

EU CODE OF CONDUCT ON RESPONSIBLE FOOD BUSINESS AND MARKETING PRACTICES

FYFFES

REPORT SUBMITTED ON 28 APRIL 2023

Type of business/sector <i>(E.g. retail, dairy)</i>	Sustainability dimension <i>(E.g. environmental, social)</i>	Code aspirational objective <i>(1-7)</i>	Individual commitments with baseline	Progress on KPIs and goals (qualitative and/or quantitative)	Additional information (optional)	Comments (optional) <i>(E.g. enablers, ideas on how to improve)</i>

			• All packaging will be compostable, recyclable or reusable by 2025 • 100% of Fyffes owned operations have water management plans in place 2025	Fyffes has already reached 98.1% of target. Deciding what to do about 1.9% remainder given new EU legislation on labels. Just under 40% of Fyffes farms have water management plans in place already. Decided to apply GlobalG.A.P. Spring to all farms and supplier farms. On track to hit target.		
	Environmental and social	2 <i>Prevention and reduction of food loss and waste</i>	• Reduce food loss by 80% in all our own operations by 2030 • Develop one new application for each of our core products by 2030	Fyffes has implemented a range of initiatives such as improved quality control measures and better communication between farms and the customer facing areas of the business. For unavoidable waste Fyffes has mapped food banks and food donation charities across all its major markets. Food loss has stabilised after a bad year (for food loss) in 2021. We are working with the greatest food waste locations to donate to foodbanks. Fyffes has already developed two new applications for banana waste. 1) a pilot program to provide a banana flour to 100 children in a local school in the Stann Creek and Toledo district in Belize.. 2) Fyffes Balbriggan ripening centre in Ireland donates its food waste to a not-for-profit that		

				converts the waste into gelato, banana bites and cakes.		
	Environmental	3 <i>A climate neutral food chain in Europe by 2050</i>	• Reduce our GHG emissions to achieve the Science-Based Target in line with the 1.5°C scenario by 2025, representing a 25% reduction for scope 1 and 2 in CO2 eq./kg of fruit harvested (endorsed by SBTi) and a 10% reduction for scope 3* in CO2 eq./kg of fruit harvested and distributed by Fyffes and its suppliers, from a 2020 base year.	In 2021 reduced Scope 1 & 2 GHG emissions by 13% In addition, Fyffes has a partnership with PLUS and Albert Heijn supermarket chain in the Netherlands supermarket to provide carbon neutral pineapples and bananas.	Our primary goal is GHG reduction. Once achieved, Fyffes will have a new target	
	Environmental	4 <i>An optimised circular and resource-efficient food chain in Europe</i> <i>a) Improved resource-efficiency within own operations, contributing to sustainable, efficient use and management of energy and</i>	• All packaging will be compostable, recyclable or reusable by 2025 • 100% of Fyffes owned operations have water management plans in place 2025 • Reduce our GHG emissions to achieve the Science-Based Target in line with the 1.5°C scenario by 2025, representing a 25% reduction for scope 1 and 2 in CO2 eq./kg of fruit harvested (endorsed by SBTi) and a 10% reduction for scope 3* in CO2 eq./kg of fruit harvested and distributed by Fyffes and its suppliers, from a 2020 base year.	See above 98.1% of our packaging is currently compostable, recyclable or reusable.		

		<i>natural resources in operations by 2030</i> <i>b) Improved sustainability of food and drink packaging, striving for all packaging towards circularity by 2030</i>				
	Social	5a <i>Sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</i> <i>a) Quality jobs, skilled workforce and safe and inclusive workplaces for all</i>	• By 2025 no work-related fatalities and no severe work-related injuries • 100% of Fyffes workers and supply chain workers are trained on human rights by 2030 (100% of managers and employees by 2025) • 100% Fyffes owned sites in the LATAM region benefitting from Gender Equality Programs by 2025 and 50% of suppliers by 2030	Tragically we lost two colleagues, one in Belize in 2022 and one in Honduras in early 2023. The company is taking every step to ensure safety protocols are followed. The human rights training has started and 6% of our own workers have undergone the training. 68% of our own employees have undergone Gender Equality Training and 18% of our suppliers. .		

