



PROVIDING HEALTHY CHOICES



GROWING WITH OUR COMMUNITIES



PROTECTING OUR PLANET



LIVING OUR VALUES

Fresh Del Monte Produce's 2018-2019 CSR Report For

# A BETTER WORLD TOMORROW



# CHAIRMAN'S STATEMENT

At Fresh Del Monte Produce, our sustainability journey started long before reporting became the standard; sustainability has always been part of our culture. Since we launched our first sustainability initiative, we have consistently executed and improved upon the successes of our programs. As we reflect on the past few decades, I'm incredibly proud of the progress we have made and remain committed to our efforts to ensure an even better world tomorrow.

For us, *A Better World Tomorrow* is a world where our business, products, people, communities, and planet are sustainable through generations. This is why we embed sustainability into how we do business, including how we grow, transport, package and deliver our products and in how we interact with our communities.

In this report, we share our sustainability journey, reflecting on and celebrating our past, and challenging ourselves with new goals, in order to fulfill our vision of *A Better World Tomorrow*. We invite you to learn more and to join us on our journey.



Mohammad Abu-Ghazaleh | Chairman and CEO



“For us, *A Better World Tomorrow* is a world where our business, products, people, communities, and planet are sustainable through generations.”



# Q&A WITH OUR PRESIDENT



Youssef Zakharia | President and COO

## WHAT DOES A BETTER WORLD TOMORROW MEAN TO FRESH DEL MONTE PRODUCE?

*A Better World Tomorrow* is our beacon. It's a statement that guides us from our origins to our future destination, one where our products, people and planet are thriving through our actions. It encompasses everything we do to make wholesome and fresh food more accessible around the globe.

It drives our commitment to investing in the well-being of the communities that we're privileged to call home. We recognize that our communities are more than just a part of who we are, they are the heart and soul of who we are. We take action to support our communities by investing in education, water, infrastructure and wellness initiatives globally. We will continue to support these local initiatives, and we commit to supporting 300 of them by 2025.

And, it is reflected in how we treat our people. Everything we do relies on our people; they are the heart and soul of who we are. We cannot achieve *A Better World Tomorrow* without their daily contributions. We are committed to providing our people with fair wages, a safe workplace and comprehensive benefits including healthcare, training and helping secure the right to quality education for their children.

## WHAT DOES FRESH DEL MONTE PRODUCE HAVE TO DO TO SECURE A BETTER WORLD TOMORROW?

Securing *A Better World Tomorrow* requires that we continue to act today. Through this forward-looking strategy, we focus on four critical pillars of sustainability: our products, our communities, our environment, and our people. We're marching forward fearlessly and much more visibly than ever before.

## WHAT ARE SOME OF THE GREATEST SUCCESSES FRESH DEL MONTE PRODUCE HAS ACHIEVED AROUND THEIR SUSTAINABILITY PILLARS?

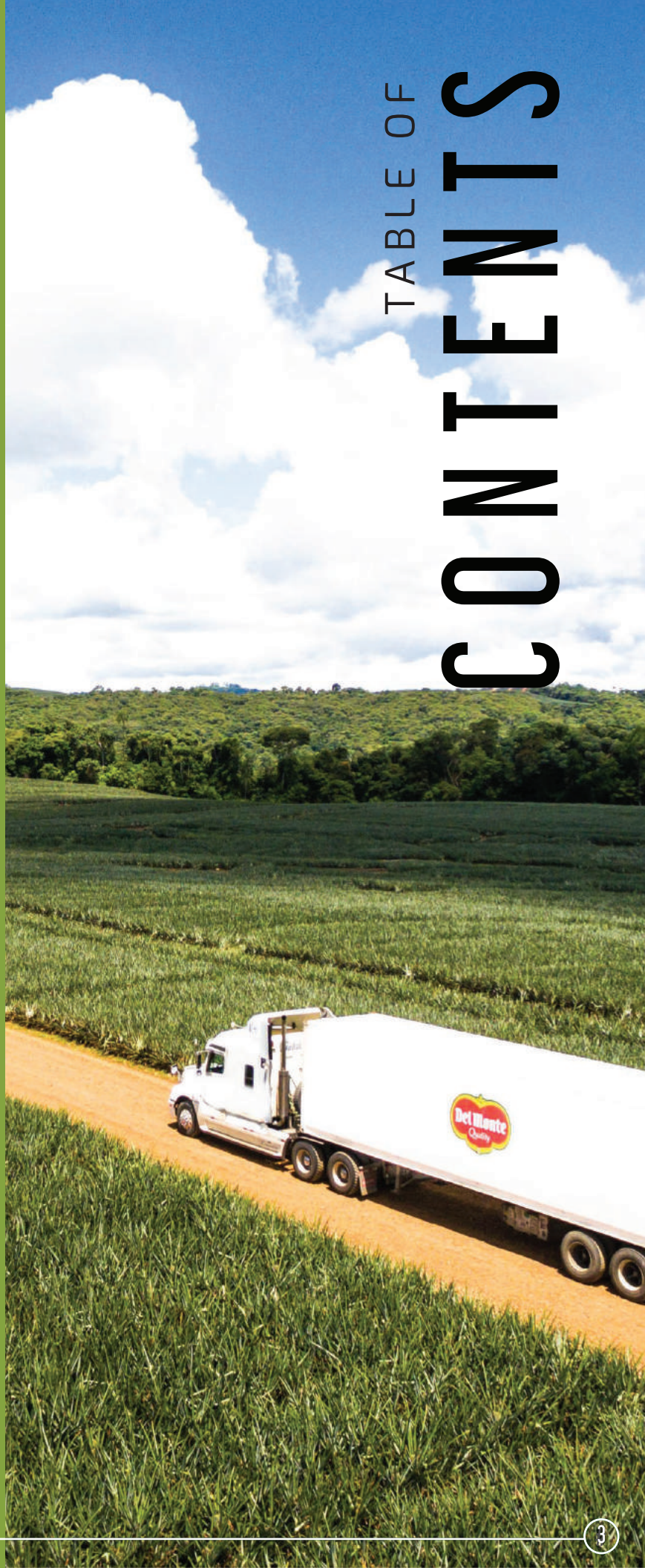
The United Nations calls for immediate action to slow climate change. I am extremely proud of how Fresh Del Monte Produce has stepped up to this challenge. In 2010, we set a goal to reduce our energy consumption rate by 10 percent in ten years. At the end of 2018, our energy consumption had decreased by 12 percent per ton of product<sup>1</sup>. This is an extraordinary feat on its own, but our teams did not stop there. In 2015, our banana operation in Costa Rica (BANDECO division) was certified as carbon neutral and we plan to have other operations follow suit. Our operating regions have done a fantastic job stepping up for the well-being of our people and the places we call home. By working together, we've seen enormous success and I look forward to seeing what we can accomplish next.

## WHAT EXCITES YOU THE MOST ABOUT THIS NEW STRATEGIC DIRECTION FOR SUSTAINABILITY AT FRESH DEL MONTE PRODUCE?

We've always been led by the guiding principle to "do the right thing, every time." And, as a result, sustainability has been a key part of who we are and what we do. Since our beginning, we've been supporting and investing in local sustainability projects, providing education and health care to our communities, conserving forested land within our farming areas and protecting biodiversity. We have continually done an enormous amount of work for many years, solely because it was the right thing to do. I'm excited to be able to share with you our incredible past and our goals and initiatives for 2025.

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# WE ARE FRESH DEL MONTE PRODUCE

110 22

Farms  
Worldwide

Fresh Cut  
Operations

18 26%

Food & Beverage  
Stores

of owned land is not used for  
production but set aside to  
preserve biodiversity and  
protect wildlife

## AWARDS & RECOGNITION

**2014** - Labor Medal from the Labor Ministry in Guatemala

**2014** - Voted the Favorite Juice Brand in the UAE by the BBC GoodFood Awards

**2015** - Certified as Carbon Neutral by SCS Global Services at our banana operation in Costa Rica (BANDECO division)

**2018** - The Department of Environment and Natural Resources - Environmental Management Bureau in the Philippines awarded Ms. Limpio with the Outstanding Women in Water Award

