

SUSTAINABILITY

September 2020





VISION

Fyffes engages employees, consumers, growers, communities and civil society to deliver fresh, healthy and sustainably grown produce in a collective effort to share value and enrich the lives of people around the world.

Fyffes Global Sustainability Strategy has a long-term timeline to 2030 in line with the United Nations Sustainable Development Goals (UN SDGs), with an initial 3-year roadmap.

Fyffes has chosen to focus on the following UN SDGs:





Areas of Focus



Fyffes integrates sustainable practices in all areas of its operation to respond to climate change and ensure that natural resources are efficiently managed, conserved and enhanced for future generations



Fyffes enhances the health of people around the world by delivering healthy produce to underserved markets and by promoting healthy food choices



Fyffes enriches people's lives by contributing to the development of employees, growers and communities and accredited shared value partnerships

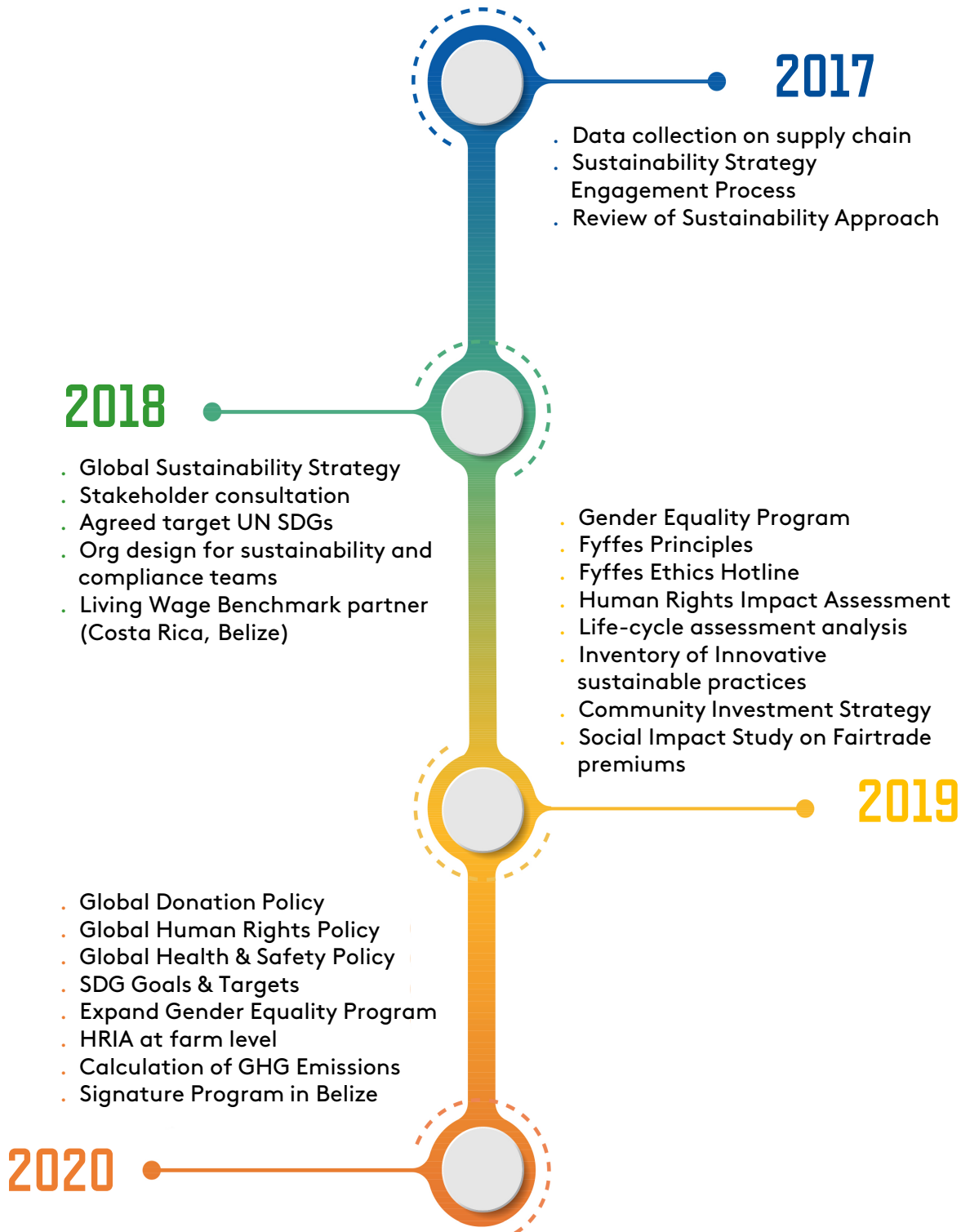


Fyffes upholds the highest standards for good corporate governance, ethics and sustainability by demonstrating and promoting sound business principles across its value chain



Fyffes Sustainability Journey

In 2017 FYFFES reviewed its approach to sustainability and devised a new sustainability strategy





Stewardship of the Planet

Fyffes integrates sustainable practices in all areas of its operation to respond to climate change and ensure that natural resources are efficiently managed, conserved and enhance for future generations.

To achieve this, Fyffes will:

- Increase efficiency in use of inputs and outputs, including implementation of sustainable alternatives
- Protect, restore, maintain and/or enhance natural soil fertility
- Reduce water use, prevent water waste and enhance wastewater quality
- Reduce carbon footprint throughout the supply chain



