

2025

vigilance

plan



COMPAGNIE
FRUITIERE

Introduction

Compagnie Fruitière, a group founded in 1938 in Marseille, is the European leader in fruit distribution and the leading fruit producer in Africa. Compagnie Fruitière specialises in the production, transport and distribution of fruit and vegetables. It produces, transports, ripens and markets more than 900,000 tonnes of fruit and vegetables, including approximately 800,000 tonnes of bananas, in Europe and worldwide.

Its integrated control of the entire value chain, from production to distribution, gives it unique operational efficiency, as well as control over the quality of the products it distributes. In total, 68% of the fruit marketed by the Group comes from its own plantations.

Compagnie Fruitière continues to implement its responsible approach, which guarantees the sustainability of its activities. In all the countries in which it operates, Compagnie Fruitière has implemented a proactive policy that incorporates respect for human rights, workers and the environment. This policy is formalised through a social responsibility charter, drafted and approved by Compagnie Fruitière's governance and distributed to subsidiaries and employees. This charter is based on the guidelines of the ISO 26000 standard and the United Nations Global Compact. Building on this long-standing expertise, Compagnie Fruitière requires its third-party suppliers to comply with the same social, societal and environmental responsibility principles through binding documents that are regularly updated.

Compagnie Fruitière has also implemented a number of structural measures related to ethical business practices, including the creation of a Group ethics committee and subsidiary-level ethics committees, the establishment of an anti-corruption framework, and a personal data protection policy (GDPR). Compagnie Fruitière has also signed the CIAN (French Council of Investors in Africa) declaration on the prevention of corruption and its Corporate Social Responsibility Charter.



CSR strategy

Compagnie Fruitière's current CSR strategy was built on a materiality analysis of the Group's sustainable development issues conducted in 2017. This materiality analysis also enabled the development of the first mapping of Compagnie Fruitière's social, societal and environmental CSR risks. A list of 40 issues was drawn up on this basis. Their different levels of importance for Compagnie Fruitière's long-term development were assessed through a consultation with 23 internal and external stakeholders, representing all business lines and CSR-related issues of the Group.

A continuous improvement approach

In anticipation of its obligations under the Corporate Sustainability Reporting Directive (CSRD), Compagnie Fruitière established a dedicated project team in 2023 and selected a specialised service provider to support it in the implementation of this approach. It carried out a double materiality analysis based on a list of 25 issues divided into four categories (Environment, Social, Products, Governance).

It is structured around three pillars and 15 commitments (including the core foundation)

Core foundation: governance and dialogue with stakeholders:

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

1. Promote exemplary working conditions throughout the value chain:

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

2. Promote sustainable agriculture and activities with a lower environmental impact:

- Continue implementing more environmentally friendly agricultural practices;
- Promote crop diversification;
- Integrate energy and climate considerations at and around production sites;
- Manage energy use and its climate impact in logistics;
- Manage energy use and its climate impact in ripening facilities;
- Practise responsible marketing.

3. Build a positive presence in the regions where we operate:

- Strengthen our contribution to local economic development;
- Continue initiatives aimed at improving the living conditions of local communities.

Each issue was further defined through the identification of the company's impact on its ecosystem (environmental, social and societal), as well as through the analysis of the financial risks and opportunities it may generate for the company. A consultation with Compagnie Fruitière's stakeholders was conducted in order to rate these issues on the basis of the identified Impacts/Risks/Opportunities.

In total, 30 internal stakeholders and 15 external stakeholders of Compagnie Fruitière were consulted. This exercise also enabled Compagnie Fruitière to initiate a process to update its CSR strategy and to revise the risk mapping of its 2024 vigilance plan as part of a continuous improvement approach.

Vigilance plan

The Vigilance Plan, in accordance with Law No. 2017-399 of 27 March 2017 on the duty of vigilance of parent companies and contracting companies, aims to set out the measures implemented within Compagnie Fruitière and its subsidiaries to identify risks and prevent serious breaches of human rights and fundamental freedoms, the health and safety of individuals and the environment, arising from its activities and those of its subcontractors and suppliers.

Compagnie Fruitière operates in most European countries and in many countries across Africa and Latin America, within highly diverse economic and socio-cultural environments. The vigilance plan covers the activities of Compagnie Fruitière and those of its suppliers.

