

**SUSTAINABLE
DEVELOPMENT
REPORT**



2023

The fruit of our commitment



COMPAGNIE
FRUITIERE



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THE FRUITS OF OUR COMMITMENT CONTRIBUTE TO ACHIEVING
THE UNITED NATIONS' SUSTAINABLE DEVELOPMENT GOALS



Editorial

In 2023, what are the key issues for Compagnie Fruitiere? How does the company respond to this?

- **Climate change**

The resilience of our production systems to climate change and the disruption of biological systems is also a reality.

- **Human Rights**

Compagnie Fruitiere has launched a CSR assessment of its suppliers through a partnership with Ecovadis. This approach gives it a better understanding of working conditions within its value chain.

- **The cost price**

The banana sector is subject to pressure from a variety of sources (inflation, political instability, natural disasters, Covid, border closures, diseases and pests, etc.), which can exacerbate imbalances in supply in relation to demand, leading to an explosion in production costs due to a significant increase in the cost of agricultural inputs, including fertilisers, cardboard, plastics and energy. The disruptive effects of the crises have extended to sea freight.

- **Sustainable agricultural practices**

The sector also needs to respond to environmental issues, with a view to reducing the use of synthetic inputs.

What are the successes of 2023 that you are particularly proud of?

In 2023, Compagnie Fruitiere has strengthened its ambitions in terms of reducing the use of pesticides, herbicides and fertilisers, as well as launching a major project to reduce its carbon footprint, through measures such as the global Science Based Targets initiative supported by the WWF and others. This initiative proposes sector-specific decarbonisation trajectories in line with scientific recommendations and the Paris Agreement, which aims to limit global warming to below 1.5°C.

Also in 2023, the Compagnie Fruitiere joined the French Sustainable Banana Initiative (IFBD). This initiative deals with all aspects of sustainability and addresses the economic conditions for implementing environmental and social transitions. CIRAD, Max Havelaar France and Banana Link are coordinating the project alongside the Association interprofessionnelle de la banane (AIB).



Jérôme FABRE
Executive Chairman

La Compagnie Fruitiere

overview

Compagnie Fruitiere is a group that was founded in 1938 in Marseilles, and is both the European leader in fruit sales, and the leading producer in Africa.

Compagnie Fruitiere specialises in the production, transport and sale of fruit and vegetables. In 2023, it produced, transported, ripened and sold 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 sales, gives it unique operational efficiency, as well as control of the quality of the products it sells.

A total of 66% of the fruit sold by Compagnie Fruitiere comes from its own plantations.

**No. 1 fruit
producer
in Africa**

**935.5 m€
turnover**

**23,425
employees**



5 lines of business

PRODUCTION

593,272 tonnes
of fruit and vegetables
produced by the group's
subsidiaries, including
561,276 tonnes
of bananas

IMPORTS

278,261 tonnes
of imported fruit
and vegetables

RIPENING

22 ripening plants
in **8 European countries**

42,987 tonnes
of fruit being ripened

TRANSPORT

9 ships
available to producers
and importers

2 maritime lines
between Africa and Europe

+
**port activities and
a network
of forwarding agents,**
shipping agents and
warehouse staff specialising
in fruit and vegetables

DISTRIBUTION

899,539 tonnes
of fruit and vegetables
sold globally, including
774,998 tonnes
of bananas

4 major production subsidiaries in Africa

PHP (Cameroon)
SCB (Côte d'Ivoire)
GEL/GOL (Ghana)
GDS (Sénégal)

87.7%
of the Group's workforce

82,098 tonnes
of fruit and vegetables
distributed in Africa

of which 72,995 tonnes
of bananas



ECUADOR 	GABON 	UGANDA
CAMEROON 	GHANA 	CÔTE D'IVOIRE
SENEGAL 	MOROCCO 	COSTA RICA

FRANCE 	PORTUGAL 	ITALY
GERMANY 	UNITED KINGDOM 	SPAIN
SWITZERLAND 	HUNGARY 	ROMANIA
NETHERLANDS 	BELGIUM 	

Production

Logistics

Trade

Services

Partnership with local producers

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

Major producer of Fairtrade Max Havelaar certified bananas
47,422 tonnes in 2023

Challenges in the sector

at the crossroads of more sustainable development

Environmental sustainability of production systems

The development of the banana industry over the last few decades has often resulted in a loss of biodiversity and health pressures, leading to the extensive use of inputs that can be harmful to people and the environment.

Added to this are the low costs imposed, which lead to a significant shortage of resources, and few opportunities to make the agricultural investments needed to be resilient in the face of climate change and invest in agri-ecological practices. Climate change also poses a major threat to banana production. At this rate, banana growers will be faced with increasingly frequent temperature extremes and increasingly unpredictable weather conditions.

(Source: Fairtrade Max Havelaar France)

Agri-ecological transition & organic farming

- The challenges facing agriculture and the food sector in general are immense: feeding a global population of around 10 billion people by 2050; adapting business practices in response to global warming with a planet that is +1.5°C warmer and helping to reduce poverty. Supporting agri-environmental transition is therefore an matter of urgency and a priority involving public decision-makers, the private sector and civil society actors.
- Agri-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.

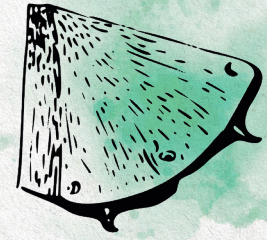
(Source: IECD)

Food security in producer countries & structuring of supply chains

- 2022 was marked by critical climatic phenomena and 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.

(Source: CIRAD)





Product traceability and 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)

Gender 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: World Banana Forum)

Breakdown of value & shared responsibilities in the sector

In 2021, the import price of bananas fell to its lowest level in ten years. Banana producers are increasingly being forced to accept prices that do not even cover the cost of production. The increase in the cost of living and production over many years makes this situation even worse. This price was raised in 2022 in response to a shortage of fruit on the European banana market (due to poor weather conditions), rising production costs and the devaluation of the euro against the dollar, but without covering production costs.

In 2023, the consequences of a lack of investment due to a shortage of resources, combined with climate change and significant fungal pressure, had a major impact on yields, particularly in the organic sector.

The year 2024 promises to be just as difficult in terms of securing yields. In a highly competitive market that generates pressure on prices throughout the chain, producers are the ones who bear the brunt of the pressure on banana prices, hence the extreme importance of equitable mechanisms.

(Source: Fairtrade Max Havelaar France)

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 agri-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 the Compagnie Fruitiere

In 2023, Compagnie Fruitiere continued to implement its responsible approach, which ensures the sustainability of its activities. In all the countries in which it operates, Compagnie Fruitiere has put in place 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 Fruitiere.

Key dates

- 1994 ● Construction of the Saint-Jean de Malte Hospital in Cameroon.
- 2000-01 ● First certifications, in particular the **ISO 14001** environmental management system.
- 2004 ● Membership of the Sedex platform.
- 2010 ● Membership of the World Banana Forum.
- 2011-12 ● **Corporate social responsibility policy statement** for all production subsidiaries.
● Publication of an annual CSR report for these companies.
- 2012 ● Creation of the Compagnie Fruitiere endowment fund.
- 2012-13 ● First certifications in **fair trade and organic farming**.
- 2015 ● Building of the Saint Jean-Baptiste Hospital in Côte d'Ivoire.
- 2016-17 ● **Corporate Social Responsibility Charter** for all group companies.
● Publication of **the first Group Sustainable Development report**.
● Establishment of a shared CSR strategy for all group business lines.
- 2021 ● **Integration of the vigilance report** into the 2020 sustainable development report.
- 2022 ● **3-year renewal 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.
- 2023 ● **Partnership with Ecovadis** to manage ESG risks in the Compagnie Fruitiere supply chain.

A STRATEGY BASED ON 3 PILLARS AND 15 COMMITMENTS, INCLUDING THE BASIC FOUNDATION

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 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

The fruit of communities

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.

Foundation: governance and dialogue with stakeholders

GOVERNANCE

> 1 Group CSR Department reporting to the General Secretary and the Executive Chairman.

> 1 community of CSR managers who report to the General Management of each major production subsidiary and are responsible for implementing the 15 commitments in the field.

> 1 "Vigilance" working group comprising representatives from 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.

