



THE FRUIT OF OUR COMMITMENT

2022

Sustainability
Report

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EDITORIAL

3 questions to...

In 2022, what are the priority issues for Compagnie Fruitière? How does the company respond to this?

The banana sector, particularly in Africa, has suffered the consequences of increasingly unpredictable climatic phenomena and strong geopolitical tensions, in a context of post-Covid recovery and strong and widespread inflation. The effects of these various events have had a direct impact on the sector: increase in the cost of raw materials, inputs, maritime freight, etc. However, the company has held its course to promote production that is more respectful of individuals and the environment, by strengthening its actions aimed at promoting respect for Human Rights, by developing its agro-environmental practices: reduction in the use of phytosanitary products, increase in the use of organic fertilising materials. It also recalculated its overall carbon footprint, among other high impact projects.

What are the successes of 2022 that you are particularly proud of?

Compagnie Fruitière is continuing its important work to reduce its carbon footprint, in particular through the global SBTi initiative (Science-based Targets) led by the WWF, CDP, WRI and the United Nations Global Compact, which proposes sectoral decarbonisation trajectories aligned with scientific recommendations and the Paris Agreement to limit global warming to below 1.5°C.

Also on an environmental level, Compagnie Fruitière renewed its partnership with WWF France, confirming its commitment to take part in the preservation and restoration of biodiversity and the fight against climate change in France, by supporting the WWF's Nature Impact initiative.

At the social level, Compagnie Fruitière has signed a framework agreement with the IUF and the NGO Banana Link, seeking to promote social dialogue within our production subsidiaries. This is reflected in particular in the strengthening of the skills of trade union representatives in various areas: workers' rights, collective bargaining, health and safety at work, gender equality, etc.

At the societal level, we have strengthened our ties with charity partners in France and Africa to combat food waste and contribute to the socio-economic development of communities.

JÉRÔME FABRE

Executive Chairman,

1st sponsor of the group's CSR approach

What are the avenues envisaged to contribute to a more sustainable development of the sector from an economic, social and environmental point of view?

All our subsidiaries, regardless of their business sector or geographical location, are committed to a sustainable approach. We want to strengthen this commitment through quantified objectives, aimed at developing the company's positive impact in specific areas such as the reduction of phytosanitary products, the optimisation of energy consumption, and gender equality.

We also want to develop the 3rd pillar of our CSR policy, the societal pillar, by stepping up partnerships with start-ups, NGOs, charities and research institutes, in order to contribute more to the development of the communities in which we operate.

COMPAGNIE FRUITIÈRE

overview

Compagnie Fruitière is a group that was founded in 1938 in Marseilles and is the European leader in fruit sales and the leading producer in Africa. Compagnie Fruitière specialises in the production, transport and sale of fruit and vegetables. It produces, transports, ripens and sells nearly 950,000 tonnes of fruit and vegetables, including approximately 830,000 tonnes of bananas, in Europe and worldwide. Integrated control of the entire sector, from production to sales, gives it unique operational efficiency, as well as control of the quality of the products it sells. More than 62% of the fruit sold by Compagnie Fruitière comes from its own plantations.

No. 1 fruit producer in Africa

23,044 employees

€874.4 million in turnover



5 Lines of business

PRODUCTION

582,000 tonnes of fruit and vegetables produced by the group's subsidiaries, including 545,000 tonnes of bananas

IMPORT

243,000 tonnes of imported fruit and vegetables

RIPENING

22 ripening plants in 8 European countries

114,000 tonnes of fruit ripened

TRANSPORT

9 ships available to producers and importers

2 maritime lines between Africa and Europe

+ Port activities and a network of forwarders, maritime agents and warehousing staff specialising in fruit and vegetables

SALES

950,000 tonnes of fruit and vegetables sold globally, including 827,000 tonnes of bananas

4 major production subsidiaries in Africa

PHP (Cameroon)
SCB (Côte d'Ivoire)
GEL/GOL (Ghana)
GDS (Senegal)
88.1% of the group's workforce

93,000 tonnes of fruit and vegetables sold in Africa,

including 86,000 tonnes of bananas



A company integrated throughout the sector for better control of the value chain

Major producer of Fairtrade Max Havelaar -certified bananas

CHALLENGES

at the crossroads of
more sustainable development

CLIMATE CHANGE & RESILIENCE OF AGRICULTURAL SYSTEMS

Agriculture is the main cause and victim of global warming and the erosion of biodiversity. It alone is responsible for about 20 percent of global greenhouse gas emissions and 70 to 80 percent of global deforestation. But it is also the main solution to this situation. It is under close scrutiny by the COP 15 signatory countries, which are committed to "halting and reversing the decline in biodiversity by 2030" and transforming activities harmful to nature into:

- halving the risks associated with pesticides by 2030,
- significantly increasing agro-environmental practices that respect biodiversity,
- deploying nature-based solutions to reduce the impact of global warming on nature and help our societies better withstand rising temperatures.

(Source : WWF France).

AGRO-ENVIRONMENTAL TRANSITION & ORGANIC AGRICULTURE

- The challenges facing agriculture and the food sector in general are immense: feeding a global population of around 10 billion people by 2050; adapting practices to global warming with a planet that is +1.5°C warmer and helping to reduce poverty. Supporting the agro-environmental transition is therefore an matter of urgency and a priority involving public decision-makers, the private sector and civil society actors.
- The agro-environmental transition requires a redesign of production models and a profound change in practices across all value chains. Investment in R&D is essential to support these changes.

(Source : IECD)

FOOD SECURITY OF PRODUCING COUNTRIES & STRUCTURING OF SECTORS

- 2022 was marked by critical climatic phenomena, strong geopolitical tensions throughout the world and the war in Ukraine, the effects of which have direct repercussions on the African continent with a rise in the cost of raw materials and inputs. Inflation requires actors to innovate to respond to these new issues: agro-industry can play an important role by providing new solutions that meet the challenges of the transition.
- Like many producing sectors, the banana sector has been hit hard by the consequences of instability in Eastern Europe, all in a context of anaemic post-Covid recovery. This means there is an imbalance in supply compared to demand: an explosion in the cost of inputs, including fertilisers, cardboard, plastics and energy, with maritime freight still very much

disrupted and climatic events with a trend towards global disruption. The sector must also respond to societal pressures for a decent wage, societal pressures that are catching up with environmental challenges, in particular for a reduction in inputs, including synthetic pesticides.

(Source : CIRAD)

PRODUCT TRACEABILITY & QUALITY

Like other agricultural food production sectors, the banana sector is under pressure from a variety of sources. Consumers want healthy, high-quality food and certifying bodies are setting standards for greater environmental and social sustainability, the European Union dictates its requirements in terms of, for example, residues on import products in line with its various strategies such as "Green deal", "Farm to Fork" and its future "Mirror Clauses".

(Source : CIRAD)

DISTRIBUTION OF VALUE & WORKING CONDITIONS

In 2021, the import price of bananas fell to its lowest level in ten years. Banana producers are increasingly forced to accept prices that do not cover the cost of production. The increase in the cost of living and production over many years makes this situation even worse. While in 2022, the shortage of fruit on the European banana market (bad weather, input costs) and the devaluation of the euro against the dollar led to a rise in import prices, this does not necessarily mean that production costs were covered or margins increased, as the inflationary crisis affects all links in the supply chain, including producers, and the balance of power often disadvantages them.

(Source : Fairtrade Max Havelaar France)

MALE-FEMALE EQUALITY

Women make up on average 43% of the agricultural workforce in developing countries. In the banana sector, there are more women in national and regional production, while there are more men in the international export market. Equality between men and women therefore remains an important issue, particularly in terms of women's employment opportunities, empowerment and pay gaps, as well as in terms of health, safety, violence and harassment.

(Source : Forum Mondial de la Banane)

SOCIAL DIALOGUE

Continuous collective bargaining with self-employed workers' unions for wages and social benefits that are vital for everyone, and the creation of national sectoral frameworks (industry-wide agreements); the establishment of safe work systems through participatory risk assessments (companies and employee representatives) that lead to adequate controls and are in line with the agro-environmental transition; greater gender equity at all levels of companies. The main driver of action for companies is continuous investment (human and financial), with partners in the sector, in the transition to a sustainable sector in all these areas.

(Source : Banana Link)



CSR

within Compagnie Fruitière

Compagnie Fruitière is continuing to implement its responsible approach, which ensures the sustainability of its activities. In all the countries in which it operates, Compagnie Fruitière has implemented a voluntary policy that includes respect for Human Rights, workers and the environment.

This approach has been structured year by year to become a genuine strategy promoting the development of the company and the well-being of the women and men who are involved in it. This strategy was developed based on an analysis of 40 sustainable development issues relevant to the group. The level of importance of these issues was assessed as part of a consultation with 23 internal and external stakeholders, strategic for the development of Compagnie Fruitière.

KEY DATES

- 1994** • Construction of the Saint-Jean de Malte Hospital in Cameroon.
- 2000** • First certifications, notably **ISO 14001**.
- 2001** • Membership of the Sedex platform.
- 2004** • Membership of the World Banana Forum.
- 2010** • Membership of the World Banana Forum.
- 2011** • **Corporate social responsibility policy statement** for all production subsidiaries
- 2012** • Publication of an annual CSR report for these companies.
- 2012** • Creation of the Compagnie Fruitière endowment fund
- 2012** • First certifications in **fair trade and organic farming**.
- 2013** • Building of the Saint Jean-Baptiste Hospital in Côte d'Ivoire.
- 2015** • **Corporate Social Responsibility Charter** for all group companies.
- 2016** • Publication of **the first Group Sustainable Development report**.
- 2017** • Setting of a CSR strategy for all the group's business lines.
- 2021** • **Integration of the vigilance report** into the 2020 sustainable development report.
- 2022** • **Renewal for 3 years** of the partnership with WWF France.
- Signature of a framework agreement with Banana Link and the IUF on the strengthening of competences of trade union organisations.

A STRATEGY BASED ON 3 PILLARS AND 15 COMMITMENTS, INCLUDING THE FOUNDATIONAL PRINCIPLE

1

The fruit of women and men

PROMOTE exemplary working conditions throughout the value chain

- Promote respect for Human Rights
- Improve working conditions
- Develop employees' skills and career paths
- Promote diversity and prevent discrimination
- Implement a responsible procurement policy
- Be vigilant about the working conditions of third parties working on our sites

2

The fruit of the earth

PROMOTE sustainable agriculture and activities with a lower environmental impact

- Continue to implement more environmentally friendly agricultural practices
- Promote crop diversification
- Integrate the energy and climate dimension on and around production sites
- Control energy and its impact on the climate in logistics
- Control energy and its impact on the climate in ripening plants
- Practice responsible marketing

3

The fruit of communities

ESTABLISH positive roots in the territories in which we operate

- Strengthen participation in the development of the local economic fabric
- Continue actions to improve the living conditions of local communities

Foundational principle: governance and dialogue with stakeholders

GOVERNANCE

- > **A Group CSR department** reporting to the General Secretary and Executive Chairman.
- > **A community of CSR managers** reporting to General Management for each major production subsidiary, responsible for implementing the 15 commitments in the field.
- > **A "Vigilance" working group** made up of representatives from the various head-office departments.

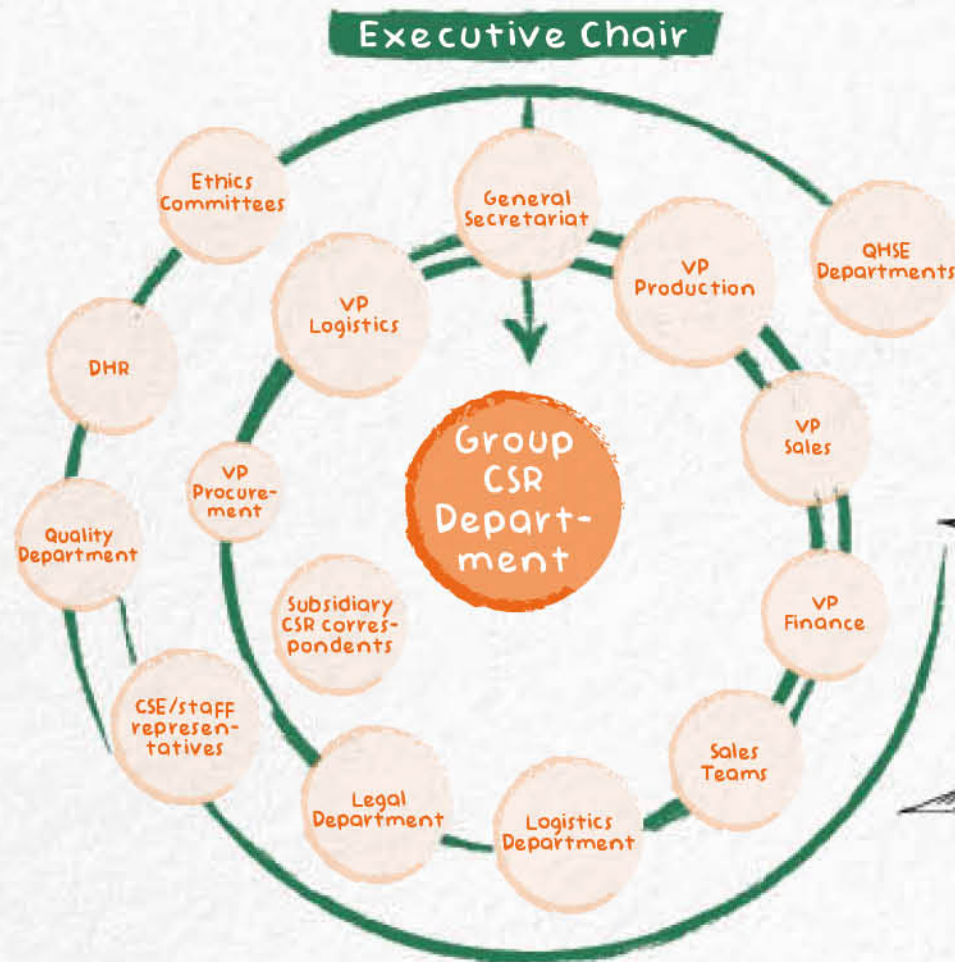
DIALOGUE

As part of a continuous improvement approach, Compagnie Fruitière has established a framework for regular consultation with its stakeholders and pursues an active policy of dialogue, both internally with its employees and social partners, and externally with customers, suppliers, NGOs and public institutions in France and abroad.

CSR GOVERNANCE AND ORGANISATION

Compagnie Fruitière's CSR policy is managed and coordinated by a team of CSR managers reporting to the General Secretary and the Executive Chairman.

This team relies on around ten CSR advisors in the main production subsidiaries, who themselves report to the General Management of these companies. The CSR advisors are responsible for disseminating the CSR strategy and deploying the action plans set for their respective areas. A monthly framework for exchanges and sharing of good practices has been established to facilitate coordination between the head office and the subsidiaries. These different teams meet in person each year at a CSR seminar.