			• Eradicate gender pay gap in Fyffes operations by 2030	We have appointed a business sponsor for this task.		
	Social	5b <i>Improved resilience and competitiveness of companies operating at any point along the food value chain by 2030</i>	• By 2030 improve the resilience of 2,000 of our smallholders to climate change across key LATAM production countries with specific capacity building programs • 100% of Fyffes neighbouring communities are engaged in resilient socio-economic community projects out of the four community investment areas by 2030	440 smallholders have completed a productivity improvement project to mitigate against climate change risks in the Dominican Republic and Colombia 100% of Fyffes communities have undergone independent community needs assessments. 25% of communities are engaged in community projects funded by Fyffe to address those needs.		
	Social	6a <i>Sustainable value creation in the European food supply chain through partnership</i> <i>a) Improved resilience and competitiveness of companies operating at any point along the food value chain by 2030</i>	• By 2030 Improve resilience of 2,000 of our smallholders to climate change across key LATAM production countries with specific capacity building programs • 100% of Fyffes neighbouring communities are engaged in resilient socio-economic community projects out of the four community investment areas by 2030 • 50% of our suppliers will benefit from Gender Equality Programs by 2030 and 100% of supply chain workers will be trained on human right by 2030.	As above		

	Environmental	6b <i>Continued progress towards sustainable production, contributing to sustainable management and efficient use of natural resources by 2030 and improved animal welfare</i>	• All packaging will be compostable, recyclable or reusable by 2025	As above		
	Environmental	7a Sustainable sourcing in food supply chains <i>a) Transformed commodity supply chains which do not contribute to deforestation, forest degradation and destruction of natural habitat in by 2030 and which preserve and protect high value ecosystems and biodiversity</i>	• Fyffes does not yet have a public target on this measure, however, we have committed to measure the reduction of agrochemical use and measure replacement of agrochemicals with sustainable alternatives by 2024. • By 2022, we will define KPIs to measure soil quality and by 2024 Fyffes will identify soil management best practices which are applicable to our farming operations. • In addition, it is worth mentioning that 40% of the land at our pineapple farm and a significant proportion of our banana farms in Costa Rica is reserved for primary and secondary forestry. 100% of Fyffes farms in Costa Rica are Rainforest Alliance certified and this certification requires stringent biodiversity standards.	Fyffes is close to completing the baseline data required to develop new targets for soil management, biodiversity and pesticide use. Fyffes is working on a pilot project with a chemical company on the reduction of pesticide use at one of its farms. In addition Fyffes captures agrochemical use during its annual Sustainability Survey and as part of the as SIFAV (The Sustainable Development Initiative IDH's Sustainability Initiative Fruit and Vegetables) environmental Indicator to measure agrochemical use baseline and impact on environment. We are also testing the SIFAV soil quality indicator as part of this project. We will continue to partner with stakeholders in running commercial trials that offer promising alternatives to traditional chemicals.		

	Social	7b <i>Improved social performance in (global) food supply chains</i>	• In addition to the social targets already outlined under pillar three Enriching People's Lives, in 2019 Fyffes completed an independently-assessed Human Rights Impact Assessment (https://www.fyffes.com/news/fyffes-announces-its-human-rightsmitigation-action-plan/). We have identified 13 salient human rights risks across our operations and nine follow up actions, which are being implemented by the Human Rights Core Team.	Fyffes has completed its third year of human rights due diligence. We will publish the report in June 2023. The most recent Human Rights Impact Assessment was conducted by an expert third party. Fyffes led the way on the issue of Living Wages in the banana sector. Fyffes has already measured the Living Wage gap in the vast majority of its owned operations and fruit suppliers and has provided this to IDH's Salary Matrix. Fyffes concluded a pilot-project in collaboration with IDH and Rainforest Alliance to find solutions to the challenges of paying a living wage. We are in discussions with four European retailers on how to close their living wage gaps.		
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