



# A BRIGHTER WORLD TOMORROW™

2021 Sustainability Report

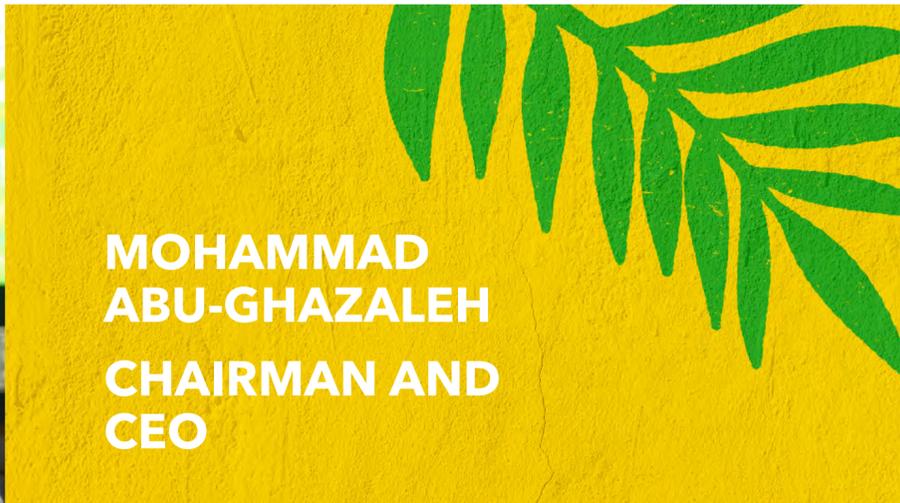
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# Message

I) Chairman & CEO



**“Sustainability is more than an agenda, it’s a fundamental function of our business”.**

As one of the world’s leading vertically integrated producers and distributors of fruit and vegetable products, we strive to make an impact wherever we can. Sustainability is more than an agenda, it is a fundamental function of our business that depends on the meaningful and successful management of our environmental, social, and governance work. It is clearly stated in our five-year transformation plan and underpins our success.

In 2021, Fresh Del Monte showed net sales growth while adjusting to macroeconomic changes, a fluctuating labor force, and challenging supply chains. But these hurdles only strengthen our belief that we are poised to achieve our sustainable growth strategy and deliver against its key elements—organic expansion, product innovation, investments in technology, best-in-class customer relationships, and sustainability.

As we continue to shift towards becoming an agritech company, we have implemented, leveraged, and expanded technology solutions across the organization. We are also continuously working to identify additional collaborations to leverage our underutilized logistics assets that make our supply chain more efficient and sustainable by allowing third parties to buy space on our vessels and trucks and in our warehouses. In doing this, we are not only making our own supply chain more efficient, but we are also doing our part to distribute food around the globe to feed the world’s growing population. We are more than a fruit grower, we are a logistics powerhouse, and have a sustainable focus. In recent years, we set out to measure and address our food waste and by 2030 our goal is to reduce it by 50 percent. We have a specific working group to address this and have challenged facilities to find and share practices toward reduction. In 2021, 95 percent of our food waste was diverted from landfill and our overall food waste was reduced by 13 percent. We are—and will continue—to make progress in this area.

**“We are more than a fruit grower, we are a logistics powerhouse, and have a sustainable focus”.**



# Message

I) Chairman & CEO

## To highlight some of our efforts, in 2021 we:

- Had our targets approved by the Science Based Targets initiative and have since reduced our greenhouse gas emissions for Scope 1 and 2 by 22% compared with our 2019 baseline, leaving us only 5.5 percentage points shy of our 2030 goal.
- Made progress on our multi-year project with the Queensland University of Technology in Australia to develop disease-resistant bananas in response to TR4, a serious global disease that is threatening the future of bananas.
- Helped to safeguard and restore the Quiriguá archaeological park, a UNESCO World Heritage Site, from the impacts of hurricane Eta and Iota and were recognized by the Guatemala Ministry of Culture.

- Shared our sustainability progress at the biggest sustainability events in the world including the World Biodiversity Summit, occurring alongside the United Nations Framework Convention on Climate Change, COP26, in Glasgow, Scotland and NYC Climate Week.
- Won the Environmental Initiatives category in the 2021 SEAL (Sustainability, Environmental Achievement & Leadership) Business Sustainability Awards for our approach to farming while conserving biodiversity. SEAL is an environmental advocacy organization that honors leadership, transparency, and commitment to sustainable business practices.
- Continued our efforts in response to COVID-19 by offering and distributing thousands of vaccines to our team members across our value chain.

While we continue to push boundaries in many areas, we know that there is more work to be done. Our sustainability efforts are ever evolving, and we hold ourselves accountable to our targets. For the first time this year, we are reporting in conformance with the Sustainable Accounting Standards Board (SASB) within Agricultural Products for the food and beverage industry. This sustainability path is one that we take collectively with our team members, our partners, our suppliers, our communities, and our industry. We're excited for what's ahead as we continue to expand our service offerings, use new technologies, and provide fresh, healthy foods. We thank everyone for their partnership and commitment as we continue forward.

**Mohammad Abu-Ghazaleh**  
Chairman & CEO



While we continue to push boundaries in many areas, we know that there is more work to be done.



We're excited for what's ahead as we continue to expand our service offerings, use new technologies, and provide fresh, healthy foods. We thank everyone for their partnership and commitment as we continue forward.



02

# Company Overview

- I) Company Snapshot
- II) Governance



Photo: ©George Steinmetz



## 02 Company Overview

### I) Company Snapshot

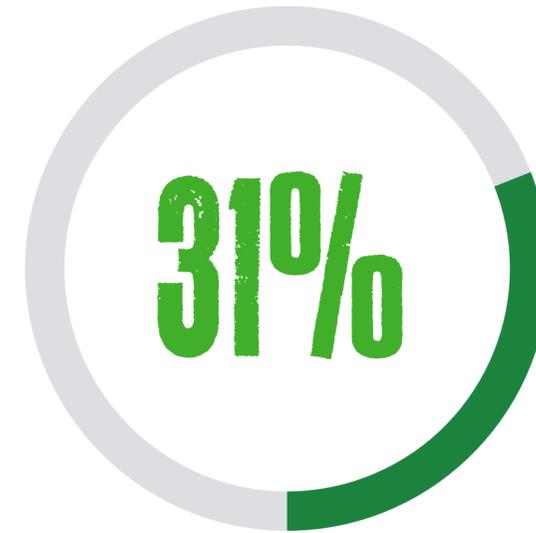


Fresh Del Monte Produce Inc. is one of the world's leading vertically integrated producers, marketers, and distributors of high-quality fresh and fresh-cut fruit and vegetables, as well as a leading producer and distributor of prepared fruit and vegetables, juices, beverages, and snacks in Europe, Africa, and the Middle East. We market our products worldwide primarily under the Del Monte brand, a symbol of product innovation, quality, freshness, and reliability since 1892. Our global sourcing and logistics network allows us to provide consistent delivery of high-quality products and value-added services to our customers.

#### EMPLOYEES

10,483

Full-time,  
salaried  
employees



In  
offices

29,572

Full-time,  
hourly  
employees



Out  
offices

9,522

Seasonal,  
hourly  
employees



# 02 Company Overview

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I) Company Snapshot

## Geography coverage In 2021

90+

Countries  
where products  
are available



21

Countries  
in which we  
operate

19

Different  
official  
languages



### NORTH AMERICA

#### SALES & SOURCING

- Fresh & Fresh-cut
- Fruit & Vegetables
- Prepared food

### CENTRAL AMERICA

#### SOURCING

- Bananas
- Mangos
- Melons
- Pineapples
- Prepared food
- Vegetables

### SOUTH AMERICA

#### SALES & SOURCING

- Grapes
- Avocados
- Berries
- Bananas
- Other Non-Tropical

### AFRICA

#### SALES

- Fresh fruit
- Prepared food

#### SOURCING

- Pineapple
- Prepared food

### ASIA

#### SALES

- Fresh & Fresh-cut fruit & Vegetables

#### SOURCING

- Bananas
- Fresh-cut fruit & vegetables
- Pineapple

### MIDDLE EAST

#### SALES & SOURCING

- Fresh & Fresh-cut fruit & vegetables
- Poultry & meat
- Prepared food

### EUROPE

#### SALES & SOURCING

- Fresh & Fresh-cut fruit & vegetables
- Prepared food



# 02 Company Overview

## I) Company Snapshot



# Business segments

## Fresh and value added products

includes pineapples, fresh-cut fruit, fresh-cut vegetables (which includes fresh-cut salads), melons, vegetables, non-tropical fruit (including grapes, apples, citrus, blueberries, strawberries, pears, peaches, plums, nectarines, cherries, and kiwis), other fruit and vegetables, avocados, and prepared foods (including prepared fruit and vegetables, juices, other beverages, and meals and snacks)

## Banana

Includes Cavendish bananas, Sustainably Grown certified bananas, CRT (Controlled Ripening Technology) bananas, Fair Trade bananas, and exotic bananas

## Other products and services

includes our ancillary businesses consisting of sales of poultry and meat products, a plastic product business, and third-party ocean and inland freight services

## Our brands:



# 02 Company Overview

I) Company Snapshot

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“Wholesome and convenient products to everyone, everywhere”.



Excellence



Care



Passion



Trust



Creativity

## MISSION

We want to inspire healthy lifestyles by providing wholesome and convenient products to everyone, everywhere.

## VISION & VALUES

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

### 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 the best decisions for our organization by fostering teamwork, focusing on speed, and allowing the freedom to succeed.

### Creativity

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



# 02 Company Overview

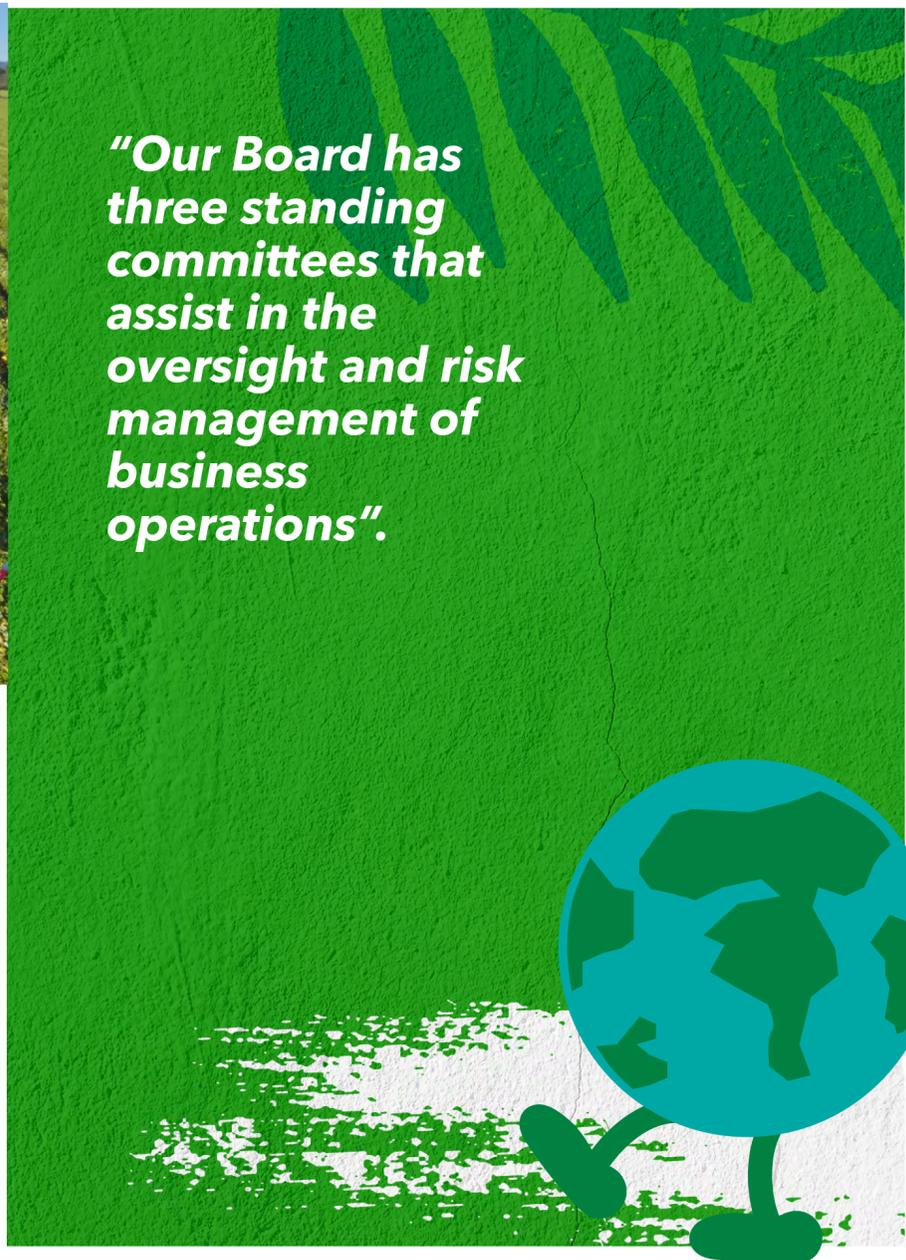
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## II) Governance



**“Our Board has three standing committees that assist in the oversight and risk management of business operations”.**

Our corporate governance is a critical factor in achieving success and fulfilling the Board’s responsibilities to shareholders. Our business and affairs are managed with oversight from our Board, which has adopted [Corporate Governance Guidelines](#) that provide the framework for the governance of our Company. Our Board has three standing committees that assist in the oversight and risk management of business operations. These committees are the Audit Committee, the Compensation Committee, and the Governance Committee.



## Governance Policies

<p><b>Anti-Harassment Policy</b></p>	<p>We believe in establishing a workplace in which people are treated with dignity and respect. Everyone has the right to work in a professional atmosphere that promotes equal employment opportunities and prohibits unlawful discriminatory practices, including harassment. We call attention to this specific topic within our Code of Conduct and Business Policy.</p>
<p><b>Code of Conduct and Business Ethics Policy</b></p>	<p>We conduct business in many areas across the world. We do so lawfully, ethically, and with honesty and integrity. The Code outlines topics including bribery, anti-corruption, discrimination, and human rights. It also outlines incident reporting through our always-available Speak-Up Line and how we respond to those reports.</p>
<p><b>Cybersecurity Incident Response</b></p>	<p>Fresh Del Monte Produce Inc., its subsidiaries, and affiliates ("Del Monte") are committed to protecting sensitive information. We have mapped out how we would respond to cybersecurity incidents to protect our team members, Del Monte as a whole, and the individuals whose sensitive information is held by Del Monte.</p>



# 02 Company Overview

## II) Governance

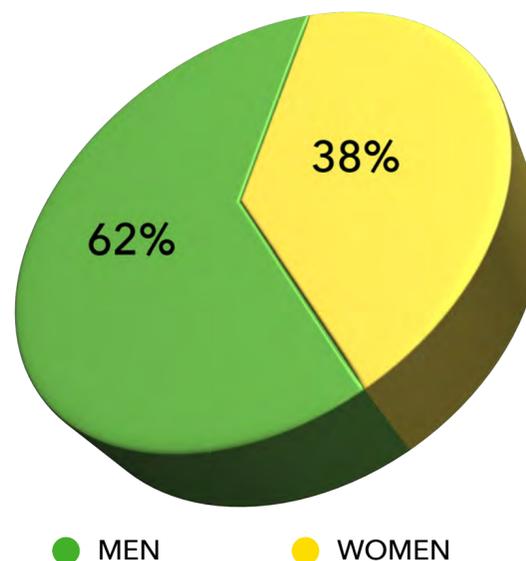
### Board Oversight of ESG

The Governance Committee of the Board is responsible for all oversight of ESG-related issues at Fresh Del Monte. The Governance Committee reviews with senior management the Company's major risk exposures (whether financial, operating, regulatory, etc.) along with steps taken to monitor and control such exposures, including the practices, guidelines, policies, and processes for risk assessment and risk management. The Chief Sustainability Officer (CSO) reports key issues quarterly to the Governance Committee with the support of the Sustainability Steering Committee.

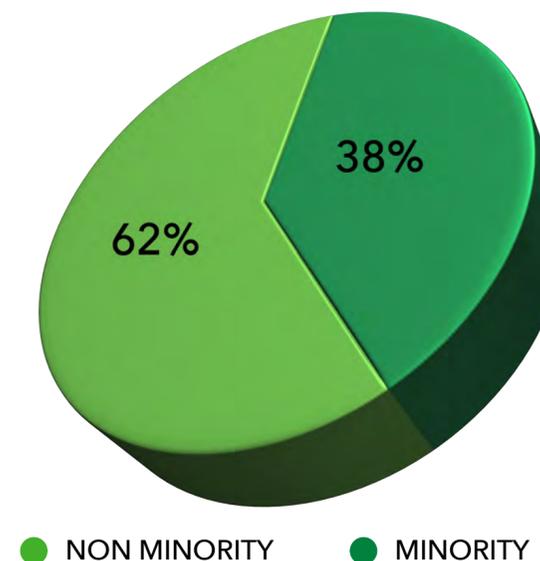
### BOARD SNAPSHOT

- 8 Directors
  - 38% Women, 62% Men
  - 38% Minority, 62% Non-Minority
  - 63% Independent (5/8)
- Board conducts an annual evaluation to determine effective functioning.
- Directors regularly attend continuing education programs.

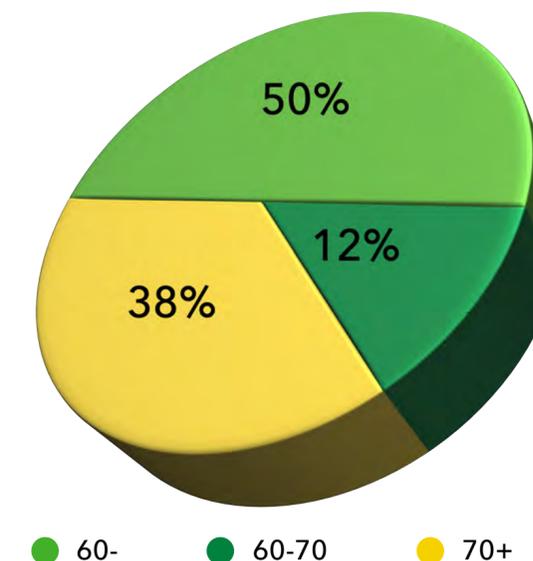
### Gender diversity of Directors



### Ethnic diversity of Directors



### Age diversity of Directors



### Average Tenure



## 02 Company Overview

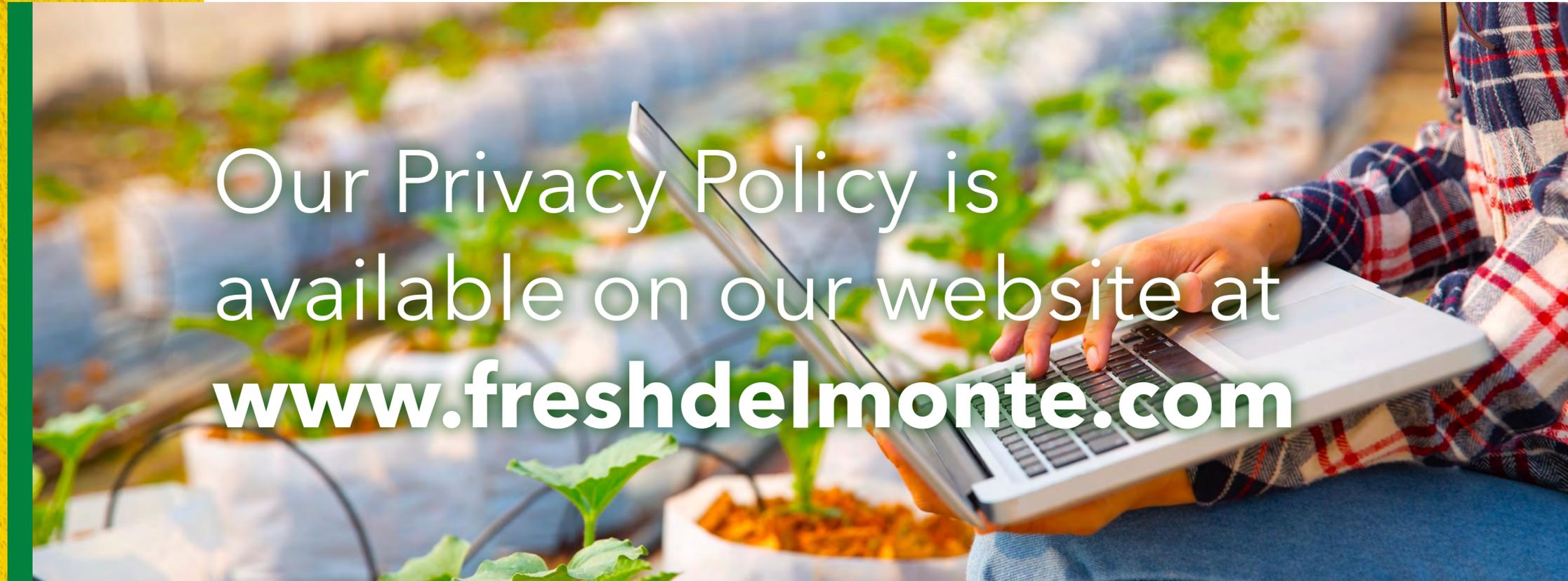
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### II) Governance

#### Cybersecurity

Fresh Del Monte is committed to protecting our company, supplier, and customer information. Our Board of Directors includes skill expertise in cybersecurity. Functionally, our Board's Audit and Governance Committees monitor the effectiveness of the Company's cybersecurity. The Audit Committee oversees information systems controls and security, including a periodic review of the Company's cybersecurity and other information technology risks, controls, initiatives, and action plans. The Governance Committee oversees risk.