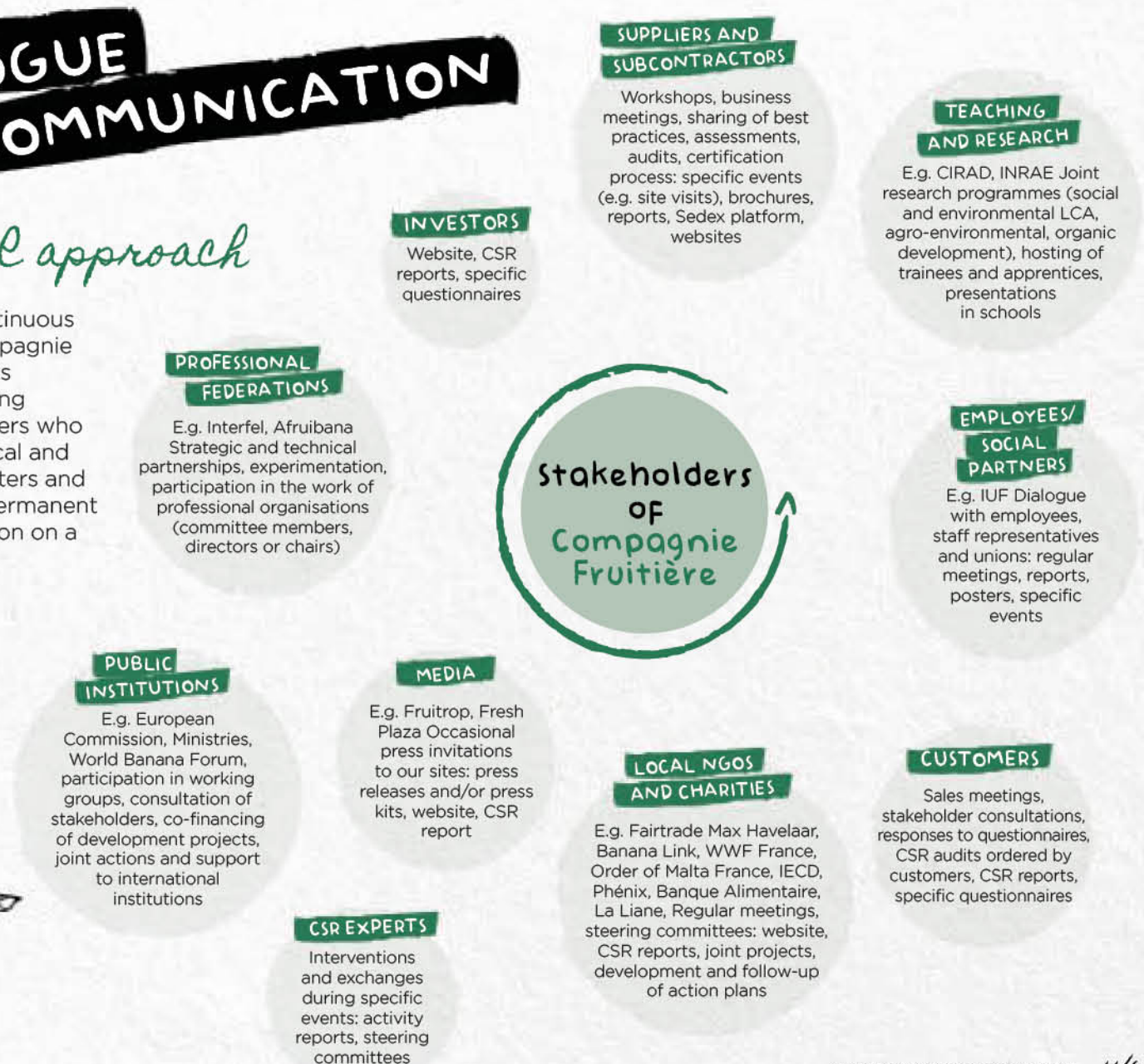


2022 CSR REPORT

This report is the 7th CSR report of Compagnie Fruitière and covers the period from 1st January to 31st December 2022. Although the CSR approach concerns all subsidiaries, the reporting scope includes all companies, for which the financial holding of Compagnie Fruitière is 50% or more. The indicators presented in this report were selected according to their relevance with regard to issues related to the activity of Compagnie Fruitière and the specific characteristics of its business lines. Some indicators are therefore activity specific, such as for production and logistics.

DIALOGUE AND COMMUNICATION on the CSR approach

With a view to continuous improvement, Compagnie Fruitière enriches its approach by bringing together stakeholders who are genuine technical and operational supporters and who constitute a permanent source of information on a variety of subjects.



OUR VALUE CHAIN

values

Financial

- €874 million in turnover

Economic

- **No.1 banana producer** in Africa
- **Leader** in fruit sales on the European market

Intellectual

- **Partnership with the CIRAD** for sustainable agricultural innovation and improving the living conditions of communities



Sales

Compagnie Fruitière sells fruit and vegetables from its plantations and producer partners, guaranteeing the quality, traceability and production conditions of the fruit and vegetables that it brings to market.

Human

- **+1.9% of employees on permanent contracts**
- **+1.6% female workforce**
- **+17.5% of employees trained**
- **100% of employees with full health coverage**
- Ongoing social dialogue for the benefit of all employees



Ripening

Its ripening network is the largest in Europe, with priority given to reducing energy consumption and greenhouse gas emissions.

Relational

- **Partnership with WWF France** to accelerate environmental sustainability projects
- **Partnership with the IECD** to support the creation of local agri-food companies



Consumption

The company promotes more sustainable consumption of its products by promoting the responsible practices of its production subsidiaries and partners.

Environmental

- **13% organic banana** by surface area
- Full carbon footprint completed in 2020 and commitment to a SBTi reduction trajectory by 2030



Production & Import

Compagnie Fruitière is the No.1 banana producer in Africa.



Transport

The company addresses transport-related issues and works to reduce the climate impact of its logistics.

Resources

Financial

- **Stable shareholding**
- Turnover: €874.4 M
- Payroll: €152 M

Economic

- Integrated control of the value chain
- **582,000 t.** of fruit and vegetables produced
- 949 000 tonnes of fruit and vegetables sold

Intellectual

- Deployment of a computerised agricultural production system for better traceability of banana trees

Human

- **23,044** employees of which 94.4% in Africa
- Presence in **20 countries**
- **4** internal training centres

Relational

- **Long-term relationships** with suppliers
- Many sustainable partnerships for the progress of the sector (WWF France, CIRAD, Banalink, World Banana Forum, IECD, GIZ, etc.)
- **An endowment fund** working for access to sustainable food for people and the planet

Environmental

- **12,700 ha** of cultivated land, including 10,830 ha for non-organic bananas
- **48,700 t. of bananas produced and labelled Organic Agriculture**
- **1,369 ha** grown organically

2022 RETROSPECTIVE

Some highlights

CAMEROON

Creation of a Gender and Women's Empowerment Committee with the main tasks of developing, implementing and monitoring/evaluating an action plan for measures to promote women's work within the production subsidiary PHP.

Replacement of 80% of mercury lamps by LEDs in packaging stations, to contribute to the energy efficiency of installations.

GHANA

Continuation of the project with the GIZ* structured in particular around a strategic plan for preparing for pandemics for the benefit of communities (medical consultations, HIV screening, education in household financial management, donations of personal protective equipment, etc.).

- Inauguration of the 1st company nursery of the production subsidiary GEL.
- Completion of the housing construction project as part of the EU banana accompanying measures programme.
- Installation of solar panels on the roofs of a packaging plant and a warehouse in Tema.

Creation of a Gender Committee composed of 12 members, in addition to the Womens' Committee created in 2018.

11,000 tonnes of compost produced vs. 6,000 tonnes in 2021.

* German Society for International Cooperation

CÔTE D'IVOIRE

- Creation of 10 "Gender and Equality" committees.
- Participation in the drafting of the new Environment Code of Côte d'Ivoire.
- Programme to raise awareness among employees of the different sites of the CSR approach of the SCB production subsidiary.
- Development of compost production units.
- Support for 57 villages in the implementation of sorting at source.

FRANCE

- Organisation of an awareness-raising and collective action operation aimed at preserving the environment by collecting and sorting nearly 1,000 litres of waste on a beach in Marseilles.
- Renewal of the partnership with the foundation of the Saint-Joseph hospital in Marseilles, focusing in particular on clinical research and the creation of a hybrid operations room.

SENEGAL

- Construction of a second infirmary and a new canteen on the M'barigo site.
- Donations of school supplies to 14 elementary schools.
- Donations of solar lamps and installation of solar charging stations in 9 elementary schools.

EUROPE

Organisation of the first inter-company challenge in Europe for the Quality of Life at Work week.

This challenge was proposed in partnership with the NGO Max Havelaar France and a French company specialising in well-being at work.

Over the course of two weeks, twenty teams representing the different European sites competed through different activities.



1

SOCIAL

THE FRUIT OF WOMEN AND MEN

Promote exemplary working conditions throughout the value chain



4 MAJOR COMMITMENTS*

Employing 23,044 employees worldwide, almost 95% of whom are in Africa, in a wide range of socio-economic contexts, Compagnie Fruitière has set itself the fundamental ambition of promoting exemplary working conditions, ensuring well-being and encouraging the development of its employees throughout its value chain.

* The data presented are for the 4 major production subsidiaries in Africa, which employ 90% of the workforce of Compagnie Fruitière.

** The 2025 targets were achieved in 2022, so a new trajectory has been set.

1. PROMOTE

respect for Human Rights

PROPORTION OF GRIEVANCES EXPRESSED DURING THE YEAR THAT HAVE BEEN ADDRESSED



2. IMPROVE

working conditions

FREQUENCY RATE OF WORKPLACE ACCIDENTS



3. DEVELOP

employees' skills and career paths

PROPORTION OF TRAINED WORKERS



4. PROMOTING

diversity and preventing discrimination

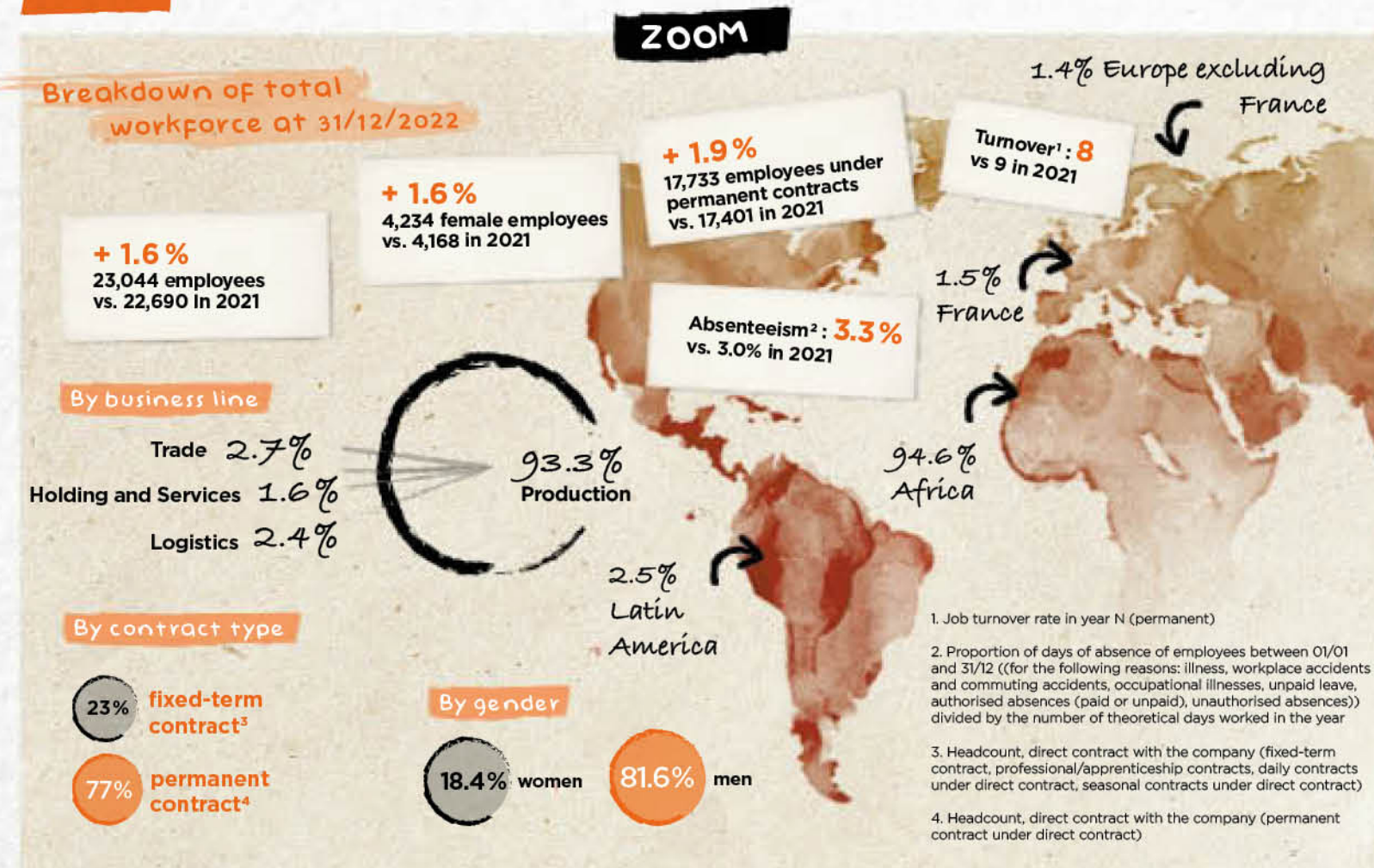
A. OVERALL FEMALE WORKFORCE



B. NUMBER OF FEMALE MANAGERS



HUMAN RESOURCES WITHIN COMPAGNIE FRUITIÈRE



1. PROMOTE RESPECT FOR HUMAN RIGHTS

Wherever it is established, Compagnie Fruitière ensures compliance with local and international Human Rights and employment regulations. It is committed to a process of continuous improvement of the working conditions and well-being of the women and men that are involved in it, both within its own companies and with its partners and subcontractors. Compagnie Fruitière actively participates in dialogue on the living wage with all stakeholders concerned.

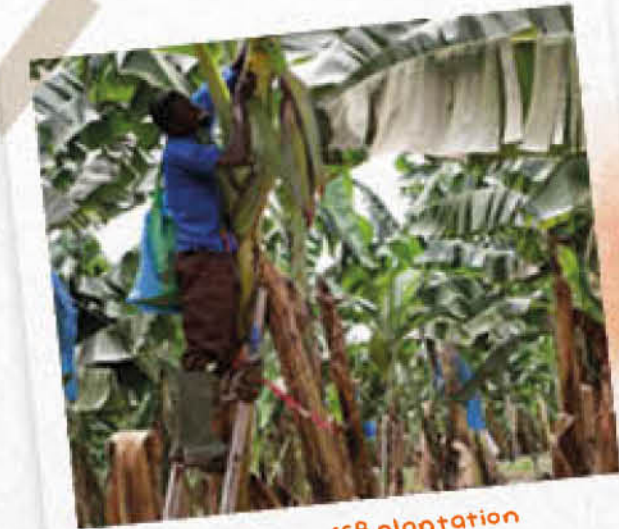
Ensuring respect for Human Rights

in particular international standards and ethical standards:

- ILO Fundamental Conventions
- Ethical trading initiative (ETI) code of conduct
- ISO 26000 Corporate Citizenship Standard
- Principles of the United Nations Global Compact on Human Rights, including:

- > the prohibition of child labour;
- > the prohibition of forced or compulsory labour;
- > the prevention of any form of racial, ethnic or sexual discrimination;
- > compliance with the right to collective bargaining;
- > labour law;
- > environmental protection;
- > the fight against corruption.