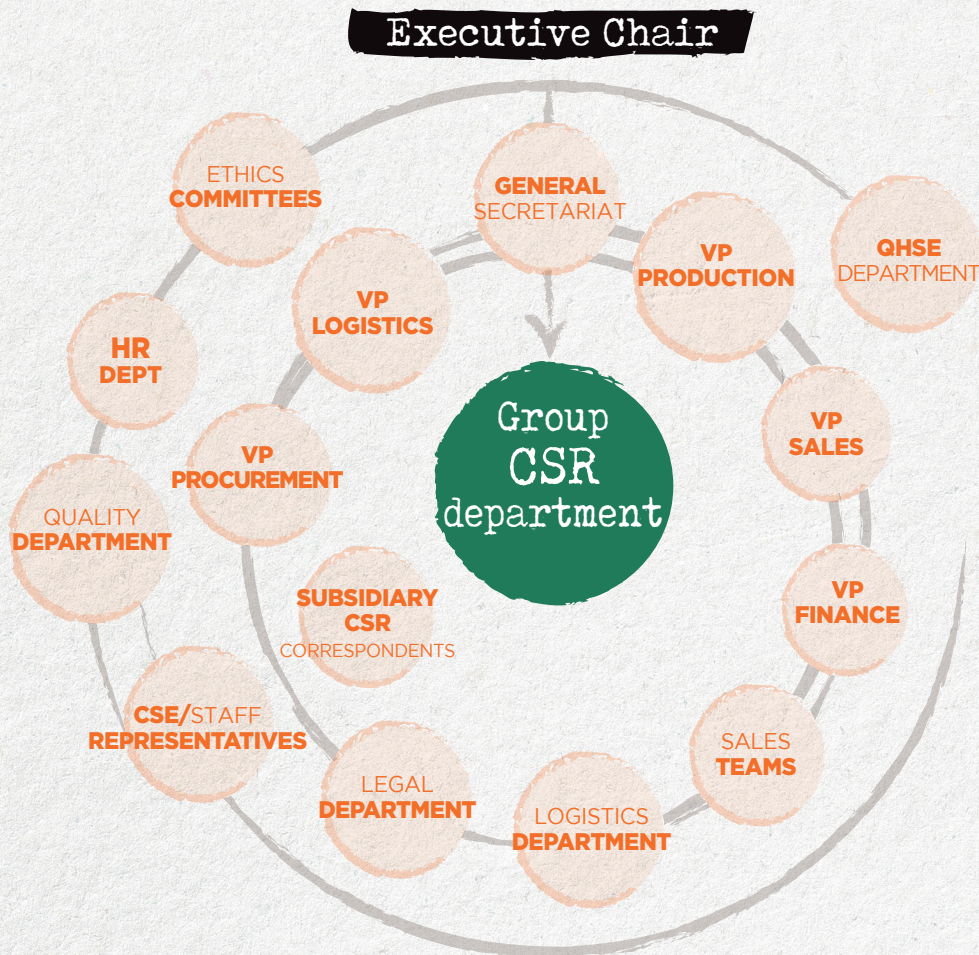
CSR governance and organisation

Compagnie Fruitiere's CSR strategy is managed and coordinated by a team of CSR managers reporting to the general secretary and the executive chairman.

This team is supported by a dozen or so CSR Officers in the main production subsidiaries, who in turn report to the General Management of these companies. The CSR Officers are responsible for disseminating the CSR strategy and implementing the action plans defined for their respective scopes. A monthly framework for exchanges and sharing of good practices has been established to facilitate coordination between the head office and the subsidiaries. Where possible, these different teams meet in person each year at a CSR seminar.

THE 2023 CSR REPORT

This is Compagnie Fruitiere's 8th CSR report, covering the period from 1st January to 31st December 2023. Although the CSR approach concerns all subsidiaries, the reporting scope includes all companies, for which the financial holding of Compagnie Fruitiere 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 Fruitiere and the specific characteristics of its business lines. Some indicators are therefore activity specific, such as for production and logistics.



Dialogue and communication

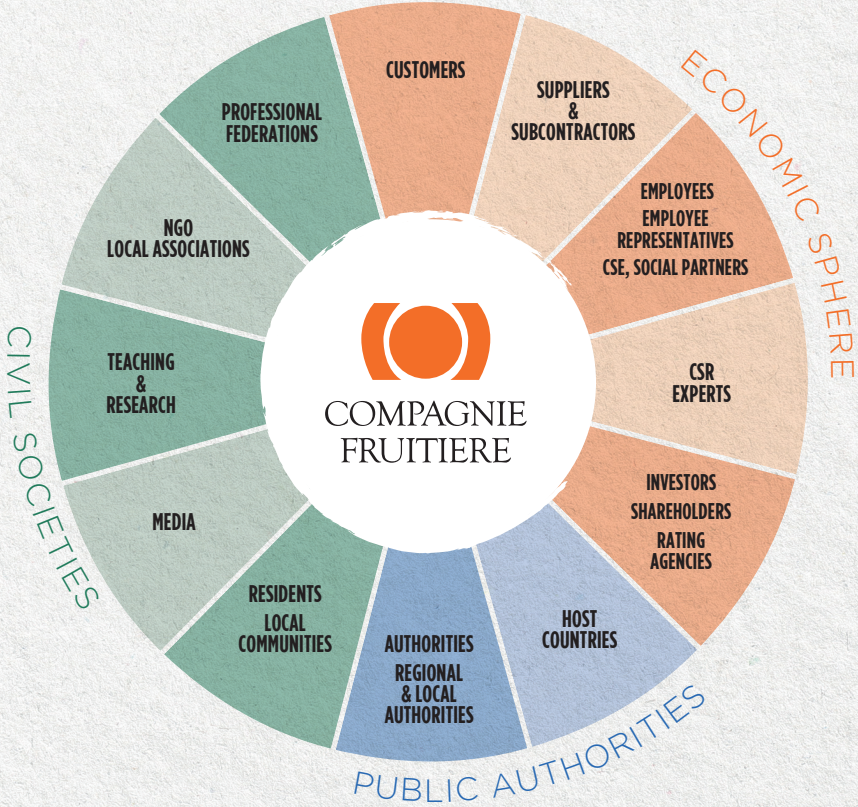
at the heart of our CSR approach

With a view to continuous improvement, Compagnie Fruitiere 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.



Mapping

major stakeholders
of Compagnie Fruitiere



Our CSR

A driver of value creation



Production & import

Compagnie Fruitiere is the N°.1 banana producer in Africa.



Transport

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



Distribution

Compagnie Fruitiere sells fruit and vegetables from its plantations and producer partners, guaranteeing quality, traceability and production conditions.

Values

financial

- **935.5 m€** in turnover

economic

- **N°.1 banana producer** in Africa
- **Leading** fruit distributor in the European market

intellectual

Partnerships with:

- The CIRAD for sustainable agricultural innovation and improving the living conditions of communities;
- WWF France to speed up environmental protection projects and preserve biodiversity;
- Banana Link and the IUF to strengthen social dialogue and improve working conditions;
- Fairtrade Max Havelaar to promote fair trade.

Resources

financial

- **Stable shareholder base**
- Turnover: 935.5 m€
- Payroll: 161 m€

economic

- Integrated control of the value chain
- **593,272 t.** of fruit and vegetables produced
- 899,539 tonnes of fruit and vegetables distributed

intellectual

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

human

- **+5.8% of employees on permanent contracts**
- **+3.1%** female executives and senior managers
- **1%** of employees with disabilities
- **100%** of employees with full health coverage
- Ongoing social dialogue for the benefit of all employees

relational

- **Partnership with WWF France** to accelerate environmental sustainability initiatives
- **Partnership with IECD** to support the creation of local agri-food businesses
- **Framework agreement with Banana Link and the IUF** to strengthen social dialogue and improve working conditions at production sites
- **6.6m€** devoted to implementing CSR actions within the 4 major production subsidiaries: in Côte d'Ivoire, Cameroon, Ghana and Senegal

environmental

- **12.7%** of organic banana acreage
- **Full carbon footprint** completed in 2020 and 2023 and commitment to a SBTi reduction trajectory by 2030.



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



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

human

- **23,425** employees, 93.9% in Africa
- Presence in **20 countries**
- **4** in-house training centres

relational

- **Long-term relationships** with suppliers
- Many sustainable partnerships for the progress of the sector (WWF France, CIRAD, Banana Link, Ecovadis, 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 area, including 10,830 ha for conventional bananas
- **58,800 t. of bananas produced and labelled Organic Farming**
- **1,369 ha** organically farmed

A look back at 2023

Some highlights

P.H.P

PLANTATIONS DU HAUT PENJA

CAMEROON

Acquisition of new staff transport vehicles.

Appointment of 2 additional women to management positions within the PHP.

Continuation of awareness-raising sessions for employees on PHP's social policies, including the policy on promoting diversity and preventing discrimination.



GOLDEN EXOTICS LIMITED (GEL)
GOLDEN ORGANICS LIMITED (GOL)

GHANA

Celebrating the 20th anniversary of Golden Exotics Ltd.

Participation of 2,094 employees in a financial management training programme, in partnership with GIZ*.

* German Society for International Cooperation



SENEGAL

Organisation of the annual Excellence Days.

Donations of school supplies to 14 elementary schools in the villages around the GDS plantations.



CÔTE D'IVOIRE

Organisation of a day to promote academic excellence.

Organisation of sustainable development awareness-raising sessions (CSR caravans) at various SCB sites.

Technical assistance for small pineapple growers in Bonoua and export under the SCB brand.

Development of compost production units.

Support for 57 villages in implementing sorting at source.

Launch of the "Housing 2040" Plan, housing for plantation workers to improve their living conditions.



FRANCE

Support for the Nature Impact initiative, led by the WWF, in support of biodiversity and the climate.

Award of a concession contract to manage the port of Port-Vendres.

Partnership with Ecovadis to assess the CSR approach of Compagnie Fruitière suppliers.

Financial and material support for the TRANSFORM prize for agri-food entrepreneurs in Cameroon, un by the IECD.

Organisation of CSR training sessions for lychee growers in Madagascar.

Silver medal in the Ecovadis assessment of Compagnie Fruitière Import in France.



1. Social

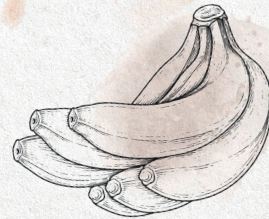
THE FRUIT OF WOMEN AND MEN



←
Promote
exemplary
working
conditions
throughout
the value
chain

4 MAJOR* COMMITMENTS

Employing 23,425 employees worldwide, almost 95% of whom are in Africa, in a wide range of socio-economic contexts, Compagnie Fruitiere 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.