**2018** - Recognized as Kenya's Exporter and Importer of the Year by East Africa Maritime Awards

**2018** - Our operations in Kenya scored an A grade (Outstanding) by the Business Social Compliance Initiative (BSCI)

## BRANDS WE USE



#1

Marketer of Fresh  
Pineapples in the US

#1

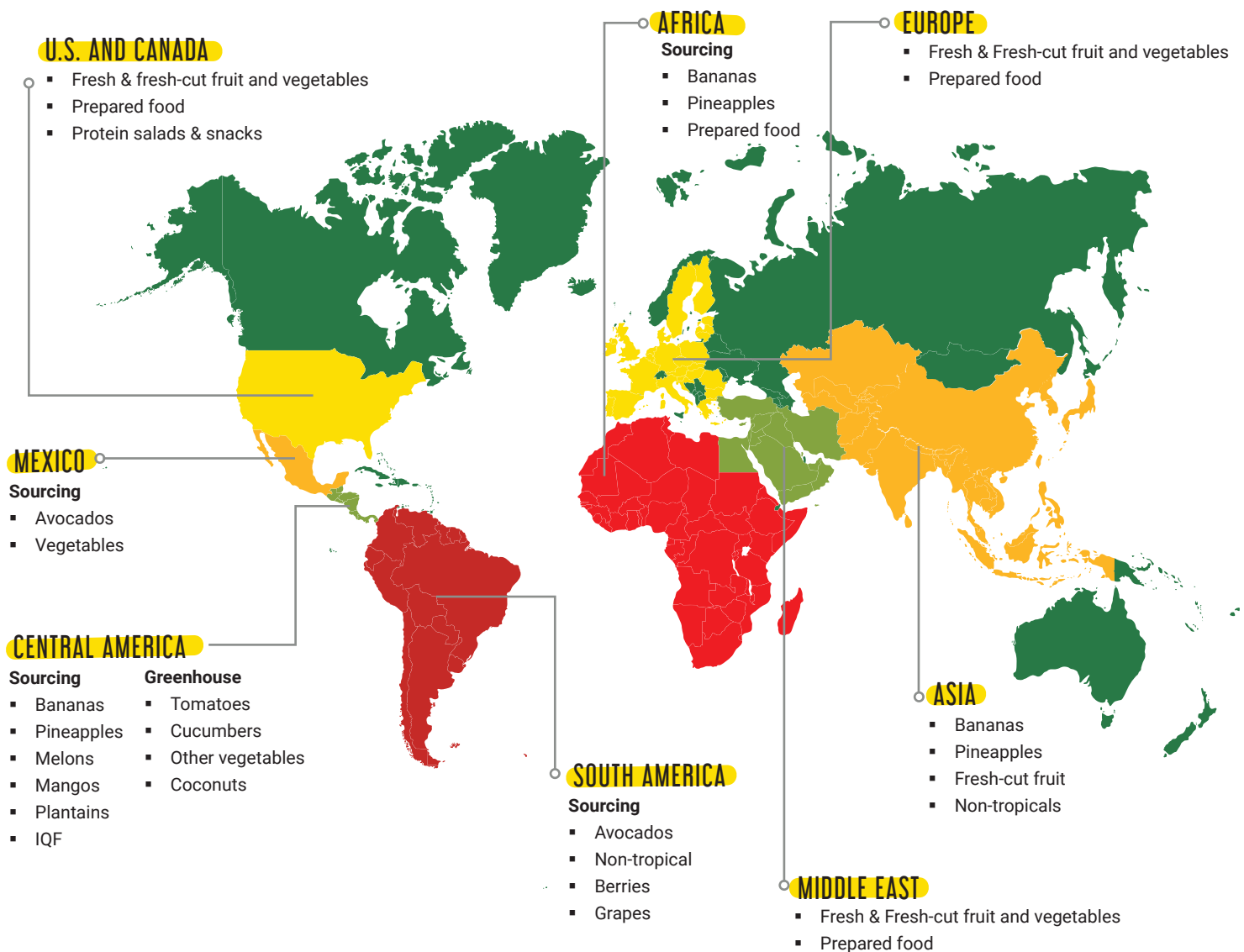
Marketer of Fresh Cut  
Fruit in the US

#2

Importer of  
Bananas in the US

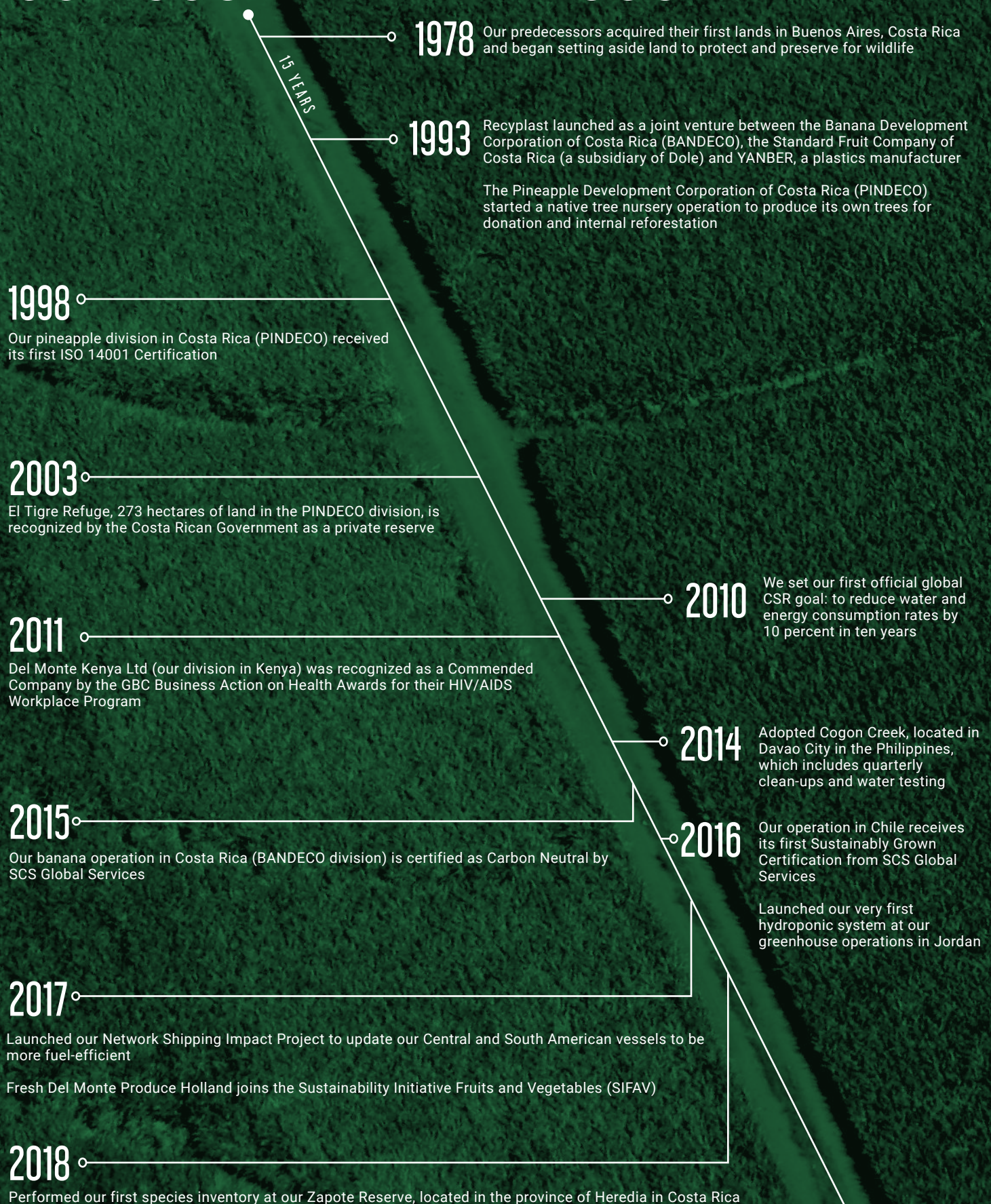
# OUR ROOTS

We are one of the world's leading vertically-integrated producers, distributors and marketers of fresh and fresh cut fruits and vegetables. We're also a leading producer and distributor of prepared fruit and vegetables, juices, beverages, snacks and desserts in Europe, Africa and the Middle East. We are proud of our global roots and are committed to ensuring that our people and planet are healthy, happy and safe.





# OUR SUSTAINABILITY JOURNEY



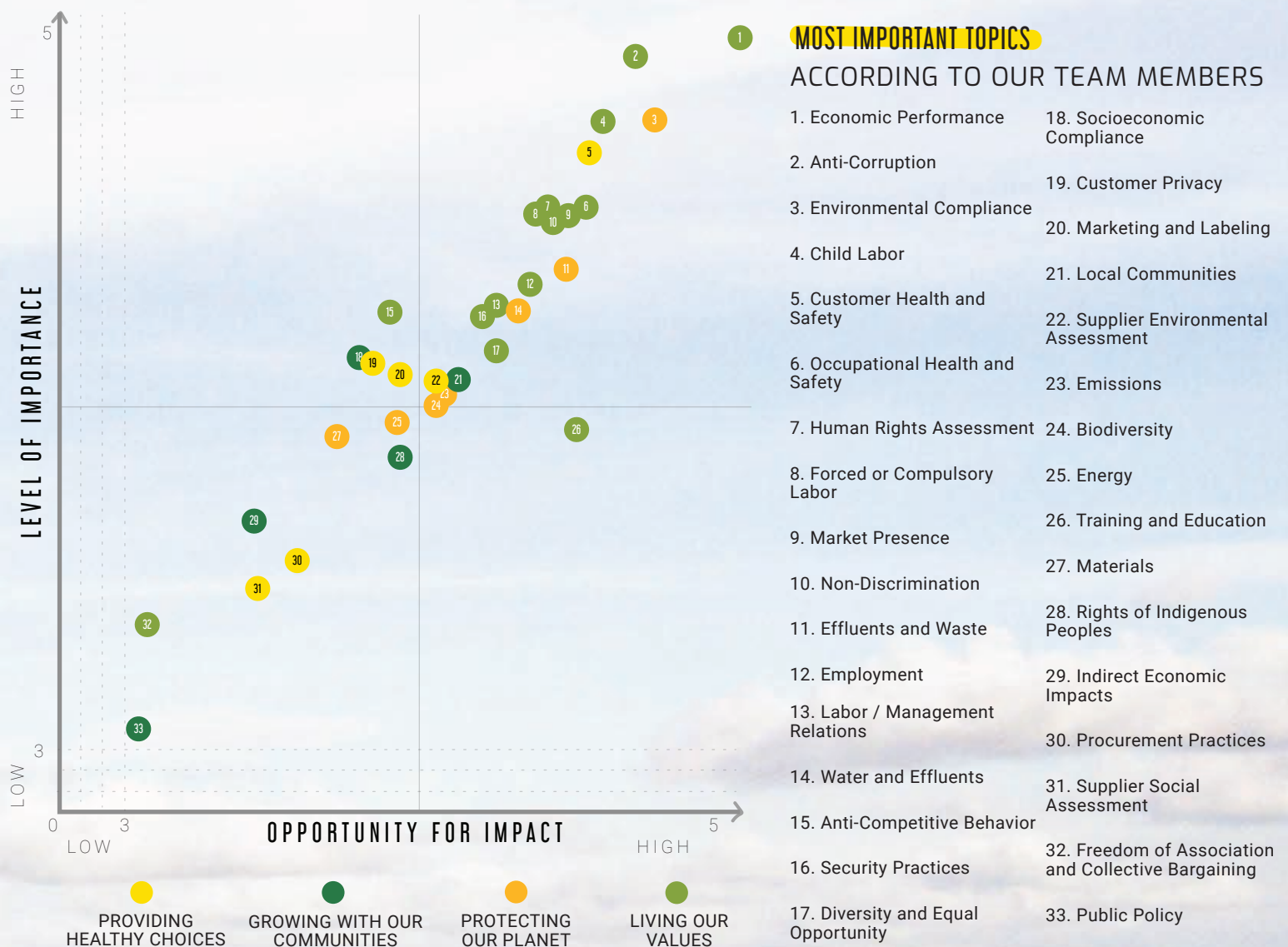


# MATERIALITY

At Fresh Del Monte Produce, sustainability is a top priority. Since our predecessors began conserving land in 1978, we have continued and grown our sustainability efforts to help ensure the well-being of our people and planet. It is not only the right thing to do for our environment, communities, and team members, but it also makes good business sense. While putting together this report, we've had the opportunity to reflect on the work we've done and the progress we've made. However, more importantly, we've been able to look forward and imagine what an even better world tomorrow looks like and our role in making it possible.

To identify how we want to grow and continue our *A Better World Tomorrow* strategy, we started by asking questions. We spoke with our team members, our leadership, our communities, and our customers. We had discussions about what we've done well and where we have room to improve. We asked which sustainability topics were the most important to each stakeholder. And, we reviewed our opportunities for impact. We also conducted a materiality analysis (below) based on our team member's feedback from a survey on sustainability topics.

*A Better World Tomorrow* not only requires our understanding of the topics that are important to our stakeholders but also knowing where we have the opportunity to impart true and lasting change. By considering both of these elements, we've been able to identify the key areas we will focus on as we continue our sustainability journey.