The subsidiaries of Compagnie Fruitière undertake not to employ staff under the age of 18, regardless of the age of employment set by local regulations.



Fruit care, SCB plantation (Côte d'Ivoire)

Voluntary and binding commitments

Since 2012

Social and Environmental Responsibility Statement for the Compagnie Fruitière's African production companies.

Since 2018

Definition of social action plans by production company.

Since 2016

Corporate Social and Environmental Responsibility Charter, applicable to all subsidiaries of Compagnie Fruitière.

Definition of a CSR strategy applicable to all subsidiaries.

2. IMPROVE WORKING CONDITIONS

Any person working for or with Compagnie Fruitière is entitled to a working environment that safeguards their health, safety and well-being at work, in particular through awareness-raising and prevention actions.

Sustainable and fertile partnerships

BananaLink

BananaLink Banana Link is a UK-based non-profit cooperative that works for fair and sustainable trade, particularly in the banana and pineapple sectors. Compagnie Fruitière has partnered with Banana Link in projects and programmes aimed at strengthening the health and safety of workers, promoting gender equality and promoting social dialogue within the banana industry.

World Banana Forum

Since its creation in 2009, the World Banana Forum (WBF), of which Compagnie Fruitière is an active member, has provided a multi-stakeholder space for dialogue, collaboration and action between key stakeholders in the global banana supply chain. The WBF is implementing various projects for a more sustainable banana industry, including climate change mitigation and adaptation, occupational health and safety, issues of decent pay and value distribution, and gender equality.

Change in the number of workplace accidents with sick leave (greater than or equal to 24 hours)



Providing a decent work environment

- Awarding of salaries and social benefits that exceed sector minimums.
- Improvement in quality of life, in particular: access to housing and creation of public transport systems to workplaces.

Looking after employee health and safety

Overall health

- Health and social protection services for employees and their families. All Compagnie Fruitière employees benefit from comprehensive health coverage and are monitored through regular medical check-ups, in particular for the phytosanitary operators of the production companies.

Change in the frequency rate of workplace accidents



Risk prevention and hardship

- Formalisation of a workplace health and safety policy. 3 fundamental principles:

- > accountability, in particular through training and awareness raising;
- > work safely;
- > teamwork.

Change in the severity rate of workplace accidents



No employee can join the company without having been trained in safety as part of their activities.

ZOOM

THE BOHESI PROGRAMME: enhancing the safety of banana workers

Since 2014, Compagnie Fruitière has participated in the BOHESI (Banana Occupational Health and Safety) programme, aimed at raising awareness and training on the health and safety of banana workers, in partnership with IDH (Dutch government), the IUF (federation of workers' unions) and Banana Link (advocacy NGO) and forming part of the activities of a committee of the

World Banana Forum. This initiative also emphasises gender equality with the development of guidelines on the safe and healthy employment of women in the banana industry.

This programme has been deployed:

- in Ghana since 2018
- in Cameroon since 2021
- in Ecuador since 2015

Encourage social dialogue

- Respect for the right of its employees to train or join any employee representative body of their choice (trade unions or workers' organisations) and to organise themselves to participate in collective bargaining.
- Respect for the role and responsibilities of social partners, and systematic negotiation of issues of collective interest.
- The agreements concluded within the production subsidiaries concern both permanent and temporary employees, including seasonal workers employed on the sites.

Nearly 100%

of staff represented by at least one staff representative body (staff representative, CE, CSE, worker or union representative, CHSCT, etc.)

A structuring collaboration with the IUF

The IUF* regularly organises capacity-building actions for trade union representatives in production subsidiaries in Africa. This partnership has contributed to the long-term structuring of social dialogue within these subsidiaries.

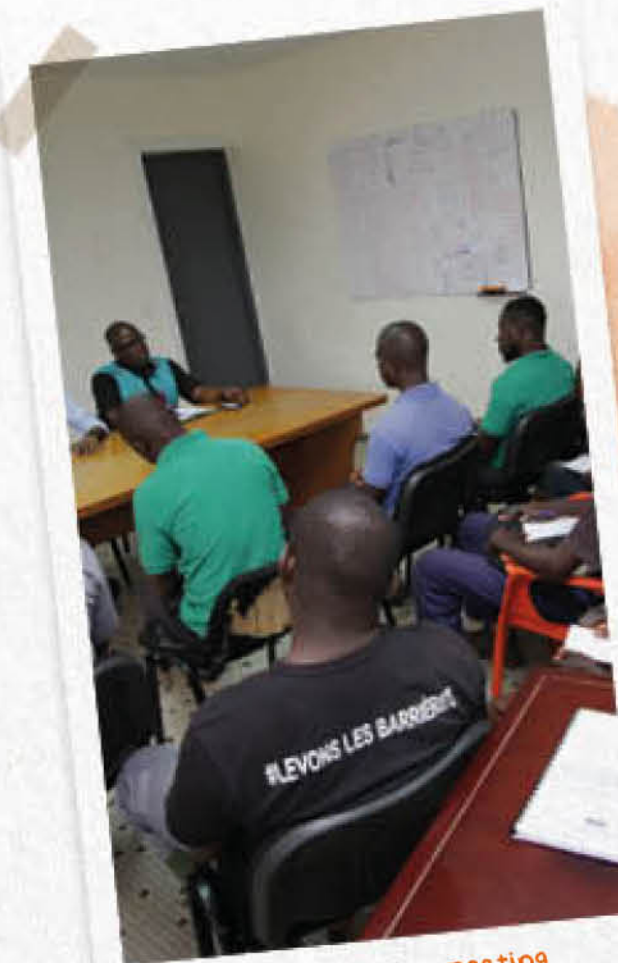
* International Union of Agri-food Workers

Strengthening social dialogue: trade union platforms

In Cameroon and Côte d'Ivoire, the various trade unions are organised into trade union platforms to enable the pooling of all social forces and better structuring of dialogue within the subsidiaries. These platforms are federating umbrella structures with a Charter that sets out their operating principles and rules and specifies the various bodies that make them up.

Quality of the dialogue with the teams at the headquarters of Compagnie Fruitière, support for the participation of trade unions and organisations of small producers in the discussions on the future of the sector, as well as the very positive experience during the training of workers' representatives in Côte d'Ivoire, are all elements of our partnership that encourage us to consider Compagnie Fruitière as a key player in the human and ecological transformation of this sector.

Alistair SMITH,
International Coordinator,
Banana Link (NGO)



Holding of a union meeting

3. DEVELOP SKILLS

Compagnie Fruitière places the development of skills and career paths at the heart of its social policy, regardless of the hierarchical level of its employees, their profession or their geographical location.

3 management axes

PERFORMANCE CULTURE

For the production business lines, in 2016 the group formalised a Managerial Performance Improvement Programme (MPI), the objective of which is to structure the training and skills development processes for managers, with a skills assessment and a three-year development plan.

HUMAN DEVELOPMENT

Training centres dedicated to banana professions have been set up at each of the production sites, open to non-managerial employees as well as to national operators wishing to redirect themselves into other roles.

OPEN DOOR POLICY

The manager demonstrates openness, listening and anticipation.

Average length of training per employee



Number of employees trained

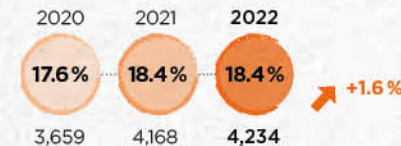


4. PROMOTING DIVERSITY AND PREVENTING DISCRIMINATION

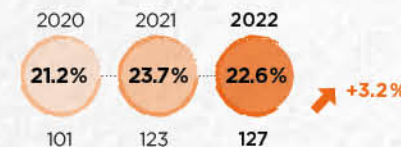
Mainly composed of male employees (81.6%), Compagnie Fruitière is committed to promoting the employment of women and ensures that they have a safe and healthy working environment. Compagnie Fruitière applies a zero tolerance policy against all forms of discrimination and violence.

Female workforce

within the group:



managers:



on permanent contracts:



Foster the employment of people with disabilities



5. BE VIGILANT ABOUT THE WORKING CONDITIONS OF THIRD PARTIES WORKING ON OUR SITES

As part of its responsible purchasing approach, Compagnie Fruitière deploys measures to ensure that its suppliers, subcontractors and service providers respect Human Rights. Regular awareness sessions are held to promote the dissemination of good practices within the supply chain.

- The subsidiaries require that their service providers undertake, when signing an employment contract, not to employ staff under the age of 18.
- Document checks are carried out to ensure that service providers comply with employment regulations and in particular the payment of social security contributions for their employees working within the company.
- Audits are regularly carried out on the ground by the CSR and QHSE teams with fruit suppliers.

Proportion of third-party suppliers that have been informed of Compagnie Fruitière's CSR policy



6. IMPLEMENT A RESPONSIBLE PROCUREMENT POLICY

Compagnie Fruitière sources fruit and vegetables mainly from its own plantations but also from partner producers. Compagnie Fruitière is strengthening its responsible purchasing approach by adopting a CSR clause in its sales contracts, with the aim of covering all the group's major suppliers.

At the Compagnie Fruitière level

Since 2016: A CSR clause for all suppliers

- Safeguard respect for Human Rights and compliance with the social policy of Compagnie Fruitière.

At subsidiary level

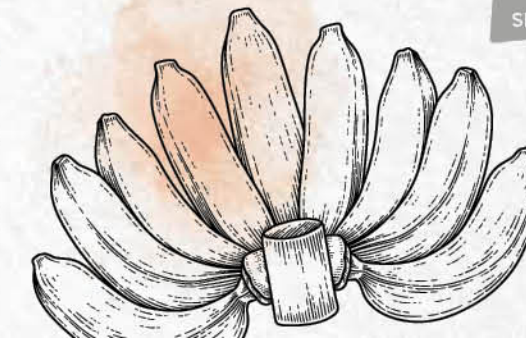
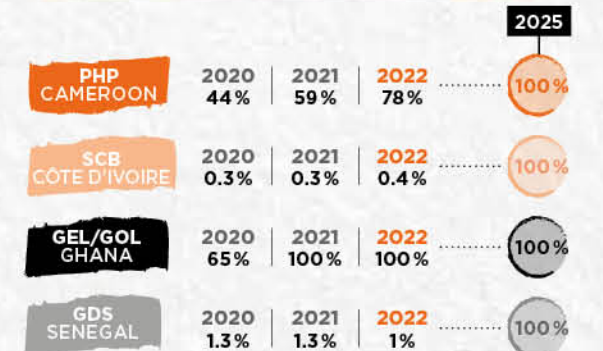
Since 2019: A responsible purchasing action plan

- Validation of a number of indicators, e.g. number of suppliers with knowledge of the group's CSR policy.
- Validation of objectives aimed at gradually increasing the share of suppliers whose ethical approach is assessed.

Guarantee product traceability and quality

In order to guarantee compliance with the cultivation specifications as well as safety, hygiene and good risk management, specific monitoring plans are frequently carried out with suppliers, in particular in the area of chemicals used: for example, phytosanitary residue analyses are carried out on samples by independent laboratories.

Share of third-party suppliers assessed on their CSR approach



2

ENVIRONMENT

THE FRUIT
OF THE EARTH

*Promoting sustainable
agriculture and
activities with a lower
environmental impact*

3 MAJOR
COMMITMENTS

Compagnie Fruitière is unique in that it not only produces its own fruit on 2 continents but also imports fruit from third-party producers.

This gives it a dual responsibility: to improve its agricultural practices while also minimising the environmental and climate impact of its production activities, maritime transport, ripening and sale of fruit to its customers.

1. CONTINUE

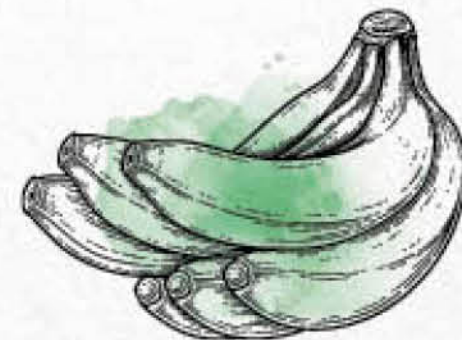
to implement more environmentally friendly agricultural practices, in particular through the development of organic agriculture and agro-environmental practices.

TOTAL AMOUNT OF ACTIVE SYNTHETIC
FERTILISER DOSES PER HECTARE (KG/HA)
IN CONVENTIONAL BANANAS

PHP/SCB/ GEL	2020	2021	2022
	860	894	801

AVERAGE ACTIVE QUANTITIES OF
PESTICIDE USED ON THE AVERAGE
USEFUL AGRICULTURAL SURFACE FOR
CONVENTIONAL BANANAS (IN KG OF
ACTIVE MATERIAL PER HECTARE PER YEAR)

PHP/SCB/ GEL	2020	2021	2022
	43.9	42.2	35



2. CONTROL

energy and the impact on the climate in logistics.

GREENHOUSE EMISSIONS FROM INTERNAL
MARITIME TRANSPORT ACTIVITY (TONNES OF CO₂)

3. CONTROL

energy and the impact on the climate in ripening plants.

AVERAGE ENERGY PERFORMANCE OF THE GROUP'S
22 RIPENING PLANTS (KWH OF ELECTRICITY
CONSUMED PER PACKAGE OF RIPENED BANANAS)

IMPROVE OUR AGRICULTURAL PRACTICES

Aware of the impact of its production activities on the environment and human health, Compagnie Fruitière has set in place plans for the progress of its agricultural practices adapted to each agro-climatic context, in particular the reduction of the use of phytosanitary products and synthetic fertilisers, as well as the development of organic agriculture and agro-environmental practices.

1. REDUCE THE USE OF PHYTOSANITARY PRODUCTS

As major sources of risk and potential impact on health and the natural environment, the quantities of active materials used (pesticides and fertilisers) are monitored in all plantations. As a result of the stringent policy implemented over several years, average pesticide consumption fell by 17% in 2022 compared to 2021. The group wishes to continue its reduction efforts by setting ambitious targets for the future.

- 17% of pesticides used in 2022 compared to 2021

A partnership approach

Compagnie Fruitière relies on its teams of in-house experts as well as external resources from specialist organisations such as WWF France and research institutes such as INRAE, CNRS and CIRAD that conduct experiments on the group's plantations under multi-year research contracts.



