



2023 CSR REPORT: EXECUTIVE SUMMARY

SUSTAINABILITY PILLARS

Within our sustainability efforts, these core values are embodied in the following sustainability pillars:



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



Living our values
Drive integrity, fairness, equity and well-being across our operations and our supply chain to deliver our mission.



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



Growing with our communities
Ensure the wellbeing of our communities and foster growth within each of them.

SUSTAINABILITY HIGHLIGHTS

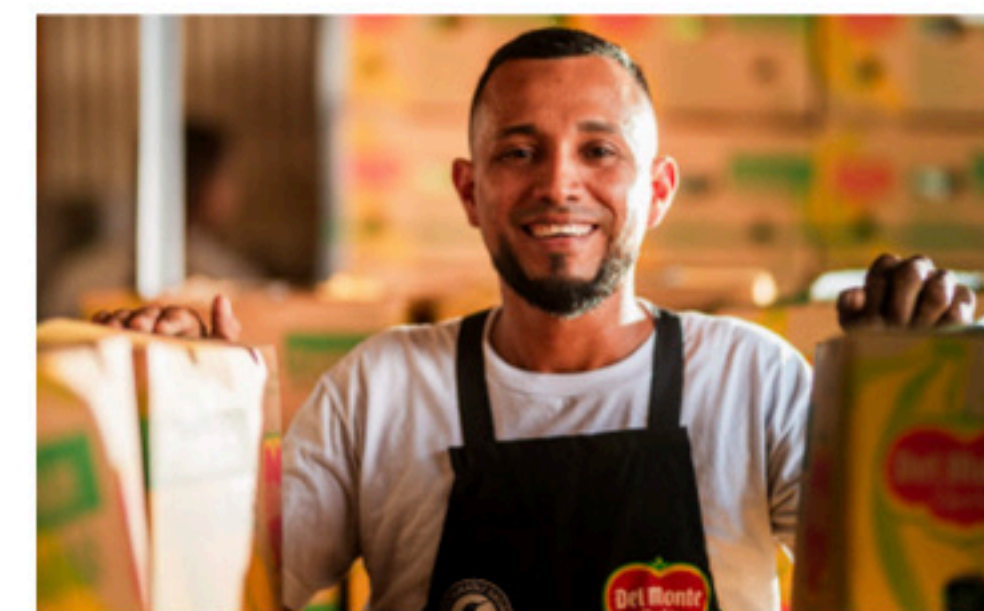
We are proud to share key achievements across several critical areas:



BIODIVERSITY
Completed ecosystem mapping in Guatemala and Costa Rica, with plans to extend this to other farms in 2024.



CLIMATE
Achieved a 28% reduction in scope 1+2 emissions, reaching SBTi targets 7 years early.



DIVERSITY
69% of U.S. employees are from diverse backgrounds.



HEALTH
Delivered healthy and nutritious produce to millions of customers. Providing health services to hundreds of local workers and communities in growing regions.



PACKAGING
Introduced our first reusable plastic containers (RPCs) for shipping bananas in North America, avoiding 758 tons of single-use paper and more than 5 tons of plastic since inception.

SUSTAINABILITY GOALS AND TARGETS	2023 UPDATE ^[1]	PERCENT COMPLETED	RELEVANT SDG(S)
Environmental Goals			
Climate Action			
By 2030, reduce our Greenhouse Gas emissions in alignment with the Science Based Targets initiative:		Achieved - 102% (Target will be increased to 30%)	
(a) Reduce our Scope 1 + 2 emissions by 27.5% compared to 2019 levels	Scope 1 and Scope 2: 28% reduction		9, 13, and 15
(b) Reduce our Scope 3 Emissions by 12.3% compared to 2020 levels	Scope 3: 11% reduction	89%	
By 2025, reduce our absolute Scope 1 CO ₂ e emissions from vessel shipping by 10% compared to 2019 levels	19% decrease	Achieved - 190%	
Food Waste			
By 2030, reduce our food loss and organic waste sent to landfill by 50% compared with our 2020 baseline	42% reduction	84% ^[2]	12
Responsible and Regenerative Farming			
By 2030, implement regenerative and soil health management practices in 100% of owned and associated growers' farms	40.6% owned farms 29.3% associate grower farms	38.40% of farms ^[3]	15
By 2025, monitor 100% of protected areas annually by conducting an inventory of species in each of our reserves	8,343 hectares	70%	
Water Stewardship			
By 2030, achieve at least a 10% improvement in Water Use Efficiency (kg of product/ hectare grown / mm of water) in our owned farming operations compared with a 2020 baseline	6 out of 14 operations	42.90% ^[4]	6, 14, and 15
By 2030, achieve at least 80% of associate growers implementing water use efficiency practices in their operations	Three growers (1,309 acres)	7.5%	
Sustainable Packaging			
By 2025, reduce virgin plastic usage by 25% on consumer packaging we purchase	14.9% reduction	59.4%	
By 2023, in addition to sourcing responsibly sourced paper, we will ensure that at least 65% of the boxes we source worldwide are certified for responsible sourcing (FSC, PEFC, or SFI)	65.2% of boxes sourced	Achieved - 100%	8 and 12
Social Goals			
Community Investment			
By 2025, support 300 local sustainability programs that create measurable and lasting change	48 additional programs	160%	3-4-6-11-15
By 2025, provide educational opportunities to 20,000 students and adult learners	11,328 new students reached	265%	3-4-6-11-15
Responsible Sourcing			
By 2030, achieve 90% of global product volume certified as sustainably grown by a third party*	124,099,728 boxes	**	6, 14, and 15

