



Fyffes Limited
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16 June 2021

Ref: Apply to join the company signatories of the EU Code of Conduct on Responsible Food Business and Marketing Practices

To whom it may concern:

Fyffes is a global grower, supplier, distributor and marketer of tropical fresh produce. With the majority of our operations in Latin America, we supply bananas, melons, pineapples and other exotic fresh produce to markets globally with a particular emphasis on North America and Europe. We are the largest supplier globally of Fairtrade bananas. We are over 130 years old and Fyffes was the first fruit company to put a label on a banana.

We own 100% of our melon operations, roughly 70% of our pineapple operations and less than 10% of our banana production. Much of our banana production comes from smallholder farms, many of which are organised into collectives in Colombia, Ecuador, Peru and the Dominican Republic.

As a producer of healthy and nutritious produce, Fyffes welcomes the EU Code of Conduct on Responsible Food Business and Marketing Practices and would like to be included in the company signatories.

In 2019 Fyffes published its first universal code of conduct, which applies to all 6,000 employees and up to 10,000 seasonal workers. The **Fyffes Principles of Responsible Business Conduct** is available in every language spoken by our employees and mandatory training is provided for all employees.

The *Fyffes Principles*, as we call them, encompass the various standards and certifications that apply to our products and are founded on the UN Guiding Principles on Business and Human Rights, the ILO Conventions, the OECD Guidelines for Multinational Enterprises and the OECD-FAO Guidance for Responsible Agricultural Supply Chains, amongst other important commitments.

In 2020, Fyffes extended the *Fyffes Principles* to all major suppliers and long-term contractors. Our compliance team, based in San José, Costa Rica, evaluates our operations and those of our suppliers under the various certifications that apply to those farms, as well as the *Fyffes Principles*. In addition to the *Fyffes Principles*, we provide a UN Guiding Principles-compliant grievance mechanism the *Fyffes Ethics Hotline*, an independently-run, confidential hotline available in the language of our employees and communities. This escalates grievances against anyone acting on behalf of Fyffes to the Executive Leadership Team.



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Furthermore, in 2018, Fyffes agreed its first Sustainability Strategy, outlining the four priority areas of focus for the company. These priority areas were agreed following internal and external stakeholder consultation, as well as incorporating the realities of the sector Fyffes is in, namely agriculture, as well as the particular geographical footprint of the company. These consultations and internal workshops resulted in Fyffes Materiality Matrix.

Based on our Materiality Matrix, Fyffes has agreed to focus on four priority areas:

- **Stewardship for the Planet**
- **Healthy Food for Healthy Lives**
- **Enriching People's Lives**
- **Fyffes Principles of Responsible Business Conduct**

On 30 March 2021, Fyffes Board of Directors agreed Fyffes sustainability targets, aligned to the UN Sustainable Development Goals and which will be published later in 2021 in our first ever Sustainability Report.

Below is a description of how Fyffes targets align to the EU Code of Conduct on Responsible Food Business and Marketing Practices aspirational objectives:

ASPIRATIONAL OBJECTIVE 1

Healthy, balanced and sustainable diets for all European consumers, thereby contributing to:

- 1) Reversing malnutrition and diet-related noncommunicable diseases (NCDs) in the EU*
- 2) Reducing the environmental footprint of food consumption by 2030*

1) Reversing malnutrition and diet-related noncommunicable diseases (NCDs) in the EU

Under Fyffes second pillar, **Healthy Food for Healthy Lives**, Fyffes commits to:

- Provide two million healthy meals to people in vulnerable groups by 2025 by working with qualified partners
- Educate three million people on healthy eating habits and food waste minimisation by 2025

2) Reducing the environmental footprint of food consumption by 2030

Under Fyffes first pillar, **Stewardship for the Planet**, Fyffes commits to:

- Reduce carbon emissions to achieve the Science Based Target (Scope 1, 2 and portion of 3) of 1.5° C scenario by 2025, representing 25% reduction in CO2 eq./kg of fruit
- All packaging will be compostable, recyclable or reusable by 2025
- 100% of Fyffes owned operations have water management plans in place 2025



ASPIRATIONAL OBJECTIVE 2

Prevention and reduction of food loss and waste

Under Fyffes second pillar, **Healthy Food for Healthy Lives**, Fyffes commits to

- Reduce food loss by 80% in all our own operations by 2030
- Develop one new application for each of our core products by 2030