# SUSTAINABILITY STRATEGY

## A BETTER WORLD TOMORROW

We believe that a sustainable future for all is possible, but it requires commitment and action from everyone today. As a business, we rely on the health of our planet and the well-being of our people. That is why we are devoted to working towards *A Better World Tomorrow*. This report addresses some of the biggest social and environmental challenges our world faces today including water scarcity, climate change and the lack of access to quality education for many. It highlights our efforts to be a more sustainable business throughout our entire value chain and outlines our commitments to achieving *A Better World Tomorrow* for all. Many of our efforts and commitments contribute to the Sustainability Development Goals set by the United Nations in 2015 and we will continue to collaborate with local governments, industry leaders, our customers, and our team members to secure a bright future for ourselves and the generations to come.



### PROVIDING HEALTHY CHOICES

Encourage healthy lifestyles by providing fresh and wholesome food to our consumers.



### PROTECTING OUR PLANET

Protect and promote the health of our planet, its wildlife and its natural resources.



### GROWING WITH OUR COMMUNITIES

Ensure the well-being of our communities and foster growth and development within each of them.



### LIVING OUR VALUES

Provide wholesome, safe and fresh products by supporting our team members and integrating our values into everything we do.



We incorporate our values into everything we do, every day. As a reflection of our values, we have made the following commitments.

# OUR COMMITMENTS

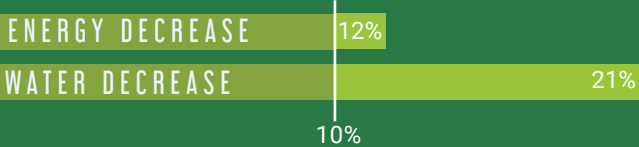
In our 2014 CSR report, we set two main goals for ourselves. We are proud to say we have accomplished both ahead of schedule.

**100%** Certified 100 percent of our processing facilities and distribution centers under internationally recognized food safety standards by 2020



**↓ 12%**      **↓ 21%**

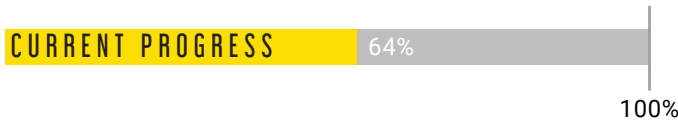
Surpassed our original goal of 10 percent reduction in water and energy consumption rate per ton of product by the end of 2020



We are dedicated to continuous improvement. As such, we have set new goals and standards for ourselves.

## PROVIDING HEALTHY CHOICES

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

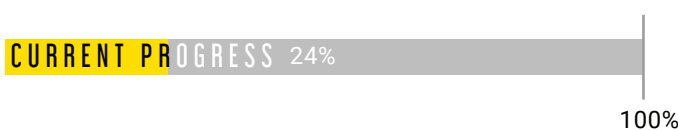


## PROTECTING OUR PLANET

Goal: Reduce our absolute Scope 1 CO<sub>2</sub>e emissions from vessel shipping by 10 percent by 2025

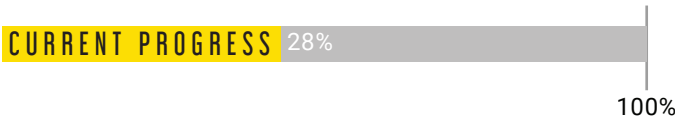


Goal: Monitor 100 percent of protected areas annually by 2025 by conducting an inventory of species in each of our reserves

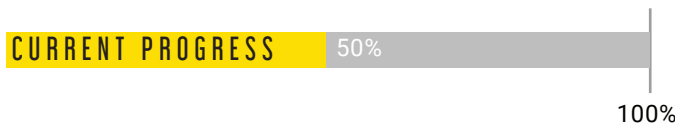


## GROWING WITH OUR COMMUNITIES

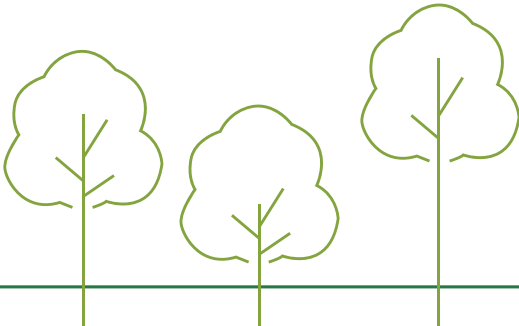
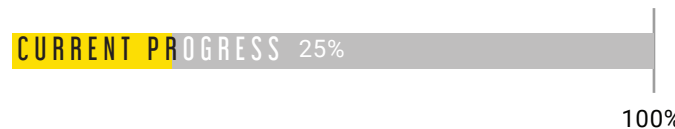
Goal: Plant and/or donate 2,500,000 trees by 2025



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







# PROVIDING HEALTHY CHOICES

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Fruits and vegetables have always been an important part of a healthy diet. Today, that's never been truer. Not only are they vital for human health, but research shows that diets rich in fruits and vegetables are also better for our planet<sup>1</sup>. As one of the world's leading produce companies, we recognize that it's our responsibility to provide safe and wholesome food to our consumers, while also protecting and ensuring the well-being of our planet.

**UN Sustainable Development Goals that we are contributing to:**



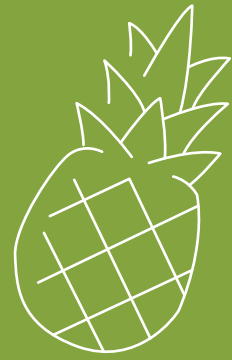


# SUSTAINABILITY IN AGRICULTURE

In order to Provide Healthy Choices, we must have a healthy planet. As a vertically integrated consumer foods company, we have a unique ability to impact many parts of the value chain. With that ability comes great responsibility and even greater opportunity. We are leading by example with our efforts to secure an even better world tomorrow, and that starts with integrating sustainability practices into what we do from farm to fork.

Since our global sustainability program launched in 2010, we've been actively working with third parties, such as GlobalGAP/GRASP, SCS Global Services, and the Rainforest Alliance, to develop sustainability practices and guidelines for our farms and operations. Each of these organizations has its own sustainability certification process and requirements across environmental, social and economic topics. These standards cover different aspects of sustainability, such as using good agricultural practices, preserving biodiversity, conserving natural resources and supporting local communities.

These efforts were originally piloted in our North American and European sales markets. There, nearly 100 percent of our banana and pineapple product volume is certified as sustainable by a third party. Recently, we've begun to expand these efforts. Today, 64 percent of our product volume sold globally is certified as sustainable by SCS Global Services or the Rainforest Alliance. Our goal is to have 100 percent of our products certified as sustainable by 2025.

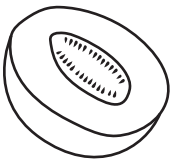




# PIONEERS IN PRODUCE

At Fresh Del Monte Produce, we're committed to continuously improve the taste, safety, quality and sustainability of the food that we produce. We're constantly working to design and implement practices that will help us further our goal to inspire healthy lifestyles through wholesome and convenient products. This goal has been a key part of who we are, and it led us to be leaders in produce innovation. Throughout our history, our R&D team has been deeply involved in the development of the following:

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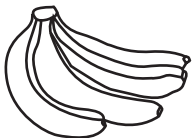
## **MAG® MELON:**

We developed the MAG® Melon, a golden cantaloupe with a magenta flesh, as part of a collaboration with Nunhems, a company that focuses on vegetable seed innovation. This new melon continues to capture consumer attention for its great flavor and appearance.



## **DEL MONTE GOLD® PINEAPPLE:**

We are leaders in pineapple innovation and were the first to bring the Del Monte Gold® Pineapple to market. Del Monte's long-standing investment in Hawaii's Pineapple Research Institute led to the development of the MD2 pineapple, which is known today as the Del Monte Gold® Pineapple. Its sweet taste and low acidity have resulted in overwhelming success and it is now the most popular pineapple sold today globally.



## **CRT® BANANA:**

We partnered with leading subject matter experts to perfect the CRT® (Controlled Ripening Technology) banana packaging. This enables us to deliver bananas with longer green shelf life, requiring minimum handling and reduced spoilage/waste throughout the supply chain.



## **CAULILINI® BABY CAULIFLOWER:**

Mann Packing (a recent addition to the Fresh Del Monte Family) partnered with Aruba Seed to find a new cauliflower variety that would build upon the popularity of our historic commercialization of Broccolini® Baby Broccoli. Launched in 2018, Caulilini® Baby Cauliflower has slender green stems, with a more open floret than traditional cauliflower, providing a beautiful appearance on the plate. The flavor is sweet and more mild than traditional cauliflower, making it truly unique.



## CONVENIENT & WHOLESOME FOOD

We are making an organizational shift to offer more products that focus on convenience to help cater to the active lifestyles of our consumers. In the Middle East, we offer a variety of flavors of freshly squeezed juice that have no preservatives, and no artificial colors or flavors. And, in 2015, we were voted the Favorite Beverage Brand in the UAE by the BBC GoodFood Awards. We also offer grab and go snacks, fruit salads, veggie noodles and chopped and peeled vegetables. We have recognized our consumers' need for convenient items and are constantly working to provide wholesome food options that easily fit into their busy schedules.

In 2011, we launched our first Food and Beverage store. Originally, these locations offered some of our packaged and prepared sandwiches, salads and grab and go items. Today, these locations have evolved into cafes with large menus that feature more than 100 different wholesome food options. We offer all-day menu items that include fresh salads, made-to-order sandwiches, smoothies, coffee, and pastries straight from the oven. We take pride in our recipes and ingredients and prepare all food in a health-conscious way. We don't fry any of our items and many of our fresh ingredients come from our own farms. Currently, we have Food and Beverage stores in the Middle East and will be opening similar concepts in the United States within the next year.



In North America, we are working with our customers to increase the convenience of wholesome options. Today, we are proud to supply some of our customers with apple slices for kids' meals and pre-made sandwiches that feature fresh ingredients from our farms. We will continue to work with our customers to increase the accessibility of fresh food for consumers and to provide wholesome and delicious products. We challenge ourselves to constantly improve and innovate while satisfying the consumers' changing tastes and preferences.



"Del Monte Fresh Produce in the Asia Pacific Middle East North Africa Region makes an effort to safeguard the values of our customers, team members, communities, natural resources, energies, and the environment as ONE Company. We are one of the leading fresh produce companies in the region and we aim to satisfy consumers with our fresh value-added products to promote a healthy lifestyle."