The vigilance plan is overseen by a working group composed of representatives from several head office departments of Compagnie Fruitière, known as the vigilance working group. It was developed and is regularly updated in collaboration with the specialised departments of the African, European and Latin American subsidiaries.

The 2025 risk mapping was developed on the basis of the results of the double materiality analysis, and more specifically on those of the Group's impact materiality analysis relating to its ecosystem (environmental, social and societal). It covers issues across all of Compagnie Fruitière's business lines, takes into account the specific contexts of the countries in which it operates directly, and includes those relating to its suppliers and subcontractors.

The risks presented here are "gross risks" and "net risks" validated by the vigilance working group. They were defined on the basis of gross risks (assessed in terms of potential impact and likelihood), as described and perceived by the company's various internal and external stakeholders. The gross risks were then weighted according to the existence, relevance and progress of the programmes, action plans and procedures in force within Compagnie Fruitière, designed to prevent/identify/limit risks should they occur, thereby making it possible to determine the net risks.

The fact that nearly 94% of Compagnie Fruitière's employees are based in Africa, and that 68% of the fruit marketed by Compagnie Fruitière comes from its integrated value chain and its own plantations, justifies strong consideration of the risks related to Compagnie Fruitière's production subsidiaries and internal supply chain. With regard to the analysis of risks related to the activities of the Group's suppliers and subcontractors, the mapping highlights the main gross risks identified, based on available information and observed practices. Compagnie Fruitière is continuing its partnership with EcoVadis to further roll out its approach to monitoring, analysing and assessing the CSR practices of its suppliers.

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 2024 CSR Report, which provides a broader and more operational overview of the concrete actions undertaken in terms of social, societal and environmental commitments.



Risk mapping

| AREAS | MAJOR ISSUES RELATED TO THE RISKS IDENTIFIED AS ARISING FROM THE GROUP'S ACTIVITIES | GROSS RISK LEVEL | NET RISK LEVEL* |
|--|--|------------------|-----------------|
| Human rights and fundamental freedoms | Land ownership and use | High | Low |
| | Food security of local communities | Moderate | Low |
| | Training and career management | Moderate | Low |
| | Social dialogue and freedom of association | High | Low |
| | Human rights | Major | Low |
| | Cybersecurity and data usage | Moderate | Low |
| | Business integrity and ethics | Moderate | Low |
| | Local presence and socio-economic development | High | Low |
| | Diversity and equal opportunities | High | Low |
| Environment | Remuneration policy and employee benefits | High | Low |
| | Biodiversity | High | Moderate |
| | Climate change mitigation | High | Moderate |
| | Pollution | High | Moderate |
| | Water resources | High | Moderate |
| | Waste and circular economy | Moderate | Low |
| Health and safety of individuals | Deforestation | High | Low |
| | Health and safety of employees | High | Moderate |
| Human rights and fundamental freedoms/health and safety of individuals | Regulatory compliance, quality and traceability | High | Low |
| | MAJOR ISSUES RELATED TO THE RISKS IDENTIFIED AS ARISING FROM THE ACTIVITIES OF THE GROUP'S SUBCONTRACTORS AND SUPPLIERS* | | |
| Environment | Human rights and safety in the value chain | High | Low |
| | Biodiversity | High | Low |
| | Agroecological transition of supplier producers | Moderate | Low |

*With regard to subcontractors and suppliers, Compagnie Fruitière has carried out an assessment of gross risks but does not currently have sufficient visibility to conduct an effective assessment of the mitigation measures implemented by these third parties.

■ low: 0-1 ■ moderate: 1-2 ■ high: 2-3 ■ major: 3-4

Description of risks

1. Health and safety of individuals

Health and safety of employees and surrounding communities, workplace wellbeing

Biological and chemical risks (internal/external)

Biological and chemical risks can affect many sectors of activity, including the agri-food industry. Since chemicals and biological agents can have a negative impact on people and their environment, Compagnie Fruitière is committed to protecting individuals who may come into contact with them, as well as the environment.