Fresh Del Monte has a Data Security Policy and an Incident Response Plan in place and has formed Incident Response teams at the corporate and regional levels. All managers are required to review and follow our incident response plan and have been trained on the same. Since 2019, our employees with access to our systems have attended a security awareness program focusing on resisting phishing campaigns and cybersecurity training. A monthly newsletter highlighting different cybersecurity topics is circulated to employees. Fresh Del Monte also cares about our consumers' data privacy. Our [Privacy Policy](#) is available on our website at [www.freshdelmonte.com](http://www.freshdelmonte.com) and outlines what data we collect and, depending on the jurisdiction, allows those in our database to request our company to access, correct, and/or delete their personal information.



Since 2019, our employees with access to our systems have attended a security awareness program focusing on resisting phishing campaigns and cybersecurity training.

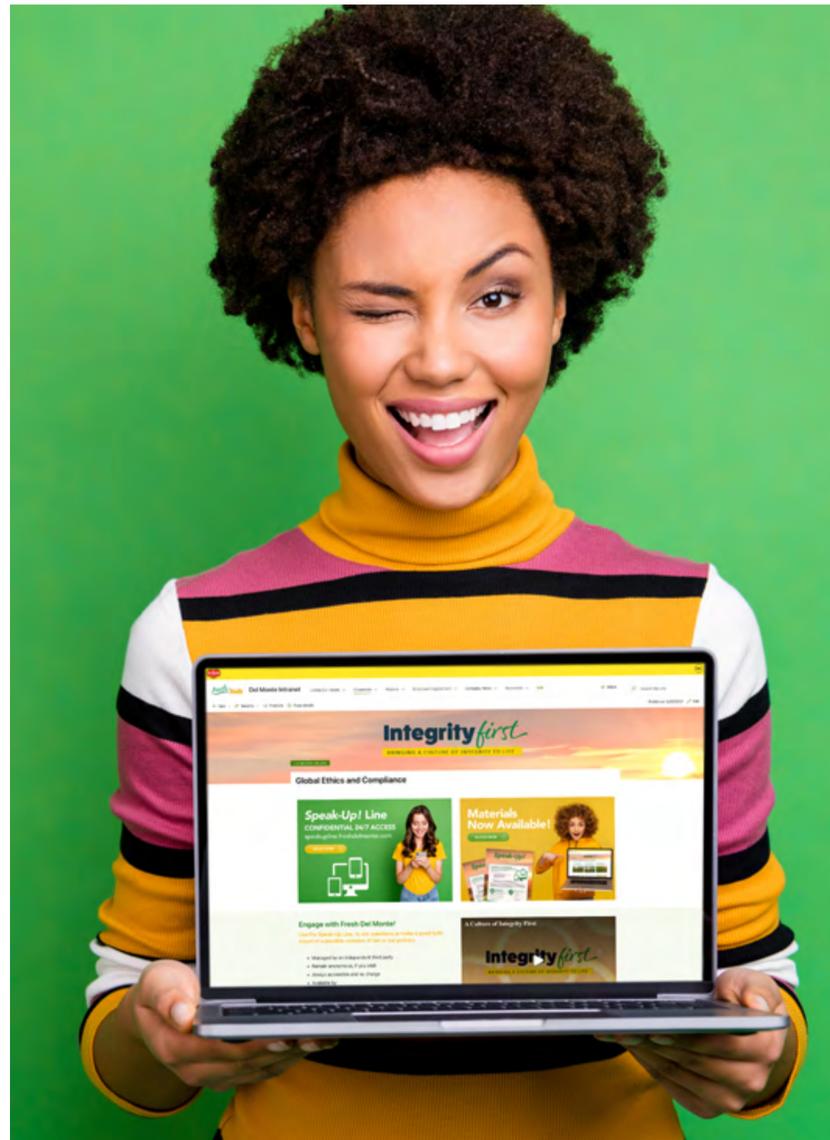


## 02 Company Overview

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II) Governance

### Business ethics



**“Our Code addresses the requirements and obligations applicable to officers and employees with essential roles in the financial reporting process”.**

At Fresh Del Monte, we follow our guiding principle of Integrity First in everything we do. We expect employees to go beyond what is lawful to do what is right. Dedication to this principle has led us to build a company culture that aligns with our corporate values and our core principle, “We do the right thing every time.” We translated this principle into a Global Ethics and Compliance program called Integrity First Global Compliance Program to build a culture that engages, motivates, and inspires each of us to live our company values. Our team members have access to Integrity First resources such as policies and governance documents through our intranet website, FreshHub, which is available to all team members with access to systems worldwide.

We have adopted a [Code of Conduct and Business Ethics Policy](#), or the Code, that applies to all our directors, officers, employees, agents, and representatives. The Code is designed to ensure that our business is conducted consistently, legally and ethically. The Code addresses conflict of interest, political contributions, human rights, workplace practices, and discrimination and requires adherence to all laws and regulations applicable to the conduct of our business. Our Code addresses the requirements and obligations applicable to officers and employees with essential roles in the financial reporting process.

It also outlines policy implementation, provides an outlet to report violations at any time, and is available in 40 languages.

We further underscore our expectations through the specific Anti-Corruption and Bribery section of our Vendor Code of Conduct and Business Ethics, which states that our team members and representatives do not and will not act with any intent of, or in connection to, corruption, accept bribery or kickbacks, contribute to, accept, or offer anything of value in connection with securing business, goods, or services for Fresh Del Monte.

**“We simply do not tolerate corrupt practices”.**



# 02 Company Overview

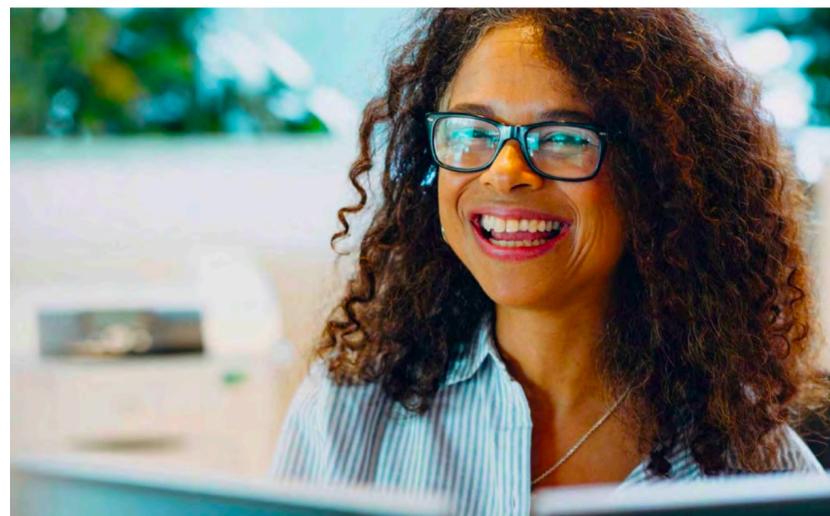
## II) Governance

### Speak-Up Line

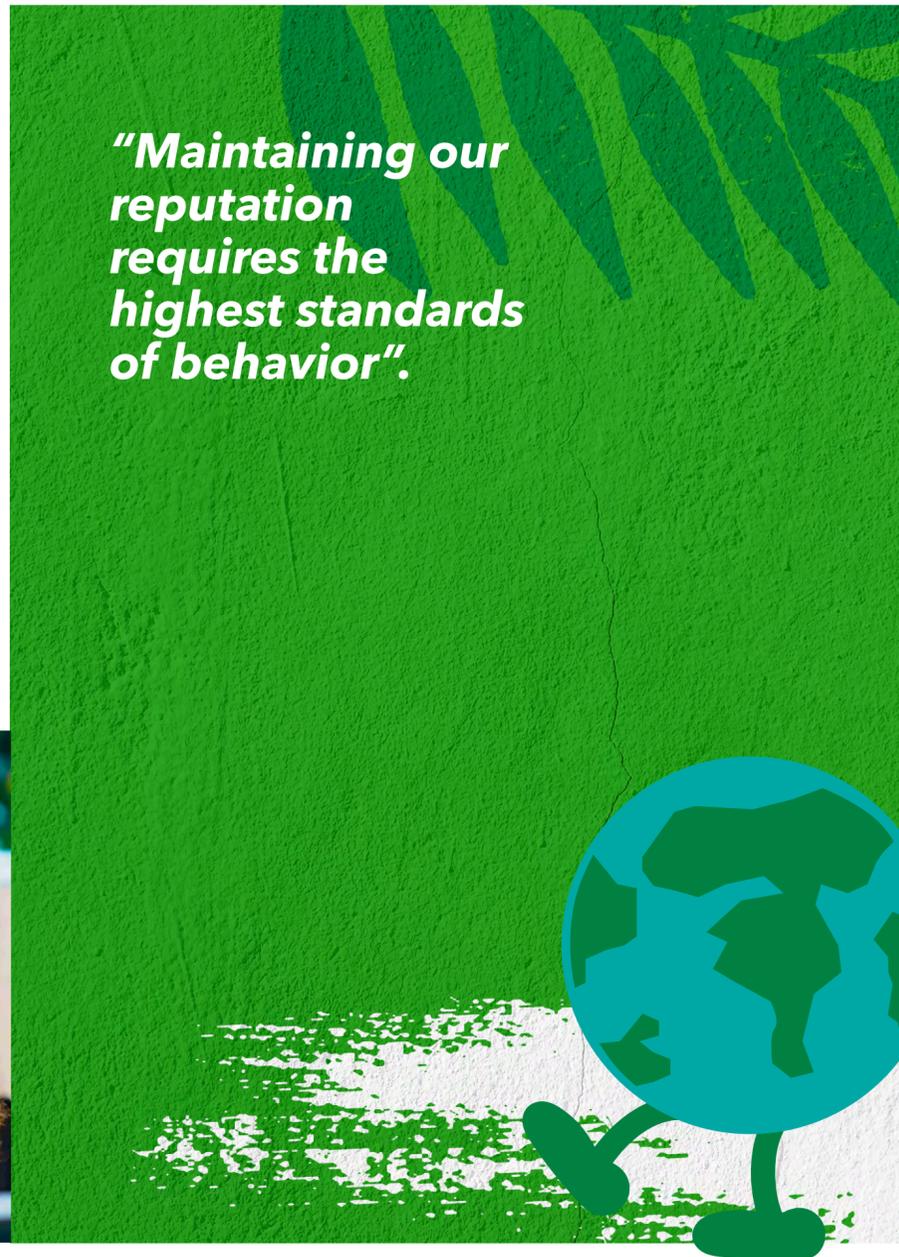
POWERED BY CONVERCENT

Our reputation is an asset, as valuable as our people and our brands. Maintaining our reputation requires the highest standards of behavior. We maintain a global whistleblower system called the “Speak-Up Line” to give our employees a resource for our Code of Conduct and Business Ethics.

**Our core principle is, “We do the right thing every time”.**



*“Maintaining our reputation requires the highest standards of behavior”.*



The Speak-Up Line, available 24/7 in 40+ languages, is accessible using any smartphone, tablet or computer with access to the internet (with or without your name, to extent permitted by law).



Phone access is available using a local toll-free number



SpeakUpLine.FreshDelmonte.com is also available

The system allows users to ask questions, report an incident, check on the status of an incident or learn the process.



03

# Our approach to sustainability

- I) ESG Oversight
- II) Materiality
- III) Goals & Progress
- IV) Q&A with our Chief Sustainability Officer and Senior Vice President of Research & Development, Hans Sauter



# 03 Our approach to sustainability

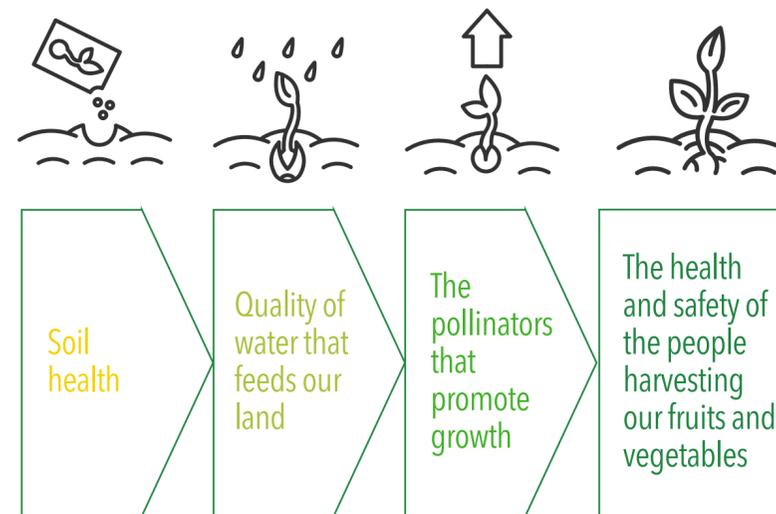
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**Our vision for a Brighter World Tomorrow™ is our commitment to building a sustainable food system to meet humanity's most basic needs.**

We only have one planet where we grow healthy, nourishing food that feeds the world's population. At Fresh Del Monte, we are shaping the future of agriculture through shared learning and innovation in practices and technology. Sustainability is fundamental and meaningful to us. Our strength is in creating sustainability programs to conserve biodiversity, reduce our impact on climate change, and partner with communities around the world to create **A Brighter World Tomorrow™**, all with our diverse employee base.

Protecting our planet and its resources is our collective responsibility –our business is intrinsically connected to natural resources, and using them responsibly and sustainably is a top priority for Fresh Del Monte.

We take a holistic approach to conversation that considers the entire ecosystem, which is vital for the current and future success of our business. Our business is connected to nature in many ways, so we must consider the full environment in which we grow, which includes:



Considering the complete ecosystem is vital to the health of our products and the success of our sustainability efforts. Our business strategy is enhanced by successfully managing our sustainability pillars—our goals are designed to support this ecosystem and our entire value chain.

## Fresh Del Monte's Approach to Sustainability is Grounded in our Business Strategy

### Business strategy

Protect and grow the core	Drive innovation & expansion growth on value-added categories	Evolve our culture to increase employee engagement & productivity	Become a consumer driven company	Become a technology driven company to drive efficiencies	Integrate sustainability into all we do
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### Sustainability pillars

 Protecting our planet	 Living our values	 Providing healthy choices	 Growing with our communities
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### Critical thematic material topics

<ul style="list-style-type: none"> <li>• Climate Change</li> <li>• Sustainable Farming</li> <li>• Water Stewardship</li> </ul>	<ul style="list-style-type: none"> <li>• Circular Economy &amp; Waste</li> <li>• Worker Wellbeing</li> <li>• Human Rights</li> </ul>	<ul style="list-style-type: none"> <li>• Diversity &amp; Inclusion</li> <li>• Supply Chain Management</li> <li>• Food Safety &amp; Quality</li> </ul>
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# 03 Our approach to sustainability

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## Recent Sustainability Milestones

2021

Aligned our reporting with the Sustainability Accounting Standards Board (SASB)

2020

Became the first global marketer of fruits and vegetables to commit to the Science Based Targets initiative  
Began reporting in reference to the Global Reporting Initiative

2018

Released our first Sustainability Report

2017

Launched our Network Shipping Impact Project to update our Central and South American vessels to be more fuel-efficient

2016

Our operation in Chile receives its first Sustainably Grown Certification from SCS Global Services.  
Launched our first hydroponic system at our greenhouse operations in Jordan

2015

Our banana operation in Costa Rica (BANDECO division) is certified as Carbon Neutral by SCS Global Services

2011

Del Monte Kenya Ltd was recognized as a Commended Company by GBC Business Action on Health Awards for their HIV/AIDS Workplace Program.

2010

We set our first official global corporate sustainability goal: to reduce water and energy consumption by 10 percent in ten years

1998

PINDECO and Bandeco received its first ISO 14001 Environmental Management Systems Certification



# 03 Our approach to sustainability

## I) ESG Oversight



**In addition to Board oversight, our Chief Sustainability Officer (CSO) assesses and manages sustainability-related risks and opportunities and directs all regional team activities.**

The CSO works directly with the Sustainability Steering Committee—a cross-departmental group of company leaders building the company’s sustainability objectives in each impact area. Members include the General Counsel, Chief Human Resources Officer, Chief Financial Officer, Vice President of Communications, and Global Sustainability Manager.

The CSO and Sustainability Steering Committee then work with Sustainability Leaders in each of our regional operations to enact critical sustainability programs, including climate mitigation and adaptation activities. Each facility globally has a team member responsible for managing sustainability-related programs and activities. Our larger agricultural operations have a formal position dedicated to sustainability and environmental management. Our operations work with key stakeholders in their operating regions and can respond and react to the unique context of sustainability where they are located.



The health and well-being of the communities and the environment where our employees work and live is both a responsibility and a benefit for our business. Our ESG agenda translates this responsibility into action. In 2021 we challenged a dedicated and cross-functional team to look ahead 10 years.

Six multidisciplinary executive working groups (including finance, operations, sales and operation planning, human resources, engineering, research and development, and shipping) were tasked with developing a roadmap of actions and an enhanced set of targets. Each roadmap outlined a list of actions and investments needed in the next 10 years to make the company more resilient. Our critical thematic material topics were determined from a robust materiality assessment that included internal and external stakeholders.

# 03 Our approach to sustainability

## II) Materiality

**Stakeholder engagement is a critical component of our sustainability strategy. We regularly engage with our key stakeholders, internally and externally, to create a feedback loop that guides our actions.**

In 2021, Fresh Del Monte conducted a materiality assessment to determine which topics were most important to our stakeholders and most relevant to our business. The assessment helped us further our sustainability efforts as we look to the future and our environmental impact.

For this assessment, we interviewed and surveyed internal leaders, Board members, employees, and strategically chosen external stakeholders to determine the following critical thematic material topics of most importance:

- Climate Change
- Human Rights
- Worker Wellbeing
- Sustainable Farming
- Water Stewardship
- Food Safety & Quality
- Supply Chain Management
- Circular Economy & Waste
- Diversity & Inclusion



**The study resulted in a series of critical thematic material topics that inform our strategy, goals, and targets.**

Risk & Crisis Management was also noted as a top priority. The Corporate Governance committee of the Board of Directors regularly reviews our Enterprise Risk Management program, which includes our major risk exposure, guidelines, policies, and practices. Our Chief Sustainability Officer joins officers from across the company in providing risk reports for this review. Results of this Materiality Assessment were shared with the Board in its regular risk review. Further details on risk management are available in our [2022 Proxy Statement](#).



# 03 Our approach to sustainability



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III) Goals & Progress

## To achieve our vision of A Brighter World Tomorrow™, we must hold ourselves accountable.

Our goals support our strategic objectives and sustainability ambitions. The stakeholder input collected through our Materiality Assessment provided direction to the new goals set in 2021, building on those set in 2019. Our climate targets were approved by the Science Based Targets initiative (SBTi), with our primary GHG goal achieving validation in 2021.

In addition to our goals contributing to our ecosystem and value chain, Fresh Del Monte's goals and targets were devised with three additional considerations:

- Is this a stakeholder priority?
- Can we make a transformative impact?
- Can we contribute to the United Nations Sustainable Development Goals (UN SDGs)?

The below Fresh Del Monte goals contribute to the United Nations Sustainable Development Goals:



**With primary contributions including responsible land use, clean water, health, and education.**



# 03 Our approach to sustainability



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## III) Goals & Progress

Topic	Goal	Achieve by	2021 Progress	% Completed	SDGs Linkage
Community Investment	Support 300 local sustainability programs that create measurable and lasting change	2025	34 programs for a cumulative total of 400 programs created	Achieved 133%	
	Provide educational opportunities to 20,000 students and adult learners	2025	12,000 new students reached, for a total of 35,000 students to date	Achieved 175%	
	Contribute to a green economic recovery from COVID-19* in our neighboring communities.	2025	Green Economic Activity underway at El Tigre Reserve	20%	
Wellbeing of Workers & Employees	Improve employee wellbeing satisfaction scores compared with a 2020 baseline	2030	(We will begin reporting progress on this target in our 2022 report.)		
Responsible Sourcing	Achieve 100% of global product volume certified as sustainably grown by a third party	2025	126,914,155 boxes certified in 2021	82%	



\*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.



# 03 Our approach to sustainability



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## III) Goals & Progress

Topic	Goal	Achieve by	2021 Progress	% Completed	SDGs Linkage
Climate Action	Reduce our Greenhouse Gas Emissions in alignment with the Science Based Targets initiative:  (a) Reduce our Scope 1 + 2 emissions by 27.5% compared with 2019 levels (b) Reduce our Scope 3 Emissions by 12.3% compared with 2020 levels	2030	(a) 22.64% reduction in GHGE (b) 0.23% reduction in GHGE	a) 80% progress b) 2% progress	
	Reduce our absolute Scope 1 CO <sub>2</sub> e emissions from vessel shipping by 10% compared with 2019 levels	2025	20% emissions reduction from vessel shipping	✓ 120% progress	
	Plant and/or donate 2,500,000 trees from a 2016 baseline	2025	1,629,156 trees	65%	
Food Waste	Reduce our food loss and organic waste sent to landfill by 50% compared with our 2020 baseline	2030	52% diverted from landfill	✓ 104%	



# 03 Our approach to sustainability



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## III) Goals & Progress

Topic	Goal	Achieve by	2021 Progress	% Completed	SDGs Linkage
Responsible and Regenerative Farming	Implement regenerative and soil health management practices in 100% of owned and associated growers' farms	2030	10% of owned farms (future results to include associate grower farms)	10%	
	Monitor 100% of protected areas annually by conducting an inventory of species in each of our reserves	2025	7,946 hectares inventoried	67%	
Water Stewardship	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	2030	1 out of 15 operations had improvement in WUE	7%	
	Achieve at least 80% of associate growers implementing water use efficiency practices in their operations	2030	Two associate growers implementing WUE practices (representing 494 hectares)	2%	



# 03 Our approach to sustainability



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## III) Goals & Progress

Topic	Goal	Achieve by	2021 Progress	% Completed	SDGs Linkage
Sustainable Packaging	Double the amount of recycled content in our most highly consumed secondary packaging by 2026**	2026	Increase of 12,056 MT of recycled content	27.4%	 
	Reduce virgin plastic usage by 25% on consumer packaging we purchase by 2025**	2025	We will begin reporting progress on this target in our 2022 report.		
	Double the amount of Returnable Plastic Crates (RPCs) used by the company by 2027**	2027	12,799,232 RPCs used	4%	
	In addition to currently 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) by 2023	2023	We will begin reporting progress on this target in our 2022 report.		