Precision agricultural treatment by drone (Ivory Coast)

Parasites of the banana tree



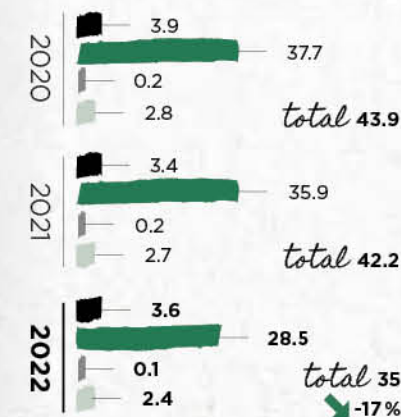
The weevil

This beetle is one of the main pests of the banana tree. Its larvae feed on the banana roots and stem, which can lead to the fall of the plant and drastic loss of yield. Damage caused by it is particularly significant in Cameroon and Côte d'Ivoire.

Cercosporiosis

Cercosporiosis, another disease afflicting banana growing, is a fungal disease that attacks banana leaves. It is caused by a fungus that causes necrosis and early ripening of the fruit.

Total amount of active doses of pesticides applied between 01/01 and 31/12 per hectare cultivated, in g/ha



Total active doses of synthetic fertiliser applied between 01/01 and 31/12 per hectare of conventional bananas grown, in kg/ha



Alternative control methods

Development of health-boosting fallow periods with the use of companion plants

Use of mulch to control the growth of weeds that foster the presence of parasitic nematodes afflicting the banana tree. More than 1,000 hectares were left fallow in 2022.

Development of new agro-environmental practices such as pheromone traps to combat weevil

The geolocation of traps by flashing makes it possible to identify outbreaks at an early state, visualise the progression of populations and thus adapt the trapping device.

Triggering of pesticide application based on monitored thresholds

Very precise monitoring of cercosporiosis infestation levels defined in conjunction with Cirad enables parasitic dynamics to be monitored and rationalised application decisions to be made.

Use of service plants under banana plantations for their multiple contributions to the environment

In Côte d'Ivoire, a collection of service plants was methodically put together with the aim of offering solutions to each zone based on the services expected and the constraints of these zones. Various planting tests were carried out at SCB and two main varieties were selected for large-scale use and another variety was chosen at PHP.

Use of alternative products

Against cercosporiosis, the use of mineral oil, authorised in organic agriculture, should make it possible to significantly reduce the quantities of active materials spread. Several other biocontrol products are currently being studied to reduce and eliminate the use of fungicides as soon as possible.

Deployment of technologies for precision agriculture

After a conclusive test period, the deployment of drones for the aerial treatment of plantations is under way on several plantations. These agricultural drones allow us to treat with extreme precision without any drift or risk to the health of neighbouring populations. Treatment can be initiated during the day or at night, without anyone on site and in the best weather and sound conditions.

Since 2019, Cirad and Compagnie Fruitière have been working together on the B2A (Agro-environmental Banana for Africa) programme aimed at speeding up the implementation of new agro-environmental practices. This collaboration offers an abundance of lessons and challenges. Drawing on its experience in the West Indies, CIRAD has to adapt its knowledge and practices to a very different environmental context and also faces the challenge posed by a change of scale: how to go from a few dozen hectares to several thousand hectares. For its part, Compagnie Fruitière, whose main objective continues to be production, must also be able to take calculated risks on the implementation and adoption of a given innovation.



Luc De LAPEYRE, Director of UR GECO - Cirad "Environmental operation and sustainable management of banana and pineapple agro-systems"

Reasoned fertilisation practices

For the past three years, efforts have been made to reduce fertiliser intake, in part thanks to the improvement of databases concerning soil and leaf sample analyses (pH, organic matter level, chlorophyll level, etc.).

Computerised management of agricultural production

Due to its commitment to the digitisation of its activities, in 2015 Compagnie Fruitière launched the development of a tool for monitoring agricultural production.

It contributes to better crop and production management and facilitates agronomic auditing and performance improvement through precision agriculture. This tool also enables pest management, including the management of weevil trapping by pheromones and observations of cercosporiosis. Through observations made directly in the field and appropriate reporting, it is a powerful decision-making tool that can be used to target the areas to be treated/trapped and improve their efficiency.

P2A Plan (Agronomic Improvement Plan)

The P2A plan is an ambitious precision agriculture project targeting areas of potential cultivation to determine the adjustments to be implemented in order to increase productivity. It involves a complete mapping of all production sectors incorporating multiple measurement data (irrigation, yield, treatments, etc.).

ZOOM

COMPAGNIE FRUITIÈRE & CIRAD

Accelerate the implementation of new agro-environmental practices



Since 2019, Compagnie Fruitière has intensified its collaboration with Cirad (International Cooperation Centre for Development) with the signing of the multi-year B2A (Agro-environmental Banana for Africa) programme aimed at accelerating the implementation of new cultural practices in conventional agriculture.

5 PRIORITY PROJECTS IN 2022

- **Reduction of pesticides**, towards Triple zero (removal of insecticides, nematocides and herbicides)
- **Optimisation of mineral fertilisation**
- **Restoration of soil fertility** through the deployment of compost solutions, organic fertilisers and service plants
- **Limitation of the use of post-harvest phytosanitary treatments**
- **Consolidation of technical agricultural** pathways in organic farming

2023 OUTLOOK

- **Integration of pineapples** into the programme (B3A)
- **Integration of the plantain banana** (100 ha in Côte d'Ivoire)
- **Assessment and testing of new varieties**
- **Integration of new technologies** (drones, sensors, agro-climatic models, etc.)

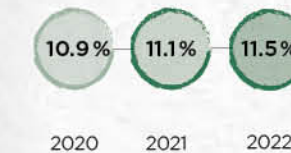


2. DEVELOPING ORGANIC & FAIR AGRICULTURE & AGRO-ENVIRONMENTAL PRACTICES

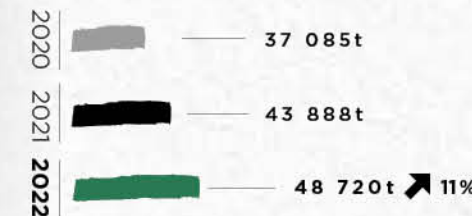
Compagnie Fruitière has long put organic and fair farming at the heart of its production and confirms its desire to increase its organic areas through the installation of new plantations. While organic farming cannot be implemented everywhere, particularly for climate and soil composition reasons, production under a fair trade label can be rolled out across the board. The growing economic pressure and the stagnation of demand in the organic market in Europe are nevertheless hampering the development of certified organic areas.



Certified organic production areas as % of total average production area for bananas



Volume of bananas produced by the group from certified organic plots, in tonnes



In Ecuador

Created in 2018, all Derosé production is certified Organic and Fairtrade for both Europe and the United States. Derosé is organised into 4 plantations, each with a packaging plant spanning a total of 600 ha and production of more than 20,000 tonnes in 2022.

In Ghana

The installation of certified organic plantations was accompanied in Ghana by the creation of composting stations to compensate for the non-use of synthetic inputs. The contribution of compost, which is in general use in our organic plantations, can now be deployed (depending on availability) in conventional plantations in Ghana and Côte d'Ivoire and since 2022 in Cameroon, which should make it possible in the long term to reduce the use of synthetic fertilisers.

Recognised certifications



ZOOM

FAIRTRADE LABELS Environmental guarantees

Fairtrade certified plantations must implement sound environmental and agricultural practices, including responsible water and waste management, preservation of biodiversity and soil fertility, and minimal use of pesticides and agrochemicals. Fairtrade specifically prohibits the use of several hazardous materials and all genetically modified organisms (GMOs).

62,780 tonnes
of Fairtrade-certified fruit
sold, including 61,987 tonnes
of Fairtrade-certified bananas.



Our partnership with the Compagnie Fruitière started in 2004. Through this partnership, the Compagnie Fruitière is able to offer Fairtrade-labelled products such as bananas and also pineapples, lychees and passion fruit, etc. produced according to requirements under Fairtrade standards. This partnership of nearly 20 years has made it possible to establish strong partnership relations and to build impactful initiatives for the producers and workers with whom Compagnie Fruitière works.



BLAISE DESBORDES,
Chief Executive Officer
of Max Havelaar France

3. PRESERVE SOILS, BIODIVERSITY AND ECOSYSTEMS

Being that biodiversity and more specifically that soil biodiversity provide essential functions for environmental balance, Compagnie Fruitière is deploying several initiatives aimed at reducing pressure and improving the impact of its activities on the ecosystems of its plantations and nearby land.

Capitalise on agro-environmental practices

Agro-environmental practices such as cover plants, the addition of organic matter and the planting of hedges and borders encourage the maintenance of biodiversity in fields and soils.

Preserve uncultivated areas

While production areas are only located in areas already converted to agriculture or with little environmental impact, uncultivated areas on the periphery of the plantations are preserved and undeveloped.

In Ghana

Around the GEL/GOL plantations, 800 hectares have been conserved to create an intact buffer zone conducive to maintaining biodiversity.

In Ecuador

Nearly 200 hectares of forest are protected near the Zapotal plantation.

Controlling social and environmental impacts

As part of the Cirad/Irstea partnership, new research projects were carried out in 2022 (life cycle analyses, impact of treatment products on soil biodiversity, etc.) in order to develop new models for measuring the social and environmental impacts of banana production.

ZOOM

LA COMPAGNIE FRUITIÈRE & WWF FRANCE

Since 2016, Compagnie Fruitière and WWF France have been committed to a partnership focused on sustainable agriculture with greater respect for ecosystems. The partnership was renewed for 3 years at the end of 2022.



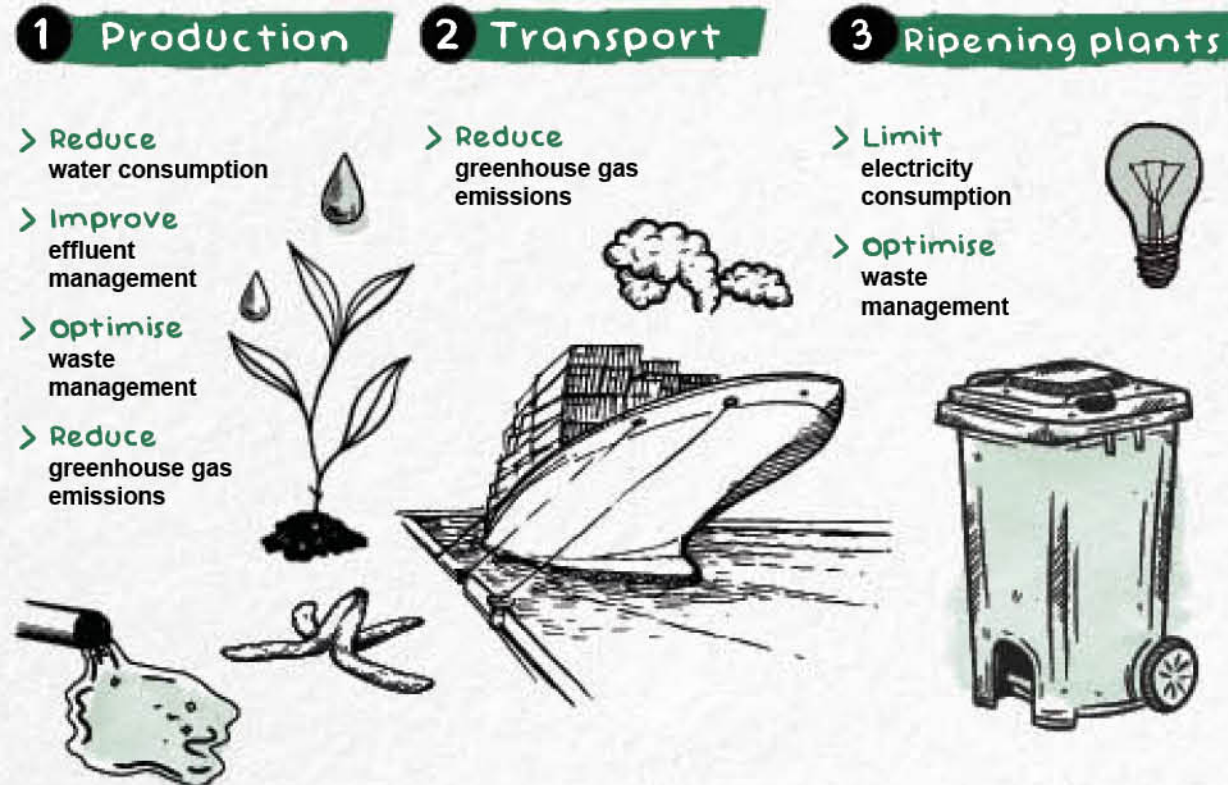
PHP Banana (Cameroon)

A 5-AXIS ROADMAP:

- Awareness-raising about environmental protection for the Compagnie Fruitière employees and external stakeholders
- Support for the implementation of an ambitious climate and carbon strategy
- Greater consideration of the impacts linked to the conversion of natural ecosystems
- The implementation of an awareness-raising and training plan for the Compagnie Fruitière teams on combating illegal trade in wild species in maritime transport
- Preventing collisions with cetaceans in the Pelagos Sanctuary Area in the Mediterranean

REDUCE ENVIRONMENTAL IMPACTS ACROSS THE VALUE CHAIN

Compagnie Fruitière intends to reduce the overall environmental impact of all its production, ripening and logistics activities, particularly in terms of greenhouse gas emissions, resource consumption and waste management.



1. AGRICULTURAL PRODUCTION

The agricultural production phase uses natural resources such as water for irrigation and fruit washing and generates waste (plastic and organic) and effluent which impacts the environment, including through carbon emissions.

112 million m³
of water consumed in 2022,
-1% compared to 2021

Improve effluent management

- **Biological treatment of effluent** by means of filter plants and physical treatment by filtration, settling and aeration.
- **Analysis** by approved laboratories using samples from rivers and waterways close to plantations.
- **Testing of an innovative new washing water purification system** for reuse.

Reduce water consumption

- **Precise measurements** of plant needs throughout the year.
- **Optimised irrigation systems** (micro-spraying, drip irrigation) and gradual deployment of automated irrigation systems.
- **Avoiding the use of borehole water** so as not to exploit the water table which is exclusively for human consumption.

A partnership was set up in 2022 with a company specialising in the deployment of innovative automated irrigation techniques. 5% of the surface areas in production are now equipped with this new system and the objective is to gradually roll it out over several years on all our plantations. This precision agriculture tool will make water consumption more efficient as close as possible to the actual needs of the plant.

Optimise waste management

- **Organic:** Composting and reuse in production or by third parties.
- **Packaging (pallets, boxes) and plastics:** re-use or transfer to specific approved treatment or recycling channels.

Reduce greenhouse gas emissions

- **Objective of gradually reducing the quantities of fertilisers** used in all subsidiaries (in particular nitrogen). In 2021, composting and organic fertiliser stations were built at PHP and SCB, which should reduce the use of synthetic fertilisers in the medium term.

