

VIGILANCE PLAN

2022



VIGILANCE PLAN

Introduction

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

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

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

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

The CSR strategy

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

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

BASIC FOUNDATION: GOVERNANCE AND DIALOGUE WITH STAKEHOLDERS

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

1 PROMOTING EXEMPLARY WORKING CONDITIONS THROUGHOUT THE VALUE CHAIN:

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

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

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

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

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

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



The vigilance plan

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

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

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

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

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

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

1. RISK MAP

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

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

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

2. DESCRIPTION OF RISKS

2.1. EMPLOYEE HEALTH AND SAFETY

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

• **Biological and chemical risks (internal/external)**

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

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

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

• **Other health risks**

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

• **Risks associated with driving, transport and travel**

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

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

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

• **Risks associated with riots, social and political unrest**

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

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

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

• **Physical risks associated with the post/workstation**

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





Traceability, quality and food safety of produce

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

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

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

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

• Risks associated with compliance with working hours

The activities of Compagnie Fruitière may be subject to variations linked in particular to their seasonal nature.

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

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

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

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

2. DESCRIPTION OF RISKS (CONTINUED)

2.2 ENVIRONMENT

Limited use of phytosanitary treatment and synthetic fertilizers

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

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

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

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



Water management

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

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

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

Waste and effluent management (at all stages)

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

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

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

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

Responsible establishment of production sites

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

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

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

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

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

Reduction of greenhouse gas (GHG) emissions

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

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

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

2. DESCRIPTION OF RISKS (CONTINUED)

2.3 HUMAN RIGHTS AND FUNDAMENTAL FREEDOMS

Promotion of Human Rights and their application

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

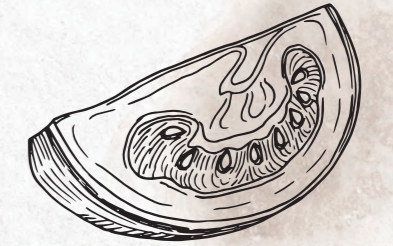
Its social policy is based in particular on respect for Human Rights and on international

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

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

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

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



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

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

Illegitimate claims of third parties on land operated by Compagnie Fruitière

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

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

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

Combating all forms of discrimination and harassment

• Psychological and sexual harassment

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

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

• Men/women in terms of access to work

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

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

• Disability/ethnic/religious/political

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

Social dialogue and freedom of expression

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

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

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

Decent remuneration of employees

Compagnie Fruitière has sought to implement a global remuneration policy that respects its employees. This policy translates into salary levels that are much higher than the social minimums and health coverage for all.

In light of the relatively low standard of living of the populations in the countries in which the production sites are located, benefits in kind (sacks of rice, housing, schooling, access to care, etc.) are allocated. Particular attention is also paid to the continuous improvement of the standard of living of employees and their families.

Prohibition of child labour and forced or compulsory labour

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

Cybersecurity for individuals

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

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

Subsidiaries of Compagnie Fruitière

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

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

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

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

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

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

Multi-criteria evaluation grids for production area extension plans

Periodic internal risk assessments conducted by production subsidiaries

Periodic compliance assessments of intra-group fruit supplier practices (pesticide residues by ISO 17025 certified and accredited independent laboratories/quality/traceability) and stepping up of controls 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)

Campaign to identify employee cyber-crime risks

Subcontractors and Suppliers

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

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

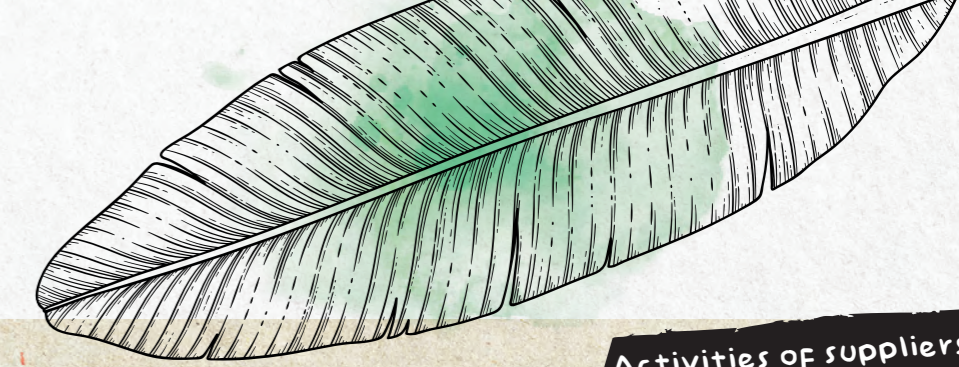
■ HUMAN RIGHTS AND FUNDAMENTAL FREEDOMS
■ ENVIRONMENT
■ EMPLOYEE HEALTH AND SAFETY

4. ACTIONS TO MITIGATE RISKS AND PREVENT SERIOUS HARM

Activities of Compagnie Fruitière

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

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



Activities of suppliers and subcontractors

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



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

Subsidiaries of Compagnie Fruitière

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

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

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

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

Checking of the technical operation of the alert mechanism

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

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

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

Consumer Health and Safety Committees

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

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

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

Subcontractors and Suppliers

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

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

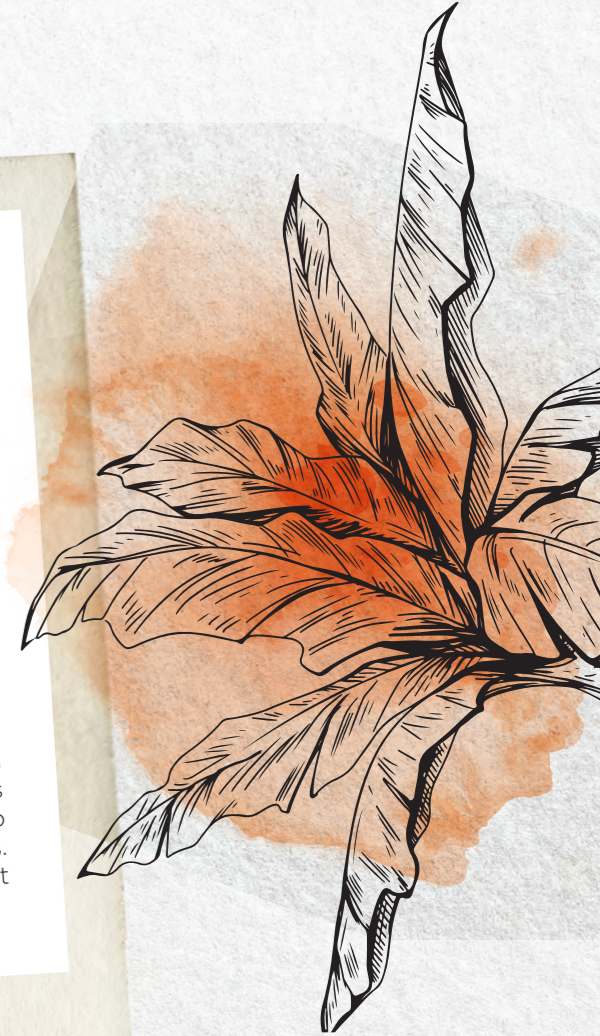
- HUMAN RIGHTS AND FUNDAMENTAL FREEDOMS
- ENVIRONMENT
- EMPLOYEE HEALTH AND SAFETY

6. ALERT MECHANISM

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

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

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





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