\*\*From 2020 Baseline



## 03 Our approach to sustainability

IV) Q&A with our Chief Sustainability Officer and Senior Vice President of Research & Development, Hans Sauter

### You have been with Fresh Del Monte since 1988, how have you seen sustainability grow within the organization?

Over the last 34 years, I've been closely connected to our sustainability programs, starting at an operational level when our pineapple and banana farms implemented environmental management systems and sought ISO 14000 certification. I'm continually amazed at the passion our farm team members have for sustainable practices. We've adopted a holistic approach to regenerative agriculture, meaning every part of our operations is included. Scientists are in the field to explore and implement best practices for soil health, we've achieved carbon neutrality at two of our operations in Costa Rica, and we're working to conserve and reuse water wherever we can. Because our sustainability goals touch every aspect of our growing process, it touches every one of our team members. It has been truly exciting to be part of this movement, watch it evolve from an isolated project to a companywide mission, and become part of our key strategic goals.

Committing to the Science Based Targets initiative was a transformative step in the way our company looked at its role in society. Since then, we have joined other similar-minded organizations in the all-too-relevant conversation of how food systems need to be transformed to respond to the ever more challenging climate humanity is facing.



**HANS SAUTER**  
CHIEF  
SUSTAINABILITY  
OFFICER

### How does Fresh Del Monte encourage sustainable engagement with suppliers?

We work with suppliers that have the same outlook, goals, and long-term agenda that we have. We're committed to making a difference and doing our part to help the planet, and we want to work with companies that share that vision. This includes sustainable business practices but also trickles down into how they treat employees, what they do in their communities, and how they support those communities.

Our third-party growers are required to comply with our code of conduct and meet the same safe and sustainable growing practices that we have on our owned farms. We support and enable them to do this through knowledge-sharing, technical support, and farm visits, where we encourage them to share their latest social responsibility programs.

### FRESH DEL MONTE AT THE WORLD BIODIVERSITY SUMMIT

*Hans Sauter joined industry leaders in a panel discussion on "Sustainable and Regenerative Agriculture at the Center of Development Strategies - Challenges and Opportunities," a section held at the World Biodiversity Summit in November 2021 at Glasgow, when industry leaders discussed the transition to a more resilient agriculture practice in a warming world. The conversation also touched on food security and innovative advances in technology.*

## 03 Our approach to sustainability

IV) Q&A with our Chief Sustainability Officer and Senior Vice President of Research & Development, Hans Sauter

### What advancements would you like to see in your industry to support your sustainability mission?

Science will play a crucial role in delivering new cutting-edge solutions that help food systems cope with more extreme weather while reducing their dependency on synthetic agrochemicals. I'd like to see a series of enhancements in the next three to five years, including:

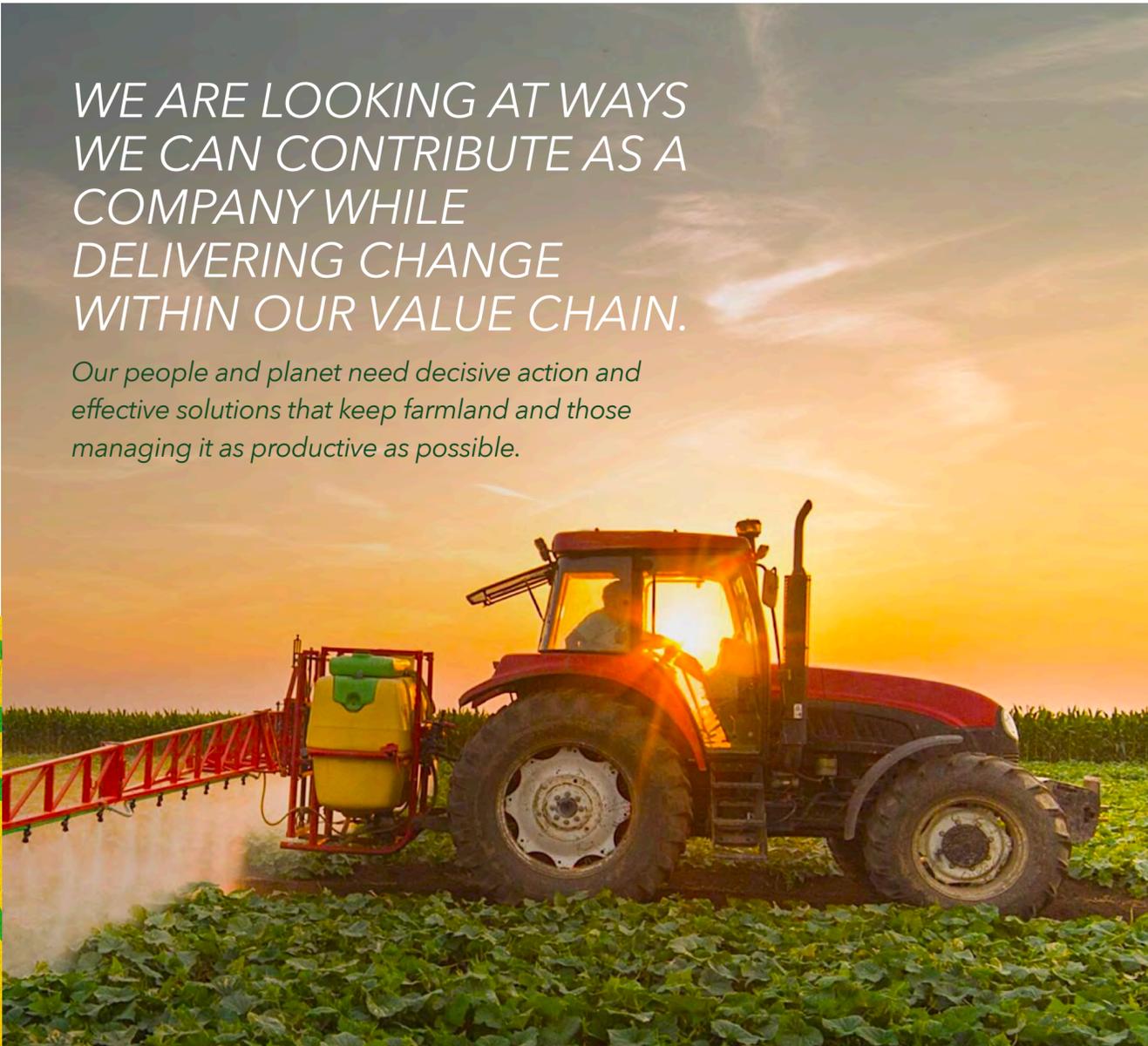
- A concerted effort to continually improve methods to deliver water to crops in ever more efficient ways.
- Innovative and collaborative efforts to create lasting infrastructure support in our growing communities, including projects to restore biodiversity and provide step-change in the communities along our value chain.
- A focus on digital solutions that help farm managers produce more efficiently and with practices that are gentler on the environment and available to any size grower.
- A wider role for bioengineering in delivering not only disease resistance in bananas but improvements in heat and salinity tolerance of vital crops, while improving their nutritional traits.

These last two technologies will also play a role in addressing our current dependency on synthetic fertilizers and faster adaptation of crops to warmer, drier, and more disease-prone climates that humanity is facing.

We are looking at ways we can contribute as a company while delivering change within our value chain. We are engaged in research and collaborations that are creating movement in these areas, some of which you will read about in this report. Our people and planet need decisive action and effective solutions that keep farmland and those managing it as productive as possible.



**“Science will play a crucial role in delivering new cutting-edge solutions that help food systems cope with more extreme weather”.**



WE ARE LOOKING AT WAYS WE CAN CONTRIBUTE AS A COMPANY WHILE DELIVERING CHANGE WITHIN OUR VALUE CHAIN.

*Our people and planet need decisive action and effective solutions that keep farmland and those managing it as productive as possible.*

04

# Protecting our planet

- I) Our Approach
- II) Climate Action
  - Targets and Progress
  - Renewable energy
  - Forest conservation
  - Transportation emissions reductions
  - Sustainable Farming
  - Regenerative Agriculture
- III) Water Stewardship
  - Water Risk Management
- IV) Circular Economy & Waste
  - Food Waste
  - Packaging Waste



## 04 Protecting our planet

### I) Our approach

#### At Fresh Del Monte, we strive to balance agricultural productivity, biodiversity, and environmental action.

We are leaders in our industry in creating solutions for sustainable farming and often collaborate within our value chain to encourage the adoption of sustainable practices. We understand agriculture's contribution to greenhouse gas (GHG) emissions and the worsening impacts of global climate change as severe weather events become more common, water stress worsens, and biodiversity is increasingly threatened. Biodiversity is vital to our communities as it helps provide clean air and water. We are deeply committed to reducing our GHG emissions, promoting sustainable farming, enhancing ecosystem preservation, conserving water resources, and minimizing the impacts of our product and packaging waste.

**28%** OF OWNED ACRES SET ASIDE TO PRESERVE BIODIVERSITY AND PROTECT WILDLIFE

#### Our approach.

A strong environmental management system is fundamental to continue providing fresh fruits and vegetables. Operating with care for the environment is at the heart of our business strategy. As a vertically integrated company, we have the unique ability to promote change through our value chain. We begin with how we source materials, continue through monitoring and supporting our growers and farming operations, and finish by delivering high-quality fruits and vegetables to customers. We proudly lead our industry with science-based and technological innovations and best-in-class operational practices.

We have policies and formal systems in place to ensure a consistent approach across our global operations. Our [Global Environmental Policy](#) guides our performance in GHG emissions reduction, water management, waste generation, and ecosystem protection. Our [Land and Water Suitability Policy](#) guides the climate and water risk management and environmental considerations ahead of choosing new agricultural development. In addition, we work collectively with research institutions, suppliers, industry associations, community organizations, and governments toward our common goals.



# 04 Protecting our planet

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II) Climate action

## 2021 Greenhouse Gas Emissions

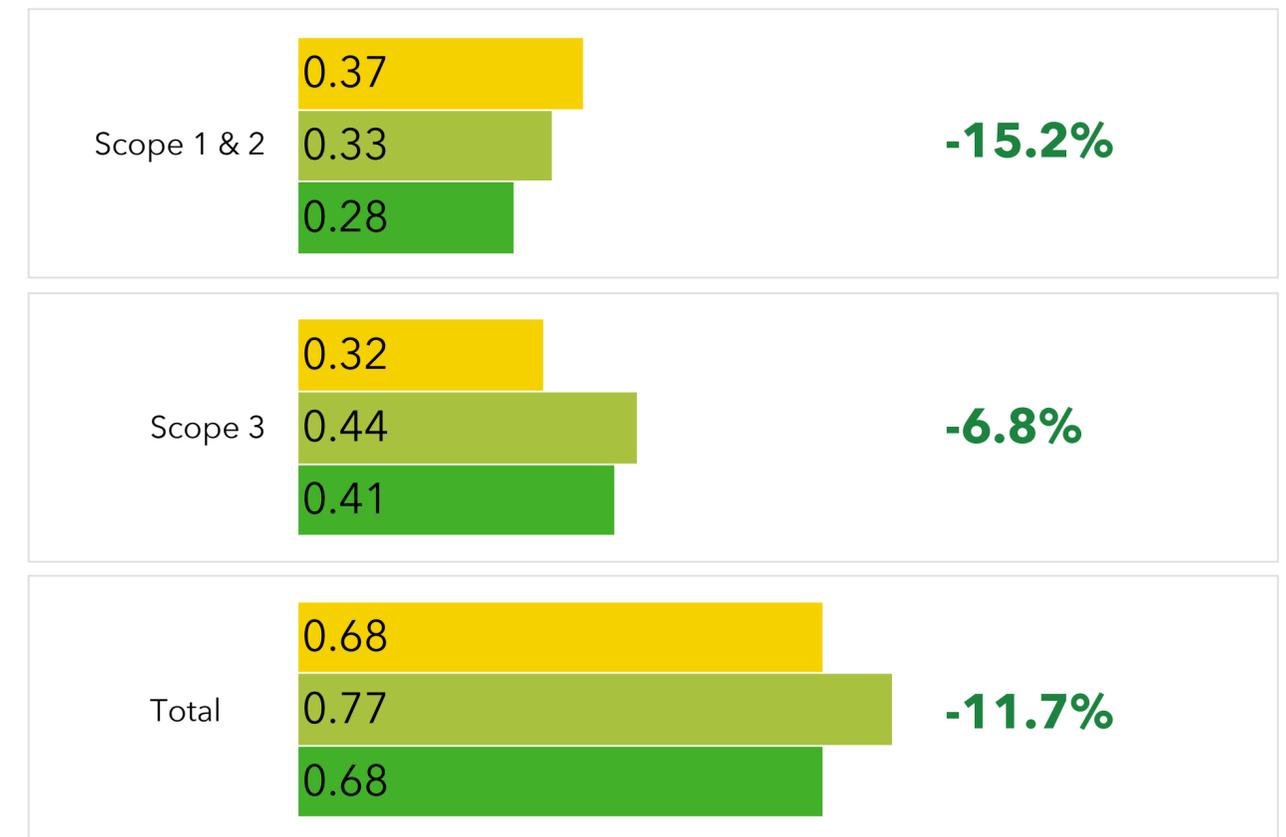
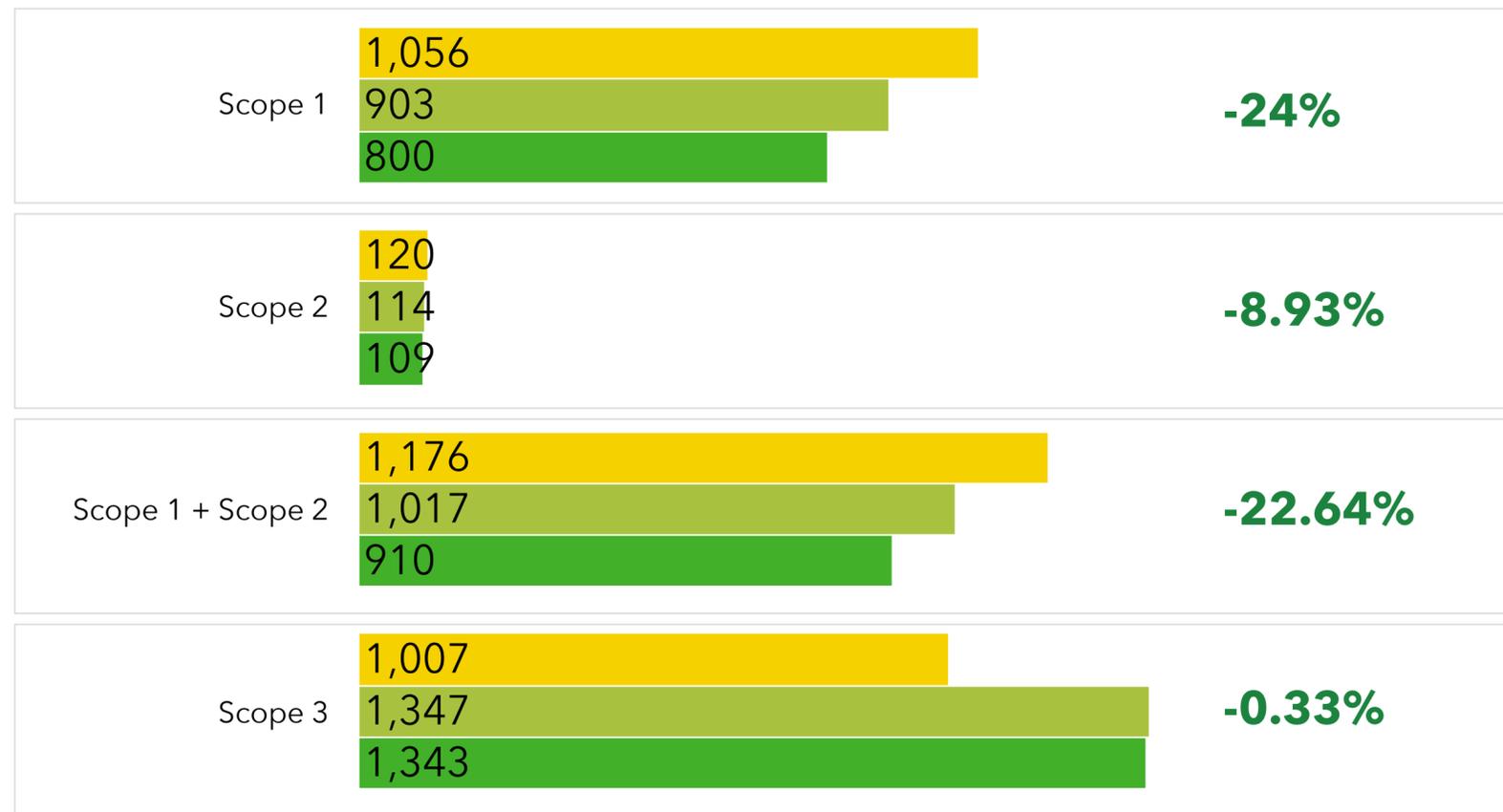
(Thousand metric tons CO<sub>2</sub>e)

## Reduction Against SBTi Targets\*

## 2021 GHG Intensity

(Metric tons CO<sub>2</sub>e / Metric tons product )

## 2020 V 2021 difference



■ 2019 ■ 2020 ■ 2021

\*Scopes 1 and 2 compared with a 2019 baseline. Scope 3 compares to a 2020 baseline.

\*Intensity is calculated by dividing MT CO<sub>2</sub>e by MT of product.



# 04 Protecting our planet

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II) Climate action

## Targets and progress.

We made significant progress on our climate action initiatives in 2021 by reducing our combined Scope 1 and 2 emissions by 22.6 percent compared with 2019 levels, achieving 80 percent progress on our goal. Our Scope 3 emissions were reduced by 0.3 percent compared with 2020, and we expect to make further progress as we learn more about our Scope 3 emissions sources.

We will continue to find opportunities to reduce our emissions and join collective efforts with our stakeholders to mitigate the effects of climate change. We believe that limiting global warming to below 2 degrees C, as outlined in the Paris Agreement, is crucial for the long-term health and safety of the planet and future generations.



### 2030 Climate Goals:

- Reduce Scope 1 + Scope 2 emissions by 27.5% (2019 baseline) - **80% complete**
- Reduce Scope 3 emissions by 12.3% (2020 baseline) - **2% complete**
- Reduce our absolute Scope 1 CO<sub>2</sub>e emissions from vessel shipping by 10% (2019 baseline) - **achieved**
- Plant and/or donate 2.5 million trees - **65% complete**



## Renewable energy.

We are constantly exploring ways to decrease our reliance on fossil fuels and increase our renewable energy consumption. Currently, we are implementing projects that focus on wind energy and solar. Our wind turbine project in Gonzales, California became fully operational this year, generating 5,348,289 kWh of electricity and saving 939 metric tons of CO<sub>2</sub>e. In Costa Rica's banana operation, our solar panels generated 63,410 kWh and have reduced monthly kWh usage by 30 percent since 2017. We are learning from the success of these initiatives to share best practices with additional facilities.



**"In 2021, approximately 15 percent of our electricity consumption came from renewable sources".**



## 04 Protecting our planet

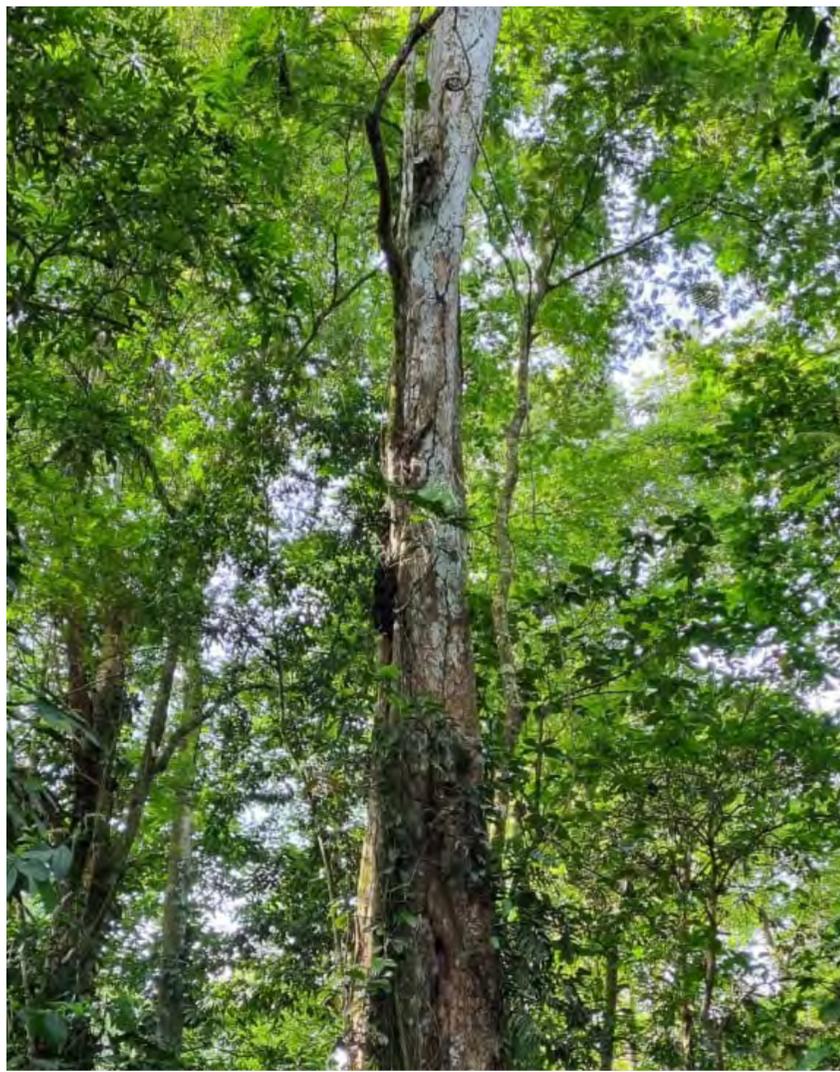
### II) Climate action

#### Forest conservation.

Healthy trees, plants, and soils offer natural carbon absorption by taking CO<sub>2</sub> from the air and using it to build new leaves, trunks, and roots. We take advantage of these ecological benefits by protecting our forests and planting trees native to local ecosystems. In our operations, we plant trees purposefully to protect natural areas. We plant between fields and roads and alongside streams to reduce erosion and runoff. We plant on land retired from agricultural protection to increase soil carbon and biomass carbon stocks.

