

DUTY OF CARE PLAN

2023



The fruit of our commitment



COMPAGNIE
FRUITIERE

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 900,000 tonnes of fruit and vegetables, including approximately 775,000 tonnes of bananas, in Europe and worldwide.

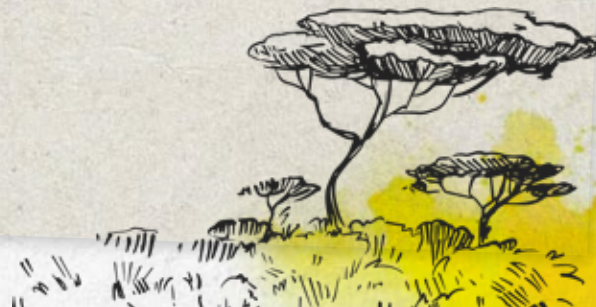
Integrated control of the entire sector, from production to sale, gives it unique operational efficiency, as well as control over the quality of the products it sells. In total, 66% of the fruit sold by the Group comes from its own plantations.

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, societal and environmental responsibility, by means of binding documents that are regularly updated.

Compagnie Fruitière has also implemented a number of structuring approaches to ethical business practices, such as the creation of a group and subsidiary ethics committees, 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.

In addition, in anticipation of its submission to the Corporate Sustainability Reporting Directive (CSRD), Compagnie Fruitière selected specialist service providers in 2023 to help it implement this approach, which will become mandatory in 2026.





The CSR strategy

Compagnie Fruitière's CSR strategy was developed based on a material analysis of Compagnie Fruitière's sustainable development issues carried out in 2017. This material 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 based on three pillars and 15 commitments (including its foundation)

Foundation: governance and dialogue with stakeholders:

- Strengthen the CSR organisation,
- Dialogue and communicate on the CSR approach.

1. 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. Promote sustainable agriculture and activities with reduced 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. Establish positive roots 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 duty of care plan

In accordance with french law No. 2017-399 of 27 March 2017 on the duty of vigilance of parent companies and ordering companies, the Duty of care plan 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 duty of care plan covers the activities of Compagnie Fruitière and its suppliers.

The duty of care plan is managed by a working group comprised 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 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, relevance and rate of progress of 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 94% of Compagnie Fruitière's collaborators work in Africa, and that 66% 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 duty of care plan describes the control and continuous improvement process implemented within Compagnie Fruitière and its subsidiaries. It is also appended to Compagnie Fruitière's 2023 CSR report, which provides a broader, operational view of the concrete actions taken in terms of social, societal and environmental commitments.