In order to prevent and manage these risks, which are part of its activities, Compagnie Fruitière has implemented a very strict HR and safety policy in this area. In addition to personal protective equipment, staff assigned to the application of plant protection products benefit from collective protective equipment and regular training, and undergo specific medical monitoring several times a year (in accordance with several standards and certifications adopted by Compagnie Fruitière). In order to control the impact of aerial treatments, Compagnie Fruitière has launched a plan to replace its fleet of aircraft with drones to improve the precision of treatments so that they are applied only to cultivated plots and to reduce the quantities of active substances used.

Other health-related risks

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

Risks related to 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, lorries, buses, etc. Moreover, many Compagnie Fruitière employees need to travel using different means of transport to reach their place of work.

In all countries where Compagnie Fruitière operates, and particularly in Africa, where road safety is a significant issue, the use of these means of transport can entail considerable accident risks.

To minimise these risks and prevent accidents, Compagnie Fruitière implements numerous measures (organisation of training in the Highway Code, training in the operation of machinery, training in "defensive" driving for drivers (training in how to anticipate and assess risky situations in order to respond appropriately), awareness-raising of the potential hazards associated with piloting aircraft, organisation of internal collective

transport, etc.) and provides equipment for agricultural work that is in good working order and well maintained.

Risks related to riots, social and political unrest

Given the countries in which its subsidiaries operate, Compagnie Fruitière's activities and employees may be directly or indirectly affected by periods of economic, political, social or military instability.

Any period of political or economic instability in a country where Compagnie Fruitière operates, or any economic, legal, regulatory or political measures of the type described above that may be implemented in certain countries, could have an adverse impact on its activities, results and reputation.

To limit these risks, Compagnie Fruitière implements numerous measures designed to protect its employees where necessary, including security guards, communication systems, the creation of secure areas, monitoring of current events, close relations with local and French authorities, and the use of a security and risk management company.

In order to anticipate these risks, security monitoring is implemented both at Compagnie Fruitière's subsidiaries and at its head office. In addition, Compagnie Fruitière has recruited a Safety/Security Director.

Physical risks related to the role/workstation

Given their diversity (production, transport, distribution) and the sometimes challenging environments in which they take place, the Group's activities may involve risks, particularly relating to working conditions and the health and safety of workers.

Behaviour that is contrary to ethical principles or applicable laws and regulations, and situations of non-compliance, particularly with regard to respect for Human Rights, may lead to accidents, expose employees to risks and expose Compagnie Fruitière to sanctions and, more generally, may have a negative impact on employees' workplace wellbeing.

In order to prevent risks related to its activities, Compagnie Fruitière has implemented appropriate risk identification and mitigation measures and relies on vigilant and proactive Human Resources departments in these areas. In addition, as part of the activities of the World Banana Forum, a specific programme on occupational health and safety in production (BOHESI - Banana Occupational Health & Safety Initiative) is being rolled out in Ghana, Cameroon and Ecuador.

Risks related to working time compliance

Compagnie Fruitière's activities can be subject to variations, particularly due to their seasonality. Where employees are required to work overtime to cope with these variations, Compagnie Fruitière, through its decentralised Human Resources policy and the monitoring tools at its disposal, is committed to ensuring compliance with working time regulations and appropriate remuneration.

Product traceability, quality and food safety

Producing, transporting and selling food products carries potential risks to consumer health if their quality is not flawless. Care in the production methods of our fruit and vegetables, including products sourced from third parties, and their traceability from production to the consumer plate are core commitments of Compagnie Fruitière.

As an actor in the agri-food industry, Compagnie Fruitière attaches the utmost importance to the quality and safety of the products it markets, whether they are produced internally or externally. Its vertically integrated business model gives Compagnie Fruitière unique operational efficiency and enables it

to guarantee the quality and traceability of its products (production, transport, ripening and distribution). Of the more than 900,000 tonnes of products distributed each year, two-thirds consist of fruit and vegetables produced by Compagnie Fruitière. Its internal traceability procedures, including integrated software for full traceability (from production areas to customer delivery) and crisis management, together with its certifications, enable it to provide reliable and comprehensive information on the origin of distributed products, quickly identify any potential risks and their causes, and implement appropriate corrective measures (which may include the withdrawal and destruction of goods). Compagnie Fruitière regularly updates its practices in this area to adapt to regulations and market expectations and to remain in line with the highest standards of the agri-food industry.