Fresh Del Monte joined the World Economic Forum's 1 Trillion Tree initiative (1t.org) to help plant, and grow one trillion trees by 2030. 1t.org mobilizes, connects, and empowers the global reforestation community supporting the UN Decade on Ecosystem Restoration. At Fresh Del Monte, more than 9,500 hectares – more than a quarter of our owned land – is designated as protected forests throughout our farms, which benefit biodiversity and the health of our soil and ecosystems. Through this program, we plan to expand this area to over 10,000 hectares by 2025. [1]

In 2021, we planted 596,647 trees for conservation purposes, a 250 percent increase from the prior year. To date, we have planted 1,629,156 trees, 65 percent of our goal of planting 2,500,000 trees globally by 2025. Our 2021 conservation efforts are estimated to bring 144,504 MT CO<sub>2</sub>e savings, and reforestation efforts save an additional estimated 514 MT CO<sub>2</sub>e.



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#### Case Study:

#### TOGETHER We Achieve More for Biodiversity and People

In 2021, Fresh Del Monte Produce announced a partnership with the **German Society for International Cooperation (GIZ)** creating a collaborative, multistakeholder program to maximize the use of natural resources and ensure sustainable landscapes in Costa Rica and Guatemala.

Since then, we have made important progress.

In Costa Rica, an education program we support, **"EDUCAPILA"** gained momentum, promoting environmental awareness around **"La Amistad International Park,"** the largest national park in Costa Rica at 479,000 acres and a UNESCO World Heritage Site. This park is the home to two-thirds of plant and animal species found in Costa Rica. To date, this initiative detected 468 bird and 31 mammal species across project areas in Costa Rica and Guatemala. In partnership with **the Local Council of Rio Cañas Biological Corridor,** we are supporting the design of a Water School to promote awareness and the need to conserve water resources across the Cañas river basin.

**"La Amistad International Park," the largest national park in Costa Rica at 479,000 acres and a UNESCO World Heritage Site.**



# 04 Protecting our planet

II) Climate action

## Case Study (Continued):

### TOGETHER We Achieve More for Biodiversity and People

In another developing program within this GIZ collaboration, we are working to define areas of ecological importance in each Costa Rica and Guatemala. We are establishing connectivity routes – connecting biological corridors where there are interruptions – in three areas, each aligned with a Fresh Del Monte growing divisions (Our Banana and Pineapple Divisions in Costa Rica and the Banana Division in Guatemala). Within these areas, there are studies including a series of markers to track the health of each area of importance. Preliminary studies in 2021 determined that wildlife refuges maintained on our property, such as **“Montaña El Tigre,”** are protecting a high degree of diversity among flora and fauna. **Cameras were added on the property to observe animal life,** another data input on the health of the ecosystem. 2021 observations in southern Costa Rica have identified four of the six endangered feline species, indicating strong ecosystem health.

Additionally, this work in Montaña El Tigre has made the reserve available for eco-tourism, advancing our progress to reaching our community investment goal of contributing to a green economic recovery. The work on the reserve involved training of young men and women from neighboring communities in wildlife identification, and most importantly developing the management plan to obtain regulatory permits to allow the reserve to officially receive visitors.

**Studies will continue in 2022.**



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## 04 Protecting our planet

### II) Climate action

#### Transportation emissions reductions

Our products are transported from farms to worldwide markets through our global logistics operation that closely manages quality and freshness. In researching our emissions, we found that more than 50 percent of our Scope 1 emissions come from our transportation logistics. We set a 2025 goal for ocean freight to reduce our absolute Scope 1 CO2e emissions from vessel shipping by 10 percent from a 2019 baseline. In 2021, we completed a multi-year initiative to replace our North American ocean fleet with six new fuel-efficient vessels. The last two were delivered and launched in 2021, resulting in a 20 percent reduction in Scope 1 vessel shipping compared with 2019.

Our Scope 1 emissions from shipping increased in 2021 from 2020. We believe this is attributed to an increase in shipping activity as the global economy started to recover from the Covid-19 pandemic. However, overall, Scope 1 emissions decreased, and we accomplished our transport-specific reduction goal. We regularly review and plan optimum shipping routes and operate a "just-in-time" strategy to ensure our products arrive at a port in the most efficient manner possible.



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**"The last two vessels were delivered and launched in 2021, resulting in a 20 percent reduction in Scope 1 vessel shipping compared with 2019".**



## 04 Protecting our planet

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II) Climate action

### Sustainable farming.

At Fresh Del Monte, we believe sustainable agriculture is most successful when stakeholders are aligned.

We aim to have a positive impact on the agriculture industry with substantial weight behind research and innovation and a community-minded approach to implementation to make an impact well beyond our own operations. Our research and development (R&D) team identifies the latest research and uses these findings to recommend innovative ways of working to lessen our environmental impact or increase resilience. We are proud that our sustainability team includes industry leaders who align with our vision that we can have the greatest impact when we promote change along the whole agricultural value chain. These practices drive agricultural innovation across our operations, and we believe we remain on the cutting edge raising the bar for the industry.

**82%** OF OUR GLOBAL  
PRODUCT VOLUME  
IS CERTIFIED AS  
SUSTAINABLE GROWN

We work with third-party experts, such as the **GLOBALG.A.P., SCS Global Services**, and the Rainforest Alliance, to develop sustainability practices and guidelines for our farms and operations. In 2021, 82 percent of our global product volume is certified as sustainably grown by one of these third-party experts.

In 2021 we launched a new, three-year initiative in partnership with the **German Agency for International Cooperation (GIZ)** with efforts in Costa Rica and Guatemala. This initiative aims to protect biodiversity and ecosystems within the value chains of conventional bananas and pineapples. The effort is driven by a multi-stakeholder partnership with suppliers, local organizations, government agencies, communities, and others to achieve three key purposes:

- **Restoration of productive landscapes and economic development of communities,**
- **Conservation of water resources in watersheds, and**
- **Education for sustainable development in communities near our operations.**



*"We are proud that our sustainability team includes industry leaders who align with our vision that we can have the greatest impact when we promote change along the whole agricultural value chain".*



# 04 Protecting our planet

II) Climate action

## Regenerative agriculture

Our goal is to create resilient and multifunctional landscapes throughout our entire watersheds. For us, regenerative agriculture is a holistic approach that includes soil health, carbon sequestration, biodiversity, ecosystem health, water availability, and quality throughout our operations. [2] Our responsible farming program is based upon five regenerative agriculture principles:



1. Preserving the production potential of our lands—having healthy soil means preventing erosion, maintaining a balance of nutrients, preserving organic matter and soil biodiversity, and protecting soil structure.
2. Protecting pollinators and on-farm biodiversity—insect pollinators play a critical role in agriculture and the survival of plant species. We maintain natural vegetation around our crops to provide food sources for pollinators and attempt to minimize pesticide use through pest and disease monitoring and using an Integrated Pest Management approach.
3. Preventing the global spread of diseases—we have policies in place to prevent, prepare, and mitigate the spread of pests and diseases that can impact our business and collaborate across stakeholder groups.
4. Preparing for droughts and floods to maintain and improve the resilience of our operations by identifying major risk areas and developing mitigation plans.
5. Conserving ecosystems and creating resilient, multi-functional landscapes.

## We believe the innovations from our research and development are the key to enhancing agricultural output while lessening environmental impacts.

In 2018, we began a smart farming technology pilot project that showed great success and has been implemented in all our owned operations. The project's results boosted our precision farming. For example, we have increased efficiency by using drones and multi-spectral imagery to detect abiotic and biotic stress levels at different stages of crop growth. Smart farming technologies allow us to identify and control pests and diseases quickly and at the early stages of incidence to target pesticides more effectively or boost nutrient levels in particular crop areas.

We continue to build on our regenerative farming solutions by addressing the health of our crops and identifying innovative solutions to improve soil fertility and quality, preserve water, reduce weeds, and enhance soil biodiversity.



# 04 Protecting our planet

## II) Climate action

The learnings from our responsible and regenerative agriculture program are shared with our associated growers. Those aspects that have an industry-wide impact are also shared with local communities, research institutions, and government agencies, where appropriate for the market. Our unique global value chain allows us to quickly exchange information and learnings to support our global growing industry. In recent years, a banana disease known as Fusarium Wilt Tropical Race 4 (TR4) has threatened the most consumed banana variety in the world, the Cavendish. Fresh Del Monte has and continues to work in unison with many stakeholders to establish, globally distribute, and enforce policies and quarantine guidelines to prevent disease spread. Climate change can potentially increase natural threats to our farms, and we are committed to learning, improving, and lifting our growing community to prevent and address these risks as needed.

**“By 2030, our goal is to implement regenerative & soil health management practices in 100% of owned and associated growers’ farms”.**

## III) Water stewardship

### Water stewardship

Agriculture accounts for 70 percent of the world’s freshwater withdrawals. We must manage our water use with care as the success of our farms, communities, and team members depend on safe and clean water availability. Throughout the years, we have been acquiring a deeper understanding of the local watersheds feeding our operations and of our impact on neighboring communities and stakeholders.

For this reason, we have set two goals for 2030—one is to increase water efficiency in Fresh Del Monte operations, and the other is to increase the number of associate growers that implement water efficiency practices to make an impact on our supply chain. Within Fresh Del Monte, we have set a goal to improve our water use efficiency by 10 percent by 2030 compared with 2020.

**One way we do this is by updating our equipment to improve irrigation systems. In 2021, we invested over \$2,000,000 in improving irrigation systems in Costa Rica, the Philippines, and Panama and increasing potable water availability at packing houses in Costa Rica.**

Through innovative technologies, our operations have improved water use efficiency and reduced risk exposure. Here is a summary of our 2021 actions and results:



**We invested more than \$5 million in water infrastructure upgrades at our facilities, increasing water use efficiency and resiliency to climate change.**



**26 percent overall decrease in water withdrawn across our operations.**

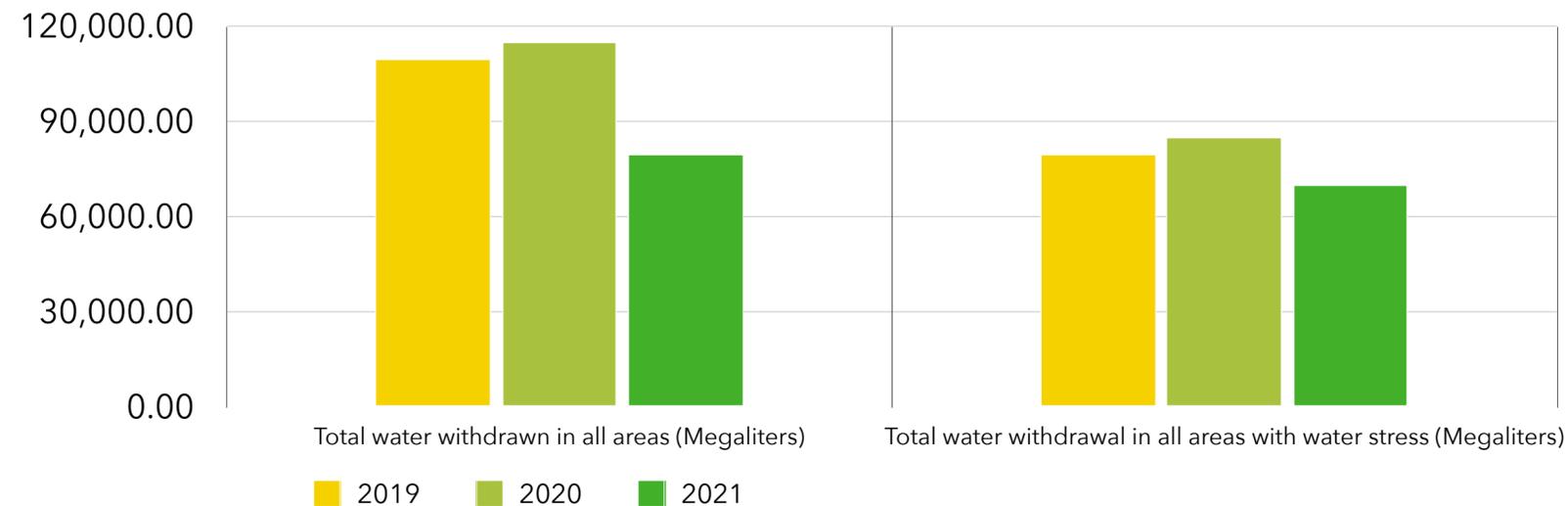
There was also a 26 percent decrease in regions with high to extremely high-water stress, encompassing our operations in Kenya, Guatemala, Chile, Brazil, and the Philippines. We are pleased to report this progress and look forward to continuing to improve.

# 04 Protecting our planet

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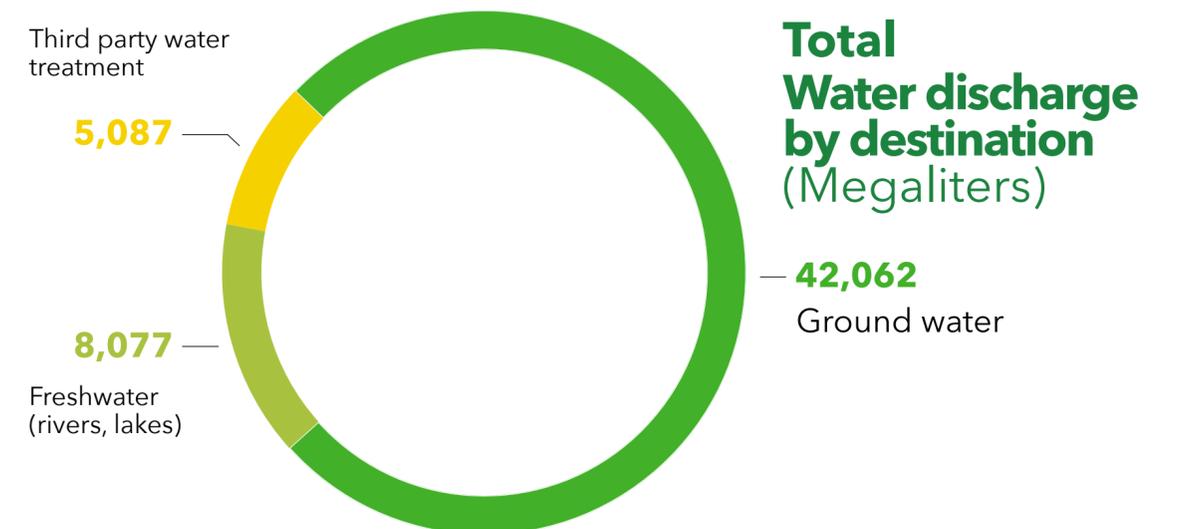
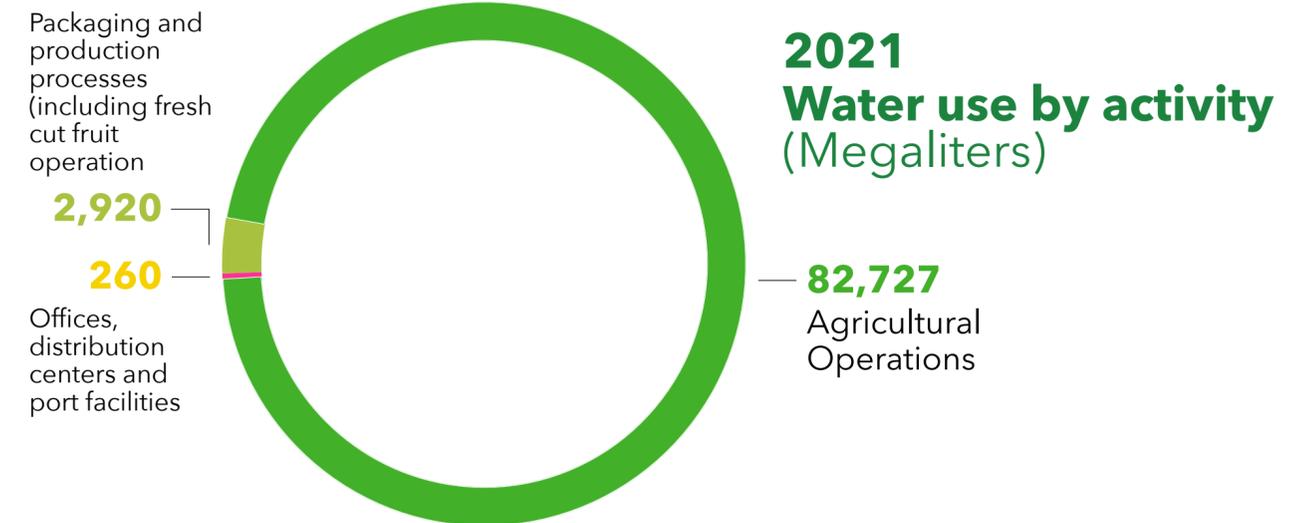
III) Water stewardship

## 2021 Key Data: Water withdrawal in all regions



Our goal is to have at least 80 percent of associated growers implementing water use efficiency (WUE) practices and at least 10 percent improvement on WUE in Fresh Del Monte's farming operations compared with the 2022 baseline.

**During 2021, there was a reduction of 9.9 million liters of water withdrawal compared with 2020 across all Fresh Del Monte agricultural operations.**



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III) Water stewardship

### Water risk management.

Utilizing the World Resources Institute Aqueduct tools, we completed risk assessments of each basin to prioritize where to invest toward reducing our risk exposure profile, permanently improving our water monitoring capabilities, and reducing our water footprint.

We look at water resiliency beyond our operations by participating in and promoting actions that involve other stakeholders with a focus on protecting the entire watershed, including water conservation, quality monitoring, wastewater treatment, and water recycling practices. We are in the process of assessing the water risk of third-party growers and providing technical support to increase their resiliency. Water-resilient value chains are built on four components: physical risk mitigation, water stewardship at the catchment level, reputational and regulatory risk mitigation, and strong value chain relationships.

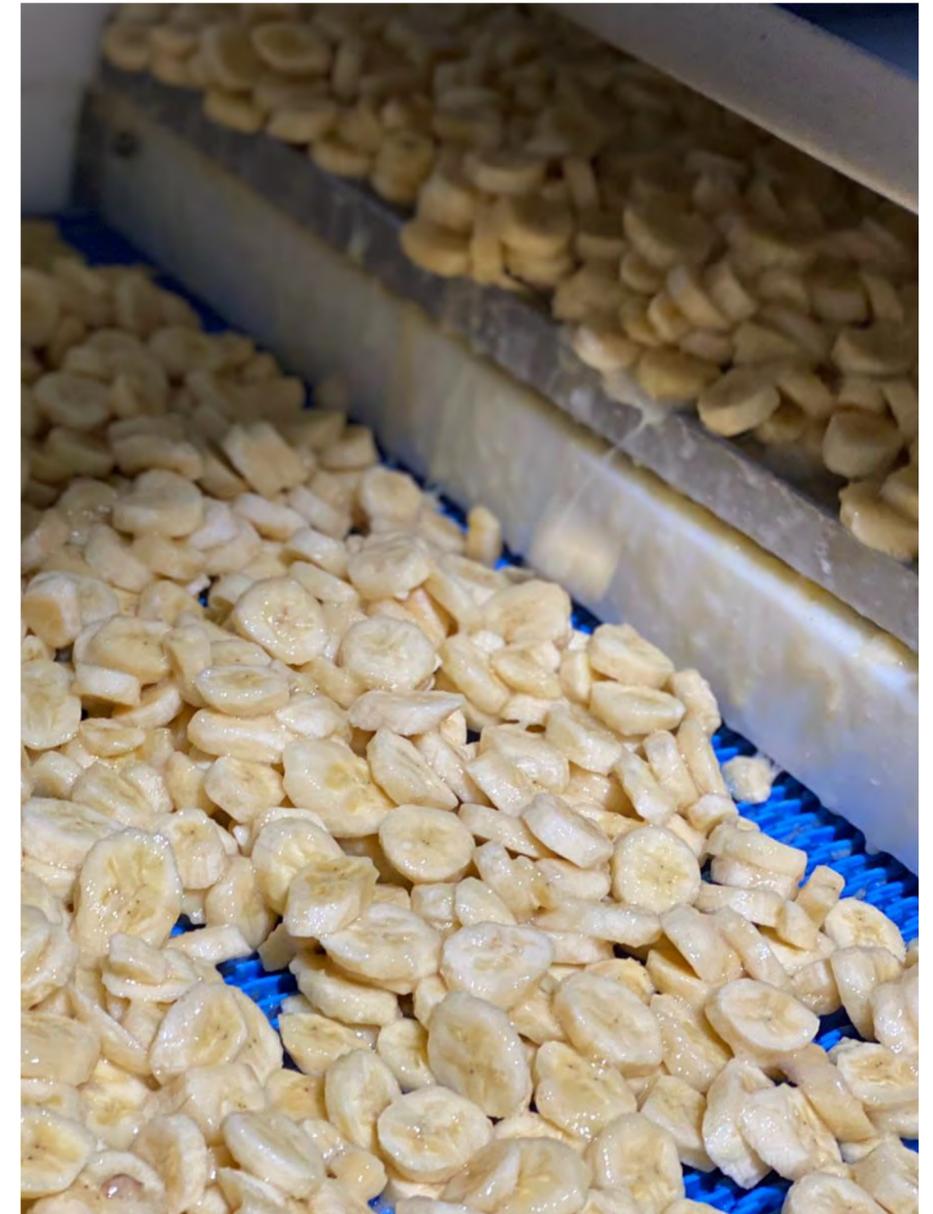
Wastewater treatment across our operations complies with the relevant regulations and is managed at a local level, in conjunction with local governments and organizations. In 2021, we received two fines totaling less than \$70,000, one in the southern region of North America for exceeding our wastewater discharge limits and the other in the northern region of North America for an incident related to a regulatory violation. We have implemented corrective actions to avoid this happening again.