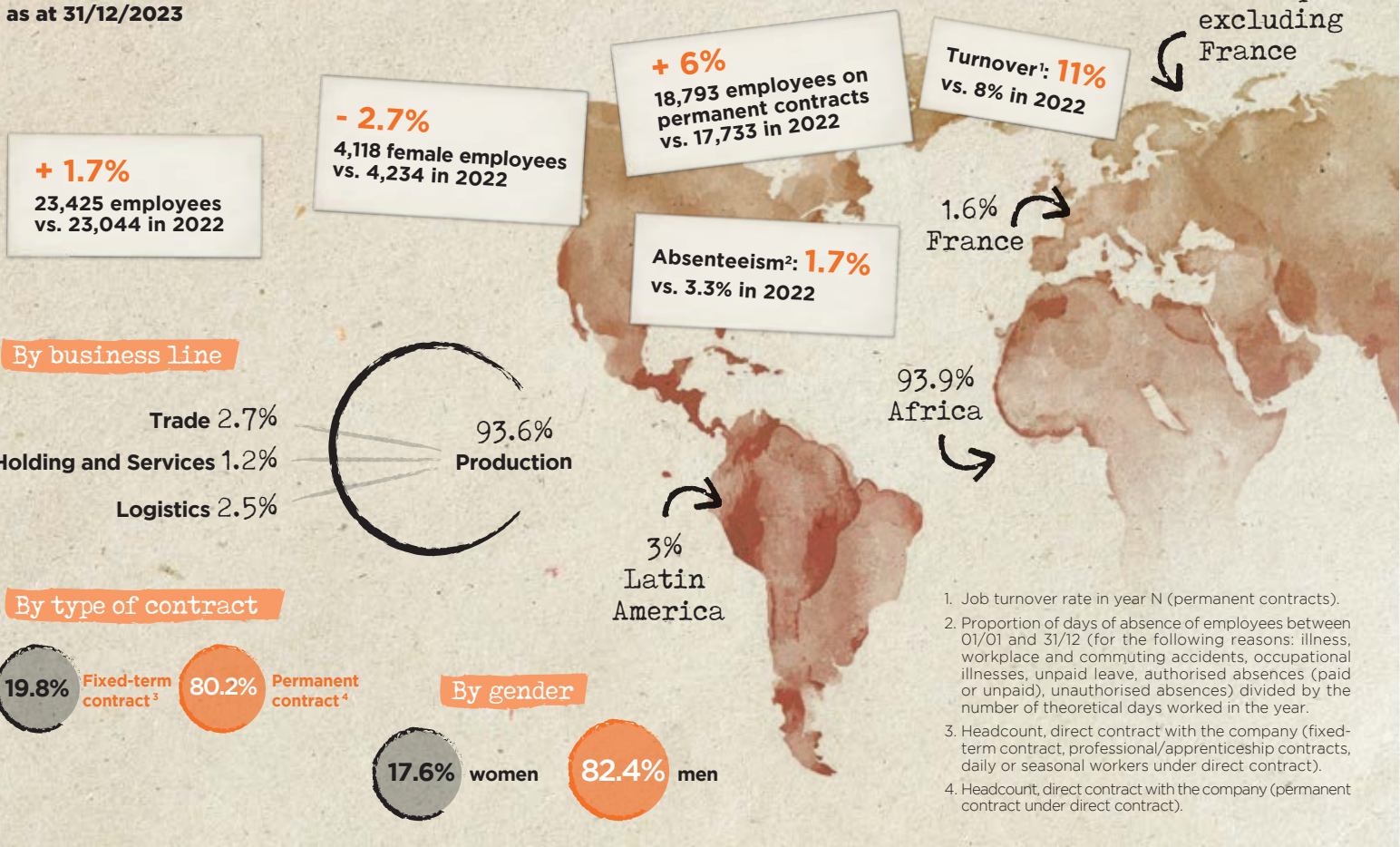
Compagnie Fruitière has entered into a partnership with Ecovadis to develop its approach to monitoring and evaluating its suppliers' CSR practices.



Zoom

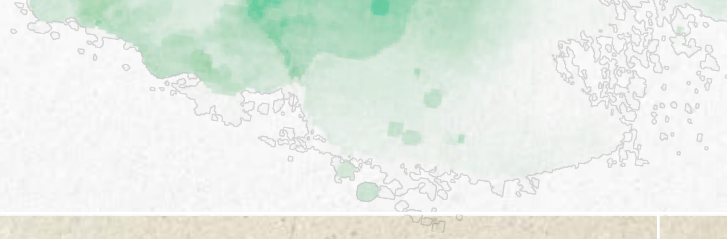
BREAKDOWN OF THE TOTAL WORKFORCE

as at 31/12/2023



1. Job turnover rate in year N (permanent contracts).
2. Proportion of days of absence of employees between 01/01 and 31/12 (for the following reasons: illness, workplace and commuting accidents, occupational illnesses, unpaid leave, authorised absences (paid or unpaid), unauthorised absences) divided by the number of theoretical days worked in the year.
3. Headcount, direct contract with the company (fixed-term contract, professional/apprenticeship contracts, daily or seasonal workers under direct contract).
4. Headcount, direct contract with the company (permanent contract under direct contract).

RISK MAP



AREA	MAJOR ISSUES RELATED TO THE RISKS IDENTIFIED (GROSS RISKS)	LEVEL OF NET RISK*
EMPLOYEE HEALTH AND SAFETY	Health and safety of employees and surrounding populations, quality of life at work	high
	Traceability, quality and food safety of produce	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 FUNDAMENTAL FREEDOMS	Promotion of human rights and their application	low
	Land grabbing 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	low
	Cybersecurity for natural persons	low

*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

DESCRIPTION OF RISKS

1. EMPLOYEE HEALTH AND SAFETY

Health and safety of employees and 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 a negative effect on 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).

To control the impact of aerial spraying, Compagnie Fruitière has launched a plan to replace its fleet of aircraft with drones in order to improve the precision of spraying only on cultivated plots and reduce the quantities of active ingredients used.

