

A BRIGHTER WORLD TOMORROW[®]

2023 SUSTAINABILITY REPORT



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WELCOME

CEO LETTER



Mohammad Abu-Ghazaleh
Chairman and Chief
Executive Officer

Dear Stakeholders,

In a world where our environment and natural resources face unprecedented challenges, Fresh Del Monte is steadfast in its commitment to sustainable practices that respect and harness the power of nature. We believe that nature itself provides the tools we need to create a harmonious and sustainable ecosystem, and we must leverage these tools wisely.

Sustainability is and will remain at the core of our business. It is an area of continued focus year after year as we work collectively to create **a Brighter World Tomorrow®**. This journey means implementing sustainable practices wherever possible, reducing our impact on the planet, taking care of our people and working to conserve and restore the lands in and around our operations.

I'm proud to highlight some of our significant advancements in sustainability over the past year. We have made substantial progress across many aspects of our operations as highlighted in the following paragraphs, and in some cases, we discovered novel, innovative ways to further optimize our processes. These efforts have enabled us to operate more sustainably and in greater harmony with the environment.

We have made significant progress towards our 2030 goals by increasing the implementation of regenerative agricultural practices in our production divisions by 10.9% compared with 2022.

Our scientists are diligently monitoring soil health indicators to determine the benefits of regenerative farming methods to optimize yields while preserving our valuable growing lands. Additionally, in 2023, we planted nearly 300,000 trees worldwide, bringing our total to 2,487,847 trees planted from 2016 to 2023. This means we are now 99.5% of the way to achieving our goal of planting or donating 2,500,000 trees by 2025 – a goal we set for ourselves in 2016.

In 2023, we launched a first-of-its-kind reusable plastic container (RPC) for banana shipments. These RPCs are unique in that they can transport the industry standard 40 pounds of bananas in a reusable, sustainable way that promotes a circular economy of plastics and reduces the use of single-use packaging. Each container, with a 15-year lifecycle, will be reused approximately five times a year. While this may seem like a minor adjustment, the long-term impact is notable. Small changes, when implemented across our operations, accumulate to create a substantial difference.

A significant part of our circular economy initiative is to maximize the utilization of our fruit residues and byproducts, embodying our belief that nature provides us with the tools we need. To this end, we recently opened a biofertilizer plant in our Kenya operations. This innovative facility transforms residues from our pineapple processing operations into biofertilizers.

WELCOME

Initially, we plan to utilize this product within our Kenyan operations and eventually make it available to other growers in East Africa, with aspirations to see its benefits ripple across our global footprint. These biofertilizers improve soil texture and plant yield, offering a sustainable alternative to traditional fertilizers. This type of innovation has the potential to revolutionize agriculture, embodying **Fresh Del Monte's** commitment to environmental stewardship and pushing the boundaries of what is possible in farming.

Building on our commitment to harness the full potential of our produce and minimize waste wherever possible, **Fresh Del Monte** has extended its partnership with the University of Granada (UGR), a prestigious Spanish university known for its cutting-edge research.

This collaboration focuses on exploring how bioactive compounds from fruit residues can be used for medical and non-medical applications, promoting health and well-being. The initial research yielded promising results, and we are pleased to continue this partnership to uncover new opportunities for these valuable compounds.

Our communities, especially in our growing regions, are core members of our family and key to helping us build **a Brighter World Tomorrow®**. In 2023, we advanced this initiative, recognizing education as a powerful tool in raising awareness and empowering individuals. In Kenya, we operate 13 schools in conjunction with the Kenyan government. These schools prepare local individuals for roles in our processing operations, including mechanical engineering, agronomy, and farm management. Should they choose a different path, they graduate with a deeper understanding of the world around them.

In Costa Rica and Guatemala, we are proud of our award-winning program, **JUNTOS**, developed in collaboration with the **German Development Cooperation (GIZ)**. This program provides education on sustainable land development for areas surrounding **Fresh Del Monte's** banana and pineapple farms. By investing in education, we ensure that our communities are equipped with the knowledge and skills necessary to support sustainable practices and improve their livelihoods.

As we work towards building **a Brighter World Tomorrow®**, we aspire to inspire, partner, and collaborate with others who share our mission. Through thoughtful, measured steps, the agriculture industry can protect our planet and conserve it for future generations. Sustainability isn't a solo mission; it's a collective one.

We're optimistic about the future and committed to continuing our journey towards sustainability. Together, we can make a profound impact and ensure a healthier planet for generations to come.

I urge everyone to reconnect with nature and find inspiration in its wisdom. At **Fresh Del Monte**, we have discovered countless solutions by observing and respecting the natural world. By working in harmony with nature, we can unlock its potential and build a truly sustainable future for all.

Together, let's cultivate a legacy of sustainability and stewardship, ensuring that the beauty and resources of our planet endure for future generations.



WELCOME

CSO LETTER



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

Dear Readers,

As we release our **sixth Sustainability Report**, I am thrilled to see how our passion for sustainability has been gaining traction throughout our company. At a time when global food systems urgently need to reinvent themselves to address the hardships of a warmer climate, it is crucial for large-scale farmers like us to lead by example and demonstrate scalable transformations.

We have built a reputation for proactive action and remain dedicated to this mission. Despite the complexity of the task, we continue to uncover significant opportunities for positive impact. From revalorizing waste by converting it into biofertilizers, to applying rigorous scientific principles for adapting regenerative agriculture to tropical crops, to revolutionizing farm management with digital tools, and creating new market opportunities for both bioengineered and conventionally bred crops – we are continually adapting to a rapidly changing future.

To empower our organization, we leverage frameworks like the **Task Force for Climate-related Financial Disclosures (TCFD)** to assess, adapt, and mitigate climate risks while identifying opportunities such as our **DM Zero™** certified carbon neutral pineapple.

The JUNTOS project, our award-winning project in partnership with the German Development Cooperation (GIZ), is now starting to use the tools provided by the Task Force for Nature-related Financial Disclosures (TNFD) and its LEAP methodology to locate our interface

with nature, better evaluate our dependencies and impacts on nature, assess risks and opportunities, and prepare to respond in our Central American operations. In total, 17 forest connectivity routes favoring biodiversity and water conservation have been proposed, with a potential impact on 159,000 hectares of land – and more than 200 animal species – in the watersheds at stake.

Protecting our planet requires everyone's participation. As an industry, we must use science and technology to adapt to new challenges that the world throws our way. In 2024, new regulatory directives will come into play that will work to address many of our planet's climate-related challenges. We are actively preparing for these upcoming regulations (like CSRD, CSDDD, SB253, SB261), which aim to establish a level playing field for the necessary transformations.

I am excited by the opportunities ahead to transform global food systems to be more sustainable. We will continue our focus on achieving nature-positive outcomes – this ethos of continuous improvement drives all our CSR efforts. We utilize science, technology, and innovation to build **a Brighter World Tomorrow®** and promote sustainable practices within our operations, hopefully inspiring others—in and out of our industry—to do the same.



ABOUT THIS REPORT

Fresh Del Monte Produce Inc. (hereafter “Fresh Del Monte or FDP”) is pleased to present our sixth Sustainability Report, which showcases the environmental, social and governance progress we have made from the calendar year of January 1 to December 31, 2023. The scope of this report covers our global operations.

This report is informed by our materiality assessment, details of which can be found in the section on Our Materiality. This means we focus on the issues most relevant to our stakeholders.

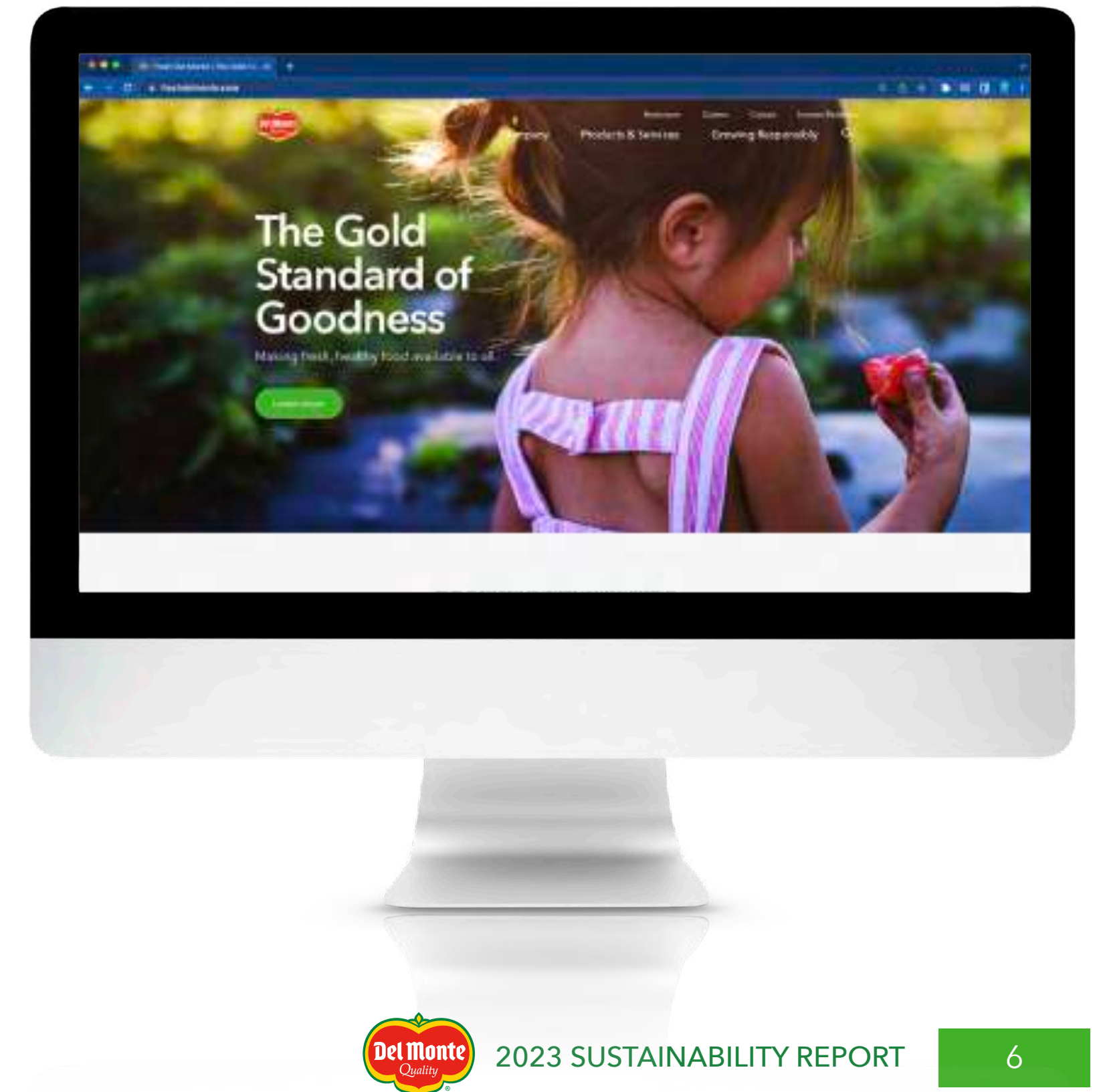
We aim to provide a thorough overview of our sustainability initiatives, achievements, and future goals. Our disclosures align with several sustainability reporting standards and frameworks, including **SASB, TCFD, and GRI**. For a deeper understanding of our sustainability journey and the data supporting our progress, please refer to the [environmental data](#) section in the appendix.

WE WELCOME YOUR FEEDBACK.

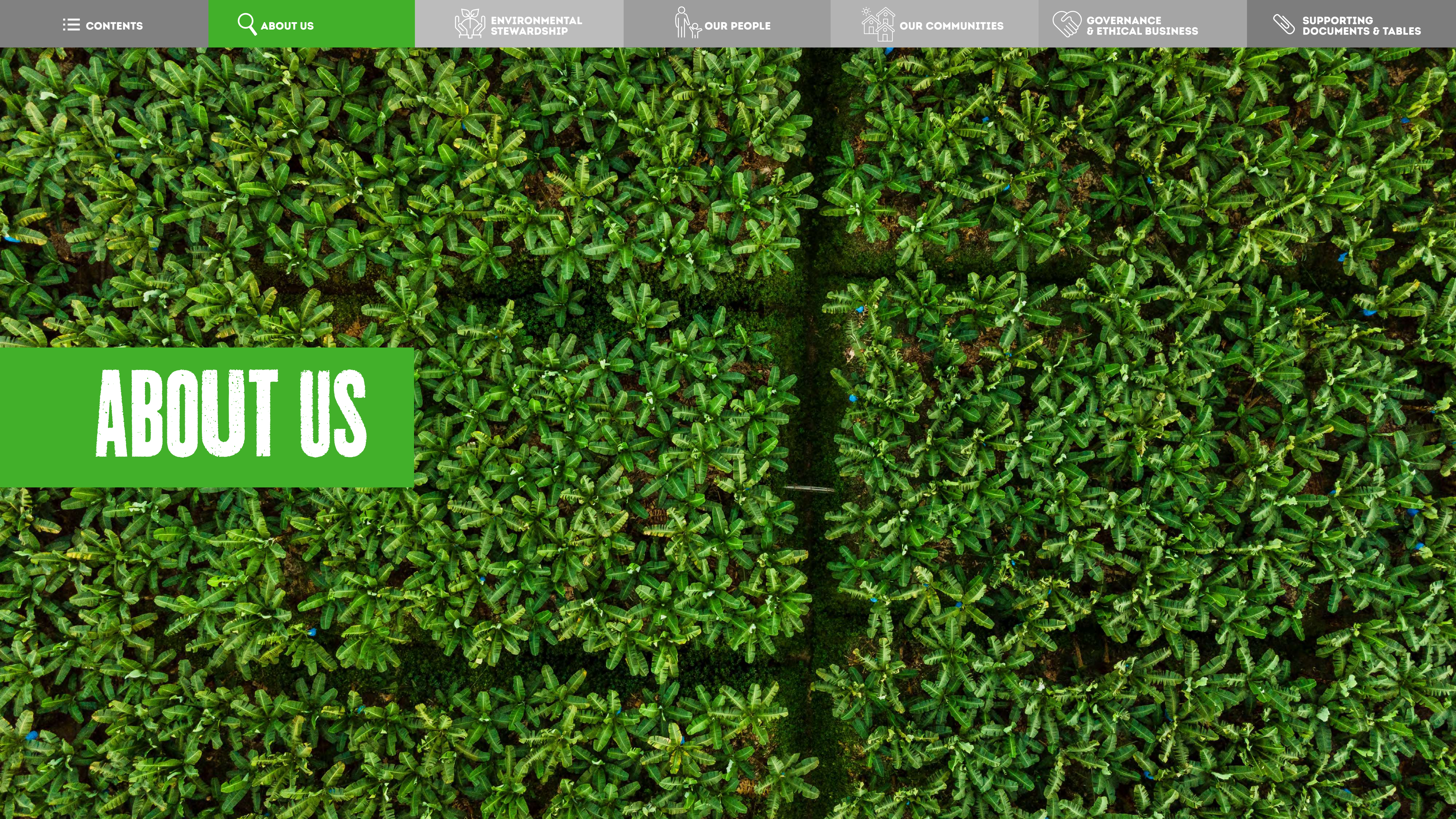
PLEASE CONTACT US AT:

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ABOUT US



ABOUT US

“We market our products globally under the Del Monte brand, known for product innovation, quality, freshness, and reliability since 1892.”

Fresh Del Monte at a Glance

Fresh Del Monte is a leading vertically integrated producer, marketer, and distributor of high-quality fresh and fresh-cut fruits and vegetables, with its corporate office operating out of Coral Gables, Florida (US). We are also a top producer and distributor of prepared fruits and vegetables, juices, beverages, and snacks in Europe, Africa, and the Middle East.

We market our products globally under the **Del Monte** brand, known for **product innovation, quality, freshness, and reliability since 1892.**

Our extensive global sourcing and logistics network enables us to consistently deliver high-quality products and value-added services to our customers.



41,000+
Employees globally



Products available in over
80 COUNTRIES



39 COUNTRIES
in which we operate



Nourishing families for
135 YEARS



Publicly listed
SINCE 1997
(NYSE:FDP)



OUR BUSINESS MODEL

Our product range includes fresh fruits such as pineapples, avocados, bananas, and fresh-cut fruits and vegetables, including melons, grapes, citrus fruits, apples, mangoes, kiwis, and more.