### Circular economy and waste

At Fresh Del Monte, we recognize the impact of waste. We are committed to tracking and reducing waste generation in all global operating facilities. As a vertically integrated company, we can address our waste stream at all stages, from production to end-use. We have identified two focus areas for our efforts: food waste and packaging waste.

We evaluate our waste reduction programs' effectiveness by benchmarking our waste generation by category (plastics, organic waste, etc.) between regions and operations through rigorous internal analysis. Annually, we undergo monthly training sessions from December to April with our team members to ensure consistent, accurate, and reliable data from 100 percent of our globally owned operating facilities. Annually, we update our calculation tool to reference any GRI calculation methodology updates.

**“We have identified two focus areas for our efforts: food waste and packaging waste”.**

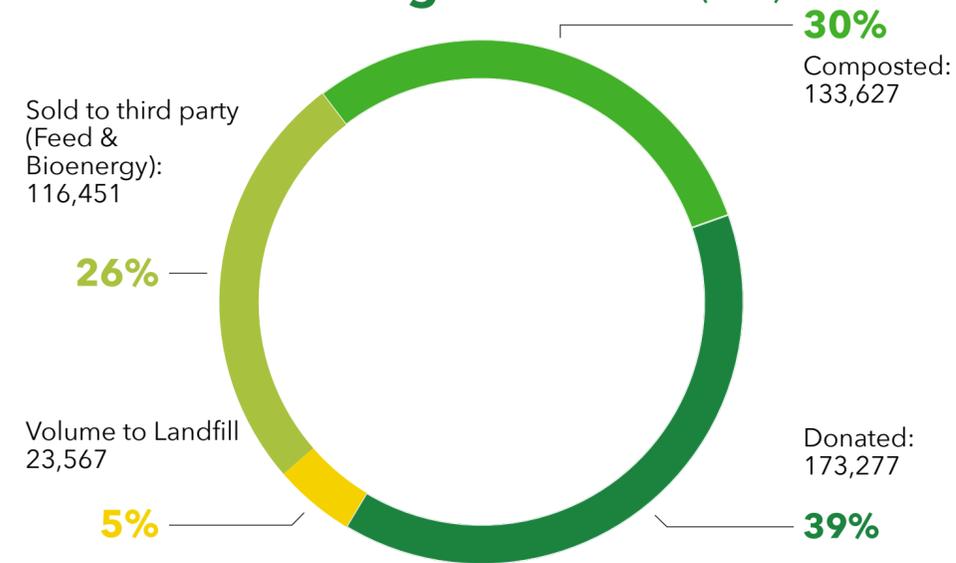


# 04 Protecting our planet

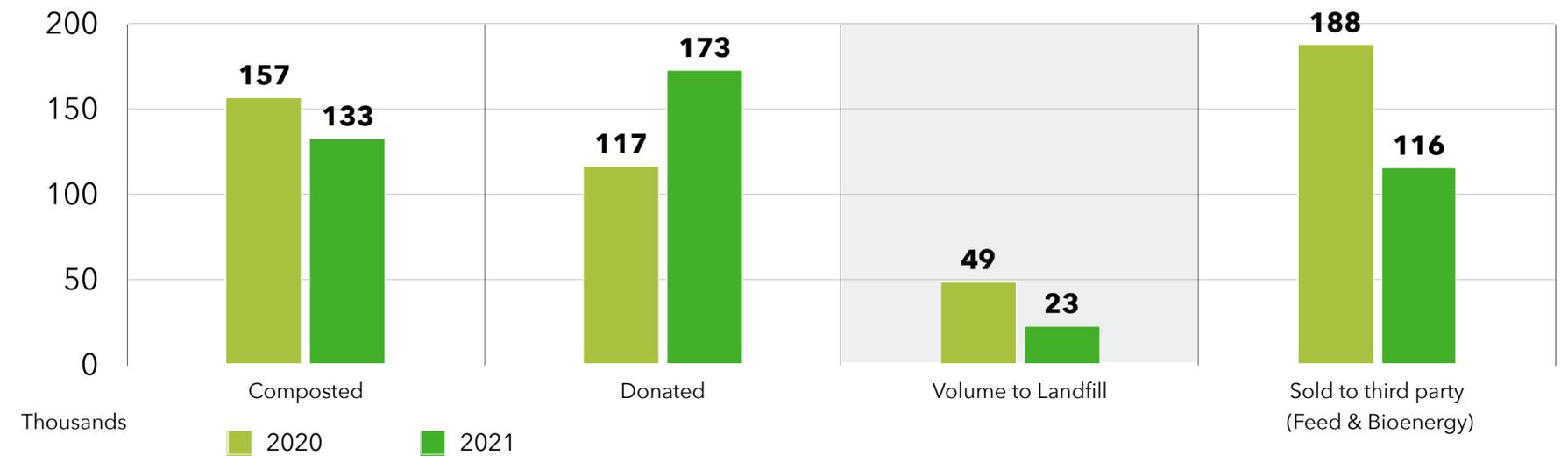
IV) Circular Economy & Waste



## Food loss and organic waste (MT)



## Comparison food loss and organic waste 2020-2021 (MT)



# 04 Protecting our planet

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## IV) Circular Economy & Waste

### Food waste.

Most of our waste is organic and related to crop residue, fruit ejected during the selection and packing process, or fruit skins generated during processing. Each of our facilities is required to have a unique plan to deal with waste that reduces environmental impact and complies with local laws and regulations. Overall, we make every effort to divert food waste from landfills at all stages, from farm to marketplace.

In 2021 we diverted 95 percent of our food waste from landfill. Overall, we reduced the total amount of food waste we produced by 13 percent from the previous year. To accomplish this, we increased the amount of food donated to organizations that assist those in need by 48 percent, donating over 173,000 metric tons of food in 2021. This accounted for approximately 39 percent of our food waste, with additional waste unfit for donation being composted or sold for third-party uses, such as animal feed and biofuel.

**95%** OF OUR FOOD WASTE FROM LANDFILL WERE DIVERTED IN 2021

We continue to actively participate in the **10x20x30** initiative, which brings together the world's biggest food retailers, providers, and their priority suppliers to reduce food loss and waste with efforts aligning to the **UN SDG Target 12.3**, to halve global per capita food waste. This initiative provides tools to comprehensively track our global food waste, identify areas for improvement, donate more of our unsold products to food banks and charitable organizations, and reduce waste sent to landfill. We designed our waste goal from our initial 2020 response. Based on this tracking, we set a target to cut our companywide food loss and organic waste to landfill in half by 2030, compared with our 2020 baseline. In 2021, **we achieved a 52 percent reduction, achieving our goal in just one year.**

This quick reduction prompted a new evaluation of our food waste systems to set a new 2030 goal. This evaluation and identification of potential partners is still underway.



To accomplish this, we increased the amount of food donated to organizations that assist those in need by 48 percent, donating over 173,000 metric tons of food in 2021.



## 04 Protecting our planet

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### IV) Circular Economy & Waste

#### Packaging waste.

The majority of waste produced across our organization is organic. However, as a consumer product company, we understand the importance of managing the resource intensity of our packaging materials and minimizing our waste footprint. We aim to eliminate unnecessary packaging materials, increase recycled content, and further develop reusable and recyclable packaging programs.

We constantly scan our value chain to identify areas to reduce packaging waste, improve circularity, and develop beneficial partnerships. One hundred percent of the containerboard we source to manufacture corrugated boxes comes from forests certified as responsibly managed by third parties such as the **Forest Stewardship Council (FSC)**, the **Sustainable Forest Initiative (SFI)**, and the **Programme for the Endorsement of Forest Certification (PEFC)**.



*Despite unprecedented headwinds in our supply chain in 2021, we made 27.4% progress towards our goal to double the amount of recycled content in our most highly consumed secondary packaging.*

We maintain a long-standing affiliation with our supply chain solutions provider CHEP for pallet pooling. Through this, pallets that we introduce to the system are re-used multiple times by other companies, thereby promoting resource efficiency. Ninety-nine percent of the timber used to manufacture pallets in this initiative is certified as a renewable resource from sustainable sources by either PEFC or FSC.

**Similarly, in 2021, we implemented a Returnable Plastic Crate (RPC) program to ship pineapples to our North America fresh cut operations. This initiative allowed us to replace millions of single-use corrugated boxes with multiple-use RPCs that are used in a circular program.**

In 2021, we joined the Sustainable Packaging Coalition to better position ourselves to learn and share best practices within our industry with suppliers who share the common goal to better our packaging practices.

In our own operations, we continuously work to design packaging with a reduced environmental impact that balances optimal protection for our products. Throughout 2021 our packaging team worked diligently on a certified home compostable sticker for bananas and a paper band solution to eliminate consumer plastic bands on pineapples. These projects were successfully launched in France earlier this year, and we are evaluating the possibility of expanding to other markets.



05

# Living our values

- I) Human Rights
- II) Diversity & Inclusion
- III) Health, Wellbeing & Safety
- IV) Talent Management & Culture
  - Employee Engagement
  - Learning and Development



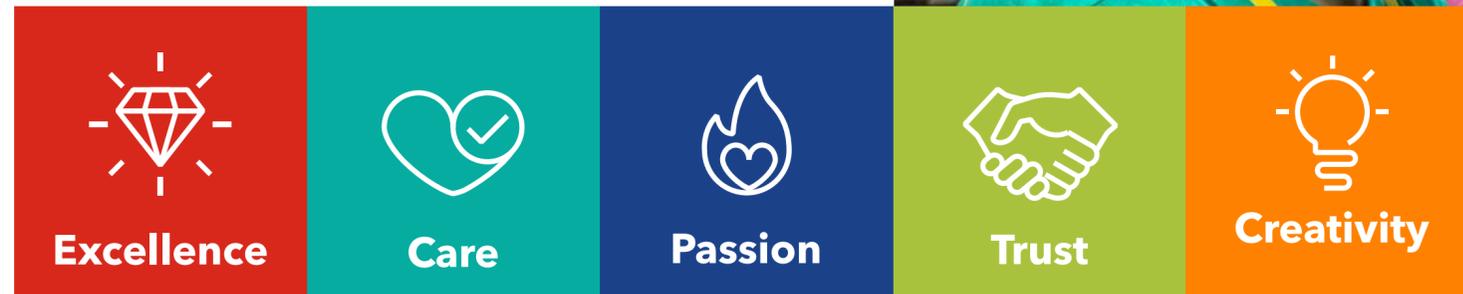
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# 05 Living our values

## I) Human Rights

At Fresh Del Monte, we believe in living our values every day. We are committed to providing a professional work environment that drives integrity, fairness, equity, and wellbeing across all our operations. To further contribute to the personal and professional success of our employees, we focus on our five core values:



As a reflection of these values, we work to improve our efforts in human rights, diversity and inclusion, health, wellbeing and safety, and talent management. Each month, we celebrate one of our five values through our global employee recognition program.

All our team members can participate and nominate one another to recognize their actions to live these values. Winners are chosen monthly from around the globe.



## Human Rights

Fresh Del Monte is dedicated to upholding human rights across our operations and value chain. In alignment with our corporate values, our policy expressly prohibits using child or forced labor of any kind, as outlined in our [Code of Conduct and Business Ethics](#), a code by which our team members are required to comply. All employees must complete our Code of Conduct and Business Ethics training when joining Fresh Del Monte, and in 2021, we included this training on our e-learning platform and plan to continue training annually. For our vendors, distributors, suppliers, and service providers, we also have a [Vendor Code of Conduct and Business Ethics](#) which outlines an equally comprehensive set of standards, including standards for working conditions.

**Throughout the year, we conduct Human Rights Impact Assessments (HRIAs) in our operations, and randomized third-party supplier checks. These assessments follow the Ethical Trading Initiative (ETI), founded on the conventions of the International Labour Organization and is an internationally recognized code of labor practice.**

# 05 Living our values

## ETI Labor Standards

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I) Human Rights

### ETI Labor Standards

Through these assessments, noncompliance points are identified and addressed by management until deemed satisfactory by the audit team. In 2021, we conducted 83 social audits using Sedex Members Ethical Trade Audit (SMETA), SGS, and GRASP methodologies.



# 05 Living our values

## I) Human Rights

Across all our farms and operations worldwide, our workers are free to be involved in labor organizations. In 2021, employees were engaged with 64 collective bargaining agreements.

While the industry experienced labor shortages that impacted the food supply chain, the vertically integrated value chain at Fresh Del Monte was able to address challenges and remain stable in both workforce and product delivery.

\* Issued through our Learning Management System (LMS), does not include all Human Resources training. As we refine data collection and increase efforts, we look forward to reporting improvements.



**HUMAN RIGHTS TRAINING**

**2,744**  
Total hours

**Global Social Responsibility\*  
Harassment Training**

**12,648**  
Total hours

**Overall Human Rights Training Globally**

## 05 Living our values

### II) Diversity & Inclusion

**Fresh Del Monte strives to foster a culture of diversity and inclusion so all employees feel respected and no employee feels discriminated against.**

We promote a workplace free from discrimination based on race, creed, color, nationality, ethnic origin, age, religion, gender, sexual orientation, marital status, connections with a national minority, disability, or other status. We believe that a diverse and inclusive workplace, where every employee can thrive and be their authentic selves, is essential to our success.

**Our Diversity and Inclusion mission is to put thoughtful action behind our words and actively and intentionally create a diverse and inclusive culture, as well as foster a sense of belonging for every team member across the organization.**

We are proud of the diversity throughout our organization and leadership team. In 2021, a formal council comprised of senior leadership connected our diversity and inclusion efforts with our overall business strategy to communicate our goals, develop mechanisms to achieve those goals, and track our progress.

In 2019, we performed an internal diversity audit to better understand diversity, equity, and inclusion within our organization. In 2020, we launched an internal diversity and inclusion survey for U.S. and Canadian team members to gauge our company culture—these results prompted action in 2021.

We began integrating diversity and inclusion into our business strategy and added two new female members to our Board of Directors, one of which has diversity and inclusion expertise. We will be surveying the DEI climate globally in the coming years, and based on the key findings from the global and regional levels, we will form a global strategy and action plan with continuous follow-up from our global team members. Survey results will provide insights to make necessary adjustments and enhance our planning moving forward.



**“We started our journey in 2021 with Diversity and Inclusion, and the more our organization learns, we’ve expanded to include equity along with it, as well as belonging. Diversity, Equity, Inclusion and Belonging has been a topic amongst conversations with vendors, and that is our roadmap for the future—making sure our employees feel engaged with the company.”**

**Tarek Betti, SVP, Chief  
Human Resources Officer**



# 05 Living our values

## II) Diversity & Inclusion

In 2021, we began to highlight key regional and global observance days throughout the year to raise awareness and celebrate our diversity and inclusion efforts throughout the organization.

These days are celebrated globally and share important and impactful stories to engage and motivate team members. Some examples of these celebrations include Women’s History month, Pride month, World Mental Health Day, and Asian American and Pacific Islander (AAPI) month. We plan to continue incorporating new diversity and inclusion celebrations in the coming years.

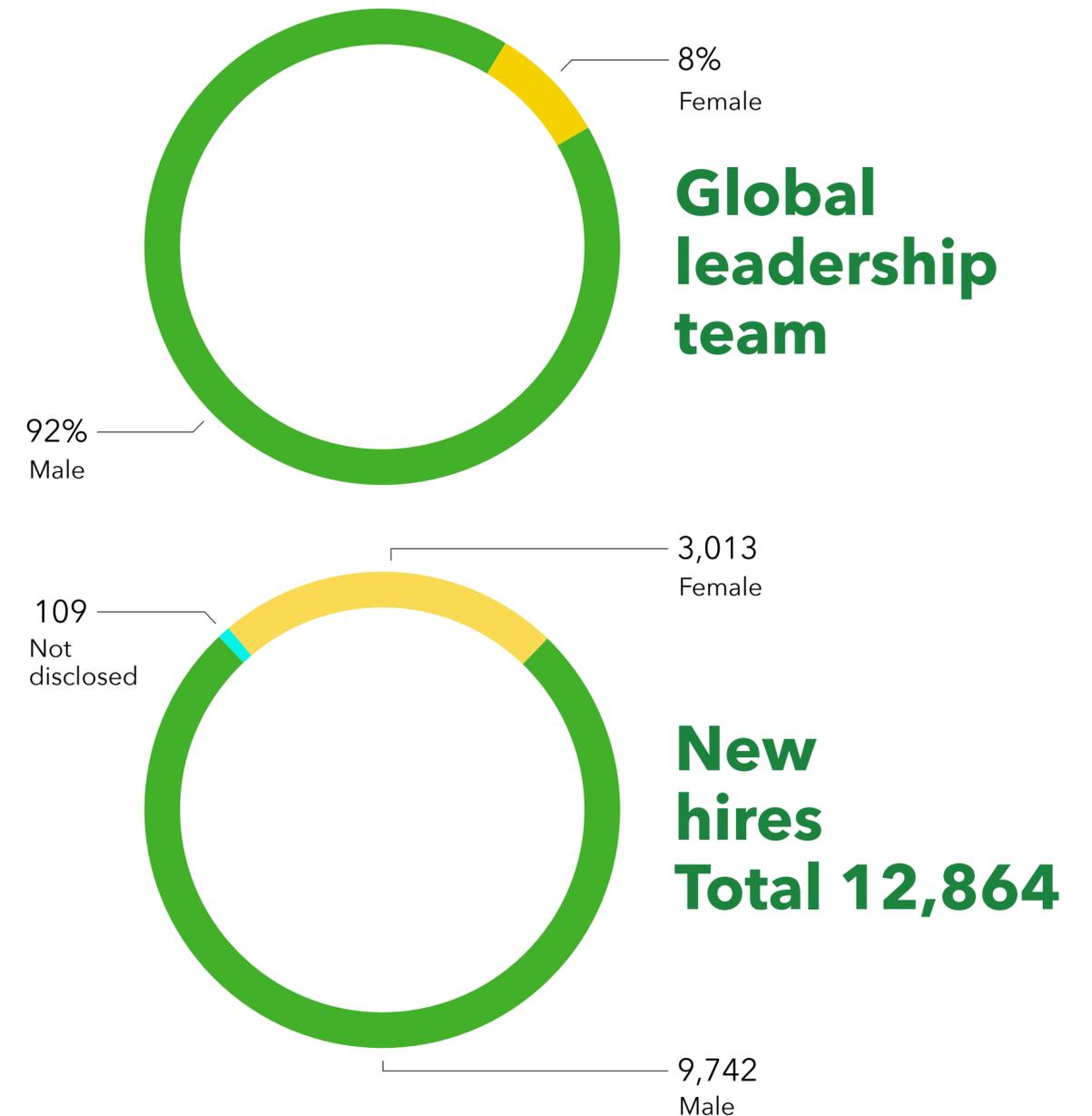
We are committed to creating ongoing conversation, building community, and sharing foundational knowledge about diversity and inclusion topics that will further our understanding of our differences while making a lasting impact on who– and what–makes us Fresh Del Monte.

