

EU CODE OF CONDUCT ON RESPONSIBLE FOOD BUSINESS AND MARKETING PRACTICES

FYFFES
JULY 2025

Type of business/sector (E.g. retail, dairy)	Sustainability dimension (E.g. environmental, social)	Code aspirational objective (1-7)	Individual commitments with baseline (Fyffes baseline 2020)	Progress on KPIs and goals (qualitative and/or quantitative)	Additional information (optional) (E.g. partnerships, geographical coverage, sharing best practices, links with other COM initiatives, with other reporting initiatives)	Comments (optional) (E.g. enablers, ideas on how to improve)
Fresh Tropical Produce	Environmental Social	1.1 <i>Healthy, balanced and sustainable diets for all European consumers, thereby contributing to: - Reversing malnutrition and</i>	<ul style="list-style-type: none"> • Provide five million healthy meals to people in vulnerable groups by end of 2025 by working with qualified partners • Educate three million people on healthy eating habits and food waste 	<p>Target achieved 27 million meals provided</p> <p>Target achieved Over 3 million people educated</p>		

		<i>diet-related noncommunicable diseases (NCDs) in the EU (all baselines 2020)</i>	minimisation by end of 2025			
Environmental	1.2	<i>Reducing the environmental footprint of food consumption by 2030</i>	<ul style="list-style-type: none"> Reduce our GHG emissions to achieve the Science-Based Target in line with the 1.5°C scenario by end of 2025, representing a 25% reduction for scope 1 and 2 in CO2 eq./kg of fruit harvested (endorsed by SBTi) <p>and</p> <p>a 10% reduction for scope 3* in CO2 eq./kg of fruit harvested and distributed by Fyffes and its suppliers, from a 2020 base year</p> <ul style="list-style-type: none"> All packaging will be compostable, recyclable or reusable by end of 2025 100% of Fyffes owned operations have water 	<p>In 2024 we decreased Scope 1&2 by 12.05%</p> <p>And</p> <p>We reduced Scope 3 by 2.2%</p> <p>99.6% achieved</p> <p>Target achieved</p>	<p>On track but not achieved Working on a Net Zero target currently</p> <p>On track but not achieved Working on a Net Zero target currently</p> <p>Still working on final element</p> <p>Applied GLOBALG.A.P. Spring add on to all own farms</p>	

		management plans in place by end of 2025	100% of Fyffes owned farms have water management plans		
Environmental & Social	2. <i>Prevention and reduction of food loss and waste</i>	<p>Reduce food loss by 80% in all our own operations by 2030 (2020 baseline year)</p> <ul style="list-style-type: none"> • Develop one new application for each of our core products by 2030 • Reduce our GHG emissions to achieve the Science-Based Target in line with the 1.5°C scenario by 2025, representing a 25% reduction for scope 1 and 2 in CO2 eq./kg of fruit harvested (endorsed by SBTi) <p>and</p> <p>a 10% reduction for scope 3* in CO2 eq./kg of fruit harvested and distributed by Fyffes and its suppliers, from a 2020 base year.</p>	<p>Target achieved 80% reduction in food loss since 2020 baseline year</p> <p>Four new applications implemented</p> <p>In 2024 we decreased Scope 1&2 by 12.05%</p> <p>and</p> <p>We reduced Scope 3 by 2.2%</p>	<p>We changed our food loss methodology to align with the UN FAO methodology.</p> <p>Climate neutral has been discredited</p>	
Environmental	3 <i>A climate neutral food chain in Europe by 2050</i>				