Healthy Food for Healthy Lives

Fyffes enhances the health of people around the world by delivering healthy produce to underserved markets and by promoting healthy food choices.

To achieve this, Fyffes will:

- Optimise consumer access to healthy core products
- Develop new applications and uses for core products and repurpose waste from production processes



Enriching People's Lives

Fyffes enriches people's lives by contributing to the development of employees, growers, and communities and creating shared value partnerships.

To achieve this, Fyffes will:

- Advance the human rights of employees and provide decent, meaningful employment opportunities throughout the supply chain
- Improve the health, safety and wellbeing of employees
- Nurture and develop our community partnerships
- Collaborate with smallholder farmers to enable their growth and promote sustainable production



Responsible Business Principles

Fyffes upholds the highest standards for good corporate governance, ethics and sustainability by demonstrating and promoting sound business principles across its value chain.

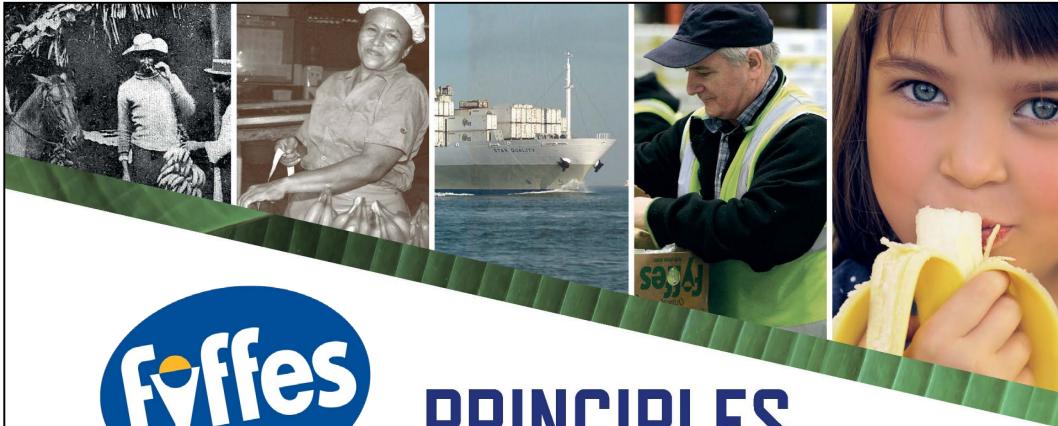
To achieve this, Fyffes will:

- Develop and implement Principles of Responsible Business Conduct 'Fyffes Principles'
- Enable supply chain transparency and transparent business practices
- Maintain open and proactive communication channels with stakeholders to strengthen engagement and influence on sustainable practices



Fyffes Principles

At Fyffes, our reputation for excellence requires scrupulous regard for the highest standards of conduct and personal integrity. These Principles of Responsible Business Conduct - the 'Fyffes Principles' - serve as a foundation for sustainable business performance by requiring all our employees and contractors to operate ethically and responsibly. We prioritize our Fyffes Principles over profit.