**We want to ensure our employees feel safe and valued at work, and any suspected misconduct can be reported 24/7 to our Speak-Up Line.**

\*Leadership team includes those in executive management

## Gender diversity

Region	Male	Female	Not Disclosed
<b>GLOBAL</b>	67%	31%	2%
<b>North America</b>	51%	40%	9%
<b>APAC</b>	84%	16%	-
<b>Europe &amp; Africa</b>	53%	47%	-
<b>MENA</b>	82%	18%	-
<b>LATAM</b>	66%	34%	-

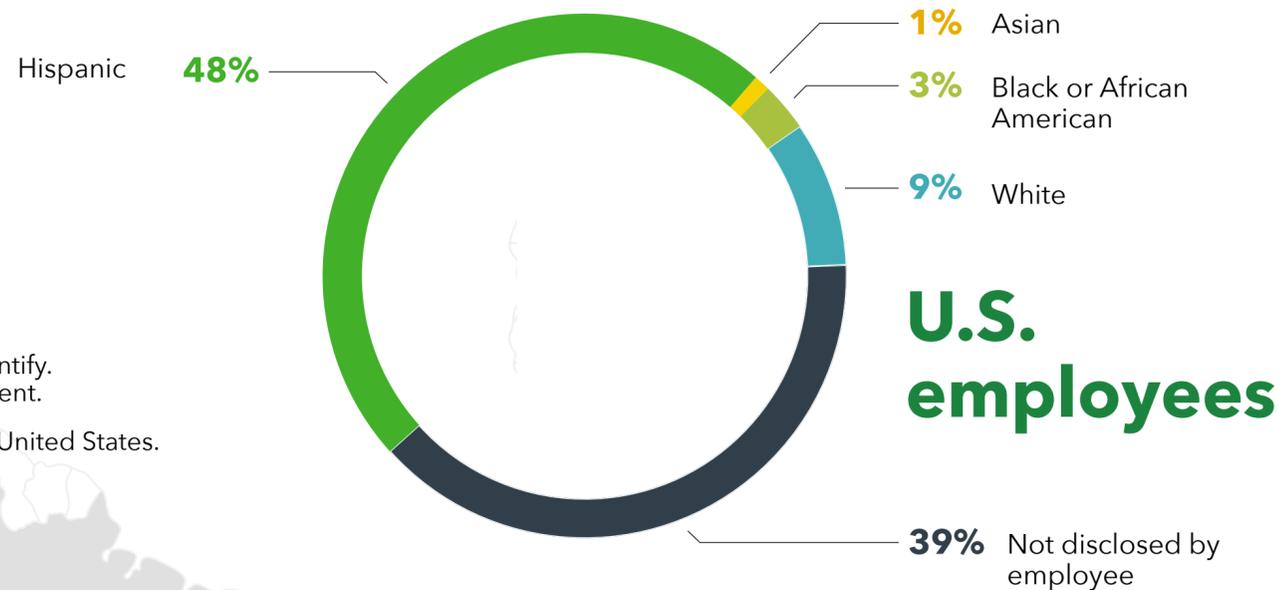


# 05 Living our values

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II) Diversity & Inclusion

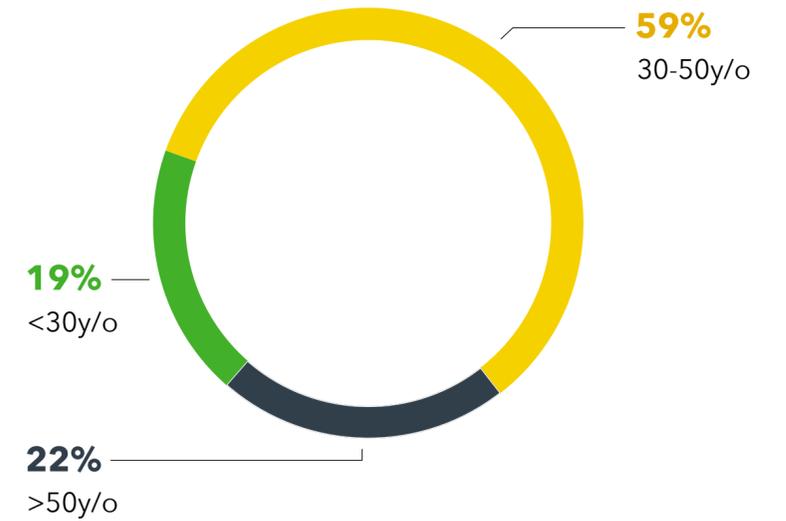
## Racial and Ethnic Diversity



\*Data represents how members of our leadership team identify. Our leadership team includes those in executive management.

\*North American region includes Canada, Mexico, and the United States.

## Generational diversity



## Pay Ratio-North America\*

**76%** Pay ratio of women to men



## 05 Living our values

### III) Health, Wellbeing & Safety

At Fresh Del Monte, we prioritize providing our team members with a safe work environment, fair wages, and growth opportunities. Our people are our greatest asset, and we want to be sure everyone feels protected at work.

We understand the importance of physical and mental health and have included resources for both in our worker wellbeing programs. Fresh Del Monte provides competitive health and retirement benefits for our eligible full-time team members across all regions. All our team members receive the minimum benefits required by local labor law. Certain benefits we offer vary by location including healthcare, housing, transportation, and access to education for dependents.

**Our total rewards packages have been created to promote a healthy and balanced lifestyle for our employees.**

### **OUR FOCUS AREAS TO ACHIEVE ZERO INJURIES**

- Management and leadership commitment
- Employee involvement
- Motivation, behavior, and attitude
- Training and orientation
- Hazard recognition, evaluation, and control
- Organizational communication and system documentation
- Facility design and engineering
- Assessments, audits, evaluations, and continuous improvement
- Operational Safety Programs

Our Occupational Health & Safety (OHS) Management System covers 100 percent of employees, and 100 percent of third-party employees are covered by similar OHS management systems. All our team members are covered under our Safety Management System (SMS), which is aligned with ISO 45001: Occupational Health and Safety Management Systems. The SMS is designed to prevent work-related accidents and help us to achieve our commitment to zero injuries. Regular internal audits and periodic external audits are performed on our SMS. Building on our safety system, our Injury and Illness Prevention Program (IIPP) helps us to identify and eliminate hazards and minimize injury and illness risks.

We encourage workers to take control of their safety. We provide the opportunity for team members to participate in monthly safety committees. Through the safety committees, our employees give us a better idea of hazards, potential safety issues and ways to prevent them.

**Safety committees are also responsible for reviewing worksite inspections and incident investigations and disseminating safety training.**

All North American operations employees receive an average of 45 minutes of safety training per month.



# 05 Living our values

## III) Health, Wellbeing & Safety

### Fresh Del Monte Injury Rates (Per 200,000 hours worked) 2018-2021

	2018	2019	2020	2021
<b>Fatality Rate</b>	0.014	0.011	0.004	0.009
<b>High Consequence Injury Rate</b>	0.164	0.211	0.123	0.141
<b>Total Injury Rate</b>	5.983	7.457	7.064	6.517

### FDM Total Injuries (2018-2021)

	2018	2019	2020	2021
<b>Fatalities</b>	7	5	2	4
<b>High Consequence Injuries</b>	81	100	60	65
<b>Total Injuries</b>	2,953	3,531	3,439	3,011
<b>Hours Worked</b>	98,716,164	94,708,974	97,362,916	92,399,769

**“Loss of life is incredibly heavy. Each situation is investigated fully to identify any opportunity for corrective action to prevent any future issue”.**

## WORKER HEALTH AND SAFETY PROGRAMS RECOGNIZED IN COSTA RICA

In December 2021, the Occupational Health department of the Costa Rica banana operation received another award for its Occupational Risk Preventive Management System after an assessment by the Costa Rica National Insurance Institute (INS).

The assessment included an audit by the INS staff where they evaluated the Preventive Management System, such as compliance with the Occupational Health Policy, Occupational Health Plan, Emergency Plan, and leadership and business commitment to health and safety.

The INS visited Fresh Del Monte’s Perdiz banana farm, the engineering department, and the forestry operation. INS gave the company an economic compensation of approximately \$33,000 and an award for its work throughout 2021. From 2012 to 2021, the Costa Rican Banana Division received nine awards for endorsement of the occupational risk management system.

**Congratulations to the whole team!**



# 05 Living our values

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III) Health, Wellbeing & Safety

## Case Study:

### Global Distribution of COVID-19 Vaccines

During 2021, Fresh Del Monte was an active player in COVID-19 vaccination campaigns in the communities in which we operate in around the world.

Last year, 100% of the administrative and daily staff within the Costa Rica banana operation were vaccinated with the first and second doses of the vaccine. We were the first company in Costa Rica to achieve this and went so far to donate 1,300 vaccines in the Guacimo region.

After delivering a plan to the Guatemalan Ministry of Public Health and Social Assistance to support the National Vaccination Program in the country, Fresh Del Monte supported several local health centers near their operations. More than 25,000 people were vaccinated during the vaccination campaigns conducted at Guatemala's facilities.

Similarly in Kenya, our medical center is certified as a COVID-19 vaccination center, and over 6,000 employees and community members have been vaccinated through this center.

Finally, in the Philippines, 9,661 (96%) employees were vaccinated with the first and second doses, as of December 2021. Fresh Del Monte facilitated the vaccination process from Pre-Registration, BP Monitoring, Registration, Encoding of Final Report, and assistance to all sections and we provide meals to all medical volunteers and employees.



**We were the first company in Costa Rica to achieve this and went so far to donate 1,300 vaccines in the Guacimo region.**



# 05 Living our values

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## IV) Talent Management & Culture

### Employee engagement

At Fresh Del Monte, we want our team members to feel united in our everyday work. We actively promote collaboration across regions, increasing opportunities for training and development through our people strategy titled **'One Team. One Plan. One Outcome'**. **This strategy was created to unify our employees**, encouraging all to strive for one outcome. As a part of this strategy, the **Fresh Team** was formed, outlining four focus areas: **Engagement, Mentoring, Communications, and Community**. Our engagement-focused team was designed to ensure employees felt connected and valued throughout Fresh Del Monte. The Fresh Team works hard to bring team members together through month-long initiatives, internal contests, and speaker sessions. In 2021, we held four speaker sessions available to all employees globally. Sessions were hosted by professional keynote speaker, author, self-defense expert, and health and empowerment coach Jennifer Cassetta and highlighted topics such as wellbeing coaching, mental health awareness, and self-help tips to motivate our team members. Each session saw more than 600 attendees across multiple time zones, furthering our efforts to unify our employee base.

### Learning and development

At Fresh Del Monte, we want to help our team members achieve their career goals however we can. We encourage our team members to grow by providing learning opportunities through Fresh Del Monte Academy, which educates and trains employees, providing skills that allow them to achieve excellence and encourage a lifelong learning culture. Fresh Del Monte Academy is designed to enable on-demand, self-service learning, and our Academy is open to all employees at any time. The learning material on Fresh Del Monte Academy is a mixture of Fresh Del Monte internal learning content and curated e-learning material from leading eLearning companies. Team members can take self-development courses to grow their skills to achieve excellence, transform our business, and evolve our culture.

**Fresh Del Monte Academy currently provides 190+ courses for employees' career paths in 12+ languages, amounting to 65+ hours of learning content.**

Additionally, our Mentoring Fresh Team provides a formal global mentee-driven mentor program to help employees build trusting relationships, network, and continue learning. **Launching in 2021, the pilot mentor program brought together 42 team members** (21 mentor/mentee pairings) from across Fresh Del Monte's regions to create and foster trusted relationships and networks; continuous and collaborative learning and knowledge sharing; and expanded personal perspective and professional expertise. With a successful foundation now laid, we are looking to grow the mentoring program further to continue inspiring and empowering our teams worldwide. Employees who pursue professional development in their careers tend to have higher productivity and job satisfaction. We are investing in our talent and working hard to build on the foundation we have now set to continue providing structure and opportunities while holding our Company Values at the forefront of all we do.

In North America, Fresh Del Monte offers an Educational Assistance Program to provide team members with the opportunity to continue learning and growing at colleges and universities. In 2021, we were exploring the potential of adding partnerships with specific institutions. To further contribute to the development of our team members, all full-time team members at Fresh Del Monte receive regular performance reviews and feedback that they can use to grow in their careers.



06

# Providing healthy choices

- I) Health & Nutrition
- II) Innovation
- III) Engaging Our Consumers

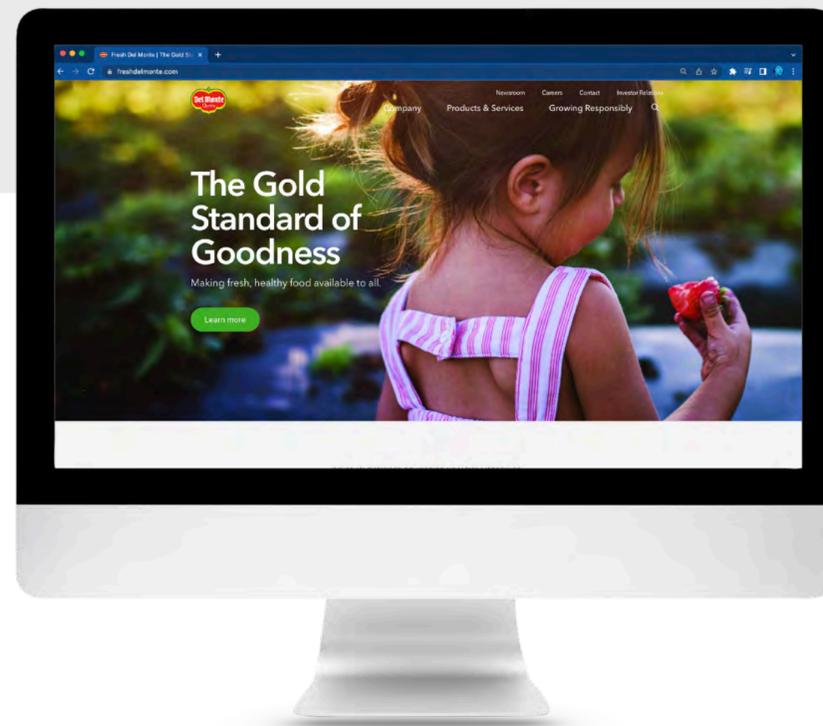


# 06 Providing healthy choices

## I) Health & Nutrition

**At Fresh Del Monte, we recognize the importance of offering healthy options for our consumers around the world.**

We want to inspire healthy and balanced lifestyles through our products while keeping them fun and affordable. Our strategy for providing healthy choices is rooted in three focus areas:



### Convenient Meals and Snacks

Besides our quality fruits and vegetables, we offer a variety of nutritional products that make it easy for our consumers to make healthy choices, including prepared fruit salads, grab-and-go snacks, and fresh juices .



### Wholesome Recipes

Fresh Del Monte shares exciting, nutritional recipes on our website and on social media to inspire healthy lifestyles



### Nutritional Education

We believe it is important to share where our food comes from before it hits your plates. We share information about our farms and supply chain processes on social media and our website.



# 06 Providing healthy choices

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- I) Health & Nutrition
- II) Innovation

## Fresh Del Monte strives to incorporate innovation and consumer feedback into our health and nutrition strategy.

By listening to our consumers, we can continue to improve our products and introduce new and exciting healthy options around the globe.

### History of Innovation

1. Throughout our history of innovation, we have been pioneers of produce. We incorporate innovation into our produce to create nutritional and delicious options for our consumers, while incorporating ground-breaking science.
2. Our MAG® Melon, a golden cantaloupe with a magenta flesh, was created as part of a seed innovation project.
3. The Del Monte Gold® Pineapple is sweet in taste and low in acidity.
4. Our CRT® (Controlled Ripening Technology) banana enables us to deliver bananas with longer green shelf life, requiring minimum handling and reduced spoilage/waste throughout the supply chain.
5. Caulilini® Baby Cauliflower is sweet and more mild than traditional cauliflower, making it truly unique.
6. PINKGLOW® pineapple contains higher levels of lycopene, an antioxidant that has been associated with numerous health benefits.
7. Honeyglow™ left in the plant longer to be genuinely riper and sweeter.

### Innovation

We conduct market research with oversight from our Global Marketing Council to ensure we address consumer trends and needs in an ever-changing environment. While our consumers' needs might change, our goal to provide wholesome and accessible food remains the same. From this research, Fresh Del Monte finds innovative ways to introduce new products and offerings to our consumers. For example, as consumers seek healthier and plant-based alternatives, we introduced our **Better Pasta and Nourish Bowls** to the market. These convenient options bring fresh vegetables to the forefront of the dish and further our commitment to providing healthy choices. Fresh Del Monte strives to remain inspired and bring innovation into everyday meals. We continue to improve our products to keep up with the latest preferences of our customers.

Our scientists are continuously working to add insightful ideas to our innovation pipeline. In 2021, we received a patent for our **Vintage Ruby™ pineapple**, a fruit in its mature state that holds a bright reddish purple shell with beautiful yellow pulp. We have used bioengineering to increase the nutritional value of one of our crops (our **PINKGLOW® Pineapple** has higher levels of antioxidants than a yellow pineapple) and are currently working to make our bananas resistant to **Fusarium/TR4**, a disease presently threatening banana crops. This pipeline of cutting-edge science will allow us to continue innovations for years to come.



## 06 Providing healthy choices

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### III) Engaging Our Consumers

**We want to ensure our consumers are confident in the nutritional value of the products they buy.**

Fresh Del Monte has a vigorous approval process in place for our labeling, trademarking, and marketing activities to ensure we remain transparent with our consumers. In 2021, we did not have any incidents of non-compliance concerning marketing, communications, products and services information, or labeling.

**Additionally, our Bunch of Good campaign engages consumers on sustainability efforts and eco-friendly practices.** We share our efforts through multiple channels, including social media and product labeling. This campaign addresses Fresh Del Monte's commitment to communities, education, ecosystems, healthcare, and wildlife preservation.



07

# Food Safety and Quality

- I) Food Safety
- II) Traceability
- III) Managing Quality
- IV) Animal Welfare



# 07 Food Safety and Quality

## I) Food Safety

Fresh Del Monte has cultivated a culture that protects our healthy and quality fruits and vegetables so they reach our consumers safely. We have three functions that collectively build this culture: Food Safety, Quality Control, and Traceability. Together, these three disciplines set a robust prevention model, test and improve regularly, and offer the ability to provide a clear line into product movement as needed.

### Food Safety

Food safety is a business imperative as improper management could impact employees, facilities, our brand reputation, and most importantly, our consumers. Our corporate Food Safety and regional teams work diligently across the whole value chain with an eye on prevention. At Fresh Del Monte, we have an online academy, an annual company-wide global food safety conference, and a month dedicated to food safety awareness. **We continue to evaluate and implement enhancements and advancements to our food safety processes and programs. We instill our food safety principles, policies, and practices in each of these.**



Our [Food Safety Policy](#) provides a framework for our food safety culture that is transparent, respectful and has the highest level of integrity. Our Speak-Up line is available for any person who suspects an infraction, and violations are overseen by the chief ethics and compliance officer and general counsel.

**Speak-Up Line**  
POWERED BY CONVERCENT™

**“Our corporate Food Safety and regional teams work diligently across the whole value chain with an eye on prevention”.**



# 07 Food Safety and Quality

## I) Food Safety

We have set global food safety KPIs at 100 percent of facilities. We support periodic pulse surveys to gauge sentiment and progress.

Additionally, our Global Food Safety Audit Committee conducts announced and unannounced audits of global facilities and key suppliers to verify and validate reporting. If concerns arise, we take immediate action. The pandemic provided challenges to internal on-site auditing during 2021. While internal audits did continue, they were conducted through virtual technology. All audits completed passed, with any minor non-conformance resolved within two weeks. External audits continued and were conducted by customers and regulatory bodies with no major non-conformance.

### In 2021

<ul style="list-style-type: none"> <li>All processing facilities passed annual GSFI-approved audits with a 90% or better score.</li> <li>Major non-conformance: 0</li> <li>Minor non-conformance: 100% resolved within 24 hours</li> </ul>	2021 Recalls: 0
All processing facilities and distribution centers are certified by an internationally recognized food and safety standards organization that inspects and audits facilities to ensure compliance.—	Over 90% of our suppliers are certified in a GFSI-recognized food safety certification program

Beyond our systems and standards, we actively engage with industry organizations, research institutions, universities, and governments to forward science and risk-based prevention programs and processes. We maintain an innovation pipeline that includes new technology to quickly detect and prevent access to pathogens.

### Traceability

At Fresh Del Monte, we have adopted a system that will allow us to trace the movements of our fruits and vegetables. In North America, we were early adopters of the Product Traceability Initiative, which resulted in 95 percent of our imported volume carrying a barcode that identifies each case of produce. This barcode reveals where the item was produced and the points in its path to get to stores. More recently, barcodes are being included on products, not just cases, to offer further detail into product movements.

This intricate system supports a quick response in case of any issue. Our food safety team is prepared through mock recalls and periodic third-party audits. Our barcode system allows us to quickly pinpoint the issue origin and have a faster, more accurate response.



# 07 Food Safety and Quality

## I) Food Safety

### Managing quality

Fresh Del Monte has been delivering quality produce for more than 130 years. We have high-quality standards for the produce we grow on our farms. We hold our associate growers to the same high standards, ensuring they meet stringent quality requirements while offering technical assistance and managerial support where needed. In core operations, quality assurance representatives are embedded on-site.

**“Our products meet brand quality specifications and meet or exceed applicable regulatory requirements. Through harvesting and packaging, our quality assurance team conducts extensive sampling.”**

Our Product Quality System (PQS) links global supply chain data to track KPIs and analyzes both predictive and responsive data in our approach to quality management. In 2021, we expanded the coverage of our PQS to reach North American distribution centers and ports, all European ports and distribution centers, and banana divisions in Costa Rica and Guatemala.



### Animal welfare

In our Middle East operations, the National Poultry Company (NPC) is a vertically integrated operating company that produces breeder chicks and feed supply through poultry meat distribution. All NPC manufacturing facilities follow the stringent rules set by the Good Manufacturing Practices (GMP), ISO 9002 Quality Management, and Hazard Analysis Critical Control Point (HACCP) food safety management.

We believe animals are entitled to humane treatment and their basic needs met. Our Animal Welfare Policy dictates practices that aim to prevent, minimize, and relieve pain, injury, and stress to animals. Our operations team provides adequate feed, water, light, space, sanitation, and on-site veterinarians. These measures create optimal conditions to protect poultry from disease, injury, and predation, which is critical for food safety.

**We believe our efforts to maintain the most humane animal practices align with consumer expectations and greater business success.**



08

# Growing with our Suppliers and Communities

- I) Responsible sourcing and supply chain management
- II) Growing with our Communities



# 08 Growing with our Suppliers and Communities

I) Responsible sourcing and supply chain management

## Responsible sourcing and supply chain management

Identifying the right exchange between logistics (owned and managed) and supporting the supply chain (third-party) is critical to reaching our goals, managing risks, and maintaining a quality product while keeping strong relationships with our communities. In fact, 57 percent of the fresh produce we sold in 2021 was grown by third-party growers. Where pricing is competitive, we strive to use local vendors. Our value chain is tightly woven into an integrated system where we rely on one another for success. This model has generated solid and decades-long partnerships.

