



2020
SUSTAINABILITY
REPORT



We harvest value



CONTENTS

1 ABOUT THIS REPORT

2 A MESSAGE FROM OUR CEO

3 OUR RESPONSE TO COVID-19

4 ABOUT UNIFRUTTI

4.1	Our Global Operations	13
4.2	Our products	19
4.3	Global Operations and Value Chain	20

5 OUR SUSTAINABILITY STRATEGY AND VISION

5.1	Our Sustainability Approach: An Integrated and Holistic ESG framework	23
5.2	The 17 Sustainable Development Goals (SDGs) in our Strategy	24
5.3	Our Stakeholders	26
5.4	Sustainability Value Drivers	28

6 SOUND GOVERNANCE AND CULTURE

6.1	Governance, Ethics and Performance	30
6.1.1	Ethical Culture and Approach to Business	30
6.1.2	Confidential Reporting Processes	31
6.1.3	Compliance with the Law	31
6.1.4	Global Standards, Initiatives, and Certifications	32
6.1.5	Robust Corporate Governance	33
6.1.6	Risk management	35
6.1.7	2020 Financial Performance Highlights	35
6.1.8	Recognitions	35
6.2	Responsible supply chain	37
6.2.1	Supply Chain Responsibility	37
6.2.2	Memberships	37

7 OUR ENVIRONMENTAL RESPONSIBILITY

7.1	Climate action	39
7.1.1	Climate Risks	39
7.1.2	Energy Management and Renewable Energy	41
7.2	Respecting Natural Ecosystems	43
7.2.1	Environmental Conservation and Biodiversity	43
7.2.2	Water Management	45
7.2.3	Integrated Waste Management	46
7.2.4	Food Waste	48
7.2.5	Fresh Produce Packaging	48
7.3	Distribution and Transportation	50
7.3.1	Shipping and Logistics	50
7.3.2	Transportation of Employees	51

8 OUR SOCIAL FOOTPRINT

8.1	The Unifrutti People	53
8.1.1	Our Workforce	54
8.1.2	Employee well-being	56
8.1.3	Developing our Talent	57
8.2	Our commitment to society	62
8.2.1	Our Impact across the globe	62
8.2.2	Impact Through our Foundations	63

9 HEALTHY AND NUTRITIOUS FRUIT

9.1	Responsible sourcing	66
9.1.1	Local Suppliers and Growers	66
9.1.2	Responsible Procurement Practices	67
9.1.3	Supplier Sustainability Assessment	67
9.2	Responsible agriculture	69
9.2.1	Crop Management	69
9.2.2	Pest Management	69
9.2.3	Soil Management	70
9.2.4	Innovation and technology	70
9.2.5	Research & Development	71
9.3	Nutritious fruit for the Consumers	72
9.3.1	Ensuring Healthy and Nutritious food	72
9.3.2	Responsible Marketing and Labelling	73
9.3.3	Customer Satisfaction	74

10 GRI CONTENT INDEX

1. ABOUT THIS REPORT

WELCOME TO THE FIRST SUSTAINABILITY REPORT OF THE UNIFRUTTI GROUP

The Unifrutti Group Sustainability Report for 2020 is the first Sustainability Report published by the Group and it covers the period from January 1, 2020 to December 31, 2020.

Unifrutti Group ("Group" or "Unifrutti") is committed to communicating its activities through its Sustainability Report on an annual basis, going forward.

Scope and Boundaries

The Report covers the sustainability approach, priorities, activities, performance and achievements of our Divisions during the reporting year: Italy (covering Turkey and Italy, but excluding new acquisitions unless otherwise stated), the Tropical Division (covering the Philippines and Japan), Chile, South Africa as well as the operations of the Head Office in Cyprus.

Employees refer to employees at the peak season for every Division (Headcount). Employees in Cyprus include also employees of the Tropical Division located in Cyprus. Financial information includes proforma data, containing full year results of Oranfrizer and Dimifruit which were acquired in 2020. The Report does not include the activities or performance of our suppliers, contractors or partners unless otherwise stated. Certain numbers have been rounded to the closest thousand.

Report Content

The content of the Sustainability Report covers the areas that we consider vital to our businesses and stakeholders.

- Sustainability strategy and vision
- Sound governance and culture
- Environmental responsibility
- Social footprint
- Healthy and nutritious fruit

We are enhancing our strategy to address our most material issues and support sustainable growth. We take a precautionary approach to all decisions and, especially, to managing environmental risk. We are proactive in our risk management strategies concerning climate change and the environmental impact of our activities on our value chain.

International Standards

This report has been prepared in accordance with the GRI Standards (Core option). The Sustainability Report is also aligned with selected Sustainable Development Goals (SDGs).

External Assurance

We do not commission independent assurance of our Sustainability Report. The content of the report is accurate and correct to the best of our knowledge and abilities. As this is our Group's first Sustainability Report, we continue to invest in our systems, policies, procedures, risk management and strategy integration, and thus we will be able to more accurately and extensively record and disclose information in the future and further leverage our sustainability reporting.

Contact Details

For additional information, you may contact:

Kalia Larkou

Chief Compliance, Risk & Sustainability Officer

Email: unifrutti@unifruttigroup.com

Head office Address:

95, Athalassas Avenue, Athalassis Tower No.2, 2013, Nicosia, Cyprus

Website: www.unifruttigroup.com

2. A MESSAGE FROM OUR CEO

Dear Stakeholders,

It is with great pleasure and pride to welcome you to Unifrutti Group's first Sustainability Report. This report symbolizes our commitment to creating value from our global operations and improving the livelihoods of people in the communities in which we operate, along with our vision to harvest value for our stakeholders, uplift communities and help our people develop and grow. Responsible and sustainable farming is in Unifrutti's DNA and we are proud of our tradition, legacy, and the values of a multi-generation family with a clear vision for the future. As a global company with a strong local focus, we are aware of our role vis-à-vis local communities, livelihoods and ecosystems and we are committed to continuously creating a positive impact through our sustainability strategy and practices.

This report reflects our overarching goal of incorporating sustainability vertically in all our operations and across all divisions and symbolizes our collective commitment to keep on monitoring and measuring our impact on society, the economy and the environment in a more systematic way. As a Group, we are privileged to be operating in the fresh fruit industry. Fruit is at the base of the food pyramid in every country. The value of the fresh fruit and vegetables market has been growing over the last five years and is expected to accelerate further for the next to come. Health-conscious consumers are increasingly driving demand towards high-end and high-margin specialty products, while young millennials pay increasingly more attention to fresh fruits and to



reducing refined sugar in their diets. Growth is also driven by technological advancement, expanding demographics and purchasing power per capita. Overall, the fruit sector is solid and resistant and has shown great stability in demand, even in times of global distress. As the most recent example shows, the industry has recorded positive results even during the last two disruptive and transformative years of the Covid-19 outbreak.

In such a macroeconomic and social environment, the process of developing our first Sustainability Report has assisted us in adopting a more proactive approach to the numerous risks and challenges that characterize the agricultural sector and fresh fruit production, including climate change emergencies, unexpected crop diseases, price and cost fluctuations, supply chain disruptions and their dramatic impact upon the way we operate and conduct our business. Sustainable agriculture is fundamental for providing food security and alleviating poverty in the countries we are present in, while offering numerous opportunities for sector transformation, growth and development via technological innovation and digitalization.

At Unifrutti, we recognize our achievements so far, but we are also committed to achieving more milestones in the future. In more detail:

At the business and governmental level, in 2020:

- We achieved an important growth in volumes and profitability with a proforma consolidated turnover of US\$709m and proforma EBITDA of US\$83m
- We continued to capitalize on our global presence and our unique and integrated business model that allow us to operate across and control the entire supply chain, delivering quality and traceability and nurturing a multitude of partnerships
- Through the recent strategic acquisitions of Oranfrizer (the Italian leader in the production of blood oranges) and Dimifruit in Spain (an integrated producer), we have managed to further solidify our strategy of global development, guaranteeing greater security in the supply of products to meet the future growth in demand
- With a view to making our governmental framework more robust, we have concluded an internal reorganization to simplify UG's organizational structure (a decrease in the number of our group companies by 30%) and ensure better management of human capital and operations.

Going forward, we have focused on further investing in our integrated business model and strengthening our corporate governance structure by setting up new board committees and placed emphasis on developing new group policies, setting up a more integrated sustainability governance framework and risk management mechanisms, while aiming at attracting new investment opportunities that will allow us to further expand our global business and products and implement our sustainability goals.

At the societal level:

- Our response to the Covid-19 pandemic assisted us in safeguarding the health and wellness of our people, in maintaining business continuity and in growing stronger as a Group. In 2020, we have invested over US\$1 million in COVID-19 support measures.
- We reorganized our priorities focusing on health and safety as well as the promotion of the overall well-being of our employees through policies and initiatives that improve working conditions and provide greater job and personal stability.
- At the community level, we have supported local communities across all Divisions with a total investment of US\$637,000 (proforma) through various donations. Via our partnerships and the work of our dedicated Foundations, we have put together social and educational programs, capacity building initiatives such as HOPE, the Green Project and the Fruit of Solidarity initiative, targeting disadvantaged communities, children and growers and farmers, while contributing to critical infrastructure with immense impact at the local level.
- We continued to support farmers, fresh fruit producers and trading companies of various origins and sizes in exporting their products across national borders and negotiating best prices.

With regards to the environment:

- Aiming at minimizing our overall negative environmental impact and reducing our carbon footprint, we are strategically transitioning to using renewable energy sources to improve energy efficiency across our operations, while ensuring a gradual transition to a low carbon economy.

- Our transportation and logistics are being optimized to ensure the lowest possible impact.
- As part of our commitment to minimize resource consumption and increase efficiency, we have implemented measures to improve our water stewardship.
- We are also committed to reducing waste and finding solutions for eliminating food waste.
- We have been making new investments that promote sustainable packing efforts such as the state-of-the-art apple packing line in the Linares plant which includes a sorting line and a packing line to optimize processes.

We pledge to make a key contribution to the selected SDGs with our global business and to continue creating opportunities to harvest value for our stakeholders.

At the product level:

- We have continuously incorporated new technologies and digital systems such as application equipment, soil humidity sensors, on-site meteorological stations, the construction of wells and water storage tanks for irrigation, drip irrigation and micro-sprinklers to improve agricultural production techniques and protect natural resources

- We have been promoting responsible sourcing, ensuring the selection of ethical, law-compliant business partners and suppliers who share our Company's values
- We have established horizontal frameworks such as the "Integrated Crop Management" and the "Plant Care to Post-harvest" framework to encourage our suppliers and contractors to comply with the same high standards that we have.
- We operate plant nurseries that allows the continuous raise of quality of our fruit.
- We will continue to capitalize on our geographic and product diversification. The Group has production sites in four Continents and commercializes over 300 of varieties of fruits in more than 50 Countries that are sold under a variety of brands (corporate brand, customer brand, local product brands).

As a leading global Group, we are committed to ensuring a safe and engaging workplace, where people belong and grow, and local cultures and values are respected. Moving forward and as we are currently embarking upon this challenging but also exciting journey, we are increasingly aware that we cannot do this single-handedly. We are grateful to the knowledge, commitment and hard work of our colleagues across all divisions, but also to our numerous partners, growers, farmers, suppliers and communities to help us materialize our sustainability goals and commitments. We are committed to continuously investing in open communications, and honest engagement with all our stakeholders and in remaining proactive as regards managing our global impact.

This first group sustainability report has also been prepared in accordance to the GRI Standards, the world's most widely used sustainability reporting standards. As outlined in this report, to enhance and integrate the Group's sustainable performance and maximize the positive impact of our core activities, we have linked our sustainability pillars to the Sustainable Development Goals (SDGs), thus joining a global movement of positive impact. We pledge to make a key contribution to the SDGs with our global business and to continue creating opportunities to create value for our stakeholders.

This is our aspiration that reflects our approach and vision for sustainable development.

MARCO VENTURELLI

Chief Executive Officer at Unifrutti Group

3. OUR RESPONSE TO COVID-19

2020 was anything but a normal year for business and the Covid-19 spread, with its massive and devastating consequences across the world, was a setback to further sustainable development across the globe. As a Group, we mobilised quickly, first and foremost to safeguard the health and well-being of our people across the whole value chain and then to maintain business continuity so as to continue to serve our customers. Around the world, our local teams followed the guidelines given by health authorities to protect our employees across the farms, the packing and distribution facilities and offices. From the early stages of the outbreak, we have invested significantly so that our farms and production facilities continue to operate with important Covid-19 safety adjustments and with a decreased number of in-person interactions while our office-based employees have been working remotely. We focused on leveraging further our resources and processes to manage Covid-related risks, while investing in supporting our people and local communities to manage the outbreak.

PROTECTING OUR EMPLOYEES ACROSS OUR DIVISIONS

Actions to support our employees during the pandemic

- Teleworking system for employees whose work does not require in-person interactions
- Provision of appropriate work equipment (computers, chairs, printers, etc.) and work guidelines to ensure efficient and safe remote working
- Introduction of risk preventions procedures and social workers, who have been responsible for delivering the relevant talks supported by local authorities, with respect to the areas that continued to work in person (production and agricultural plants)
- Development of a Covid-19 Management Protocol based on recommendations by WHO, health authorities and industry best practices
- Run a self-care campaign to communicate the various protocols to employees
- Promotion of active breaks for employees and their families, by incorporating online sports workshops
- Sterilization and disinfection of plants and offices after every shift
- Installation of dividers in the dining rooms and offices
- Constant communication
- Response Team Advisories and Newsletter to prevent and control from Covid-19 transmission
- Food assistance for isolated employees infected with Covid-19
- Sustaining on-line values session to strengthen mental health
- Packhouses demarcated to prevent unnecessary movement of employees
- Applied the Temporary Employer/Employee Relief Scheme in South Africa



COVID-19 INVESTMENTS

INVESTMENTS

US\$197,000

IN THE PHILIPPINES

US\$348,000

IN CHILE

US\$499,000

IN SOUTH AFRICA

COMMUNITY SUPPORT

US\$27,000+

Donations of materials for
COVID-19 Frontliners

In-kind support of

air-conditioner units

to Hospitals



Provided **transportation** for community
partners to continue the **training** and
workshops of the Hineleban Foundation
in the Philippines



ON-GOING SUPPORT TO LOCAL FARMERS

SUPPORTING EXTERNAL FARMERS TO MINIMISE
OPERATIONAL DISRUPTIONS AND LOSS OF INCOME



GROUP OPERATIONAL BUSINESS CONTINUITY

BUSINESS CONTINUITY

The teleworking modality applied
to face the emergency has not
affected the company's
internal control environment



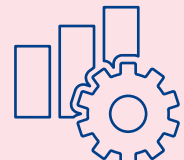
OUR EXPORTS

At export level the operations have been affected
by non-access to ports, cargo being diverted and
delays. Despite the situation we did not suffer from
product significant losses or loss of clients



PRODUCTIVITY LEVEL

At productivity level there
were no major disruptions



4 About Unifrutti

**GLOBAL GROUP
PRODUCING
IN 4 DIFFERENT
CONTINENTS
DISTRIBUTING
IN 50+ COUNTRIES**

THE UNIFRUTTI GROUP

Founded in **1946**

Founded in 1946 by the Italian entrepreneur, Guido De Nadai, as a fruit and vegetables trading company, Unifrutti today is a global Group, and one of the main players at the global level in the fresh fruit market.

The Unifrutti Group is one of the world's leading players in the production, marketing and distribution of fresh fruit. With around 600 ktons of fresh fruit sold globally and over 14,000 hectares of farms in Chile, Argentina, the Philippines, South Africa, Italy, Spain and Ecuador, Unifrutti operates in more than 50 countries and serves over 500 clients worldwide.

The Group, thanks to its own land and internal commercial and logistical Divisions, presides over and vertically manages the entire supply chain to ensure the production and distribution of all types of fruit, including mainly citrus, bananas, peaches, pears, cherries, table grapes and apples.