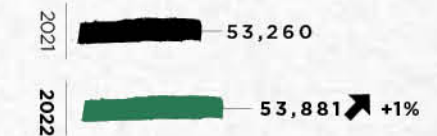
However, the availability of organic matter locally and the volumes of organic matter required remain limiting factors.

CIRAD

A nitrogen balance model has been developed with Cirad, taking into account exports at harvest, losses, and returns from the banana tree as well as the nitrogen brought by the mineralisation of the humus stock in the soil. Detailed analyses of the organic inputs currently used make it possible to better understand the share of nitrogen directly available for the plant and that which will be stored in the humus.

- **The optimisation of electricity consumption in the production activity** is very directly linked to the pumping of water by electric motors for irrigation as a progressive replacement for thermal motors

Electricity consumption by production subsidiaries in mwh



Each year, Compagnie Fruitière strengthens its ambitions to reduce pesticides, herbicides and fertilisers and continues its major project to reduce its carbon footprint, in particular via the global Science Based Targets initiative led by the WWF, CDP, WRI and the Global Compact, which offers sectoral decarbonisation trajectories aligned with scientific recommendations and the Paris Agreement to limit global warming to below 1.5°C.

The holistic approach of Compagnie Fruitière, which operates across its entire value chain, from production to sale and including transport, helps to demonstrate that it is possible to reorient the activities of companies towards more responsible practices, at all levels.



MARIE-CHRISTINE KORNILOFF,
Deputy Director of
Le Monde Economique, WWF France

2. LOGISTICS AND TRANSPORT

Transport and logistics are the main sources of greenhouse gas emissions among the various activities of Compagnie Fruitière.

This is why the group's maritime transport subsidiary is committed to a policy of reducing its emissions, in line with the objectives of the International Maritime Organisation.

Reduce greenhouse gas emissions

- Production of an annual maritime transport carbon balance
- Adaptation of maritime rotations between Africa and Europe
- Gradual conversion of handling equipment on ports to electricity

Maritime transport

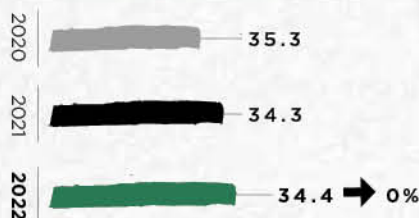
While the International Maritime Organization (IMO) has set targets for reducing GHG emissions (-40% from 2008 to 2030), AEL (Africa Express Line), the group's shipping company, seems for the time being in line with these targets and the group's SBTi commitment. The organisation of the group's maritime fleet is constantly evolving in order to optimise ship filling rates and navigation speed.

In 2023, the 4 Jumbo ships on the Atlantic line will be put in dock for renovation including, in particular, hull cleaning and the application of a new surface coating that will save fuel. A 5th ship will also be integrated on the Mediterranean line which will reduce speed and therefore CO2 emissions while maintaining the quality of service offered. The group is also very attentive to the evolution of the different possible new energy sources in the organisation of its future fleet. This is a decisive factor in reducing the footprint of this activity in the future.

Heavy fuel oil consumption by the AEL subsidiary in thousands of tonnes



GHG emissions in g/tkm



9 ships and 2 maritime lines between Africa and Europe for the transport of our own fruit or those of third-party producers

EcoAct is delighted to be supporting Compagnie Fruitière in its ambitious climate strategy since 2021. Support began with measurement of our carbon footprint, followed by the definition of an emissions reduction trajectory aligned with the 1.5°C objectives of the Paris agreement with SBTi. A reduction action plan is now being defined with the company's various areas of activity to achieve this reduction target by 2030.

JEAN-BAPTISTE MARTIN,
Manager sectoriel Agri-Agro,
EcoAct France

3. RIPENING PLANTS

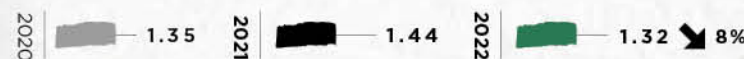
With relatively low waste production, greenhouse gas emissions remain the main focus of improvement in terms of the environmental impact of the Group's ripening activities. As emissions are essentially linked to the process's electricity consumption (ventilation and temperature control), efforts have been regularly made to improve this activity for several years.

480,000 tonnes of bananas

ripened in 2022 in 8 countries

(France, Spain, Portugal, Great Britain, Hungary, the Netherlands, Italy and Romania), up 4% compared to 2021.

Average energy performance of the Group's ripening plants in KW h consumed per box of ripe bananas



Limit electricity consumption

An energy audit of all the group's sites was carried out in the second half of 2022 with independent companies. A number of optimisation actions were put in place starting in 2022 and continuing into 2023 such as the signing of maintenance contracts in France and Italy, the implementation of maintenance contracts for the

ripening chamber evaporators as well as the implementation of new frequency variation systems, for example in Lisbon in 2022.

All these investments in site renovation make it possible to immediately optimise the electricity consumption of the sites.

Plants under constant renewal

In 2023, optimisation of electricity consumption and reduction in the consumption of refrigerants will continue with the creation of new ripening plants in Bucharest, Romania, and Seville, Spain, as well

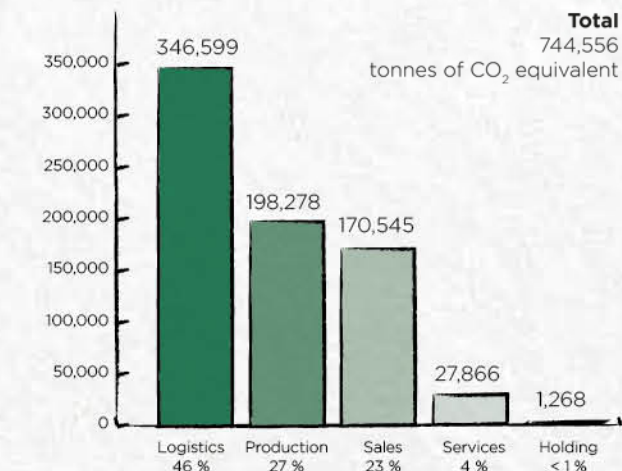
as the renovation of the Lyon and Bordeaux sites, which will benefit from innovative refrigeration systems with very low GHG emissions.

Carbon footprint

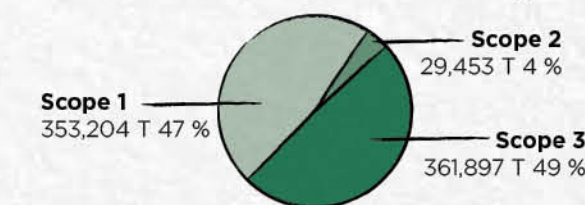
A review of the entire sector

In 2022, Compagnie Fruitière commissioned EcoAct to produce a carbon audit of its activities in accordance with the international GHP Protocol methodology. Based on this 2020 footprint, the company has submitted a voluntary pathway to reduce its emissions by 2030 in line with SBTi in accordance with the Paris agreements.

GHG Protocol 2020 Results by activity



Breakdown by scope of GHG emissions in 2020 (t CO₂ eq.)



3

SOCIETAL

THE FRUIT OF COMMUNITIES

Ensure
positive
anchoring in
the territories
in which it
operates



2 MAJOR COMMITMENTS

Being aware of its responsibility to work towards positive socio-economic development of its regions of operation, for many years, Compagnie Fruitière has been deploying a set of initiatives seeking to promote economic dynamism and local entrepreneurship, promoting more sustainable agricultural practices with local producers, and improving the living conditions of communities.

1. STRENGTHEN

participation in the development of the local economic fabric.

NUMBER OF PARTNER PRODUCERS

PHP CAMEROON	2020 2	2021 2	2022 2
SCB CÔTE D'IVOIRE	2020 25	2021 25	2022 25
GEL/GOL GHANA	2020 -	2021 -	2022 -
GDS SENEGAL	2020 80	2021 81	2022 39
ASL CAMEROUN	2020 210	2021 300	2022 300
CDC GABON	2020 100	2021 100	2022 25
PGA UGANDA	2020 175	2021 250	2022 300

2. CONTINUE

actions to improve the living conditions of local communities.

NUMBER OF LOCAL PARTNER ASSOCIATIONS (HEALTH, EDUCATION, FOOD AID, HUMANITARIAN EMERGENCIES, HEALTH, SPORTING ACTIVITIES, CULTURE, ETC.)

PHP CAMEROON	2020 4	2021 4	2022 3
SCB CÔTE D'IVOIRE	2020 11	2021 26	2022 12
GEL/GOL GHANA	2020 4	2021 4	2022 4
GDS SENEGAL	2020 3	2021 3	2022 4
CFO FRANCE	2020 0	2021 0	2022 3
CFP FRANCE	2020 1	2021 4	2022 1
CF PARIS FRANCE	2020 7	2021 5	2022 4
CF FRANCE	2020 9	2021 31	2022 37
TRANSITS FRUITS FRANCE	2020 2	2021 3	2022 3

STRENGTHEN PARTICIPATION IN THE DEVELOPMENT OF THE LOCAL ECONOMIC FABRIC

In line with its activity, its expertise and local economic challenges, **Compagnie Fruitière offers both financial and technical support to the development of agricultural projects at the heart of its production territories**, based in particular on a long-standing partnership with the European Institute of Cooperation and Development (IECD) and its own subsidiaries specialising in the sale of fruit and vegetables in Africa: Océana, Agro Sourcing Logistics, Pure Grow Africa and Clé des Champs.



A SUBSIDIARY FOR LOCAL ECONOMIC DEVELOPMENT

Created in 2011 in Marseilles, ClassM, a company conducting research and operational consulting based in Africa, joined Compagnie Fruitière in 2017. It supports its customers in their growth and diversification projects and in their impact challenges by deploying societal policies oriented towards local economic development.

La Clé des Champs (CDC) and Pure Grow Africa (PGA)

CONSOLIDATE AGRICULTURAL NETWORKS = 2 marketing and sales companies for market gardening products + 1 network of 350 independent partner farmers.

Concrete solutions adapted to the needs of producers:

- control of compliance with the specifications
- phytosanitary controls
- field technical assistance
- pre-financing campaign (micro-credit)
- commercial outlets

ASL



ASL (Agro Sourcing Logistics) employs 65 people in Bafoussam, in western Cameroon, the country's main agricultural production area.

More than 300 farmers from the region are participating in the project by supplying fruit and vegetables to ASL which transports them through Cameroon and Gabon.

ASL, a lasting positive local impact through:

- Monitoring of production, support in the implementation of technical pathways.
- Participation in the creation of jobs in Bafoussam. The ASL network is currently composed of 300 producers, 50 village certifiers (liaison agents), 20 transport providers, 10 approved input suppliers and various packaging suppliers.
- Farmers are therefore certain to sell their produce at a good price, which is set in advance. This prevents them from being at the mercy of market price fluctuations.

ZOOM

PARTNERSHIP WITH IECD

in Cameroon and Côte d'Ivoire: the TRANSFORM project



In Cameroon, the informal sector accounts for more than 90% of jobs¹. The small businesses that constitute it are often of low added value and unsustainable; without support, they have no prospects for survival or growth.

It is in this context that the IECD launched the TRANSFORM project in Cameroon in 2015, a process that supports agri-food entrepreneurs in launching and structuring their business. The project was also launched in Côte d'Ivoire in 2016.

With the support of PHP in Cameroon and SCB in Côte d'Ivoire, these centres make professional equipment available to entrepreneurs to enable them to create and produce local finished produce that can be sold directly.

A laboratory in an urban environment, close to the market and entrepreneurs, was then created in 2022 in Douala (Cameroon) to allow the entrepreneurs being supported to conduct their R&D there with the technical support of an agri-food engineer. A laboratory will also be set up in Abidjan (Ivory Coast) in 2023.

(1) Source: International Labour Organisation, 2017

TRANSFORM'S IMPACT: 2015-2022

477 entrepreneurs supported in agri-food

more than 120 jobs created by supported companies

more than 40% of supported project owners have launched their business

more than 70% of companies monitoring performance have increased their turnover

2 countries of intervention



Photo credit: IECD

Building on the recent years of partnership between the IECD and Compagnie Fruitière, we wish to perpetuate this win-win relationship which seeks to support the development and evolution of IECD training and support programmes in Cameroon and Côte d'Ivoire. This is why we want our partnership to be a long-term one, in order to give us the necessary visibility and thereby to continuously improve the impact of our actions in support of the beneficiaries.



YVES AHNER,
Director of IECD Operations
in Sub-Saharan Africa

IMPROVE THE LIVING CONDITIONS OF LOCAL COMMUNITIES

Given the socio-economic contexts of the countries in which it operates and its status as a leader in fruit production in Africa, Compagnie Fruitière works on the ground to contribute to improving the living conditions of the communities near to its plantations.



3 PRIORITY AREAS

Health

Prevention of infectious diseases

- Awareness-raising sessions on site, in hospitals or in villages.
- Screening and vaccination campaigns.
- Distribution of equipment appropriate for disease prevention.

Improvement of access to care

2 HOSPITALS

built near production sites (Cameroon and Côte d'Ivoire) in partnership with the Order of Malta France and open to all.

+ SUBSIDISED RATES

+ **HEALTH CENTRES** clinics, medical practices, infirmaries, maternity units and clinics which are accessible, depending on the site, to workers, their families and local residents.

IN 2022:

- 175,350 CONSULTATIONS
- 49,737 HOSPITALISATIONS
- 2,355 BIRTHS

Access to drinking water

Contribution to the financing

of essential infrastructure and programmes for access to drinking water and electricity.

Education

6 SCHOOLS BUILT

in Cameroon (kindergarten to high school) and in Ivory Coast (kindergarten to primary school), open to all.

Funding

of school fees and services (tuition fees, supplies, transport, canteens, scholarships).