*Despite our diligent efforts, we had to adjust this goal to accommodate the complexities ahead, but we remain fully committed to steady progress.

**Progress against the new goal will be reported on next year

[1] Against baseline year(s).

[2] Goal calculations reset annually.

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

[4] Goal calculations reset annually.



ADVANCING OUR ENVIRONMENTAL GOALS



Climate Change

- Achieved a 28% reduction in scope 1+2 emissions, surpassing the SBTi-approved 2030 target by seven years.
- Undergoing thorough physical and transition climate risk assessments and scenario analysis to strengthen our climate strategy.
- Introduced Del Monte Zero, our carbon-neutral pineapple, certified by SCS Global Services.
- Focused on transportation and farming operations to manage our carbon footprint.

By investing USD 188 million over five years, we've significantly cut our transportation emissions. Six fuel-efficient vessels were added to our fleet and shipping routes were optimized for fuel efficiency. Under ProjectSeamFlow, anti-fouling paint on vessel hulls is set to reduce fuel consumption by 2.5%.

For more information on our climate strategy, please read our CDP Climate Change Report and TCFD index in our 2023 Sustainability Report. Circular Economy and Waste

- Achieved a 42% reduction in the volume of waste sent to landfill compared to 2020.
- Diverted 91% of our food and organic waste away from landfills in 2023.
- Began transitioning pineapple tag fasteners from virgin plastic to 100% recycled plastic, with tags made from FSC-certified sustainable fiber.

In 2023, we introduced returnable plastic containers (RPCs) for shipping bananas in North America, replacing extensively used corrugated paper boxes. This change saved us 758 tons of single-use paper and 5 tons of plastic.

Biodiversity

- Established biological corridors to promote uninterrupted species movement and reproduction.
- Discontinued neonicotinoid use and limited chlorpyrifos insecticides on our global pineapple farms to protect pollinators.
- Aim to plant and donate 2.5 million trees by 2025, with approximately 2.49 million achieved by 2023.
- Completed ecosystem mapping in Guatemala and Costa Rica, with plans to extend to other farms in 2024.
- Programs such as "Entre Cuencas" (previously known as School of Water) and ECOAPRENDO+ educate children about ecological biodiversity and ecosystem functions.
- JUNTOS efforts have led to the reforestation of approximately 486.6 hectares, the establishment of over 400 hectares for wildlife refuges, and the creation of connectivity routes for species. Over 250,000 trees have been planted, benefiting more than 900 hectares and supporting diverse species, including 400 bird and 51 mammal species.

To learn more about our approach on biodiversity, please visit [Biodiversity | Fresh Del Monte. Regenerative Agriculture](#)

- Adopted cover crops, minimized fertilizer use, eliminated herbicides, and developed pest-resistant plant varieties.
- Opened a biofertilizer plant in Kenya to transform residues from pineapple farms into biofertilizers that improve soil texture and plant yield.
- Conduct comprehensive soil analyses to monitor nutrient levels, prevent chemical imbalances, and accurately determine nutrient requirements.
- Plan farms on low slopes to reduce soil loss, plant on contour terraces, and build sediment catchment pits.

For more information on our approach to sustainable agriculture, please read our [Responsible Farming Approach to the Protection of Insect Pollinators](#) and [Environmental Policy](#)



OUR COMMITMENT TO SOCIAL RESPONSIBILITY

Human Rights

- We recommended that our suppliers adhere to GLOBALG.A.P. Risk Assessment on Social Practice
- Form a dedicated Human Rights Council which will include senior management
- Member of the Sedex Members Ethical Trade Audit.