We also offer prepared foods like pineapples, peaches, fruit cocktail, pears, tomatoes, fruit juices, various meals, and snacks, as well as industrial products such as purees, pulps, and concentrates.



We source our fresh produce from both company-owned and controlled farms, as well as through supply contracts with independent producers. In 2023, 49% of the fresh produce we sold was grown on company-controlled farms, while 51% came primarily from independent growers.



Produce is transported to packaging facilities, where extensive sampling ensures that only premium products are distributed and shipped. Our logistics network is designed for quick and efficient transportation, with a growing emphasis on climate efficiency.



Our distribution centers and fresh-cut facilities meet the increasing demands of our customers - retail stores, food service operators, wholesalers, and distributors - ensuring our products reach consumers at the peak of freshness.

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. [For more information, we encourage you to explore Biodiversity.](#)



CLIMATE

Achieved a 28% reduction in scope 1+2 emissions, reaching SBTi targets 7 years early. [For a detailed overview, please consider reading Climate Action.](#)



DIVERSITY

69% of U.S. employees are from diverse backgrounds. [More highlights can be found in Diversity and Inclusion.](#)



HEALTH

Delivered healthy and nutritious produce to millions of customers. Providing health services to hundreds of local workers and communities in growing regions. [For more information, please visit Health and Nutrition and Community Engagement.](#)



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. [To learn more, please jump to Packaging.](#)

ESG APPROACH, MISSION AND VISION

"A Brighter World Tomorrow®" is the vision that drives our efforts and informs our sustainability practices. This vision reflects a 360 view that addresses societal, economic, health, and environmental factors, with a fundamental commitment to creating a food system that will fulfill humanity's essential needs for generations to come.

VISION

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

MISSION

We aim to bring fresh and wholesome products accessible to everyone, everywhere to inspire healthy lifestyles.

CORE VALUES



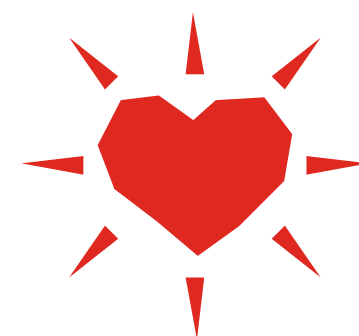
EXCELLENCE

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



CARE

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



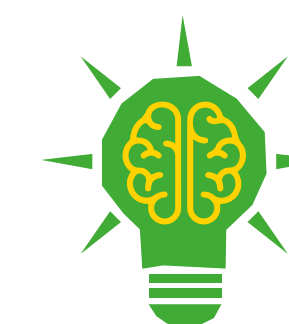
PASSION

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



TRUST

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



CREATIVITY

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

SUSTAINABILITY PILLARS

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



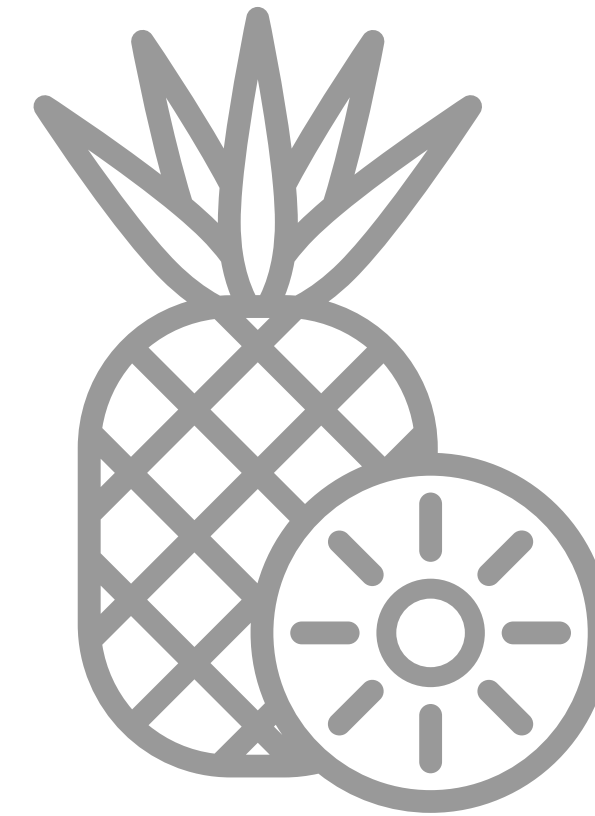
Protecting our planet

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



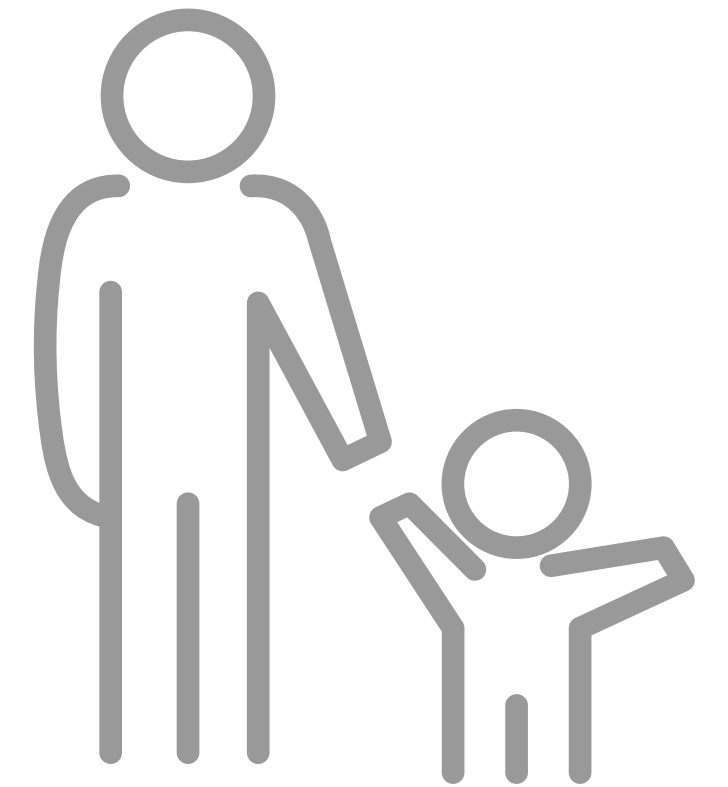
Living our values

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.

MATERIALITY

The materiality assessment helps us identify, assess, and manage ESG risks. It also informs our sustainability reporting, enabling us to address the issues most important to our stakeholders. To ensure we stay up to date, we refreshed our materiality assessment this year.

To determine the most material topics, we have engaged with:

- Suppliers
- Customers
- Employees
- Management and the Board of Directors
- NGOs and public sector



AWARDS & RECOGNITION

We are proud to have received several prestigious awards in 2023, acknowledging our dedication to sustainability, food quality, and social responsibility. This recognition highlights our ongoing commitment to excellence across various aspects of our operations:



SEAL Business Sustainability Award 2023:

Recognized in the Environmental Initiative category for our efforts to reduce GHG emissions across the agricultural value chain.

Food Quality and Safety Award 2023:

Received for the second consecutive year, honoring our innovative initiatives and dedication to food quality and safety.

Sustainability Award for Volcan Farm, Costa Rica:

Awarded in March 2023 for achieving 100% commitment to biodiversity promotion as part of the "From Field to Table" program by GIZ.

AmCham's Social Responsibility in Action Award 2023:

Won in the Environment category for the Pindeco Nursery project in Costa Rica

Humankind 100 Company 2023:

Recognized as one of the top 100 U.S. public companies for generating significant value for both investors and humanity.

2023 America's Most Trusted Companies:

Recognized by Newsweek as one of the most trusted U.S.-based companies, based on the trust of customers, investors, and employees.

CHEP Certificate of Environmental Excellence in Sustainability:

Awarded for using, sharing and reusing pallets, as part of a circular economy project

ENVIRONMENTAL STEWARDSHIP



ENVIRONMENTAL STEWARDSHIP

Our Progress Against Commitments

Goal	2023 Update ^[1]	Percent Completed	Relevant SDG(s)
Climate Action By 2030, reduce our Greenhouse Gas emissions in alignment with the Science Based Targets initiative: (a) Reduce our Scope 1 + 2 emissions by 27.5% compared to 2019 levels (b) Reduce our Scope 3 Emissions by 12.3% compared to 2020 levels	Scope 1 and Scope 2: 28% reduction Scope 3: 11% reduction	Achieved - 102% (Target will be increased to 30%) 89%	9,13, and 15
By 2025, reduce our absolute Scope 1 CO ₂ e emissions from vessel shipping by 10% compared to 2019 levels	19% decrease	Achieved - 190%	
By 2025, plant and/or donate 2,500,000 trees from a 2016 baseline	2,487,847 cumulative trees planted	99.5%	
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%	
By 2030, achieve 90% of global product volume certified as sustainably grown by a third party*	86%	**	12 and 15
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 2026, double the amount of recycled content in our most highly consumed secondary packaging compared with 2020	Used 43,673 MT of recycled content	24%	8 and 12
By 2025, reduce virgin plastic usage by 25% on consumer packaging we purchase	14.9% reduction	59.4%	
By 2027, double the amount of Returnable Plastic Crates (RPCs) used by the company compared to 2020	9,688,209 RPCs used ^[5]	-21.1%	
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%	

*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. [5] Changes in our customer base in 2023 resulted in a net reduction of RPCs consumption for the year.



CLIMATE ACTION

Our climate strategy is a core component of our broader sustainability initiatives and aligns with international guidelines like the Task Force on Climate-Related Financial Disclosures (TCFD).

Climate change directly affects our farms, leading to increased costs for protecting fruit and crops from rising temperatures and heightened pest and disease pressures.

At the farm level, climate change has the potential to impact our water availability, pest infestations, and soil loss through increased erosion.

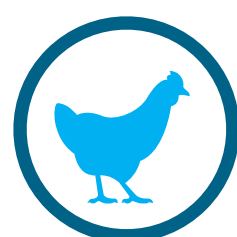
The strategic perspective

Addressing the escalating impacts of climate change and biodiversity loss requires a comprehensive approach to analyzing and understanding these interconnected and complex challenges. We are currently undertaking a thorough risk assessment considering multiple **Intergovernmental Panel on Climate Change (IPCC) scenarios**. This is to evaluate the impacts of physical risks like extreme weather events, or increased temperatures, and transitional risks stemming from a changing policy environment or market demands. We will leverage the results of this assessment to further shape our company-wide climate strategy.

To ensure effective management and reduction of our carbon footprint, we measure our emissions at all stages of the value chain. Cognizant of the fact that 55% of our scope 1 emissions are transportation-related and 19% can be attributed to farming, we set our priorities accordingly.



Transportation efficiency



Poultry emission management



Regenerative agriculture



Reforestation and restoration



Low carbon products

ACTIONS TAKEN

- Over the past five years, we've invested over **USD 188 million in six new hydrodynamic vessels**. These, in combination with optimized shipping routes, have helped cut fuel consumption and shipping time. In 2023, we initiated paint trials for **Project SeamFlow**. The tested application of anti-fouling paint to the hulls of our vessels, will help in reducing barnacle growth, potentially reducing fuel consumption by as much as 1%. In Europe, we have optimized our containers, allowing us to ship more boxes per container, which reduces emissions relative to the volume shipped.
- To mitigate emissions from agriculture, we employ cutting-edge technology and software to monitor plant nutrient requirements. By precisely applying fertilizers, we prevent nutrient run-off and their associated emissions. Knowing that emissions from methane are particularly critical, we are **continuing to modify our poultry feed to decrease methane emissions** from poultry.
- The transition to a low-carbon economy also presents us with commercial opportunities such as the increasing demand for sustainable products. In response to this, we introduced **Del Monte Zero™**, our carbon-neutral pineapple as certified by SCS Global Services. As part of this effort, we invested in **conserving over 8,000 hectares of forest**.
- To strengthen our climate strategy, we conducted our **first TCFD gap analysis in 2023**. We are confident that bridging the identified gaps will help build climate resilience for our business and supply chain. We also conducted our first third-party audit of climate data, thus validating our GHG emissions data for 2022.

CLIMATE ACTION



Our Climate Targets

The combination of these efforts enabled us to surpass our SBTi-approved 2030 scope 1 and scope 2 target in 2023. We are also close to achieving our 2030 scope 3 target.^[6]

We continue to raise the bar towards climate action and to this end, we are delighted to announce that **we have increased the goal to reduce our Scope 1 and 2 emissions by 30%, compared to 2019 baseline.**

Climate Goals

Science-Based Targets initiative-approved goals:

- By 2030, reduce Scope 1+2 emissions by 27.5%, compared to 2019 baseline Achieved (target will be increased to 30%)
- By 2030, reduce Scope 3 emissions by 12.3%, compared to 2020 levels On track

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

For further information, please refer to our [CDP submission](#), our [GHG overview](#) and [TCFD index](#) in the appendix, and our [website](#). As in prior years, we will seek independent verification of our GHG emissions and extend the scope to obtaining limited assurance on scope 3 emissions.

REDUCING EMISSIONS ONE PLANT AT A TIME

In 2023, the Del Monte Hellas plant in Greece achieved a significant reduction in emissions, decreasing from 2,967 MT CO₂e in 2022 to 1,327 MT CO₂e, representing a 55% cut.

This achievement was accompanied by the installation of a new ventilation system in the wastewater treatment plant, which included replacing surface aerators in the aeration tanks with in-tank blowers and upgrading to 100% LED lighting.

Despite facing challenges such as local flooding which stopped production for a few months, the plant demonstrated resilience and a strong commitment to sustainability by adopting these advanced tools and systems, contributing to an eco-friendlier approach to food production.

[6] Well-below 2°C scenario

WATER

At Fresh Del Monte, 97% of our water consumption is from agricultural operations, making it an essential resource for cultivating healthy crops and produce.

According to the World Bank, agriculture accounts for 70% of global water withdrawals.^[7]

Safe and clean water is essential for the well-being of our workers and the communities we collaborate with. To ensure the regions where we operate have sufficient and clean water, we approach our water stewardship with two broad objectives - first, we ensure water availability across the watershed, and second, we improve our water-use efficiency.

Our water strategy is guided by rigorous risk management and quantification. Using the **WRI Aqueduct tool**, we have mapped our global operations comprehensively to pinpoint areas at high risk of water stress. Our **Land and Water Suitability Policy** functions as a risk assessment tool for evaluating proposed new agricultural developments, ensuring they do not adversely impact wetlands. We quantify various water-related metrics, encompassing both historical and future water-related capital and operational expenditures. For detailed performance metrics, please refer to the [environmental data](#) section in the appendix.

[7] [Annual freshwater withdrawals, agriculture \(% of total freshwater withdrawal\) | Data \(worldbank.org\)](#)

Last year, we undertook a pilot project on our pineapple farms, utilizing a water-balance approach. This method quantifies and models real-time data from 16 local weather monitoring stations. By analyzing factors such as evaporation, transpiration (evapotranspiration), rainfall, and crop growth stages, we accurately determine the water needed by crops at various intervals, thereby preventing over-irrigation. This approach resulted in a verified 20% reduction in water consumption on our farms. Additionally, it has the potential to decrease fertilizer runoff and soil nutrient leaching. In the upcoming dry season, we plan to expand this approach to all our pineapple operations.

In 2023, we observed consistent improvement in our performance. Despite a 20% increase in water withdrawal in 2023 compared to 2022, **we achieved a 14% decrease in water consumption.** Notably, there was a significant 42% reduction in water usage at our offices, distribution centers, and ports, along with a 9% reduction at our packaging and processing facilities. Meanwhile, water uptake for our agricultural operations increased by 21%. This increase can be partly attributed to the El Niño event and subsequent dry conditions in Guatemala, where our consumption doubled from 20m³ in 2022 to 40m³ in 2023.

Collaboration has been crucial to our success. Stakeholders actively support our reforestation efforts in river basins, helping to restore critical ecosystems and enhance water quality. Stakeholder involvement contributes to natural improvements in riverbanks, fostering healthier habitats for local wildlife and bolstering the resilience of our water resources.

RENEWABLE ENERGY

Over the past years, we have harnessed various forms of renewable energy.