IN 2022:

- 1,578 CHILDREN IN SCHOOL

ENROLMENT RATE:

- AT BACCALAUREATE LEVEL: 77%
- AT HIGH SCHOOL CERTIFICATE LEVEL: 100%
- AT YEAR 7 LEVEL: 97%

Cameroon

Organisation of free school transport and payment of the operating costs of the Les Tisserins School Complex

Senegal

Development of an education promotion programme and an "Excellence Day" (bonus for the best students) in partnership with the Saint-Louis IEF

Ghana

Funding of scholarships for the benefit of employees' children

Côte d'Ivoire

Construction and rehabilitation of boreholes and water towers

Establishment of a drinking water supply and distribution network

Free tuition fees and transport of pupils (kindergarten and primary)

GRI INDICATORS

global reporting initiative

GRI STANDARD

INFORMATION ELEMENT

LOCATION IN THE REPORT

GRI 2 : General information for 2021

2-1 Details on the organisation	• Compagnie Fruitière overview p.4 • 5 professions p.4
2-2 Entities included in the organisation's sustainability reporting	• CSR governance and organisation p.10
2-3 Reporting period, frequency and point of contact	• CSR governance and organisation p.10 • Compagnie Fruitière p.60
2-6 Activities, value chain and other business relationships	• Compagnie Fruitière overview p.4 • 5 professions p.4 • Our value chain p.12-13
2-7 Employees	• Our value chain p. 12-13 • 4 major commitments p.17 • Human resources at Compagnie Fruitière p.18
2-12 Role of the most senior governing body in overseeing impact management	• Editorial by the Executive Chairman p.3 • CSR governance and organisation p.10 • Vigilance plan p.47-59
2-13 Delegation of responsibility for managing impacts	• Editorial by the Executive Chairman p.3 • CSR at Compagnie Fruitière p.8 • CSR governance and organisation p.10 • Vigilance plan p.47-59
2-14 Role of the most senior governing body in sustainability reporting	• Promoting respect for Human Rights p.19 • Vigilance plan p.47-59
2-15 Conflicts of interest	• CSR at Compagnie Fruitière p.8-9 • CSR governance and organisation p.10 • Plan de vigilance p.47-59
2-16 Communication of major concerns	• La RSE au sein de la Compagnie Fruitière p.8-9 • Gouvernance et organisation de la RSE p.10 • Vigilance plan p.47-59
2-17 Shared knowledge of the most senior governing body	• Editorial by the Executive Chairman p.3 • A CSR strategy based on 3 pillars and 15 commitments p.9 • Promoting respect for Human Rights p.17 • Combating corruption p.21 • Maritime transport p.34 • Vigilance plan p.46-59
2-22 Sustainable Development Strategy Statement	• Vigilance plan p.56-57
2-23 Political commitments	• Alert mechanism p.59
2-24 Integration of political commitments	• Maritime transport p.34 • Vigilance plan p.46
2-25 Negative impact remediation process	• Stakeholders p.11 • Sustainable and fertile partnerships p.20 • Fostering social dialogue p.21
2-26 Mechanisms for seeking advice and raising concerns	• Stakeholders p.11 • Vigilance plan p.46
2-27 Compliance with legislation and regulations	• Fostering social dialogue p.21
2-28 Memberships in associations	
2-29 Approach to stakeholder engagement	
2-30 Collective bargaining	

GRI STANDARD	INFORMATION ELEMENT	LOCATION IN THE REPORT
GRI 3: relevant themes 2021	3-1 Process to determine relevant themes	• CSR at Compagnie Fruitière p.8 • A strategy based on 3 pillars and 15 requirements p.9 • Vigilance plan p.46
	3-2 List of relevant themes	• The challenges at the crossroads of more sustainable development p.6-7 • A strategy based on 3 pillars and 15 commitments p.9 • Risk mapping p.48 • Description of risks p.49-54
	3-3 Management of relevant themes	• The challenges at the crossroads of more sustainable development p.6-7 • CSR at Compagnie Fruitière p.8 • A strategy based on 3 pillars and 15 commitments p.9 • Vigilance plan p.46-59
Thematic standard GRI 201: economic performance 2016	201-1 Direct economic value generated and distributed	• Compagnie Fruitière overview p.4 • Our value chain p.12-13
Thematic standard GRI 203: indirect economic impacts 2016	203-1 Infrastructure investments and sponsorship	• Our value chain p.12-13 • Anchoring itself positively in the territories where it is located p.36 • 2 major commitments p.37 • Strengthening participation in the development of the local economic fabric p.38-39 • Improving the living conditions of local communities p.40
	203-2 Significant indirect economic impacts	
GRI 301: materials 2016	301-1 Materials used by weight or by volume	• 3 major commitments p.25 • Improving our agricultural practices p.26-28 • Environmental indicators p.45
	301-2 Recycled materials used	• Reducing environmental impacts across the value chain p.32-35
	301-3 Re-use of packaging products and materials	• Environmental indicators p.45
Thematic standard GRI 302: energy 2016	302-1 Energy consumption within the organisation	• Reducing environmental impacts across the value chain p.32-35 • Environmental indicators p.45
	302-4 Reduction of energy consumption	
Thematic standard GRI 303: water and effluents 2018	303-1 Interactions with water as a shared resource	• Reducing environmental impacts across the value chain p.32-35 • Vigilance plan p.46-59
	303-2 Management of impacts related to water discharge	
	303-3 Water sampling	
	303-4 Water discharge	• Reducing environmental impacts across the value chain p.32-35 • Vigilance plan p.46-59 • Environmental indicators p.45
	303-5 Water consumption	
Thematic standard GRI 304: biodiversity 2016	304-3 Protected or restored habitats	• Preserving soil, biodiversity and ecosystems p.31

GRI STANDARD	INFORMATION ELEMENT	LOCATION IN THE REPORT
Thematic standard GRI 305: 2016 emissions	305-1 Direct GHG emissions (Scope 1)	• Reducing environmental impacts across the value chain p.32-35 • Environmental indicators p.45 • Vigilance plan p.51-52
	305-2 Indirect GHG emissions (Scope 2)	
	305-3 Other indirect GHG emissions (Scope 3)	
	305-4 Intensity of GHG emissions	
	305-5 Reduction of GHG emissions	
Thematic standard GRI 306: waste 2020	306-2 Management of significant impacts related to waste	• Reducing environmental impacts across the value chain p.32-35 • Environmental indicators p.45 • Vigilance plan p.55-58
	306-3 Waste generated	• Environmental indicators p.45
Thematic standard GRI 401: employment 2016	401-1 Recruitment of new employees and staff turnover	• Human resources at Compagnie Fruitière p.18
Thematic standard GRI 403: health and safety at work 2018	403-1 Occupational health and safety management system	• Ensuring the health and safety of employees p.20
	403-2 Hazard identification, risk assessment and adverse event investigation	• Ensuring the health and safety of employees p.20 • Vigilance plan p.48-50
	403-3 Occupational health services	
	403-4 Employee participation and consultation and communication on health and safety at work	
	403-5 Training of workers in health and safety at work	• The BOHESI programme: enhancing the safety of banana workers p.20
	403-6 Promoting the health of workers	
	403-7 Prevention and reduction of impacts on health and safety at work directly related to business relationships	• Ensuring the health and safety of employees p.20 • Be vigilant about the working conditions of third parties working on our sites p.23
	403-8 Workers covered by an occupational health and safety management system	• Ensuring the health and safety of employees p.20
	403-9 Workplace accidents	
Thematic standard GRI 404: Training and education 2016	404-1 Average number of training hours per year per employee	• Developing skills p.22
	404-2 Employee skills upgrade programmes and transition assistance programmes	

GRI (Global Reporting Initiative) standards represent global best practices for public reporting across a wide range of economic, environmental and social impacts. Sustainability reporting based on these standards provides information about an organisation's positive or negative contributions to sustainability. (Source: www.globalreporting.org)

INDICATORS

The Fruit of the earth

INDICATOR	SUB-INDICATOR	UNIT	2022	2021	2020	PAGE
Pesticide use per hectare cultivated Total quantity of active doses of pesticides applied between 01/01 and 31/12 per hectare cultivated on the surface for banana production+ fallow periods	• Herbicides	kg/ha	3.6	3.4	3.9	26-27
	• Fungicides		28.5	35.9	37.7	
	• Insecticides		0.2	0.2	0.2	
	• N/ P/ K		-	-	-	
	• Nematicides		2.7	2.8	2.1	
Total amount of active doses of synthetic fertiliser applied per hectare cultivated, between 01/01 and 31/12 on the surface for banana production+ fallow periods	N/ P/ K	kg/ha	724	830	762	
Cultivated areas	Total (with fallow periods)	ha	15 587	15 404	14 657	13
	• of which conventional bananas grown and fallow periods		10 829	10 500	10 415	
	• of which certified organic areas		1 368	1 270	1 123	
Fruit and vegetable production	Total	T	582,792	564,102	510,000	4
	• of which bananas		545,598	522,247	473,000	
	• of which certified organic fruit and vegetables		47,500	44,215	37,085	
Breakdown of electricity consumption between 01/01 and 31/12, by business line	• Production	MWh	53,881	53,260	57,548	
	• Logistics		6,800	10,064	5,057	
	• Trade		36,200	35,900	38,221	
Water consumption	Production subsidiaries only	Mm³	112,3	113	109	33
Total waste production	• Organic waste (including banana stems)	T	116,326	109,345	96,113	
	• Packaging waste		1,550	2,800	3,833	
	• Other waste		2,051	3,800	1,394	
Fuel consumption	Heavy fuel oil (sea transport)	T	100,742	100,099	94,619	34
Direct and indirect greenhouse gas emissions	Maritime transport subsidiary only	g/tkm	34.4	34.3	35.3	
Average energy performance of ripening plants	-	kWh/carton	1.32	1.44	1.35	35

The Fruit of women and men

INDICATOR	SUB-INDICATOR (AT 31/12)	2022	2021	2020	PAGE
Workforce	• Total permanent workforce	17,733	17,401	16,809	18
	• Total employees on fixed-term contracts, professional/apprenticeship contracts, daily contracts, seasonal contracts under direct contracts	5,311	5,289	3,958	
	• Total workforce (permanent, fixed-term, expatriates, professional/ apprenticeship contracts, daily under direct contract, seasonal under direct contract)	23,044	22,690	20,767	
	• Full-time equivalents under direct contract with the company (GDI, fixed-term contracts, expatriates, professional/ apprenticeship contracts, daily, seasonal)	20,972	19,820	18,530	
Breakdown of total workforce by geographical area	• France	400	345	350	
	• Europe - excluding France	344	319	322	
	• Africa	21,757	21,473	19,706	
	• Latin America	543	553	389	
Breakdown of total workforce by business line	• Production	21,495	21,382	19,553	
	• Logistics	564	520	483	
	• Trade	618	548	568	
	• Holding et services	367	240	163	
Breakdown of total workforce by gender	• Female	4,234	4,168	3,659	
	• Male	18,810	18,522	17,108	
Hires and departures from permanent workforce	• Hires under permanent contracts	1,598	1,889	1,336	
	• Departures under permanent contracts	1,261	1,298	987	
Breakdown of total workforce by socio-professional category and gender	• Executives and senior managers - women	127	123	101	
	• Executives and senior managers - men	434	396	376	
	• Supervisors - women	265	231	195	
	• Supervisors - men	1,067	968	877	
	• Employees - women	601	554	535	
	• Employees - men	2,739	2,628	2,555	
	• Workers - women	3,241	3,260	2,828	
	• Workers - men	14,570	14,530	13,300	

VIGILANCE PLAN - 2023

Introduction

Compagnie Fruitière is a group founded in 1938 in Marseille, the European leader in fruit distribution and the leading fruit producer in Africa. Compagnie Fruitière specialises in the production, transport and sale of fruit and vegetables. It produces, transports, ripens and sells nearly 950,000 tonnes of fruit and vegetables, including approximately 830,000 tonnes of bananas, in Europe and worldwide.

Integrated control of the entire sector, from production to sale, gives it unique operational efficiency, as well as control over the quality of the products it sells. More than 62% of the fruit sold by Compagnie Fruitière comes from its own plantations.

Compagnie Fruitière is continuing to implement its responsible approach, which ensures the sustainability of its activities. In all the countries in which it operates, Compagnie Fruitière has put in place a voluntary policy that includes respect for Human Rights, workers and the environment. This policy is embodied in a corporate social responsibility charter that was drafted and approved by the governing body of Compagnie Fruitière and distributed to subsidiaries and employees. This charter is based on the guidelines of the ISO 26000 standard and the United Nations Global Compact. Drawing on this historical expertise, Compagnie Fruitière requires that its third-party suppliers comply with the same principles of social and environmental responsibility.

Compagnie Fruitière has also implemented a number of structuring approaches to ethical business practices, such as the creation of a group ethics committee, the implementation of an anti-corruption policy and a personal data protection policy (GDPR). Compagnie Fruitière also signed the CIAN (French Council of Investors in Africa) charters on the prevention of corruption and corporate social responsibility.

The CSR strategy

Compagnie Fruitière's CSR strategy was developed based on a materiality analysis of Compagnie Fruitière's sustainable development issues carried out in 2017. This materiality analysis also helped to create the first map of the social, societal and environmental CSR risks of Compagnie Fruitière. A list of 40 issues was drawn up on this basis. Their various levels of importance for the long-term development of Compagnie Fruitière were assessed through a consultation with 23 internal and external stakeholders, representing all of Compagnie Fruitière's business lines and CSR issues.

IT IS DIVIDED INTO 3 PILLARS AND 15 COMMITMENTS (INCLUDING THE BASIC FOUNDATION)

BASIC FOUNDATION: GOVERNANCE AND DIALOGUE WITH STAKEHOLDERS

- Strengthen the organisation of CSR
- Engage in dialogue and communicate on the approach

1 PROMOTING EXEMPLARY WORKING CONDITIONS THROUGHOUT THE VALUE CHAIN:

- Promote respect for Human Rights
- Improve working conditions
- Develop employees' skills and career paths

- Promote diversity and prevent discrimination
- Implement a responsible procurement policy
- Be vigilant about the working conditions of third parties working on our sites

2 PROMOTING SUSTAINABLE AGRICULTURE AND ACTIVITIES WITH A LOWER ENVIRONMENTAL IMPACT:

- Continue to implement more environmentally friendly agricultural practices
- Promote crop diversification
- Integrate the energy and climate dimension on and around production sites
- Control energy and its impact on the climate in logistics
- Control energy and its impact on the climate in ripening plants,
- Practice responsible marketing

3 ESTABLISHING A POSITIVE ANCHOR IN THE REGIONS IN WHICH IT OPERATES:

- Strengthen participation in the development of the local economic fabric
- Continue actions to improve the living conditions of local communities



The vigilance plan

The Vigilance plan, in accordance with French Law No. 2017-399 of 27 March 2017 on the duty of vigilance of parent companies and ordering companies, aims to present the measures put in place within Compagnie Fruitière and its subsidiaries to identify risks and prevent serious violations of Human Rights and fundamental freedoms, the health and safety of people and the environment, regarding its activities as well as those of its subcontractors and suppliers.

Compagnie Fruitière carries out its activities in the majority of European countries, in many countries in Africa and Latin America, in very varied economic and socio-cultural contexts. The vigilance plan covers all the activities of Compagnie Fruitière in line with its corporate CSR strategy as well as that of its suppliers.

The vigilance plan is managed by a working group made up of representatives from several departments at the head office of Compagnie Fruitière, known as the vigilance working group. It has been developed and is regularly updated in collaboration with the specialised departments of the African, European and Latin American subsidiaries. The 2023 risk map covers the challenges of all the businesses of Compagnie Fruitière, and the different realities of the countries in which it operates directly as well as those of its suppliers and subcontractors. The risks presented here are "gross

risks" and "net risks" validated by the vigilance working group. They were identified on the basis of gross risks (with a concept of potential impact and frequency) as described and perceived by the company's various internal and external stakeholders. These gross risks were then weighted according to the existence and rate of progress of the programmes, action plans and procedures in force within Compagnie Fruitière, intended to prevent/identify/limit risks in the event of their occurrence, thereby enabling the net risks to be determined.

