

EU CODE OF CONDUCT ON RESPONSIBLE FOOD BUSINESS AND MARKETING PRACTICES

FYFFES

REPORT SUBMITTED ON JULY 2024

| Type of business/sector <i>(E.g. retail, dairy)</i> | Sustainability dimension <i>(E.g. environmental, social)</i> | Code aspirational objective <i>(1-7)</i> | Individual commitments with baseline | Progress on KPIs and goals (qualitative and/or quantitative) | Additional information (optional) <i>(E.g. partnerships, geographical coverage, sharing best practices, links with other COM initiatives, with other reporting initiatives)</i> | Comments (optional) <i>(E.g. enablers, ideas on how to improve)</i> |
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| Fresh Tropical Produce | Environmental Social | 1.1 <i>Healthy, balanced and sustainable diets for all European consumers, thereby</i> | <ul style="list-style-type: none"> • Provide five million healthy meals to people in vulnerable groups by 2025 by working with qualified partners • Educate three million people on healthy eating | Target achieved 21 million meals provided Over 2 million people educated | | |

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| | <p><i>contributing to: - Reversing malnutrition and diet-related noncommunicable diseases (NCDs) in the EU</i></p> | <p>habits and food waste minimisation by 2025</p> | | | |
| <p>Environmental</p> | <p>1.2 <i>Reducing the environmental footprint of food consumption by 2030</i></p> | <ul style="list-style-type: none"> Reduce our GHG emissions to achieve the Science-Based Target in line with the 1.5°C scenario by 2025, representing a 25% reduction for scope 1 and 2 in CO2 eq./kg of fruit harvested (endorsed by SBTi) <p>and</p> <p>a 10% reduction for scope 3* in CO2 eq./kg of fruit harvested and distributed by Fyffes and its suppliers, from a 2020 base year</p> <ul style="list-style-type: none"> All packaging will be compostable, recyclable or reusable by 2025 100% of Fyffes owned | <p>In 2023, we increased Scope 1&2 GHG emissions by 9.4% per kg</p> <p>and</p> <p>achieved our Scope 3 (18.9% reduction)</p> <p>98.78% achieved</p> | <p>2023 saw very bad weather conditions and decreased yields in melons</p> <p>Still working on solution for remaining 1.22%</p> | |

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| | | operations have water management plans in place 2025 | 50% of Fyffes farms have water management systems in place. | Applying GLOBALG.A.P. Spring or equivalent to all locations | |
| Environmental and social | 2. <i>Prevention and reduction of food loss and waste</i> | Reduce food loss by 80% in all our own operations by 2030 • Develop one new application for each of our core products by 2030 | 6% reduction in food loss since 2020 baseline year Four new applications have been implemented | | |
| Environmental | 3 <i>A climate neutral food chain in Europe by 2050</i> | • Reduce our GHG emissions to achieve the Science-Based Target in line with the 1.5°C scenario by 2025, representing a 25% reduction for scope 1 and 2 in CO2 eq./kg of fruit harvested (endorsed by SBTi) and a 10% reduction for scope 3* in CO2 eq./kg of fruit harvested and distributed by Fyffes and its suppliers, from a 2020 base year. | In 2023, we increased Scope 1&2 GHG emissions by 9.4% per kg and achieved our Scope 3 (18.9% reduction) | Climate neutral has been largely discredited. Fyffes will set a new target as part of its double materiality assessment | |

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| Environmental | <p>4</p> <p><i>An optimised circular and resource-efficient food chain in Europe</i></p> <p><i>a) Improved resource-efficiency within own operations, contributing to sustainable, efficient use and management of energy and natural resources in operations by 2030</i></p> <p><i>b) Improved sustainability of food and drink packaging, striving for all packaging towards circularity by 2030</i></p> | <ul style="list-style-type: none"> • All packaging will be compostable, recyclable or reusable by 2025 • 100% of Fyffes owned operations have water management plans in place 2025 <ul style="list-style-type: none"> • Reduce our GHG emissions to achieve the Science-Based Target in line with the 1.5°C scenario by 2025, representing a 25% reduction for scope 1 and 2 in CO2 eq./kg of fruit harvested (endorsed by SBTi) and a 10% reduction for scope 3* in CO2 eq./kg of fruit harvested and distributed by Fyffes and its suppliers, from a 2020 base year. | See above | | |

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| <p>Social</p> | <p>5a <i>Sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</i> a) <i>Quality jobs, skilled workforce and safe and inclusive workplaces for all</i></p> | <ul style="list-style-type: none"> • 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 | <p>One fatality and six severe injuries in 2023</p> <p>One third of employees trained to date</p> <p>100% of sites started training, 50% of employees have been trained and 37% of suppliers have started training</p> <p>All roles mapped down to supervisor level</p> | <p>Zero fatalities and zero severe injuries so far in 2024</p> <p>Fyffes appointed a global head of health, safety and security in April 2024</p> <p>Variation from last year due to growing number of employees included</p> | |
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| <p>Social</p> | <p>5b <i>Improved resilience and competitiveness of companies operating at any point along the food value chain by 2030</i></p> | <ul style="list-style-type: none"> • By 2030 improve the 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 | <p>440 smallholders have completed a productivity improvement project to mitigate against climate change risks in the Dominican Republic and Colombia</p> <p>100% of Fyffes communities have undergone independent community needs assessments. 40% of communities are engaged in community projects</p> | | |
| <p>Social</p> | <p>6a <i>Sustainable value creation in the European food supply chain through partnership</i> a) <i>Improved resilience and competitiveness of companies operating at any point along the food value chain by 2030</i></p> | <p>As above</p> | <p>As above</p> | | |

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| Environmental | <p>6b</p> <p><i>Continued progress towards sustainable production, contributing to sustainable management and efficient use of natural resources by 2030 and improved animal welfare</i></p> | <p>As part of Fyffes Double Materiality Assessment, Fyffes will identify a target for biodiversity, soil health and/or regenerative agriculture</p> <p>There are no animals involved in Fyffes production</p> | <p>Fyffes has conducted projects in regenerative agriculture, biodiversity inventories and soil health</p> | | |
| | <p>7a</p> <p><i>Sustainable sourcing in food supply chains</i></p> <p><i>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</i></p> | <p>Fyffes will set new targets as part of DMA process (above)</p> | <p>Fyffes production and supply chain does not involve the destruction of forests. Its own farms and suppliers exist on long established farms.</p> <p>40% of the owned land on our pineapple farm is indigenous forest and a significant proportion of Costa Rican banana farms. Fyffes farms in Costa Rica are Rainforest Alliance certified</p> | | |

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| <p>Social</p> | <p>7b <i>Improved social performance in (global) food supply chains</i></p> | <p>Human Rights Due Diligence to comply with German Supply Chain Act and CSDDD</p> <p>Living Wages in supply chain</p> | <p>Fyffes is in its fourth year of human rights due diligence</p> <p>Fyffes has published two Human Rights Reports, outlining 13 salient risks</p> <p>Fyffes has conducted independent expert HRIAs on its own farms in Belize, Honduras and Guatemala as well as several suppliers in Colombia and Costa Rica</p> <p>By 2027 Fyffes will have implemented 86 separate actions to remediate and mitigate human rights risks in its own operations and supply chain</p> <p>Completed IDH Salary Matrix for its farms and supply chain</p> <p>Fyffes is implementing Living Wage solutions for customers who have committed to pay a Living Wage for bananas</p> | | |
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