Our long-standing and well-respected brands rely on consistent and quality products. Our supply chain partners follow our [Vendor Code of Business Ethics](#) and Conduct, which aligns fundamentally with Fresh Del Monte's commitment to diversity and inclusion, dignity for all workers, ethical business practices, sensitivity to the environment, and a shared future in the communities we serve.

**“Strong, like-minded suppliers are an important factor in our success.”**

Fresh Del Monte forms an exchange with growers to share good practices in agriculture, food safety, social and environmental management. We provide technical support and guidance to enable growers to produce a top-quality product using cutting-edge technology and in harmony with nature. All our associate growers 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) to assess workers' health, safety and welfare, and standards set by Rainforest Alliance and SCS Global Services. Approximately 96 percent of our volume is certified under GLOBALG.A.P. A Fresh Del Monte Quality Assurance (QA) team member is embedded with our associate growers who have contracts longer than one year. These QA professionals are trained in our culture of ethical, social, and environmental standards and bring their expertise to the growers' operations and assure compliance with our policies.

**“In 2021 we began to develop a project that will take a modern technological approach to tracking elements of our value chain. In 2022 we will pilot tech-based tracking and look forward to studying the findings and developing further in upcoming years”.**



# 08 Growing with our Suppliers and Communities

I) Responsible sourcing and supply chain management

## Our value chain

We aim to integrate sustainability practices from farm to marketplace. Our suppliers tie into our value chain to help us meet our objectives to lower costs and remain flexible to adjust to market needs.

Suppliers for our first-tier core products in Asia, Africa, Europe, Latin America, and Middle East markets are screened by Fresh Del Monte officials before the contract process, ensuring 100 percent compliance with GLOBAL G.A.P.

Our integrated supply chain maximizes the use of our logistics network to lower our average per box logistics cost while remaining flexible to shuffle capacity or shipments to meet fluctuations in demand in our key markets. We believe that maintaining control of our logistics process is a competitive advantage. We can continually monitor and maintain the quality of our produce and ensure timely and regular distribution to customers year-round. We devote substantial resources to optimizing this network to manage these costs.

<b>Agricultural Operations</b>	We both own farms and contract with associate growers to grow and harvest our fresh produce. We provide technical support and guidance to enable growers to provide a top-quality product using cutting-edge technology that is in harmony with nature. To support the expansion of sustainable and ethical agricultural practices, we are actively involved with industry associations in our operation regions.	In Costa Rica, 95% of our pineapple volume comes from contracted growers who have been with us for at least 30 years.
<b>Packaging House</b>	The quality assurance process begins on the farms and continues as harvested products enter our packaging facilities. We require extensive sampling of our fresh produce at each stage of the production and distribution process. We manufacture a significant portion of our primary and secondary packaging and design it to reduce food waste and environmental impact.	At least five quality assurance checks are conducted throughout the supply chain universally.
<b>Transportation to Port</b>	We have a logistics network of trucks to move our products quickly and efficiently to ensure peak freshness. We use refrigerated trucks to transport our fresh fruits and vegetables from the farms to the loading ports where our products are shipped by vessels around the globe.	Four port facilities Truck fleet · 355 trucks and refrigerated trailers in the U.S. · 325 trucks in the Middle East
<b>Vessels</b>	We load products onto one of our 13 vessels, 12 owned and one chartered. To reduce our carbon emissions, we recently purchased six fuel-efficient vessels to significantly reduce our fuel consumption and associated CO2e emissions from shipping vessels, the final of which was delivered in 2021.	We use third party container lines that cover destinations that we do not service directly with our fleet. Operate a fleet of 9,000 refrigerated containers
<b>Transportation from port to distribution center/ fresh cut facilities</b>	On arrival, the vessels are unloaded and trucks pick up our products and deliver them to our customers and distribution centers within three days.	42 distribution centers in key markets globally
<b>Distribution center to fresh cut facility</b>	Our distribution centers and fresh cut facilities are a forward stop in our supply chain. In these locations, whole products are processed into fresh cut, ripened ready-to-eat products, or simply redistributed to our final customers for our consumers to enjoy.	25 fresh-cut facilities in key markets globally, some located in our distribution centers
<b>Transportation to customer</b>	The last stop is our consumers! Whether you're buying our whole fresh produce for your family at the grocery store or picking up fresh-cut fruit for a snack, you can be sure your item was delivered at the peak of freshness.	Bananas take roughly five days to ripen.

### GROWERS IN GUATEMALA IRRIGATION OPTIMIZATION

*Growers address water risk through technology innovation in irrigation*

Our partner growers in Guatemala are investing in initiatives to increase the optimization of irrigation water systems:

- Use of sensors to decide when and how much water to irrigate.
- Use of solar panels and methane gas production through anaerobic systems for wastewater treatment, which are used to operate irrigation pumping stations and processing plants with these clean energy sources.
- Because our associate growers from the South of Guatemala operate in a zone of high overall water risk, they have joined with other stakeholders to coordinate efforts to use water rationally and ensure water is available for all users in the area. Through the Private Institute for Research into Climate Change (Instituto Privado de Investigación de Cambio Climático-ICC), growers support the River Monitoring System of the South Coast of Guatemala, by which flow measurements are taken in 52 rivers. The information generated has contributed to meeting the main objectives of the technical committees of the Pacific side of Guatemala to promote a more balanced water use management.



# 08 Growing with our Suppliers and Communities

## II) Growing with our Communities

Our business covers a varied cultural and socioeconomic landscape at Fresh Del Monte. Our local teams know our communities best—we empower our employees to make a difference in their local communities across our value chain. By aligning our efforts along our value chain, we are impacting the communities where our employees and partners live, work, and play. Investment in these communities betters both our team and our business.

Each community where we do business has unique needs, challenges, and cultures. We work with local communities to develop initiatives to address some of the most significant problems specific to that area, and aim to build initiatives with a wide range of stakeholders to provide lasting change.

### The Community Fresh Team steers the community outreach strategy with a focus on five key pillars:

- Access to healthcare,
- Education
- Clean water and related infrastructure,
- Disaster relief, and
- Ending hunger and providing access to healthy foods

Fresh Del Monte prioritizes projects that address significant community issues, such as bridge construction as part of disaster relief or access to water or power. In 2021, the Company identified that in our local community in Kenya, daytime electricity was not available and was necessary for cooking, children’s online studies, entertainment, and general lighting.

**Fresh Del Monte dedicated more than \$500,000 to install electrical meters reaching 1,800 housing units of company villages, offering a permanent connection to the power grid, with individual families managing use.**



# 08 Growing with our Suppliers and Communities

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In 2021 our global Community Outreach newsletter began circulation and continued quarterly, focusing on one pillar per quarter.

The newsletter was designed to engage employees, uncover a new network of community outreach champions, and share new and innovative ways to uplift our local communities.

**Each issue highlighted employees, encouraged engagement, and showcased programs, such as these:**



These few examples provide a taste of our overall efforts. Initiatives are happening across our global footprint and along our value chain. You can find more information and stay up to date on our sustainability efforts by visiting the News and Stories section on our website at [freshdelmonte.com/newsroom](https://freshdelmonte.com/newsroom).

We believe the thoughtful approach to our local activations makes us stronger employees and members of our communities.

To achieve **A Brighter World Tomorrow™**, we commit to continue investment into the livelihood of our vibrant communities, making them strong and resilient.

## SUPPORTING GOOD HEALTH & WELLBEING

### *Women's Healthcare in Developing Countries*

Social stigmas, myths, and lack of access to menstrual hygiene products are a challenge faced by many women and girls in developing countries. Fresh Del Monte partnered with the World Benchmarking Alliance (WBA), the Universal Access Project of the UN Foundation (UNF), and five other global companies to advance the health and well-being of women workers in developing countries.

As part of our Menstrual Hygiene Management Program, Fresh Del Monte team members and trained clinicians hosted a mentorship workshop commemorating Menstrual Hygiene Day. They distributed sanitary pads to 660 teenage girls at several primary and secondary schools in areas of need to curb the high rates of menstrual-related absenteeism.

To further support women's health at all stages of life, our lactation room provides lactating female employees with a clean, safe and comfortable environment. A total of 38 breastfeeding mothers benefited from the facility throughout 2021. In addition, we offered pre-natal care services to 102 expectant female employees.

We're committed to empowering 10,000 female team and community members with reproductive health information and services through company-led programs by 2024. We're proud to have already achieved more than 60% of our goal.

## PROVIDING ACCESS TO QUALITY EDUCATION

### *Supporting Our Students: Community Spirit in the Philippines*

Bayanihan, a local term generally meaning "community spirit," – epitomizes the essence of the culture in and around our operations. We have a spirit of cooperation to help each other thrive, especially in times of need. In keeping with Bayanihan, the Fresh Del Monte Philippines team joined the "Adopt a School Program" to encourage local communities to support public education. The community effort provides school supplies and crucial technologies (including printers and paper) to surrounding schools to help children in reaching their true potential. This program was launched in DDC and has now been replicated in all our core growing operations in the Philippines: ADCI, DAVCO, and MAI. More than 44 Fresh Del Monte team members contributed to the effort, impacting over 25,000 students from 30 primary and secondary schools in the provinces of Maguindanao, Sultan Kudarat, North Cotabato, Bukidnon, Agusan del Sur, Cagayan de Oro, and the City of Davao.



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## References & Indexes

- I) About this Report
- II) Awards, Certifications & Recognition
- III) Policy Reference
- IV) Sustainable Accounting Standards Board (SASB) Index
- V) GRI Content Index
- VI) Endnotes, as needed



# 09 References & Indexes

## I) About this Report

### Unless otherwise stated, this report covers activities and data from our fiscal year, the calendar year 2021.

. The topics covered are those we have determined to be material to our business and stakeholders, as determined through a materiality study conducted in early 2021. We engage our employees, customers, investors, consumers, NGOs, community groups, and suppliers on an ongoing basis. Our report is aligned with the Sustainability Accounting Standards Board (SASB) standards for Agricultural Products within the Food & Beverage Sector. Additionally, we are reporting in reference to the Global Reporting Initiative (GRI), including mapping to the Sector Guidance for Agriculture, Aquaculture, and Fishing.

Fresh Delmonte Produce releases additional information within our public financial filings, including our [Annual Report](#) and [Proxy filings](#) –as well as on the Security and Exchange Commission’s website at [www.sec.gov](http://www.sec.gov) or the Investors page of our website at [www.freshdelmonte.com](http://www.freshdelmonte.com).

**We did not seek third-party assurance for this report. This is something that may be considered in the future.**

## Endnotes

- [1] 1t.org. (n.d.). Retrieved from 1t.org: <https://www.1t.org/>
- [2] What is Regenerative Agriculture? (2017, February 16). Retrieved from Regeneration International: <https://regenerationinternational.org/wp-content/uploads/2017/02/Regen-Ag-Definition-2.23.17-1.pdf>
- [3] ETHICAL TRADE INITIATIVE AUDIT. (n.d.). Retrieved from TUVSUD: <https://www.tuvsud.com/en/services/auditing-and-system-certification/ethical-trade-initiative-audit>
- [4] About Us. (n.d.). Retrieved from GLOBALG.A.P.: [https://www.globalgap.org/uk\\_en/who-we-are/about-us/](https://www.globalgap.org/uk_en/who-we-are/about-us/)
- [5] What is GRASP? (n.d.). Retrieved from GLOBALG.A.P.: [https://www.globalgap.org/uk\\_en/for-producers/globalg.a.p.-add-on/grasp/what-is-GRASP/](https://www.globalgap.org/uk_en/for-producers/globalg.a.p.-add-on/grasp/what-is-GRASP/)
- [6] Hazard Analysis Critical Control Point (HACCP). (n.d.). Retrieved from U.S. Food and Drug Administration: <https://www.fda.gov/food/guidance-regulation-food-and-dietary-supplements/hazard-analysis-critical-control-point-haccp>
- [7] About the Rainforest Alliance. (n.d.). Retrieved from Rainforest Alliance: <https://www.rainforest-alliance.org/about/>
- [8] SMETA Audit. (n.d.). Retrieved from Sedex: <https://www.sedex.com/our-services/smeta-audit/>
- [9] What is the SQF Program? (n.d.). Retrieved from SQF Institute: <https://www.sqfi.com/what-is-the-sqf-program/>
- [10] Sustainably Grown Certification Program. (n.d.). Retrieved from SCS Global Services: <https://www.scsglobalservices.com/services/sustainably-grown-certification#:~:text=Furthermore%2C%20the%20Sustainably%20Grown%20standard%20complies%20with%20responsible,with%20leading%20US%20and%20European%20standards%20and%20initiatives.>

## Contact us

We welcome feedback on our ESG initiatives and reporting and invite you to contact us via email at [contact-us-executive-office@freshdelmonte.com](mailto:contact-us-executive-office@freshdelmonte.com).



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## Awards & Recognition

- [2021 Environmental Initiatives Awards, SEAL Business Sustainability Awards](#)  
*Received for our approach to farming while conserving biodiversity.*
- 2021 Finalist, [Rabobank's 2021 Leadership in Sustainability award](#)  
*The award recognizes a high-impact organization that has achieved unique steps towards business, environmental, social, and governance sustainability.*
- 2021 Honoric Award, American Chamber of Commerce in Guatemala  
*Fresh Del Monte was awarded citing its CIMA & PLATA training programs - a values-focused program hitting topics such as talent development, leadership, and inclusion along with the Company's efforts in the areas of volunteering, education, and health and safety programs.*
- 2021 SHARE Equality Signal award, Greek Ministry of Labor and Social Affairs  
*Greece awarded Fresh Del Monte based on a two-year development of a project, "SHARE: Promoting the balance of work and family life in business and a better distribution of care responsibilities between men and women." This program included educational material, training, and an evaluation methodology. Fresh Del Monte participated through the final evaluation.*
- 2021 Honors from the government of Guatemala  
*We were honored for our support of communities affected by Hurricane Eta, for our help in creating a hospital for COVID-19 patients, and our strategic approach to supporting the communities and workers during the COVID-19 crisis.*
- 2021 Certificate of Recognition  
*We received for our support to the community and COVID-19 response in the Municipality of Datu Abdullah Sangki in the Philippines.*
- 2021 COVID Seal recognition by the Chilean Security Association  
*We were awarded for outstanding performance in fighting the pandemic and caring for workers.*
- 2021 Farm to Fork Idea Award, GIZ  
*We were awarded for innovation in promoting biodiversity in Costa Rica.*
- 2021 Letter of Recognition from the Guatemala Ministry of Culture  
*Highlighted for our work safeguarding and restoring the Quiriguá archaeological park, a UNESCO World Heritage Site, from the impacts of hurricane Eta and Iota.*
- 2021 Neutral Fuels Biofuel Certificate  
*Contributing to the transition to a Net Zero future in the fight against climate change in our facility in Dubai, UAE.*
- 2021 National Insurance Institute Award (Costa Rica Banana Operation)  
*Awarded after an assessment of our Occupational Risk Preventive Management System*
- 2021 Corporate Award  
*We have received recognition from the Government of Guatemala through the Health Ministry for our efforts in distributing COVID-19 vaccinations to neighboring communities.*

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### Certifications and related standards\*

- Ethical Trading Initiative (ETI)  
*Fresh Del Monte is a part of ETI, an alliance of companies, trade unions, and voluntary organizations that share a commitment to improved working conditions throughout the supply chain. [3]*
- FSSC 22000 – Food Safety System Certification  
*FSSC 22000 implements ISO-based management systems for global food safety.*
- GLOBALG.A.P.  
*Fresh Del Monte cooperates with GLOBALG.A.P., a brand of smart farm assurance solutions. GLOBALG.A.P. values food safety and sustainability. [4]*
- Good Manufacturing Practices (GMP)  
*Fresh Del Monte follows GMPs to ensure the safety of our food. GMPs address matters such as the design, construction, and maintenance of a food plant, plant equipment, sanitary operations, facility sanitation, and production and process controls during the production of food*
- GRASP  
*Fresh Del Monte uses the GLOBALG.A.P. Risk Assessment tool, GRASP, to assess, improve, and demonstrate responsible social practices. [5]*
- Hazard Analysis Critical Control Point (HACCP)  
*Fresh Del Monte follows HACCP – a management system in which food safety is addressed through the analysis and control of biological, chemical, and physical hazards from raw material production, procurement, and handling, to manufacturing, distribution, and consumption of the finished product [6]*
- ISO 45001: Occupational Health and Safety  
*Fresh Del Monte adheres to ISO 45001, outlining the requirements for an occupational health and safety management system.*

- ISO 9001: Quality Management Systems  
*Fresh Del Monte is ISO 9001 certified. ISO 9001 sets the criteria for a quality management system.*
- PrimusGFS  
*Fresh Del Monte is a part of PrimusGFS, a Global Food Safety Initiative (GFSI) recognized audit Certification Program.*
- Rainforest Alliance  
*Fresh Del Monte supports The Rainforest Alliance. An international non-profit organization working at the intersection of business, agriculture, and forests to make responsible business the new normal and working to build an alliance to protect forests, improve the livelihoods of farmers and forest communities, promote their human rights, and help them mitigate and adapt to the climate crisis. [7]*
- SCS Global Services Carbon Neutrality  
*In 2015, our banana operation in Costa Rica (BANDECO) was certified as Carbon Neutral by SCS Global Services.*
- SMETA  
*Fresh Del Monte uses the SMETA Audit, a social auditing methodology, enabling businesses to assess their sites and suppliers to understand working conditions in their supply chain. [8]*
- SQF: Safe Quality Food  
*Fresh Del Monte is SQF certified; SQF is a rigorous and credible food safety and quality program. [9]*
- Sustainably Grown Standard  
*Fresh Del Monte follows SCS Global Services' Sustainably Grown Standard. A framework applied to agricultural operations around the world, providing a roadmap to satisfy the emerging market for environmental stewardship and social responsibility. [10]*
- USDA/EU Organic  
*Select Fresh Del Monte products are certified as USDA or EU organic.*



\*These certifications and standards are used by Fresh Del Monte around the world. This list does not indicate that all products/facilities are covered.



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## Policy Reference

- Animal Welfare Policy
- Anti-Bullying & Abusive Conduct Prevention Policy
- Anti-Harassment Policy
- [Code of Conduct and Business Ethics Policy](#)
- [Environmental Policy](#)
- [Food Safety Policy](#)
- Global Policy of Commercial Compliance & Exports
- [Land and Water Suitability Policy](#)
- Occupational Health & Safety
- [Our Approach to Protecting Pollinators on our Farms](#)
- [Responsible Farming Policy](#)
- Trust-based Work Arrangement Policy
- [Vendor Code of Business Ethics and Conduct](#)
- Vendor Growers Principles Statement

## Sustainable Accounting Standards Board (SASB) Index

Fresh Del Monte Produce reports against the Agricultural Products within the Food & Beverage Sector.

TOPIC	METRIC	RESPONSE
GREENHOUSE GAS EMISSIONS	FB-AG-110a.1 - Gross global Scope 1 emissions	800,588.33 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	See Protect our Planet section on page [X] Targets and Progress Reduce scopes 1 & 2 by 27.5% by 2030 • 22.64% reduction (80% progress) Reduce absolute Scope 1 CO2e emissions from vessel shipping by 10% by 2025 • Exceeded target
	FB-AG-130a.1 - Fleet fuel consumed, percentage renewable	6,065,447 GJ (1,684,846 MWh) Percentage not reported
ENERGY MANAGEMENT	FB-AG-130a.1 - (1) Operational energy consumed, (2) percentage grid electricity, (3) percentage renewable	(1) 1,047,594 GJ (290,998,487 kWh); (2) percentage grid electricity not reported, (3) 15% of operational energy consumed

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) 85,906.55 megaliters (2) 30,647.9 megaliters 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. In 2021 a 63% of our water withdrawals was from areas of high and extremely high water stress, a decrease from the previous year. Though we don't currently have a measure of consumption in water-stressed regions, we continue to implement measures to reduce our water consumption.
	FB-AG-140a.2 - Description of water management risks and discussion of strategies and practices to mitigate those risks	Fresh Del Monte farms, communities, team members, and local communities depend on safe and clean water to thrive; our growers rely on clean water to produce healthy crops, and our facilities need clean water to prepare our produce for consumption. Our approach to water stewardship is grounded in a deep understanding of the local watersheds in which we operate. We leverage innovative technologies to drive water use efficiency and work proactively to prevent potentially negative impacts on community water resources. We continuously work with regulatory bodies to ensure that our drought and flood plans meet and exceed standards. We keep our irrigation systems up to date to ensure our water usage is efficient and effective and maintain our water management infrastructure to mitigate pressure from floods and droughts.
	FB-AG-140a.3 - Number of incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations	In 2021, we received two fines totaling \$67,911.78. One in the southern region of North America. The \$300.00 fine was for exceeding our wastewater discharge limits. The second fine was in the northern region of North America. This \$67,611.78 fine was related to a regulatory violation in Baltimore, MD. We have conducted a thorough review through an independent third party of how this incident occurred, and we have implemented corrective actions in the facility per the recommendations from the third-party review to avoid this ever happening again.