32% RENEWABLE ENERGY USE

(compared to 21% in 2022)

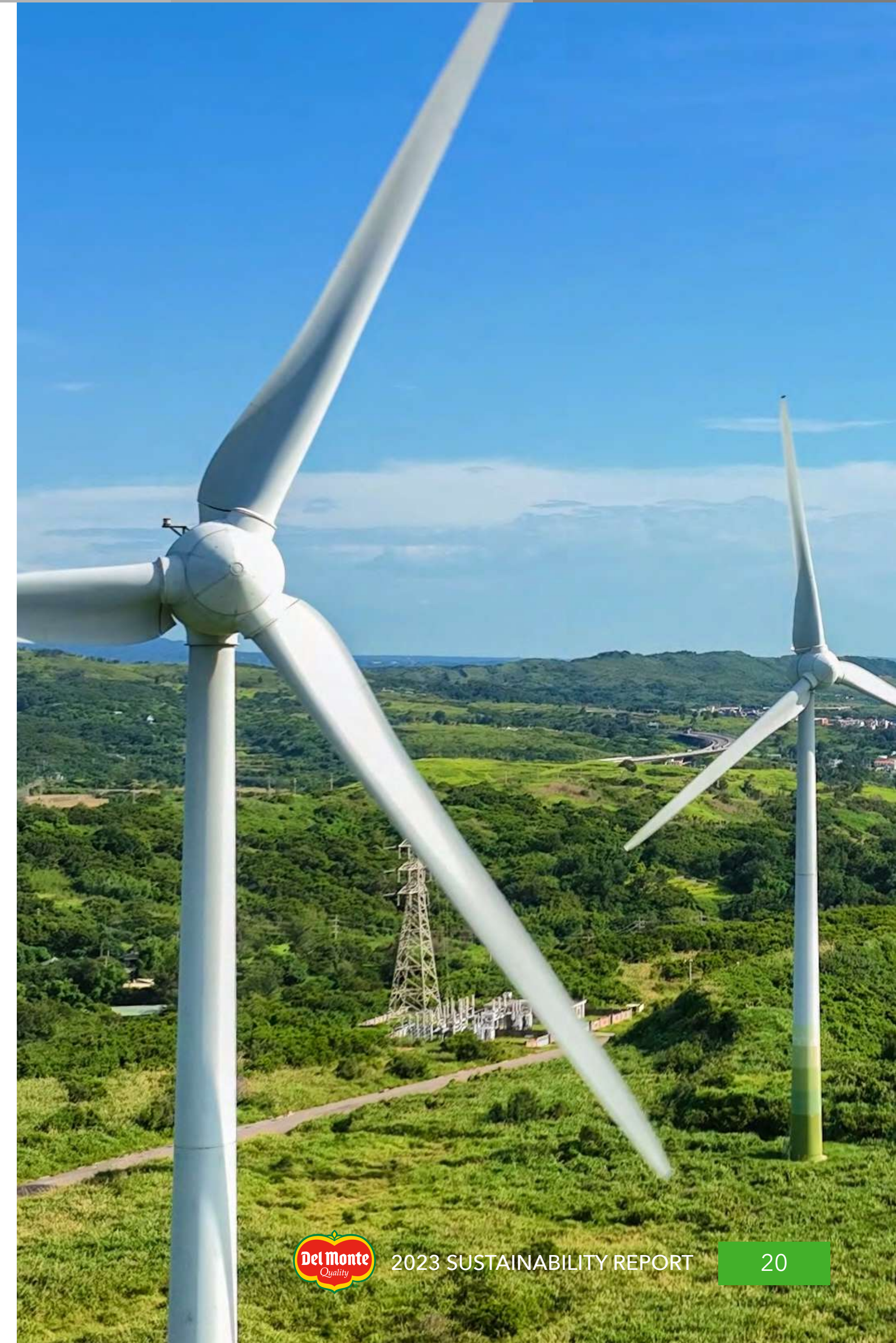
4.8 MT CO₂e AVOIDED

in Costa Rica since 2017

In 2023, we made significant strides in expanding our solar power capabilities at our banana operations in Costa Rica, extending the project to power four packaging facilities and four farm offices. These efforts have resulted in **savings of over USD 21,000** and have helped us **avoid 4.8 MT CO₂e between 2017 and 2023**.

In addition to solar power, we have also explored the potential of wind energy. Our subsidiary in California, **Mann Packing**, established a wind power project on its fields as part of a power purchase agreement. This project has **generated a total of 5,920 MW of energy**, meeting nearly 80% of the facility's energy requirements, while resulting in **savings of USD 875,000**.

Our continuous efforts are a testament to our commitment towards building a resilient business as well as a sustainable future for our communities. As we move forward, we will continue to explore the opportunities of investment into renewable energy sources.



CIRCULAR ECONOMY AND WASTE

Packaging plays a crucial role in protecting the integrity of our fresh produce, ensuring its quality and safety throughout the supply chain.

PACKAGING

However, it also consumes resources and contributes to emissions. Finding a **balance between effective packaging** and sustainability is essential for minimizing our environmental impact.

When considering waste, we include all packaging materials, including secondary packaging that **protects our products, maintains freshness,** and improves shelf life as they travel from farms to stores.

This packaging is often invisible to our customers but constitutes the bulk of our packaging waste.

Our approach to **sustainable packaging is two-fold: we innovate, and we improve.** We continuously explore alternative materials and designs to reduce the environmental impact of our packaging. Additionally, we seek ways to improve our current packaging to use less single use plastic in our supply chain.

MINIMIZING WASTE FROM BANANA STICKERS

In 2022, we used 50,370,600 certified home compostable stickers for bananas in the European market. In 2023, we quadrupled this amount to 212,022,389 stickers. This significant increase in the use of compostable stickers has minimized the environmental impact of our banana packaging.



CIRCULAR ECONOMY AND WASTE

In 2023, we initiated the transition of our pineapple tag fasteners from virgin plastic to 100% recycled plastic. We also began using tags made from sustainably sourced fiber, certified by the **Forest Stewardship Council (FSC)**. Once this transition is completed in 2024, the new fasteners will help us avoid 14.8 tons of virgin plastic per year. In addition to this, the FSC-certified tags will signify that 240,000,000 recyclable paper tags per year (equivalent to 460 tons annually) will now be certified for responsible sourcing. We remain committed to exploring alternatives to completely phase out plastics.

Last year, we also introduced our **first reusable plastic container (RPC)** design for bananas shipped to parts of North America in collaboration with Arena Packaging, a leading packaging, design, and pooling company in North America. These RPCs replace the single use corrugated paper boxes that had been used for over six decades. **The new boxes can be reused 5 to 6 times per year**, enabling us to save 758 tons of single-use paper and over 5 tons of plastic by avoiding the reinforcements previously needed for corrugated boxes.

PARTNERING FOR SUCCESS

We are members of the **Canadian Produce Marketing Association (CPMA)**, a group of experts focused on discussing packaging developments. Through this membership, we gain valuable insights and best practices on sustainable packaging, particularly in preparation for upcoming plastic regulations in Canada.



CIRCULAR ECONOMY AND WASTE

Waste from crop residue, fruits not fit for consumption or packaging, and fruit skins from processing constitute a significant portion of our waste generation.

FOOD WASTE

We manage this waste and reduce associated emissions through various engagement initiatives and by monitoring waste data using our **Environmental Action Tool (EAT)**.



In 2023, we diverted 91% of our food and organic waste away from landfills by **composting 44%, donating 12%, and selling 35%** of this waste to third parties for conversion to feed and energy. Compared to 2020, we have achieved a 42% reduction in volume of waste to landfill.

As part of our circular economy strategy, in 2024 we've **launched a biofertilizer plant in Kenya** to optimize the use of fruit residues. This facility transforms byproducts from our pineapple processing into biofertilizers that enhance soil quality and increase plant yield. Initially, these biofertilizers will support our Kenyan operations, with plans to extend their availability to other East African growers and potentially expand globally as a sustainable alternative to traditional fertilizers.

Additionally, we've improved our canning and juicing operations in Kenya by repurposing pineapple skins and crowns as feed for dairy farmers and ensuring that every part of the fruit is utilized. For example, the juice is converted into syrup for canning. And our team in Costa Rica is looking at new ways of improving their juice recovery from skins, while donating the pulp residue to neighbouring cattle ranchers.

One of our key industry engagements is the **10x20x30 initiative**, which unites the world's largest food retailers, providers, and their priority suppliers to reduce food loss and waste. The tools provided by this initiative help us track our food waste, identify areas for improvement, and reduce the amount of waste sent to landfills.

EMPLOYEE ENGAGEMENT ON FOOD WASTE

Recognizing that our employees' input is the key to our success, we partnered with TripleWin Advisory, the Pacific Coast Food Waste Commitment (PCFWC), and the Worldwide Fund for Nature (WWF) to create a comprehensive employee engagement campaign aimed at reducing food waste in our Portland facility. This 4-to-6-month project included activities and educational materials to raise awareness among Portland employees.

We have already developed an educational video on food waste, available in both English and Spanish, which we plan to introduce globally. Additionally, we will implement Gemba Walks—a series of facility walk-throughs with employees—to observe daily practices and identify opportunities for reducing food waste. Furthermore, we are launching a waste challenge named Waste Puzzle, encouraging employees to share ideas for pinpointing high-impact areas.

BIODIVERSITY

Our mission to provide fresh and nutritious food to a growing population goes hand in hand with our responsibility to tackle the interconnected challenges of climate change and biodiversity loss.

Farms and produce depend on soil, water, and land, all of which are affected by erosion, wildfires, pests, and diseases. Climate change exacerbates biodiversity issues, creating negative feedback loops that disrupt ecosystem functions and reduce crop yields.

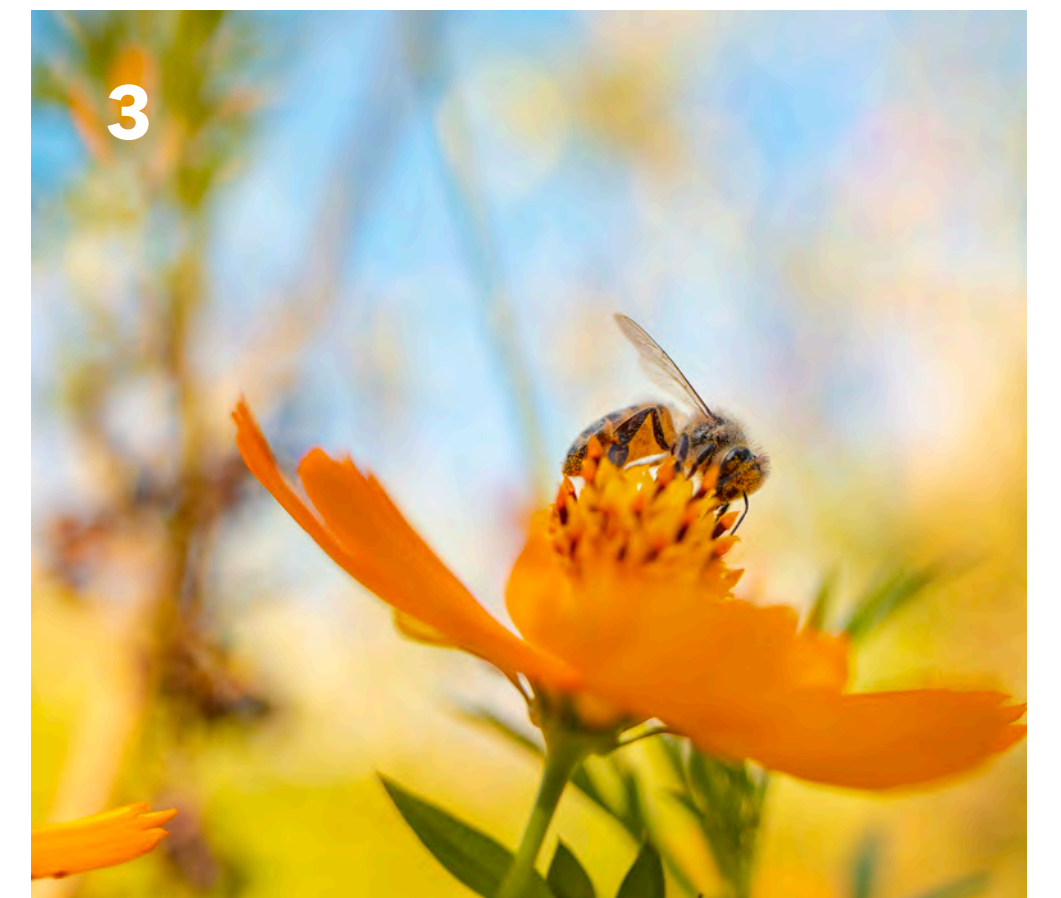
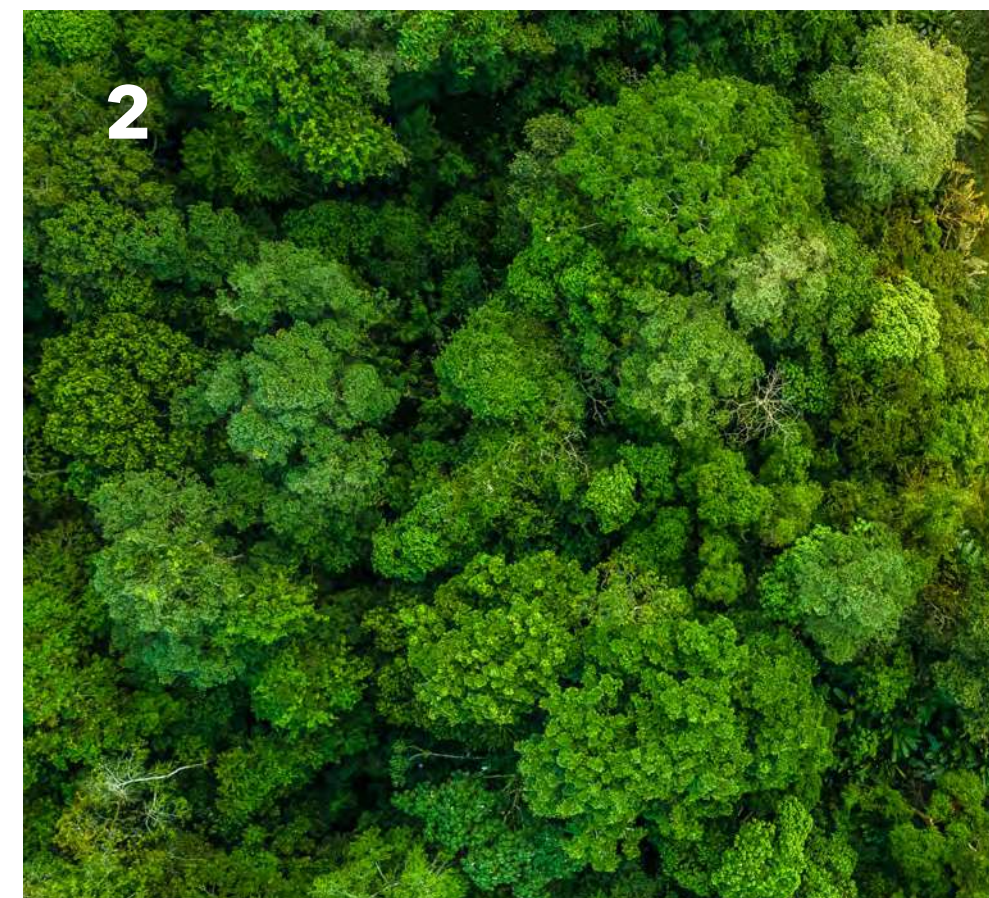
Together with **GIZ, the German Corporation for International Development**, we are conducting biodiversity assessments of the landscapes our farms are embedded within. This collaboration has helped us better understand our dependence and impact on ecosystem services such as erosion control, pollination, soil quality, and water management. The identified risks and opportunities, both for our business and our environments, are critical in shaping our actions.

Recognizing the interdependence between healthy ecosystems and vibrant communities, we pioneer bottom-up approaches that integrate community knowledge and engage local stakeholders.

We work closely with local communities, providing citizen science training on climate change, watersheds, birdwatching, and using trap cameras. In Costa Rica and Guatemala, pilot programs such as the **"School of Water"** and **ECOAPRENDO+** teach children about ecological biodiversity and ecosystem functions.