PRINCIPLES OF RESPONSIBLE BUSINESS CONDUCT

WHAT ARE THE FYFFES PRINCIPLES?

- The *Fyffes Principles* are guidelines on minimum behaviors at work
- All employees operate **ethically** and **responsibly**
- We prioritize *Fyffes Principles* over profit
- Find *Fyffes Principles* at www.fyffes.com/principles or ask HR

WHAT IS THE FYFFES ETHICS HOTLINE?

- Independent from Fyffes
- Confidential (can be anonymous too)
- Find Fyffes Ethics Hotline at www.fyffes.ethicspoint.com
- Call 1-855-248-4172

WHAT DO I DO IF I SEE MISCONDUCT?

- Report it OR
- Tell your manager or general manager OR
- Tell HR OR
- Contact Fyffes Ethics Hotline

WHERE DO THE FYFFES PRINCIPLES APPLY?

- At all Fyffes operations and in all our offices worldwide

WHO DO THE FYFFES PRINCIPLES CONCERN?

- Everyone who works for Fyffes



SAFETY
Could it directly or indirectly endanger someone or cause them physical or mental harm?



LAW
Is it legal and in line with our policies and procedures?



CONSCIENCE
Does it fit with my personal values?



MEDIA
If the story appeared in the media, would I feel comfortable with the decision?



FAMILY
What would I tell my partner, parent, child or friend to do?



FEEL
What's my intuition 'gut feel'? If it feels bad, then it probably is bad.

Poster published in all Fyffes facilities, available in English and Spanish

Respect for human rights within our own operations and throughout our supply chain is at the core of how we do business at Fyffes.

Fyffes supports human rights and is committed to the fair and ethical treatment of employees and the communities where our operations are located throughout the Company's supply chain.

HRIA OVERVIEW

- In 2019, Fyffes conducted a Human Right Impact Assessment across its operations to identify potential human right issues.
- Results are shown in the table on page 11.
- Issues are prioritized based on scale, scope, and likelihood of remediability.
- Systems in place are reviewed and recommendations are developed to improve management of Human Right Impact.
- Fyffes understands that the risks associated with human rights are not static, and will continue to evaluate and mitigate these risks on an annual basis.

HUMAN RIGHTS IMPACT ASSESSMENT

RISK	RESIDUAL RISKS	NONE	LITTLE	GOOD	STRONG
Migrant workers labour violations	●			➤	
Child labour	●		➤		
Gender discrimination and gender-based violence	●			➤	
Freedom of association and right to CB	●			➤	
Workplace discrimination	●		➤		
Health and safety	●				➤
Working hours, wages and benefits	●			➤	
Security threats	●	➤			
Access to grievance mechanism	●		➤		
Communities' environment and health	●		➤		
Land rights	●		➤		
Right to livelihood	●		➤		
Food safety and consumer health	●				➤

● High
 ● Medium
 ● Low



Gender Equality Program

Identify barriers to equality
faced by women both at work and at home
and provide a platform to foster gender equality

A pilot program was launched in 2019 in Honduras and Costa Rica, in partnership with the Sustainable Trade Initiative, and local partners.

To date, interviews with 90 female and 113 male workers, as well as 7 managers, have been conducted in Honduras, and with 21 women, 32 men and 7 managers in Costa Rica. Several training sessions on topics such as Communication, Human Rights and Gender, have been conducted in both countries.

Committees in place act as change agents in the workplace and the communities. They give workers confidence to tackle inappropriate behavior in the workplace. They also determine financial investment in issues.





Community Impact

Changing lives by supporting the communities that grow our fruit



Good community relations are part of the work ethic in Fyffes.

We promote open, constructive and mutually beneficial relations with societies and communities where we have our operations with the goal of enriching the communities where we produce and consume our fresh produce.

Our community engagement also includes supporting non-governmental and charity organizations that complement our identified focus areas for community investment: education, nutrition, climate change and gender.

Click [here](#) to discover some of our projects.



www.fyffes.com