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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 of our processing facilities undergo yearly GSFI-approved audits; we have passed all of these audits with a 90% or better score. No major non-conformances were identified, and 100% of minor non-conformances were dealt with within 24 hours.
	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 GLOBAL G.A.P, a GFSI-recognized food safety certification program.
	FB-AG-250a.3 - (1) Number of recalls issued and (2) total amount of food product recalled	No product recalls in 2021.
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) 6.517 Total Injury Rate (2) .009 Fatality Rate (3) Fresh Del Monte currently does not report
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 82% of the volume is certified with 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	The suppliers don't disclose this information publicly, but each operation performs internal verifications and follows up on correcting improvement points. (1) Not reported (2) Not reported
	FB-AG-430a.3 - Discussion of strategy to manage environmental and social risks arising from contract growing and commodity sourcing	Third-party growers are required to adhere to the Vendor Code of Business Ethics and Conduct.

GMO MANAGEMENT	FB-AG-430b.1 - Discussion of strategies to manage the use of genetically modified organisms (GMOs)	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. Fresh Del Monte has a proprietary/patented variety of genetically modified pink pineapple; that was approved by FDA, USDA, and Health Canada. It is sold in North America (USA and Canada) and a few countries that have approved its importation and consumption. In all cases, clients and consumers are clearly informed that this variety was developed using bioengineering techniques.
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 37%, 13%, and 8% of our annual revenue, respectively.  Our Chief Sustainability Officer (CSO) leads efforts to analyze climate-related risks and opportunities and reports these to the Board of Directors. The CSO's risk management process is informed by our Research and Development units in our operating regions and global tools, like the WRI Aqueduct Tool. In more detail, our CSO leads an important risk and opportunity assessment when we consider new areas of agricultural development. Our teams undergo a thorough assessment of water and climate-related risks around our agriculture operations. Climate risk in this setting includes both physical risk (likelihood of severe weather events, droughts, etc.) and regulatory risks (including the context of social conditions and emerging regulation in the areas under consideration). When crop disease, insect infestations, severe weather, and other adverse environmental conditions due to climate change (i) destroy crops planted on our farms or our suppliers' farms or (ii) prevent us from exporting these crops on a timely basis, we may lose our investment in those crops and be forced to purchase fruit on the spot market at a higher price to cover. These risks can be exacerbated when a specific crop is grown in one region or is provided by a limited number of suppliers. Climate change may increase and exacerbate these severe weather conditions or may be less predictable in the future. These changes could result in substantial losses and weaken our financial condition. Quantifiable indicators used to define these substantive impacts include reduction of sales volumes, increase in production costs, and delay of produce shipping schedules.
	FB-AG-440a.2 - Percentage of agricultural products sourced from regions with High or Extremely High Baseline Water Stress	Banana: 53% (CDP, W-FB1.2e year 2021) Pineapple: 59% (CDP, W-FB1.2e year 2021)



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## GRI Content Index

Fresh Del Monte Produce reports in reference to the Global Reporting Initiative, including mapping to the sector standard for Agriculture, Aquaculture, and Fishing.

Standard	Disclosure	FDP 2021 Answer	Sector Standard Reference Number
GRI 2: General Disclosures 2021	2-1 Organizational details	a. Fresh Del Monte Produce Inc b. Annual Report, pg. 14 c. Coral Gables, Florida, United States d. Annual Report, pg. 3	
	2-2 Entities included in the organization's sustainability reporting	Fresh Del Monte 2021 Annual Report	
	2-3 Reporting period, frequency and contact point	2021 Sustainability <b>pg 68</b> , About This Report	
	2-4 Restatements of information	No restatements	
	2-5 External assurance	We did not seek third-party assurance for this report. This is something that may be considered in the future.	
	2-6 Activities, value chain and other business relationships	Fresh Del Monte 2021 Annual Report, pg. 1 2021 Sustainability <b>pg 64</b> , Supply Chain	
	2-7 Employees	10,483 full time/salaried employees and 29,572 full-time/hourly employees. over 9,522 seasonal/hourly employees; 2021 Sustainability Report <b>pg7</b> Diversity and Inclusion	
	2-13 Delegation of responsibility for managing impacts	2021 Sustainability Report <b>pg11</b> Governance; Proxy	
	2-22 Statement on sustainable development strategy	2021 Sustainability Report <b>pg3</b> , Message-Chairman, President + CEO	
	2-23 Policy commitments	Fresh Del Monte does not explicitly refer to the precautionary principle or approach in its risk management principles. 2021 CSR Report, Policy Reference, Business Ethics	
2-24 Embedding policy commitments	2021 Sustainability Report <b>pg14</b> , Business Ethics; Code of conduct and business ethics		

Standard	Disclosure	FDP 2021 Answer	Sector Standard Reference Number
GRI 2: General Disclosures 2021	2-25 Processes to remediate negative impacts	<p>Speak-up line: FDP provides several reporting channels for individuals who are aware of suspected misconduct to report it appropriately. The Speak-Up Line is a reporting channel staffed by an independent third party and is available 24/7 in 40+ languages. The Speak-Up Line can be accessed using a computer or telephone using a local toll-free number. Once alleged misconduct is reported, the Investigations Council, with the oversight of the Global Ethics and Compliance Committee, is responsible for managing the investigation of the suspected misconduct. When a report comes in, it is assigned a case number. An individual investigator is then assigned to the case to perform an 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 FDMP 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. The population is educated on the Speak-Up Line through the following mediums:</p> <ul style="list-style-type: none"> <li>a. Fresh Hub via the Ethics and Compliance page Ethics and Compliance (sharepoint.com)</li> <li>b. Printed Speak-Up Line posters posted in all common areas with local telephone numbers</li> <li>c. Company policies</li> <li>d. Global Ethics and Compliance video posted on the Fresh Hub Ethics and Compliance (sharepoint.com)</li> </ul>	
	2-26 Mechanisms for seeking advice and raising concerns	2021 Sustainability Report <b>pg14</b> , Business Ethics Code of conduct and business ethics	



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Standard	Disclosure	FDP 2021 Answer	Sector Standard Reference Number
GRI 2: General Disclosures 2021	2-27 Compliance with laws and regulations	In 2021, we received two fines of \$67,911.78. One in the southern region of North America. The \$300.00 fine was for exceeding our wastewater discharge limits. The second fine was in the northern region of North America. This \$67,611.78 fine was related to a regulatory violation in Baltimore, MD.  We have conducted a thorough review through an independent third-party of how this incident occurred, and we have implemented corrective actions in the facility per the recommendations from the third-party review to avoid this ever happening again.	
	2-28 Membership associations	International Fresh Produce Association, Canadian Produce Marketing Association, Kenya Association of Manufacturers (KAM), American Chamber of Commerce (AMCHAM)	
	2-29 Approach to stakeholder engagement	2021 Sustainability Report <a href="#">pg20</a> Materiality	
	2-30 Collective bargaining agreements	2021 Sustainability Report <a href="#">pg46</a> Human Rights	
Material Topics			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	2021 Sustainability Report <a href="#">pg20</a> Materiality	
	3-2 List of material topics	2021 Sustainability Report <a href="#">pg20</a> Materiality	
	Supply Chain		
	3-3: Management of material topics	2021 Sustainability Report <a href="#">pg63</a> , Responsible Sourcing and Supply Chain Management; Vendor Code of Business Ethics and Conduct	
	Risk and Crisis Management		
	3-3: Management of material topics	2021 Sustainability Report <a href="#">pg11 &amp; pg20</a> - Governance; Materiality	

Standard	Disclosure	FDP 2021 Answer	Sector Standard Reference Number
Material Topics			
GRI 3: Material Topics 2021	Climate Change		
	3-3: Management of material topics	Fresh Del Monte is committed to addressing climate change through annual calculation of our Scope 1, 2, and 3 emissions. We evaluate the effectiveness of our climate action programs by benchmarking our emissions reductions between regions and operations through rigorous internal analysis. We undergo monthly training sessions from December to April of each year with our team members in each facility to address emissions calculation methodologies to ensure consistent, accurate, and reliable data from 100% of our globally owned operating facilities. We distribute training materials in both English and Spanish. After each emissions reporting cycle, we undergo a feedback process to improve our data collection processes and training programs for the following year. We also annually perform updates to our emissions calculation tool to align with any GHG calculation methodology updates from the GHG Protocol or IPCC	13.1.1
	GRI 305: Emissions 2016		Topic 13.1 Emissions
	305-1 Direct (Scope 1) GHG emissions	2021 Sustainability Report <a href="#">pg30</a> , Climate Action	13.1.2
	305-2 Energy indirect (Scope 2) GHG emissions	2021 Sustainability Report <a href="#">pg30</a> , Climate Action	13.1.3
	305-3 Other indirect (Scope 3) GHG emissions	2021 Sustainability Report <a href="#">pg30</a> , Climate Action	13.1.4
	305-4 GHG emissions intensity	2021 Sustainability Report <a href="#">pg30</a> , Climate Action	13.1.5
	Sustainable Farming		
	3-3 Management of material topics	2021 Sustainability Report <a href="#">pg35</a> , Sustainable Farming	13.3.1

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Standard	Disclosure	FDP 2021 Answer	Sector Standard Reference Number	
Material Topics				
GRI 3: Material Topics 2021	GRI 304: Biodiversity 2016		Topic 13.3 Biodiversity	
	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	2021 Sustainability Report <a href="#">pg29</a> , Biodiversity	13.3.2	
	304-2 Significant impacts of activities, products and services on biodiversity	2021 Sustainability Report <a href="#">pg32 &amp; pg33</a> , Biodiversity	13.3.3	
	304-3 Habitats protected or restored	2021 Sustainability Report <a href="#">pg32 &amp; pg33</a> , Biodiversity	13.3.4	
	Water Stewardship			
	3-3 Management of material topics	2021 Sustainability Report <a href="#">pg37</a> , Water Stewardship	13.7.1	
	GRI 303: Water and Effluents 2018		Topic 13.7 Water and effluents	
	303-3 Water withdrawal	2021 Sustainability Report <a href="#">pg38</a> , Water Stewardship	13.7.4	
	303-4 Water discharge	2021 Sustainability Report <a href="#">pg38</a> , Water Stewardship	13.7.5	
	Circular Economy and Waste			
	3-3 Management of material topics	2021 Sustainability Report <a href="#">pg39</a> , Circular Economy and Waste	13.8.1	
	GRI 306: Waste 2020		Topic 13.8 Waste	
	306-1 Waste generation and significant waste-related impacts	2021 Sustainability Report <a href="#">pg40 &amp; pg41</a> , Circular Economy and Waste	13.8.2	
	306-2 Management of significant waste-related impacts	2021 Sustainability Report <a href="#">pg41</a> , Circular Economy and Waste	13.8.3	
	306-3 Waste generated	2021 Sustainability Report <a href="#">pg40</a> , Circular Economy and Waste	13.8.4	
	306-4 Waste diverted from disposal	2021 Sustainability Report <a href="#">pg40</a> , Circular Economy and Waste	13.8.5	
306-5 Waste directed to disposal	2021 Sustainability Report <a href="#">pg40</a> , Circular Economy and Waste	13.8.6		

Standard	Disclosure	FDP 2021 Answer	Sector Standard Reference Number	
Material Topics				
GRI 3: Material Topics 2021	Human Rights			
	3-3 Management of material topics	We address our commitment to Human Rights in our Vendor Code of Business Ethics and our Code of Conduct and Business Ethics Policy. More detail on our evaluation of our management approach to human rights can be found in section 11 of our code of conduct: Implementation of the code of conduct and business ethics policy; reporting violations.		
	412-1 Operations that have been subject to human rights reviews or impact assessments	2021 Sustainability Report <a href="#">pg44 &amp; pg45</a> , Human Rights		
	412-2 Employee training on human rights policies or procedures	2021 Sustainability Report <a href="#">pg46</a> , Human Rights		
	412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	2021 Sustainability Report <a href="#">pg44</a> , Human Rights		
	Diversity & Inclusion			
	3-3 Management of material topics	2021 Sustainability Report <a href="#">pg47</a> , Diversity and Inclusion		
	GRI 405: Diversity & Equal Opportunity		Topic 13.15 Non-discrimination and equal opportunity	
	405-1 Diversity of governance bodies and employees	2021 Sustainability Report, <a href="#">pg12</a> Board Snapshot; and <a href="#">pg47</a> Diversity and Inclusion	13.15.2	
	405-2 Ratio of basic salary and remuneration of women to men	2021 CSR Report <a href="#">pg49</a> Living our Values	13.15.3	
	Wellbeing of Workers and Employees			
	3-3 Management of material topics	2021 Sustainability Report <a href="#">pg50</a> , Health, Wellbeing, and Safety	13.19.1	



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Standard	Disclosure	FDP 2021 Answer	Sector Standard Reference Number
Material Topics			
GRI 3: Material Topics 2021	GRI 403: Occupational Health & Safety		Topic 13.19 Occupational health and safety
	403-1 Occupational health and safety management system	2021 Sustainability Report <a href="#">pg50</a> , Health, Wellbeing, and Safety	13.19.2
	403-2 Hazard identification, risk assessment, and incident investigation	2021 Sustainability Report <a href="#">pg50</a> Health, Wellbeing, and Safety	13.19.3
	403-3 Occupational health services	2021 Sustainability Report <a href="#">pg50</a> , Health, Wellbeing, and Safety	13.19.4
	403-4 Worker participation, consultation, and communication on occupational health and safety	2021 Sustainability Report <a href="#">pg50</a> , Health, Wellbeing, and Safety	13.19.5
	403-5 Worker training on occupational health and safety	2021 Sustainability Report <a href="#">pg50</a> , Health, Wellbeing, and Safety	13.19.6
	403-6 Promotion of worker health	2021 Sustainability Report <a href="#">pg50</a> , Health, Wellbeing, and Safety	13.19.7
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2021 Sustainability Report <a href="#">pg50 &amp; pg52</a> , Health, Wellbeing, and Safety	13.19.8
	403-8 - Workers covered by an occupational health and safety management system	2021 Sustainability Report <a href="#">pg50</a> , Health, Wellbeing, and Safety	13.19.9
	403-9 Work-related Injuries	2021 Sustainability Report <a href="#">pg51</a> , Health, Wellbeing, and Safety	13.19.10
Talent Management			
3-3 Management of material topics	2021 Sustainability Report <a href="#">pg53</a> , Talent Management and Culture	Topic 13.20.1	

Standard	Disclosure	FDP 2021 Answer	Sector Standard Reference Number
Material Topics			
GRI 3: Material Topics 2021	GRI 401: Employment		Topic 13.20 Employment practices
	401-1 New employee hires and employee turnover	<p>NA:</p> <ul style="list-style-type: none"> <li>a. New Employee Hires = 524</li> <li>-Male = 253</li> <li>-Female = 162</li> <li>-Gender Not Disclosed by Employee = 109</li> <li>-Under 30 y/o = 91</li> <li>-30-50 y/o = 257</li> <li>-Over 50 y/o = 176</li> <li>b. Employee Turnover = 600</li> <li>- Male = 335 (16.19%);</li> <li>- Female = 246 (11.89%);</li> <li>-Gender Not Disclosed by Employee = 19</li> <li>-Under 30 y/o = 75</li> <li>-30-50 y/o = 270</li> <li>-Over 50 y/o = 255</li> </ul> <p>APAC:</p> <ul style="list-style-type: none"> <li>a. New Employee Hires = 122</li> <li>-Male = 93</li> <li>-Female = 29</li> <li>-Under 30 y/o = 32</li> <li>-30-50 y/o = 89</li> <li>-Over 50 y/o = 1</li> <li>b. Employee Turnover = 45</li> <li>-Male = 34</li> <li>-Female = 11</li> <li>-Under 30 y/o = 13</li> <li>-30-50 y/o = 31</li> <li>-Over 50 y/o = 1</li> </ul> <p>EA:</p> <ul style="list-style-type: none"> <li>a. New Employee Hires = 942</li> <li>-Female = 480</li> <li>-Male = 462</li> <li>-Under 30 y/o = 315</li> <li>-30-50 y/o = 327</li> <li>-Over 50 y/o = 300</li> <li>b. Employee turnover = 1,134</li> <li>- Female = 563</li> <li>- Male = 571</li> <li>-Under 30 y/o = 315</li> <li>-30-50 y/o = 371</li> <li>-Over 50 y/o = 448</li> </ul>	



# 09 References & Indexes

Standard	Disclosure	FDP 2021 Answer	Sector Standard Reference Number
Material Topics			
GRI 3: Material Topics 2021	GRI 401: Employment		Topic 13.20 Employment practices
	401-1 New employee hires and employee turnover	<p>LATAM:                      a. New Employee Hires = 10749;                      -Males = 8475;                      -Females = 2274;                      -Under 30 y/o = 6664                      -30-50 y/o = 5400                      -Over 50 y/o = 1322                      b. Employee turnover = 11281;                      -Males = 9462;                      -Females = 1819;                      -Under 30 y/o = 5414                      -30-50 y/o = 4732                      -Over 50 y/o = 1134</p> <p>MENA:                      a. New Employee Hires = 527                      -Males = 459                      -Female = 6                      -Under 30 y/o = 316                      -30-50 y/o = 208                      -Over 50 y/o = 3                      b. Employee Turnover= 301                      -Males = 237                      -Females = 64                      -Under 30 y/o = 113                      -30-50 y/o = 173                      -Over 50 y/o = 15</p>	
	401-2 Benefits provided to fulltime employees that are not provided to temporary or part-time employees	2021 CSR Report <a href="#">pg50</a> Health, Wellbeing, and Safety	
	GRI 404: Training & Education		
	404-1 Average hours of training per year per employee	2021 Sustainability Report <a href="#">pg44 &amp; pg46</a> , Human Rights	
	404-2 Programs for upgrading employee skills and transition assistance programs	2021 Sustainability Report <a href="#">pg53</a> , Talent Management, and Culture	

Standard	Disclosure	FDP 2021 Answer	Sector Standard Reference Number
Material Topics			
GRI 3: Material Topics 2021	404-3 Percentage of employees receiving regular performance and career development reviews	2021 Sustainability Report <a href="#">pg53</a> , Talent Management, and Culture	
	Consumer Engagement		
	3-3 Management of material topics	2021 Sustainability Report <a href="#">pg57</a> , Engaging our Consumers	
	GRI 417: Marketing & Labeling		
	417-1 Requirements for product and service information and labeling	2021 Sustainability Report <a href="#">pg55</a> Health and Nutrition; Engaging our Consumers	
	417-2 Incidents of non-compliance concerning product and service information labeling	In 2021 there was no non-compliance regarding product and service information labeling	
	417-3 Incidents of noncompliance concerning marketing communications	2021 Sustainability Report <a href="#">pg57</a> , Engaging our Consumers	
	Health and Nutrition		
	3-3 Management of material topics	Fresh Del Monte is dedicated to continuing to improve our approach to health and nutrition. We believe we have an important role to play in helping consumers to access fresh, wholesome foods and make it easy for them to make healthy choices	
	GRI 416: Customer Health and Safety		Topic 13.10 Food Safety
416-1 Assessment of the health and safety impacts of product and services category	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.	13.10.2	



# 09 References & Indexes

Standard	Disclosure	FDP 2021 Answer	Sector Standard Reference Number	
Material Topics				
Food Quality and Safety				
GRI 3: Material Topics 2021	3-3 Management of material topics	2021 Sustainability Report <a href="#">pg59</a> Food Safety and Quality; Food Safety Policy	13.10.1	
		2021 Sustainability Report <a href="#">pg59</a> , Food Safety and Quality	13.10.4	
		0 Recalls	13.10.5	
	Community Engagement			
	3-3 Management of material topics	Fresh Del Monte has dedicated to our focus within the local communities we work. We will continue to work with our community partners to better the world around us.		
	GRI 203: Indirect Economic Impacts		Topic 13.22 Economic Inclusion	
	203-1 Infrastructure investments and services supported	2021 Sustainability Report <a href="#">pg65</a> Growing With Our Communities	13.22.3	
	203-2 Significant indirect economic impacts	2021 Sustainability Report <a href="#">pg65</a> , Growing With Our Communities	13.22.4	
	Additional Sector Standard Topics (do not currently match to a material topic)			
	Topic 13.5 Soil Health			
	3-3 Management of Material Topics	2021 Sustainability Report <a href="#">pg36</a> , Protecting our Planet; Regenerative Agriculture	13.5.1	
	Topic 13.6 Pesticides use			
	3-3 Management of Material Topics	2021 Sustainability Report <a href="#">pg36</a> , Protecting our Planet; Regenerative Agriculture	13.6.1	
	Topic 13.9 Food Security			
	3-3 Management of Material Topics	2021 Sustainability Report <a href="#">pg40 &amp; pg41</a> , Food Waste	13.9.1	

Standard	Disclosure	FDP 2021 Answer	Sector Standard Reference Number
Material Topics			
GRI 3: Material Topics 2021	Topic 13.6 Pesticides use		
	3-3 Management of Material Topics	2021 Sustainability Report <a href="#">pg36</a> , Protecting our Planet; Regenerative Agriculture	13.6.1
	Topic 13.9 Food Security		
	3-3 Management of Material Topics	2021 Sustainability Report <a href="#">pg40 &amp; pg41</a> , Food Waste	13.9.1
	Topic 13.11 Animal health and welfare		
	3-3 Management of Material Topics	2021 Sustainability Report <a href="#">pg61</a> , Animal Welfare	13.11.1
	Report the percentage of production volume from sites of the organization certified to third-party animal health and welfare standards, and list these standards.	2021 Sustainability Report <a href="#">pg61</a> , Animal Welfare	13.11.2
	Topic 13.17 Child Labor		
	3-3 Management of Material Topics	2021 Sustainability Report <a href="#">pg44</a> , Living our Values; Human Rights	13.17.1
	Topic 13.23 Supply chain traceability		
	3-3 Management of Material Topics	2021 Sustainability Report <a href="#">pg60</a> ; Traceability	13.23.1
	Topic 13.26 Anti-corruption		
	3-3 Management of Material Topics	2021 Sustainability Report <a href="#">pg14</a> , Business Ethics; Code of Conduct and Business Ethics	13.26.1



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