Revenues
**US\$709
million**
proforma

70+
years of
experience

50+
countries
served

25
packing
plants

Production
in **4**
continents

Head office
in Cyprus
~40
employees

62
companies

~14,000
employees

**600
ktons**
of fresh fruit
sold per year

3 plant
nurseries

**50
million**
cartons
exported

2
established
foundations

500+
clients
worldwide

6
vessels
(4 owned)

3 banana
ripening
centres

6
Trading
offices

15 cold
storages

14.000
hectares
of land
managed

60+
owned
farms

300+
fruit varieties

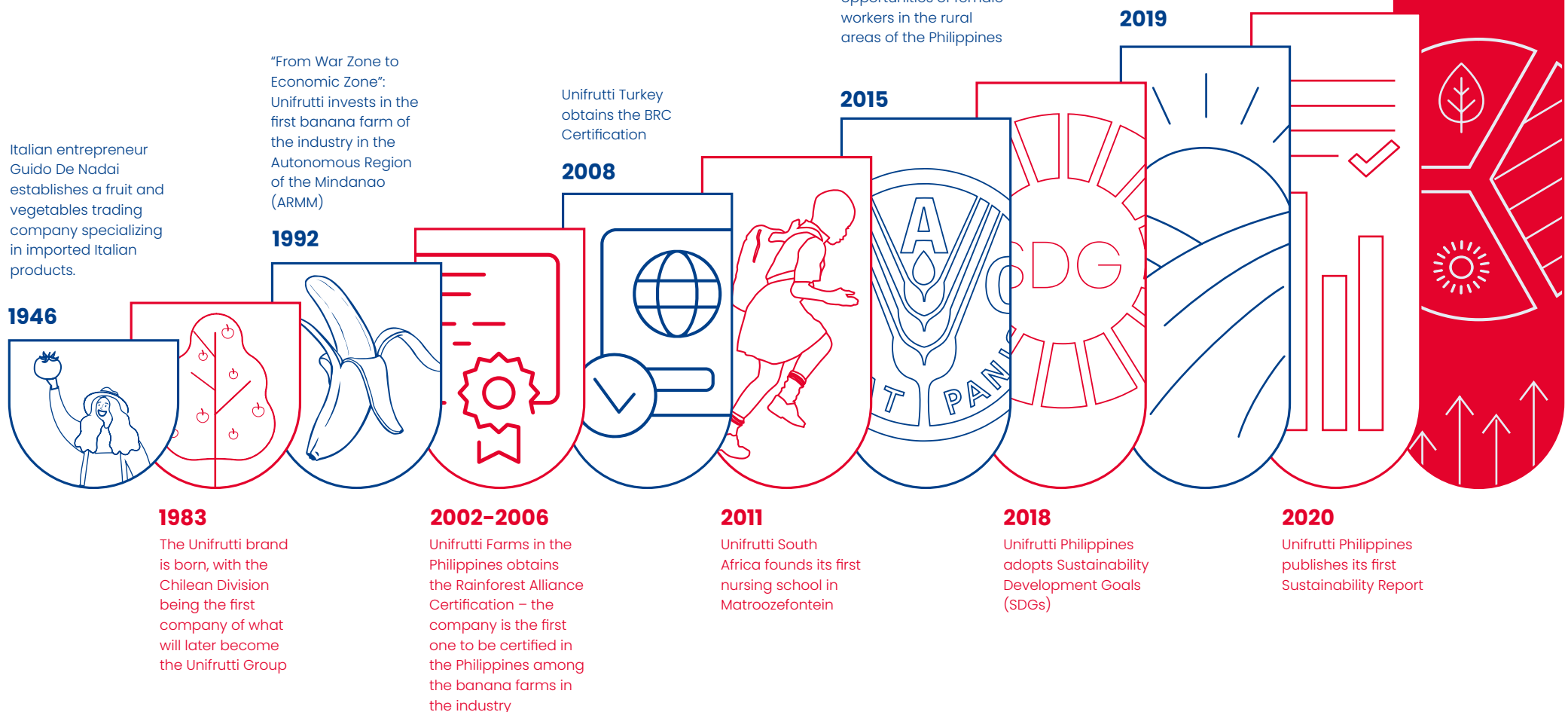
43
facilities

15
branches

KEY MILESTONES OF OUR JOURNEY

The Unifrutti brand stands for tradition, dedication and knowledge. It is the legacy of and represents values of a multi-generation family that reaches out to the future, the story of a vision that is realized in almost a century of success.

Some examples of our key milestones are shown below:



2020 PERFORMANCE HIGHLIGHTS

Revenues
**US\$709
million**

proforma
(+5% from 2019)



EBITDA
**US\$83
million**

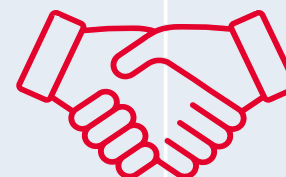
proforma
(+10% from 2019)



Total assets
**US\$981.8
million**

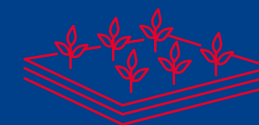


**Acquisition
of the
ORANFRIZER
group**



**Acquisition
of DIMIFRUIT
in Spain**

600 ktons
of fresh fruit sold
in 2020



ON-GOING CERTIFICATIONS

The Philippines

All Highland and Midland Joint-Ventured Farms are **certified by Rainforest Alliance and GLOBALG.A.P.**

One Highland farm is certified with **ISO 14001:2015** standard and one Highland external grower is certified by Rainforest Alliance.



Chile

All orchards of Unifrutti and its subsidiaries (2,500 hectares) **certified by GLOBALG.A.P.**

The MATRIX project

in Chile which is expected to bring significant operational savings

**Improved
price mix on
core products**



**Implementation
of significant
cost containment
plan**

**Group
Simplification and
re-organization**

New state-of-the-art apple packing line in Chile:
**a multimillion
Investment**

13,531 EMPLOYEES

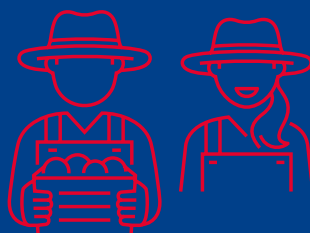
MEN

8,176

WOMEN

5,355

(including seasonal employees)



**Over 272,000
training hours**

**"Aggregator"
at each level of
the value chain**

**Leveraged
Sustainability
reporting in
alignment with
the SDGs**

**Performance
improvement
project in
Italy**



4.1 OUR GLOBAL OPERATIONS

Apart from producing **across 4 different continents**, the Unifrutti Group operates its own trading and commercial structures and **Divisions**, located in strategic locations all over the world. This structure enables the Group to maintain a **very high degree of product traceability** and to provide packing, processing and multiple other end-product services to all of its clients, **satisfying a constantly evolving global market**, while maintaining a strong focus on **local demand**.

Unifrutti has a unique business model with fruit being sourced from productions owned and managed by the Group, from independent growers and third-party brands. Its **flexible approach** of **vertical integration** and its **varied geographical presence**, allow for revenue diversification and value capturing from **Retail** and **Wholesale clients** and **Distributors/Service Providers**.

Unifrutti stands out from its competitors due to its role as an **aggregator that acts vertically at all levels of the value chain**: a true one-stop platform of which the Group is the central hub that unites a network of companies on the various links of the fruit chain operating a global and integrated production, distribution, and logistics hub.

For Unifrutti, it is always fruit season and we urge you to visit our website **Homepage - Unifrutti Group** to find more about the Group and its operations.



OVERVIEW OF THE GROUP DIVISIONS

CHILE

- Copiapo
- Coquimbo
- Linares
- Linderos
- Paine
- Requinoa
- Romeral
- Santiago
- San Felipe
- Teno



The Division has **50+** farms located from Copiapo to Los Angeles in Chile

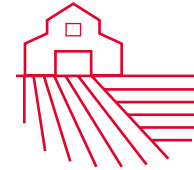


Mainly sells **apples, grapes, pears and cherries**



8 farming sites

each composed by fields and packing facilities



8 cold storage facilities



Total volumes sold
107.5 ktons
own production
49.2 ktons



6.000+ employees

EQUADOR

- Guayaquil



Founded in 1983 by Guido De Nadai, the founder of Unifrutti

Manages grape plantations in Ecuador

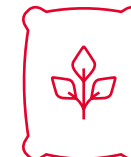
CHILEAN
NURSERY:
UNIVIVEROS

The Chilean division also manages the **Univiveros nursery**. Began its activities in 1986

Royalties



Sales of plants



4m units of plants sold in 2020



OVERVIEW OF THE GROUP DIVISIONS

TROPICAL DIVISION

THE PHILIPPINES

- Amai Manabilang, Lanao Del Sur, BARMM (Muslim Autonomous Region)
- Barobo, Surigao del Sur Province
- Davao City
- Lantapan, Bukidnon Province
- Valencia, Bukidnon Province



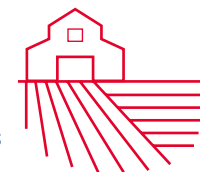
JAPAN

- Kobe
- Tokyo

In the Philippines, the Group specializes in the production of bananas. These are sold to the market in Japan



4 farms
in the Philippines,
producing bananas
at different altitudes



**Packaging
and
cold storage
facilities**



4 owned vessels
and shipping operations
management



**Ripening,
logistics and
port-related**
activities performed
in Japan



**Entered
the market
in Japan
during the 1990's**



Total volumes sold
245.1 ktons
own production
61.7 ktons

Co-loading
86.4 ktons

3800+
Employees



OVERVIEW OF THE GROUP DIVISIONS

SOUTH AFRICA

- Blyderiver, Hoedspruit, Limpopo
- Dunbrody, Sundays River Valley, Eastern Cape
- JPL – Ohrigstad, Limpopo
- Matroozefontein, Piketberg, Western Cape
- South Africa head office, Somerset West, Cape Town

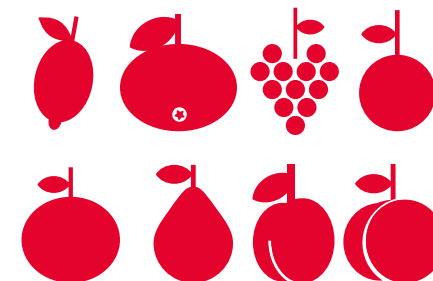


**Established
in 1999**

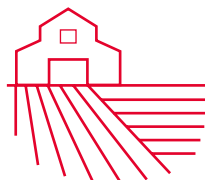
**First
packhouse
built in 2001**



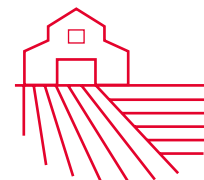
Core products:
lemons, oranges,
grapefruit, easy
peelers, grapes



**3 farms
and 3
Packhouses**



1 farm via
its joint
venture



certified
since 2014



Total volumes sold
110.6 ktons
own production
49.8 ktons



2900+
Employees

OVERVIEW OF THE GROUP DIVISIONS

ITALIAN
PERIMETER

ITALY

- Acquaviva delle Fonti, Puglia
- Altidona
- Ancona
- Montecosaro
- Padova
- Rome
- Scordia, Catania
- Verona



ARGENTINA

- Tucuman



SPAIN

- El Ejidio, Almeria



TURKEY

- Mersin



Farms in the Marche, Puglia and Sicily regions



Main products: citrus fruits, pears, peaches and table grapes



Controls **1 vegetables greenhouse** in **ALMERIA SPAIN**

SPAIN 80+ hectares

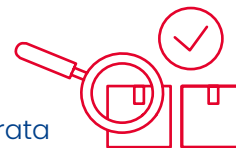


Investment in a **lemon plantation** in **ARGENTINA**
Processing plant in the area of **Tucuman**

Banana ripening center



Processing and logistics platforms in Verona, Macerata and Catania



2 stands in the fruit markets of Verona and Rome



Total volumes sold
90.6 ktons
own production
8.2 ktons



ORANFRIZER

Core products: oranges, lemons, juices and vegetables



50+ Years of operation

TURKEY

Operates a **fruit packing plant** specialized in the processing of **cherries** and **pomegranates**



The core products are **cherries, apples** and **pomegranates**



350+ Employees

OVERVIEW OF THE GROUP DIVISIONS

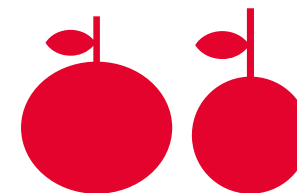
INDIA

- Mumbai



Unifrutti serves the Indian market with its two commercial companies, **DIRECT FRUIT** (based Mumbai, India) and **FRUITRADE** (based in Dubai, UAE)

The core products for the Indian market are **apples and oranges**



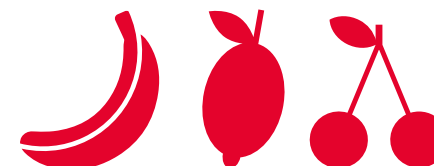
CHINA

- Shanghai



In China, Unifrutti is present with commercial offices in **Shanghai**

The core products are **bananas, citrus and cherries**



MIDDLE EAST

- Dubai



The Group supervises the commercial operations with a coordination office in **Dubai** and through joint ventures with local market players in the **Emirates, Saudi Arabia** and **Bahrain**

The core products in these markets are apples, bananas and citrus



Total volumes sold
48.2 ktons

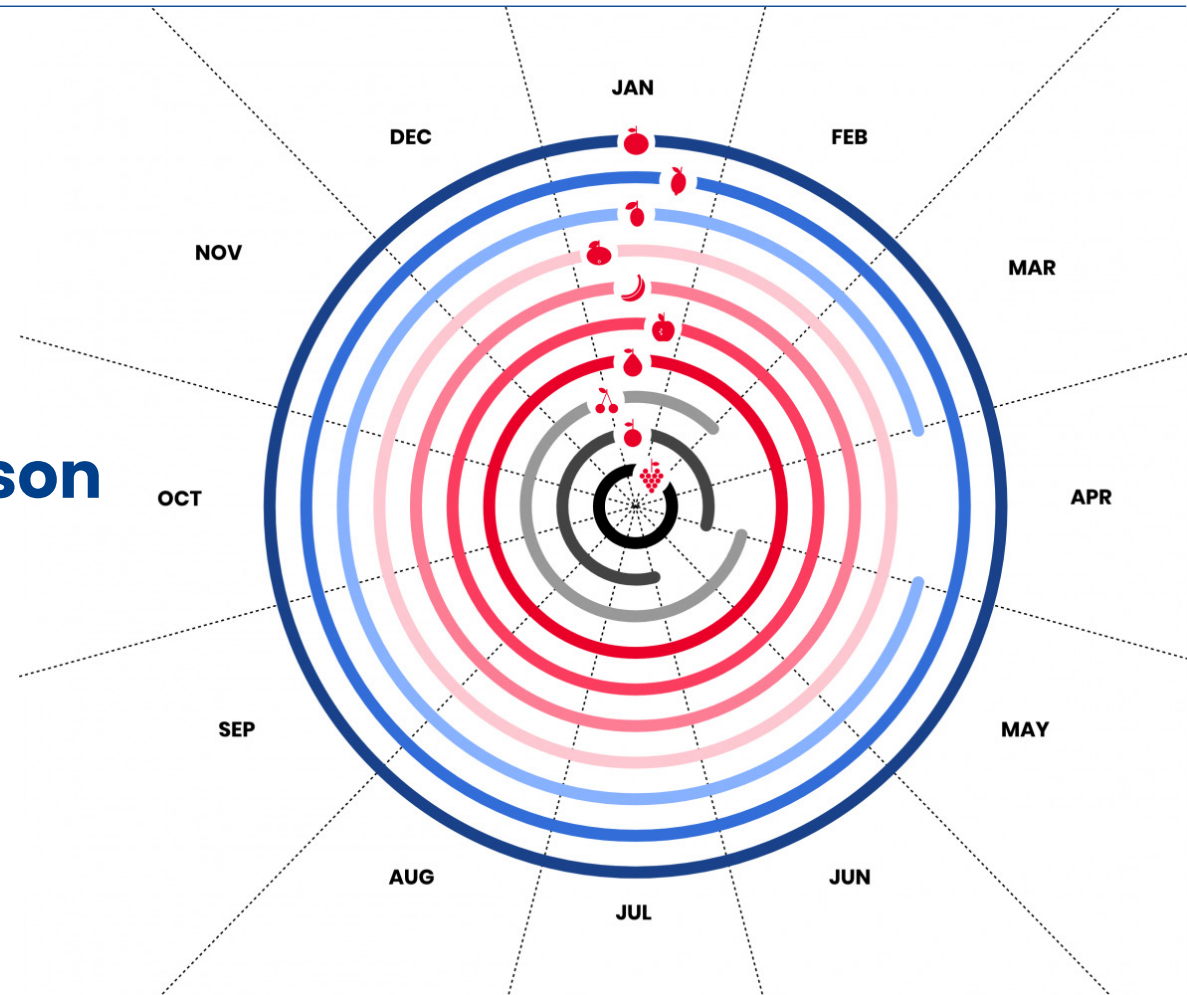
Total volumes sold: **48.2 ktons**

4.2 OUR PRODUCTS

YEAR-ROUND AVAILABILITY

Unifrutti's global, inclusive and integrated business model guarantees total continuity throughout the year for a wide variety of products. With a well-planned seasonal production worldwide, characterized by variety, quality and flexibility, Unifrutti caters to the needs of diverse markets.

It's always fruit season



4.3 GLOBAL OPERATIONS AND VALUE CHAIN

COMPETITIVE ADVANTAGE ACROSS THE VALUE CHAIN

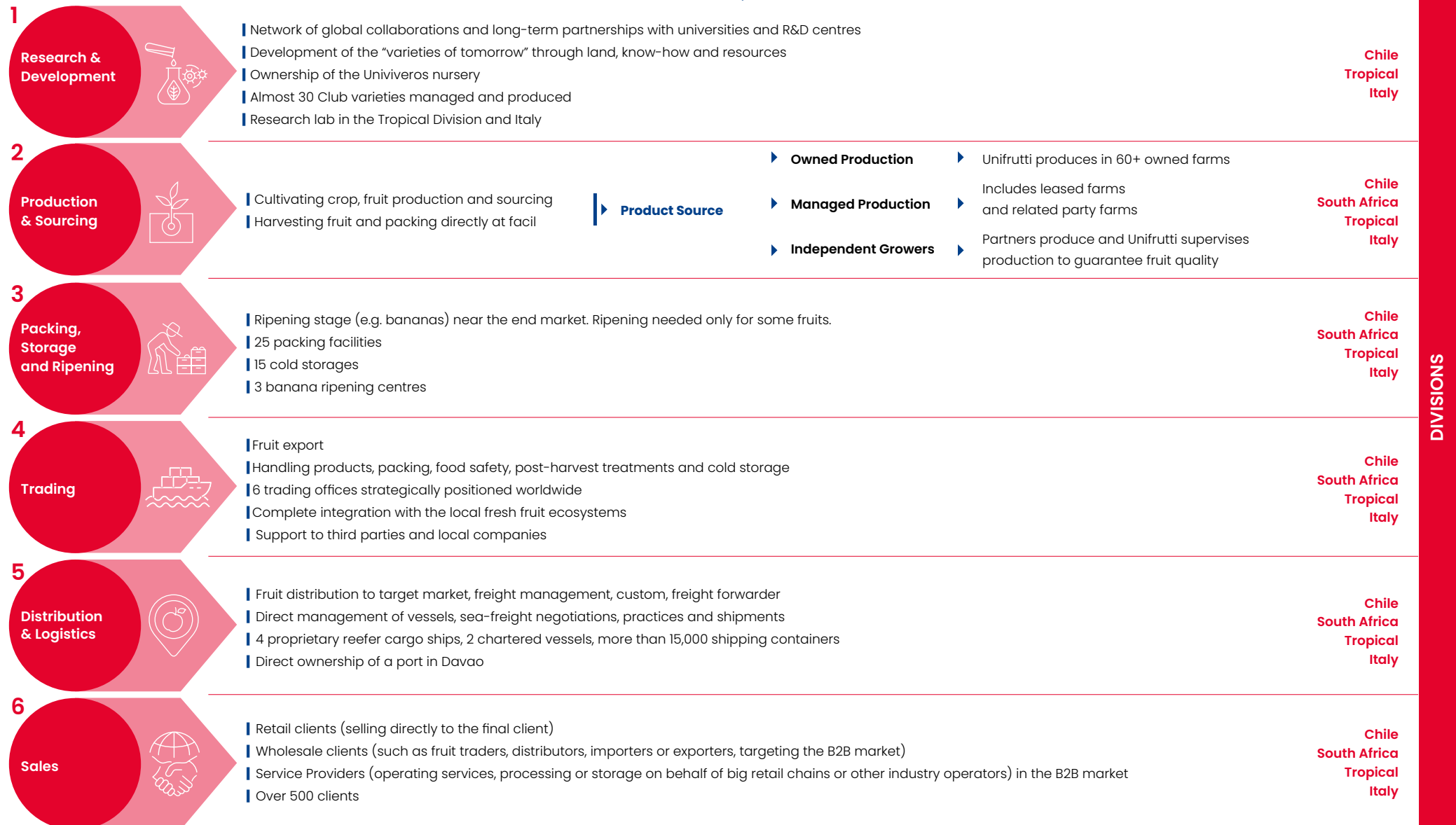
The Unifrutti's business model is unique and stands out for its complete and full integration along the entire value chain: from research and development to production, from packaging and processing to logistics and distribution. markets.