**MOHAMMED ABBAS,  
SENIOR VICE PRESIDENT,  
ASIA PACIFIC MIDDLE EAST  
NORTH AFRICA REGION**

# PROMOTING HEALTHY LIFESTYLES

We're committed to offering our consumers wholesome and convenient products while educating them on where our products came from. We use our social media pages to inspire healthy and active lifestyles as well as to educate consumers about the journey of their food. Our core focus areas related to Promoting Healthy Lifestyles are:



## WHOLESUME RECIPES:

We encourage consumers to eat more fruits and vegetables by introducing them to new recipes that feature fresh produce. Our goal is to get people excited about preparing meals that are wholesome and full of flavor, to the point that they feel inspired to share their favorite meals with their friends and families.



## CONVENIENT MEALS AND SNACKS:

Eating healthy shouldn't be hard. We want to show our on-the-go consumers that fresh snacks and wholesome meals can be convenient and within reach; we do this by sharing easy and fun ideas to incorporate more fresh food into everyday diets.



## FOOD EDUCATION:

We believe consumers should know where their food comes from. We focus on educating consumers on their food systems by sharing information about our farms and practices throughout our supply chain on social media platforms.

# TRACEABILITY

We're proud of our growers, our farms and our practices. And, we believe in being transparent with our customers every step of the way. In 2004, we were one of the first companies to implement a pallet-based barcode traceability program, and we quickly rolled it out to most of the pallets that we ship. In 2011, that program was expanded to the box level for some shipments and today in North America we are able to track 100 percent of our products backward and forward. That means we're able to see exactly where our food came from, when it was produced and how it got to the stores.

Not only does this give our customers more visibility into our supply chain, but it also allows us to ensure food safety and quality. By having easy visibility into our supply chain, we can quickly identify the source of an issue and respond accordingly. We plan to continue to expand this program using new technology to help provide safe, wholesome, and fresh foods to our customers and consumers around the world.





# PACKAGING

In order to get our products from our farms and operations to the places where they're sold, it's essential that we use the right packaging. And, to us, the right packaging means using materials that are sustainable. Increasing our usage of sustainable packaging materials is one of our main priorities today.

As part of this effort, we are committed to working with suppliers who share this focus and to promoting sustainable packaging initiatives internally. To do this, we've rolled out a centralized tracking system for our packaging initiatives. Our Pipeline of Sustainable Packaging Opportunities is constantly fed with new ideas around how we can improve our current packaging practices. This is a collaborative effort between all our different regions and business units.

By creating a centralized tracking system for our packaging initiatives, we're better able to monitor what materials we're using, measure the success of each program, and, ultimately, have a clear understanding of the sustainability impacts of each initiative. It will also allow us to better collaborate and share learnings across regions and business units. Our goal for this program is to eliminate unnecessary packaging materials, implement additional re-usable packaging programs into our system, increase the use of recycled content in our packaging and deliver packaging that is recyclable according to local standards to our customers and consumers.



Many of the programs within our Pipeline of Sustainable Packaging Opportunities focus on reducing our usage of plastic. Examples of these efforts are our ongoing campaigns to reduce the amount of plastic in our consumer bags for diverse commodities, replacement of banana consumer bags with bands where possible, and the introduction of higher Post-Consumer Recycled PET content on our Fresh Cut containers around the world.

Deforestation is a major issue that will impact everyone, everywhere. We do a lot of reforestation work within our communities, and we believe in using tree-based materials responsibly. As part of this, we've begun re-assessing the paper products that we use for our boxes. Currently, 100 percent of the containerboard that we source for our corrugated boxes comes from forests that are certified as responsibly managed by third parties such as the Forest Stewardship Council and the Sustainable Forest Initiative (SFI), meaning that the forests are maintained to preserve their health and diversity while still meeting society's demand for forest products.





# GROWING WITH OUR COMMUNITIES

*A Better World Tomorrow* relies on strong and resilient communities. In our communities around the world, we create more than just jobs; we build roads and clinics, support schools and empower entrepreneurs. We invest in the livelihood of our communities because when our communities succeed, we succeed.

**UN Sustainable Development Goals that we are contributing to:**





## COMMUNITY INITIATIVES

We recognize that each community we do business in has unique needs, challenges, and cultures. As such, we work with each community individually through local organizations and governments to help develop initiatives that address some of their biggest challenges. Globally, we launch and support a variety of projects each year, from providing clean water, to funding schools, to planting trees. We want to continue to grow, support and evolve these efforts in a way that meets the changing needs of our individual communities around the world. Our intention is not to launch a large number of one-off initiatives, but to create programs that support and foster lasting change within each individual place we have the privilege to call home.

By 2025, our goal is to support 300 local sustainability programs that create measurable and lasting change. These programs could include things like installing safe water systems in our rural communities, providing immunizations and health education to regions that lack convenient access to health care and building schools in areas that don't have adequate resources to offer quality education.



## PROVIDING ACCESS TO HEALTH CARE

In Kenya, we run annual medical camps for our local community members. More than a thousand patients visit these camps each year and we offer them diabetes and cancer screenings, dental and eye checks, family planning, pediatric treatment, HIV/AIDS counseling and testing, deworming and general checkups.

# EDUCATION

Education is a human right, yet every year millions of children are denied access to quality education<sup>2</sup>. Education is the foundation for a sustainable future, and we are committed to ensuring that the children in our communities have access to the education they deserve. We also believe in the power of lifelong education and its ability to help pull families out of poverty and increase the quality of life for the entire family. As part of our effort to contribute to Goal 4 of the United Nation's Sustainability Development Goals (SDGs), we are making our own education commitment. By 2025, we plan to provide educational opportunities to 20,000 students and adult learners.



While our goal itself is new, our commitment to education is not. Over the years, we've built schools, hired teachers, funded scholarships, stocked libraries and provided school supplies to tens of thousands of students. Since 2017, we built or maintained more than 60 different school buildings, gave transportation to over 1,200 students, and sponsored more than 700 scholarships to students worldwide.



# LIFELONG LEARNING

Artisanal work is extremely important to local communities. It provides economic opportunities and growth while allowing local citizens to express themselves, their culture and their heritage. At Fresh Del Monte Produce, we've recognized that artisanal training has the power and potential to lift families out of poverty while preserving cultures and creating pride amongst artisans.

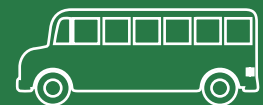
In 2018, we partnered with local organizations to train local women in the Philippines on techniques for making native crafts, soaps, and candles. This training not only helped women learn new skills but also provided a new source of income for them and their families.

We also believe that *A Better World Tomorrow* means sharing our knowledge with local farmers. In Jordan, we invited local growers to our farms for a one-day workshop in March 2018. During the workshop, we shared our learnings from our transition from open-field agriculture to greenhouses. We also discussed water sustainability and the importance of using responsible farming techniques. This workshop helped farmers share knowledge on best practices and discover new techniques for furthering sustainability efforts on their own farms.

SINCE 2017 WE:



SUPPORTED STUDENTS  
ACROSS 60+ SCHOOLS



GAVE TRANSPORTATION TO  
OVER 1,200 STUDENTS



SPONSORED OVER 700  
SCHOLARSHIPS



# FRESH STORY: PROMOTING EDUCATION

In the Philippines, many students don't receive a basic education due to underfunding in public schools<sup>3</sup>. Our local operations there offer scholarships to private high schools to ensure students get access to the education they deserve. Jodee Patnugot was one of those individuals. As a child in the local community, she was always a dedicated student, so when she received the opportunity to apply for one of our scholarships to Ateneo de Davao, one of the most prestigious high schools in Davao, she didn't hesitate.

That year, she was one of the five children in the Davao region to receive one of our high school scholarships. She worked hard throughout high school and eventually went on to attend a local university where she received a Bachelor of Science in Civil Engineering. Upon graduation, Jodee joined the Fresh Del Monte Produce family as an employee of DAVCO, a pineapple operation owned by Fresh Del Monte Produce in the Philippines. In 2008, Jodee moved to the United States to work at the Fresh Del Monte Produce headquarters in Coral Gables, Florida. Today, she is the Director of HR Services (Corporate) and Contingent Workforce Program (North America).



*"I cannot even begin to tell you how much the high school scholarship has changed my life. It opened the door for me to get to College, earn my degree and get a job with DAVCO. Both DAVCO and Del Monte have given me the opportunity to really develop myself as well as provide for my family. I can certainly say I wouldn't have the life I have now without Fresh Del Monte Produce. And for that, I am eternally grateful."*

**-JODEE ANN PATNUGOT NAIDAS**

*Director, HR Services (Corporate) & Contingent Workforce Program (North America)*

“CSR activities have always been extremely important to our operations in Europe and Africa. Corporate Social Responsibility is a constant priority that we believe is essential to long-term profitability and value creation. Our activities in Kenya are a clear example of how Fresh Del Monte Produce is taking care of our local communities.”

**GIANPAOLO RENINO,  
VICE PRESIDENT  
EUROPE & AFRICA**

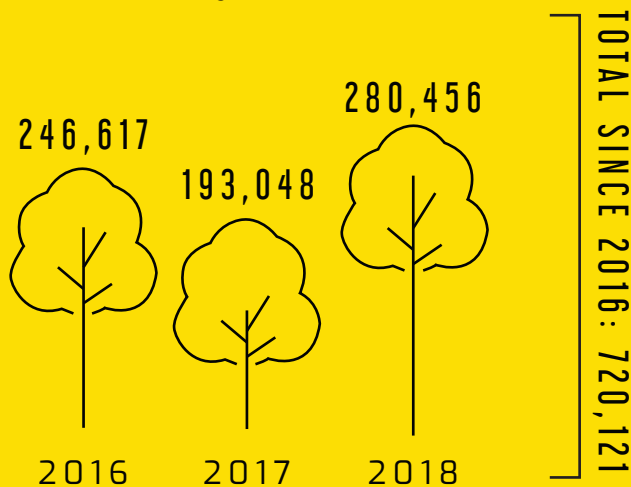


## TREE PLANTING

Deforestation is one of the greatest challenges that our world faces today. The loss of forested areas threatens biodiversity and vulnerable ecosystems. Many of our communities are in areas where the wildlife and environment rely on forests to survive. We are constantly working with each of our communities to plant more trees. Every year, we host tree planting programs in many of our communities during which we educate the community on the importance of our natural world, how to care for it and work together to plant trees that are native to the region. Trees improve air quality, reduce the risk of floods and landslides, clean local water supplies, sequester our carbon emissions and promote biodiversity by acting as a home to wildlife<sup>4</sup>. Over the past three years, we've been able to plant more than 700,000 trees throughout the communities in which we operate. And, by 2025, our goal is to plant and/or donate a total of two and a half million.



### TREES PLANTED



## INFRASTRUCTURE

We support the growth and well-being of our communities by building schools, healthcare facilities, libraries, places of worship and other public spaces throughout the regions in which we operate. Globally, in 2018, we provided and maintained over 3,000 homes for our team members, thus ensuring they have a safe place to live with their families. We also built, repaired and maintained more than 4,000 kilometers of roads throughout our local communities, including main access roads that are used daily. We often work with local governments to help ensure that the needs of our local communities are met. For example, in 2018 in Costa Rica, we signed a contract with the government to provide land for them to build four churches, four primary schools, and a red cross institution, all of which benefit the entire community.