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 avoid accidents, Compagnie Fruitière has put a number of measures in place (organisation of training courses on the highway code, training in driving machinery, training in "defensive" driving for drivers, raising awareness of the potential dangers of flying aircraft, organisation of internal collective transport, etc.) and supplies of equipment for agricultural work that is in good working order and 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.

In order to anticipate these risks, oversight takes place both at subsidiary locations and at the Compagnie Fruitière head office.



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.

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 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.

Product traceability, quality and safety

Producing, transporting and selling food products can pose a health risk to consumers if their quality is not impeccable.

The care given to our 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 an actor in the agri-food industry, Compagnie Fruitière places the utmost importance on the quality and safety of the products it markets, 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 their quality and traceability (production, transport, ripening and distribution). Out of nearly 900,000 tonnes of products sold each year, two-thirds are fruit and vegetables produced by Compagnie Fruitière. Its internal traceability procedures, including integrated software for complete traceability (from production areas to customer delivery) and crisis management, as well as its certifications, enable it to provide reliable and complete information on the origin of the

products it distributes, to quickly identify any risks and their causes, and to implement the appropriate corrective measures (which may include withdrawing and destroying goods). 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. ENVIRONMENT

Limited use of phytosanitary treatment products 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 to be ISO 14001 certified 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 many other recognised certifications (such as Rainforest Alliance, Fairtrade, Global GAP, etc.). Certifications obtained require a reduction in the number of active ingredients used, that are in excess of the regulations. For these same reasons, Compagnie Fruitière is also developing certified organic areas on which no synthetic treatment products are applied (approximately 11% 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.

The Group is developing and investing in precision farming in order to reduce the quantities of synthetic products (use of drones, rational soil fertilisation, etc.).

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-sprinklers, automated and rational control of water inputs, etc., adapted to the needs of each terroir.

At plantations, washing water from the fruit packing stations is filtered and decanted before being discharged into the environment, with regular quality controls.



Waste and effluent management (at all stages of the process)

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.

Compagnie Fruitière companies have implemented a policy of sorting and/or processing all their plastic packaging. Plastics management is monitored by the production subsidiaries via internal procedures and external certifiers. In addition, Compagnie Fruitière is developing a policy to reduce its plastic packaging.

In plantations, organic waste is either used as organic matter to make compost or spread out on fields, making it a useful resource.

In Europe, Compagnie Fruitière is doing its best to find alternative ways of using organic waste. Wherever possible, leftovers are donated to associations or animal feed processing companies. Those deemed non-consumable can be used in biomethanisation, compost, etc.

Responsible location and management 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.

In addition, Compagnie Fruitière has set up a specific procedure to prevent contamination of its growing areas, and the spread of TR4 throughout the region.

Reduction of greenhouse gas (GHG) emissions

The Group's main sources of greenhouse gas emissions are: fuel consumption for transporting the Group's fruit and that of its partners by ship, the purchase of inputs for the production subsidiaries (fertilisers, fruit packaging boxes, etc.), and the spreading of fertiliser in the fields.

Aware of its impact, the maritime transport subsidiary Africa Express Line (AEL) 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.

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

The Group has had its reduction targets validated by the SBTi (SCIENCE-BASED Target Initiative) association, co-founded by the WWF, the CDP (Carbon Disclosure Project), the United Nations Global Compact and the World Resources Institute (WRI).



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, 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 human resources policy of Compagnie Fruitière 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 for local populations in the form of providing means

of transport, building and maintaining roads, housing, schools, health centres, access to water, access to education, etc.

As far as possible, agricultural land is also made available to some villages for the development of food crops.

However, 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. 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.

Illegitimate claims of third parties on land operated by the group

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 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 means used by Compagnie Fruitière are diverse and voluntarily accessible to all, such as through social dialogue with staff representatives and trade union partners, raising awareness through occupational physicians and posters in the premises, committees, associations of female employees of Compagnie Fruitière established within certain subsidiaries - whose actions are strongly encouraged by Compagnie Fruitière - and exchanges with stakeholders on the subject matter. Strong partnerships have been forged with trade unions and NGOs, enabling 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 individual from all backgrounds and 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. This proportion will fall slightly (-2.7%) in 2023.

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 of his or her choice, 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 collaborates with the IUF (International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations) and the NGO Banana Link to give an optimal structure to social dialogue within its production subsidiaries.

Compagnie Fruitière encourages social dialogue and trade unionism throughout the industry.