1. PROMOTE RESPECT FOR HUMAN RIGHTS

SOCIAL DIALOGUE

Percentage of grievances expressed during the year that were handled

	2021	2022	2023	2025
PHP (Cameroon)	78.2%	81.3%	93.4%	→ 100%
SCB (Côte d'Ivoire)	100%	100%	100%	→ 100%
GEL/GOL (Ghana)	100%	100%	100%	→ 100%
GDS (Senegal)	100%	100%	100%	→ 100%

2. IMPROVE WORKING CONDITIONS

HEALTH & SAFETY AT WORK

Frequency rate of workplace accidents

	2021	2022	2023	2025
PHP (Cameroon)	2.2%	4.3%	4.8%	→ 2%
SCB (Côte d'Ivoire)	9.9%	9.7%	8.8%	→ 8%
GEL/GOL (Ghana)	5.2%	13.7%	21.5%	→ 10%
GDS (Senegal)	3.8%	5.6%	5%	→ 3%

* The data presented are for the 4 major production subsidiaries in Africa, which employ nearly 88% of the total workforce of Compagnie Fruitiere.

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

3. DEVELOP EMPLOYEES' SKILLS AND CAREER PATHS

TRAINING

Percentage of workers trained

	2021	2022	2023	2025
PHP (Cameroon)	35.5%	60.3%	33.5%	→ 80%
SCB (Côte d'Ivoire)	94%	86.9%	99.8%	→ 100%
GEL/GOL (Ghana)	84.4%	86.1%	82.4%	→ 90%
GDS (Senegal)	43.9%	100%	59%	→ 100%

4. PROMOTE DIVERSITY AND PREVENT DISCRIMINATION

GENDER EQUALITY

Proportion of women

	2021	2022	2023	2025
PHP (Cameroon)	15.1%	15.4%	14.8%	→ 16%
SCB (Côte d'Ivoire)	17.2%	20.3%	19.4%	→ 23%
GEL/GOL (Ghana)	11.9%	11.8%	12%	→ 12%
GDS (Senegal)	39.5%	32.9%	30.5%	→ 38%

Proportion of female managers

	2021	2022	2023	2025	NEW**
PHP (Cameroon)	10.6%	14%	13%	→ 12%	15%
SCB (Côte d'Ivoire)	18.7%	19.4%	20.6%	→ 22%	
GEL/GOL (Ghana)	11.8%	13.5%	13.5%	→ 12%	16.2%
GDS (Senegal)	6.2%	6.7%	15.4%	→ 8%	

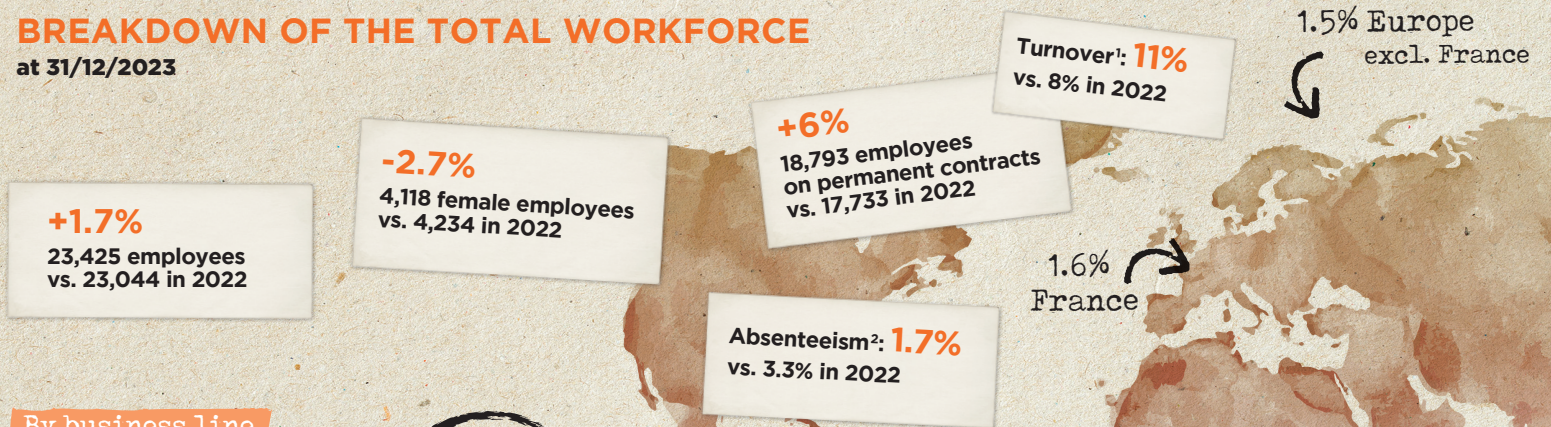
HUMAN RESOURCES

WITHIN COMPAGNIE FRUITIERE

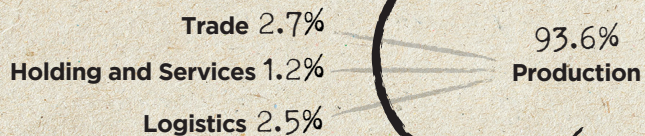
Focus

BREAKDOWN OF THE TOTAL WORKFORCE

at 31/12/2023



By business line



By type of contract



By gender



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).

1. PROMOTE RESPECT FOR HUMAN RIGHTS

Wherever it is established, Compagnie Fruitiere 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 Fruitiere actively participates in dialogue on the living wage with all stakeholders concerned. It is also committed to improving the living conditions of its employees and communities.

Ensure respect for Human Rights

including 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 concerning 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 and influence peddling;
 - » duty of vigilance.

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



PHP truck drivers

Voluntary and binding commitments

Since 2012

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

Since 2016

- Corporate Social and Environmental Responsibility Charter, applicable to all subsidiaries of Compagnie Fruitiere.
- Definition of a CSR strategy applicable to all subsidiaries.

Since 2018

- Definition of social action plans by production company.

2. IMPROVE WORKING CONDITIONS

Any person working for or with Compagnie Fruitiere 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

Banana Link is a UK-based non-profit cooperative that works for fair and sustainable trade, particularly in the banana and pineapple sectors. Compagnie Fruitiere 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 Fruitiere 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.

Providing a decent working 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.

Ensure employee health and safety

Overall health

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

Risk prevention and hardship

- Formalisation of a workplace health and safety policy.

3 fundamental principles:

- » accountability, in particular through training and awareness raising;
- » working safely;
- » teamwork.

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

Change in the number of workplace accidents with lost time

(greater than or equal to 24 hours)

2021	2022	2023	
266	394	430	↑ 9.1%

Change in the frequency rate of workplace accidents

2021	2022	2023	
6.1	8.6	5.2	↘ 39.2%

Ratio between the total number of lost-time accidents and the number of hours exposed to the risk, multiplied by 1,000,000.

Change in the severity rate of workplace accidents

2021	2022	2023	
0.08	0.12	0.21	↑ 75%

Ratio between the number of days lost due to accidents at work in year N and the number of hours exposed to the risk in year N, multiplied by 1,000.

Foster 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 organisation (employee delegate, works council, works social council, employee or trade union representative, CHSCT, etc.)

A vitally important collaboration with the IUF

The IUF* regularly organises capacity-building initiatives for 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.

Focus

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 in operation in Ghana since 2018, in Cameroon since 2021 and in Ecuador since 2015



Holding of a union meeting



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)

3. DEVELOP SKILLS

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

3 management poles

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 (in hours) per employee

2021	2022	2023	
8.4	8.3	14.5	↗ +75.2%

Number of employees trained

2021	2022	2023	
13,189 58%	15,493 79.9%	14,472 68.4%	↘ -6.6%

4. PROMOTE DIVERSITY AND PREVENT DISCRIMINATION

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

Number of female staff in the Group

2021	2022	2023	
18.4% 4,168	18.4% 4,234	17.6% 4,118	↘ -2.7%

Employment of people with disabilities

2021	2022	2023	
0.2% 49	0.2% 58	1% 228	↗ +356%

Female management staff

2021	2022	2023	
23.7% 123	22.6% 127	23.4% 131	↗ +3.1%

Female staff on permanent contracts

2021	2022	2023	
15.9% 2,159	16% 2,841	17.5% 3,290	↗ +15.8%



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

As part of its responsible purchasing approach, Compagnie Fruitiere 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 their service providers to 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 Fruitiere's CSR policy

	2021	2022	2023	2025
PHP (Cameroon)	100%	94.9%	99%	→ 100%
SCB (Côte d'Ivoire)	100%	100%	100%	→ 100%
GEL/GOL GHANA	100%	100%	100%	→ 100%
GDS (Senegal)	20%	8%	5.9%	→ 100%

6. IMPLEMENT A RESPONSIBLE PROCUREMENT POLICY

Compagnie Fruitiere sources fruit and vegetables mainly from its own plantations but also from partner producers. Compagnie Fruitiere 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 Compagnie Fruitiere level

Since 2016 1 CSR clause for all suppliers

- Safeguard respect for human rights and compliance with the social policy of Compagnie Fruitiere.

At subsidiary level

Since 2019 A responsible purchasing action plan

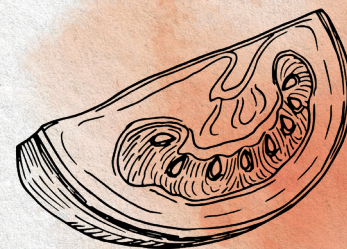
- Validation of a number of indicators, e.g. number of suppliers with knowledge of the group's CSR policy.
- Validation of objectives aimed at gradually increasing the share of suppliers whose ethical approach is assessed.

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

	2021	2022	2023	2025
PHP (Cameroon)	59%	78%	90%	→ 100%
SCB (Côte d'Ivoire)	0.3%	0.4%	0.9%	→ 100%
GEL/GOL (Ghana)	100%	100%	100%	→ 100%
GDS (Senegal)	1.3%	1%	29.7%	→ 100%



2. Environment

THE FRUIT OF THE EARTH



Promote sustainable agriculture and activities with reduced environmental impact



3 MAJOR COMMITMENTS

Compagnie Fruitiere is unique in that it not only produces its own fruit on two 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

implement more environmentally friendly agricultural practices, including through the development of organic agriculture and agri-environmental practices.