2. Environment

Biodiversity

In conventional agricultural production, the continued necessary use of active substances in crop treatment products to control pests, as well as the use of synthetic fertilisers, represents a potential impact of Compagnie Fruitière's activities on biodiversity.

Aware of the potential impacts of these treatment products, Compagnie Fruitière has placed their responsible use at the heart of its CSR commitments and practices. As early as 2001, its plantations were the first in Africa to obtain ISO 14001 certification. Since then, the implementation of an EMS within the production subsidiaries (the Environmental Management System is a management system designed to take into account the environmental impact of activities, assess it and reduce it) has made it possible to structure this approach and engage in a process of continuous improvement. Compagnie Fruitière has since obtained numerous other recognised certifications (including Rainforest Alliance, Fairtrade, Global GAP, etc.). The certifications obtained require a reduction in the number of active substances used beyond regulatory requirements. For the same reasons, Compagnie Fruitière is also developing certified organic farming areas where no synthetic treatment products are applied (approximately 13% of banana production areas). Compagnie Fruitière supports this approach through agroecological practices and progress partnerships, such as those with WWF France since 2017 and the longer-standing partnership with CIRAD, strengthened since 2019 under the B2A (Agroecological Banana for Africa) programme.

The Group is developing and investing in precision agriculture, in particular to reduce the quantities of synthetic products used (use of drones, targeted soil fertilisation, internal software for monitoring agricultural production at plot level, etc.).

Furthermore, across its growing areas, Compagnie Fruitière has implemented a specific procedure to prevent the contamination of its production areas and the territorial spread of TR4.

Water management

Compagnie Fruitière's plantations are usually located near abundant water sources, primarily rivers. The water required by Compagnie Fruitière for irrigation does not deprive any activity or community of their own water needs. Optimising the use of this shared resource necessary for irrigation is, however, an important commitment for Compagnie Fruitière. To optimise its water consumption, Compagnie Fruitière continuously improves its irrigation methods to meet the needs of the plants as closely as possible. Irrigation systems are also developed or optimised (drip irrigation, micro-sprinklers, automated and carefully managed water supply, etc.) and tailored to the needs of each terroir.

In plantations, wash water from fruit packing stations is also filtered and settled before being discharged into the environment, with regular quality controls.

Pollution and the management of waste and effluents (at all stages of the value chain)

The activities of the production subsidiaries generate several types of waste (plastics, cardboard, organic waste, etc.). Plastic waste, and particularly that in contact with active substances, can pose potential risks to human health and biodiversity.

Compagnie Fruitière's companies have implemented a policy for the sorting and/or treatment of all their plastic packaging. This plastic management is monitored in the production subsidiaries through internal procedures and by external certification bodies. In addition, Compagnie Fruitière is developing a policy to reduce its plastic packaging.

On plantations, organic waste is either used as organic matter for compost production or spread on the fields, providing a useful resource. In Europe, Compagnie Fruitière makes every effort to identify alternative solutions for the use of organic waste. Where possible, downgraded produce is donated to associations or supplied to processing companies for animal feed. Produce deemed unfit for consumption may be used for biomethanisation or composting, etc.

Deforestation

Compagnie Fruitière is aware of the risks caused by the conversion of natural ecosystems and deforestation that could be linked to these operations.

In the vast majority of cases, Compagnie Fruitière establishes its operations in areas already converted to agriculture. An internal multi-criteria grid is completed by the teams responsible for new sites to ensure compliance with these commitments.

For each new site project, a comprehensive internal specification is completed by the teams in charge to ensure that this principle is taken into account.

Compagnie Fruitière prohibits any new plantations on primary forest land.

Climate change mitigation

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

Aware of its impact, the maritime transport subsidiary Africa Express Line (AEL) is upgrading its fleet of vessels and adjusting its shipping rotations between Africa and Europe in order to optimise fuel consumption.

Compagnie Fruitière's ripening companies are also committed to an energy-saving policy, which includes upgrading equipment, implementing plans to optimise site utilisation rates, and gradually renewing ripening facilities to take advantage of the latest energy-efficient technologies.