Decent remuneration of employees

Compagnie Fruitière has implemented a global remuneration policy that respects its employees, resulting in salary levels well above the social minimum, as well as health coverage for all, and benefits in kind.

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), 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

Cyber-crime is a major problem that can affect all businesses. Aware of this problem, Compagnie Fruitière has strengthened all its procedures to prevent and combat this type of risk. To achieve this, it has set up a dedicated cyber-security organisation, which monitors, controls, raises awareness and provides training to protect Compagnie Fruitière and its employees (strengthening communication, changing and increasing the complexity of passwords, reinforcing firewalls, expanding IT teams, monitoring data flows, etc.).

PROCEDURES FOR REGULARLY ASSESSING

THE SITUATION OF SUBSIDIARIES, SUBCONTRACTORS AND SUPPLIERS

SUBSIDIARIES OF COMPAGNIE FRUITIÈRE

Presence of a CSR team at the head office and CSR advisors in all production subsidiaries whose duties include ensuring the day-to-day management, compliance and control of how Compagnie Fruitière's CSR approach is being implemented

Annual CSR reporting: questionnaire sent to all Compagnie Fruitière subsidiaries to collect and monitor their CSR practices

Periodic audits of production subsidiaries in connection with obtaining and maintaining certifications (Global GAP, GRASP, Bio, Fairtrade, Rainforest Alliance) and appointment of certification managers in each production subsidiary.

Periodic assessments of production subsidiaries as part of audits/questionnaires requested by certain customers (SMETA/SEDEX/TMPS, specific customer standards, etc.)

Periodic compliance checks on intra-group suppliers (packaging, fruit, freight forwarders, maritime and land carriers, quality controllers) with the requirements of Compagnie Fruitière and the regulations in force (questionnaires/certificates of compliance/product documentation/CSR commitments)

Management reviews of trading subsidiaries, enabling monitoring of previously defined indicators in different areas (HR, quality, etc.)

Multi-criteria evaluation grids for production area extension plans

Identification of cyber crime risks.

Periodic evaluations carried out by the production subsidiaries.

Periodic compliance assessments of fruit supplier practices (pesticide residues by ISO 17025 certified and accredited independent laboratories/quality/traceability) and stepping up of audits based on results obtained

Periodic assessments of import and trading subsidiaries in connection with obtaining and maintaining IFS BROKER certification (FOOD DEFENSE/FOOD FRAUD/HACCP studies)

Systematic preparation of a fruit "supplier record" (certifications/lists of phytosanitary products used/checks and/or analyses of packaging samples to verify their safety and updating of information during a change of manufacturing process).

Periodic assessments of ISO 14001-certified production subsidiaries as part of the process of obtaining and maintaining this certification.

Accounting of the Group's carbon emissions using the GHG Protocol methodology (scopes 1, 2 and 3) by a specialist service provider (Ecoact).


SUBCONTRACTORS AND SUPPLIERS


Progressive implementation of a programme to assess the CSR approach of the Group's suppliers through the use of the Ecovadis tool.


Periodic checks of supplier compliance (packaging/fruit/shipping agents/maritime and land carriers/quality controllers) with the requirements of Compagnie Fruitière and the regulations in force (questionnaires/compliance certificates/product documentation/CSR commitments)

Periodic compliance assessments of fruit supplier practices (pesticide residues by ISO 17025 certified and accredited/quality/traceability independent laboratories) and intensification of audits based on results obtained.

Systematic preparation of a fruit "supplier record" (certifications/lists of phytosanitary products used/checks and/or analyses of packaging samples to verify their safety and updating of information during a change of manufacturing process).

 HUMAN RIGHTS AND FUNDAMENTAL FREEDOMS

 ENVIRONMENT

 EMPLOYEE HEALTH AND SAFETY

ACTIONS TO MITIGATE RISKS AND PREVENT SERIOUS HARM

ACTIVITIES OF COMPAGNIE FRUITIÈRE

2023: 593 kT fruit production (group)

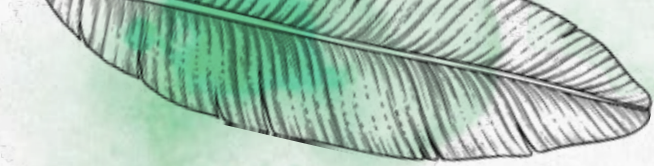
- Environmental policy adopted in 2001 (SCB)
- **Declaration** of social and environmental responsibility, adopted in 2012 (production subsidiaries).
- **Charter** Corporate social responsibility charter adopted in 2016 (Group). Employees are made aware of all these policies, particularly by means of 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 audits: internal, SMETA, SEDEX and customer self-assessment, obtaining and maintaining certifications, etc.
- **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.