ACTIVE DOSES OF SYNTHETIC FERTILISER

Average quantities per hectare (Kg/Ha) for conventional bananas

	2021	2022	2023
PHP/SCB/GEL	894	828	811

ACTIVE DOSES OF PESTICIDES

Total quantities used for conventional bananas on the average utilised agricultural area (in Kg of active ingredient per hectare per year)

	2021	2022	2023
PHP/SCB/GEL	42.2	35	26.4

2. MASTER

energy and climate impact
> in logistics.

GHG EMISSIONS

of internal maritime transport activity **↘ -3%**
(Thousands of tonnes of CO₂)

	2021	2022	2023	2025
AEL	315.5	317.9	308	→ 294

3. MASTER

energy and climate impact
in ripening facilities.

AVERAGE ENERGY PERFORMANCE

of the Group's 22 ripening plants
(KWH of electricity consumed per parcel of ripened bananas)

	2021	2022	2023	2025
	1.44	1.28	1.32	→ 1



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 agri-environmental practices.

1. REDUCE THE USE OF PLANT PROTECTION PRODUCTS

As major sources of risk and potential impacts 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 25% in 2023 compared to 2022. The group wishes to continue its reduction efforts by setting ambitious targets for the future.

-25%

of treatment products used in 2023
compared to 2022

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
(Côte d'Ivoire)



Banana tree parasites

The weevil

This beetle is one of the main pests of the banana tree. Its larvae feed on the banana bulb, which can lead to the collapse of the plant and drastic loss of yield. The damage is particularly severe 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 premature ripening of the fruit.

ACTIVE DOSES OF PESTICIDES

Total quantities applied between 01/01 and 31/12 per cultivated hectare (in Kg/Ha)

	2021	2022	2023
Herbicides	3.4	3.6	2.5
Fungicides	35.9	28.5	22
Insecticides	0.2	0.1	0.04
Nematicides	2.7	2.4	1.6

ACTIVE DOSES OF SYNTHETIC FERTILISER

Total quantities applied between 01/01 and 31/12 per cultivated hectare of conventional bananas (in Kg/Ha)

2021	2022	2023
894	828	811

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 2023.

Development of new agri-environmental practices such as pheromone traps to combat weevils

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 regularly 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 agri-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, GECO Research Unit - CIRAD

"Environmental operation and sustainable management of banana and pineapple agri-systems"

Reasoned fertilisation practices

For the past three years, efforts have been made to streamline 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 Fruitiere 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.).

Focus



COMPAGNIE FRUITIERE & CIRAD

Accelerate the implementation of new agro-environmental practices

Since 2019, Compagnie Fruitiere 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.



2. DEVELOP ORGANIC & FAIR TRADE FARMING & AGRI-ECOLOGICAL PRACTICES

The Compagnie Fruitière has long placed organic and fair-trade farming at the heart of its production.

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.

In Ecuador

Created in 2018, all Derose production is certified Organic and Fairtrade for both Europe and the United States.

Derose 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 2023.

In Ghana

The installation of certified organic plantations was accompanied 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.



CERTIFIED ORGANIC PRODUCTION AREA

as a % of the average total area under banana production

2021	2022	2023
11.1%	11.5%	12.7% ↑ 10.4%

VOLUME OF BANANAS PRODUCED BY THE GROUP produced from certified organic plots (in tonnes)

2021	2022	2023
43,888	48,720	58,787 ↑ 20.7%

Recognised certifications



SCB
(Côte d'Ivoire)



PHP
(Cameroon)



GDS
(Sénégal)



GEL/GOL
(Ghana)



Derose
(Ecuador)



Focus

FAIR TRADE 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).

58,090 tonnes of Fairtrade-labelled fruit distributed, including 57,275 tonnes of Fairtrade-certified bananas.



In 2024, we celebrate 20 years of partnership with La Compagnie Fruitière! For all these years, Compagnie Fruitière has been able to offer Fairtrade/Max Havelaar bananas, (most of them organic) produced in compliance with our Fairtrade standards, and to work to improve the living conditions of the workers. Over the next 20 years of our partnership, we hope to see even more outlets for Fairtrade banana producers and more initiatives in favour of workers, for a sustainable banana industry. ”



Blaise DESBORDES
Chief Executive Officer of Max Havelaar France



3. PRESERVE SOIL, BIODIVERSITY AND ECOSYSTEMS

Being that biodiversity and more specifically that soil biodiversity provide essential functions for environmental balance, Compagnie Fruitiere 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 agri-environmental practices

Agri-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.

Focus

COMPAGNIE FRUITIERE & WWF FRANCE



Since 2016, Compagnie Fruitiere 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.

A 5-point roadmap

- Awareness-raising about environmental protection for Compagnie Fruitiere 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 Fruitiere teams on combating illegal trade in wild species in maritime transport
- Prevention of collisions with cetaceans in the Pelagos Sanctuary Area in the Mediterranean



PHP banana plantation (Cameroon)

REDUCE ENVIRONMENTAL IMPACTS ACROSS THE VALUE CHAIN

Compagnie Fruitiere 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.

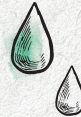
1

Production

REDUCE
water consumption



IMPROVE
effluent management



OPTIMISE
waste management



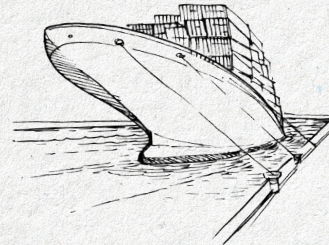
REDUCE
greenhouse
gas emissions



2

Transport

REDUCE
greenhouse
gas emissions



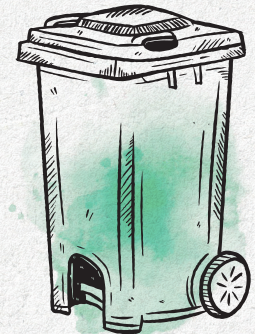
3

Ripening plants

LIMIT
electricity
consumption



OPTIMISE
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.

121 million m³
of water consumed in 2023
+8% compared to 2022

Reduce water consumption

- **Precise measurements** of plant requirements throughout the year.
- **Optimised irrigation systems** (micro-sprinklers, 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. 25% of the surface areas in production are now already 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.

Improve effluent management

- **Biological treatment of effluent** using filtering plants and physical treatment by screening, settling and aeration.

- **Analysis** by approved laboratories via samples taken from rivers and streams near the plantations.
- **A new innovative system for purifying wash water is currently being tested** with a view to reusing it.

Optimise waste management

- **Organic:** composting and reuse in production or by third parties.
- **Packaging** (pallets, cardboard) **and plastics:** reuse or transfer to specific approved treatment or recycling facilities

Reduce greenhouse gas emissions

- **Objective of gradually reducing the quantities of fertilisers** used by all subsidiaries (particularly 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.



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 KORNIOFF
Deputy Director of Le Monde Economique, WWF France

- **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 gradual replacement for combustion engines.

ELECTRICITY CONSUMPTION of production subsidiaries

(in MWh)

2021	2022	2023
53,260	53,881	51,590

↘ 4%

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

- Create an annual maritime transport carbon footprint
- Adapt maritime rotations between Africa and Europe
- Gradually convert port handling equipment to electric power

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 were put in the dock for renovation including, in particular, hull cleaning and the application of a new surface coating that will save fuel. A 5th ship has temporarily joined the Mediterranean line, which will reduce speed and therefore CO₂ emissions while maintaining the quality of service offered.

In 2024, this fleet of 4 Southern vessels will be gradually replaced by newly-built vessels with the latest engines and optimisations.

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



HEAVY FUEL OIL CONSUMPTION of subsidiary AEL (in thousands of tonnes)

2021	2022	2023
100.1	100.7	97.5

↘ 3.2%

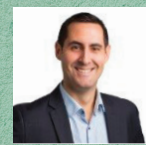
AVERAGE GHG EMISSIONS (in g/tkm)

2021	2022	2023
34.3	34.4	37.8

↗ 9%



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
Agri-Agro Sector Manager,
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.

427,000 tonnes of bananas
matured in 2023 in 8 countries
(France, Spain, Portugal, United Kingdom, Hungary, Netherlands, Italy and Romania)
-11% compared with 2022

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 improvement measures 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.

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

The ratio of electricity consumption per box of ripened bananas will change unfavourably in 2023, despite all the work carried out during the year and the reduction in electricity consumption due to lower volumes of bananas processed at 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.

GREENHOUSE GAS EMISSIONS

In 2024, Compagnie Fruitiere produced a new carbon footprint across the entire Group perimeter covering the year 2023 using the GHG Protocol methodology, following the one carried out for the year 2020.

Total emissions rose very slightly (+3%), mainly as a result of the expansion of the Group's business over the period, and in particular the development of new plantation areas generating greater volumes produced, transported and marketed.

Compagnie Fruitiere is committed to reducing its emissions in line with the ambitions of the Paris Climate Agreement: -42% on scopes 1 / 2 and -25% on scope 3 by 2030 compared to 2020.

A specific trajectory of SBTi FLAG reduction commitments (for emissions linked to agricultural activities) will also be determined in 2024.