SINCE 2017 WE'VE:



PROVIDED OR MAINTAINED  
3,000+ HOMES GLOBALLY



MAINTAINED 60 DIFFERENT  
RECREATIONAL FACILITIES



REPAIRED 4000+  
KM OF ROADS

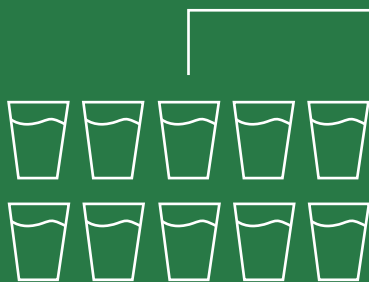
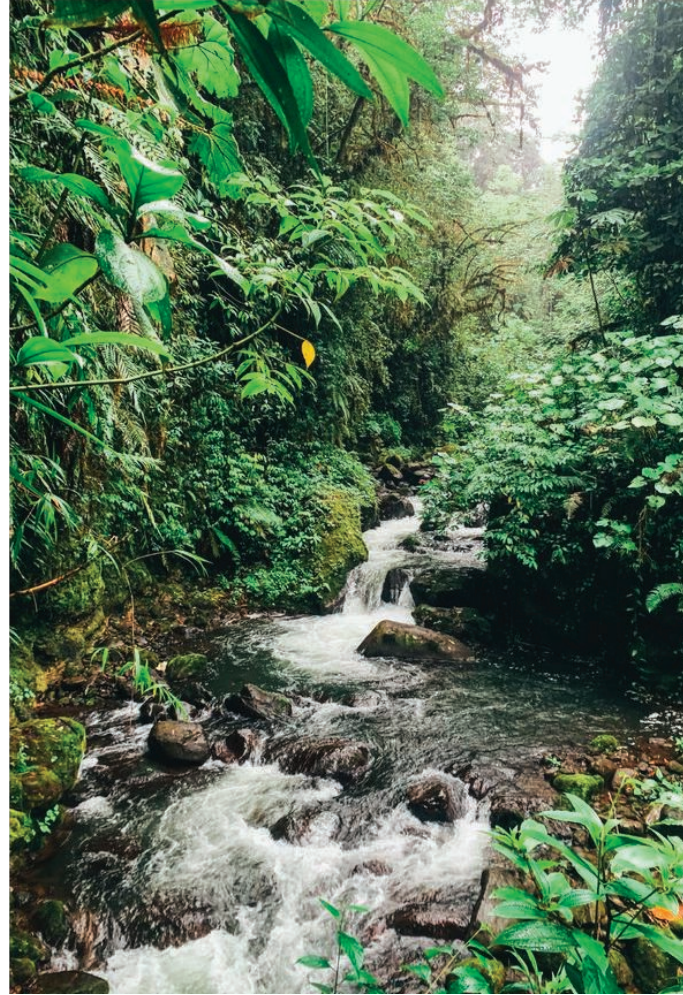


# CLEAN WATER

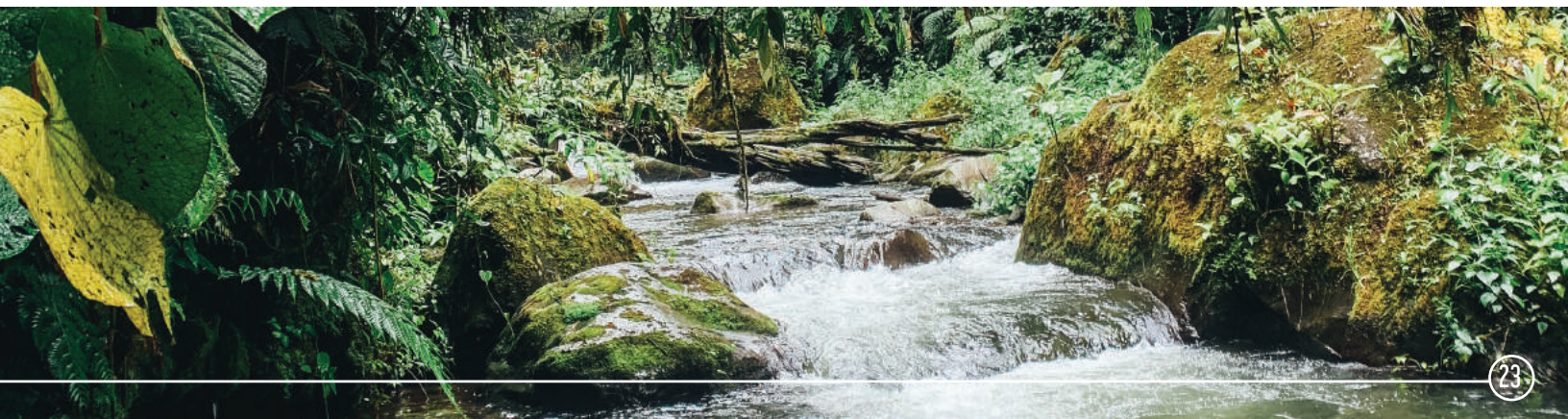
Clean water is necessary for healthy communities. At Fresh Del Monte Produce, we work with local organizations to protect and preserve natural water sources and to ensure that our communities have access to safe and reliable water. In 2018, we executed clean water projects that brought convenient and safe access to clean drinking water to thousands of people in Kenya and the Philippines.

In Kenya, we invested in water storage structures that enable us to harvest and treat rainwater. This allows us to provide safe, clean and treated drinking water through a permanent piped water system to more than 3,000 people in the community of Ndula. We also use a freshwater tanker to provide drinking water throughout the year to additional communities, including Muka Mukuu, Kilimambogo College and Parish, Ol Donyo Sabuk and Kayatta.

Not only do we provide clean and safe drinking water to communities in which we operate, but we also partner with local organizations to help clean up their natural water sources. In celebration of World Water Day, Fresh Del Monte Produce joined the clean-up effort of Maong Creek in the Mindanao province of the Philippines. The theme of the clean-up was "Nature for Water" and we explored nature-based solutions to the area's biggest water challenges. Through this effort, we were able to engage the community and help educate them on the importance of keeping their natural water sources clean. Together, we were able to collect more than one ton of trash and remove natural debris that will help prevent future pollution of the creek.



CLEAN WATER TO THOUSANDS OF PEOPLE  
IN KENYA AND THE PHILIPPINES





# FRESH STORY: COGON CREEK

In 2014, we partnered with the local government in the Philippines to “adopt” Cogon Creek, a creek near Davao City. When we first adopted the creek, it was filled with debris, causing many of the waterways to be clogged. During our initial cleanup, we removed a lot of this debris; allowing the creek to flow freely. We also took preventative measures to prevent flooding and future pollution and we built a new bridge over the creek to allow community members to safely access main roads.

Our efforts at Cogon Creek have encouraged the local community to become more involved with its cleanup efforts. Since 2014, we have worked alongside students, teachers, and local community members to plant more than 4,000 Mahogany and Narra trees near the creek to help prevent erosion and flooding.

Every three months, we test the water quality at Cogon Creek and make sure the environment and its surroundings are maintained. In 2018, one of our leaders, Adjaneib A. Limpio, was recognized for her efforts and exemplary leadership by the Philippines government. The Department of Environment and Natural Resources - Environmental Management Bureau awarded Ms. Limpio with the Outstanding Women in Water Award.

In 2018, one of our leaders, Adjaneib A. Limpio, was recognized for her efforts and exemplary leadership by the Philippines government. She was awarded with the 2018 Outstanding Women in Water Award.







## SUPPORTING WELLNESS

Globally, we support many local organizations and initiatives that promote healthy and active lifestyles. “Tour de Fresh,” a four-day cycling event and fundraiser in California, brings together riders from throughout the produce industry. Its goal is to raise money to bring salad bars to schools and to children who may not always have access to fresh fruits and vegetables. In 2018, four of our team members participated in the event and raised over \$130,000, resulting in another forty salad bars in schools.

In Kenya, we have participated in the Ol Donyo Sabuk Marathon since 2015. The marathon of Ol Donyo Sabuk (a National Park near our operations) is a great opportunity for community members to be active and raise awareness for conservation efforts within the park. In 2018, we sponsored ten athletes to run in the race and provided all runners with water and juice beforehand.

We also sponsor local sports teams and organizations throughout our regions. In Greece, we have provided uniforms and sports clothes to a local soccer team every year since 2015. For the past nine years, Del Monte Italy has been a proud sponsor of the Italy’s premier volleyball tournament, the Italian Cup. In addition to the sponsorship, we host sampling activities during games and events linked to the volleyball league. And, in the UK, we provide uniforms for a local youth rugby team and are a sponsor of the LTA, the National Governing Body for tennis in Great Britain, the Channel Islands and the Isle of Man.





# PROTECTING OUR PLANET

Our sustainability story started long before our sustainability reporting did. For us, running a sustainable business isn't just the responsible choice, it's the only choice. We take pride in knowing that we have embedded sustainable practices throughout our company's history. We are farmers at heart, and we have a deep respect for the land and Earth's natural resources. We also know that, as a vertically integrated consumer food company, we have a unique ability to steward our land, water, and air, along with a responsibility to lead by example.

**UN Sustainable Development Goals that we are contributing to:**



# WATER CONSUMPTION

We're proud to announce that we have not only reached our goal to reduce our water consumption rate by 10 percent by 2020, but we have also surpassed it. By introducing water reduction programs throughout many of our locations and operations, we've been able to reduce water consumption by 21 percent per ton of product compared to our 2011-2014 baseline.

Water risk is one of the most critical issues our world faces today. With agriculture accounting for 70 percent of all water consumption globally<sup>5</sup>, we have an opportunity to make a major impact. Our farms, communities, and team members all depend on safe and clean water to thrive; our growers rely on clean water to produce healthy crops, and our facilities need clean water to prepare our produce for consumption. We cannot operate without access to clean water, but it is our responsibility to use this resource in a way that is sustainable for everyone.

We reached this goal by focusing on water reduction across a few key areas:

## RECYCLING & REUSING:

We are constantly researching new ways to reduce our water consumption and overall impact on the planet through recycling and reuse programs.

- We implemented a hydroponic system for our operation in Jordan. This system collects and treats drainage water and then recycles it, which allows us to reuse 35 percent of the operation's irrigation water.

## INFRASTRUCTURE:

By keeping our irrigation systems in excellent condition and up-to-date with the latest technologies, we're able to ensure that all operations are using water efficiently.