Our comprehensive approach has led to many proactive initiatives:

- 1. To mitigate biodiversity loss, we systematically establish "biological corridors" between fields to promote species reproduction without disrupting agricultural activities.**
- 2. To preserve habitats, we are undertaking reforestation efforts on the land under our stewardship, particularly in areas adjacent to our farms.**
- 3. To protect pollinators, we have discontinued the use of neonicotinoid and severely limited chlorpyrifos insecticides across our global owned pineapple operations.**



BIODIVERSITY



50-year time-lapse aerial images illustrating our forest recovery efforts in Volcan, Costa Rica. The image on the left shows the land as it was originally bought from cattle ranchers, while the image on the right highlights the current design of our pineapple farms, which were carefully planned to restore forest cover and promote environmental sustainability.

We track our performance against biodiversity targets which were set to address our priority nature-related risks and opportunities. Our commitments include halting the conversion of natural ecosystems, avoiding negative impacts on threatened and protected species and habitats, and ensuring zero sourcing of forest-risk commodities from unknown or controversial sources. Additionally, we aim to **plant and donate 2.5 million trees by 2025 as part of the World Economic Forum’s 1 Trillion Trees Initiative (1t.org)**. The progress against our targets is outlined in the [environmental](#) data section of the appendix.

In the future, we plan to further align with the **Taskforce on Nature-related Financial Disclosure’s (TNFD) standards** to enhance our biodiversity strategy. Additionally, we are working on expanding biodiversity assessments, initially pioneered in Costa Rica and Guatemala, to other regions where Fresh Del Monte operates.

By continually expanding our biodiversity efforts, we ensure that future generations will benefit from nutritious and healthy food for years to come.



REGENERATIVE AGRICULTURE

Healthy soils are essential not only for sustaining broader ecosystem health but also for nourishing populations with nutrient-dense foods in the spirit of building **A Brighter World Tomorrow®**. At the same time, the study and implementation of regenerative agricultural practices are integral to ensuring the long-term sustainability of our agricultural operations.

Links to policies:

- [Responsible Farming Approach to the Protection of Insect Pollinators](#)
- [Environmental Policy](#)

Without healthy soils, we cannot provide the same amount and quality of any of our produce. Through enhanced carbon sequestration capabilities of healthy soils, regenerative agriculture also plays a pivotal role in addressing the challenges posed by climate change. This aspect is becoming increasingly significant considering new climate-related regulatory requirements from the **European Union and the Securities and Exchange Commission**

Our approach to regenerative agriculture involves integrating and managing live ground covers, soil health, carbon sequestration, biodiversity, and water availability to maintain a healthy ecosystem in our production areas. This strategy is underpinned by science.

We consistently conduct comprehensive soil analyses to monitor nutrient levels, preventing chemical imbalances and accurately determining nutrient requirements. This strategic approach, coupled with our commitment to regenerative agricultural practices such as soil regeneration, has enabled us to sustain banana and pineapple cultivation in the same soil for **over 30 years** without compromising yield.

Based on strategic assessments, we have adopted cover crops, minimized fertilizer use, eliminated herbicides, and developed plant varieties resistant to pests. Strategic agricultural initiatives which preserve ecosystems and safeguard soil health also include developing farms on low slopes to reduce soil loss, planting on contour terraces, and building sediment catchment pits.

Simultaneously, we invest in technologies to streamline data collection, measurement, and analysis. These tools empower farm managers to make informed, data-driven decisions that optimize resource utilization and further enhance our regenerative efforts.

Collaborations with Communities, Government Entities, Businesses, and NGOs Help Fresh Del Monte Understand and Address Challenges.

We have teamed up with Bayer to educate scientists on soil carbon sequestration. Additionally, in collaboration with Syngenta, we're conducting a pilot project to assess how pollinator diversity affects pest control and crop yield. Furthermore, we're currently working with Velsam to investigate the potential of using pineapple stubble as compost.



OUR PEOPLE

OUR PEOPLE

Our Progress Against Commitments

Goal	2023 Update	Percent Completed	Relevant SDG(s)
Human Rights Enhance our human rights practice with in-depth Human Rights Impact Assessments' on all owned major agricultural operations by 2030.	New target - Not available	--	3,8

HEALTH & WELLBEING

We provide competitive health and retirement benefits for full-time team members across all regions. We also provide a variety of other benefits, such as:

- Flexible working hours and work situations (hybrid, remote)
- Transportation shuttle services or subsidies
- Meals or meal subsidies
- Housing
- Support for employee in maintaining professional licenses and certifications
- Employee engagement and teambuilding activities
- Employee training and upskilling programs
- Employee sports facilities and recreational areas

We also encourage our employees to report all concerns, including health and safety, to our regular channels or to our **Speak-Up Line**, where they are escalated to the appropriate level.



SAFETY

Fresh Del Monte has implemented a multi-faceted approach to safety, ensuring a comprehensive and effective strategy that encompasses various critical aspects.

Our approach includes training, data-driven analysis, bottom-up empowerment, safety management systems, and compliance, each playing a vital role in fostering a **safe and secure working environment**.

Data-driven analysis: We track relevant safety metrics and share them with the **Board of Director's Governance Committee**, making sure that safety awareness is prioritized on the highest level of the organization.

We monitor safety incidents to identify patterns and develop mitigating measures to prevent future occurrences.

Local empowerment: Local empowerment is core to our way of doing business. Our operations vary from farms, to processing plants, to offices. We empower these different entities accordingly and collaborate with subject matter experts in different jurisdictions to address challenges in a localized way and ensure safety measures are implemented, taking into consideration local concerns and dimensions of safety.

Preventative approach: Our safety strategy takes a proactive and preventative approach to safety, rather than being reactive. By identifying potential hazards before they become issues, we aim to mitigate risks early. This includes regular risk assessments, the implementation of safety programs, and continuous improvement processes.

Education: We focus on educating our employees about safety best practices and ensuring they have the tools and knowledge to maintain a safe working environment. Our targeted training programs emphasize the importance of safety in each aspect of our operations, fostering a culture where safety is everyone's responsibility. In 2023, our employees benefitted from 95,237 hours of training relating to worker health and safety.

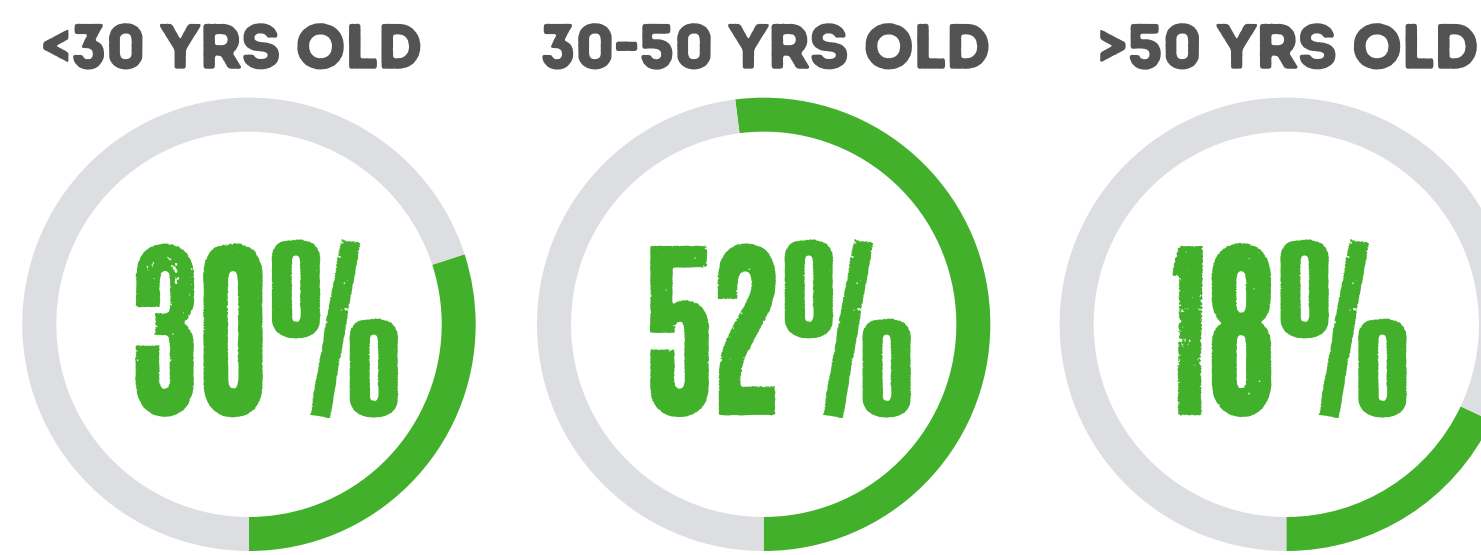
ISO 45001 aligned Safety Management Systems: We have implemented Occupational Health & Safety (OHS) Management Systems and Safety Management Systems (SMS) aligned with ISO 45001 standards. These systems ensure we have robust measures in place to reduce occupational injuries and diseases, while promoting and protecting the physical and mental health of our employees. Our contractors are also covered by similar OHS management systems. We conduct regular internal audits and periodic external audits on these systems, ensuring that any shortcomings are investigated and addressed promptly.



DIVERSITY AND INCLUSION

Our commitment to Diversity, Equity, and Inclusion (DEI) is reflected in our collaborations with diverse communities worldwide, where we employ a localized and holistic approach tailored to each region we operate in.

- **~71% OF OUR US-BASED EMPLOYEES COME FROM DIVERSE BACKGROUNDS**
- **WE PROVIDE EMPLOYMENT TO PEOPLE FROM ALL BACKGROUNDS AND OF ALL AGES:**



Data is essential for implementing a robust **DEI strategy**. We collect and compile statistics on gender diversity, pay-ratio^[8], and generational diversity which form the backbone of our DEI strategy. For more information on our diversity statistics, please consider reading the information available as part of [our appendix](#).

In 2023, we led an employee engagement survey in North America in which 544 team members responded. The survey showed a **76% inclusion score**, with positive feedback on contributing to a broader purpose and commitment to diversity, exceeding the U.S. benchmark. Employees also reported feeling safe and comfortable sharing their personal backgrounds and experiences.

The results of the survey were presented to the Governance Committee and serve to guide us in our diversity and equity action plans. Based on these insights, we developed a roadmap to address the issues raised and foster an even more inclusive workplace.

CASE STUDY: LEADERSHIP DIVERSITY

Our leadership team has a deep understanding of farm production and local operations, which is a core part of **Fresh Del Monte's DNA**. This intercultural expertise enables us to manage and support our diverse operations effectively. This diversity mirrors the lived experiences of our consumers and employees, bringing a variety of perspectives that enhance our representation and decision-making processes.

Currently,

- 50% of our global leaders are from Hispanic or Latin backgrounds,
- 7% from Black or African-American backgrounds,
- 21% from Arabic or Middle Eastern backgrounds, and
- 7% from Asian backgrounds.
- Additionally,
- 29% of our global leadership team are female, while
- 71% are male.

[8] Available for North America only, which includes Canada, Mexico and the United States.

EMPLOYEE ENGAGEMENT AND DEVELOPMENT

Our success is built on our people. We focus on engaging and developing our employees to retain talent and create an environment where employees can thrive.

As part of our development strategy, we offer an employee assistance program that fosters continuous self-assessment and growth, aligning with **Fresh Del Monte's core competencies**.

Employees also participate in the **Fresh Del Monte Academy**, which provides upskilling and training to help them excel, transform our business, and evolve our culture. The content, regularly updated by our provider, caters to all employee groups, from individual contributors to leaders, and includes a comprehensive resource library for professional development.

To foster engagement, we continually highlight our employees' contributions. For instance, we run a campaign recognizing individuals who **"Lead with Courage"** in their pursuit of excellence.

Our internal **"Unpeeled"** podcast reveals the everyday actions of our employees and how they connect with the communities we serve.



OUR COMMUNITIES



OUR COMMUNITIES

Our Progress Against Commitments

Goal	2023 Update	Percent Completed	Relevant SDG(s)
Community Investment <ul style="list-style-type: none"> By 2025, support 300 local sustainability programs that create measurable and lasting change By 2025, provide educational opportunities to 20,000 students and adult learners By 2025, contribute to a green economic recovery from COVID-19^[10] in our neighboring communities 	48 additional programs 11,328 new students reached 70	160% 265% 70	3-4-6-11-15 3-4-6-11-15 1-7-8
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

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



HEALTH AND NUTRITION

Healthy nutrition is at the core of our identity.

We provide consumers affordable staple options and convenient prepared items such as **fruit salads and grab-and-go** snacks, so that they can enjoy nutritious snacks on -the go.

The high-quality produce we offer includes:

- Pineapples
- Bananas
- Melons
- Avocados
- Blueberries
- Citrus
- Vegetables

Examples include community outreach efforts in Japan and MENA, where we educate students about the journey of fruit from our farms to their tables. In Japan specifically, the students participated in various activities, including a tour of the port facilities, learning about the processing equipment and banana harvesting techniques, and a fruit-tasting session.



FOOD SAFETY AND QUALITY

Ensuring food safety is core to our business. With regards to food quality and safety, we follow a 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



QUALITY CONTROL

We adhere to stringent regulatory requirements and best practices in quality control, ensuring that our associate growers meet the same high standards as our own operations. Quality assurance inspections are conducted at various stages throughout the supply chain, starting in the field before harvest and continuing until delivery to our customers, encompassing the entire supply chain.

To measure and track product quality, we utilize digital key performance indicators (KPIs) and analyze the data to ensure our produce meets the highest quality standards. As part of our quality control, we are committed to listening to our customers and taking their feedback seriously. To further enhance our responsiveness and quality control, we are developing a global claims tracking system. This innovative system will centralize all quality claims, enabling us to gain deeper insights into customer feedback.

In 2023, we received the Food Quality and Safety Award for Large Companies from "Food Quality & Safety," a recognized journal on food safety.

FOOD SAFETY

To ensure food safety, we have implemented a food safety policy, aligned with industry-leading standards such as **Hazard Analysis Critical Control Points (HACCP), Good Manufacturing Practices (GMP), Standard Sanitation Operation Procedures (SSOP), and Good Agricultural Practices (GAP)**. These alignments have been verified both by our internal food safety personnel and independent third-party certification bodies.

Auditing plays a central role in our safety approach, with our processing facilities certified under the **Global Food Safety Initiative (GFSI)** audit schemes. In 2023, 95% of our suppliers obtained certification according to **GFSI food safety programs** for processing facilities. Our audits revealed only a small number of non-conformances, all of which have been promptly addressed, resulting in a 100% conformance rate.

In 2023 we conducted the following audits:

Third party audits on plants/farms	Other second party audits	Corporate audits
66 audits conducted with an average score of 98%	98 audits conducted with 100% of operations passing the audit	36 audits with an average score of 91%

We are proud to report that **no FDA 483 warning** letters were issued to any of our U.S. operations, indicating full compliance with quality and regulatory standards.

TRACEABILITY

Enhancing our traceability capabilities is a focus for **Fresh Del Monte**, and this commitment is underpinned by the latest technology. We have implemented a sophisticated digital food tracing system that leverages barcodes to track our produce. This system enables us to trace product movements accurately and swiftly, identify any issues promptly, and ensure transparency throughout the supply chain. This technology also supports compliance with the **FDA's FSMA 204** traceability rules in the US.

Every year, our facilities conduct mock traceability exercises to test the readiness and resilience of our systems and workforce. Depending on the product type, we conduct additional traceability exercises. These exercises, along with audits by government and third-party entities, ensure that our traceability processes are thoroughly examined and continuously improved.

FOOD SAFETY AND QUALITY

STAKEHOLDER ENGAGEMENT

Further strengthening our approach to food safety, we are part of the following forums and alliances:

- Centre for Produce Safety
- Western Growers Alliance
- Leafy Green Manufacturers Association
- International Association of Food Protection
- International Fresh Produce Association
- Institute of Food Technologist
- Food Safety committee, Canadian Produce Manufacturers Association

Our involvement in these organizations allows us to stay updated on the latest food safety practices, share knowledge, and collaborate on industry standards, ultimately improving the safety and quality of our produce.



HUMAN RIGHTS

We protect human rights by operating in a manner that protects the rights of our employees, the workers in our supply chain, and the communities in which we operate. As a fruit and vegetable producer, we recognize the complex nature of human rights risks in food supply chains.