In 2022, Compagnie Fruitière calculated its carbon emissions for its 2020 activity and committed to reducing its carbon footprint by 2030. In 2024, a new carbon footprint assessment was carried out for 2023, showing relative stability compared with 2020.

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



3. Human rights and fundamental freedoms

Promotion of Human Rights and their implementation

For many years, Compagnie Fruitière and its various subsidiaries have ensured strict compliance with local and international regulations relating to human rights and employment. Each subsidiary is therefore committed to establishing 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, more specifically, on international standards such as the eight fundamental ILO conventions, the OECD Guidelines for Multinational Enterprises, the United Nations Global Compact, the ETI (Ethical Trading Initiative) Code of Conduct and the ISO 26000 guidelines. Furthermore, Compagnie Fruitière's human resources policy also aims to prevent all forms of harassment and discrimination.

Prevention of land grabbing from local communities and responsible establishment of production sites

Compagnie Fruitière engages and communicates with the populations of villages located near its production sites, systematically formalises agreements relating to land purchased or leased, and provides fair financial and/or in-kind compensation. In addition, Compagnie Fruitière contributes to the development of services for local communities through the provision of transport, the construction and maintenance of roads, housing, schools and health centres, and support for access to water and education.

Where possible, agricultural land is also made available to certain 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 give rise to administrative difficulties and/or issues with local communities. Where a dispute arises with one or more third parties concerning land occupation or the identification of the owner or lessor of land acquired or leased by Compagnie Fruitière, the company makes every effort to analyse the origin of the dispute and identify the rightful former owner or lessor. If no amicable solution to the dispute can be found, Compagnie Fruitière refers the matter to the competent courts and, where necessary, pays any rents due, if acting as tenant, into escrow pending final resolution of the dispute.



Unfounded claims by third parties over land operated by the Group

Compagnie Fruitière continues to face unfounded claims from individuals purporting to be owners, tenants, beneficiaries or holders of rights over land that it operates or manages. Compagnie Fruitière is committed to defending its rights, or the legitimate rights of third parties, over the said land in order to contribute to the land security of the plantations it operates. Where necessary, it refers matters to the competent courts while safeguarding the interests of legitimate owners.

Combating all forms of discrimination and harassment

Moral and sexual harassment

Compagnie Fruitière has long been committed to preventing and sanctioning all forms of moral and sexual harassment. The measures implemented by Compagnie Fruitière are diverse and deliberately accessible to all. These include, for example, social dialogue with staff representatives and trade union partners, awareness-raising initiatives through occupational physicians and workplace notices, the use of committees, and associations of female Compagnie Fruitière employees within certain subsidiaries whose actions are strongly encouraged by the Group, as well as discussions with stakeholders on these issues, etc. Strong partnerships have been forged with trade unions and NGOs, fostering healthy and constructive dialogue.

Gender in terms of access to work

With a wide variety of roles and professions, the company is committed to opening up career paths to individuals from all backgrounds and with all levels of qualifications. Recruitment policies prohibit all forms of discrimination, for example on the grounds of gender. Nevertheless, the proportion of women within Compagnie Fruitière remains significantly lower than that of men, as some positions are very physically demanding and not easily mechanised.

Disability/ethnicity/religion/politics

Compagnie Fruitière is committed to non-discrimination, whether direct or indirect, in terms of employment relationships and working conditions, and to promoting equal treatment. This principle of non-discrimination applies not only to recruitment but also throughout the entire career path and across all HR processes (training, assessment, remuneration, etc.). These ethical principles are communicated to all employees through the CSR charter.

Social dialogue and freedom of expression

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

To this end, Compagnie Fruitière encourages discussion and negotiation with all parties, particularly through the various staff representative bodies. Each subsidiary recognises and respects its employees' right to join or not join the trade union of their choice and to elect staff representatives. Employees are therefore free to express their demands, organise themselves and participate in decisions affecting their professional lives.

Meetings are regularly organised between staff representative bodies and management. Furthermore, Compagnie Fruitière works with the IUF (International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations) and the NGO Banana Link to structure social dialogue as effectively as possible within its production subsidiaries and, more broadly, across all its subsidiaries. Compagnie Fruitière encourages social dialogue and trade union engagement throughout the sector.