- In 2016, we modernized the irrigation system for our banana farms in Guatemala. So far, we have updated the irrigation system for 63 percent of the cultivated area. As a result of such improvement, we have been able to achieve an accumulated water reduction of more than 600 million gallons.
- In Kenya, we have implemented a drip irrigation system that has shown to be more water-efficient than the "big gun" system that sprays water over access roads. This new irrigation system is energy and water efficient; in 2016, the drip irrigation system resulted in more than 55 million gallons of water saved.
- In Dubai, we analyzed the timing of our irrigation system for greenery surrounding the facility. The timer on the sprinkler was reduced from three minutes to two minutes. This optimization allowed us to save 4 percent of that operation's annual water usage.

# WASTEWATER TREATMENT

We comply with all regulations for wastewater treatment across all our operations and facilities, including building wastewater treatment plants where necessary. For example, at our operation in Dubai treats over 575,000 gallons of drain water. That water is then recycled and used for irrigation of perimeter garden and greeneries. To ensure water quality, samples are sent to a Dubai municipality accredited laboratory and a permit is issued valid for three months. We will continue to work with local governments and organizations to comply with wastewater treatment policies across all our operations.



# 21%

By introducing water reduction programs throughout many of our locations and operations, we've been able to reduce water consumption by 21 percent.





# CLIMATE CHANGE

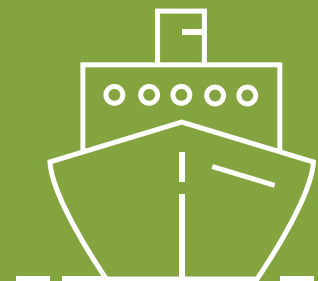
The United Nation's SDGs call for immediate action to combat climate change. Shifting temperatures, unpredictable weather patterns, and more severe storm events threaten the health of communities and ecosystems across the globe. As an agriculture company, these impacts are very tangible. Our produce requires specific climate conditions in order to grow; changes in temperature and water availability endanger our crops.

We are determined to lessen our contribution of greenhouse gasses to our planet's atmosphere. In 2010, we set a goal of reducing our energy consumption rate by 10 percent by the end of 2020. In 2018, we achieved this goal by reducing our energy consumption by 12 percent per ton of product compared to our 2011-2014 baseline. We are thrilled with our success, but our efforts are not complete. By implementing additional renewable energy projects and investing in more efficient infrastructure, we believe we can continue to maintain this reduced level of energy consumption.

As part of our efforts to further combat climate change, our farms and operations are focused on reducing their overall carbon footprint. By decreasing our energy consumption and protecting forested areas, we're proud to say that two of our largest farms have been certified as carbon neutral by SCS Global Services, meaning they sequester more carbon than they emit. Our BANDECO division in Costa Rica was first certified carbon neutral in 2015 (and re-certified in 2017) and we plan to roll our similar initiatives into other operations worldwide.

We are extremely proud of our accomplishments thus far, but we're determined to continue our efforts. As a vertically integrated consumer foods company, we are not only responsible for the production of most of our products, but also their transportation from our farms to the markets where they are sold. Today, shipping accounts for 81 percent of our global energy use. We are actively taking strides to improve our shipping practices and have seen an 11 percent reduction in fuel consumption per ton of product for our owned vessels when compared to our 2011-2014 baseline. We are dedicated to further reducing our emissions and, by 2025, we commit to reducing our vessel emissions by 10 percent for absolute Scope 1 CO<sub>2</sub>e.

To achieve this goal, we are upgrading our owned fleet to more fuel-efficient ships. Currently, we have a fleet of eleven ships that transport our products to North America from Central and South America. These are being replaced with six full-container ships and we're estimating this will result in a savings of nearly 19 thousand metric tons of fuel each year. This reduction in fuel consumption will have an impact on our overall emissions, thus contributing to our commitment to reducing our absolute Scope 1 CO<sub>2</sub>e shipping emissions by 10 percent by 2025.



# ENERGY

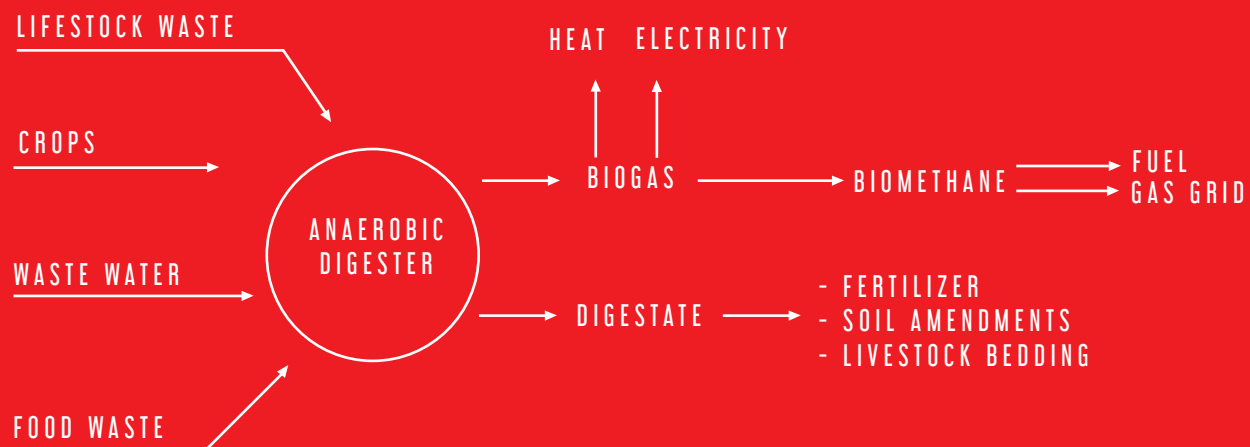
*A Better World Tomorrow* requires a reduction in our global reliance on fossil fuels. Renewable energy, such as hydropower, geothermal, wind and solar power, offers us an alternative to traditional fuel sources. Over the past few years, we have invested in various renewable energy projects, including the installation of solar panels at various facilities in Costa Rica, Jordan, and the United States. Since 2017, these solar panels have generated approximately 400,000 kWh of energy.

The Costa Rican government has committed to be a leader in renewable energy and, today, most of the energy within their grid comes from renewable resources. We stand by their commitment and are proud to be part of this evolution. Costa Rica is home to some of our largest operations and we're thrilled to be able to say that more than 16 percent of our global energy comes from renewable sources thanks to strides they've made towards using renewable energy sources.

To reach *A Better World Tomorrow*, we must continue to partner with other corporations, organizations, and governments to further our efforts to shift away from fossil fuels. In the UK, we've partnered with Biocow, a biogas program that turns our food waste into renewable energy. By using an anaerobic digestion process, we're able to produce gas that is then burned to power engines. These engines generate electricity, which flows into the national grid. This process creates a renewable, sustainable, and environmentally friendly way of generating new energy. The by-product of this entire process is known as a digestate, which we supply to farmers, as it provides better crops than synthetic fertilizers. The plant itself uses no extra energy, as it runs on the energy it generates throughout the entire process. Nearly 20,000 tons of waste was used to generate renewable energy through our biogas plant over the past 12 months.



## HOW BIOGAS PLANTS WORK





# FRESH STORY: CARBON NEUTRAL IN COSTA RICA

Agriculture is one of the top drivers of greenhouse gas emissions<sup>6</sup>. Due to shipping, agricultural production, food storage, and packaging, our industry tends to have a large impact on our world. For the past few decades, we've been working on reducing that impact. In Costa Rica, we have designated nearly 10,000 hectares as protected areas to preserve their natural state, promote biodiversity, and offset some of the emissions of our operations. We also participate in reforestation projects through community tree planting days.

These forested areas offset emissions by capturing carbon dioxide that is released into the atmosphere. We analyze the trees within these areas to ensure that they meet certain requirements in terms of location, age, type and size. We then calculate how much carbon the trees are capturing and auditors from SCS Global Services review our calculations. If the amount of carbon captured is greater than or equal to its emissions, the operation is considered carbon neutral.

In 2010, our BANDECO division in Costa Rica carried out its first inventory of its greenhouse gas emissions. The first field carbon capture measurement plots were established in 2012 and, in 2015, the operation received its first Certificate on Carbon Neutrality from SCS Global Services. In 2017, we received the Carbon Neutrality certificate from SCS which declared that we offset nearly 80,000 tons of CO<sub>2</sub>, compared to less than 40,000 tons of emissions that were verified.





“At Fresh Del Monte Produce in South America, we’ve always been committed to producing delicious and wholesome products while contributing to a sustainable future. We respect our land and its resources and are committed to using them responsibly. We will continue to work with our partners and customers globally to further improve our practices and to inspire healthy lifestyles worldwide.”

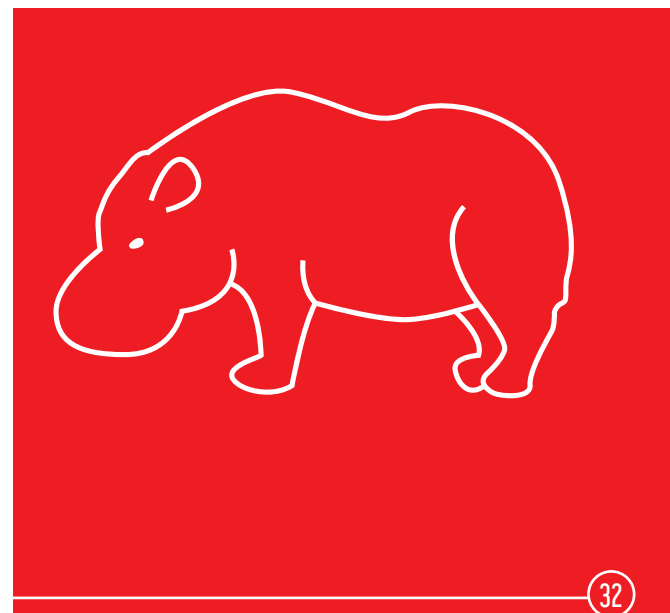
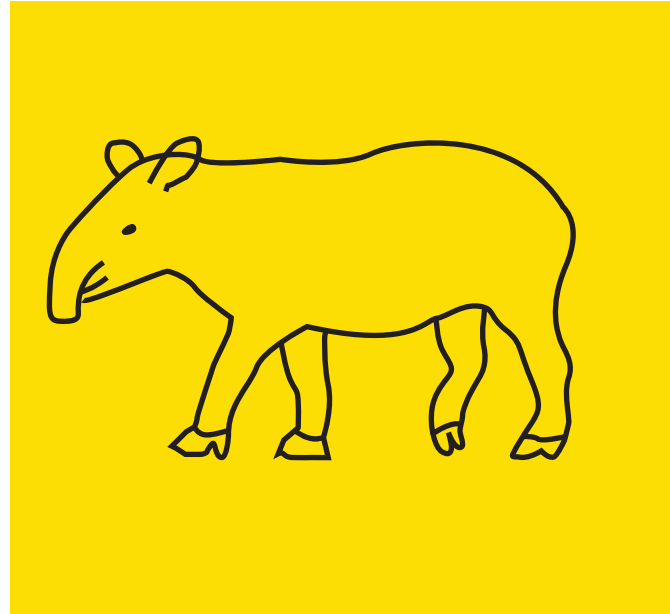
**SERGIO MANCILLA E.,  
VICE PRESIDENT  
SOUTH AMERICA**



# PROTECTED AREAS

We are committed to protecting the land and environments where we operate. In 1978, our predecessors acquired their first lands in Buenos Aires, Costa Rica and founded the Pineapple Development Corporation of Costa Rica (often referred to today as our PINDECO division). After careful analysis of soil agricultural potential, they began setting aside land to protect and preserve wildlife. We have continued this practice and since our acquisition, we have increased the allocation to nearly 10,000 hectares as protected forests throughout our farms. Some of these areas have been designated as wildlife refuges by the local government.