AVERAGE ENERGY PERFORMANCE

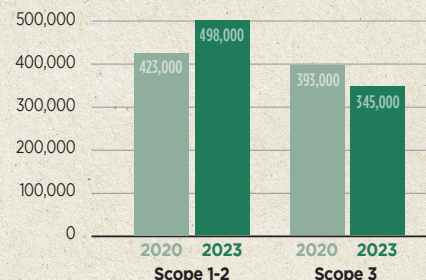
of the Group's 22 ripening plants
 (KWH of electricity consumed per parcel of ripened bananas)

2021	2022	2023
1.44	1.28	1.32 ↑ 3%

GROUP CARBON FOOTPRINT

according to GHG methodology (TCO₂e) including calculation of FLAG emissions

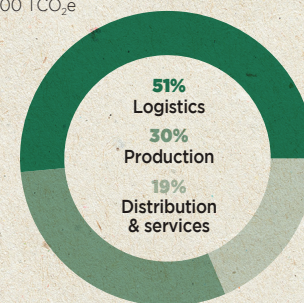
TOTAL +3% 2020 815,000 2023 843,000



BREAKDOWN OF GHG EMISSIONS

by Compagnie Fruitiere business line in 2023

TOTAL 843,000 TCO₂e

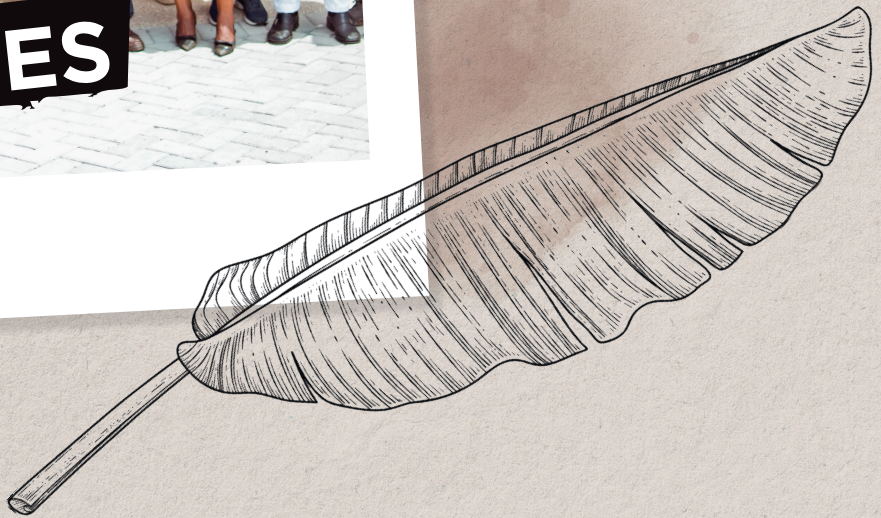


3. Societal



THE FRUIT OF COMMUNITIES

Establish positive roots in the regions in which it operates



2 MAJOR COMMITMENTS

Be 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 entrepreneurship, promoting more sustainable agricultural practices with local producers, and improving the living conditions of communities.

1. REINFORCE

participation in the development of the local economic fabric.

NUMBER OF PARTNER PRODUCERS

	2021	2022	2023
PHP (Cameroon)	2	2	2
SCB (Côte d'Ivoire)	25	24	27
GDS (Senegal)	81	39	45

2. CONTINUE

actions to improve the living conditions of local communities.

NUMBER OF LOCAL PARTNER ASSOCIATIONS

(health, education, food aid, humanitarian emergencies, sanitation, sporting activities, culture, etc.)

	2021	2022	2023
PHP (Cameroon)	4	3	3
SCB (Côte d'Ivoire)	26	12	21
GEL/GOL (Ghana)	4	4	4
GDS (Senegal)	3	4	10
CFO (France)	0	3	3
CFP (France)	4	1	1
CF PARIS (France)	5	4	8
CF (France)	31	37	11
TRANSITS FRUITS (France)	3	3	2



village courgette plantation

STRENGTHEN PARTICIPATION IN THE DEVELOPMENT OF THE LOCAL ECONOMIC FABRIC

In line with its business activity, its expertise and local economic issues, Compagnie Fruitiere offers both financial and technical support for the development of agricultural projects at the heart of its production areas, relying in particular on its own subsidiaries specialising in the distribution of fruit and vegetables in Africa: Océana, Agro Sourcing Logistics, Pure Grow Africa and Clé des Champs. Compagnie Fruitiere also has a long-standing partnership with the European Institute for Cooperation and Development (IECD).



Entrepreneurs supported by the IECD in Côte d'Ivoire

Focus

TRANSFORM PROGRAMME



Support for agri-food entrepreneurs

MISSION

Supporting agri-food entrepreneurs in developing their business, from processing to marketing.

HIGHLIGHTS

An incubator for agri-processors:

- Collective technical and management improvements
- Personalised support
- Access to processing centres equipped to international standards
- Networking with market players

COUNTRIES OF OPERATION

Cameroon and Côte d'Ivoire

BUDGET 2023 450,000 €



Winners of the Transform 2023 Prize (Cameroon)

A wide range of services to meet the needs of entrepreneurs

Training

in business management, financial management and human resources management.

Technical, theoretical and practical training in agri-food processing, with access to the Processing Hall and the Lab.

Coaching

Individual support from management, marketing and agri-food processing coaches **to work on the entrepreneur's specific needs.** **Personalised support** tailored to the stage of development of your business project.

Network

- **Contacts** with players in the sector (producers, suppliers, distributors, financiers).
- **Entrepreneurs' Club**
- **Event organisation**

Production support

- **R&D** to develop new products.
- Production in a **Processing Hall** that meets international food industry standards (or at Lab Urbain).

IMPACT OF TRANSFORM 2015-2023

More than 500 entrepreneurs supported in the food industry

More than 120 jobs created by supported companies

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

more than 70% of entrepreneurs have increased their turnover

More than 75% women



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 communities.

3 PRIORITY AREAS

Health

Combating infectious diseases

- On-site awareness-raising sessions in hospitals and villages.
- Screening and vaccination campaigns.
- Distribution of disease prevention equipment.

Improving access to healthcare

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

EN 2023:

- 161,804 consultations
- 10,273 hospitalisations
- 2,471 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 Côte d'Ivoire (kindergarten to primary school), open to all.

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

EN 2023:

- 1,631 children at school
- Admission rate:**
 - at baccalauréat level: 83%
 - at high school diploma level: 100%
 - in junior high school: 99%



Supporting communities to register with the national health insurance organisation

Senegal

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

Côte d'Ivoire

Construction and rehabilitation of boreholes and water towers

Establishment of a drinking water supply and distribution network

Free school fees and transport for pupils (nursery and primary)

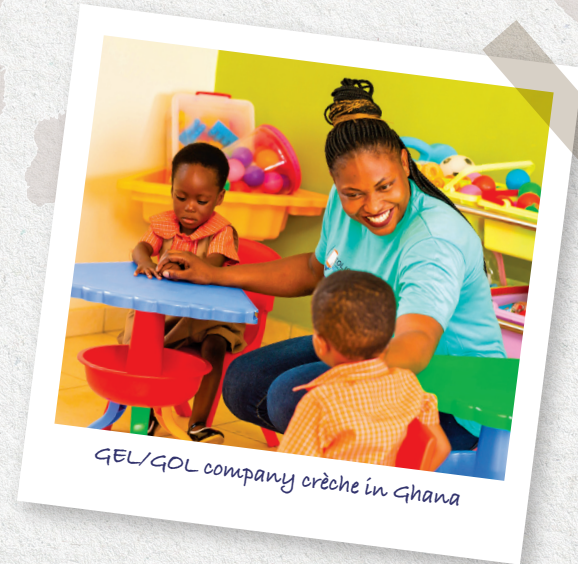
Ghana

Financing study grants for employees' children

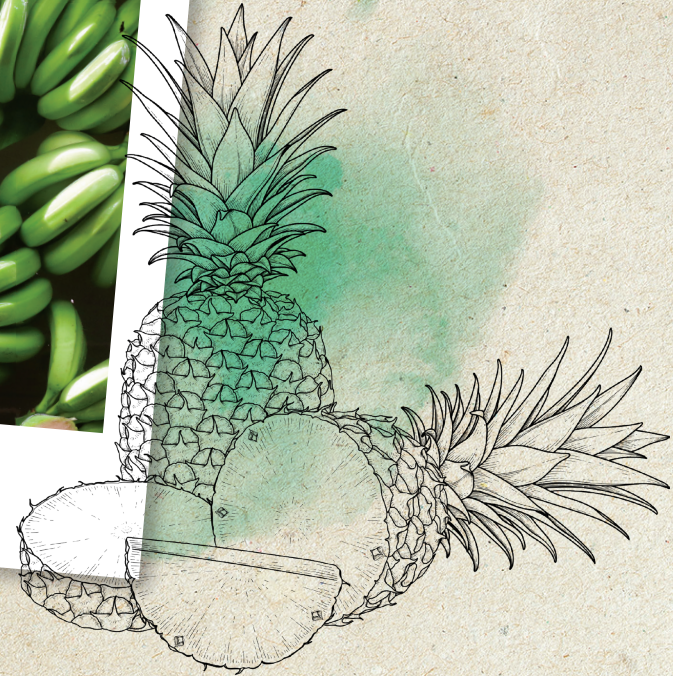
Construction of a company crèche (Prime Fairtrade project)

