Environmental Action Tool and database to track our company-wide greenhouse gas emissions (facility by facility) for the first time in our company's history. We are proud to share that 100 percent of our operations

Additionally, since more than 50% of our overall Scope 1 emissions come from vessel shipping, we have recently made significant investments in our shipping practices. This includes the purchase of six new fuel-efficient vessels that will replace our current North American fleet. In Q3 of this year, we launched two of these ships and will launch the remaining four next year. Once we have full 2020 and 2021 data, we anticipate seeing significant progress towards our goal of a 10% reduction in Scope 1 CO₂e shipping emissions by 2025. We have also looked for procedural opportunities to further reduce our emissions. We are thrilled to share that these efficiencies resulted in a 6% reduction in Scope 1 emissions from fuel usage in 2019, compared to our baseline data in 2018.

SCOPE 1 (DIRECT) EMISSIONS 1,026,710 MT



SCOPE 2 (ENERGY INDIRECT) EMISSIONS 119,779 MT



SCOPE 3 (OTHER INDIRECT) EMISSIONS 701,934 MT



74%

of pineapples grown by Fresh Del Monte and sold in North America and Europe come from Carbon Neutral farms.

We've also worked hard to reduce our overall carbon footprint across our operations. Earlier this year, we announced that our largest pineapple growing operation, Pindeco Pacifico, was certified Carbon Neutral by SCS Global Services. This latest certification means that 74% of pineapples grown by us and sold in North America and Europe come from Carbon Neutral farms. We are extremely proud of this newest certification, and we are dedicated to continuing our efforts.

When undergoing our risk assessment processes for water usage, we have identified areas of high risk that are priorities for investment to achieve water risk resilience. Water issues are inherently local, it is critical to understand our impact and our risk within the context of the watersheds we are operating in. In our areas of high water risk, we have made significant advancements in water use reduction: in 2019 we reduced our total water consumption by 25% and our water use intensity (m^3 of water consumed per metric ton of product) by 9% in areas identified as high risk for water impacts compared to a 2011-2014 baseline.

We will continue to work with our operations and the local communities globally to ensure that we are protecting this important resource. And, we will continue to monitor watersheds and key risk drivers and adjust our responses accordingly to assure responsible water usage and practices.

PROTECTING OUR PLANET

PRIORITY WATERSHEDS FOR FRESH DEL MONTE



CAGAYAN DE ORO RIVER WATERSHED, MANUPALI RIVER WATERSHED, THE PHILIPPINES

Water Risk: Medium High - High

Key Risk Driver: Interannual Variability of Water Scarcity

Primary Response: *Adopt Sustainable Irrigation Practices:* We are working to increase resiliency by improving our irrigation abilities in our farms with highest water risk.



TANA RIVER WATERSHED, KENYA

Water Risk: High

Key Risk Driver: Drought

Primary Response: *Adopt Sustainable Irrigation Practices:* We have invested heavily to update infrastructure and irrigation systems. Through partnerships in the Thika and Athi rivers, we work with other water users, landowners, and other stakeholders to share, manage and conserve our water resources.



PIRANHAS - AÇU WATERSHED, BRAZIL

Water Risk: Medium High

Key Risk Driver: Increased Water Scarcity

Primary Response: *Engagement with Policy Makers:* Our farms located in the Chapada do Apodi will benefit from the imminent arrival of water from the São Francisco River Integration Project.



MOTOGUA RIVER WATERSHED, GUATEMALA

Water Risk: Medium High

Key Risk Driver: Riverine Flooding

Primary Response: *Flood Protection Infrastructure:* We are investing in updating infrastructure to increase resilience to floods. We are building levies to protect the farms from river upsurges reaching the farm and damaging our assets and the communities' infrastructure.

We are dedicated to furthering the efforts of the United Nations and doing our part to achieve the Sustainable Development Goals. We are pleased to share that our operations in Kenya have **partnered with the United Nations Foundation** to improve the health and well-being of women in our workforce. Through this partnership, we have committed to reaching 10,000 women employees and community members with reproductive health information and services through company-led programs by 2024.

Since 45% of our team members at Fresh Del Monte Kenya are women, this is a critical partnership. Our operations there are working closely with the UN Foundation to adopt a framework that positions women's health as central to empowerment, economic development, and decent work.

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At Del Monte Kenya, it is our team members' well-being that gives us the capacity to provide wholesome, safe and fresh products, and as a company, we do our part by ensuring that our staff is cared for in all that we do. With women making up 45% of our 6,500 employees, we strive to offer them fair wages, a safe workplace, access to quality reproductive health care, education on family planning, and opportunities for growth. This we do, with a strong conviction that we cannot achieve 'A Better World Tomorrow' without the support, dedication, and talent of each of our team members, including our women.

Stergios Gkaliasoutsas,
Managing Director of Del Monte Kenya Limited

Food safety is one of our core values and is at the heart of everything we do. The safety of our consumers is our paramount goal and we comply with strict food safety standards across all our operations. We require that our suppliers are certified against GFSI benchmarked standards (e.g. PrimusGFS, SQF, BRC, IFS or FSSC 22000) or other standards needed to ensure the safety of their products. We began third-party audits in 1998 and have since made this a standard practice across our owned farms.

Keeping our team members and communities safe and healthy is of the utmost importance. As such, we hold our team members, growers, vendors and suppliers to a strict **Global Ethics Policy** that spans safe workplace practices, the protection of human rights and the protection from retribution.

LIVING OUR VALUES



**FRESH
TEAM**

**EMPOWERED
TO ENGAGE**



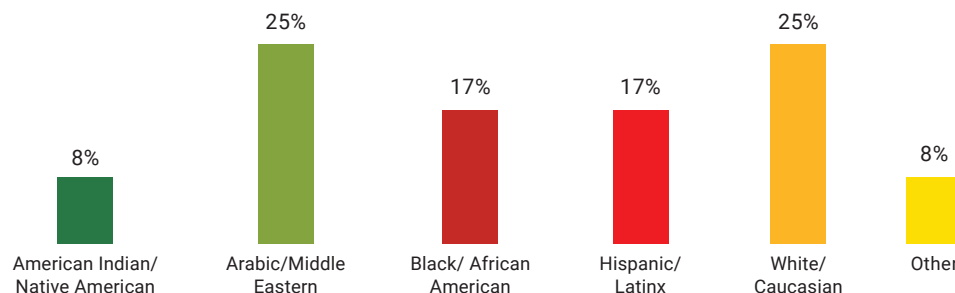
In 2021, we will be rolling out various initiatives under our new Fresh Team Employee Engagement Program. This will include a mentorship program aimed at fostering professional development and creating and reinforcing a positive organizational culture. A Community Outreach initiative will also be included in the Fresh Team Program, which will be focused on advancing our CSR initiatives by developing, supporting, inspiring and celebrating CSR programs and activities to support local communities.

We value diversity and believe that a diverse organization is a creative, innovative and resilient one. In 2019, we completed an annual internal diversity audit to better understand Diversity, Equity and Inclusion within our organization and are in the midst of completing our 2020 iteration. In addition to this audit, we will also be releasing subsequent surveys to better understand our organization's Diversity and Inclusion on a global scale.

We are extremely proud of the diversity across our organization and especially within our leadership team.

We will continue to prioritize diversity across our organization and support equitable career opportunities for all.

DIVERSITY BREAKOUT OF THE FRESH DEL MONTE GLOBAL LEADERSHIP TEAM



THANK YOU FOR FOLLOWING OUR JOURNEY TOWARDS A BETTER WORLD TOMORROW.

For continued updates on our progress, please visit our csr website freshdelmontecsr.com.