Over 2023 and 2024, we made notable progress by updating global policies to strengthen our human rights governance. In 2024, we set an ambitious goal to conduct comprehensive Human Rights Impact Assessments on all major agricultural operations we own by 2030, enhancing our human rights practices. We are looking to align our grievance mechanisms with the **UNGP 7 Effectiveness Criteria**.

Fresh Del Monte has increased its focus on localized assessments and responses to human rights issues. In 2023, we carried out a comprehensive, third party-validated human rights impact assessment of our operations in Kenya. To enhance local capacities, we recently appointed a **Human Rights Manager** and a **Welfare and Diversity Manager** in Kenya and offered training and capacity-building initiatives to local employees.

We have focused on supporting local communities and building stronger relationships with them. For instance, we are enhancing worker communities by offering additional services, such as health clinics, to local workers and residents. We are following similar localized approaches in our operations around the world and look forward to reporting progress next year.

ENHANCING POLICIES, PROCESSES, AND CONTROL SYSTEMS

To mitigate issues, we source from supplier growers with whom we have long-term relationships, allowing us greater leverage. We monitor working conditions within our supply chains through regular audits and social compliance assessments, which utilize **Sedex Members Ethical Trade Audit (SMETA) and Sustainably Grown Standard (SGS)**.

We also recommend that our suppliers adhere to **GLOBALG.A.P. Risk Assessment on Social Practices (GRASP)**. GRASP is a robust evaluation checklist that producers can use to assess, improve, and demonstrate their responsible social practices.

In 2023, **Fresh Del Monte** conducted its most extensive **Human Rights Due Diligence** exercise ever in Kenya, further strengthening our approach. Additionally, we are reviewing our Human Rights Policy to implement an even more robust approach.

In response to human rights concerns raised in 2023, **Fresh Del Monte** is taking proactive steps to enhance our human rights governance. We are forming a dedicated **Human Rights Council**, which will include senior executives from Human Resources, our Chief Sustainability Officer (CSO), and heads of Legal and Compliance, among others.

PARTNERING FOR HUMAN RIGHTS

Through regular interactions with subject-matter experts, **NGOs**, and global partnerships, we build our capacity to address human rights issues and continuously improve our performance as a company.

For example, through our membership in **SMETA (Sedex Members Ethical Trade Audit)**, we collaborate with other companies to trade ethically and make a positive impact on workers' lives. Our collaboration with **GIZ** advances our environmental commitments, reinforcing and enhancing the respect of local and indigenous communities, reinforcing our dedication to human rights.

RESPONSIBLE SOURCING AND SUPPLY CHAIN MANAGEMENT

Our sourcing lies at the intersection of topics such as emissions reductions, human rights, and biodiversity, and we make sure that we extend our high standards to our suppliers.

Our **Vendor Code of Conduct** forms the basis of engagement with our suppliers, making sure they adhere to the highest standards of business conduct. Further, we continually monitor the changing regulatory landscape and conduct audits to ensure supplier compliance with in-country regulations and **Fresh Del Monte standards**.

We grow 49% of the produce we sell, ensuring we mitigate risks within our supply chain. Additionally, **70% of our suppliers are long-term partners**, with relationships spanning five, and sometimes as many as **25 years**.

Through collaboration, training, and stringent demands, we have observed that many growers increase their sustainability standards each year, demonstrating the impact of our joint efforts.

Growers of first-tier products (pineapples, bananas, and melons) are required to meet the **Global Good Agricultural Practices (GLOBALG.A.P) standard**. We also encourage associate growers to meet **GLOBALG.A.P. Risk Assessment on Social Practice (GRASP)** requirements to assess workers' health, safety and welfare standards, and standards set by **Rainforest Alliance and the Sustainably Grown Standard**.

With the increasing urgency to address climate change, we recognize that lowering our supply chain emissions is crucial to reducing our overall carbon footprint. We have mapped every step of our supply chain, analyzing emissions from the farm to end-of-life stages to the engagement of pineapple partner growers. This data is currently under review and we look forward to refining our strategy by incorporating these insights.



COMMUNITY ENGAGEMENT

Fresh Del Monte adopts a community-first approach to business, recognizing that sustainable success hinges on being a responsible partner in the communities where we operate.



We always take a localized approach that respects and incorporates local traditions and customs. For example, in the **Philippines**, we use the **“Barangay”** concept—a neighborhood structure—for coordinating community activities and identifying needs.

Here are the highlights from our community engagement efforts in 2023:

Educational support and donations: In Costa Rica, we provide free land leases for the establishment of schools in Siquirres Pueblo Civil, Monte Verde, Cultivez, Imperio, and Formosa. The land leases total approximately 33,000 square meters, benefiting many of our workers' children.

In the Philippines, FDP and the Technical Labor Union have been active in supporting educational initiatives. We have volunteered at Valentine N. Daquio Elementary School, which serves nearly 900 students from kindergarten to grade 6, by donating fruits and resources to promote healthier food choices among school-aged children.

Additionally, FDP launched a mobile library program in the Philippines where 155 students from the indigenous peoples community received notebooks, crayons, storybooks, coloring books, and more to better facilitate learning in the area.

Environmental conservation efforts: FDP celebrated World Water Day in the Philippines with a Creek Clean-Up Drive and tree planting at Cogon Creek. Fresh Del Monte engaged in multiple tree planting initiatives, such as planting 1,000 native trees in Bukidnon to reclaim former landfill areas and supporting the 2.5 million Global Reforestation Program with native plants.

As part of our long-standing JUNTOS initiative, we build alliances and educate local communities about biodiversity efforts. The case study below provides an overview of this ongoing initiative.

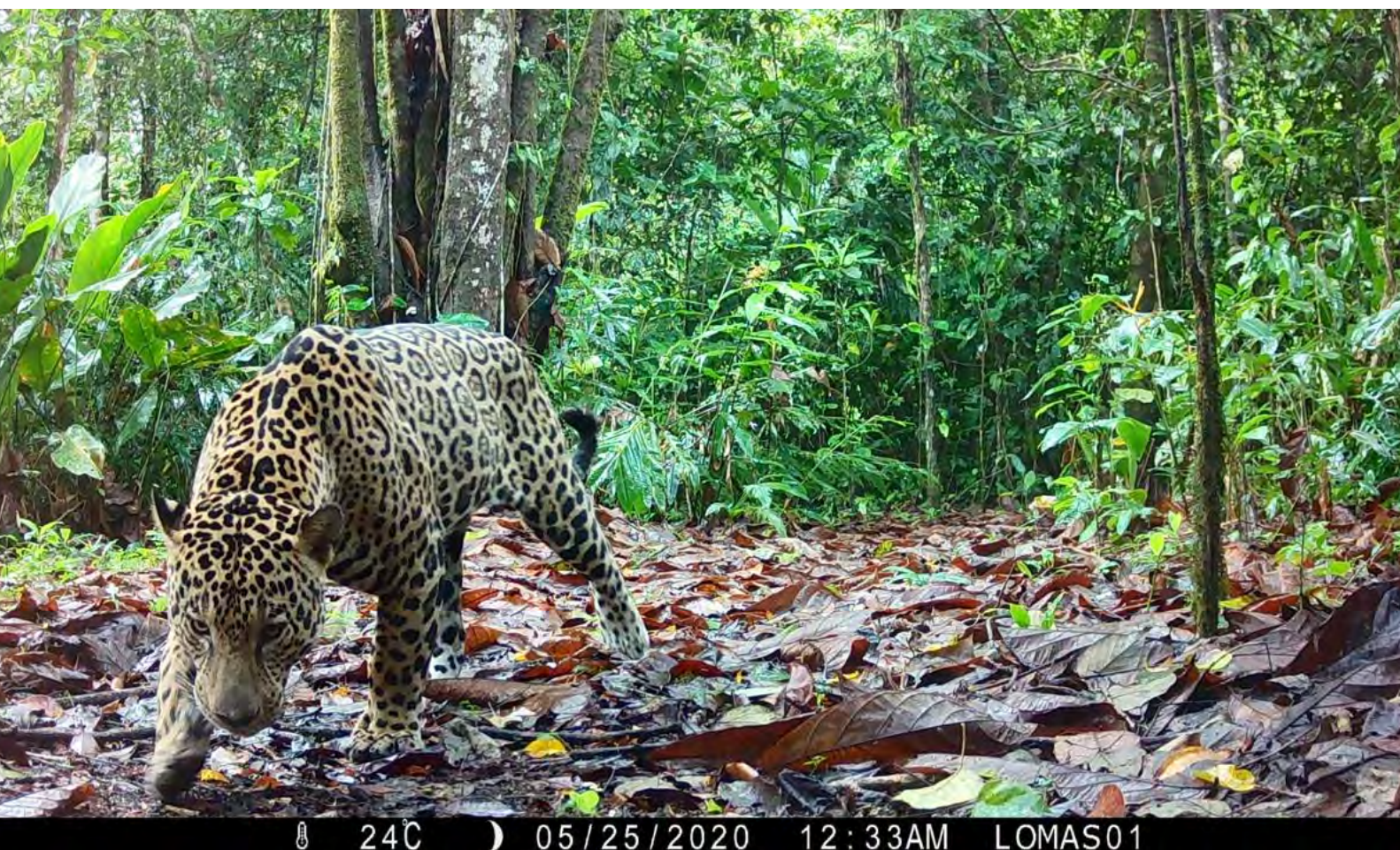
Community health initiatives: In 2023 we conducted 11 medical service events in the Philippines benefiting over 3,500 recipients who received medical consultations, free medicines, eye check-ups, haircuts, and other services.

Disaster relief and support: After severe tropical storms, FDP distributed food and non-food relief items to affected families in the Philippines, showcasing our commitment to supporting communities in times of crisis.

Support for vulnerable groups: Partnering with Food Bank Yokohama in Japan, we regularly donate bananas to help children, single parents, and the homeless access nutritious food, aligning with the United Nations' Sustainable Development Goals.

COMMUNITY ENGAGEMENT

We are committed to continuing our efforts to make a meaningful difference in the lives of those in our communities, ensuring that our initiatives are sustainable, impactful, and tailored to the unique needs of each region.



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JUNTOS

The **JUNTOS** project, launched in 2021, is a partnership between **Fresh Del Monte and the German Development Cooperation (GIZ)** which aligns conservation and community development efforts, focusing on biodiversity enhancement and educating local teachers and students about ecosystem services. It has three main components: landscape restoration, local alliance establishment, and education for sustainable development.

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.

JUNTOS emphasizes building alliances and educational initiatives to engage local communities and partners, ensuring the sustainability of its impact. Education is a key focus, with efforts measured through community involvement, strengthened education programs, and teacher training.

As of November 2023, the project has reached over 1,200 students and impacted more than 350 community members.



CUSTOMERS



Everything we do is dedicated to delivering healthy produce to our customers. Our customers play a crucial role in our ESG efforts and strategy in several ways:

Sustainable products: In response to growing customer demand for sustainable products, we have intensified our efforts in recyclable packaging and offering low-carbon products. We are conscious that this trend will only grow stronger and are always thinking about new ways of supporting our customers in their sustainability journeys.

Food safety: We have implemented the highest food safety standards to ensure our customers can consume safe food.

Engagement and education: Through our social media and web presence, we interact with customers, educating them about healthier options and recipes.

By actively listening and responding to our customers' needs, we ensure that our products not only meet but exceed expectations, fostering a community dedicated to **A Brighter World Tomorrow®**.



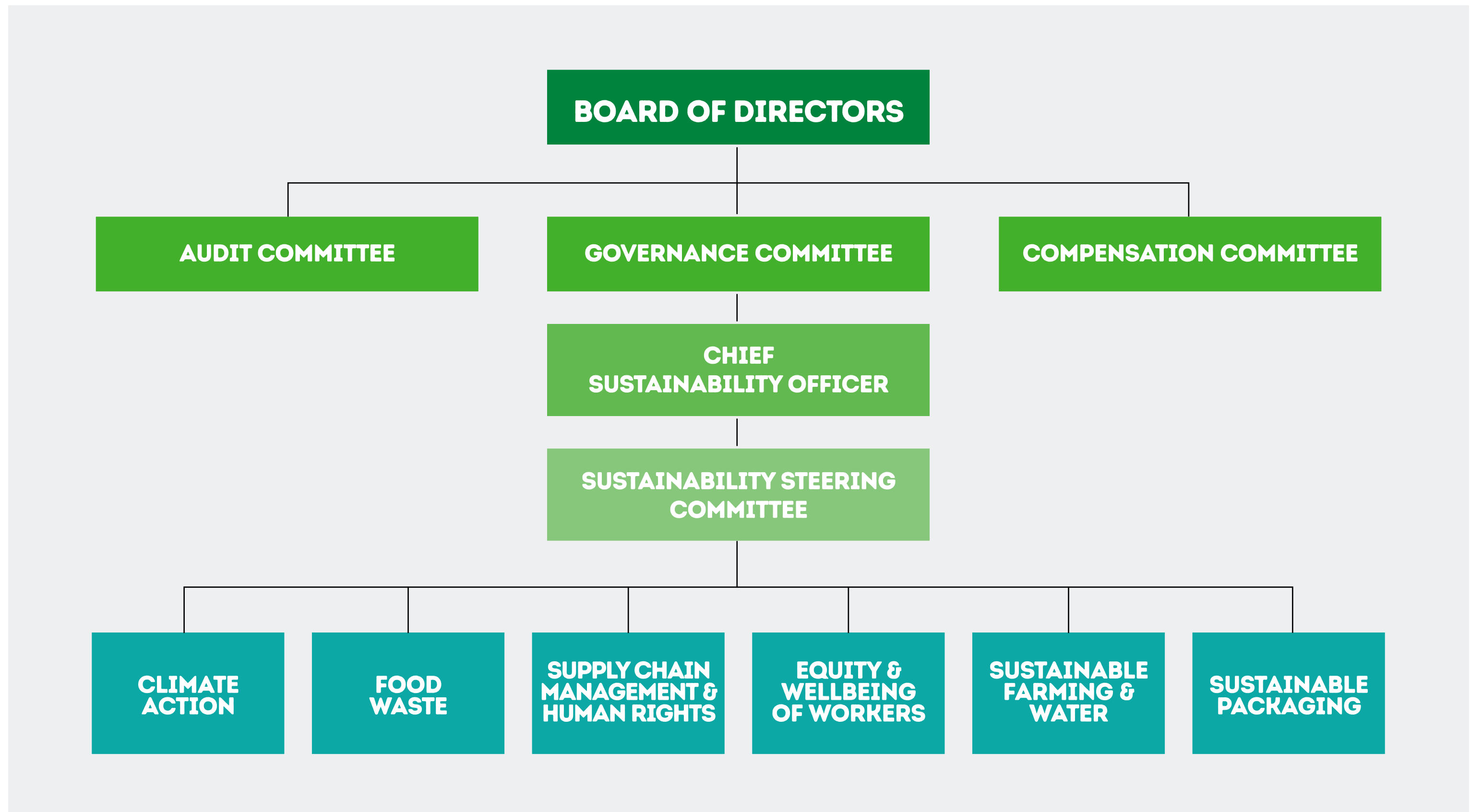
GOVERNANCE & ETHICAL BUSINESS

ESG GOVERNANCE

GOVERNANCE STRUCTURE

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

We have created robust corporate governance mechanisms for environmental, social, and governance issues to make sure we are held accountable to our goals at different levels.



ESG GOVERNANCE

ROLE AND RESPONSIBILITIES OF THE BOARD AND BOARD COMMITTEES

The Board and Leadership

The Board convenes for six scheduled meetings annually. In 2023, the Board addressed various sustainability-related topics, including climate, gender pay equity, sustainability reporting requirements, and diversity, equity, and inclusion (DEI) initiatives.

Our Board of Directors is well-balanced with respect to member's experiences, expertise, competencies, and personal attributes.