Cameroon

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



APPENDICES



GRI indicators

Global Reporting Initiative

GRI standard	Information item	Location in the report
GRI 2 themed standard General information for 2021	2-1 Organisational details	<ul style="list-style-type: none"> • Compagnie Fruitiere overview p.6 • 5 business lines p.6
	2-2 Entities included in the organisation's sustainability reporting	<ul style="list-style-type: none"> • CSR governance and structure p.12
	2-3 Reporting period, frequency and point of contact	<ul style="list-style-type: none"> • CSR governance and structure p.12 • Compagnie Fruitiere p.72
	2-6 Activities, value chain and other business relationships	<ul style="list-style-type: none"> • Compagnie Fruitiere overview p.6 • 5 business lines p.6 • Our CSR: a driver of value creation p.14-15
	2-7 Employees	<ul style="list-style-type: none"> • Our CSR: a driver of value creation p.14-15 • 4 key social commitments p.19 • Human resources at Compagnie Fruitiere p.20
	2-12 Role of the most senior governing body in overseeing impact management	<ul style="list-style-type: none"> • Editorial by the Executive Chairman p.5
	2-13 Delegation of responsibility for managing impacts	<ul style="list-style-type: none"> • CSR governance and structure p.12 • Duty of vigilance plan p.50-65
	2-14 Role of the most senior governing body in sustainability reporting	<ul style="list-style-type: none"> • Editorial by the Executive Chairman p.5 • CSR at Compagnie Fruitiere p.10 • CSR governance and structure p.12 • Duty of vigilance plan p.50-65
	2-15 Conflicts of interest	<ul style="list-style-type: none"> • Promote respect for human rights p.21 • Duty of vigilance plan p.50-65
	2-16 Communication of major concerns	<ul style="list-style-type: none"> • Editorial by the Executive Chairman p.5
	2-17 Shared knowledge of the most senior governing body	<ul style="list-style-type: none"> • CSR at Compagnie Fruitiere p.10 • Duty of vigilance plan p.50-65
	2-22 Sustainable Development Strategy Statement	<ul style="list-style-type: none"> • CSR at Compagnie Fruitiere p.10-11 • CSR governance and structure p.12 • Duty of vigilance plan p.50-65
	2-23 Political commitments	<ul style="list-style-type: none"> • Editorial by the Executive Chairman p.5 • A CSR strategy based on 3 pillars and 15 commitments p.11 • Promote respect for human rights p.21
	2-24 Integration of political commitments	<ul style="list-style-type: none"> • Combating corruption p.21 • Maritime transport p.36 • Duty of vigilance plan p.50-65
	2-25 Negative impact remediation process	<ul style="list-style-type: none"> • Duty of vigilance plan p.50-65
	2-26 Mechanisms for seeking advice and raising concerns	<ul style="list-style-type: none"> • Alert mechanism p.65
	2-27 Compliance with legislation and regulations	<ul style="list-style-type: none"> • Maritime transport p.36 • Duty of vigilance plan p.50
	2-28 Memberships in associations	<ul style="list-style-type: none"> • Stakeholders p.12-13 • Sustainable and fertile partnerships p.22-23 • Foster social dialogue p.23
	2-29 Approach to stakeholder engagement	<ul style="list-style-type: none"> • Stakeholders p.12-13 • Duty of vigilance plan p.50
	2-30 Collective bargaining	<ul style="list-style-type: none"> • Foster social dialogue p.23

GRI standard	Information item	Location in the report
Themed standard GRI 3 Relevant themes for 2021	3-1 Process to determine relevant themes	<ul style="list-style-type: none"> • CSR at Compagnie Fruitiere p.10 • A strategy based on 3 pillars and 15 commitments p.11 • Duty of vigilance plan p.50
	3-2 List of relevant themes	<ul style="list-style-type: none"> • Issues at the crossroads of more sustainable development p.8-9 • A strategy based on 3 pillars and 15 commitments p.11 • Risk map p.53 • Description of risks p.54-60
	3-3 Management of relevant themes	<ul style="list-style-type: none"> • Issues at the crossroads of more sustainable development p.8-9 • CSR at Compagnie Fruitiere p.10 • A strategy based on 3 pillars and 15 commitments p.11 • Duty of vigilance plan p.50
GRI 201 2016 economic performance	201-1 Direct economic value generated and distributed	<ul style="list-style-type: none"> • Compagnie Fruitiere overview p.6 • Our value chain p.14-15
GRI 203 Indirect economic impacts 2016	203-1 Infrastructure investments and sponsorship	<ul style="list-style-type: none"> • Our CSR: a driver of value creation p.14-15
	203-2 Significant indirect economic impacts	<ul style="list-style-type: none"> • Establish positive roots in the regions in which it operates p.38-43 • 2 major commitments p.39 • Strengthen participation in the development of the local economic fabric p.40-41 • Improve the living conditions of local communities p.42-43
GRI 301 Materials 2016	301-1 Materials used by weight or by volume	<ul style="list-style-type: none"> • 3 key commitments p.27-37 • Improve our agricultural practices p.28-33 • Environmental indicators p.27-29-31-35-37-49
	301-2 Recycled materials used	<ul style="list-style-type: none"> • Reduce environmental impacts across the value chain p.34-37
	301-3 Re-use of packaging products and materials	<ul style="list-style-type: none"> • Environmental indicators p.49
GRI 302 Energy 2016	302-1 Energy consumption within the organisation	<ul style="list-style-type: none"> • Reduce environmental impacts across the value chain p.27-35-36-49
	302-4 Reduction of energy consumption	<ul style="list-style-type: none"> • Environmental indicators p.49
GRI 303 themed standard water and effluents 2018	303-1 Interactions with water as a shared resource	
	303-2 Management of impacts related to water discharge	<ul style="list-style-type: none"> • Reduce environmental impacts across the value chain p.27-35-36-49
	303-3 Water sampling	<ul style="list-style-type: none"> • Duty of vigilance plan p.50-65
	303-4 Water discharge	
	303-5 Water consumption	<ul style="list-style-type: none"> • Reduce environmental impacts across the value chain p.27-35-36-49 • Duty of vigilance plan p.50-65 • Environmental indicators p.49
GRI 304 Biodiversity 2016	304-3 Protected or restored habitats	<ul style="list-style-type: none"> • Preserving soil, biodiversity and ecosystems p.33

GRI standard	Information item	Location in the report
Themed standard GRI 305 Emissions - 2016	305-1 Direct GHG emissions (Scope 1)	
	305-2 Indirect GHG emissions (Scope 2)	• Reduce environmental impacts across the value chain p.34-37
	305-3 Other indirect GHG emissions (Scope 3)	• Environmental indicators p.49
	305-4 Intensity of GHG emissions	• Duty of vigilance plan p.50-65
	305-5 Reduction of GHG emissions	
Themed standard GRI 306 Waste - 2020	306-2 Management of significant impacts related to waste	• Reduce environmental impacts across the value chain p.34-37 • Environmental indicators p.49 • Duty of vigilance plan p.50-65
	306-3 Waste generated	• Environmental indicators p.49
GRI 401 Employment 2016	401-1 Recruitment of new employees and staff turnover	• Human resources at Compagnie Fruitiere p.20
GRI 403 themed standard Health and Safety in the Workplace 2018	403-1 Occupational health and safety management system	• Ensuring the health and safety of employees p.22
	403-2 Hazard identification, risk assessment and adverse event investigation	
	403-3 Occupational health services	• Ensuring the health and safety of employees p.22 • Duty of vigilance plan p.50-65
	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: improving the safety of banana industry workers p.23
	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.22 • Vigilance over working conditions for third parties working on our sites p.25
	403-8 Workers covered by an occupational health and safety management system	• Ensuring the health and safety of employees p.22
	403-9 Workplace accidents	
GRI 404 themed standard Training and education - 2016	404-1 Average number of training hours per year per employee	
	404-2 Employee skills upgrade programmes and transition assistance programmes	• Developing skills p.24

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

Indicator	Sub-indicator (at 31/12)	2021	2022	2023	Page	
WORKFORCE	• Total permanent workforce	17,401	17,733	18,793		
	• Total employees on fixed-term contracts, professional/apprenticeship contracts, daily contracts, seasonal contracts under direct contracts	5,289	5,311	4,632		
	• Total workforce (permanent, fixed-term, expatriates, professional/apprenticeship contracts, daily under direct contract, seasonal under direct contract)	22,690	23,044	23,425		
	• Full-time equivalents under direct contract with the company (GDI, fixed-term contracts, expatriates, professional/apprenticeship contracts, daily, seasonal)	19,820	20,972	21,149		
Breakdown of total workforce by geographical area	• France	345	400	386	18	
	• Europe - excluding France	319	344	343		
	• Africa	21,473	21,757	22,004		
	• Latin America	553	543	692		
Breakdown of total workforce by business line	• Production	21,382	21,495	21,937		
	• Logistics	520	564	596		
	• Trade	548	618	611		
	• Holding company and services	240	367	281		
Breakdown of total workforce by gender	• Women	4,168	4,234	4,118		
	• Men	18,522	18,810	19,307		
Breakdown of permanent contracts by gender	• Number of women on permanent contracts	2,759	2,841	3,290		
	• Proportion of women on permanent contracts	15.9%	16%	17.5%		
Hires and departures permanent workforce	• Permanent contract hires	1,889	1,598	2,490	22	
	• Permanent contract departures	1,298	1,261	1,525		
Breakdown of total workforce by socio-professional category and gender	• Middle and senior managers	Women	123	127	127	22
		Men	396	434	428	
	• Share of female managers and executives		23.7%	22.6%	23.4%	
	• Supervisors	Women	231	265	276	17
		Men	968	1,067	1,102	
	• Employees	Women	554	601	596	
		Men	2,628	2,739	2,987	
• Workers	Women	3,260	3,241	3,115		
	Men	14,530	14,570	14,790		
Working conditions	• Accidents at work with lost time	266	394	430	20	
	• Frequency rate	6.1%	8.6%	5.2%		
	• Severity rate	0.08%	0.12%	0.21%		
Skills enhancement	Number of employees trained	13,189	15,493	14,472	22	
	Average length of training (days)	8.4	8.3	14.5		
Diversity	Number of employees with disabilities	49	58	228		
	Share of employees with disabilities	0.2%	0.2%	1%		