As part of our long-standing JUNTOS initiative, we concentrate on building alliances and educating local communities. By November 2023, Juntos reached 1,171 students and 250 community members, and established five local alliances across Costa Rica and Guatemala.

Food Safety and Quality

A robust three-pillar approach:

Quality Control

Product Quality System that tracks and analyzes for predictive and responsive management

Food Safety

GFSI certified facilities/distribution
Reinforced principles, policies and training

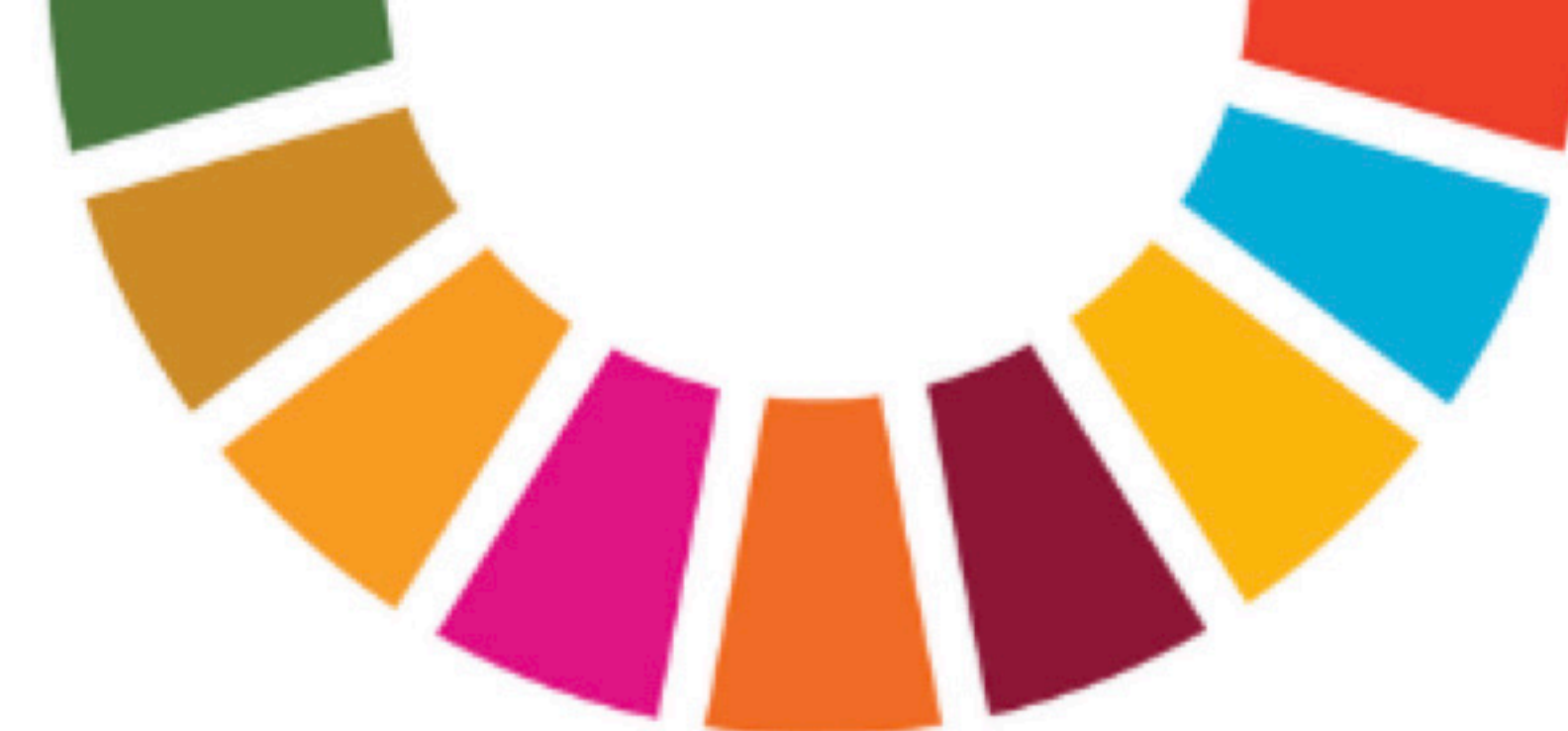
Traceability

95% of volume carries a traceable barcode
Early adopter of the Product Traceability Initiative

To learn more, please consider reading our [food safety policy](#).