The fact that almost 95% of Compagnie Fruitière's employees work in Africa, and that over 62% of the fruit sold by Compagnie Fruitière comes from its integrated supply chain and its own plantations, means that the risks associated with production subsidiaries and Compagnie Fruitière's internal supply chain must be taken into account.

This vigilance plan describes the control and continuous improvement process implemented within Compagnie Fruitière and its subsidiaries. It is also appended to Compagnie Fruitière's 2022 CSR report, which provides a broader, operational view of the concrete actions taken in terms of social, societal and environmental commitments.

1. RISK MAP

AREA	MAJOR ISSUES RELATED TO THE RISKS IDENTIFIED (GROSS RISKS)	LEVEL OF NET RISK*
HEALTH & SAFETY OF PEOPLE	Health and safety of employees and surrounding populations, high quality of life at work	high
	Food traceability, quality and safety	moderate
ENVIRONMENT	Use of phytosanitary treatment products and synthetic fertilisers	high
	Water management	moderate
	Waste and effluent management	
	Responsible establishment of production sites	
	Greenhouse gas emissions	
HUMAN RIGHTS AND FREEDOMS FUNDAMENTALS	Promotion and enforcement of Human Rights	low
	Taking of land from local populations and responsible establishment of production sites	moderate
	Illegitimate claims of third parties on land operated by the group	high
	Discrimination and harassment	moderate
	Social dialogue and freedom of expression	
	Decent remuneration of employees	
	Child labour and forced or compulsory labour	low
	Cybersecurity for individuals	moderate

Weighting was calculated based on the issues, potential risk factors and the level of measures already deployed internally. The risk levels presented above are net risks.

low: 0-5 moderate: 6-10 high: 11-15

2. DESCRIPTION OF RISKS

2.1. EMPLOYEE HEALTH AND SAFETY

Employee Health and safety, quality of life at work and for surrounding populations, quality of life at work

• Biological and chemical risks (internal/external)

Biological and chemical risks can affect many business sectors, including agri-food. As chemicals and biological agents can have considerable effects for humans and their environment, Compagnie Fruitière strives to protect individuals who may come into contact with them, and also the environment.

In order to prevent and combat these risks that are part of its activities, Compagnie Fruitière has implemented a very strict HR and safety policy in this area. Employees assigned to the application of phytosanitary products, in addition to having personal protective equipment, are also provided with collective protective equipment and regular training, and are subject to specific medical monitoring several

times a year (in accordance with several guidelines and certifications adopted by Compagnie Fruitière).

• Other health risks

In addition, Compagnie Fruitière regularly organises awareness campaigns to prevent common diseases (malaria, HIV, cholera, diabetes, tuberculosis, Ebola, COVID-19, etc.) and provides appropriate screening and protective equipment.

• Risks associated with driving, transport and travel

A large part of Compagnie Fruitière's activities involves the use of various means of transport such as vehicles, boats, aircraft, trucks, public buses, etc. In addition, many employees of Compagnie Fruitière must travel by different means of transport in order to reach their place of work.

In all the countries where Compagnie Fruitière operates, particularly in Africa where road safety is a real issue, significant risks of accidents can result from the use of these means of transport.

In order to reduce these risks as much as possible and to avoid accidents, Compagnie Fruitière implements numerous measures (organisation of training in the highway code, training in the operation of machinery, raising awareness of the potential dangers associated with the piloting of aircraft, organisation of internal public transport, etc.) and supplies equipment for agricultural work that are in good working order and are well maintained.

• Risks associated with riots, social and political unrest

The activities and employees of Compagnie Fruitière, given the countries in which its subsidiaries operate, may be directly or indirectly subject to the effects of a period of economic, political, social or military instability.

Any period of political or economic instability in a country where Compagnie Fruitière is established or any economic, legal, regulatory or political measure of the type described above that may be implemented in certain countries could have a negative impact on its activities, earnings and reputation.

To limit these risks, Compagnie Fruitière implements numerous measures intended to protect its employees when necessary, for example: security, means of communication, development of secure spaces, monitoring of news, communication with local and French authorities, use of a security and risk management company.

• Physical risks associated with the post/workstation

The activities carried out by the group, given their diversity (production, transport, distribution) and the sometimes difficult environment in which they are carried out, may involve risks related in particular to working conditions and the health and safety of workers.





Traceability, quality and food safety of produce

Behaviour contrary to ethical principles or applicable laws and regulations, situations of non-compliance, in particular with regard to respect for Human Rights, may lead to accidents, expose employees to risks and Compagnie Fruitière to sanctions and, more generally, could have negative effects on the quality of life at work of employees.

In order to prevent the risks associated with its activities, Compagnie Fruitière has put in place appropriate measures to identify and combat risks and has Human Resources Departments who are vigilant regarding these various issues.

In addition, as part of the activities of the World Banana Forum, a

specific programme on the health and safety of workers in production (BOHESI – Banana Occupational Health & Safety Initiative) is being deployed in Ghana, Cameroon and Ecuador.

• **Risks associated with compliance with working hours**
The activities of Compagnie Fruitière may be subject to variations linked in particular to their seasonal nature.

Insofar as employees are required to work overtime to cope with this, Compagnie Fruitière, through its decentralised Human Resources policy and the monitoring tools made available to it, undertakes to ensure compliance with working hours and their remuneration.

Producing, transporting and selling food products can pose a health risk to consumers if their quality is not impeccable. The care given to Compagnie Fruitière's fruit and vegetable production methods, as well as for products sourced from third parties, and their traceability from production to consumer are strong commitments of Compagnie Fruitière.

As a major player in the agri-food industry, Compagnie Fruitière places the utmost importance on the quality and safety of its products, whether they are produced internally or externally by Compagnie Fruitière. The vertical integration model of its activities gives Compagnie Fruitière unique operational efficiency and allows it to guarantee quality and

traceability (production, transport, ripening and distribution). Out of nearly 950,000 tonnes of products sold each year, two-thirds are fruit and vegetables produced by Compagnie Fruitière. Its internal traceability procedures, including integrated full traceability and crisis management software, as well as its certifications, enable it to provide reliable and complete information on the origin of the products sold, to quickly identify any risks and their causes, and to implement appropriate corrective measures (up to and including the recall and destruction of produce). Compagnie Fruitière regularly changes its practices in this area to adapt to regulations and market expectations and remain aligned with the best industry standards.

2. DESCRIPTION OF RISKS (CONTINUED)

2.2 ENVIRONMENT

Limited use of phytosanitary treatment and synthetic fertilizers

In conventional agriculture, the still-necessary use of chemicals, through crop treatment products, to combat parasites and pests and of fertilisers are major risks for potential impact of the Compagnie Fruitière's activity: on the soil, on water, on biodiversity and on the human health of workers and surrounding communities.

Compagnie Fruitière is mindful of the potential impacts of these products and has placed their rationalised use at the heart of its CSR commitments and practices. In 2001, its plantations were the first ISO 14001 certified plantations in Africa. Since that date, the implementation of an EMS in the production subsidiaries (the goal of the Environmental Management System is to take into account the environmental impact of activities and to assess and reduce this) makes it possible to structure this approach and to adopt a continuous improvement approach.

Compagnie Fruitière has since obtained numerous other recognised certifications (such as Rainforest Alliance, Fairtrade, Global GAP, etc.). The certifications obtained require a reduction in the number of chemicals used beyond the regulations. For these same reasons, Compagnie Fruitière is also developing certified organic areas on which no synthetic treatment products are applied (approximately 13% of banana production areas).

To strengthen this approach, Compagnie Fruitière relies on agro-environmental practices and progress partnerships such as the one concluded with WWF France in 2017 and the older one forged with CIRAD, which has been strengthened since 2019 as part of the B2A (Agro-ecological Banana for Africa) programme.



Water management

The plantations of Compagnie Fruitière are usually located close to abundant water sources, mainly rivers. The irrigation needs of Compagnie Fruitière do not deprive any activity or community of their own water needs. However, usage optimisation of this public good necessary for irrigation is an important commitment of Compagnie Fruitière.

In order to optimise its water consumption, Compagnie Fruitière continuously improves its irrigation methods to meet the needs of plants as closely as possible. Irrigation tools are also developed or optimised: drip irrigation, micro-sprinkling, smart water management solutions, etc. and adapted to the needs of each region.

In plantations, washing water from fruit packaging stations is filtered and decanted, for example, before being released into the environment with regular quality controls. Any new plantations on land covered by primary forests is strictly prohibited.

Waste and effluent management (at all stages)

The activity of the production subsidiaries generates several types of waste (plastic, cardboard, organic waste, etc.). Plastic waste, particularly waste that comes into contact with chemicals, can pose potential risks to human health and biodiversity.

The companies of Compagnie Fruitière have implemented a policy of systematic sorting and recycling of all this plastic packaging. This management of plastics is controlled in the production subsidiaries via internal procedures and is recognised by certifications such as the Rainforest Alliance.

In planting, organic waste is most often used as an organic material for compost production, and has become a useful resource.

In Europe, Compagnie Fruitière is doing its utmost to find alternative solutions for the use of waste, edible residues are given to NGOs, while non-edible residues can be used for animal meal, biomethanisation, etc.

Responsible establishment of production sites

Compagnie Fruitière is mindful of the risks generated by the conversion of natural ecosystems and by the deforestation that could be associated with these operations.

Compagnie Fruitière is located, in the large majority of cases, in areas that are already converted to agriculture.

An internal multi-criteria grid is completed by the teams in charge of the new sites to ensure compliance with these commitments.

For each new installation project, exhaustive internal specifications are set down by the teams in charge to ensure that this principle is taken into account.

Compagnie Fruitière is prohibited from setting up any new sites on land covered by primary forests.

Reduction of greenhouse gas (GHG) emissions

The fuel consumption of the nine ships of Compagnie Fruitière, the electricity consumption for pumping the irrigation water of the production subsidiaries and the electricity consumption of the 22 ripening plants of Compagnie Fruitière are the three main sources of GHG emissions of Compagnie Fruitière.

Aware of its impact, the maritime transport subsidiary Africa Express Line (AEL) regularly updates its fleet of ships and its maritime journeys between Africa and Europe in order to optimise fuel consumption. Compagnie Fruitière's ripening companies are also committed to an energy-saving policy that involves renovating equipment, using site filling rate optimisation plans, and gradually renewing the portfolio of ripening facilities that enables the use of the latest energy-saving technologies, such as at the Wigan and London Gateway sites in England.

In 2022, Compagnie Fruitière calculated its carbon emissions for its 2020 business and committed to reducing its carbon footprint by 2030.

2. DESCRIPTION OF RISKS (CONTINUED)

2.3 HUMAN RIGHTS AND FUNDAMENTAL FREEDOMS

Promotion of Human Rights and their application

For many years, Compagnie Fruitière and its various subsidiaries have ensured strict compliance with local and international Human Rights and employment regulations. Each subsidiary accordingly undertakes to set in place a working environment in which all employees are treated with respect, consideration and dignity.

Its social policy is based in particular on respect for Human Rights and on international

standards of behaviour such as the eight fundamental conventions of the ILO, the OECD Guidelines for Multinational Enterprises, the United Nations Global Compact, the Ethical Trading Initiative (ETI) code of conduct and the guidelines of the ISO 26000 standard. Furthermore, the company's human resources policy also aims to prevent all forms of harassment and discrimination.

No land grabbing from local populations and responsible establishment of production sites

Compagnie Fruitière has dialogue and communicates with the populations of the villages surrounding its production sites, systematically implements

contracts relating to the land purchased or leased and offers respectful financial and/or in-kind compensation.



In addition, Compagnie Fruitière participates in the development of services to neighbouring populations in the form of means of transport, construction and maintenance of roads, access to water, access to education, construction of housing, etc.). As far as possible, agricultural land is also made available to some villages for the development of food crops.

However, the legal, regulatory and/or customary provisions of the countries in which the group operates may occasionally lead to difficulties with the authorities and/or with local populations.

Illegitimate claims of third parties on land operated by Compagnie Fruitière

Compagnie Fruitière is increasingly faced with illegitimate claims from people who are alleged to be owners, tenants, beneficiaries or right holders on the land that it operates or manages. Compagnie Fruitière endeavours to defend its rights or the legitimate rights of

In the event that a conflict arises with one or more third parties relating to the occupation of a plot of land or the identification of the owner or owner-lessor of a plot of land acquired or leased by Compagnie Fruitière, the group makes every effort to analyse the origin of the conflict and identify the legitimate former owner or the legitimate owner-lessor. If no amicable solution can be found to such a dispute, Compagnie Fruitière refers the matter to the competent courts and, where necessary, pays the rent owed, if it is a tenant, to an escrow agent pending the final resolution of the dispute.

third parties on said land in order to contribute to the land security of the various countries in which it is established by petitioning the competent courts as necessary while defending the interests of legitimate owners.

Combating all forms of discrimination and harassment

• Psychological and sexual harassment

Compagnie Fruitière has long been committed to preventing all forms of harassment, bullying and sexual harassment.

The resources deployed by Compagnie Fruitière are diverse and accessible to all, for example, establishment of social dialogue with staff representatives and trade union partners, awareness-raising through occupational health clinicians and on-site posters, the use of committees, associations of women employees of Compagnie Fruitière established within certain subsidiaries and whose actions are strongly encouraged by Compagnie Fruitière, dialogue with stakeholders on the subject, etc. Strong partnerships are forged with trade unions and NGOs, which enables healthy and constructive dialogue.

• Men/women in terms of access to work

With a wide variety of professions, the company strives to open up its career paths to men and women from all backgrounds and with all qualifications. Hiring policies prohibit any form of discrimination,

such as gender discrimination. Despite this, the proportion of women in Compagnie Fruitière remains lower than that of men, because some positions are very physical and not very easy to mechanise. However, this proportion is growing steadily.

• Disability/ethnic/religious/political

Compagnie Fruitière undertakes not to discriminate, directly or indirectly, in terms of working relations and conditions and is committed to equal treatment. This anti-discrimination principle applies not only to hiring, but also to the entire career path and HR processes (training, assessment, remuneration, etc.). These ethical principles are disseminated to all employees via the CSR charter.

Social dialogue and freedom of expression

Compagnie Fruitière is driven by a strong desire to have fluid social dialogue within each of its subsidiaries.

To this end, Compagnie Fruitière encourages exchanges and negotiations with everybody, in particular through the various employee representative bodies. Each subsidiary recognises and respects the right of its employees to join a trade union or not and to elect employee representatives.

Employees are therefore free to express their demands, to organise and to participate in decisions that affect their professional lives. Meetings are regularly organised between the staff representative institutions and the management. In addition, Compagnie Fruitière works in partnership with the IUF (International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations) and the NGO BananaLink to give an optimal structure to social dialogue within its production subsidiaries.

Decent remuneration of employees

Compagnie Fruitière has sought to implement a global remuneration policy that respects its employees. This policy translates into salary levels that are much higher than the social minimums and health coverage for all. In light of the relatively low standard of living of the populations in the countries in which the production sites are located, benefits in kind (sacks of rice, housing, schooling, access to care, etc.) are allocated. Particular attention is also paid to the continuous improvement of the standard of living of employees and their families.