**Aggregator
at each level
of the value chain.**



VALUE CHAIN STAGES

WHAT WE DO



5 Our Sustainability Strategy and Vision

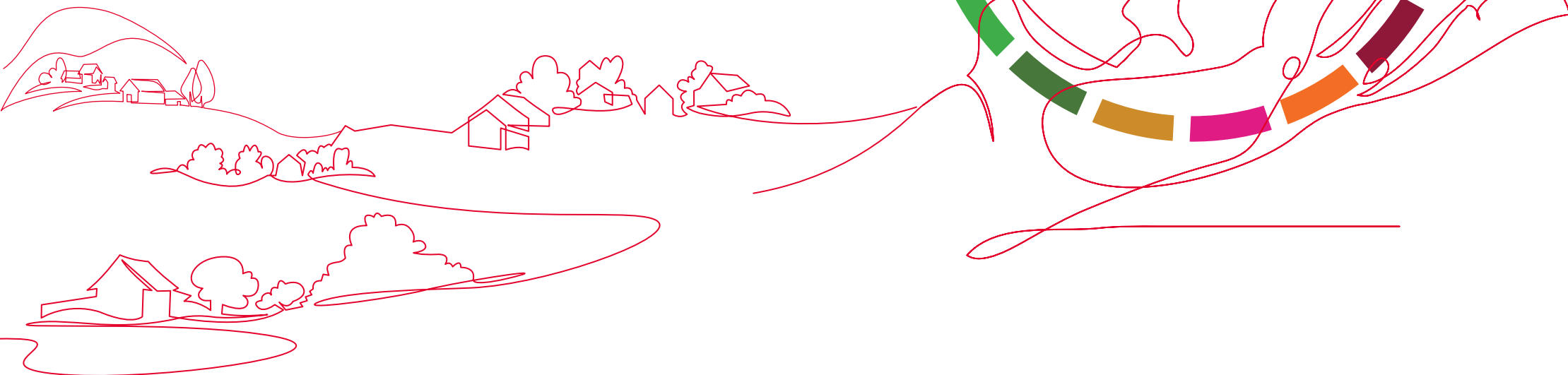
HARVESTING
FOR A BETTER
PLANET

5 OUR SUSTAINABILITY STRATEGY AND VISION

At the global level, agriculture is faced with technological advancements, shifts in consumption patterns, globalization, social and environmental movements. Sustainable agriculture is fundamental to food security and poverty alleviation in the counties we are present and beyond. To successfully engage with stakeholders and become pioneers in our field, we have built strong and resilient corporate structures, placing sustainability at the heart of what we do.

5.1 Our Sustainability Approach: An Integrated and Holistic ESG Framework

In 2020, at a group level, Unifrutti embarked on a more formal and integrated journey towards Sustainability. With the goal to “infuse Sustainability in everything we do at Unifrutti”, the Group formally introduced its intentions to formalise further its approach and achieve strong “**Environmental, Social and Governance (ESG)**” performance that has a real impact on our stakeholders and drives real value.”



5.2 The 17 Sustainable Development Goals (SDGs) in our Strategy

Although stewardship of the environment and of our resources, poverty alleviation as well as promotion of inclusive economic growth in the communities in which we operate, has always been at the heart of the organisation and the core of our operations, the SDGs have enabled us to join a global movement of positive impact. In 2020, we also started to identify the SDGs relevant to our operations, to our vision for the future and for our organisational culture. We mapped the SDGs to our current activities at the Group and Divisional levels, to the risks from our operations to the SDGs and to the opportunities arising from our operations that can contribute to the success of the SDG implementation. We present the **13 SDGs that we have Identified as relevant to our work and strategic goals.**



CASE STUDY

STRATEGY FOR THE SDGs IN THE PHILIPPINES

In the Philippine banana industry, Unifrutti is the first company to include a clear reference to the SDGs in its **Corporate Social Responsibility (CSR)** strategy, involving the entire **Philippine Operation**. An **SDG mapping** exercise was conducted in 2019 and was designed by the **Erasmus University Rotterdam in collaboration with EMIT C4C** (Escaping the Middle-Income Trap). The survey added input to our strategy which is structured around four pillars according to four SDGs: **Hunger Eradication, Opportunity Creation, Poverty Alleviation, and Ecological Conservation under the name "HOPE"**.



CASE STUDY

THE TROPICAL DIVISION INTRODUCES A SUSTAINABILITY CODE FRAMEWORK

The introduction of a **Sustainable Code** by the **Tropical Division** in the **Philippines** aims improving the maturity and sustainability of the management system. It includes a four-stage improvement action mechanism that supports the management team in identifying gaps as regards sustainability performance and implementing corrective actions. It includes **122 requirements**.

Elements of management system

1

TOP MANAGEMENT COMMITMENT

- Management System Direction
- Documentation and Recording System

2

PROGRAM SUSTAINABILITY

- Conservation and protection
- Workers' Welfare
- Food Safety Management System
- Integrated Management
- Community Relations
- Corporate Social Responsibility

3

CHECK AND BALANCE

- Audit Objectivities and Program
- Audit Responsibility and Resources
- Audit Implementation
- Audit Program Evaluation

4

FARM IMPLEMENTATION

- Implementation Assesment
- Corrective Action

Our 5Ps, **PLANET, PEOPLE, PROSPERITY, PEACE** and **PARTNERSHIP**, focus on the Group being a good steward of the environment and the people. Our sense of achievement does not emerge from our accomplishments hanging on the wall, but from how our workers, stakeholders, and the government become living witnesses of our efforts.

The convergence of 5Ps is something that makes Unifrutti's operations distinctive. When all P's are united, they interact and have a synergistic effect and the end result is evidenced by the testimonies of our employees and the society surrounding our operations, and by the protected beauty of the environment where it operates.

*Extract from the CORPORATE SOCIAL RESPONSIBILITY & SUSTAINABILITY
REPORT of Unifrutti Tropical Philippines*



5.3 Our Stakeholders

As a Group, we have a wide range of different stakeholders with whom we closely work to create shared value for all. We actively engage with all of them to understand their key concerns, issues and interests and be able to better respond to their changing needs and expectations. The stakeholder groups we have identified as part of a Group-wide process are the following:

STAKEHOLDER GROUPS

1. Clients
2. Suppliers
3. Authorities
4. Supranational Institutions
5. Certification Bodies
6. Landowners & Producers & Growers & Cooperatives
7. Media
8. Consumer
9. Opinion Leaders
10. Joint Ventures and Strategic Partners
11. Industry Peers
12. Competitors
13. Shareholders
14. Investors
15. Financial Institutions
16. Foundations
17. Local Communities
18. Society
19. Logistic and Transportation
20. Employees
21. NGOs
22. Trade Unions
23. Learning Institutions/Research Institutions/
Academic Community



There is a variety of issues related to every stakeholder group, yet the focus is to establish relationships of trust, mutual collaboration and appropriate participation in order to effectively and efficiently respond to their expectations and needs, while achieving our long-term strategy.

CASE STUDY

GOOD PRACTICE GUIDE FOR THE SUSTAINABILITY OF THE CHILEAN FRUIT INDUSTRY

The guide, developed by our Division in Chile, discusses sustainability as an emerging worldwide requirement which provides immediate benefits both for agricultural management and for the communities alike. Its objective is to facilitate the implementation of the main sustainability requirements, to allow partners and other stakeholders to identify the basic measures necessary for proper implementation, in line with the requirements currently defined by most retailers.

Our aim is to continue creating shared and real value for our stakeholders through a strategy that is authentic, transparent, visible and delivers tangible impact.



ENVIRONMENT

Climate Impacts
Management

Energy Efficiency

Soil Stewardship

Biodiversity

Water Stewardship

Waste Management
and Fruit Loss

Sustainable Packaging

Transportation
and Distribution

Technology and Innovation



SOCIETY



Human Rights

Support Local
Communities

Employee Development

Occupational Health
and SafetyEngaging with External
Growers and FarmersRespect
of Local Cultures

GOVERNANCE

Corporate
GovernanceRegulatory
ComplianceEconomic
SustainabilityIndustry Standards
and Certifications

Risk Management

Responsible
and Sustainable
Supply Chain

FRUIT QUALITY



Safe and Nutritious Food

Product Labeling

Responsible Sourcing

Pest Management

Research and Development

Customer Satisfaction

Responsible Information
and Marketing

Fruit Compliance



5.4 Sustainability Value Drivers

Unifrutti operates in a global, complex and unpredictable business environment. Identifying where to focus our sustainability efforts is the starting point of our journey towards creating positive impact.

Our process to solidify the focus areas of our strategy is still ongoing, however, we have conducted a group-wide materiality assessment to enable us to identify those sustainability topics that are a priority for our business, our operations and our stakeholders. This process is expected to be completed in 2021.



FUTURE FOCUS

Across the Group, we recognize the importance of embedding sustainability across our operations. Our aim is to continue creating shared and real value for our stakeholders through a strategy that is authentic, transparent, visible and delivers tangible impact. Going forward, we will intensify our engagement with our stakeholders and perform materiality analysis at key geographical locations to better capture local stakeholders' requirements and cultural diversity. We plan to develop an umbrella Group sustainability policy that integrates and unifies our sustainability approach under a single vision. As we further leverage our sustainability governance framework, linked to SDGs, we aim to continue turning ESG challenges into opportunities, and driving change, innovation and performance while minimising our global impact.

6 Sound Governance and Culture



VALUE DRIVERS

- › Corporate Governance
- › Regulatory Compliance
- › Risk Management
- › Economic Sustainability
- › Industry Standards and Certifications
- › Responsible and Sustainable Supply Chain



6.1 GOVERNANCE, ETHICS AND PERFORMANCE

OUR APPROACH

Due to the nature of its multi-faceted operations, the Unifrutti Group is exposed to risks, challenges and market forces stemming from diverse sources across many geographical areas and markets and throughout the entire supply chain. Hence, strong and sound governance is deemed vital to our operation. We continuously seek to strengthen our governance through clear organizational structures, clear policies and procedures as well as codes of conduct that reflect our business values. As a world leader in the production, marketing and distribution of fresh fruit, we commit to the highest ethical conduct throughout our value chain. Our values and ethics guide the long and trusting relationships we have built with major national and international brands and define who we are and how we do business.

6.1.1. Ethical Culture and Approach to Business

OUR MISSION

Unifrutti embodies a long-standing passion to provide the best quality fresh fruit through our extensive global network, efficient agricultural and business practices, adding to the value chain and to our stakeholders' quality of life.

OUR VISION

Unifrutti takes pride in being the global reference for fruit culture and product excellence; recognised for improving stakeholder wellbeing, in harmony with restoring and protecting the environment.

OUR VALUES

- Adhering to the highest ethical conduct in all business dealings, treatment of employees, social and environmental policies
- Commitment to continued excellence aimed at creating superior stakeholder value through transparency, efficiency, sustainability, and human resource development
- An organisation united as one family based on truthfulness, trustworthiness, discipline, respect and perseverance
- Deliver health and wellbeing to a broad customer base through extensive market knowledge coupled with technology, research, and innovative practices
- Nurturing aspirations and improving quality of life of local communities by imparting knowledge, experience,

and education in agriculture, while enhancing the sustainability of the surrounding environment

- Preservation and restoration of the environment by implementing reforestation and other efficiency measures in order to maintain ideal micro-climates conducive to sustainable agricultural production

OUR CODE OF CONDUCT

Unifrutti is dedicated to being a responsible corporate citizen and go beyond the basic compliance to the legislation in place. Our Code of Conduct represents our long-standing commitment to ensure that our values are disseminated and upheld to the highest degree within the Group and it is applicable to all employees across the Divisions and subsidiaries of the Group, regardless of ranking and/or location.

COMMITMENT TO ETHICAL CONDUCT		BUSINESS RESOURCES
COMPLIANCE WITH THE LAW		SUPPLIERS AND BUSINESS PARTNERS
EQUAL OPPORTUNITIES		ANTI-COMPETITION BUSINESS PRACTICES & COMPLIANCE WITH INTERNATIONAL TRADE LAWS
DISCRIMINATION & HARASSMENT		BRIBERY, GIFTS AND HOSPITALITY
HEALTH AND SAFETY		FRAUD AND THEFT
PRIVACY AND CONFIDENTIALITY – EMPLOYEES' PERSONAL DATA		ADHERENCE TO QUALITY AND PRODUCT SAFETY STANDARDS
CONFLICTS OF INTEREST		PROMOTIONAL ACTIVITIES
COMPANY BOOKS AND RECORDS		CORPORATE RESPONSIBILITY

6.1.2 Confidential Reporting Processes

Unifrutti encourages a culture of ethics and accountability throughout the Group. Group employees and other key stakeholders should freely report any violations or suspected violations of any of the Group's regulations, or any incident related to misconduct, fraud, or an illegal act. Employees are fully encouraged to voice these concerns also through the whistleblowing reporting channels and without fear of repercussions.

Established 'confidential reporting processes' exist across many divisions aiming to provide alternate channels for reporting suspicions or incidents that are against UG principles, values and procedures.

- **Through its "Values Reconciliation Movement"** and the "Values Council", the Tropical Division, representatives are appointed to act as channels for concerns raised relating to values, work, and other related concerns.
- **In Chile**, the "Unifrutti Whistle-blower Channel" which is available to all employees, contractors, suppliers and clients and the investigation process is led by the Head of Ethics Supervision.
- **In South Africa**, a whistleblowing procedure has been implemented since 2019.
- **In the Italian Division**, a process relating to all employees at any levels, ethical management is communicated to all employees specifying the process of anonymously recording in a specific form any complaints and reports as regards ethical, social and safety aspects. Boxes for collecting such forms are available at all factory locations.

To further cultivate a whistleblowing culture, an umbrella whistleblowing policy has been drafted and will be gradually implemented in order to further leverage and embrace accountability as well as in response to the new coming EU Whistleblowing directive.

6.1.3 Compliance with the Law

There is a wide range of laws and regulations with which we need to comply, focusing on employment, environmental issues, health and safety, food safety, international trade, bribery and corruption, anti-competitive, taxation. At Unifrutti, we have zero tolerance towards any illegal activity conducted against our business values and ethics.



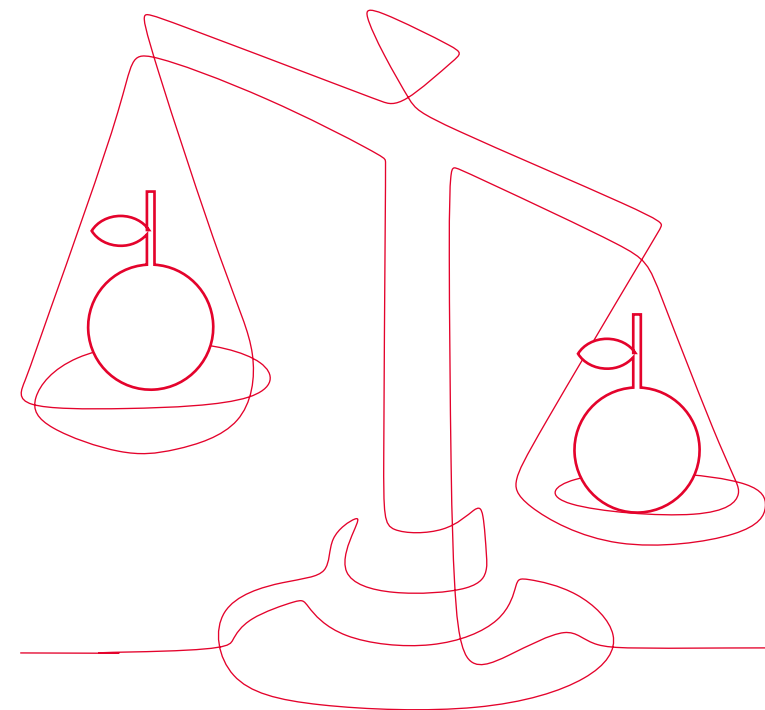
CASE STUDY

SOUTH AFRICA

In South Africa, the Division has submitted Carbon tax returns, as per the 2019 Carbon Tax Act. At the same time, as an active member of the Agricultural Business Chamber of South Africa (AGBIZ), it strongly advocates a favourable and compliant agribusiness environment to ensure that agribusiness continues to thrive and expand, supporting the country's economic development and transformation.