Governance Committee

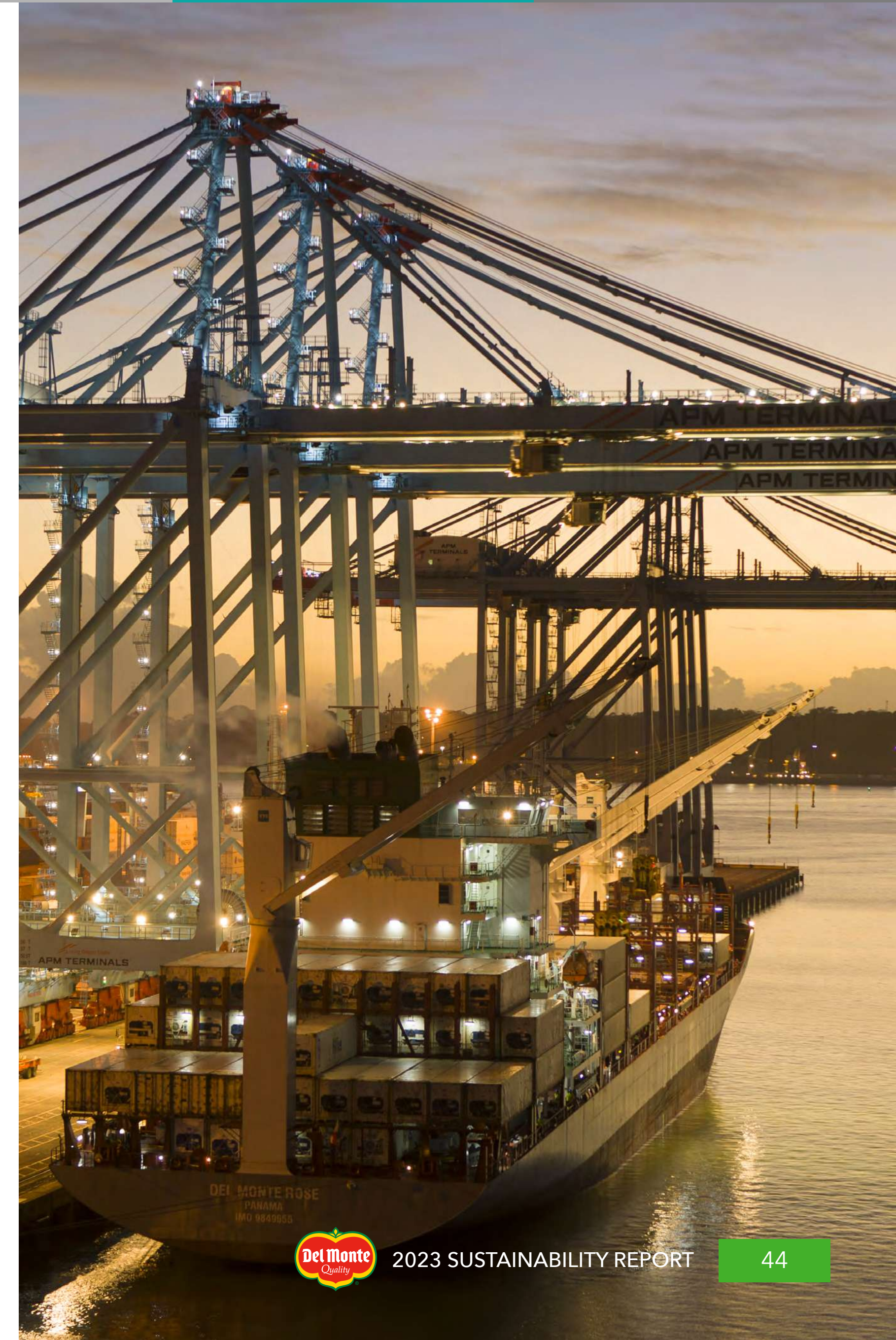
The Governance Committee oversees ESG-related matters, excluding financial and reporting issues, which are managed by the Audit Committee. It identifies and recommends individuals to fill Board vacancies, ensuring they have ESG expertise. The committee is responsible for monitoring and developing ESG goals and metrics, reviewing official ESG documentation, and communicating with key stakeholders. It reports its findings and recommendations to the Board.

Audit Committee

The Audit Committee is responsible for overseeing all climate-related financial matters among other duties. This encompasses assessing and monitoring climate-related financial risks and opportunities. Additionally, the committee ensures the accuracy and compliance of all climate-related financial disclosures with relevant regulations.

Compensation Committee

The Compensation Committee oversees the remuneration of Directors and offers guidance to the Board on potential adjustments to Board or Committee compensation. This responsibility extends to incorporating any ESG-linked components into the remuneration structure.



ESG GOVERNANCE

CSO, SUSTAINABILITY STEERING COMMITTEE AND ESG WORKING GROUPS

The CSO oversees all sustainability-related initiatives within Fresh Del Monte and reports key issues to the Board and Governance Committee.

We currently tie the executive compensation of our **CSO to climate-related targets** and will expand this framework to include social targets in the compensation plan. This initiative ensures that social and environmental considerations are prioritized at the highest level of our organization.

This work is supported by our cross-departmental **Sustainability Steering Committee**, which guides our long-term objectives. Meeting quarterly, the committee includes senior managers from Legal, Human Resources, Finance, Investor Relations, Marketing, Sustainability, and Corporate Communications. The **CSO and Sustainability Steering Committee** collaborate with regional Sustainability Leaders to implement critical sustainability programs, including climate mitigation and adaptation.

Further strengthening our approach to ESG governance, in 2021, we established **six working groups** focused on our critical sustainability issues to create goals, targets, and action plans. The groups drive the strategy and implementation of our sustainability initiatives.

The six ESG working groups are:

- Climate Action
- Food Waste
- Supply Chain Management and Human Rights
- Equity & Wellbeing of Workers
- Sustainable Farming & Water Stewardship
- Sustainable Packaging

To learn more about our Corporate Governance, please visit [Fresh Del Monte Produce Inc. - ESG](#).

MANAGEMENT OF ESG RISKS

The management of sustainability risks, including climate risk, guides our ESG governance. At the farm level, **Fresh Del Monte** assesses nature and climate risks by tracking environmental KPIs and mapping ecosystems. Aware of our social impact, we conduct regular audits to ensure the safety and rights of our farm workers. Food safety remains a priority, managed through audits, rigorous processes, policies, and traceability initiatives.

ESG risks are regularly reported to the Board through updates from our Chief Sustainability Officer (CSO).

DATA PRIVACY AND CYBERSECURITY

Fresh Del Monte is dedicated to **data privacy and cybersecurity**.

Our cybersecurity approach is comprehensive, combining both bottom-up and top-down strategies to ensure robust protection.

TOP-DOWN APPROACH:

We are conscious of the growing threat of cyber attacks. Since time is of the essence in detecting and responding to these attacks, we have implemented procedures for the prompt detection and escalation of cybersecurity incidents.

With advanced monitoring capabilities, including a **24/7 Security Operations Center**, we quickly detect suspicious activities and respond efficiently in case of a breach. Our cybersecurity systems adhere to the highest standards and consist of a multi-tiered defensive parameter. Additionally, multi-factor authentication is implemented for all employees.

From a governance standpoint, we continuously update our cybersecurity policies and procedures to adapt to emerging threats and industry best practices. We extend this approach to our suppliers, ensuring stringent cybersecurity requirements in supplier selection. **Suppliers must demonstrate adequate cybersecurity policies, incident response procedures, and data protection measures.**

BOTTOM-UP APPROACH:

Awareness and education are fundamental to our strategy. We integrate mandatory cybersecurity and data privacy training into our employee programs, ensuring everyone is well-informed. Phishing simulation exercises keep our staff vigilant and prepared, while ongoing updates and best practice tips foster a culture of security awareness.

By nurturing a proactive cybersecurity culture and leveraging cutting-edge technology, **Fresh Del Monte aims to safeguard our digital assets and maintain the trust of our customers, partners, and stakeholders.**

ETHICS AND COMPLIANCE

Our **Code of Conduct and Business Ethics Policy** 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.

We expect employees to go beyond what is lawful and do what is right. To foster this commitment, we have established our internal "Integrity First" Program. This initiative aims to cultivate a culture that actively engages, motivates, and inspires each employee to embody our company's core values.

Speak-Up Line
POWERED BY convercent

As part of this program, all corporate employees undergo mandatory ethics training, featuring comprehensive sessions on our code of conduct and conflict of interest policies. To reinforce our principles and promote continuous engagement and awareness, we regularly distribute newsletters covering various ethics-related topics.

Employees are also encouraged to make use of the **Speak-Up Line**, a confidential **24/7 hotline for employees to report concerns anonymously**. To make this service as accessible as possible, we have made it available via website, phone, or QR code. Reported cases are promptly investigated and the results are escalated to the appropriate level to ensure effective resolution, demonstrating our commitment to transparency and accountability.



Alexandre Aparecido,
Vice President,
Global Internal Audit

"Fresh Del Monte is built on an ethical foundation – strong ethical business practices are at the core of our business. We conduct business with integrity first. Internally, we have an 'Integrity First' initiative that promotes our core values of ethics, integrity, and transparency. Team members are engaged, motivated, and inspired to embody these values and cultivate a corresponding culture through regular trainings and awareness campaigns, as well as through our Speak Up line, reinforcing our focus to not only doing what is lawful, but also doing what is right. This focus informs our external ethical business practices that extend to every single team member and throughout our supply chain."



STAKEHOLDER ENGAGEMENT

Engaging with stakeholders strengthens our relationships, informs our decision making, and builds trust and credibility, demonstrating that we operate with integrity.

A key part of this engagement involves examining materiality and identifying critical sustainability issues for our business. The results of this analysis shape our strategy, goals, and reporting.

We operate in a localized manner, regularly receiving feedback from workers, suppliers, customers, governmental actors, and other essential stakeholders wherever we operate. This process is fundamental; only by working together with our stakeholders can we create **A Brighter World Tomorrow®**.

Our commitment to listening and engaging with stakeholders is evident: **Newsweek ranked us as one of America's Most Trusted Companies of 2023**, placing 14th in the Food & Beverages category. Additionally, for the second consecutive year, we have been named a **Humankind 100 Company**, recognizing the value we create for investors, consumers, employees, and society at large.



OUR POLICIES

In our commitment to transparency, we publicly share a variety of **ESG-related policies.**

To learn more about the processes and policies we have implemented to enhance our approach to ESG, please explore the following documents:

Environmental Policies

- [Responsible Farming Program](#)
- [Land and Water Suitability Policy](#)
- [Responsible Farming Approach to Protecting Pollinators on our Farms](#)
- [Environmental Policy](#)

Social Policies

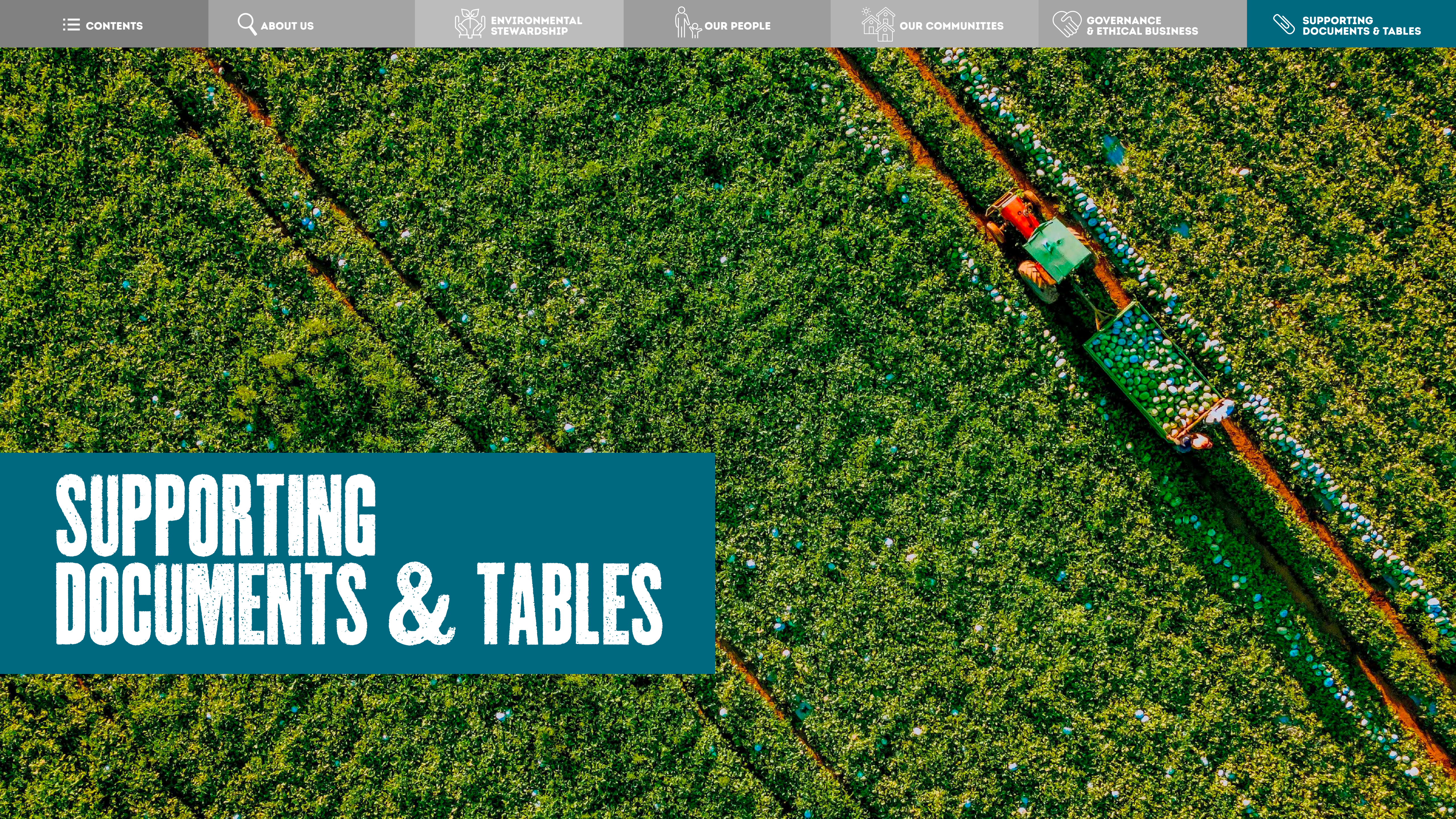
- [Human Rights Policy](#)
- [Food Safety Policy](#)

Corporate Governance Policies:

- [Corporate Governance Guidelines](#)
- [Code of Business Ethics and Conduct](#)
- [Code of Ethics](#)
- [Global Vendor Code of Business Ethics and Conduct](#)



SUPPORTING DOCUMENTS & TABLES



ENVIRONMENTAL DATA

EMISSIONS

Greenhouse Gas Emissions (Metric tons CO ₂ e)	2020	2021	2022	2023	Reduction Against SBTi Targets ^[11]
Scope 1	903,391	800,588	767,342	755,172	29% decrease
Scope 2	114,316	109,926	101,562	87,949	27% decrease
Scope 1 + Scope 2	1,017,707	910,514	868,904	843,121	28% decrease
Scope 3	1,347,655	1,343,149	1,351,599	1,199,871	11% decrease

GHG Intensity*	2020	2021	2022	2023	2022 V 2023 difference
Scope 1 & 2	0.33	0.28	0.27	0.27	No change
Scope 3	0.44	0.41	0.43	0.39	9% decrease
TOTAL	0.77	0.68	0.70	0.66	6% decrease

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

TREES PLANTED

2016	2017	2018	2019	2020	2021	2022	2023	Total
246,617	193,048	280,456	144,046	168,342	596,647	574,800	283,891	2,487,847

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

WATER

Total water withdrawal in all areas (Megaliters)	2020	2021	2022	2023
Water withdrawal	115,300	85,907	92,994	111,711
Water discharge	79,480	55,259	70,318	92,260
Total water consumption	35,820	30,648	22,676	19,451

Total water discharge by destination (Megaliters)	2020	2021	2022	2023
Third party water treatment	2,226	5,087	4,378	3,692
Freshwater (rivers, lakes)	21,276	8,077	8,276	12,455
Ground water	55,977	42,062	57,664	76,113

Water use by activity (Megaliters)	2020	2021	2022	2023
Agricultural operations	100,311	82,727	89,662	108,747
Offices, distribution centers, and port facilities	3,459	260	252	146
Packaging and production processes (including fresh cut fruit operation)	11,530	2,920	3,080	2,818

Total water withdrawal & discharge in all areas with water stress (Megaliters)	2020	2021	2022	2023
Water withdrawal	86,878	64,388	71,868	91,584
Water discharge	66,498	42,935	53,415	76,024
Total water consumption	20,380	21,453	18,453	15,560

