Compagnie Fruitière

ACTIVITIES

980 000
tonnes of fruit and vegetables
distributed

320 000
tonnes of fruits and vegetables
imported

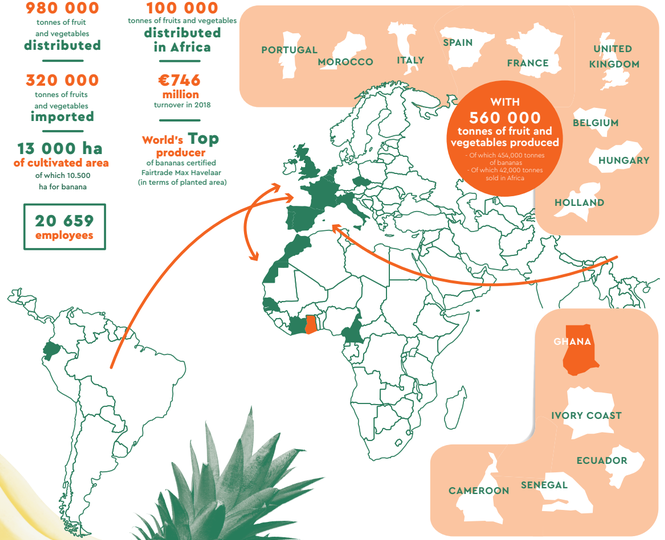
13 000 ha
of cultivated area
of which 10.500 ha for banana

20 659
employees

100 000
tonnes of fruits and vegetables
distributed in Africa

€746 million
turnover in 2018

World's Top producer
of bananas certified Fairtrade Max Havelaar (in terms of planted area)



GOLDEN EXOTICS LIMITED (GEL)

Golden Exotics Limited, a Group Compagnie Fruitiere's subsidiary company, was incorporated in Ghana in 2003

GEL is the largest fruit producer in Ghana with 70,000 tons of bananas (55,000 tons of conventional + 20,000 tons of bio) and 3,000 tons of pineapples.

1,800 ha are being cultivated of which 600 organic ha by over 2800 direct workers employed, making GEL one of the leading private sector employer locally.

COMPAGNIE FRUITIERE

Compagnie Fruitiere, a French company with its head office in Marseille, is the largest producer of fruits and vegetables in the ACP region. It owns a shipping company (Africa Express Lines) which provides quality transport services for produce from Africa to Europe and also the largest banana ripening network across Europe.

GOLDEN EXOTICS LIMITED Ghana Free Zone Company – Capital: 2 149 440 GH€ – Registered Office 27 ADDIS Ababa Street, Off Lagos Avenue, East Legon P.O. BOX KIA, 16105 Accra – Ghana, tel.: (+233) 302 500 234, fax : (+233) 302 544 041, corporate@gelgh.com, www.compagniefruitiere.fr – Graphic design: PatteBlanche Agency, www.patteblanche.com

GOLDEN EXOTICS LIMITED (GEL)

THE FRUIT OF OUR ENGAGEMENT

2019 SUSTAINABLE DEVELOPMENT REPORT

GHANA

SOCIAL

PROMOTING EXEMPLARY WORKING CONDITIONS THROUGHOUT THE ENTIRE VALUE CHAIN

- Promote respect for **human rights** and **working conditions**
- Develop **skills and career paths** of employees
- Promote **diversity** and prevent **discrimination**
- Be vigilant about the working conditions of **third parties** on our sites

GEL COMMITMENT

- *Continuous implementation of policies to ensure gender mainstreaming within the value chain.*
- *Reinforcing collaboration with Bananalink/IUF for the development of workers' capacity, enhancement of industrial relations and for sharing of best practices at the workplace.*

90%
permanent contracts
- 2,866 employees

10 MILLIONS EUROS
payroll
(including charges)

Minimum salary
at GEL more than **TWICE**
the National Minimum Wage

EQUAL OPPORTUNITY
policy and program
with the help
of Banana Link / IUF

INCREASING WOMEN
employment

IMPROVING
occupational Health & Safety conditions of women
at the workplace : workshops + training

ENVIRONMENTAL

ENCOURAGE SUSTAINABLE AGRICULTURE AND ACTIVITIES WITH LESS ENVIRONMENTAL IMPACT

- Continue to implement more **environnementally friendly agricultural practices**
- Promote **crop diversification**
- Integrate the **energy** and **climate** dimension
- Put a **sustainable sourcing policy** in place

GEL COMMITMENT

- *Set up innovative new agricultural practices to reduce to 0 the use of chemicals : selected cover crops program under development with research agency*
- *Increase organic farm to a total of 50% total by 2025*

MECHANICAL WEED CONTROL AND USE OF COVER CROPS
to reduce herbicide

28% of organic banana production

BUFFER ZONES AND PROTECTED AREAS
New Rainforest Alliance certification acquired in 2019 set aside for biodiversity conservation

ORGANIC AND INORGANIC WASTE
collected, recycled and composted

RATIONAL IRRIGATION
to preserve water resources

VERY LOW USE OF CHEMICAL TREATMENTS
on conventional farm

WWF FRANCE WITH LA COMPAGNIE FRUITIÈRE TOWARDS SUSTAINABLE BANANA PRODUCTION

COMMUNITY

COMMUNITY INVOLVEMENT AND DEVELOPMENT

- Strengthening the participation in developing the **local economy**
- Pursueing **actions** to improve the **living conditions** of the local communities

SCHOOL REFURBISHMENT
construction of classrooms, of teacher bungalows

DONATIONS to local hospitals and medical centers

Support to OYE fundation literacy project for **PUPILS**

820 PUPILS
310 GIRLS
7 SCHOOLS

ONE Foundation

20%
of the Fairtrade Premium
as a cash bonus to all workers

SCHOOL FEES SUBSIDY FOR WORKERS, educational materials for workers' children, scholarships

Donation to **« GO GIRLS »** literacy program

GEL COMMITMENT

- *Increase GEL support to local NGOs*
- *Set up a joint development committee with local communities*
- *New social infrastructures construction by Fairtrade committee (creche project)*