The entities within the scope of the present report, have had no non-compliance incidents of product and service information and labelling for 2020, as the Divisions

conform to the requirements and regulations in all the markets where they operate, and permanently monitor the regulators to anticipate any changes. As such, there have been no incidents of non-compliance with applicable laws and regulations relating to topics of health and safety, impact of products and services, the application of environmental laws and regulations and the rights of indigenous people as well as regarding marketing communications, advertising, promotion, and sponsorship of our products and services.





GLOBALG.A.P.

CHILE,
SOUTH AFRICA,
THE PHILIPPINES,
TURKEY, ITALYGFSI
(Global Food Safety
Initiative)

CHILE



PPECB

SOUTH AFRICA



Bio certification

ITALY

BRC Global Standard
(BRCGS)SOUTH AFRICA,
TURKEY
CHILE, ITALYIntegrated
Production
Certification

ITALY

The Sustainability
Initiative of South Africa
(SIZA)

SOUTH AFRICA

Japanese
Agricultural
Standard

ITALY



Rainforest Alliance

THE PHILIPPINES



Tesco Certification

CHILE,
ITALY,
SOUTH AFRICAISO 14001:2015
Environmental
management systems

THE PHILIPPINES

Spring GlobalG.A.P.
Add-on

ITALY

GlobalG.A.P. Risk
Assessment on Social
Practice (GRASP)

TURKEY, ITALY

McDonald's
Supplier Workplace
Accountability

ITALY



IFS Food

ITALY, CHILE



McDonald's SQMS

ITALY

SMETA
Sedex Members
Ethical Trade Audit

CHILE, TURKEY, ITALY

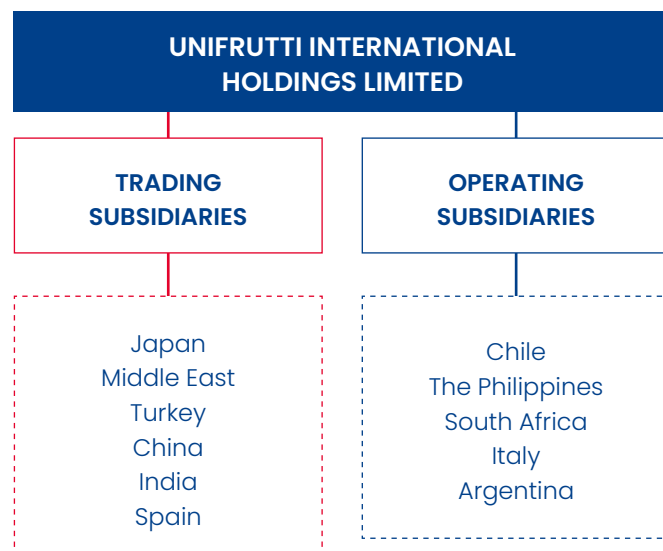
Red Orange
of Sicily PGI

ITALY

6.1.4 Global Standards, Initiatives, and Certifications

Our aim is to adhere to the highest quality and product safety standards, meeting and exceeding our clients' expectations. To accomplish this, we are always in compliance with the relevant regulations, certifications and other voluntary codes in all jurisdictions in which we operate and we adhere to the highest global voluntary standards. We have processes and controls in place throughout the whole supply chain, under the auspices of our quality control and operational managers, in order to ensure ongoing compliance.

6.1.5 Robust Corporate Governance



ORGANIZATIONAL STRUCTURE

The Group embarked on an internal reorganization to simplify its organizational structure and ensure better management of human capital and operations. The Board of Directors is entrusted with assessing the overall direction and strategy of the Group with the responsibility to direct and coordinate the Group's business so as to support the Group towards meeting its targets and materializing its vision.

The Board is also responsible for supporting the CEO in its role and abide by the official Corporate Governance Rules that have been set, concerning the Group's corporate governance, by the way it is managed, supervised and controlled, by the powers and functions of its governing bodies and by the relationships with the other companies of which the Unifrutti Group is comprised.

CORPORATE GOVERNANCE ACHIEVEMENTS

Group simplification and reduction of group companies by 30%

Turnaround change of the entire first reporting line

Increase in the number of Board Members

Board and New Management Committees

Leveraged Management reporting
(from quarterly to monthly)

Representation of independent members

Restructuring of key divisions



As a result of this restructuring, three committees have been established, in February 2021, namely the:

- **Exit Strategy Committee**
- **Remuneration Committee**
- **Risk Management & Audit Committee**

All three committees were officially formed and operate according to Terms of Reference that designate their role and purpose.

Board of Directors by Gender and Age

50+ : 1 woman

30-50 : 4 men

50+ : 4 men

BOARD OF DIRECTORS

Simon Bruce Bevan

Non-Executive Director

*appointed as a Director on January, 8
and as a Chairman on February 10, 2021.*

Marco Venturelli

Executive Director

Carl Gustav Ekman

Executive Director

resigned on October 22, 2020

Andres Camilo Venegas

Non-Executive Director

Roberto Rizzi

Non-Executive Director

German Illanes Pizarro

Executive Director

Gianpaolo Neri

Independent, Non-Executive Director

resigned on January 8, 2021

Karen Virginia Edwards

Independent, Non-Executive Director

appointed on September 8, 2020

Mauro Benda

Executive Director / CFO

appointed on October 22, 2020

Nicola Falcinelli

Non-Executive Director

appointed on October 22, 2020

Ernesto Albanese

Non Executive Director

appointed on December 11, 2020

EXIT STRATEGY COMMITTEE

Marco Venturelli - Italy

Roberto Rizzi - Chairman of the Committee - Italy

Andres Camilo Venegas - Canada

Nicola Falcinelli - Italy

RENUMERATION COMMITTEE

Karen Virginia Edwards Chairwoman of the Committee -
United States Of America

Ernesto Albanese - Italy

Simon Bruce Bevan - United Kingdom

RISK MANAGEMENT & AUDIT COMMITTEE

Simon Bruce Bevan Chairman of the Committee -
United Kingdom

Karen Virginia Edwards - United States Of America

Ernesto Albanese - Italy

Roberto Rizzi - Italy

The Members of the Audit Committee as at 31/12/2020 were Gianpaolo Neri as the Chairman of the Audit Committee and Roberto Rizzi and Andres Camilo Venegas.

6.1.6 Risk Management

In the agricultural sector and in fresh fruit production, critical events and scenarios are often not adequately predictable; these may include climate change emergencies, unexpected crop diseases, political and economic events or unforeseen price and cost fluctuations, along with unforeseen supply chain disruptions. The Group needs to properly identify, measure, and manage their impact in order to achieve its financial and non-financial objectives.

Risk management is seen as a value adding strategic process that leads to the creation and protection of value.



Risk management is an integral part of the Group's corporate governance model and is integrated into key Business processes as a value-adding strategic process that leads to the creation and protection of value, improves performance, drives change, mitigates risks, encourages innovation, and supports the achievement of our strategic objectives.

Responsibility for the identification, assessment, management and reporting of risks lies with the operational business units in the Divisions across various geographical locations and enabling functions under both the Group and local Management jurisdiction.

As part of the risk management process, environmental and social risks are regularly adequately assessed. These include environmental and market risks, labor and working conditions, community, health and safety and information security risks, operational risks among others. A common assessment methodology is applied for all risks based on likelihood and impact, while risk mapping workshops are planned and performed to better identify, measure, and manage all material current and potential risks and business challenges and drive remedial actions and required change.

6.1.7 2020 Financial Performance Highlights

In 2020, the Unifrutti Group attained unprecedented results with significant growth of volumes and profitability. Revenues equal to US\$709 million (proforma), displaying an increase of 5% compared to the 2019 net revenues of US\$676 million.

The total assets of the Group stand at US\$981.8 million, with the greatest contribution coming from the new acquisition of the Oranfrizer group, a leading Italian company in the production of blood oranges, which generated revenues in the FY 2020 of a total of US\$63 million and an EBITDA equal to US\$5.3 million.

Unifrutti also acquired Dimifruit in Spain adding 80 hectares to its operations in Almeria. Through these acquisitions, Unifrutti has been solidifying its strategy of global development, and guaranteeing greater security in the supply of products to meet the future growth in demand.

US\$1.5 MILLION Government Grants Received across the Group (Proforma)

The Group is committed to responsibly managing the impact of its operations, and seeks to create bonds

of trust, transparency, and collaboration with the communities in which it operates.

To this end, we have not identified up until now activities that generate any significant negative impact on local communities.

6.1.8 Recognitions

GOING AGAINST THE GRAIN: THE UNIFRUTTI TRANSFORMATIONAL BUSINESS PARTNERSHIP MODEL

In 2020, the University of the Philippines Center for Integrative and Development Studies (UP-CIDS), published a **Public Policy document** titled "**Going Against the Grain: The Unifrutti Transformational Business Partnership Model**" in its Public Policy Monograph Series: A Quarterly Publication of University of the Philippines, Diliman, Quezon City, The renowned Rotterdam School of Management (Erasmus University) included this public policy document which had already been nominated to be part of the Best Business Cases Competition of the European Management Schools for their management courses during 2020-2021.

The value of the Unifrutti story lies in the way they have lifted the lives of hundreds of their workers and the many thousands of farmers they have called their brothers and sisters. It is certainly not a fairy-tale story, as Unifrutti faced and continues to face countless of difficult and painful dilemmas in the race to stay afloat in these hard times.

But it is certainly a story worth telling, just like a lamp that is not lighted only to be put under a basket but set in a stand where it gives light to everyone.

Extract from the Unifrutti policy document



FUTURE FOCUS

We aim to constantly improve our Corporate Governance model and continue to pro-actively manage the existing and emerging challenges of our industry around Governance and Sustainable Development. With this in mind, we have been focusing on developing a more integrated and homogeneous risk management framework that enables managing our challenges and risks as a value adding strategic process, while utilising established risk management methodologies and frameworks. For example, setting up a Group Head sustainability office led by the Chief Risk,

Compliance and Sustainability Officer is among our imminent goals. In addition, we have embarked on reviewing, updating, and/or developing new Group compliance and related policies to be gradually deployed across Divisions. To further integrate sustainability and risk in our culture and operations, we are setting up a network of Local Compliance, Risk and Sustainability Officers across key geographical locations who will support their divisions in managing compliance, risk and sustainability matters.



6.2 RESPONSIBLE SUPPLY CHAIN

OUR APPROACH

As a global group Unifrutti aims to instil responsibility along its value chain with the view to creating value for clients and ensuring product excellence. Thanks to the verticalization of the value chain, the global scale of operations and its widespread territorial presence, Unifrutti has a complete, integrated, and customised range of operations, capable of providing clients through a one-stop platform. The production aggregation and service provision offered by Unifrutti enhances local communities and partnerships and allows for the cultivation of bilateral and long-term relationships with all stakeholders in the fruit and vegetable business, aimed at common growth and maximizing product quality. The Group is, thus, able to increase the strategic diversification of its range of activities, whilst maintaining its streamlined, flexible and decentralized structure, capable of adapting quickly to changes in demand in individual markets. At Unifrutti, we make sure to select and retain the right suppliers, in accordance with our Code of Conduct.

6.2.1 Supply Chain Responsibility

In South Africa, we have developed a code of conduct for suppliers which mainly consist of Citrus and Table Grape Producers.

In Italy, it is mandatory for our suppliers to comply with the SA8000 standard criteria.

In Chile, every new supplier must adhere to the Ethics Policy, which sets out basic guidelines they must follow in their operations in compliance with the current environmental legislation and regulations.

6.2.2 Memberships

Memberships in Associations

Division	Associations
SOUTH AFRICA	<ul style="list-style-type: none"> - Citrus Growers Association (CGA) - Citrus Research International (CRI) - Agricultural Business Chamber of South Africa (AgbizSA)
TURKEY	<ul style="list-style-type: none"> - Mersin Chamber of Commerce and Industry - Mediterranean Exporters' Association (Akib)
TROPICAL	<ul style="list-style-type: none"> - Pilipino Banana Growers & Exporters Association, Inc. (PBGEA) - Philippine Business for Social Progress (PBSP) - Japan Banana Importers Association
CHILE	<ul style="list-style-type: none"> - Association of Chilean Exporters (ASOEX) - Foundation for Fruit Development
ITALY	<ul style="list-style-type: none"> - Confcommercio (Traders association) - Confindustria (National employers association)

FUTURE FOCUS

We constantly aim at continuing to apply clear, sustainability-oriented criteria and standards across our supply chain. We continue to focus on robust long-term bilateral relationships with external farmers and fresh fruit producers of all sizes, also assisting them in expanding their business and leveraging their products and services. As we plan to introduce revised procurement policies and procedures, and related risk management systems across our supply chain, we aim at mitigating sustainability-related risks, at increasing awareness among our key external farmers on sustainability issues and at establishing a robust culture of accountability for their products and services. As an example, in South Africa, the goal that we have set for all our suppliers is for them to achieve the SIZA certification the Sustainability Initiative of South Africa, which provides the agriculture industry with an ethical standard that supports ethical, environmental sustainable trade.

7 Our Environmental Responsibility



WHAT WE ACTIVELY DO FOR THE PLANET

VALUE DRIVERS

- › Technology and Innovation
- › Biodiversity
- › Energy Efficiency
- › Soil Stewardship
- › Waste Management and Food Loss
- › Sustainable Packaging
- › Climate Change
- › Water Stewardship
- › Transportation and Distribution



7.1 CLIMATE ACTION

OUR APPROACH

At Unifrutti, we are aware of the environmental impacts of our operations, and thus we are committed to constantly measuring, managing and improving our performance. We are proud of what we have achieved so far, whilst continuing to promote robust system processes and frameworks that showcase our environmental performance and the high quality of our products. Additionally, we continuously improve our internal mechanisms in order to ensure that the quality of the collected environmental data is meaningful, valuable, and accurate.

7.1.1 Climate Risks

As a Group, we take climate change seriously. Not only do agriculture and farming have a considerable impact on the planet, but also climate change has an impact on agriculture as manifested in extreme weather conditions, the shortening of farming periods and the destruction of crops that have created immense challenges to business. That said, we have been observing the effects of climate change across all our divisions.

From wind, thunderstorms, and hail incidents in South Africa, rain season shifts in Turkey, to floods and temperature changes in Chile, climate change is certainly here to stay.

As we recognise the risks involved, we also see the immense opportunities arising for a future business transformation. Aiming at integrating sustainability into our business model, we have adopted environmental policies and procedures throughout our jurisdictions and across geographies and have invested in the development of new fruit varieties that have lower water requirements. In the Philippines, the company responds to the global issues emerging from climate change and the threat of water shortage by collaborating with secondary stakeholders through the “Adopt-A-Riverbank” Program. The planted trees through this action are expected to annually sequester tons of CO2 in the atmosphere and hold about millions of gallons water per year. To date, a total of 12,320 native trees have been planted at Unifrutti’s adopted riverbanks. To combat some of the fiercest impacts of climate change, Unifrutti has adopted and implements some measures at the division level.

Indicative examples include:

In South Africa, we are in the process of covering the table grapes and citrus with nets to increase the production and quality of the crop, as it helps reduce extreme weather conditions. We are continuously updating our irrigation procedures so as to use and reuse water in the most efficient way.

In Chile, we have an estimated future savings amounting to US\$1,192,000 generated over a period of 3 years from actions taken regarding climate change. Divisions within the Group have been measuring carbon emissions.

GHG Emissions	2020 (tCO2e)	
	Chile*	The Philippines**
Scope 1	898.71	8,298.1
Scope 2	18,920.09	339.81

* Gases included: Carbon dioxide (CO2) / **Gases included: 1. Carbon dioxide (CO2), / 2. Methane (CH4) / 3. Nitrous Oxide (N2O). The Emission Factors (EF) and the Global Warming Potential (GWP) used are derived from the 2006 Intergovernmental Panel on Climate Change. According to the GHG Protocol Corporate Standard: Scope 1 emissions are direct emissions from owned or controlled sources. Scope 2 emissions are indirect emissions from the generation of purchased energy.





IDENTIFIED RISKS DUE TO CLIMATE CHANGE

- Increased frequency and intensity of extreme weather phenomena
- Increase in temperature
- Decrease in precipitation and increase in its variability
- Increased government regulations regarding the use of natural resources
- Increased energy prices
- Regulatory risks including water extraction rights, carbon emission reporting
- Regulations imposing emission levies or imposing emission reductions
- Transportation disruptions
- Water management and resource management issues
- Fertility, soil and diseases issues



IMPACT ON OUR BUSINESS

- Water scarcity issues affecting the water supply required in production processes
- Decline in quantity and quality of fruit produced and purchased
- Increase in diseases and pests
- Increased frequency and intensity of forest fires
- Increased taxes
- Trade barriers and/or restrictions on marketing and availability
- Damage to company's reputation
- Increased production costs
- Damage to facilities and buildings due to by weather events
- Operations and supply chains halted, greatly impacting company's operations, sales and distribution due to extreme weather events
- Decline in productivity, health risks due to prolonged extremely high temperatures
- Rise in electricity costs and stricter carbon emissions regulations and taxations

METHODS FOR CLIMATE CHANGE ADAPTION AND MITIGATION



- Development of mitigation procedures for extreme weather events (frost, hail, extreme rainfall, etc.)
- Flexibility and diversification of production (regions and productive origins)
- Innovation and research on new products
- Projects on climate change adaptation, and development of systems for monitoring and reporting carbon emissions
- Formulate business continuity plans (BCPs) and create risk assessment framework for identifying, assessing, monitoring and managing business and compliance risks
- Monitoring and managing environmental and social compliance
- Implement strategy to reduce water use and improve water efficiency and establish alternative irrigation sources
- Improve energy efficiency in all facilities
- Technology to improve weather forecasting and warning capabilities
- Invest in renewable energy and transition to alternative energy sources

7.1.2 Energy Management and Renewable Energy

Unifrutti is committed to reducing energy consumption by taking clear steps towards monitoring, managing, and controlling energy consumption. We are turning to renewable energy sources to improve energy efficiency across our operations and to ensure a gradual transition to a low carbon economy.