WASTE

Solid waste (in Kg)	Composted	Donated	Recycled / Reused	Residuals/landfilled	Returned to Suppliers	Sold to third party (Animal feed and industrial reuse)
Inorganic, drums/containers	0	1,260	83,085	0	59,291	0
Inorganic, metal/steel/etc.	0	20,118	834,146	24,070	-	383,570
Inorganic, paper	0	2,282,580	161,536	2,158,986	191,225	157,645
Inorganic, plastic	835,045	3,521	745,100	506,173	5,200	199,080
Inorganic, wood	0	2,343,300	2,123,160	2,764,300	-	29,343,580
Nonorganic, others	-	-	3,668,560	12,180,544	-	-
Organic (e.g., fruit wastes; residual crops, etc.)	139,615,273	38,850,031	10,310,110	28,473,409	-	101,503,597
Packaging wastes - cardboard/paper	0	2,950	6,452,623	95,580	41,500	0
Packaging wastes - plastic	0	0	401,365	10,260	0	0



BIODIVERSITY

Habitats restored	Size (sq km)	Project Focus	Partnership(s)
Costa Rica Pineapple division - Rio Cañas Biological Corridor (CBRC) and other areas around the farms	2.61 sq km (through tree donations and reforestation activities). 1.03 sq km (through protection of La Puna Wildlife Refuge). (Target 3.5 sq km)	Landscape restoration in the Volcán River and Sonador River sub basins, through the stablishment of biological connectivity routes. Strengthening CB Rio Cañas and Quercus Network biological monitoring brigades and other landscape stakeholders, especially in bird monitoring.	Members of the local government (Municipalities of Buenos Aires and Coto Brus), biological corridors (Rio Cañas), community groups and networks (Red Quercus, ASAMUSAR, ACETUSAMA, ASOMOBI, Ruta del Agua y la Biodiversidad), private companies (Fresh Del Monte, Coopeagri), public sector (INDER, SINAC, FONAFIFO), public education institutions (Escuela Los Naranjos)
Costa Rica Banana division - Around Lomas farm and El Jaguar Wildlife Refuge	0.03 sq km (through reforestation activities with public education institutions (Escuela Lomas). 3.12 sq km (though protection of El Jaguar Wildlife Refuge). (Target 0.5 sq km)	Landscape restoration in the Parismina River sub basin, through the stablishment of biological connectivity routes. Strengthening biological monitoring capabilities of landscape stakeholders.	BIOJUNTOS Alliance (COLONO, BAYER, Resusa, Agroenzimas, Instituto Costarricense de Electricidad, EARTH University, Fresh Del Monte Pineapple and Banana Divisions, World Wildlife Foundation WWF), SINAC, public education institutions (Escuela Lomas, Colegio Línea Vieja).
Guatemala Banana division - Yuma farm and other farms in the Motagua district	0.84 sq km (through tree donations and reforestation activities). (Target 1 sq km)	Landscape restoration in the Motagua River basin, through the stablishment of biological connectivity routes. Strengthening biological monitoring capabilities of landscape stakeholders	SITRABI, the teaching staff of the educational centers and the Ministry of Culture and Sports, through the Quiriguá Archaeological Park for the development of the EcoAprendo+ program. Instituto Privado de Investigación en Cambio Climático (ICC).



SOCIAL DATA

GENDER DIVERSITY

Region	Male	Female	Not Disclosed
GLOBAL	76%	24%	0.05%
North America	56%	43%	0.87%
APAC	79%	22%	-
Europe & Africa	61%	39%	-
MENA	83%	17%	-
LATAM	82%	18%	-

GLOBAL LEADERSHIP TEAM

Male	Female
71%	29%

Note: Leadership team includes those in executive management

NEW HIRES

Male	Female	Not Disclosed	Total
9,825	5,419	10	15,254

TURNOVER

Male	Female	Not Disclosed	Total
10,916	4,662	11	15,589

RACIAL AND ETHNIC DIVERSITY GLOBAL LEADERSHIP TEAM

Hispanic/Latin	Black/African American	White	Arabic/Middle Eastern	Asian
50%	7%	14%	21%	7%

U.S. EMPLOYEES

Hispanic	Asian	Black/African American	White	Other
66%	1%	2%	7%	23%

SOCIAL DATA

GENERATIONAL DIVERSITY

Region	Under 30 years old	30-50 years old	Over 50 years old
GLOBAL	30%	52%	18%

NEW HIRES

Region	Under 30 years old	30-50 years old	Over 50 years old
GLOBAL	51%	39%	10%

TURNOVER

Region	Under 30 years old	30-50 years old	Over 50 years old
GLOBAL	47%	41%	11%

PAY RATIO NORTH AMERICA

Pay Ratio of Women to Men: **69%**

ANNUAL INJURY RATES

Injury Rates (Per 200,000 hours worked)	2019	2020	2021	2022	2023
Fatality Rate	0.011	0.004	0.009	0	0.004
High Consequence Injury Rate	0.211	0.123	0.141	0.063	0.150
Total Injury Rate	7.457	7.064	6.517	7.379	7.699

Total Injuries	2019	2020	2021	2022	2023
Fatalities	5	2	4	0	2
High Consequence Injuries	100	60	65	28	69
Total Injuries	3,531	3,439	3,011	3,305	3,581
Hours Worked	94,708,974	97,362,916	92,399,769	89,580,968	93,021,718



CERTIFICATIONS AND STANDARDS

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

TCFD INDEX

TCFD CORE ELEMENT	RECOMMENDED DISCLOSURE (ABBREVIATED)	REPORTING LOCATION
GOVERNANCE	Degree of board oversight	<ul style="list-style-type: none"> • 2023 Sustainability Report - ESG Governance • 2023 CDP Climate Response: C1.1a, C1.1b, C1.1d, C1.2, C1.3a • 2024 Proxy Statement - Corporate Governance
	Management’s role	<ul style="list-style-type: none"> • 2023 Sustainability Report - ESG Governance • 2023 CDP Climate Response: C1.2, C1.2a, C2.2 • 2023 Proxy Statement - Corporate Governance
STRATEGY	Climate-related risks and opportunities	<ul style="list-style-type: none"> • 2023 CDP Climate Response: C2.1, C2.1b, C2.2, C2.2a, C2.3a, C2.4a
	Impacts of risks and opportunities	<ul style="list-style-type: none"> • 2023 Sustainability Report - Climate Action, ESG Governance • SASB Index - Ingredient Sourcing • 2023 CDP Climate Response: C2.1, C2.3, C3.3, C3.4
	Resilience of the organization’s strategy	<ul style="list-style-type: none"> • 2023 CDP Climate Response: C2.3a, C3.1, C3.2a
RISK MANAGEMENT	Climate risk identification process	<ul style="list-style-type: none"> • 2023 CDP Climate Response: C2.1a, C2.1b, C2.2, C2.2a • Global Environment Policy
	Climate risk-management process	<ul style="list-style-type: none"> • 2023 CDP Climate Response: C2.1b, C2.2, C2.2a
	Integration with other risk-management processes	<ul style="list-style-type: none"> • 2023 Sustainability Report - ESG Governance • 2023 CDP Climate Response: C2.1b, C2.2, C2.2a
METRICS & TARGETS	Climate-related metrics	<ul style="list-style-type: none"> • 2023 Sustainability Report - Climate Action, Environmental Metrics • 2023 CDP Climate Response: C1.3, C1.3a, C2.3a, C2.4a, C4.2, C4.5a, C6.1, C6.3, C6.5, C11.3 • 2023 CDP Water Response: W5 • 2023 CDP Forest Response: F1
	GHG emissions	<ul style="list-style-type: none"> • 2023 Sustainability Report - Environmental Data • SASB Index - Greenhouse Gas Emissions • 2023 CDP Climate Response: C6.1, C6.3, C6.5
	Management of climate-related targets and metrics	<ul style="list-style-type: none"> • 2023 Sustainability Report - Climate Action • 2023 CDP Climate Response: C4.1a-b

SASB INDEX

CODE	METRIC	RESPONSE
Greenhouse Gas Emissions		
FB-AG-110a.1	Gross global Scope 1 emissions	755,172 MT CO2e
FB-AG-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussed in the Climate Action section
FB-AG-130a.1	Fleet fuel consumed, percentage renewable	6,397,430 GJ (1,777,064 MWh)
Energy Management		
FB-AG-130a.1	(1) Operational energy consumed, (2) percentage grid electricity, (3) percentage renewable	(1) 922,222 GJ (256,172,890 kWh) (2) 68% (3) 32%
Water Management		
FB-AG-140a.1	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	(1) 111,711 megaliters (2) 91,584 megaliters, 82% We utilize the WRI Aqueduct tool to understand what percentage of our operations are in areas of water stress. We consider water stress to be Medium-High or greater.
FB-AG-140a.2	Description of water management risks and discussion of strategies and practices to mitigate those risks	<p>To mitigate water risks, we have invested significantly in upgrading outdated irrigation systems to more efficient ones, such as drip or low-pressure sprinklers, in Kenya and Guatemala. Water issues impact the productivity of farmland, so we assess these factors in river areas where we might plan new projects. Insufficient water or worsening conditions can increase production costs or complicate the production process, potentially harming our financial performance.</p> <p>Before investing in farming, we evaluate water risks in the areas, considering factors like water shortages, floods, overuse, regulatory compliance, and long-term water availability. We aim to improve our management of water risks by investing in large-scale projects and environmentally beneficial initiatives.</p> <p>Our finance team now needs to know how projects affect water risks, how efficiently we use water, and if they make us more sustainable. We're already considering water and climate when we plan new farms.</p>

CODE	METRIC	RESPONSE
FB-AG-140a.3	Number of incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations	<p>During 2023, FDP received 7 fines that sum up a total of USD 3,919. Out of those 7 fines, 5 were given in Costa Rica; at Tortuguero, Ducari, and Orosi Farm, the wastewater treatment systems (trenches) did not have operating permits. Those farms were given sanitary orders; however, the rivers (La Suerte, Sierpe, and Madre De Dios) were not affected. Tortuguero Farm is pending document approval. Duacari is pending inspection by The Health Department, and Orosi Farm closed its inspection with no penalties. In Babilonia Farm, non-compliance was reported with the fats and oils parameter corresponding to the operational report for the second half of the year; however, the inspection was closed and approved, with no penalties.</p> <p>At Buenos Aires Farm, during a Health Ministry inspection visit, an officer was detained due to a complaint about water pollution affecting workers at a packing house. The officer visited the facility, received an explanation and written information, and the issue was resolved according to MS-DRRSBRU-DARS-BA-IT-00547-2023. The matter is now closed and approved with no penalties. Additionally, in Chile, a penalty for "lack of use" was imposed. According to Chilean legislation, if allocated water rights are not utilized, the Water Directorate General charges an annual fine to the user (Art 129 bis 4 of the Chilean Water Code).</p> <p>Finally, in the United States, in Dallas Facility, a citation by the City of Texas was issued due to our pre-treatment water, exceeding the pH maximum level of 10.5 on 10/6/23. The reading was 11.21. The citation required us to pay a fine of \$1,386 due on or before 6/30/24. the citation was paid in mid-June 2024.</p>
Food Safety		
FB-AG-250a.1	Global Food Safety Initiative (GFSI) audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances	All our processing facilities undergo annual GSFI-approved audits. We consistently excel in these audits, achieving scores of 90% or higher. We have a record of zero major non-conformances, and we ensure all minor non-conformances are rectified within a 24-hour timeframe.
FB-AG-250a.2	Percentage of agricultural products sourced from suppliers certified to a Global Food Safety Initiative (GFSI) recognized food safety certification program	Over 90% of our suppliers are certified to GFSI or GLOBALG.A.P.
FB-AG-250a.3	(1) Number of recalls issued and (2) total amount of food product recalled	(1) No product recalls in 2023 (2) 0



CODE	METRIC	RESPONSE
Workforce Health & Safety		
FB-AG-320a.1	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) direct employees and (b) seasonal and migrant employees	(1) 7.699 (2) 0.006 Fatality Rate (3) Not reported

Environmental & Social Impacts of Ingredient Supply Chain

FB-AG-430a.1	Percentage of agricultural products sourced that are certified to a third-party environmental and/or social standard, and percentages by standard	Approximately 86% of our products are certified by a sustainable standard
FB-AG-430a.2	Suppliers' social and environmental responsibility audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances	Not reported
FB-AG-430a.3	Discussion of strategy to manage environmental and social risks arising from contract growing and commodity sourcing	We have implemented multiple strategies to mitigate the environmental and social risks associated with contract farming and commodity sourcing. We mandate that our third-party growers comply with our Vendor Code of Business Ethics and Conduct. Furthermore, we insist on external audits for our suppliers to validate their adherence to globally recognized standards.

GMO Management

FB-AG-430b.1	Discussion of strategies to manage the use of genetically modified organisms (GMOs)	<p>Fresh Del Monte always begins with strict compliance with the regulations of each country where it operates. The use of GMOs must be previously authorized by the research and quality department, who have the technical knowledge to properly handle these products. The development of a Genetically Modified Organism (GMO) must follow strict scientific procedures and testing for it to be authorized by regulators in the country of production as well as in the countries of consumption. Thus, the genetically modified pink pineapple developed and owned by Fresh Del Monte was approved by FDA, USDA and Health Canada for human consumption.</p> <p>Del Monte's proprietary pink pineapple variety was also approved by the government of Costa Rica for growing and export under strict biosecurity protocols in compliance with local regulations in Costa Rica, aimed at preventing unauthorized release of vegetative material outside the regulated area, ensuring safe transport of fruit from the regulated area to the export ports and preventing cross contamination to non-genetically modified pineapple. These biosecurity procedures are frequently audited by the Ministry of Agriculture of Costa Rica and by a third-party certifying agency to ensure compliance and to enable consumers in North America (USA and Canada) and a few other countries to safely enjoy this new FDP's proprietary variety.</p>
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CODE	METRIC	RESPONSE
Ingredient Sourcing		
FB-AG-440a.1	Identification of principal crops and description of risks and opportunities presented by climate change.	Fresh Del Monte's primary crops include banana, pineapple, and avocado, accounting for 38%, 14%, and 6% of our annual revenue, respectively. The main climate-related risks associated with banana production include flooding from heavy rainfall or hurricanes, water shortages, and crop diseases. The main climate-related risk associated with pineapple production is drought. A detailed description of our approach to managing these risk was included in our 2022 Sustainability Report, page 64.
FB-AG-440a.2	Percentage of agricultural products sourced from regions with High or Extremely High Baseline Water Stress	Banana: 53% Pineapple: 15%

ACTIVITY METRICS

CODE	METRIC	RESPONSE
FB-AG-000.A	Production by principal crop (Metric tons (t))	Bananas: 1,803,460 Pineapples: 548,117 Melons: 86,896 Avocado: 85,599
FB-AG-000.B	Number of processing facilities	42
FB-AG-000.C	Total land area under active production (Hectares)	24,038 hectares owned, and 17,916 hectares leased
FB-AG-000.D	Cost of agricultural products sourced externally (USD)	Bananas: 453,901,137 Pineapples: 101,992,026 Melons: 1,602,180 Avocado: 146,707,265



GRI INDEX

Statement of use

Fresh Del Monte Inc. has reported the information cited in this GRI content index for the period of January 1, 2023, to December 31, 2023, with reference to the GRI Standards.