We have three main wildlife refuge areas in Costa Rica: Zapote, El Tigre and El General. These areas are home to a rich and diverse set of plants and animals, including vulnerable and endangered species such as monkeys, wild cats, hippos and tapirs. We are committed to keeping these areas wild. In order to do that, we need to have a deep and proper understanding of the wildlife that calls these places home. By 2025, our goal is to have 100 percent of our protected areas monitored on an annual basis through an inventory of species.





# FRESH STORY: PRESERVING BIODIVERSITY

Habitat fragmentation is one of the biggest threats to biodiversity today. It makes wildlife more vulnerable to ecological changes, reduces the availability of vital resources and can make it more difficult for species to breed<sup>7</sup>. Costa Rica has an incredible and diverse amount of wildlife<sup>8</sup>; it's home to nearly 6 percent of the world's biodiversity. Since some of our largest operations are in Costa Rica, we believe it is our responsibility to help protect the diverse wildlife within our communities.

Throughout our farms in Costa Rica, we have developed biological corridors to help connect different habitats and to enable wildlife to move more freely. These biological corridors are along streams and bodies of water, ensuring that wildlife has access to the resource they need to survive.

We've set aside nearly 10,000 hectares of the protected forested area throughout our operations globally. Over 2,000 of those hectares are in our Zapote Reserve, located within our PINDECO Atlantico division. In 2018, we hired a third-party, BioConsult, to perform our first species inventory of the area. Species inventories are an incredibly important and necessary step to protecting biodiversity. During Zapote Reserve's species inventory, BioConsult was able to identify 22 species of mammals, 99 reptile types, 417 bird species, 48 amphibian kinds, 42 species of fish and more than a thousand unique plants. Amongst these, we discovered some endangered species including Ocelots (a spotted wild cat) and Baird's Tapir (an ancient relative to the rhino that weighs anywhere between 500 and 800 pounds), and Jaguarundi (a small wild cat). We feel honored that these amazing creatures call our communities home and we are determined to protect them.

In order to fully understand the biodiversity within our protected areas, we must continue to perform species inventories like the one we did at our Zapote Reserve. By 2025, we commit to monitoring 100 percent of our protected areas on an annual basis through an inventory of species in each of these areas.





## WASTE REDUCTION

Across our operations and facilities, we have put processes in place to reduce waste throughout our production cycle. In order to use as much of our product as possible, and to avoid unnecessary waste, we are constantly challenging ourselves to find innovative solutions.

We cannot reach *A Better World Tomorrow* on our own. Through Recyplast, a joint venture with the Banana Development Corporation of Costa Rica (now our BANDECO division), the Standard Fruit Company of Costa Rica and Yanber, a plastics manufacturer, we have been able to continue our successful plastic recycling program in Costa Rica. This program started in 1993, and since then all our banana bags, plastic twine, and other materials are sent to Recyplast, which processes the waste into pellets. These pellets are then made into plastic corner posts that support and reinforce the structure of shipping pallets. Since 2010, we have recycled more than 30,000 tons of plastic farm waste.

# 30,000

Since 2010, we have recycled more than 30,000 tons of plastic farm waste.



## THE ROLE OF RESEARCH IN SUSTAINABILITY

At Fresh Del Monte Produce, we invest in research, not only to obtain high yield crops but also to seek more sustainable agricultural management alternatives. There are many emerging challenges for sustainable production. Research plays a powerful role in identifying, understanding, monitoring and evaluating the relationship between agricultural practices and their beneficial and harmful environmental effects. Research contributes on many fronts, such as in the knowledge of life cycles of pests, biological control methods, suitable crops for erosion control, and processes in nitrogen fixation. Great efforts have been made in the use of resource-conserving technologies such as Integrated Pest Management (IPM), soil and water conservation, rainwater harvesting, and waste recycling.

At our BANDECO division in Costa Rica, we have opened a Research Experimental Station that provides the systematic search for new ways of improving sustained production, mainly focused on the control of banana pests and diseases. The same research processes are carried out continuously in Guatemala and our PINDECO division in Costa Rica.



# RESPONSIBLE FARMING

We work hard to provide the highest quality produce for our consumers while leaving the smallest possible footprint. In order to do this, we are launching a global Responsible Farming Program that focuses on four key areas: minimizing our usage of pesticides, preserving the production potential quality of our land, being prepared for droughts and floods and working to prevent major pests and diseases. We are eager to engage and train our team members on this new initiative. Our goal is to have 100 percent of our owned farms participating in our Responsible Farming Program by 2025.

## MINIMIZING OUR USAGE OF PESTICIDES:

To decrease our reliance on agrichemicals, we are more frequently reviewing the agrichemical programs for each region and conducting research to find new ways to decrease usage. We've already implemented various Integrated Pest Management (IPM) programs to help our overall usage.

- We placed physical barriers over rows of melon seedlings in Guatemala and Costa Rica to protect plants during development. The cover is reusable and reduced pesticide application in Costa Rica by 41 percent and in Guatemala by 23.5 percent.
- We began using GPS guided equipment that features automatic turn on/off control in 2010 for our banana farms. This allows us to be more precise with our agrichemicals and reduces off-target areas sprayed. We now use this technology at 100 percent of our banana farms, and it has allowed us to reduce our usage of agrichemicals by 8 percent annually. We also began implementing this technology at our pineapple farms in 2010. Currently, we are using it in 38 percent of our production area, resulting in a 4 to 5 percent decrease in agrichemical use.
- We initiated the use of multispectral imagery technology taken with drones in all our bananas and pineapple operations as an additional element of our Integrated Pest Management approach. This technology allows us to enhance our effectiveness to scout for early signs of pest and disease incidence in the fields so that we can act before the pest or disease spreads to a larger area, resulting in a reduction in pesticide usage.

# 100%

Our goal is to have 100 percent of our owned farms participating in our Responsible Farming Program by 2025.





## PRESERVING THE PRODUCTION POTENTIAL OF OUR LANDS:

To have healthy soil you need to prevent erosion, maintain the balance of nutrients within the soil, preserve the organic matter within the soil and protect the soil structure. We've implemented programs across our operations to address each of these areas.

- We've planted cover crops at our pineapple farms in Costa Rica. Cover crops offer a wide array of benefits including improving soil health, reducing water drainage from the soil (thus protecting waterways and downstream ecosystems), reducing the amount of bacterial and fungal diseases in the soil and add fertility to the soil. We will continue expanding the use of cover crops in our pineapple operations as a way to preserve the production potential of our agricultural lands.
- We've launched a water recycling program at our tomato greenhouses in Guatemala. Not only has this program allowed us to save 34 million gallons of water since 2017, it also allows us to recover nutrients from the water, such as phosphorous and nitrogen that were originally considered waste and reuse them as a natural fertilizer.
- In 2011, we began using a mixture of biocontrol agents grown on a composted substrate. This is applied at our melon operation in Costa Rica and introduces and fosters the growth of beneficial microorganisms, which improves nutrients availability into the soil, helps maintain soil structure and fertility.
- In 2017, we implemented a process to analyze the land quality prior to developing it for farming. Our Land Suitability Index (LSI) reviews a wide range of topics including soil profile, weather, location, topography, and risk of natural disasters. If the land does not meet our LSI standards, then we do not use it for production but instead preserve the land as- is to help promote biodiversity and increase the overall health of our owned farms.

## PREPARING FOR DROUGHTS AND FLOODS:

We continuously work with regulatory bodies to make sure that our drought and flood plans meet and exceed standards, keep our irrigation systems up to date to make sure our water consumption is efficient and effective, and maintain our water management infrastructure to mitigate pressure from floods and droughts.

## PREVENTING THE GLOBAL SPREAD OF DISEASES:

We developed policies to implement specific measures in all our operations to prevent the entrance of major pests and diseases that can have a dramatic impact on our business, such as Fusarium Wilt Tropical Race 4 (Panama Disease) of bananas and the pineapple Fusariosis disease. We currently invest in the development of varieties with resistance to these major diseases.



“We at Fresh Del Monte Produce North America are committed to producing fresh foods to nourish our consumers. We continuously review our policies and work practices to minimize our impact on the environment. We are proud to conduct our business in a socially responsible and ethical way.”

NUCCI CERIOLO,  
SENIOR VICE PRESIDENT OF OPERATIONS,  
NORTH AMERICA



# FUSARIUM WILT

The majority of banana exports today are of the Cavendish variety and they're the most popularly consumed. Recently, this variety has come under threat by Fusarium Wilt (also known as Panama Disease or Tropical Race 4, or TR4 for short), which is a serious plant disease caused by a soil-borne fungus that enters by the roots. The disease was originally identified in South East Asia in the 1980s and has unfortunately spread across 19 countries. Recently, it was discovered at plantations in Colombia, and many are concerned about it further expanding to other plantations in Latin America. At Fresh Del Monte Produce, we've developed strong exclusion and prevention protocols to avoid its spread to our farms in Latin America, all of which are free of the disease.



We recognize that this is not a disease that we can combat alone. We have been actively collaborating with local banana organizations and regional plant quarantine institutions to establish general policies to prevent the spread of the disease and to develop contingency plans. We are also working with other members of the industry and qualified organizations to identify additional potential solutions. While we believe that there is no imminent fear of a drastic collapse of the Latin American banana industry, as a leading producer and marketer of bananas worldwide, we are cognizant of our responsibility not only to the countries where our farms are located and where our team members and their families live but also to all our customers and consumers around the world. We are committed to doing all that is possible to protect the banana industry for all our collective benefits.