In Italy, we have replaced old technology fluorescent tubes with led tubes and installed new and energy efficient cooling machines.

At the tropical division level, since 2018, we have been implementing energy efficiency and conservation measures and guidelines such as the optimization of air-conditioning units of the offices, activation of computer sleep-mode and a lights-off policy during lunch break. In addition, we have ventured into renewable energy. Our building integrated photovoltaics solar panels will power our farms' vital facilities such as our irrigation and packing plants, the major users of energy, and are expected to be installed and be operational in 2021. We are also phasing-out forklifts and switch to electric-powered ones. Regular preventive maintenance services are also implemented to all combustion/emission sources and equipment to ensure that they are in good shape and harmful emissions are controlled.

In South Africa, Matroozefontein has installed solar panels on the roof of a new packing house generating up to 200kW, thus reducing electricity costs by 33% while saving US\$2,000 in energy costs through the use of the solar panel system. We are currently in the process of installing solar panels in other facilities and we will start measuring the carbon footprint of our owned sites in January 2022.

South Africa, Matroozefontein Solar panels installed at the roof of the new packing house

Generates up to **200kW**

Electricity costs reduced by **33%**.

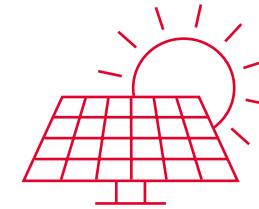
US\$2,000 saved using our solar panel system

Expanding use of solar panels to other facilities

Will start measuring the carbon footprint of our owned sites in January 2022

In **Chile**:

- 4 farms produce energy from photovoltaic panels with a capacity of 577 kWp, generating a little more than 1 GWh
- A local farm uses steam energy to heat water for pre-washing the fruit that is carried out in the ponds
- We set out to continue developing solar plants under the net billing scheme to exceed 1 mega kWp of installed capacity
- In packaging and refrigeration plants, we have improved equipment maintenance plans, combined operations, especially in tractors and trucks to reduce their use, switching to more efficient or less energy-consuming methods.



CHILE
736,641 kwh
from Solar Panels

Energy Reductions Achieved

CHILE 2019-2020



108,691 KWH
OF ELECTRICITY

**THE PHILIPPINES
2015-2017**



3,332,497.3 KWH
OF ELECTRICITY



353,539.1 LITRES
OF FUEL



Energy Consumption	2020 (kWh)					
	From Non-Renewable Sources					
	Chile	The Philippines	Japan	South Africa	Italy	Turkey
Electricity	49,348,165	16,334,846	7,075,266	1,660,993	1,411,000	358,910

Fuel Consumption from Non-Renewable Sources	2020				
	Chile	The Philippines	South Africa	Italy	Turkey
Fuel					
Diesel (litres)	2,224,400	1,129,178.40	840,785	7,900	16,923
Gasoline (litres)	-	44,339.40	-	-	-
LPG Gas (Kg)	64,652	-	-	-	-
LPG (litres)	-	-	-	11,200	-
Maritime Fuel (litres)	38,353	36,205	-	-	-
Jet Fuel (litres)	1,954,650	-	-	-	-

FUTURE FOCUS

The Group will continue to have climate risk at the forefront of its operations and global activities. Climate action has been integrated into our upcoming sustainability strategy and especially at the individual divisional level, there is a strong drive to eliminate the dependency on non-renewable energy sources, to reduce energy consumption from non-renewable sources in the premises and plants. A number of studies are in place with a goal to mapping energy demands from equipment and processes, to analysing alternative energy sources (solar or wind, geothermal, etc.), to reducing and optimising consumption. In 2021, we continue to push for further implementation of best practices in managing our emissions, including through better awareness of our consumption profile, using renewable energy and targeted initiatives to reduce consumption.



7.2 RESPECTING NATURAL ECOSYSTEMS

OUR APPROACH

The Group recognises the vital importance of protecting the natural ecosystem and enhancing biodiversity in our farms. Water consumption and water scarcity are among the biggest challenges facing the agriculture sector and therefore, we pay great attention to the use of water resources and apply efficient irrigation methods across our divisions, as per water management policies and environmental impact assessments. As with most products, fruit processing has the potential to generate waste at many stages of its life cycle. We also work to reduce the volume of materials used in this process and to reuse or recycle waste from our operations in ways that are beneficial to the business, the environment, and the local communities.

7.2.1 Environmental Conservation and Biodiversity

Realising the importance of the rich biodiversity for local communities and cultures, we closely work with organisations dedicated to environmental conservation and ecological restoration. Across divisions, we are taking measures to preserve ecosystems and protect land conservation, thus maintaining the balance in the local flora and fauna.

In Chile, we maintain an overall policy to account for the flora and fauna not only in our farms but outside the cultivation area, allowing us to implement an action plan that

includes integrated pest management practices, water sources, use of products safe for bees and wildlife, actions aimed at improving flora and fauna habitats and increasing biodiversity in the fields.

In South Africa, we work to promote ecosystems and species conservation. The Matroozefontein farm falls under the Cape Nature's Stewardship scheme.

In the Philippines, our certified farms have established a **Socio-Environmental Management System** that implements active solutions to protect, conserve and rehabilitate natural ecosystems.

The issue of Biodiversity and Land Conservation also forms part of the Tropical Division Sustainability Code. Indicatively, we:

- conduct an inventory of flora and fauna inside and in the nearby areas of the plantation.
- have established a Wildlife Protection Policy which prohibits to hunt or take wildlife in captivity.
- protect natural water channels like rivers, creeks, and all water sources by planting native and exotic species of trees adapted to the area and by allowing native vegetation to grow or natural regeneration.
- actively engage in "tree growing" project to support the National Greening Program and mitigate Greenhouse Gas (GHG) Emissions.
- we strictly implement the «No Hunting and No Cutting of Trees Policy» and strengthen the «Reforestation and Restoration Program» at our farms.





CASE STUDY:

THE UNIFRUTTI PHILIPPINES PARTNERSHIP WITH THE HINELEBAN FOUNDATION INC (HFI)

All our programs aim at protecting and reforesting the high mountain forests of Bukidnon, which serve as the watershed for the nearby and the lowland communities.

In more detail:

- The **Rain-Forestation programme** engages with indigenous communities to improve their lives and to limit their dependence on the forest, even for fuel. Through the introduction of alternative agricultural practices, indigenous people can move away from their traditional practice of slash and burn.
- The **Family Food Security Cycle (FFSC)** programme aims at helping families to attain food security through a sustainable food garden that is designed to provide a family of up to seven with nutritious crops and vegetables throughout the year.

In partnership with HFI, we have achieved the continued engagement of a total of 725 families, farming a total of over 360 hectares of food security gardens, coffee, adlai and bamboo, and we plan to have 649,828 trees planted.

The Green Project (Sustainable Disposable Income Crops)

Through this programme, a number of communities have established seedlings nurseries, arboretum and agroforestry farms not only in Bukidnon, but all throughout Mindanao to conserve of lands and forests.

Its overall impact includes:

130,000

trees planted since 2014,

246,000

fruit trees propagated, and

32,321

trees distributed to 14 regions.



7.2.2 Water Management

We recognise that in order to achieve sustainable production, we need to have a robust water stewardship, aiming especially at the most efficient use of water consumption and at avoiding contamination of surface and ground water sources. Divisions have been guided to take actions and devise action plans to reduce water losses and water consumption. This means adjusting irrigation to the actual needs of the plants, according to their development and climatic characteristics, applying technified irrigation, ensuring well maintained systems, ensure consistent and systematic measurements and monitoring.



CASE STUDY

THE CASE OF UNIFRUTTI PHILIPPINES

In the Philippines, we have managed to consume 14 times less water than our peers and operate direct initiatives to counterbalance our environmental impact.

UNIFRUTTI PHILIPPINES 2020 PERFORMANCE HIGHLIGHTS:

-97.19%

Unifrutti consumes 97.19% less water, compared to its competitors by the use of Water Treatment System (WTS).

-4,19 gallon

At a rate of 0.07 gallon of water per 1 kilo of processed banana daily, water consumed is very least as compared to conventional industry practice which is at 4.26 gal/kg daily.

WTS for water conservation has been adopted fully by owned farms and external growers. So far, no water sources are being affected by our water withdrawal nor have we received water-related complaints from stakeholders and/or surrounding community.

In Turkey and Chile, we were able to leverage technological innovations to improve our capacity while materially reducing our water consumption.

In Chile, the agricultural sector is the largest user of consumptive water (72%). The demand for water is expected to continue to grow in the future due to a rising population. Our affected water sources are equivalent to 97% of the water use and is associated with plantation irrigation, which comes from surface and groundwater sources. We have introduced technified irrigation as well as wastewater treatment systems across all our orchards to minimize our impacts. In the area of Linderos, we have using the most advanced system in this area since 2020.

Water Impacts	Water stressed areas	2020 (Megaliters)
Water Withdrawal	No	634,108.29
	YES	3,726.33
Water Discharged	NO	4,171.73
	YES	165.26

Includes data from Chile, The Philippines, South Africa, Turkey



CASE STUDY

IRRIGATION PROBES IN DUNBRODY, SOUTH AFRICA

Dunbrody has 60 irrigation probes installed in representative orchards which recording activities at 10cm intervals down to the depth of 80cm. The data is downloaded weekly onto a logger and dumped onto the irrigation utilities computer where it is displayed in graphic format showing the various levels as an indicator of the irrigation activities. Similar initiatives are deployed at our farm in Matroozefonstein.

Water Consumption Reductions Achieved

CHILE



171.99 MEGALITERS

US\$692,000 INVESTED

THE PHILIPPINES



56 MEGALITERS

US\$300,000 INVESTED

7.2.3 Integrated Waste Management

At Unifrutti, we focus on the efficient and responsible environmental management of resources, and we are committed to reducing food waste. We assess our Product Life-Cycle Assessment, conduct waste audits, and recycle as much packaging material as possible. Our aim is to prevent waste generation in our own Division activities and upstream or downstream in the value chain. Depending on the type, waste is recycled, further

processed or disposed of safely, in compliance with national regulations. All hazardous waste is managed by a certified third party for the hauling, transport, treatment and/or disposal of wastes, as per national legislation and reported by the certified recycler or Unifrutti accordingly. Non-hazardous waste include cardboard, plastic straps, corner posts, paper which are sent for recycling or sold to recycling companies.

At the Division level:

In the Philippines, we safeguard that the produce itself as well as the process followed is optimal, guaranteeing the minimum food waste. Thus,

- We ensure via policy frameworks such as the "Integrated Crop Management" and the "Plant Care to Post-Harvest" that our suppliers and contractors comply with the same high standards as us
- We ensure significant reduction of food waste through the implementation of our Integrated Waste Management Program, which includes measures for Reducing, Reusing and Recycling
- We apply a Product Life-Cycle Assessment that is quarterly reported in company's Self-Monitoring Report
- We have established an appropriate temporary storage (including Material Recovery Facility)
- We have appointed a full-time Pollution Control Officer to ensure that waste-related data is properly monitored, accounted for and reported.

A waste audit conducted internally, revealed that the offices generate up to 1,700 kilograms of mixed (unsegregated) waste per week and since then, as part of our continuous pursuit towards a "waste-free workplace", we are implementing waste segregation in all offices by providing 3-bin system for domestic waste.

In Chile, we have set up a material recycling and reuse team to raise awareness through campaigns about the use of recyclable materials. In the agricultural process:

- **Pruning residues** in terms of waste from the fields are reincorporated into the soil and used as fertiliser
- **Agrochemical containers** are managed through a system of collection and chipping by authorised managers
- The **remains of irrigation hoses** are recycled by suppliers or sold for reuse or recycling.



Waste Generated	2020 (tons)				
	Chile		The Philippines		Turkey
	Diverted from Disposal	Directed to Disposal	Diverted from Disposal	Directed to Disposal	Diverted from Disposal
Packaging Material	177.16 ¹	–	–	6 ³	4.6
Organic Waste	–	628.94 ³	–	–	–
Light Bulbs	–	–	0.01 ¹	–	–
Used Lubricants	16.72 ²	–	4.5 ¹	–	–
Plastic	3.99 ¹	–	–	10.8 ³	–
Used Car Tires	–	–	–	0.7 ³	–
Batteries	0.035 ²	–	–	–	–
Food Waste	–	385.92 ³	–	1,536.7 ³	–

¹ Recycling policy, agreement with recycling company / ² Recycling of hazardous materials / ³ Authorised Landfill

Waste Management	2020 (tons)				
	Chile		The Philippines		Turkey
	Hazardous	Non-Hazardous	Hazardous	Non-Hazardous	Non-Hazardous
Recycling	16.76	181.15	4.51	–	4.6
Landfilling	–	1,014.86	–	1,554.21	–



7.2.4 Food Waste

Across our Divisions, we have developed a policy of channelling fruits that although they meet quality criteria, they cannot be sold because of their size and shape, to secondary markets.

These are fresh products that are considered imperfect ("ugly production") and would have been destined to end up in landfills.

They are either packaged and sold on the domestic markets, in the industry for juice, donated to the community as livelihood source or given to communities and organizations we support.

In Chile, we have made significant progress by utilizing state-of-the-art technology to minimise discarded production.

According to our "Quality and Food Safety Policy" guidelines, we have managed to prevent the production of unmarketable products, and reducing waste in the process of producing, harvesting, processing and exporting of fresh fruit. In 2020, Planta Linderos in Chile donated 24.3 tonnes of coscia pear to the Municipalities of Paine and Buin instead of disposing it.

Similarly in **Turkey and South Africa**, following a policy of "zero food waste", discarded products that cannot be exported, are sold in the domestic market, donated to schools or sold in the industry for juice or animal feed.

7.2.5 Fresh Produce Packaging

Eliminating plastic waste from our environment is a complex global challenge that requires a holistic and collaborative approach across the entire plastics lifecycle. Plastic packaging may be harmful for the environment, but it also improves or maintains the condition of

packaged food and extends the shelf life of fresh produce. We are now exploring ways to collect, process, revitalise and reuse our packaging materials and at the division level, across the Group, we have witnessed inspirational cases of using and reusing packaging materials:

In Turkey, 90% of packaging materials used are from renewable sources which helped us achieve a financial saving of 70% from the reuse of the one-way plastic cases. Our investment in a punnet top sealer led to a 25% reduction in the use of PET punnets.

In South Africa, our main products go into a cooling chain with humidity requirements, therefore the main packaging material suitable is mainly virgin carton which has lifespan of one cycle, yet it is fully recyclable. We use wooden pallets that have the potential to be reused by our clients. We are currently exploring plastic free solutions for the punnets used for grapes.

In Chile, we follow the requirements of the Food Quality and Safety Protocol regarding packaging and in line with this, we have achieved simplified and less demanding packaging for some fruits like cherries, which leads to less demanding packaging and lower costs.

In Italy, we have been using paper packing material, as well as plastic and 100% recyclable wood.

In the Philippines, we are looking into measures in order to reduce the use of packing materials and some of our achievements this far include:

- Reduction of Kraft Liner Board by 11.11% per box set since mid of 2018
- Total reduction of Kraft Liner Paper material from 2019 to 2020 is at 871 tons or about 14,814 mature trees financial savings from Corner posts reuse resulted in US\$184,000 for 2020
- Savings from reusing the Bud Bag material 6: 83% and

from hand tubes material 4 times: 75% savings

- Maximum use of the packaging components: i.e., corner posts, plastic crates and pallets are reused an average of 2 to 3 cycles or until declared unusable
- Use of 83.6% renewable packaging materials (wood, cardboard/paper, metal)
- A small percentage of pallets are recovered, washed, sanitised and incorporated back into the packaging cycle up to an estimated total of 30 times
- Reusable harvesting materials (plastic bins, plastic harvesting boxes, wooden bins) have a high reuse rate and they can last between 6 and 10 years. Correct use and repairing extends their life which for plastic bins can exceed even 15 years.

Packaging Reclaimed in the Philippines



2,306,862

plastic crates



307,290

corner posts for pallets

Materials Used	2020			
	Chile	The Philippines	South Africa	Turkey

Process Materials

Fertilisers (tons)	3,354.69	4,322.80	2,140,996	-
Agrochemicals (litres)	211,555	1,046,157	-	201
Agrochemicals (tons)	143.13	-	4,543,144	-
Lubricants (litres)	16,000	3,632.00	-	-
Lubricants (tons)	0.88	-	-	-
Other Chemicals (tons)	-	-	19,904	-

Packaging Materials

Paper (tons)	-	10,242	45,345	51.08
Cardboard (tons)	8,399.3	-	-	310.90
Wood (tons)	4,499.48	-	17,234	77.75
Plastic (tons)	1,054.3	859.37	21,033	15.86
Paper with Adhesive (tons)	123.26	461.39	-	-
Chemicals (litres)	88,752	-	-	-
Metal (tons)	8.71	-	13,251	-

FUTURE FOCUS

At Unifrutti, we will continue to focus on water stewardship and to effectively protect natural ecosystems, such as native forests, peatlands, wetlands as well as plantations of native species. At the Division level, we are committed to pursuing environmentally friendly solutions and alternatives and working together with our suppliers and clients to reduce our fruit and operational waste with a focus on circular packaging materials and on effectively managing the overall environmental impact of our products. For example, within 2021, the Tropical Division has been further advancing its waste management via robust monitoring, active segregation and sorting of waste at the Material Recovery Facility and via treatment of residual and recyclable waste through third party service providers. In Chile, we are committed to advocating on putting water issues on the country's agenda with a vision to encompassing circular economy development, sustainability and social equity in our operations. The South African Division works to renew its SIZA certification.