ASPIRATIONAL OBJECTIVE 3

A climate neutral food chain in Europe by 2050

Under Fyffes first pillar, **Stewardship for the Planet**, Fyffes commits to:

- Reduce carbon emissions to achieve the Science Based Target (Scope 1, 2 and portion of 3) of 1.5° C scenario by 2025, representing 25% reduction in CO2 eq./kg of fruit

ASPIRATIONAL OBJECTIVE 4

An optimised circular and resource-efficient food chain in Europe

- a) Improved resource-efficiency within own operations, contributing to sustainable, efficient use and management of energy and natural resources in operations by 2030*
- b) Improved sustainability of food and drink packaging, striving for all packaging towards circularity by 2030*

Under Fyffes first pillar, **Stewardship for the Planet**, Fyffes commits to:

- All packaging will be compostable, recyclable or reusable by 2025
- 100% of Fyffes owned operations have water management plans in place 2025
- Reduce carbon emissions to achieve the Science Based Target (Scope 1, 2 and portion of 3) of 1.5° C scenario by 2025, representing 25% reduction in CO2 eq./kg of fruit

ASPIRATIONAL OBJECTIVE 5

Sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

- a) Quality jobs, skilled workforce and safe and inclusive workplaces for all*
- b) Improved resilience and competitiveness of companies operating at any point along the food value chain by 2030*

Under Fyffes third pillar, **Enriching People's Lives**, Fyffes commits to:

a)

- By 2025 no work-related fatalities and no severe work-related injuries
- 100% of Fyffes workers and supply chain workers are trained on human rights by 2030 (100% of managers and employees by 2025)
- 100% Fyffes owned sites in the LATAM region benefitting from Gender Equality Programs by 2025 and 50% of suppliers by 2030
- Eradicate gender pay gap in Fyffes operations by 2030

b)

- By 2030 improve the resilience of 2,000 of our smallholders to climate change across key LATAM production countries with specific capacity building programs



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- 100% of Fyffes neighbouring communities are engaged in resilient socio-economic community projects out of the four community investment areas by 2030

ASPIRATIONAL OBJECTIVE 6

Sustainable value creation in the European food supply chain through partnership

- a) Improved resilience and competitiveness of companies operating at any point along the food value chain by 2030*
- b) Continued progress towards sustainable production, contributing to sustainable management and efficient use of natural resources by 2030 and improved animal welfare*

Under Fyffes third pillar, **Enriching People's Lives**, Fyffes commits to:

a)

- By 2030 Improve resilience of 2,000 of our smallholders to climate change across key LATAM production countries with specific capacity building programs
- 100% of Fyffes neighbouring communities are engaged in resilient socio-economic community projects out of the four community investment areas by 2030
- 50% of our suppliers will benefit from Gender Equality Programs by 2030 and 100% of supply chain workers will be trained on human right by 2030.

Under Fyffes first pillar, **Stewardship for the Planet**, Fyffes commits to:

b)

- All packaging will be compostable, recyclable or reusable by 2025

ASPIRATIONAL OBJECTIVE 7

Sustainable sourcing in food supply chains

- a) Transformed commodity supply chains which do not contribute to deforestation, forest degradation and destruction of natural habitat in by 2030 and which preserve and protect high value ecosystems and biodiversity*
- b) Improved social performance in (global) food supply chains*

a)

- Fyffes does not yet have a public target on this measure, however, we have committed to measure the reduction of agrochemical use and measure replacement of agrochemicals with sustainable alternatives by 2024.
- By 2022, we will define KPIs to measure soil quality and by 2024 Fyffes will identify soil management best practices which are applicable to our farming operations.
- In addition, it is worth mentioning that 40% of the land at our pineapple farm and a significant proportion of our banana farms in Costa Rica is reserved for primary and secondary forestry. 100% of Fyffes farms in Costa Rica are Rainforest Alliance certified and this certification requires stringent biodiversity standards.



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b)

- In addition to the social targets already outlined under pillar three **Enriching People's Lives**, in 2019 Fyffes completed an independently-assessed Human Rights Impact Assessment (<https://www.fyffes.com/news/fyffes-announces-its-human-rights-mitigation-action-plan/>). We have identified 11 salient human rights risks across our operations and nine follow up actions, which are being implemented by the Human Rights Core Team.

At Fyffes we hope that our ambitious targets can be included in the aspirational objectives of the EU Code of Conduct. Please feel free to contact me, if we can provide any further clarification or if you have any feedback on our targets.

Yours sincerely,

Caoimhe Buckley
Chief Corporate Affairs Officer