Decent remuneration for employees

Compagnie Fruitière has implemented a comprehensive remuneration policy designed to respect its employees, which includes, among other things, salary levels above statutory minimums, health coverage for all, benefits in kind, etc. Particular attention is also given to continuously improving the standard of living of employees and their families.

Prohibition of child labour and forced or compulsory labour

Compagnie Fruitière prohibits child labour (persons under the age of 18), as well as all forms of forced or compulsory labour. Although it operates in certain countries where the employment of persons under the age of 18 is still present and permitted under local regulations, Compagnie Fruitière has long since banned all forms of child labour across its subsidiaries, thanks to HR policies that have been in place for many years (CSR charter, monitoring as part of staff file management, etc.).

Cybersecurity

Cybercrime is a major problem that can affect all companies. Aware of this issue, Compagnie Fruitière has strengthened all of its procedures to prevent and combat the occurrence of this type of risk. To this end, it has set up a dedicated cybersecurity organisation, which carries out monitoring, control, awareness-raising and training activities designed to protect Compagnie Fruitière and its employees (enhanced communication, training sessions, password changes and increase in their complexity, firewall reinforcement, expansion of IT teams, monitoring of data flows, etc.).



Regular assessment procedures for the situation of subsidiaries, subcontractors and suppliers

SUBSIDIARIES OF COMPAGNIE FRUITIÈRE

Presence of a CSR team at head office and CSR representatives in all production subsidiaries, whose role is to ensure the day-to-day management, compliance and monitoring of the implementation of Compagnie Fruitière's CSR approach.

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

Periodic audits of production subsidiaries in the context of obtaining and maintaining certifications (Global GAP, GRASP, Organic, Fairtrade, Rainforest Alliance, LEAF, etc.) 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 checks of intra-group suppliers' compliance (packaging/fruit/freight forwarders/maritime and land carriers/quality controllers) with Compagnie Fruitière requirements and applicable regulations (questionnaires/certificates of compliance/product documentation/CSR commitments).

Management reviews of trading subsidiaries, enabling the monitoring of predefined indicators in various areas (HR, quality, etc.).

Multi-criteria assessment grids for projects to expand production areas.

Identification of cybercrime risks.

- HUMAN RIGHTS AND FUNDAMENTAL FREEDOMS
- ENVIRONMENT
- HEALTH AND SAFETY OF INDIVIDUALS

Periodic internal risk assessments conducted by the production subsidiaries.

Periodic assessments of the compliance of intra-group fruit suppliers' practices (pesticide residues tested by independent ISO 17025-certified and accredited laboratories/quality/traceability) with intensified controls based on the results obtained.

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

Systematic compilation of a fruit "supplier file" (certifications/lists of plant protection products used/checks and/or analyses of packaging samples to verify their safety and updating of information in the event of changes to manufacturing processes).

Periodic assessments of ISO 14001-certified production subsidiaries in the context 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 specialised service provider (EcoAct).

LEAF certification of production subsidiaries (GEL/GOL, PHP and SCB pineapple) guaranteeing high environmental sustainability.

SUBCONTRACTORS AND SUPPLIERS

Gradual implementation of a programme to assess the CSR approach of the Group's suppliers using the EcoVadis tool.

Periodic checks of suppliers' compliance (packaging, fruit, freight forwarders, maritime and land carriers, quality controllers) with Compagnie Fruitière requirements and applicable regulations (questionnaires, certificates of compliance, product documentation, CSR commitments).

Periodic assessments of the compliance of fruit suppliers' practices (pesticide residues tested by independent ISO 17025-certified and accredited laboratories/quality/traceability) with intensified controls based on the results obtained.

Systematic compilation of a fruit "supplier file" (certifications/lists of plant protection products used/checks and/or analyses of packaging samples to verify their safety and updating of information in the event of changes to manufacturing processes).