GRI 1 used

GRI 1: Foundation 2021

Applicable GRI Sector Standard(s)

GRI 13: Agriculture, Aquaculture and Fishing

DISCLOSURE + SECTOR STANDARD #

DISCLOSURE DESCRIPTION

REPORTING LOCATION

ADDITIONAL REMARKS

GRI 2: General Disclosures 2021

2-1	Organizational details	<ul style="list-style-type: none"> · About Us · GRI Content Index · 10k Report, page 4 	<ul style="list-style-type: none"> a. Fresh Del Monte Produce Inc b. Public corporation c. Coral Gables, Florida, United States d. 10k Report, pg. 4
2-2	Entities included in the organization's sustainability reporting	<ul style="list-style-type: none"> · 10k Report, page 132 	--
2-3	Reporting period, frequency, and contact point	<ul style="list-style-type: none"> · About This Report 	January 1 to December 31, 2023
2-4	Restatements of information	<ul style="list-style-type: none"> · Content Index 	No restatements of information to report.
2-5	External assurance	<ul style="list-style-type: none"> · Content Index 	Third-party assurance was not sought for this report.
2-6	Activities, value chain and other business relationships	<ul style="list-style-type: none"> · Content Index 	We did not seek third-party assurance for this report. This is something that may be considered in the future.
2-7	Employees	<ul style="list-style-type: none"> · Fresh Del Monte at a Glance 	--
2-9	Governance Structure and Composition	<ul style="list-style-type: none"> · ESG Governance 	--
2-10	Nomination and selection of the highest governance body	<ul style="list-style-type: none"> · Our nomination and selection process is described in our Proxy Statement 2024 pgs. 28-29. 	--
2-11	Chair of the highest governance body	<ul style="list-style-type: none"> · Content Index · Fresh Del Monte website, Board of Directors 	Our CEO, Mohammad Abu-Ghazaleh, is the chairman of our board.
2-12	Role of highest governance body in overseeing the management of impacts	<ul style="list-style-type: none"> · ESG Governance 	--
2-13	Delegation of responsibility for managing impacts	<ul style="list-style-type: none"> · ESG Governance 	--
2-14	Role of the highest governance body in sustainability reporting	<ul style="list-style-type: none"> · ESG Governance 	--
2-15	Conflicts of interest	<ul style="list-style-type: none"> · 2024 Proxy Statement, page 33 · Content Index 	We conduct conflicts of interest training for all employees. Any instances of conflicts of interest arising from or out of the Board are resolved through our Related Party Transaction Policy which is addressed in our Proxy Statement starting at page 33.

DISCLOSURE + SECTOR STANDARD #	DISCLOSURE DESCRIPTION	REPORTING LOCATION	ADDITIONAL REMARKS
2-16	Communication of critical concerns	· Content Index	The CEO holds the central duty of communication of critical concerns, which pose material risk to the company's business, to the Board. The routine cycle of quarterly Board meetings typically suffices for such disclosures. However, if further communication is required, the company has three committees - Governance, Compensation, and Audit - that can convene in between the regular Board meetings. The entire Board can also assemble for unscheduled meetings if necessary. The internal audit function and the company's ethics and compliance reporting channels serve as additional avenues for communicating concerns to the Board.
2-17	Collective knowledge of the highest governance body	· Proxy Statement 2024 on pg. 36.	The collective knowledge of our sustainability efforts is addressed in our Proxy Statement 2024. Further all our directors have access to and are members of NACD, which provides extensive education on all governance topics, including but not limited to ESG and environmental/ sustainability topics.
2-18	Evaluation of the performance of the highest governance body	· 2024 Proxy Statement on pgs. 11 and 25	--
2-19	Remuneration policies	· 2024 Proxy Statement, pgs. 49 and 58	--
2-20	Process to determine remuneration	· 2024 Proxy Statement, pg. 53	--
2-21	Annual total compensation ratio	· 2024 Proxy Statement, pg. 73	690 to 1
2-22	Statement on sustainable development strategy	· CEO/Chairman Letter	--
2-23	Policy commitments	· Our Policies	--
2-24	Embedding policy commitments	· ESG Governance · Global Vendor Code of Business Ethics and Conduct, pg. 2	--
2-25	Processes to remediate negative impacts	· Ethics and Compliance · Content Index	FDP offers a Speak-up line for reporting suspected misconduct. Staffed by an independent third party, this service is available 24/7 in over 40 languages. The Speak-Up Line can be accessed via website, phone, or QR code. Reported allegations are managed by the Investigations Council, overseen by the Global Ethics and Compliance Committee. Upon receiving a report, a case number is assigned, and an individual investigator is designated to conduct the investigation. Though each investigation is unique, investigations generally involve six (6) phases; (i) intake and initial review, (ii) assessment and planning, (iii) investigation, (iv) reporting, (v) root cause analysis, and (vi) remediation and resolution. Remedial measures are provided when appropriate. Investigations are tracked using an independent third-party platform. This platform allows us to track any investigation's progress and the remedial measures taken. Reporting parties can make a report anonymously, where local laws allow, and check the progress of the investigation through their portal.

DISCLOSURE + SECTOR STANDARD #	DISCLOSURE DESCRIPTION	REPORTING LOCATION	ADDITIONAL REMARKS
2-26	Mechanisms for seeking advice and raising concerns	· Ethics and Compliance · Code of Conduct and Business Ethics Policy, pg. 10	--
2-27	Compliance with laws and regulations	· ESG Governance · Content Index	We are firmly committed to complying with all statutory and regulatory corporate governance standards and adhering to the principles of good corporate governance by emphasizing transparency, independence, accountability, responsibility, and fairness. We review our systems and guidelines from time to time to ensure we are operating as transparently and accountably as possible.
2-28	Membership associations	· Content Index	International Fresh Produce Association, Kenya Association of Manufacturers (KAM), American Chamber of Commerce (AMCHAM)
2-29	Approach to stakeholder engagement	· Stakeholder Engagement	--
2-30	Collective bargaining agreements	· Content Index	Approximately 64% of employees covered
GRI 3: Material Topics 2021			
3-1	Process to determine material topics	· Materiality	--
3-2	List of material topics	· Materiality	--
Material Topic	Supply Chain		
3-3	Management of material topics	· Responsible Sourcing and Supply Chain Management · Vendor Code of Business Ethics and Conduct	--
Material Topic	Risk and Crisis Management		
3-3	Management of material topics	· Management of ESG Risks	--
Material Topic	Climate Change		
3-3	Management of material topics	· Climate Action	--
GRI 305: Emissions 2016			
Topic 13.1 Emissions			
305-1 13.1.2	Direct (Scope 1) GHG emissions	· Environmental Data	--
305-2 13.1.3	Energy indirect (Scope 2) GHG emissions	· Environmental Data	--
305-3 13.1.4	Other indirect (Scope 3) GHG emissions	· Environmental Data	--
305-4 13.1.5	GHG emissions intensity	· Environmental Data	--

DISCLOSURE + SECTOR STANDARD #	DISCLOSURE DESCRIPTION	REPORTING LOCATION	ADDITIONAL REMARKS
Material Topic	Sustainable Farming		
Topic 13.3.1 Sustainable Farming			
3-3	Management of material topics	Regenerative Agriculture	--
GRI 304: Biodiversity 2016 Topic 13.3 Biodiversity			
304-1 13.3.2	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Fresh Del Monte website, Conserving Biodiversity	--
304-2 13.3.3	Significant impacts of activities, products and services on biodiversity	Biodiversity	--
304-3 13.3.4	Habitats protected or restored	Biodiversity Environmental Data Fresh Del Monte website, Conserving Biodiversity	--
Material Topic	Water Stewardship		
GRI 303: Water and Effluents 2018 Topic 13.7 Water and effluents			
3-3 13.7.1	Management of material topics	Water	--
303-3 13.7.4	Water withdrawal	Water Environmental Data	--
303-4 13.7.5	Water discharge	Water Environmental Data	--
Material Topic	Circular Economy and Waste		
GRI 306: Waste 2020 Topic 13.8 Waste			
306-1 13.8.1 13.8.2	Waste generation and significant waste-related impacts	Circular Economy and Waste	--
306-2 13.8.3	Management of significant waste-related impacts	Circular Economy and Waste	--
306-3 13.8.4	Waste generated	Circular Economy and Waste Environmental Data	--
306-4 13.8.5	Waste diverted from disposal	Circular Economy and Waste Environmental Data	--
306-5 13.8.6	Waste directed to disposal	Circular Economy and Waste Environmental Data	--

DISCLOSURE + SECTOR STANDARD #	DISCLOSURE DESCRIPTION	REPORTING LOCATION	ADDITIONAL REMARKS
Material Topic	Human Rights		
3-3	Management of material topics	<ul style="list-style-type: none"> · Human Rights · Vendor Code of Business Ethics · Code of Conduct and Business Ethics Policy 	--
GRI 411: Rights of Indigenous Peoples 2016 Topic 13.14 Rights of indigenous peoples			
411-1 13.14.2	Incidents of violations involving rights of indigenous peoples	· Content Index	There were no reported incidents of violations involving rights of Indigenous peoples in 2023.
GRI 405: Diversity and Equal Opportunity 2016 Topic 13.15 Non-discrimination and equal opportunity			
3-3 13.15.1	Management of material topics	<ul style="list-style-type: none"> · Diversity and Inclusion · Human Rights Policy 	--
405-1 13.15.2	Diversity of governance bodies and employees	· Social Data	--
405-2 13.15.3	Ratio of basic salary and remuneration of women to men	· Social Data	--
GRI 406: Non-discrimination 2016 Topic 13.15.4			
406-1 13.15.4	Incidents of discrimination and corrective actions taken	· Content Index	There were no reported incidents of discrimination in 2023.
GRI 409: Forced or Compulsory Labor 2016 Topic 13.16 Forced or Compulsory Labor			
3-3 13.6.1	Management of material topics	<ul style="list-style-type: none"> · Human Rights · Human Rights Policy 	--
GRI 407: Freedom of Association and Collective Bargaining 2016 Topic 13.18 Freedom of Association and Collective Bargaining			
3-3 13.18.1	Management of material topics	<ul style="list-style-type: none"> · Human Rights · Human Rights Policy · Content Index 	We respect the right of all employees to participate in labor organizations and collective bargaining agreements.
407-1 13.18.2	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	· Content Index	In 2023, employees were engaged with 65 collective bargaining agreements.

DISCLOSURE + SECTOR STANDARD #	DISCLOSURE DESCRIPTION	REPORTING LOCATION	ADDITIONAL REMARKS
Material Topic	Diversity and Inclusion		
GRI 405: Diversity and Equal Opportunity 2016			
3-3	Management of material topics	Diversity and Inclusion	--
405-2 13.15.3	Ratio of basic salary and remuneration of women to men	Social Data	--
Material Topic	Wellbeing of Workers & Employees		
GRI 403: Occupational Health & Safety Topic 13.19 Occupational Health & Safety			
3-3 13.19.1	Management of material topics	Health, Wellbeing & Safety	--
403-1 13.19.2	Occupational health and safety management system	Health, Wellbeing & Safety	--
403-2 13.9.3	Hazard identification, risk assessment, and incident investigation	Health, Wellbeing & Safety	--
403-3 13.19.4	Occupational health services	Health, Wellbeing & Safety	--
403-4 13.19.5	Worker participation, consultation, and communication on occupational health and safety	Health, Wellbeing & Safety	--
403-5 13.19.6	Worker training on occupational health and safety	Health, Wellbeing & Safety	--
403-6 13.19.7	Promotion of worker health	Health, Wellbeing & Safety	--
403-7 13.19.8	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health, Wellbeing & Safety	--
403-8 13.19.9	Workers covered by an occupational health and safety management system	Health, Wellbeing & Safety	--
403-9 13.19.10	Work-related Injuries	Social Data	--

DISCLOSURE + SECTOR STANDARD #	DISCLOSURE DESCRIPTION	REPORTING LOCATION	ADDITIONAL REMARKS
Material Topic	Talent Management		
GRI 401: Employment Topic 13.20 Employment Practices			
3-3 13.20.1	Management of material topics	Employee Engagement and Development	--
401-1	New employee hires and employee turnover	Social Data	--
401-2	Benefits provided to fulltime employees that are not provided to temporary or part-time employees	Employee Engagement and Development	--
GRI 404: Training & Education			
404-1	Average hours of training per year per employee	Content Index	In 2023 about 2.6 hours (Globally: 95,237 hours on training and education on well-being of workers and employees + 14,529 hours on Human rights: 109,496 hours in total)
404-2	Programs for upgrading employee skills and transition assistance programs		--
404-3	Percentage of employees receiving regular performance and career development reviews	Content Index	All full-time employees receive annual performance reviews and actionable feedback.
Material Topic	Consumer Engagement		
3-3	Management of material topics	Customers	--
GRI 417: Marketing & Labeling			
417-1	Requirements for product and service information and labeling		Our rigorous approval process for our labeling, trademarking, and marketing activities is in place to ensure transparency for our consumers.
417-2	Incidents of non-compliance concerning product and service information labeling	Content Index	There were no reported incidents of non-compliance concerning the health and safety impacts of products and services in 2023.
417-3	Incidents of noncompliance concerning marketing communications		There were no reported incidents of non-compliance concerning the health and safety impacts of products and services in 2023.
Material Topic	Health and Nutrition		
3-3	Management of material topics	Health and Nutrition	--

DISCLOSURE + SECTOR STANDARD #	DISCLOSURE DESCRIPTION	REPORTING LOCATION	ADDITIONAL REMARKS
13.10	GRI 416: Customer Health and Safety		
416-1	Assessment of the health and safety impacts of product and services category	<ul style="list-style-type: none"> Health and Nutrition Content Index 	We monitor the effectiveness of our programs and processes by communicating and tracking key global food safety KPIs at 100% of facilities and routinely conducting announced and unannounced on-site audits of our global facilities and key suppliers to verify and validate reporting.
Material Topic Food Quality and Safety			
Topic 13.10 Food Safety			
3-3 13.10.1	Management of material topics	<ul style="list-style-type: none"> Food Safety and Quality 	--
416-1 13.10.2	Assessment of the health and safety impacts of product and service categories	<ul style="list-style-type: none"> Food Safety and Quality 	--
416-2 13.10.3	Incidents of non-compliance concerning the health and safety impacts of products and services	<ul style="list-style-type: none"> Food Safety and Quality Content Index 	There were no reported incidents of non-compliance concerning the health and safety impacts of products and services in 2023.
13.10.4	Report the percentage of production volume from sites certified to internationally recognized food safety standards, and list these standards	<ul style="list-style-type: none"> Food Safety and Quality Content Index 	100% of our suppliers are certified by a GFSI-recognized food safety certification program GFSI certified audit schemes: PRIMUS – main one for US, and others globally FSSC 22000 – APAC, EU, MENA, UK, Kenya SQF – co-packers southeast Asia for EU BRC- UK, Kenya, EU IFS – Kenya GLOBALG.A.P. – growers for FCO doing business with McDonalds (S. Korea, MENA)
13.10.5	Report the number of recalls issued for food safety reasons and the total volume of products recalled	<ul style="list-style-type: none"> Content Index 	No product withdrawal event because of FDP operations, nor under any investigation. 0 recalls during 2023.
Material Topic Community Engagement			
GRI 413: Local Communities 2016 Topic 13.12 Local Communities			
3-3	Management of material topics	<ul style="list-style-type: none"> Community Engagement 	--
Additional Topics			
GRI 203: Indirect Economic Impacts Topic 13.22 Economic Inclusion			
203-1 13.22.3	Infrastructure investments and services supported	<ul style="list-style-type: none"> Community Engagement 	--



DISCLOSURE + SECTOR STANDARD #	DISCLOSURE DESCRIPTION	REPORTING LOCATION	ADDITIONAL REMARKS
203-2 13.22.4	Significant indirect economic impacts	Community Engagement	--
Topic 13.5 Soil Health			
3-3 13.5.1	Management of material topics	Regenerative Agriculture	--
Topic 13.6 Pesticides Use			
3-3 13.6.1	Management of material topics	Regenerative Agriculture	--
Topic 13.9 Food Security			
3-3 13.9.1	Management of material topics	Health and Nutrition Our Business Model	--
Topic 13.11 Animal Health and Welfare			
3-3 13.11.1	Management of material topics	· Animal Welfare Policy	--
13.11.2	Report the percentage of production volume from sites of the organization certified to third-party animal health and welfare standards and list these standards.	· Content Index	100% of our animal-based products are certified to third-party animal health and welfare standards. Those standards include Good Manufacturing Practices (GMP), ISO 9002 Quality Management, and Hazard Analysis Critical Control Point (HACCP) food safety management.
GRI 408: Child Labor Topic 13.17 Child Labor			
3-3 13.17.1	Management of material topics	Human Rights Human Rights Policy	--
408-1 13.17.2	Operations and suppliers at significant risk for incidents of child labor	Human Rights · Content Index	80% of our core product operations (for bananas, melon, and pineapple) have external verification for international social protocols such as GRASP and ETI.
Topic 13.26 Anti-corruption			
3-3 13.26.1	Management of material topics	ESG Governance	--