Overall, with our water stewardship strategy, we will continue to address a variety of critical factors connected to water, from water irrigation systems to utilising technology to managing water withdrawal and usage, aiming at the long-term sustainability of water resources and the better management of water risk.

7.3 DISTRIBUTION AND TRANSPORTATION

OUR APPROACH

Unifrutti serves over 500 clients in more than 50 markets, with a risk diversification strategy that relies on various channels, from organized distribution to large-scale wholesalers and wholesale markets. In line with its strategy of diversification and direct relationships, the Group operates its own distribution platforms and sales networks in Japan, Italy and the Middle East, providing a last-mile service to both large supermarkets and smaller shops. In India and China, it operates together with local partners with trading activities in order to constantly control the market and the product, closely monitoring the supply chain. Our Distribution and Transportation Division plays a pivotal role in the success of our business.

7.3.1. Shipping and Logistics

Comprised of three companies, the Shipping Division manages the vessels of the Group in order to transport mostly fresh fruit linked to the Tropical Division business, while other Divisions manage their logistics independently. The Chilean Division relies on unique, selected partners for all matters related to shipments/transportation. Italy on the other hand partially directly manages its shipping. Over the years, we have also established a profitable and beneficial cooperation with leading container lines.

During the Course of a Year



140 Round-trips



24,500,000

cartons of fruit from the Philippines

Being able to maximize delivery and shipment of goods by accurately shipping out our products to all markets with minimum delays is one way of showing how we responsibly manage our resources.

In 2020, in the Tropical Division, we conducted a study on Minimum Kilometre Guidelines in order to estimate the timeliness of tire replacement and ensure fuel efficiency and employee safety. The Tropical Division is a pioneer in its field and is now considering a partnership with a fuel fleet service provider on a carbon neutralization project.

In Chile, we were able to achieve savings due to maximizing the use of the storage facilities and also minimum delays in vessel sailing schedules, thus avoiding high overtime costs and complying with its "Arrival-To-Cool" target parameters.

In Turkey, 75% of products is distributed via sea containers, and 25% by trucks.

2020 Transportation of Products	CHILE	THE PHILIPPINES	TURKEY
	Rented	Owned & Leased	Rented
TRUCKS			
DISTANCE TRAVELLED (MILES)	2,569,840	1,145,018	32,861.2
CONTAINERS TRANSPORTED (TONS)	218,206	55,001	–
VESSELS			
DISTANCE TRAVELLED (MILES)	463,543	398,215.72	–
CONTAINERS TRANSPORTED (TONS)	111,108	534,250	–
PLANES			
DISTANCE TRAVELLED (MILES)	48,877	–	–
CONTAINERS TRANSPORTED (TONS)	152	–	–

7.3.2 Transportation of Employees

With 14,000 employees across the globe, we need to ensure the timely and preventive maintenance of vehicles as well as decommissioning old vehicles in order to minimise our transportation impact.

In South Africa, we use multiple vehicles (light delivery vehicle and pick-ups), plus 2 buses for the transportation of employees. Vehicles are replaced when they are out of lease, on average every 4 to 5 years, irrespective of the kilometres travelled.

In Chile, company vehicles are on average 5-6 years old and are normally replaced every 200,000 kilometres. Employee buses are used to transport employees. The use of bicycles is also highly encouraged by the company.

In 2020, in the Philippines, we purchased 3 new minibuses for the transportation of employees and as a measure to protect them from the Covid-19 pandemic.

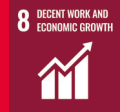
Transportation of People	2020			
	Chile	The Philippines	South Africa	Turkey
	Owned & Leased & Rented	Owned & Rented	Owned	Owned
Number of Cars	104	91	37	3
Distance Travelled (miles)	1,798,179	6,291,052	704,146.5	65,000

FUTURE FOCUS

From 2021 and beyond, Unifrutti will continue to leverage the power of its Unifrutti integrated platform and look into ways to capitalize on the existing best practices that are linked to the impact of our distribution, mainly as it concerns emissions. This entails looking at different stages of the fruit life cycle, from production to storage and transportation. In 2021, all Divisions will intensify the collection of detailed information across all stages, to allow them to harmonize the supply chain challenges, to improve efficiency in transportation and distribution, and utilise technology and innovation solutions.

We will continue to emphasize the accurate and timely receiving/storing of fruits coming from different farms, to maximize the cold storage facilities to achieve efficiency, to improve loading practices with no leftover fruits, to strengthen relationships with distribution and shipping lines and to identify new opportunities for global partnerships. These practices will enable us to better manage risks associated with logistics and more effectively plan the transportation and distribution of our fruits.

8 Our Social Footprint



WHAT WE ACTIVELY DO FOR OUR PEOPLE AND SOCIETY

VALUE DRIVERS

- › Engaging with External Growers and Farmers
- › Support Local Communities
- › Occupational Health and Safety
- › Human Rights
- › Employee Development
- › Respect of local cultures



8.1 THE UNIFRUTTI PEOPLE

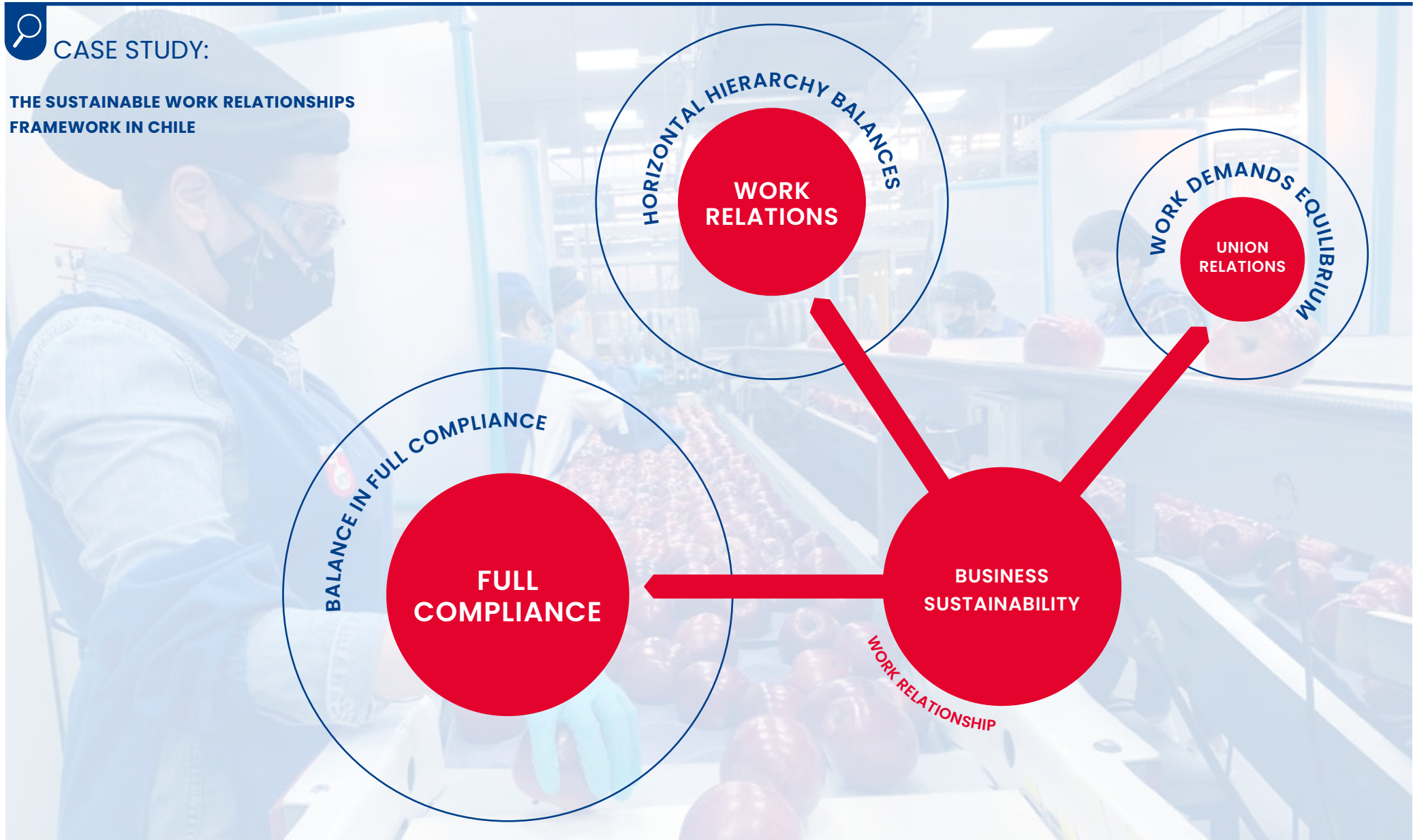
OUR APPROACH















Our 14,000 global employees form the foundation of our business success. At Unifrutti we care for our people and their needs and have always paid the greatest attention to its Human Capital needs, development, personal well-being and individual empowerment, regardless of their nationality, gender, culture and religion. We make sure we have the right conditions and policies in place that guarantee not only fair working conditions and the health and safety of our employees, but also their overall wellbeing. Additionally, we work hard towards creating a decent, and positive workplace, free from discrimination and any type of violence and where every employee can grow and thrive. We are committed to maintaining mutual respect and promoting fair labour relations that protect employees and farmers and reject any form of discrimination, forced labour or child labour.

As a leading global Group, we commit to ensuring a safe and engaging workplace, where people belong and grow, and local cultures and values are respected.



8.1.1 Our Workforce



UNIFRUTTI GROUP	CHILE			THE PHILIPPINES			JAPAN			SOUTH AFRICA			ITALY			TURKEY			CYPRUS		
			TOTAL			TOTAL			TOTAL			TOTAL			TOTAL			TOTAL			TOTAL
TEMPORARY CONTRACT	2,779	2,228	5,007	566	194	760	1	8	9	872	1,712	2,584	99	21	120	54	115	169	-	-	-
PERMANENT CONTRACT	1,014	287	1,301	2,489	565	3,054	48	23	71	180	149	329	47	27	74	10	1	11	16	23	39
INTERNSHIPS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	3	-	-	-
TOTAL	3,793	2,515	6,308	3,055	759	3,814	49	31	80	1,052	1,861	2,913	146	48	194	65	118	183	16	23	39

EMPLOYEES AT THE PEAK SEASON (HEADCOUNT)

EMPLOYEE HIRES & LEAVES (HEADCOUNT)	2020													
	CHILE		THE PHILIPPINES		JAPAN		SOUTH AFRICA		ITALY		TURKEY		CYPRUS	
	HIRES	LEAVES	HIRES	LEAVES	HIRES	LEAVES	HIRES	LEAVES	HIRES	LEAVES	HIRES	LEAVES	HIRES	LEAVES
	3,700	2,312	1,246	795	1	0	1,299	1,367	99	99	52	50	1	1
	3,074	1,424	398	299	6	1	1,322	1,301	21	21	115	115	2	0
TOTAL	6,774	3,736	1,644	1,094	7	1	2,621	2,668	120	120	167	165	3	1

EMPLOYEE LEAVES INCLUDES ALSO END OF SEASONAL CONTRACTS.



WE RECOGNISE THAT UNIFRUTTI GROUP SUCCESS IS BUILT ON THE COMMITMENT AND CONTRIBUTION OF OUR PEOPLE ACROSS OUR MANY GEOGRAPHICAL LOCATIONS

We support freedom of association and collective bargaining across all our Divisions and different geographies.

In Chile, in accordance with the Chilean law, employees are represented by 5 trade unions in total. In addition, we employ social workers who support employees and ensure a good working environment.

CASE STUDY

THE PIONEERING EMPLOYMENT MODEL IN THE PHILIPPINES

In the Philippines, we have signed a **Collective Bargaining Agreement**, with the Wharf operation workers. The Collective Bargaining Agreement provides union members with salary increases, medicine allowances, and bonuses. The Unifrutti's hiring policy stands out in the industry given that while the industry's ratio of contractual workers to regular is around 80:20, the opposite is true in Unifrutti, whose regular employees are above 80% of its total employment with a large percentage of employees being with the company for over 25 years.

In South Africa, we have Worker Committees at all sites. These Worker Committees operate as a "mediator" between employees and the management, regarding all issues that might arise during our operations. In 2020, no children were employed across our global operations in principle with our policies and practices that have been developed with the view to safeguarding universal

human rights for our own operations and our suppliers' operations and to creating a platform of continuous dialogue and interaction amongst the management and employees at all levels and across all divisions.

8.1.2 Employee Well-Being

Unifrutti is committed to securing decent living conditions for all its employees and to providing living wages above minimum wage standards, set by the local governments the Group operates in. Remuneration for management is based on experience and job requirements. In 2020, due to the pandemic, we focused our priorities on safeguarding the health and safety as well as the overall well-being of our employees while maintaining operational continuity through agile and collaborative management. In this respect, we have put forward policies and initiatives that improve working conditions and provide greater job satisfaction and personal stability. Unifrutti prides itself in being a global, diverse and inclusive family made of people of different nationalities, gender, culture and religion. Our overarching goal is to achieve excellence through ethical business practices and trainings and to provide a working environment where diversity is embraced and respected. Our decisions as concerns hiring, training, promotions, compensations, benefits, transfers and education are based solely on an employee's or applicant's qualifications, abilities, skill set and performance. There is no bias towards or against gender, race, religion or age nor is there any discrimination at the workplace.

In the Philippines, in response to the pandemic, we have appointed a Chairman for the COVID-19 Response Team to coordinate actions. With a view to boosting employee well-being and spiritual resiliency, we constantly encourage our employees to participate in the "Mental

Total Employees Covered by Collective Bargaining Agreements (Headcount)

The Philippines **67** / South Africa **630**

Health & Wellness in the Workplace” Programme and in numerous tailored-made counselling sessions.

In South Africa, during 2020, we have greatly improved employee recruitment and induction, along with the permanent appointment of four employees to support Human Resources. We have also run weekly on-farm church services for the community at Unifrutti Blyderiver.

8.1.3 Developing our Talent

The training and development of our talent is of outmost importance to Unifrutti and we have always strived to create the best in-house opportunities for encouraging employees to excel in everything they do. In 2020, due to the Covid-19 pandemic, we had to temporarily suspend all in-person training and development programmes and transfer all our programmes to the digital environment via webinars and online trainings. Going forward, we will resume and further invest in gaining the lost ground due to the pandemic with in-person workshops and seminars. In 2020, employee management was a top priority in **Chile**. We have recruited a specialist who focused exclusively on leading the human capital agenda forward.

In more detail, in **Chile**:

- We initiated “Little Talks”, a knowledge-sharing programme with the view to upgrading employee skills and expertise while encouraging continuous dialogue in their respective fields
- We established a ground-breaking, pioneering programme of detecting and assessing training needs by sector so as to develop targeted training solutions that will boost our people’s skills, personal capacities and future development
- We offer university scholarships to employees who wish to further their studies.

Training Investment:



US\$45,000

South Africa

US\$96,000

Chile



In the Philippines, we have conducted a “Supervisory Training” for all field supervisors assigned to external growers. The training is aimed at enhancing the leadership skills of Unifrutti representatives, ensuring that external growers are abiding with the company’s production protocols.













In Japan, our primary objective is to expand our talent base by raising overall performance and to maintain high employee retention and engagement. For that reason, we rely on professional training providers to assist us in creating impactful programmes.













We also recognise across the Group and across geographies the substantial role of women producers and pledge to empower them and improve their skills and professional resilience. For instance, in the Philippines, we are proud to have been operating three cooperatives managed entirely by women as well as five farms that are owned and managed by women.



EMPLOYEE TRAINING	2020 (TRAINING HOURS)					
	CHILE	THE PHILIPPINES	JAPAN	SOUTH AFRICA	TURKEY	CYPRUS
ENVIRONMENTAL	112	6,072	-	220.75	-	-
HEALTH & SAFETY	5,157	11,760.50	54	2,383	272	-
TECHNICAL	-	-	-	10	48	-
AGRICULTURAL	-	680	-	898.50	-	-
AGRONOMIC*	224	2,618	-	351	-	-
VOCATIONAL	-	-	-	155	-	-
FINANCIAL	42	153	-	-	-	86
QUALITY MANAGEMENT AND CERTIFICATIONS*	544	-	-	957.30	-	-
LEGISLATION	-	-	-	664	-	-
DIGITAL SKILLS	1,810	-	-	763	-	25
HUMAN RESOURCES	17,493	96,492	50	2,807.50	-	-
RESEARCH	-	99,957	-	-	-	-
VALUES ALIGNMENT	-	18,444.50	-	-	-	-
PORT FACILITY SECURITY MANAGEMENT	-	560	-	-	-	-
ADMINISTRATIVE	-	-	-	155.33	-	-
PRODUCTION	-	-	-	75.50	-	-
OTHER	-	-	98	-	-	-
TOTAL	25,382	236,737	202	9,440.88	320	111

* Includes training on application of pesticides

PARTICIPANTS IN TRAINING (HEADCOUNT)	2020											
	CHILE		THE PHILIPPINES		JAPAN		SOUTH AFRICA		TURKEY		CYPRUS	
												
DIRECTORS, EXECUTIVES & SENIOR MANAGEMENT	-	-	24	12	4	-	-	-	1	-	1	-
JUNIOR & MIDDLE MANAGEMENT, SUPERVISORS	9	3	174	59	2	-	31	9	2	-	-	1
WORKERS AND EMPLOYEES	194	143	5,322	2,713	9	6	803	1,325	11	3	3	3
TOTAL	203	146	5,520	2,784	15	6	834	1,334	14	3	4	4

TRAINING HOURS BY EMPLOYEE ROLE	2020											
	CHILE		THE PHILIPPINES		JAPAN		SOUTH AFRICA		TURKEY		CYPRUS	
												
DIRECTORS, EXECU- TIVES & SENIOR MANAGEMENT	-	-	2,224	1,656.50	30	-	-	-	16	-	21	-
JUNIOR & MIDDLE MANAGEMENT, SUPERVISORS	403	158	10,435	3,789.20	36	-	1,071	280	32	-	-	24
WORKERS AND EMPLOYEES	12,317	12,504	89,525.20	129,107.10	82	54	2,801.50	5,288.50	224	48	45	20.5
TOTAL	12,720	12,662	102,184.20	134,552.80	148	54	3,872.50	5,568.50	272	48	66	44.5

THE HEALTH AND SAFETY OF OUR PEOPLE

As a company, we are committed to a culture of safety that goes beyond the national legislation. We have put in place a comprehensive framework of policies as manifested in our Code of Conduct in addition to specialised trainings with the overall view to improving the workers' risk prevention behaviour. We focus on proactive hazard identification, risk assessment, reduction and control, and investigation to implement appropriate corrective actions when an issue arises. In accordance with the law, collective agreements and contracts, we cover all aspects of occupational health and safety issues and promote a culture of good working practices in direct cooperation with trade unions and joint committees.