Risk mitigation and serious harm prevention measures

-  HUMAN RIGHTS AND FUNDAMENTAL FREEDOMS
-  ENVIRONMENT
-  HEALTH AND SAFETY OF INDIVIDUALS

COMPAGNIE FRUITIÈRE ACTIVITIES

2024: 608 kT Group fruit production

-  **Social and environmental responsibility statement** adopted in 2012 (production subsidiaries).
-  **Corporate social responsibility charter** adopted in 2016 (Group).
-  **Environmental policy** adopted in 2001 (SCB).
-  All of these policies are communicated to employees, notably through workplace notices.
-  **Operation** of certified areas and compliance with certification requirements (Global GAP, Fairtrade, Rainforest Alliance, Organic Agriculture, GRASP, LEAF, etc.).
-  **Implementation** of appropriate action plans following audits: internal, SMETA, SEDEX self-assessment and customer audits, obtaining and maintaining certifications, etc.
-  **Participation** in working groups of the World Banana Forum (under the auspices of the FAO) with producers, importers, trade unions, NGOs, labels, distributors, research institutes and governments for the exchange and implementation of best practices.

-  **Active participation** in the French Initiative for Sustainable Bananas (IFBD).
-  **Group ethics** committee.
-  **Development** and deployment of a digital system to support agricultural production (precision agriculture).
-  **Regular exchanges** with communities and authorities neighbouring production sites; regular exchanges with administrative authorities.
-  **Policy governing the management** of active substances used in plantations (storage, assessment of needs, application, recycling, waste management, etc.) with monitoring of non-compliance and corrective actions.
-  **Development** of the use of agricultural treatment drones.
-  **Use** of treatment products approved by the health authorities of each country.

-  **Partnerships** with the NGO Banana Link and the IUF, which campaign for responsible and fair practices.
-  **Remuneration** above statutory minimums.
-  **Support** for employees and their families in production subsidiaries in accessing education and housing.
-  **Support** for employee access to training.
-  **Social dialogue** promoted through 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 payments via bank transfer.
-  **Fairtrade workers' committees** in Fairtrade-certified production subsidiaries, which manage the premium generated from sales

-  of certified bananas and decide on its allocation to community development projects.
-  **Implementation** of tools to detect and protect against cyber risks.
-  **Drafting** and execution of land and property lease and acquisition contracts, notarisation of contracts where necessary, completion of subsequent administrative formalities; in the event of a dispute, referral to the competent courts and implementation of measures to protect the interests of legitimate owners/tenants (land registry information gathering, escrow of funds, mediation, etc.).



Health and safety of employees

-  **Local identification** of work-related health and safety risks and implementation of improvement

COMPAGNIE FRUITIÈRE ACTIVITIES

2024: 608 kT Group fruit production

-  **Environmental Management System** in place in production subsidiaries (control of inputs and resource consumption, effluent monitoring and waste management).
-  **Intelligent management** of plantation water consumption in partnership with the start-up Telaqua.
-  **Multi-year partnership** with CIRAD/B2A (Agroecological Banana for Africa) for the development of agroecological practices.
-  **Partnership** with WWF to support the transition towards responsible and sustainable agriculture.
-  **Continued** operation of Organic Agriculture farming areas.

measures/training/awareness-raising for employees on safety, health and the use of PPE and CPE (provided by the company).

-  **Organisation** and implementation of measures to protect areas affected by aerial treatments (compliance with the TASPEP standard (aerial treatment with no staff present on plantations), minimum waiting periods before people can return to the plantations, etc.).
-  **Facilitated access to healthcare** (e.g. occupational health services, hospital management and funding, management and construction of clinics, minimum health coverage for all Compagnie Fruitière employees, etc.).
-  **More frequent and reinforced medical check-ups** for high-risk roles and individuals.
-  **Local actions** to prevent and combat biological and infectious risks (COVID, malaria, HIV, etc.).
-  **Occupational health, safety and working conditions committees.**

Consumer health and safety

-  **Regulatory monitoring** of molecules prohibited in Europe and maximum residue limits*.
-  **Group product traceability procedure** (carton labelling and traceability requirements).
-  **Internal procedure** for handling phytosanitary non-compliance, based on the self-monitoring convention issued by FEL Partenariat (operators + trade association + DGCCRF) and health crisis management procedure: recall/withdrawal/destruction of non-compliant goods*.
-  **Development** within Compagnie Fruitière of Food Defence (malicious acts), HACCP (Hazard Analysis Critical Control Point => accidents) and Food Fraud procedures as part of BRC and IFS certification.