- **Active participation** in the French Sustainable Banana Initiative (IFBD).
- Group Ethics **Committee**.
- **Development** and deployment of a computerised system to assist agricultural production (precision farming).
- **Regular discussions** with the populations and authorities neighbouring production sites; regular dialogue with government authorities.
- **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

- **Partnerships** with the NGO Banana Link and IUF, which that advocate for responsible and fair business.
- **Remuneration** higher than the minimum applicable social security benefits.
- **Support** for access to education and housing for employees and their families in production subsidiaries.
- **Supporting** for employee access to training
- **Social dialogue** facilitated 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.

- **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.)





-  HUMAN RIGHTS AND FUNDAMENTAL FREEDOMS
-  ENVIRONMENT
-  EMPLOYEE HEALTH AND SAFETY

ACTIVITIES OF SUPPLIERS AND SUBCONTRACTORS



- **Environmental Management** System in place in the production subsidiaries (control of inputs and consumption of resources, control of effluents and management of waste).
- **Smart** control of water consumption in plantations with the start-up Telaqua.
- **Multianual** CIRAD/B2A (Banane Agro-écologique pour l'Afrique) partnership for the development of agro-ecological practices.
- **WWF partnership** for responsible and sustainable agriculture support.
- **Continuation** of organic farming.

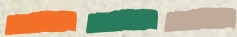


EMPLOYEE HEALTH AND SAFETY

- **Partnerships** with the NGO Banana Link and IUF, which that advocate for responsible and fair business.
- **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.).
- **Easier access** to healthcare (e.g. occupational health services, management and financing of hospitals, management and construction of dispensaries, minimum health cover 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 HEALTH AND SAFETY



- **Regulatory watch on** active ingredients banned in Europe and UK, as well as 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.

- **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.
- **Global GAP certification** for all fruit suppliers.
- **Commitment by suppliers** to comply with Compagnie Fruitière requirements and current regulations (questionnaires/ attestations of compliance/CSR clauses and commitments in the GTC/CGA and contracts). To this end, the CSR clause was reinforced in 2023 to better meet the new requirements referred to above.



CONSUMER HEALTH AND SAFETY

**same measures as those put in place by Compagnie Fruitière for its own activities.*

MECHANISM FOR FOLLOWING UP ON MEASURES IMPLEMENTED AND ASSESSING THEIR EFFECTIVENESS

SUBSIDIARIES OF COMPAGNIE FRUITIÈRE

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.

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 within 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 and updating of supplier records: status of certifications, monitoring of their compliance with the requirements of Compagnie Fruitière and applicable regulations.

EMPLOYEE HEALTH AND SAFETY

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.

CONSUMER HEALTH AND SAFETY




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

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

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

REPORTING 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.

As part of its drive to strengthen compliance procedures, Compagnie Fruitière has updated its reporting system. Previously hosted in a data centre certified to ISO27001 security standards and operated by Compagnie Fruitière Group teams, the system is now hosted on the secure SaaS EQS Integrity Line platform. In accordance with legal provisions applicable to the Group, it also enables the disclosure of a crime or misdemeanour, threat or harm to the general interest, or a breach of an international commitment.

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 can be accessed by anyone, at any time, in France and abroad, and is available in French, English, Spanish, German, Hungarian, Dutch, Romanian Portuguese and Italian.

This platform, shared by all Group entities, can be accessed at the following address:
<https://fruitiere.integrityline.app/>

The confidentiality of the identity of the whistleblower, of the persons concerned by the report and of the information communicated is ensured at all stages of the reporting process. Anonymous reporting is also possible. Reports are received by Group Ethics Officers and forwarded to the Ethics Committee of the subsidiary concerned or the Group Ethics Committee, which examines them and calls on the relevant departments within Compagnie Fruitière to respond to the whistleblower within a maximum of three months. Compagnie Fruitière guarantees the protection due to all whistleblowers who meet the conditions allowing them to benefit from the protective status of whistleblowers. In particular, the Compagnie Fruitière undertakes to ensure that no sanction will be taken against a person who has reported a breach in good faith.





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