THE FRUIT OF THE EARTH

Indicator	Sub-indicator	Unit	2021	2022	2023	Page
Fruit and vegetable production	TOTAL	T	564,102	582,792	593,272	4
	• of which bananas		522,247	545,598	561,276	
	• of which certified organic fruit and vegetables		44,215	47,500	58,787	
Cultivated areas	TOTAL (with fallow periods)	Ha	15,404	15,587	16,187	13
	• of which conventional bananas grown and fallow periods		10,500	10,829	11,288	
	• of which certified organic areas		1,270	1,368	1,472	
Use of pesticides <i>Total quantity of active doses of pesticides applied between 01/01 and 31/12 per hectare cultivated for the area of banana production + fallow periods</i>	• Herbicides	Kg/Ha	3.4	3.6	2.5	26-27
	• Fungicides		35.9	28.5	22.1	
	• Insecticides		0.2	0.2	0.04	
	• Nematicides		2.8	2.7	1.59	
Use of synthetic fertilisers <i>Total quantity of active doses of pesticides applied between 01/01 and 31/12 per hectare cultivated for the area of banana production + fallow periods</i>	N/P/K	Kg/Ha	830	828	811	
Breakdown of electricity consumption <i>between 01/01 and 31/12, by business line</i>	• Production	MW h	53,260	53,881	51,590	
	• Logistics		10,064	6,800	9,402	
	• Trade		35,900	34,420	30,586	
Water consumption	Production subsidiaries only	m ³	113,000,000	112,300,000	121,066,558	33
Total waste production	• Organic waste (including banana stems)	T	109,345	116,326	100,000	
	• Packaging waste		2,800	1,550	3,000	
	• Other waste		3,800	2,051	2,230	
Fuel oil consumption	Heavy fuel oil (sea transport)	T	100,099	100,742	97,492	
Direct and indirect greenhouse gas emissions	Maritime transport subsidiary only	g/tkm	34.3	34.4	37.8	34
Average energy performance of ripening plants		kWh/box	1.44	1.28	1.32	35

Duty of vigilance plan 2024

introduction

Compagnie Fruitiere is a group founded in 1938 in Marseille which is the European leader in fruit distribution and the leading fruit producer in Africa. Compagnie Fruitiere 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 Fruitiere is continuing to implement its responsible approach, which ensures the sustainability of its activities. In all the countries in which it operates, Compagnie Fruitiere 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 Fruitiere 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 Fruitiere 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 Fruitiere 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 Fruitiere 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 Fruitiere 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 faced by 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 basic foundation)

Basic foundation: governance and dialogue with stakeholders:

- Strengthen the CSR structure,
- Engage in dialogue and communication 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 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, the Vigilance plan aims to present the measures implemented within Compagnie Fruitiere 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 Fruitiere 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 the activities of Compagnie Fruitiere and its suppliers.

The vigilance plan is managed by a working group comprised of representatives from several departments at the head office of Compagnie Fruitiere, 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.

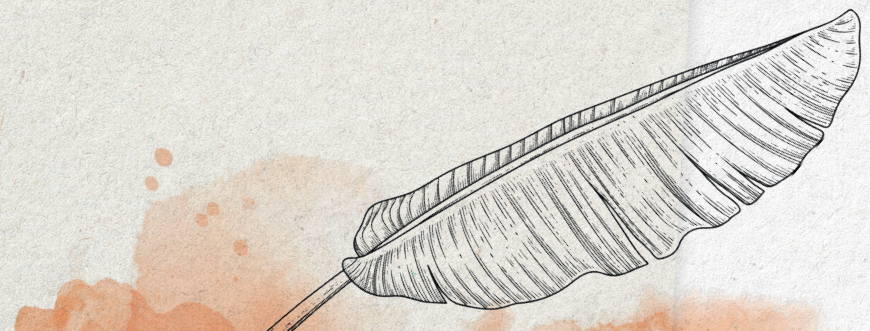
The 2023 risk map covers the challenges of all the businesses of Compagnie Fruitiere, and the different realities of the countries in which it operates directly as well as those of its suppliers and subcontractors. The risks presented here are "gross risks" and "net risks" validated by the vigilance 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 Fruitiere, 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 Fruitiere's collaborators work in Africa, and that 66% of the fruit sold by Compagnie Fruitiere comes from its integrated supply chain and its own plantations, means that the risks associated with production subsidiaries and Compagnie Fruitiere's internal supply chain must be taken into account.

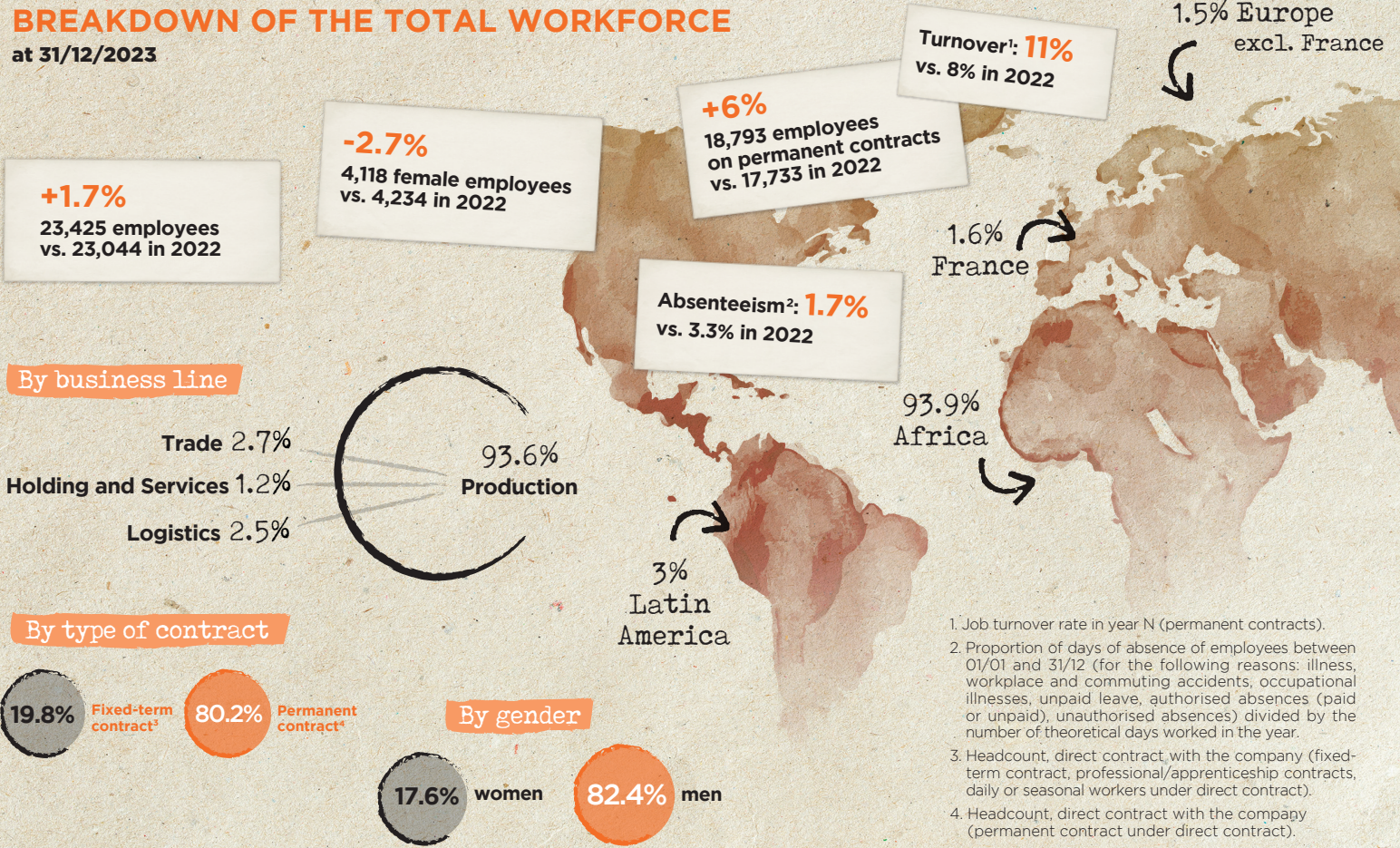
This vigilance plan describes the control and continuous improvement process implemented within Compagnie Fruitiere and its subsidiaries. It is also appended to Compagnie Fruitiere's 2023 CSR report, which provides a broader, operational view of the concrete actions taken in terms of social, societal and environmental commitments.

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



Focus

BREAKDOWN OF THE TOTAL WORKFORCE 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 enforcement	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 Fruitiere 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 Fruitiere 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 Fruitiere).

To control the impact of aerial spraying, Compagnie Fruitiere 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 Fruitiere 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 Fruitiere'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 Fruitiere must travel by different means of transport in order to reach their place of work.

In all the countries where Compagnie Fruitiere 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 Fruitiere 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 Fruitiere, 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 Fruitiere 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 Fruitiere 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 Fruitiere 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 Fruitiere 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 Fruitiere 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 Fruitiere may be subject to variations linked to their seasonal nature. Insofar as employees are required to work overtime to cope with this, Compagnie Fruitiere, 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 Fruitiere.

As an actor in the agri-food industry, Compagnie Fruitiere places the utmost importance on the quality and safety of the products it markets, whether they are produced internally or externally by Compagnie Fruitiere. The vertical integration model of its activities gives Compagnie Fruitiere 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 Fruitiere. 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 Fruitiere 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 plant health 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.

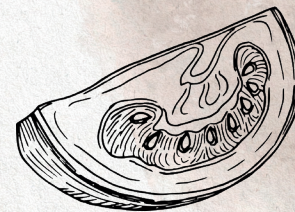
The Group is developing and investing in precision farming in order to reduce the quantities of synthetic products (use of drones, rational soil fertilisation, etc.).