Prohibition of child labour and forced or compulsory labour

Compagnie Fruitière prohibits child labour (persons under the age of 18 according to the definition of the International Labour Organisation), as well as any form of forced or compulsory labour. Although Compagnie Fruitière is established in certain countries where work by under-18s is still a reality that is permitted by local regulations, it has long since prohibited all forms of child labour in all its subsidiaries, through HR policies that have been in place for many years (CSR charter, auditing of personnel records management, etc.).

Cybersecurity for individuals

Cyber-crime is a major problem that can affect all businesses. Compagnie Fruitière group is mindful of this problem and accordingly has strengthened all its procedures in order to prevent the occurrence of this type of risk and to fight it with the greatest efficiency, in particular through the implementation of awareness actions for its employees, training and the deployment of tools designed to protect Compagnie Fruitière and its employees.

3. PROCEDURES FOR REGULARLY ASSESSING THE SITUATION OF SUBSIDIARIES, SUBCONTRACTORS AND SUPPLIERS



4. ACTIONS TO MITIGATE RISKS AND PREVENT SERIOUS HARM

Activities of Compagnie Fruitière

- **Environmental policy** adopted in 2001.
 - **Social and environmental responsibility statement** adopted in 2012.
 - **Corporate social responsibility charter** adopted in 2016 All these policies are brought to the attention of employees, in particular through posters.
 - **Operation** of certified areas and compliance with certification requirements (Global GAP, Fairtrade, Rainforest Alliance, Organic Agriculture, GRASP, etc.).
 - **Implementation** of appropriate action plans following internal audits, SMETA audits, SEDEX self-assessment and customer audits.
 - **Participation** in the working groups of the World Banana Forum (under the aegis of the FAO) with producers, importers, trade unions, NGOs, labels, distributors, research institutes and governments to foster dialogue and implement good practices.
 - **Group Ethics Committee.**
 - **Development** and deployment of a computerised system of assistance for agricultural production.
 - **Regular discussions** with the populations and authorities neighbouring production sites; regular dialogue with government authorities.
 - **Remuneration** above social minimums in force.
 - **Support** for access to education and housing for employees and their families in production subsidiaries.
 - **Supporting** of access to employee training.
 - **Social dialogue** encouraged by the presence of trade unions and/or staff representatives.
 - **Collaboration** with the IUF trade union Local.
 - **Actions** to combat discrimination and all forms of harassment.
 - **Written employment contracts** and payment of wages into the banking system.
 - **Fairtrade Workers' Committees** in Fairtrade Certified Production Affiliates that manage the premium collected on certified banana sales and decide on its allocation to community development projects.
 - **Partnerships** with the NGO Banana Link and the IUF that advocate for responsible and fair activity.
 - **Implementation** of tools to detect and protect against cyber risks.
 - **Drafting** and entering into leases and land and property purchases; authentication of contracts before a notary when necessary and implementation of subsequent administrative formalities; in the event of a dispute, referral to the competent courts and implementation of measures protecting the interests of legitimate owners/tenants
- (search for information from land registry, payment of rents into escrow, mediation, etc.).
- **Environmental Management System** in place in the production subsidiaries (control of inputs and consumption of resources, control of effluents and management of waste) certified ISO 14001.
 - **Cirad /B2A (Agro-ecological Banana for Africa) partnership** for the development of agro-environmental practices.
 - **WWF partnership** for responsible and sustainable agriculture support.
 - **Commitment** to the development of areas under Organic Agriculture.

HUMAN RIGHTS AND
FUNDAMENTAL FREEDOMS

ENVIRONMENT

EMPLOYEE HEALTH AND SAFETY

Activities of suppliers and subcontractors

- **Partnerships** with the NGO Banana Link and the IUF that advocate for responsible and fair activity.
- **Local Identification** of occupational health and safety risks and implementation of improvement measures.
- **Training/awareness-raising** for employees on the safety and use of PPE and CPE (provided by the company).
- **Organisation** and implementation of protective measures for areas designated for aerial spraying (compliance with the TASPEP standard (aerial spraying without plantation staff), minimum periods for people to return, be on the plantation, etc.).
- **Easy access to care** (e.g. occupational health services, construction and financing of hospitals and clinics, minimum health coverage for all Compagnie Fruitière employees, etc.).
- **More regular and enhanced medical check-ups** for positions and people at greatest risk.
- **Local actions** to prevent and combat biological and infectious risks (COVID, malaria, HIV, etc.).
- **Occupational health, safety and hygiene committees.**
- **Consumer safety** and health.
- **Regulatory watch** for chemicals banned in Europe and maximum residue limits.
- **Group product traceability** procedure (labelling and package traceability requirement).
- **Internal procedure** for handling phytosanitary non-conformities established on the basis of the Self-Inspection Agreement published by FEL Partenariat (operators + trade union chamber + DGCCRF) and procedure for managing a health crisis: recall/withdrawal/destruction of non-compliant goods.
- **Development** within Compagnie Fruitière of Food Defence (malicious), HACCP (Hazard Analysis Critical Control Point => accidents) and Food Fraud procedures as part of the BRC and IFS certifications.
- **Policy** for the management of active materials used in planting (storage, needs assessment, application, recycling, waste management, etc.) with monitoring of non-conformities and corrective actions.
- **Development** of the use of agricultural spraying drones.
- **Use** of treatment products approved by health authorities in each country.
- **Participation in the working groups of the World Banana Forum** (under the aegis of the FAO) with producers, importers, trade unions, NGOs, labels, distributors, research institutes, governments for the exchange and implementation of good practices.
- **Global GAP certificate** for all fruit suppliers.
- **Commitment of suppliers** to comply with the requirements of Compagnie Fruitière and the regulations in force (compliance questionnaires/certificates/CSR clauses and commitments in the general terms and conditions of sale/general terms and conditions of purchase and contracts).
- **Consumer health and safety:** same measures as those put in place by Compagnie Fruitière for its own activities.

5. MECHANISM FOR FOLLOWING UP ON MEASURES IMPLEMENTED AND ASSESSING THEIR EFFECTIVENESS

Subsidiaries of Compagnie Fruitière

Centralised CSR department: management of the Group's CSR policy, internal reporting of subsidiaries, monitoring and analysis of CSR indicators, monitoring of the implementation of actions undertaken and assessment of the progress of Compagnie Fruitière's CSR objectives, etc.

CSR advisors in the production subsidiaries. Liaisons for the concrete implementation of the group CSR policy and reporting

Monitoring of certifications by dedicated "certification managers" (evaluation, obtaining, monitoring of corrective actions, etc.)

Monitoring of subjects relating to Human Rights, fundamental freedoms, the environment and the health and safety of individuals and search for areas for improvement within Compagnie Fruitière

Checking of the technical operation of the alert mechanism

Employee health and safety: monitoring of the frequency and severity rates of workplace accidents

Monitoring the implementation of HR procedures and proper dissemination of ethical principles to employees

Monitoring of health and safety issues by the Health, Safety and Hygiene at Work and

Consumer Health and Safety Committees

Monitoring of the traceability, safety and quality procedure for group products

Monitoring of the environmental management system in place in the production subsidiaries (ISO 14001 certified)

Monitoring and updating of supplier records: status of certifications, monitoring of their compliance with the requirements of Compagnie Fruitière and with the regulations in force

Subcontractors and Suppliers

Follow-up of the procedure for verifying the compliance of suppliers with the standards required by the group and with the regulations in force (regular analysis and updating of questionnaires sent by local subsidiaries and the group quality department, CSR commitments, regular statement and follow-up of compliance certificates)

Monitoring of the quality of produce and organisation of compliance/traceability tests, stepping up of checks according to the results obtained and requesting corrective actions from our suppliers

 HUMAN RIGHTS AND FUNDAMENTAL FREEDOMS
 ENVIRONMENT
 EMPLOYEE HEALTH AND SAFETY

6. ALERT MECHANISM

In addition to the usual internal reporting channels (Management, Human Resources Department, line manager), Compagnie Fruitière has set up an **alert and reporting mechanism for the existence or occurrence of risks of serious violations of Human Rights and fundamental freedoms, the health and safety of persons as well as the environment**, resulting from the activities of one of the companies of Compagnie Fruitière or the activities of subcontractors or suppliers with which an established commercial relationship is maintained, when such activities are linked to this relationship.

This mechanism helps to prevent serious breaches of the principles referred to above and enables the group to take the necessary measures in the event of a proven breach. It is accessible to all, at any time, in French, English and Spanish, via a dedicated secure website, accessible at the following address: <https://fruitiere.fr/vigilance>, hosted in a datacenter certified according to the ISO27001 security standard and operated by the Compagnie Fruitière teams.

The confidentiality of the information communicated is safeguarded throughout all stages of the alert process through the use of data encryption mechanisms. Alerts are received by the Group Ethics Committee, which examines them and relies on the competent departments within Compagnie Fruitière to provide a response to the whistleblower within a maximum period of two months. Compagnie Fruitière undertakes to ensure that no sanctions are imposed against a person who has reported a breach in good faith.



COMPAGNIE FRUITIÈRE ENDOWMENT FUND

10 years of commitment

Support for vulnerable populations is the common thread in all the actions of the Endowment Fund, both in Africa and in Marseille.

The endowment fund was created in 2012. Its action is aligned with Compagnie Fruitière's sustainable development approach.



2022 marked the launch of a new direction in the Endowment Fund's strategy around sustainable food.

Through this channel, the Fund also wishes to support and strengthen the commitment of Compagnie Fruitière employees throughout the world.



Over the past 10 years, our Endowment Fund has focused on 4 themes: health, education, environment and culture. Through this foundational experience, we now believe that sustainable food is a public priority.

MARIE-PIERRE FABRE,
PRESIDENT OF THE
ENDOWMENT FUND
COMPAGNIE FRUITIÈRE

A new strategy based on 3 pillars

Scope

The Fund primarily supports programmes in Africa (Cameroon, Côte d'Ivoire, Ghana and Senegal) and Marseille. The adoption of our new strategy was accompanied by the strengthening of our selection process, with better defined criteria, the support of external expertise, and the involvement of Compagnie Fruitière employees.



PILLAR 1 HUMAN HEALTH AND FOOD SECURITY

The Fund supports stakeholders working to:

- Improve the health of all by promoting access to diversified, high-quality products.
- Contribute to the provision of high-quality food in terms of nutrition and health.
- Support prevention, screening and awareness-raising actions as well as the management of under-nutrition and malnutrition.
- Promote constant and sufficient access to water for domestic and agricultural use.



PILLAR 2 FOOD EDUCATION

The Fund supports initiatives aimed at:

- Raising children's awareness around food and eating well from an early age.
- Helping everyone understand how food choices affect health and the environment.
- Passing on the values of sharing and enjoyment at meals.
- Promote discussion around different culinary traditions.
- Create or recreate connectedness with nature.



PILLAR 3 RESILIENT FAMILY AGRICULTURE AND BIODIVERSITY

The Fund supports associations and NGOs operating in Africa to:

- Support family farms.
- Promote entrepreneurship and the implementation of income-generating activities with a view to economic and food empowerment.
- Supporting the transition to agro-environmental practices and adaptation to climate change.

PROJECTS SUPPORTED IN 2022



Multi-year support to strengthen family farms and local attiéké (cassava) growing provided for 3 villages in the Autonomous District of Abidjan, in Côte d'Ivoire.

- **100** very small family farms will be able to improve their agro-environmental and socio-economic performance
- **60** attiéké home processing units (**160** processors) and **1** semi-industrial attiéké production unit (**30** processors) will be able to improve their profitability and sustainability



ENTREPRENEURS
du Monde

ENTREPRENEURS DU MONDE

Support for a capacity building and resilience programme for small producers in Matam (Senegal) through training and support in environmentally friendly intensive production techniques.

- **1600** vulnerable small producers, members of **4** women's promotion groups, are trained in agro-environmental techniques that enhance climate change resilience and strengthen their food security
- They are also supported in the marketing of their production and access to equipment to facilitate their work
- They will be able to process and enhance their agricultural production independently through the provision of a solar cereal processing unit



CFSI

Support for a project managed and implemented jointly by the National Council for Rural Consultation and Cooperation (CNCR), the GRDR Migration - Citizenship - Development and Agronomists and Veterinarians Without Borders (AVSF) in the outlying neighbourhoods of Dakar and Vélingara in Senegal.

- **15** primary schools are supplied with quality local products for the benefit of **1,500** families
- Access to breakfast for children aged 6 to 12 years with vitamin and mineral deficiencies
- **10** farmers' cereal, market gardening and dairy organisations, which were struggling to find stable and profitable outlets, are supported in order to establish supply partnerships with these canteens.



L'ÉCOLE COMESTIBLE PROVENCE

Support for the local development of the Provence branch of the Edible School:

- bring food education and tasting, from farm to fork, into the schools of Provence and Marseille
- offer courses of educational workshops, that are environmental, fun and tasty

The Compagnie Fruitière Fund supports the development of the local Marseille branch of the association launched in 2021.

The aim is to offer **6** education workshops for around ten primary school classes in the northern districts of Marseille, i.e. approximately **250** children.



HEKO FARM

The Sustainable Food workshops demonstrate that healthy, local and environmentally-friendly food is possible in the city, through theoretical and practical teaching, from market garden produce-picking (recognition and choice of seasonal edible plants) to the production of various simple and gourmet preparations.

The Endowment Fund supports the educational aspect which seeks to reach all target audiences (school, young people, adults, pensioners, etc.) by diversifying awareness and training tools on agro-ecology and responsible food.

More than **700** people from **6** partner socio-educational establishments will benefit from this local scheme.



ARMÉE DU SALUT

As part of the fight against inequalities in access to varied and high-quality food, and with a desire to restore independence to people in very vulnerable situations, the Marseille Salvation Army (William Booth residence 13003) has created a local system for people staying at the hotel.

Since these hotels do not have any kitchens, this project provides guests with kitchen areas and food ingredients allowing them to prepare their own meals, in particular a mobile kitchen truck.

With around ten workshops per week, nearly **80** people benefit from this local presence.



Collective Projects



KEDGE - ENTREPRENEURIAL SCHOOL

3-year training dedicated to young people from priority neighbourhoods with the aim of developing the entrepreneurial skills and employability of these future entrepreneurs.

One 3-year tailor-made training course to learn how to start and run a business

Two target cities at the start of this new programme: Marseille and Bordeaux

FONDATION DE MARSEILLE



Creation of a skills sponsorship platform promoting the relationship between companies and project owners.

ENTREPRENDRE POUR TOI



Collective of Marseille companies committed to fighting poor housing in Marseille

Employee Projects

« DES BRAS ET DU COEUR » ASSOCIATION



Construction of a dormitory in an orphanage in the Ono region of Côte d'Ivoire.

Artistic projects

FRAEME



Exhibition of the Anglo-Irish artistic duo GETHAN & MYLES at the Saint-Louis Photography Museum in Senegal. Presentation of the installation The want machine, created during the artists' residency in Senegal in March 2020.



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