SUPPLIER AND SUBCONTRACTOR ACTIVITIES

-  **Participation** in working groups of the World Banana Forum (under the auspices of the FAO) with producers, importers, trade unions, NGOs, labels, distributors, research institutes and governments for the exchange and implementation of best practices.
-  **Global GAP certification** for all fruit suppliers.
-  **Commitment** by suppliers to comply with Compagnie Fruitière's requirements and applicable regulations (questionnaires/certificates of compliance/CSR clauses and commitments included in general terms and conditions of sale or agreements and in contracts). To this end, the CSR clause was strengthened in 2023 to better address the new requirements referred to above.

Consumer health and safety

*same measures as those implemented by Compagnie Fruitière for its own activities.

Mechanisms for monitoring the measures implemented and assessing their effectiveness

SUBSIDIARIES OF COMPAGNIE FRUITIÈRE

Monitoring of issues relating to human rights, fundamental freedoms, the environment and the health and safety of individuals, and identification of areas for improvement within Compagnie Fruitière.

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

CSR representatives in production subsidiaries. Local points of contact for the practical implementation of the Group's CSR policy and for reporting.

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

Monitoring of the Environmental Management System in place in production subsidiaries (ISO 14001 certified).

Health and safety of employees

Health and safety of employees: monitoring of the frequency and severity rate of workplace accidents.

Monitoring of the implementation of HR procedures and effective communication of ethical principles to employees.

Monitoring of health and safety matters by Occupational Health, Safety and Working Conditions Committees.

Consumer health and safety

Monitoring of the traceability, safety and quality procedures for the Group's products.

SUBCONTRACTORS AND SUPPLIERS

Monitoring of the procedure for verifying suppliers' compliance with the standards required by the Group and applicable regulations (analysis and regular updating of questionnaires sent by local subsidiaries and the Group quality department, CSR commitments, status and regular monitoring of certificates of compliance).

Monitoring of the quality of goods and organisation of compliance/traceability tests, strengthening of controls based on the results obtained and requests for corrective actions from our suppliers.

Monitoring and updating of supplier files: certification status, monitoring of their compliance with Compagnie Fruitière requirements and applicable regulations.

- HUMAN RIGHTS AND FUNDAMENTAL FREEDOMS
- ENVIRONMENT
- HEALTH AND SAFETY OF INDIVIDUALS

Whistleblowing mechanism

In addition to the usual internal reporting channels (Management, Human Resources Department and line manager), Compagnie Fruitière has established a whistleblowing mechanism for reporting risks of serious breaches of human rights and fundamental freedoms, health and safety and the environment, arising from the activities of any Compagnie Fruitière company or from those of subcontractors or suppliers with whom it maintains an established commercial relationship, where such activities are connected to that relationship.

As part of the strengthening of its compliance procedures, Compagnie Fruitière has updated its whistleblowing system. Previously hosted in a data centre certified to the ISO 27001 security standard and operated by Compagnie Fruitière Group's teams, the system is now hosted on the secure SaaS platform EQS Integrity Line and also allows, in accordance with the legal provisions applicable to the Group, the reporting of a crime or offence, a threat or

harm to the public interest, or a breach of an international commitment.

This mechanism contributes to the prevention of serious breaches of the principles referred to above and enables the Group to take the necessary measures in the event of a substantiated breach. It is accessible to everyone, at any time, in France and abroad, and is available in French, English, Spanish, German, Hungarian, Dutch, Portuguese, Romanian and Italian. This platform, which is common to all Group entities, is accessible at the following address: <https://fruitiere.integrityline.app/>

The confidentiality of the identity of the person making the report, the persons concerned by the report and the information disclosed is ensured at every stage of the whistleblowing process. Anonymous reporting is also possible. Reports are received by the Group ethics officers and forwarded to the ethics committee of the relevant subsidiary or to the Group ethics committee, which reviews them and consults

the relevant departments within Compagnie Fruitière to ensure that a response is provided to the person making the report within a maximum period of three months. Compagnie Fruitière guarantees the protection afforded to any whistleblower who meets the conditions to be eligible for whistleblower protection and undertakes, in particular, that no sanction will be taken against any person who has reported a breach in good faith.



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Whistleblowing system,
Compagnie Fruitière Group





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