In this context, we have set up **Occupational Health and Safety Committees** across the Group, aiming at:

- Reporting health and safety-related issues
- Developing accident-prevention programmes
- Taking part in workplace inspections and in emergency preparedness and response (EPR) measures in the workplace.

CASE STUDY

HEALTH AND SAFETY MANAGEMENT IN THE TROPICAL DIVISION

Aiming at promoting and maintaining a healthy and safe workplace during the Covid-19 pandemic, the Tropical Division has developed the **"New Normal Workplace Policy"** which also includes the newly approved **"Mental Health and Wellness Policy"**.

In South Africa, we have developed specialized programs, such as:

- **Health & Safety Awareness Programmes** in cooperation with the Health Department to conduct regular check-ups for Diabetes, HIV, Hypertension as well as TB screenings
- **Environmental Awareness Programmes** for all employees
- An entire **Rehabilitation Programme** for all staff, seasonal and permanent who are recovering from any form of substance abuse.

CASE STUDY

HEALTH AND SAFETY RISK PREVENTION MEASURES IN CHILE

1. Bi-monthly meetings with all managers responsible for risk prevention
2. Creation of **an annual work plan** to comply with the different zones.
3. Monthly monitoring of risk prevention indicators (i.e., accident rate by area, Covid cases by area, days lost by area)
4. Monitoring the compliance of the different joint committees by area.













HEALTH CARE BENEFITS

At the Tropical Division level, we operate a Health Care Benefits Programme addressed to all permanent employees including their qualified dependents. Each employee is entitled to a specific amount of health assistance depending on their level or position. In the Head Office, we offer additional Health Care Benefits. **In Chile**, all our employees are entitled to health insurance, either public or private, and all workers are insured against accidents at work at the Chilean Security Association (ACHS), in addition to a private medical and life insurance. **In South Africa**, we also offer access to Medical Clinics on company premises regarding treatment support for HIV.

EMERGENCY DRILLS CONDUCTED	CHILE	THE PHILIPPINES	JAPAN	ITALY	TURKEY
	1 EVACUATION DRILL AT THE LINDEROS PLANT	1 CITY-WIDE EARTHQUAKE DRILL	1 EMERGENCY DRILL	1 EVACUATION DRILL	2 EMERGENCY DRILLS
PARTICIPANTS	209	17	27	48	17

VOLUNTARY INVESTMENTS FOR HEALTH AND SAFETY

Medical and Life Insurance	Health Care Benefit Assistance Investments for Employees and their Dependents	Medical and Life Insurance, Life Insurance, Death and Disability Cover and First Aid Onsite Medical Support Coverage	Health Insurance
US\$193,000	US\$105,000	US\$34,000	US\$19,000
CHILE	THE PHILIPPINES	SOUTH AFRICA	ITALY

Health and Safety Indices	2020											
	CHILE		THE PHILIPPINES		JAPAN		SOUTH AFRICA		ITALY		TURKEY	
												
NUMBER OF WORK-RELATED FATALITIES	0	0	0	0	0	0	0	0	0	0	0	0
NUMBER OF HIGH CONSEQUENCE* WORK-RELATED INJURIES	0	1	0	0	0	0	0	0	0	0	0	0
NUMBER OF RECORDABLE WORK-RELATED INJURIES**	29	24	166	10	0	0	3	0	1	0	0	0

* work-related injury that results in a fatality or in an injury from which the worker cannot, does not, or is not expected to fully recover to pre-injury health status within 6 months

**work-related injury that results in days away from work, restricted work or transfer to another job position, medical treatment beyond first aid, or loss of consciousness

Training on Health and Safety Issues 2020	CHILE	THE PHILIPPINES	JAPAN	SOUTH AFRICA	ITALY	TURKEY
PARTICIPANTS	76	3,075	27	1,834	14	17
TOTAL TRAINING HOURS	5,157	11,760.5	54	2,383	60	272

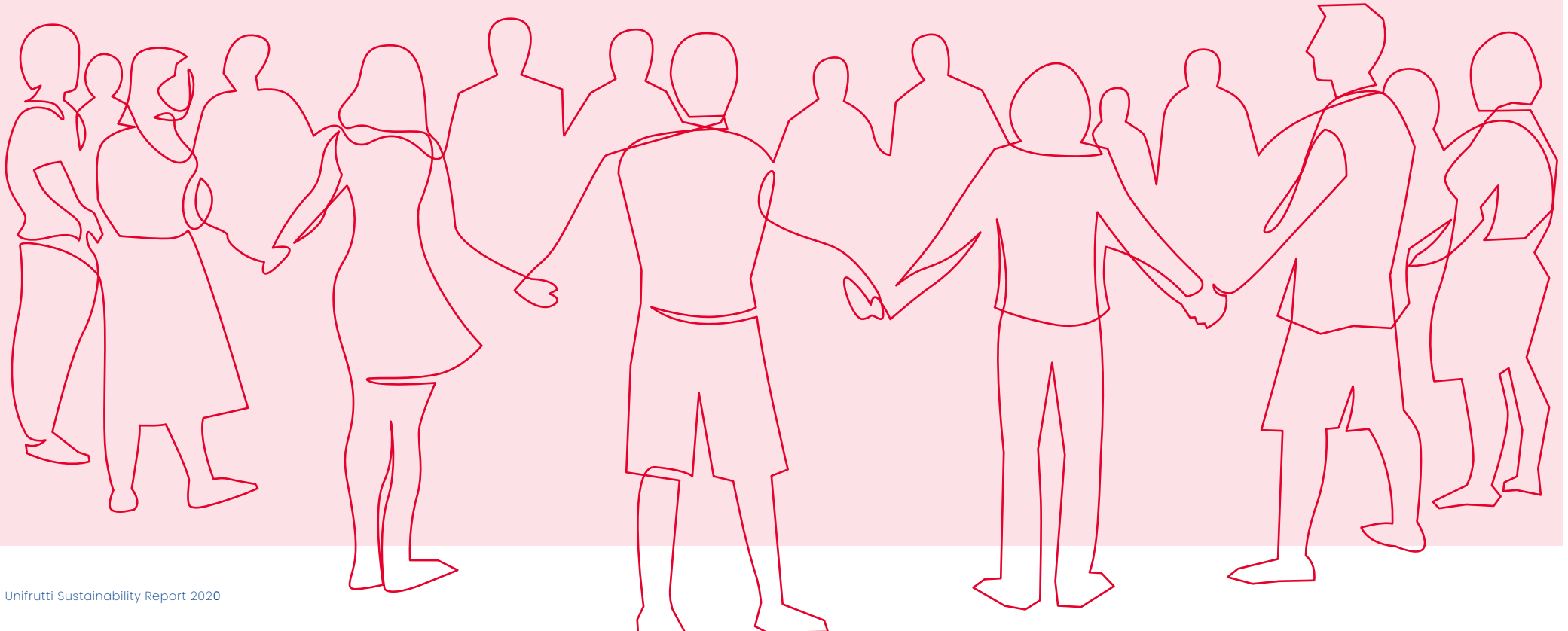
Employee Value Proposition

» FUTURE FOCUS

PURPOSE | BELONGING | MEANING

Going forward, our vision is to remain an “**Employer of Choice**” of “**Employees of Choice**”, not just for our current 14,000 employees (permanent and seasonal), but also for all future aspirational talent. The following will be of particular importance to our vision: an articulate understanding of “how work happens” and how that meets our brand promise and customer expectations as well as substantially achieving awareness of the requisite talent requirements to optimally bring our promises to fruition. Other focus areas will be quality talent acquisition, onboarding and

induction, a review of our performance methodology and how we engage on achieving selected KPIs, on-going training and development, leadership bench strength assessment, leadership coaching, succession planning and the further reshaping of our future organisational culture requirements. Supported by key values such as due care and empathy, the wellbeing of each of our employees and their loved ones are non-negotiable. For this reason, our Unifrutti Employee Value Proposition (EVP) is expressed as **Purpose | Belonging | Meaning**.



8.2 OUR COMMITMENT TO SOCIETY

OUR APPROACH

At Unifrutti, we strive to achieve lasting positive benefits to the communities in which we operate. Our subsidiaries identify and support community-driven initiatives, while partnering with established and internationally recognized organizations with the view to developing impactful social programmes. By addressing societal issues in the areas where we operate and create value, we strive to transform the world for the better. Unifrutti prides itself on creating an international and diverse community of people working in different countries across the globe, where fruits are grown in harmony with nature and where local communities thrive.

8.2.1 Our Impact across the Globe

In the Philippines, the community-driven projects are done in partnership with the Local Government Units of the area where the farms are situated. Efforts to address the most pressing needs of the community (e.g. skills training for employment opportunities) are decided through consensus by members of the community and promoted to the Local Government Units which can provide the counterpart (cash or in kind) while we cover the remaining project costs. The projects involved the Blacksmith Livelihood Project, automotive skills trainings, welding skills trainings, and trainings conducted by the Technical Education and Skills Development Authority.

In Chile, we focus on supporting fruit producers and investing in local communities. We leverage tools such as trainings and partnerships to upgrade management skills, boost efficiency and innovation and improve the livelihoods of entire communities. We continuously invest

in improving our production plant's infrastructure. In 2020, we invested over US\$145,000 in employees' facilities including the construction of a fully equipped field kitchen and a new, open-air antechamber for boarding.

In Turkey, we have created and provide a monthly allowance to support seasonal female university students with their expenses. The Unifrutti Distribution Group has invested in various social initiatives, including for Ronald McDonald Foundation, the Sicily Foundation, the EPPELA Foundation, and the Paralympic Sports Association G. Primo.

In 2020, due to the special conditions created by the pandemic, our Group supported local communities across all Divisions through various donations such as direct financial assistance or in kind donations according to local needs and requests. In total, US\$637,000 (proforma) were donated in 2020.

In South Africa, our major contribution are kindergartens for the children of the workers at the Sundays River Valley, supporting over 130 children from the Addo community and a creche at Matroozefontein. We are very active, particularly in South Africa, as regards supporting the development of local communities via direct funding of educational programmes and Aids Education. During the pandemic, we handed out food parcels, with food amounting to approximately 34,900 tons with the support of 14 volunteers.

In Italy, since 2019, we have been supporting the Ronald McDonald Children's Foundation, and we are engaged

in the opening of houses for the hospitality of families with seriously ill children. The last one arises inside the Niguarda Hospital, in Milan.

PARTNERSHIP IN ACTION IN SOUTH AFRICA

Unifrutti is a member of the **Hlokomela Trust**, whose mission is to empower and create a collective nature of caring for farm workers and local communities in the Limpopo province, addressing and tackling health, social and educational issues. Unifrutti is also member of the **Citrus Growers Association (CGA)** which was established by citrus growers in the wake of the deregulation in 1997 and represents the interests of the producers of export citrus.

To date, the company has not identified any operations that generate significant negative impacts on local communities. To this end, the company endeavours to communicate in a timely and clear manner and to disclose possible negative impacts and positive externalities resulting from its operations.



8.2.2 Impact Through our Foundations

> Unifrutti South Africa Foundation NPC

The Unifrutti South Africa Foundation NPC was established in 2015, as a non-for-profit organization with the mission to provide funding for social and educational projects for disadvantaged communities in South Africa. Currently, the Foundation supports various projects mainly in and around the farming and packing operations of Unifrutti SA. The Foundation's budget derives from a percentage of the all-inclusive company's annual profit.

Our present ongoing, long-term projects focus on the following pillars:

PRE-SCHOOL CHILDREN CARE: through the Matroosfontein and the Dunbrody Crèches developed by Unifrutti in the Sundays River Valley, Eastern Cape and in the Western Cape. Transportation is also offered to children.

SCHOOL-GOING CHILDREN SCHOOLING SUPPORT: through the fully equipped after school care center at Unifrutti Matroosfontein and annual bursaries to sustain children of employees (permanent and seasonal) based on merit and needs.

COMMUNITY WELL-BEING: through weekly on-farm church services for the community at Unifrutti Blyderiver, building the Hlokomela HIV Aids clinic and funding of all the facility electricity and water expenses, food parcels.

SKILLS DEVELOPMENT: through support to the Hoedspruit Training Trusts that offers community uplifting, and extensive life skills development programmes.

During 2020, the development and social programs implemented focusing on local communities, youth, employees and their children **exceeded US\$70,000.**

> The Tropical Division

During 2020, the **Tropical Division** refocused its efforts on the work of the **Unifrutti Foundation, Inc.** (UFI). It thus funded and supported organizations, such as the **Hineleban Foundation, Inc.** (HFI), the **Green Project** and **The Asian Business Cable-Tow Cooperative Academy** (ABCCA) as part of its overarching **CSR campaign** that has been aligned with the **United Nations' Sustainability Development Goals** (the SDGs), entitled "**H.O.P.E.**", an acronym for:

H HUNGER ERADICATION
O OPPORTUNITIES EQUITABLE TO ALL
P POVERTY ALLEVIATION, AND
E ECOLOGICAL CONSERVATION

As part of this **CSR campaign**, we have engaged **85 communities** and offered **16 Day Care Centres, 14 Community Water Systems, one Drainage System, three School Improvement Projects, and 26 Livelihood Trainings.**

The **Alanib River Riparian Planting**: we completed the planning and the budget for planting trees along the 20-meter river easement totalling 50 kilometres or at least 100 hectares. At the **Alanib** and **Manupali Rivers**, the main water source of **MKAVI 1**, there is a need for immediate

intervention to ensure that water will not be an issue today and in the future. We have completed the plans and the budget for the **Riparian Planting** of this river in coordination with the **LGU, Tribal Communities** and other like-minded organizations.

In partnership with **HFI**, we have achieved the continued engagement of a total of **725 families**, farming a total of over **360 hectares of gardens, coffee, adlai and bamboo.**



The **Unifrutti Tropical Philippines, Inc.**, and **Kalasan PCEC** have been implementing the "**Grassroots Rehabilitation and Enhancement of Environment and Nature (GREEN)**" Project which aims at reforesting critical and degraded areas of the watersheds of Northern Mindanao. In 2020, the Philippines **raised 20,000** and **distributed 10,000 assorted seedlings**, while facilitating the collection of some **50,000 giant bamboo** propagules for the establishment of plantations to benefit indigenous peoples, as regards soil and water conservation, protection from potential landslides and flooding, and provided some benefits in terms of income (from the sale of seeds, fruits, firewood), food, firewood, house construction materials, and other ecological services.

ABCCA: We provide support to the educational scholarship programmes by **ABCCA** for financially challenged families, marginalised communities and Indigenous Peoples.

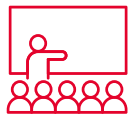
Indeed, the various tribes in Bukidnon and Misamis Oriental, particularly the Talaandig and Higaonon Tribes, have been motivated and encouraged by these planned activities.

In the Philippines, the support for the **HINELEBAN FOUNDATION**, the **GREEN PROJECT** and the **ABCCA**, engaged over **400** people, protected or reforested over **450** hectares, procured over **30,000 seeds**, conducted between **10,000 to 20,000 seedlings** and distributed over **10,000 to 15,000 seedlings**, a value of over **US\$99 million**.

Since 2008, through our **Unifrutti Foundation**, we have **invested over US\$213,000 in educational programmes for underprivileged children** and skills trainings for numerous workers, thus rendering local communities more interdependent and self-sufficient. In more detail, we have:



Built **6 Day Cares for children** close to our farms



Constructed a **training centre** with **8 classrooms** in **5,000 m2** property



Renovated a local **school library**



Donated **Personal Computers**



Improved critical infrastructures, such as **Solar Dryers** and **Corn Sheller Machines** as well as **Water Systems** for local communities.

> Working with Indigenous Communities in the Philippines

In the Philippines, together with HFI we have been implementing a number of engagement programmes with indigenous communities, such as:

- **The HFI Family Food Security Cycle (FFSC)** programme
- **The Sustainable Disposable Income Crops (SDIC)** programme
- **The Rain-Forestation programme**
- **Leadership and skills capacity enhancement activities** that address leaders (both men and women), youth, and cooperatives or indigenous people's organizations.