Environmental	<p>4</p> <p><i>An optimised circular and resource-efficient food chain in Europe</i></p> <p><i>a) Improved resource-efficiency within own operations, contributing to sustainable, efficient use and management of energy and natural resources in operations by 2030</i></p> <p><i>b) Improved sustainability of food and drink packaging, striving for all packaging towards circularity by 2030</i></p>	<ul style="list-style-type: none"> • All packaging will be compostable, recyclable or reusable by 2025 • 100% of Fyffes owned operations have water management plans in place 2025 • 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. 	<p>See above</p>		
Social	<p>5a</p> <p><i>Sustained, inclusive and sustainable economic growth, full and productive employment and</i></p>	<ul style="list-style-type: none"> • By 2025 no work-related fatalities and no severe work-related injuries 	<p>Zero fatalities in 2024 (and so far in 2025), 3 severe work injuries</p> <p>100% of Fyffes workers trained on human rights and</p>	<p>Fall in supplier workers occurred due to</p>	

	<p><i>decent work for all</i></p> <p><i>a) Quality jobs, skilled workforce and safe and inclusive workplaces for all</i></p>	<ul style="list-style-type: none"> • 100% of Fyffes workers and supply chain workers are trained on human rights by 2030 (100% of managers and employees by 2025) • 100% Fyffes owned sites in the LATAM region benefitting from Gender Equality Programs by 2025 and 50% of suppliers by 2030 • Eradicate gender pay gap in Fyffes operations by 2030 	<p>12% of supplier workers trained</p> <p>100% of Fyffes own sites covered by gender equality training (>9,000 trained) and 4 % of suppliers</p> <p>Signed partnership with Fair Pay Innovation Lab</p> <p>Job grading rolled out to LatAm</p> <p>Signed UN WEP in 2024</p>	<p>variation in suppliers, adding in new suppliers.</p> <p>Fall in supplier workers occurred due to variation in suppliers, adding in new suppliers.</p>	
Social	<p>5b</p> <p><i>Improved resilience and competitiveness of companies operating at any point along the food value chain by 2030</i></p>	<ul style="list-style-type: none"> • By 2030 improve the resilience of 2,000 of our smallholders to climate change across key LATAM production countries with specific capacity building programs 	<p>1,221 smallholders have completed a productivity improvement project to mitigate against climate change risks in the Dominican Republic and Colombia</p>		

			<ul style="list-style-type: none"> • 100% of Fyffes neighbouring communities are engaged in resilient socio-economic community projects out of the four community investment areas by 2030 	100% of Fyffes communities have undergone independent community needs assessments. 42% of communities are engaged in socio-economic projects	
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>	As above	As above		
Environmental	6b <i>Continued progress towards sustainable production, contributing to</i>	New SBTi-aligned target being set during 2025 on Net Zero, regenerative agriculture framework and biodiversity target being set also.	- Anexco pineapple farm has a conservation area that is equivalent to 42% of total land owned by Fyffes		

	<p><i>sustainable management and efficient use of natural resources by 2030 and improved animal welfare</i></p>	<p>Fyffes will not set an animal welfare target as no animals involved in fruit production.</p>	<p>- 280 hectares of high biological importance are enrolled in the Costa Rican government's Payments for Environmental Services (PSA) scheme.</p> <p>- 16,030 native trees have been planted across Fyffes farms and neighbourhoods in past two years.</p>		
	<p>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></p>	<p>Fyffes is developing new targets aligned with the SBTi Net-Zero framework and the new FLAG standard</p>			

	Social	7b <i>Improved social performance in (global) food supply chains</i>	<p>Fyffes has six human rights (social) targets, three targets relating to healthy good for healthy lives. See above.</p> <p>Living Wages in supply chain</p>	<p>Fyffes is in its fourth year of human rights due diligence</p> <p>Fyffes has published three Human Rights Reports, outlining 13 salient risks</p> <p>Fyffes has conducted independent expert HRIAs on its own farms in Belize, Honduras and Guatemala as well as several suppliers in Colombia and Costa Rica</p> <p>Despite Omnibus, Fyffes has created a Responsible Supply Chain department and intends to cover 100% of its higher risk supply chain with human rights and environmental due diligence, mitigation and action plans by 2027.</p> <p>Completes annual IDH Salary Matrix for its farms and supply chain and has facilitated methods for retailers to contribute to closing the living wage gap.</p>		
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