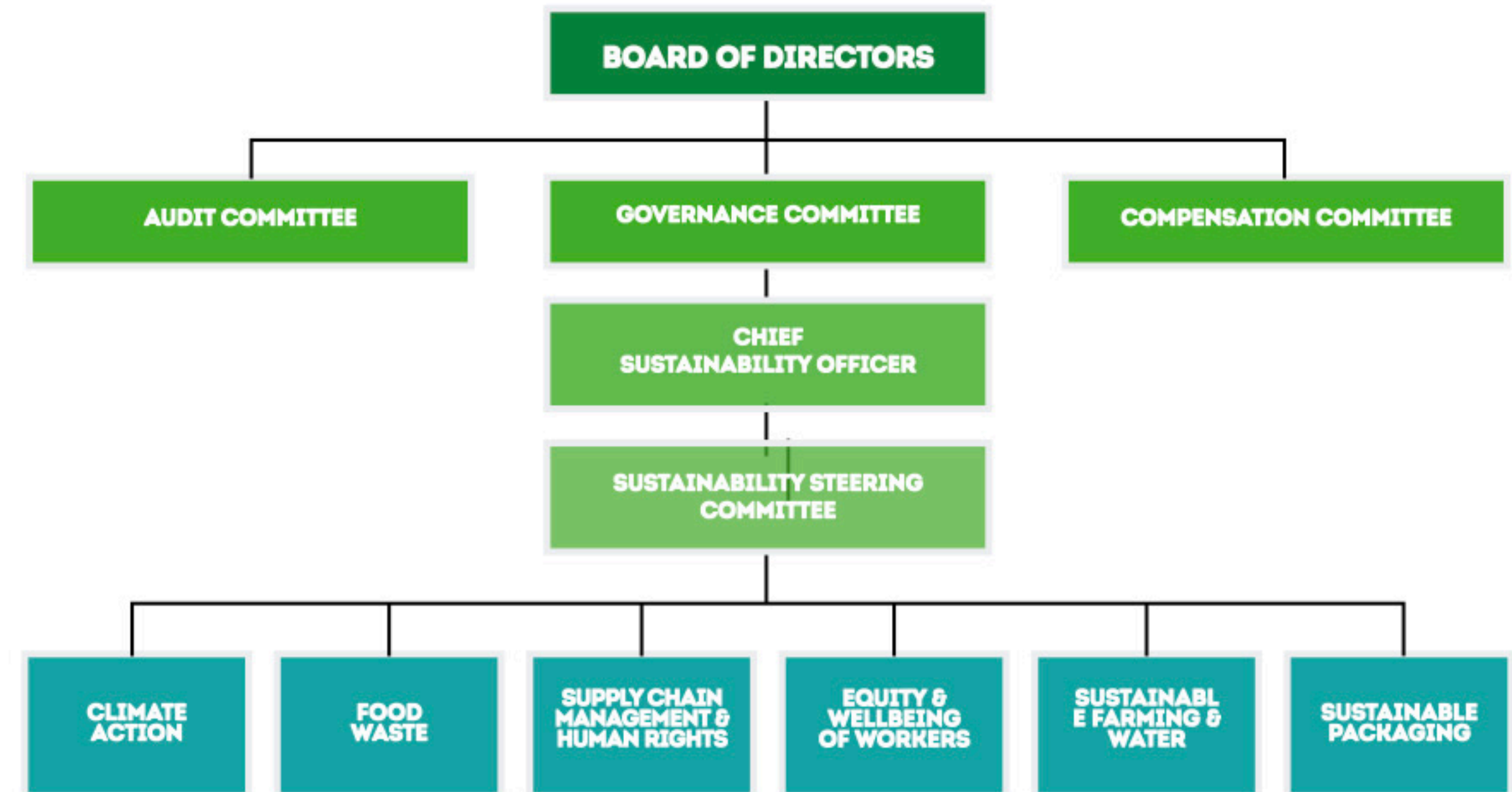
Our People

- We offer competitive health and retirement benefits to our employees.
- 71% of our U.S.-based workforce comes from diverse backgrounds.
- Through the Fresh Del Monte Academy, employees have continuous opportunities to enhance their skills.



Conducting our Business Ethically

Our robust corporate governance structure is the backbone of Fresh Del Monte's ability to deliver on its sustainability commitments.



Sustainability matters are overseen by the Board and delegated to the Executive Committees. Day-to-day, the CSO manages and implements sustainability matters, supported by the Sustainability Steering Committee and the six ESG working groups.

Our [Code of Business Ethics and Conduct](#) is the cornerstone of our ethical framework, applying uniformly to all directors, officers, employees, and representatives. It projects our mission and values, ensuring that our business is conducted legally and ethically. Additionally, our [Global Vendor Code of Business Ethics and Conduct](#) extends these ethical principles to our vendors, suppliers, customers, consultants, and other key external stakeholders.