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 siting and management of production sites

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

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

In addition, Compagnie Fruitiere 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 Fruitiere'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 Fruitiere 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 enforcement

For many years, Compagnie Fruitiere 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 Fruitiere also aims to prevent all forms of harassment and discrimination.

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

Compagnie Fruitiere 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 Fruitiere 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 of a dispute with a third party/parties relating to the occupation of a plot of land or the identification of the owner or lessor of a plot of land acquired or leased by Compagnie Fruitiere, the latter will do everything in its power to analyse the origin of the dispute and identify the true former owner or the true lessor.

In the absence of an amicable solution to the dispute, the Compagnie Fruitiere will bring the matter before the competent courts and, if necessary, will pay the rent due, if it is the lessee, into the hands of a receiver until the dispute is definitively resolved.

Illegitimate claims of third parties on land operated by the group

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

The means used by Compagnie Fruitiere are diverse and voluntarily accessible to all, such a 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 Fruitiere established within certain subsidiaries - whose actions are strongly encouraged by Compagnie Fruitiere - 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 Fruitiere 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 Fruitiere 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 Fruitiere is driven by a strong desire to have fluid social dialogue within each of its subsidiaries.

To this end, Compagnie Fruitiere 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 Fruitiere 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 Fruitiere encourages social dialogue and trade unionism throughout the industry.

Decent remuneration of employees

Compagnie Fruitiere 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 Fruitiere prohibits child labour (persons under the age of 18), as well as any form of forced or compulsory labour. Although Compagnie Fruitiere 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 Fruitiere 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 Fruitiere 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 FRUITIERE

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 Fruitiere's CSR approach is being implemented.

Annual CSR reporting: questionnaire sent to all Compagnie Fruitiere 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 Fruitiere 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 Fruitiere 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 FRUITIERE

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.
- **Exploitation** 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 local communities 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 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.
- **Support** 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 salary database.
- **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

CONSUMER HEALTH AND SAFETY

- **Regulatory watch on** molecules banned in Europe and maximum residue limits*.
- Group product **traceability procedure** (labelling and package traceability requirement).
- **Internal procedure** for dealing with phytosanitary non-conformities based on the self-control agreement drawn up by FEL Partenariat (operators + trade association + DGCCRF) and health crisis management procedure: recall/withdrawal, destruction of non-conforming goods*.
- **Development** within the Compagnie Fruitiere of Food Defense (malicious acts), HACCP (Hazard Analysis Critical Control Point => accidents) and Food Fraud procedures as part of BRC and IFS certification.

- **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 certificate** for all fruit suppliers.
- **Commitment by suppliers** to comply with Compagnie Fruitiere 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 implemented by Compagnie Fruitiere for its own activities.*

- **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.
- **Multiannual** 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 advocate for responsible and fair business.
- **Local identification** of occupational health and safety risks and implementation of improvement measures.
- **Training/awareness** of employees in safety and the use of PPE and EPC (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 Fruitiere employees, etc.).
- **More regular medical** check-ups for the jobs and people most at risk.
- **Local actions** to prevent and combat biological and infectious risks (COVID, malaria, HIV, etc.)
- **Committees** for health, safety and hygiene at work.

MECHANISM FOR FOLLOWING UP ON MEASURES IMPLEMENTED AND ASSESSING THEIR EFFECTIVENESS

SUBSIDIARIES OF COMPAGNIE FRUITIERE

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 Fruitiere.

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 Fruitiere'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 Fruitiere 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 Fruitiere 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 Fruitiere 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 Fruitiere has updated its reporting system. Previously hosted in a data centre certified to ISO27001 security standards and operated by Compagnie Fruitiere 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 Fruitiere to respond to the whistleblower within a maximum of three months. Compagnie Fruitiere 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 Fruitiere undertakes to ensure that no sanction will be taken against a person who has reported a breach in good faith.



Sponsorship



FONDS
DE DOTATION
COMPAGNIE
FRUITIERE

Since 2022, the main mission of the Compagnie Fruitière Endowment Fund has been to promote access to healthy, sustainable food that respects people and the environment.

Food is given a broad definition, including questions about food insecurity, the link between health and food, and the need to educate new generations about food. Our Endowment Fund is also interested in cultural and social issues related to food.

Finally, the resilience of small farms in Africa to climate change is a major concern. In 2023, the Endowment Fund supported projects in Marseille and in 4 African countries where Compagnie Fruitière has operations (Cameroon, Côte d'Ivoire, Ghana and Senegal).

In addition to this core mission, the Compagnie Fruitière Endowment Fund continues to support three other types of initiative:

- Encouraging the commitment of Compagnie Fruitière employees;
- Participation in a group of companies in Marseille, dedicated to helping vulnerable populations;
- The organisation of artistic residencies to promote cultural exchanges between artists from Marseille and Africa.



The year 2023 saw a very significant rise in food insecurity in France. The post-Covid period and the escalation of the conflict in Ukraine have driven up consumer price inflation, which reached +13.5%* year-on-year in January. This difficult situation leads us to continue more than ever our efforts with food distribution organisations, which make it a point of honour to ensure that the products are of high quality and sustainable. The international NGOs we work with offer programmes that enable people to take back control of their food and agricultural production, which are the first steps towards food sovereignty. We believe in this evidence, which is why we support family farming and its resilience. ”

Marie-Pierre Fabre

Chair of the Compagnie Fruitière
endowment fund

* source: INSEE

A new strategy based on 3 pillars

Scope

The Endowment 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.



AREA 1

HUMAN HEALTH AND FOOD SAFETY

The Endowment Fund supports stakeholders working to:

- Improve the health of all by promoting access to diversified, high-quality products.
- Contribute to the availability of food of high nutritional and health quality.
- 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.



AREA 2

FOOD EDUCATION

The Endowment 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.
- Promoting discussion around different culinary traditions.
- Creating or recreating links with nature.



AREA 3

RESILIENT FAMILY FARMING AND BIODIVERSITY

The Endowment 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.
- Support the transition to agro-environmental practices and adaptation to climate change.



Projects supported in 2023

MARSEILLE

SUSTAINABLE FOOD

AFRICA



Support for strengthening food-producing agriculture and the "local cassava" sector in Côte d'Ivoire

- 118** family farms
- 68** craft units
- 1** semi-industrial unit



RACINES D'ENFANCE (CHILDHOOD ROOTS)

Construction of a school with a vegetable garden in Côte d'Ivoire

- 3** classrooms and **1** kitchen

ENTREPRENEURS du Monde

Economic programme for empowerment and capacity building for small-scale women farmers in Senegal

- 1,900** women producers
- 4** groups of women producers
- 1** local cereal processing unit



Structuring a supply chain for local, high-quality products for school canteens in Senegal

- 15** primary schools
- 10** farmers' organisations
- 1,500** students supported



Banque Alimentaire des Bouches-du-Rhône

Provision of bananas

- 1** pallet of bananas per week
- 200** beneficiary associations



L'ÉCOLE COMESTIBLE (THE "EDIBLE SCHOOL")

Food education programme in primary schools

- 250** children over the 2023/2024 school year
- 6** workshops per class per year



SALVATION ARMY

Open mobile kitchen for families staying in emergency hotels

- 12** cooking sessions per week

festin

Distribution of meals to people housed in emergency hotels

10,000 meals distributed in **6** months



Community grocery stores for low-income families, providing access to a wide range of high-quality foods

2 community-supported grocery shops in Marseille



"LE TALUS"

Education on healthy, local, and environmentally friendly eating within an urban farm in a working-class neighbourhood

700 beneficiaries of all ages per year
6 partner socio-educational structures

COLLECTIVE PROJECTS



KEDGE - ENTREPRENEURIAL SCHOOL

3-year training course for young people with entrepreneurial projects

3 campuses: Marseille, Bordeaux, Paris



ENTREPRENDRE
POUR TOI

A group of companies working together to combat poverty in Marseille

16 member companies
10 associations supported

COLLABORATORS PROJECT

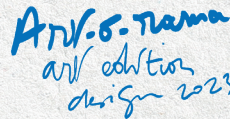


"ARMS AND HEART"

Construction of an orphanage in the town of Guiglo in Côte d'Ivoire

60 children supported

ARTISTIC PROJECT



ART-O-RAMA

Artist Jean-Baptiste Janisset's residency on the Compagnie Fruitière plantations in Cameroon and exhibition of works created at the Art-O-Rama fair in Marseille

2-month residency

Governance of the Endowment Fund

The governance of the Compagnie Fruitiere Endowment Fund is based around 2 decision-making bodies: the Board of Directors and the Steering Committee.

THE BOARD OF DIRECTORS

Chaired by Marie-Pierre Fabre, Chairman of the Compagnie Fruitiere Endowment Fund, the Board of Directors defines the Fund's guidelines and main operating principles and is responsible for its sound management and areas of intervention. It also oversees the main partnerships and adopts the budget.

The Fund's Board of Directors is made up of 3 members:

- » **Marie-Pierre Fabre**, President of the Compagnie Fruitiere Endowment Fund
- » **Jérôme Fabre**, Executive Chairman of Compagnie Fruitiere
- » **Laurent Debroas**, General Secretary of Compagnie Fruitiere



From left to right: Nathalie Capotosto, Marie-Pierre Fabre, Paul Bouzon, Christelle Owona, Emilie Rican

THE STEERING COMMITTEE

The steering committee examines and selects the projects submitted by non-profit organisations and ensures that they are in line with the 3 areas of intervention and the resources of the Endowment Fund.

The steering committee is made up of members from within the company:

- » **Marie-Pierre Fabre**, President of the Compagnie Fruitiere Endowment Fund
- » **Émilie Rican**, General Delegate
- » **Christelle Owona**, Africa Project Manager
- » **Paul Bouzon**, Project Manager Marseille
- » **Nathalie Capotosto**, Executive Assistant





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