# LIVING OUR VALUES

At Fresh Del Monte Produce, we believe our ability to provide wholesome, safe and fresh products depends upon our team member's well-being. A core tenant of our company values is to care for our team members in all that we do. To us, this means that we must provide fair wages, safe workplaces, access to quality health care and opportunities for growth, regardless of background, race or religion. We cannot achieve *A Better World Tomorrow* without the support, dedication, and talent of each of our team members.

**UN Sustainable Development Goals that we are contributing to:**





# ONE TEAM. ONE PLAN. ONE OUTCOME.

In 2019, we launched our global strategy, “One Team. One Plan. One Outcome.” The goal of this strategy is to better unite the teams in each of our regions and operations, increase collaboration, develop more opportunities for training and development, and create fluid lines of communications. As part of this strategy, and to continue our success and set bolder goals in the future, we are working on a system that will allow us to better track our data at a global scale and share progress on our goals.



## FOOD SAFETY & QUALITY ASSURANCE

For us, food safety is more than a compliance issue, it's 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 food safety standards in our operations. We require that all 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.

In 2014, we set a goal of certifying 100 percent of our processing facilities and distribution centers under internationally recognized food and safety standards by the end of 2020. We're proud to say we have achieved this goal in advance.

## SUPPLIER ASSESSMENTS

We require all our suppliers to undergo strict assessments prior to working with them. We do not do business with anyone who does not adhere to our Code of Conduct and 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.



# 36,000

Globally, we have over 36,000 full-time team members across all our operations.

## EMPLOYMENT

Globally, we have over 36,000 full-time team members across all our operations. In each of our regions, we work with local officials to calculate fair wages for our team members. We are always competitive with local practices; on average, we pay above minimum wage at our farms in Central America, the Philippines, and Kenya. We also provide benefits to support our team members' quality of life. Annually, we spend around \$63 million dollars on benefits globally. The benefits we offer vary by location and our packages are crafted to ensure the well-being of our team members. The benefits we offer can include things like healthcare, housing, transportation and access to education for our team members' dependents. We also invest in the communities where we operate to provide additional social and cultural benefits.



“To obtain balance in our four focus areas of sustainability; our products, our communities, our planet and our people, a lot of commitment is required. Not only from our internal collaborators but also from our stakeholders (suppliers, contractors, community, customers, state institutions, among others) ...the commitment belongs to all of us. The key is in our people: one team, one plan, one outcome.”

**JORGE PELAEZ REYES,  
VICE PRESIDENT,  
CECAB REGION**

# FRESH STORY: EMPLOYEE OF THE YEAR

Each year, the Department of Labor in Guatemala conducts a nationwide search for the employee of the year. This is one of the most distinguished, professional honors given in Guatemala. In 2019, Daniel Cardona, our former Operations Director of Guatemala and Costa Rica, was honored with the award in the agribusiness category.

Daniel began as a research supervisor at our banana operations. At the time of the award, Daniel was responsible for the evaluation and approval of other diversified products and crops for export to the United States, Europe, Asia, and the Middle East. After a successful thirty-year career with Fresh Del Monte Produce, Daniel retired in May 2019. He is a natural-born leader with a love for learning and is passionate about sharing his knowledge, taking on new challenges and leading by example.



*"I cannot find all the possible words to express how grateful I am to represent Fresh Del Monte Produce in Guatemala as the winner of this important award. Everything I have done has simply been a reflection of what this fine company has asked of me throughout these years and I treasure that time and our accomplishments."*

**-DANIEL CARDONA**

*Former Operations Director of Guatemala and Costa Rica | Retired May 31st, 2019*



## DIVERSITY

While promoting economic growth within our teams and communities is important to us, we realize that it, alone, cannot ensure equity or social justice. Being a global company, we have an extremely diverse set of team members, all coming from different backgrounds and areas of the world. It is our responsibility to provide good working conditions for each of them and to provide an inclusive workplace where no team member feels discriminated against for their age, gender, ethnicity or sexual preference. We embrace diversity throughout our company; we have team members across six different generations and many different backgrounds. These differences enable our teams to constantly learn from and mentor each other, and the varying perspectives foster growth, creativity, and innovation in our everyday actions.



## CHILD AND FAIR LABOR PRACTICES

We do not and will not use child or forced labor, nor will we tolerate working conditions or treatment of team members or suppliers that conflict with applicable international laws.

## FREEDOM OF ASSOCIATION

We support our team members' right to collective bargaining across all our farms and operations worldwide. Globally, 40 percent of our team members' are members of or represented by, different organized labor groups.

## GUATEMALA LABOR MEDAL

In Guatemala, we provide housing, medical services, and schools for dependents for all our team members. As a result, we have developed extremely strong relationships with local unions and labor organizations. In 2014, the Department of Labor recognized our efforts and awarded us with the Medal of Labor, highlighting the economic and social conditions of our team members. We are extremely proud of our team members and will continue to support their well-being.





38 

In total, we fund 38 clinics and medical centers globally.

## HEALTH & WELL-BEING

We support the health and well-being of our team members by offering health care benefits. While these benefits do vary across our different regions, we are always competitive with local practices. In some of the regions that we operate in, there are no doctors, clinics or any other health and wellness facilities. In these situations, we provide access to clinics, nurses and doctors. In total, we fund 38 clinics and medical centers globally.

## MEDICAL CENTERS IN KENYA

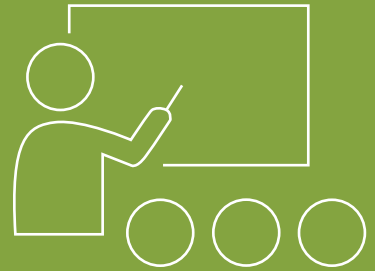
Six of these medical centers are in Kenya and they're available to team members and their dependents, a population of approximately 28,000 people. The clinics employ 15 nurses, two lab technicians, and two doctors. In addition to curative treatments, the clinic also offers preventive services, such as Typhoid vaccinations. In 2017, 2,000 team members and their families were vaccinated against Typhoid. We also run an award-winning integrated comprehensive HIV/AIDS-TB workplace program, with a focus on preventive measures through a Peer Educators Team and continuous Health Talks.



# TEAM MEMBER EDUCATION & TRAINING

We believe in lifelong learning and we are committed to providing opportunities for our team members to further their education and skillsets. Across our operations, we host various training and education opportunities and we encourage team members to participate in them. Some of the training programs we offer include the development of leadership skills and business ethics. In North America, we also offer an Educational Assistance Program. Through this program, eligible team members can receive financial assistance to continue their education at an accredited college or university.

Ensuring that our team members have the tools they need to succeed in their roles is a top priority for us. We measure this through company-wide polls that ask team members if they are provided with the career and development opportunities they need to be successful in their roles. By 2025, our goal is to improve our poll scores for this question to above 88 percent. Our last team member poll was in 2018 and, globally, 70 percent of team members agreed that they have the career and development opportunities they need to be successful in their roles. We plan to grow this number by increasing the training programs that we have available, improving our communication around these programs and promoting team member engagement.



We're also focused on ensuring that our team member's dependents have access to quality education. We ensure that our operations have a school nearby; even if this means we build them ourselves. We often work closely with local governments to establish consistent education programs, maintain facilities and hire teachers. We also sponsor the school fees for many of our families.

# FRESH STORY: DEPENDENT EDUCATION

Mercy Wamaitha was a single mom to five children when she first started working at Del Monte Kenya, Ltd. in the 1980s. She started as a temporary employee but before long, she became a full-time team member. In Kenya, we offer many benefits to their members including housing, health care and schools for their children. Mercy quickly enrolled her children in Kihunguro Primary School. One of her sons, Simon, excelled in school and when it came time for him to advance to high school, he received a full-ride scholarship from Del Monte Kenya to attend Mururia Secondary School.

Simon went on to attend Moi University and graduated with a Bachelor of Science in Agriculture Biotechnology. Upon graduation, Simon returned to his hometown and is now working as a Research Supervisor at Del Monte Kenya.



*"This was a dream come true. A young boy from a very humble background has managed to rise exponentially to join the magnificent management team of Fresh Del Monte Produce. My mum didn't use a single coin (not even a single coin!) for my high school education; [Fresh Del Monte Produce] catered for everything. A single mother with five children, were it not for the scholarship, would I have even managed to join secondary school?"*

**-SIMON MBUGUA**

*Research Supervisor (Fresh Del Monte Produce Kenya)*



# COMPLIANCE

At Fresh Del Monte Produce, we aim to foster a corporate culture of transparency, integrity, and honesty in everything we do. At the core is adherence to our Code of Conduct and Business Ethics, including compliance with all laws, regulations, and guidelines where we do business. The behavior of our employees and our company is guided by the core principle: "We do the right thing, every time." This core principle is at the heart of how we conduct ourselves globally in dealing with our key stakeholders, including, our team members, customers, suppliers, shareholders, consumers, environment and communities. It drives the way in which we conduct our business affairs to ensure that our behavior not only lives up to legal requirements but also to our company value to do business in an ethical, socially responsible and transparent way, all the time.



# OCCUPATIONAL HEALTH & SAFETY

Providing a safe workplace is our utmost priority. We ensure that our team members always have the proper safety training for their roles and workplace. We are dedicated to continuing to offer these opportunities to our team members and engaging them in these programs. We are dedicated to making sure that each of our team members has the knowledge and skills needed to conduct their work safely and in a way that meets the high-quality standards of Fresh Del Monte Produce. We offer a variety of occupational health and safety programs, including Basic Health and Safety Trainings, Fire Safety and First Aid Training and Use of Personal Protective Equipment Trainings around the world.

# ANTI-CORRUPTION PRACTICES

At Fresh Del Monte Produce, we do not tolerate corrupt practices. Our Anti-corruption Policy states that our team members and representatives do not and will not act with any intent of, or in connection to corruption, accept bribery or kickbacks, contribute to, accept or offer anything of value in connection with securing business, goods or services for Fresh Del Monte Produce.



We are excited about the prospect of *A Better World Tomorrow*; a world where our people and planet are healthy. A world where our natural resources are preserved, our wildlife is protected, and food security is strengthened in every community. As global citizens, we feel that it is not only our responsibility but also our duty to conduct our business in a way that promotes and furthers these objectives.

*A Better World Tomorrow* is our focus, and by embedding sustainability into our everyday actions, we are working hard to do our part to ensure it for generations to come. We will remain committed to working endlessly towards the goals we have set in this report and, we will continue to push ourselves to improve, evolve and innovate to achieve our goals.

This is just the start. While we are proud of the progress we have made, we are excited about what's ahead of us. We know that, together, we can achieve

# A BETTER WORLD TOMORROW.





# ENDNOTES

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## WANT TO STAY IN TOUCH?

Please visit us at [freshdelmonte.com/sustainability](http://freshdelmonte.com/sustainability) to stay updated on our progress and sustainability efforts.

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