The Philippines Division and HFI have signed the first of its kind sacred customary pact in the region, by leaders of the seven tribes of the **Bukidnon Province** (Pact). The aim is to support the indigenous communities via the development of programmes for food security, sustainable disposable income, and reforestation, in close partnership with them.

Our current operations in the regions of **Chile** are not adjacent to the territories of indigenous peoples which may be positively or negatively affected by our current or planned activities.



1,580

Indigenous people employed in the Philippines.

FUTURE FOCUS

Since our establishment, we have worked hard to create bonds of trust, transparency and collaboration with the communities in which we operate. Across Unifrutti, strategic partnerships have been established and nurtured with a view to improving the livelihoods of the people in the communities in which we operate. The work of our Foundations will continue in 2021, focusing on uplifting local communities. In Chile, we will continue to focus on community empowerment by boosting local development support. In the Philippines, we plan to establish the HOPE farm and tree nursery which will allocate around 1,500 square meters of land to beneficiaries and provide them with establishing resources to sustainably grow their own food. In South Africa, we will continue our long-term health-related support provided by our HIV Aids clinic.



9 Healthy and Nutritious Fruit



VALUE DRIVERS

- › Safe and Nutritious Food
- › Product Labeling
- › Responsible Sourcing
- › Pest Management
- › Research and Development
- › Customer Satisfaction
- › Responsible Information and Marketing
- › Fruit Compliance



9.1 RESPONSIBLE SOURCING

OUR APPROACH

At Unifrutti, we take pride in selecting and partnering with ethical, law-compliant business partners and suppliers who share our Company's values.

Our business partners are expected, among others:

- to comply with the applicable environmental and health and safety laws
- to not employ anyone under the legal working age as defined by local laws
- to not engage in any discriminatory practices

In response to our suppliers' and other business partners' expectations for the ethical and responsible conduct of operations, we strive to comply with all relevant competition laws in the countries in which we operate.

9.1.1. Local Suppliers and Growers

Having as a goal to promote local development and employment in all the regions where we operate in, we prioritise the procurement of local products and services. Thus, we bring value to local communities, and to our business operations, while reducing our impact on the environment. As business best practices indicate that it is necessary to develop an inclusive procurement strategy that supports and prioritises local and national suppliers, we, therefore, have put in place various initiatives.

Suppliers	2020											
	CHILE		THE PHILIPPINES		JAPAN		SOUTH AFRICA		ITALY		TURKEY	
	Number of Suppliers	Budget Spent	Number of Suppliers	Budget Spent	Number of Suppliers	Budget Spent	Number of Suppliers	Budget Spent	Number of Suppliers	Budget Spent	Number of Suppliers	Budget Spent
Local & National Suppliers	800	40,000	129	48,352.54	2	6,861.89	770	25,761.22	181	12,466	13	843.9
International Suppliers	20	8,600.00	5	6,767.47	-	-	10	10,590.31	61	5,289	1	10.5

Budget Spent in thousands of US\$

External Growers and Farms	2020							
	CHILE		THE PHILIPPINES		SOUTH AFRICA		ITALY	
	Number	Budget Spent	Number	Budget Spent	Number	Budget Spent	Number	Budget Spent
	156	39,867	38	Breakdown unavailable	31	30,419	95	21,080

Budget Spent in thousands of US\$

9.1.2. Responsible Procurement Practices

Unifrutti maintains direct relationships with external producers, providing technical advice, training, supervising the work and verifying that external farms meet the same requirements as our own farms, allowing us thus to deliver the same products in terms of quality and safety.

In the Philippines, the production team has employed a resident agronomist, guiding local growers on how to produce bananas, using only company-prescribed chemicals. Collaboration with external growers, cooperatives, and banana suppliers has been in compliance with food safety laws, applicable laws and legal requirements and has thus reached 78% of overall compliance. We have also formed the Internal Control System (ICS) committee that ensures the continuity of good farming practices for external growers. In support of this programme, the Environmental Management and Certifications Department implements the Annual Integrated Management Programmes (Audit, Inspection, and Training) on Good Agricultural Practices (GAP), Good Manufacturing Practice (GMP), Good Warehousing Practice, and the Hazard Analysis, Critical Control Point (HACCP) as regards the external growers.



CASE STUDY:

PRODUCER UNDERTAKING IN SOUTH AFRICA.

In South Africa, we are in direct communication with our growers to discuss all major issues and various strategic aspects of the business via weekly growers seasonal meetings, social gatherings, field trips, technical trips abroad as well as joint visits to selected clients. In 2020, we held approximately 50 such meetings. All our suppliers have the SIZA Ethical and Social Audit Certification.

In South Africa, our producers sign a commitment, stating that:

1. all applications of agricultural chemicals (including fertilisers and herbicides) comply with registration requirements, legislation of the destination country and customer requirements. Chemicals are applied according to appropriate guidelines and recommendations
2. labour practices comply with the current labour legislation and the fair treatment of workers. All suppliers' sites must have fully completed (100%) the SIZA SAQ, the environmental compliance and the SIZA third party audit
3. they are in compliance with the relevant health and safety legislation.

In Italy, we have a traceability system in place, starting either from the field or, as in most cases, from the ship/truck.

9.1.3 Supplier Sustainability Assessment

We have put in place a robust evaluation system for our suppliers and growers ensuring that raw materials and products comply with the strictest quality and safety standards. All our growers are assigned box codes and subcodes for traceability so that we can track the week, day, time and the specific packing house where fruits have been packed. Additionally, we monitor this process by random sampling.

We also demand from suppliers to submit remittances or certificates depending on the region of mandatory benefits they pay to the government in order to ensure that minimum mandated health and retirement contributions are paid, and labour laws are respected.

In Chile, we abide with the strict international and sectoral quality standards in place. All suppliers of raw materials must comply with the GLOBALG.A.P. certification. Some of our producers are audited against the GRASP module of the GLOBALG.A.P. Protocol on social and labour issues. In addition, our plants are audited against the SMETA Protocol on ethical trade practices and a questionnaire on labour and social issues of producers is completed on the SEDEX platform.

> *The Philippines in 2020*

- 26 out of 37 assessed on Compliance with Applicable Laws and Waste Management criteria.
- Manpower Services, Water Treatment Operators and Truckers service providers assessed

In Turkey, we make sure that we closely follow the orchard producers both in terms of orchard management and spraying via regular visits. With regards to other suppliers (i.e., the packaging business), they are required to hold internationally recognised certifications.

CASE STUDY

ITALY

Italy abides by the McDonald's comprehensive Supplier Workplace Accountability (SWA) programme, which aims at helping suppliers work toward continuous improvement. It also complies with the Supplier Qualification Management System (SQMS), the internal McDonald's Standard for ensuring food safety and quality, applicable to companies who supply food products to the McDonald's fast food chain. In addition, Italy also meets the TESCO Food Manufacturing Standard with regards to pest control, a required benchmark for all food & drink related companies who currently supply products, ingredients or packaging materials to TESCO supermarkets.



FUTURE FOCUS

Ensuring responsible sourcing requires continuous efforts from our side and in 2021 we continue to give priority to local products and services and support local suppliers and growers, even of a smaller size. In order to ensure that our products comply with the strictest quality and safety standards, we will continue to strengthen the assessment of external suppliers and educate them and promote the adoption of international standards on food production, labor and social issues. South Africa has set a leading example in engaging with growers which will remain as our suppliers and improve their processes. In Chile, a set of common sustainability guidelines outlining expectations for suppliers is being prepared, while from 2022 onwards, annual assessments will be carried out. In the Philippines, we plan to establish an automated traceability system, wherein box codes can be used by the clients for verification, thus demonstrating our commitment to the highest fruit quality.

9.2 RESPONSIBLE AGRICULTURE

OUR APPROACH

At Unifrutti, we pay close attention to our farming and production practices in order to achieve product excellence. We closely work with our growers, advising them on best methods, pesticides use, appropriate harvesting equipment, spraying and fertilizers. Thus, we help boost productivity, ensure product quality and provide financial stability so that local communities can grow and thrive.

9.2.1 Crop Management

In South Africa, we have a "Plant Protection Products Procedure" in place, focusing on prevention, monitoring and intervention by enhancing practices that accommodate natural predators.

In Italy, our Unipuglia and Unimarche farms abide by the Integrated Crop Management and the National Quality System (SQNPI) and all farms follow the Regional integrated Pest Management Guidelines.

In Chile, our fields have been GLOBALG.A.P. certified and follow the Integrated Crop Management (ICM) Protocol which promotes the rational and effective control of pests and diseases and ensures the application of good agricultural practices.

In our Tropical Division, we encourage the reduction and/or replacement of inorganic fertilizers, pesticides and other synthetic inputs, including the prohibition of certain pesticides, their replacement by ecologically friendly farm produced substitutes. Our certified farms established the

Socio-Environmental Management System (SEMS) that implements active solutions to protect, conserve and rehabilitate the natural ecosystems. Unifrutti is the first Rainforest Alliance-certified banana plantation in the Philippines. One requirement of the RA certification is the Integrated Crop Management which intends to eliminate chemical products known internationally, regionally and nationally for their negative impacts on human health and natural resources.

9.2.2. Pest Management

Across Unifrutti, we utilize a combination of cultural, physical, biological, and chemical practices/procedures for pest management.

The system includes activities for monitoring pest populations, for the collection and recording of information on infestation as well as for control mechanisms taking into account environmental factors. Our approach has always been to only work with products authorised in the countries of production and destination. We focus on the eight pillars of the Integrated Pest Management system, which takes into consideration the local physical, biological and economic conditions:

- Prevention
- Monitoring
- Control
- Responsible storage, application and disposal of plant protection products
- Maintenance and calibration of application equipment
- Training of personnel and health and safety of workers
- Compliance with preharvest withholding
- MRL Sampling



CASE STUDY

BUD BAGGING METHOD IN THE TROPICAL DIVISION

At the Tropical Division, we adopted the bud bagging method which replaces the bud injection operation. The adjustment eliminates an operation that is highly dependent on pesticide use. In addition, the "Capacitating the Field Supervisors" programme focuses on managing the environmental impact of agrochemical use. The aim of the program is to empower informed decisions and education regarding pesticide use. In the Philippines, our external growers are the only growers in the industry that have adopted the Bud Bagging method which has been proved to have superior quality vis-a-vis the competition.



CASE STUDY

PRECISION FARMING IN ITALY

In 2020 we introduced in our Carmito farm the Precision Farming project. We use high technology to optimize the use of resources such as water and fertilizers in the cultivation of our citrus. Sensors are applied underground and a weather station provides, via a special software, data about wind intensity, solar light, humidity of the air, of the ground and of the leaves of the trees as well as rainfall measurements.

In Chile, through our Integrated Pest Management, we receive guidance from qualified personnel who identify pests and beneficial insects, monitor the biological cycle of the different pests to define when to apply the measures, the use of cultural methods such as pruning to improve lighting, the elimination of pest host weeds and the use of biological products in combination with chemicals. Our fertilisation programmes take into consideration the nutritional needs of the crop and the availability of nutrients in the soil in order to avoid overusing fertilisers and subsequently to avoid water pollution, according to regulations and international standards.

In South Africa, we have a dedicated committee focusing on the reduction of chemical use.

Training on Application of Pesticides 2020

Chile		The Philippines		South Africa	
Participation	Training Hours	Participation	Training Hours	Participation	Training Hours
58	664	122	2,196	38	342

9.2.3 Soil Management

At Division level, we implement several measures to reduce soil degradation, focusing on reducing erosion and loss of nutrients, compaction (soil density), and contamination of soil. Practices include avoiding cutting trees from steep slopes, using barriers to prevent run-off and soil erosion, using paving materials that absorb water and reduce run-off and restricting vehicles within agricultural land.

In Chile, we constantly work on the management of agricultural soils. The use of technified irrigation systems, the distribution of crops on the land and the incorporation of organic matter help prevent erosion and maintain soil structure.



CASE STUDY

SOIL MANAGEMENT

In the Philippines, we implement soil erosion prevention and control measures, such as the installation of check dams and contour canals. For areas near water bodies, we implement sand bagging and installation of pile drive to prevent bank erosion and water pollution. In addition, we try to minimize herbicide applications as herbicides can degrade soil quality. Research and Development contributes to minimizing the use of toxic chemicals to a large extent. Pesticide rotation and integrated pest management minimize the chemical control of pests and promote the use of non-toxic chemicals that are non-persistent.

9.2.4 Innovation and Technology

The incorporation of new technologies and digital systems contribute to the improvement of agricultural production techniques and the protection of natural resources. Such technologies and systems include application equipment, soil humidity sensors, on-site meteorological stations, roofed structures over the vines to avoid damage from rain or frost, and the construction of wells and water storage tanks for irrigation, and drip irrigation and micro-sprinklers with 100% digital irrigation.

In Chile, a water heating system has been implemented, using the temperature generated by the operation of the refrigeration compressors in order to reduce gas consumption required by our processes.



CASE STUDY

A STATE-OF-THE-ART PACKING LINE IN CHILE

The Unifrutti Linares plant imported a state-of-the-art multi-million apple packing line which includes a sorting line and a packing line to optimize the processes. This led to an increase in production and efficiency while at the same time saving on transport for the producers as the packing line is closer to the harvesting fields.

Agricultural Equipment	2020		
	CHILE	THE PHILIPPINES	SOUTH AFRICA
Tractors	270	10	128
Harvesters	187	66*	-
Other	131	-	65

*Contracted

9.2.5 Research & Development

Over time, the Group has grown an important network of global collaborations and long-term partnerships with the most prominent research institutes and centers at a global scale. A considerable part of the land, know-how and resources owned by Unifrutti is dedicated to research and development, particularly in the Chilean Division that continuously experiments with new fruit varieties.



1,100+
productive hectares
dedicated to club varieties



20+
research partners
universities
and research centers



8,000+
Trees devoted to
new variety testing

Unifrutti is involved in multiple varietal programs and has been partnering and collaborating with breeders and associations across all geographies. Some of the Group's partners include:

Summerland Varieties Corp, IFG, KIKU®, APAL, Sun World, Agro Selection Fruits, GKE, Genetic Access, SNFL, ARRA, CGA, IVC.



CASE STUDY

IN CHILE, UNIFRUTTI R&D IS LED BY THE UNIVIVEROS NURSERY

Founded in 1986, Univiveros, the largest nursery in Chile and one of the largest in Latin America, is Unifrutti's research branch (nursery) that allows Unifrutti to constantly improve and expand its product portfolio. Univiveros develops new technologies, species, varieties and business lines to enhance, broaden and diversify Unifrutti's product range.



FUTURE FOCUS

Our commitment to responsible agriculture will continue to inform our decision-making as regards farming practices, crop, pest and soil management. A series of innovations and technological advancements are planned for 2021 and, throughout the Group, we will be focusing on identifying improvements and systems that are financially sustainable, environmentally sound and beneficial for communities. In Chile, we will put into operation our new packing machine that was installed in 2020. In the Philippines, we will focus on providing technical support, especially to external growers as regards their compliance with mandatory requirements and audits. In Turkey, a series of equipment upgrades are planned, with a focus on the cherry machine and the top sealer for 2021. We will continue the new research and development projects in our quest for new more durable fruit varieties and will focus on our nursery work.

9.3 NUTRITIOUS FRUIT FOR THE CONSUMERS

OUR APPROACH

At Unifrutti, we are committed to delivering safe, high-quality products that meet the strictest quality and food safety standards at every stage of production, from cultivation till the produce reaches the final consumer, that is from farm to table. We work hard to identify and control potential food safety hazards at all stages of our operations in order to minimize harm to the consumer and reputational risk to the business. In parallel, we also support and promote healthy eating habits and lifestyles through the promotion of fresh fruit consumption and responsible marketing practices.

9.3.1 Ensuring Healthy and Nutritious Food

Our goal is to meticulously select and monitor the inputs and materials that guarantee the quality of our products. Potential health and safety impacts of products are related to Maximum Residue Levels (MRLs) that are defined as the maximum concentration of a pesticide residue in or on food that is legally tolerated. To date, we have had no cases of intentional contamination and the plans developed in the different plants are reviewed annually and verified in the annual certification.

Food Safety	Chile	The Philippines	Japan	South Africa	Italy	Turkey*
Maximum Residue Level (MRL) Analysis Conducted	1,000	6	48	1,621	159	291
Analyses Failed	0	0	0	0	0	54

*Refers to MRL analysis conducted to third party growers and suppliers, and the prevention of harmful fruit reaching the consumer.

In the Philippines, we focus on effective management by identifying and controlling potential food safety hazards at all stages of operations to minimize harm to the consumer and reputational risk to business.

As part of our system, we have taken measures to guarantee the safety of fresh produce, which include:

- Conducting regular food safety risk assessments
- Operating daily cleaning and Sanitation systems
- Monitoring personnel hygiene
- Running mock product recalls
- Conducting monitoring & evaluation procedures
- Ensuring compliance with legal and regulatory requirements.
- Complementing GLOBALG.A.P. with ISO 14001:2015 programmes focusing on risk management.
- Implementing farms' Integrated Crop Management and Plant Care to Post-Harvest policies
- Ensuring that our suppliers and contractors comply with the same food safety and quality standards as ours
- Providing continuous training on food safety and quality and other educational activities to our employees, suppliers, and contractors



CASE STUDY

STANDARDS IN ITALY

Italy is implementing Global farm management systems and food production systems to ensure its products are certified as Bio. It also applies the National Quality System of Integrated Production and has achieved JAS (Japanese Agricultural Standards), the Japanese national standards in the field of agriculture, forestry, fisheries and food industry.

In Japan, there have been zero MRL breaches and we are full compliance with usage of approved pesticides by the MHLW. All farms are regularly audited for compliance to the BPI ICS requirements.

In Italy, we use multiresidue analyses to assess the health and safety impacts of our products. We focus on the IFS Food quality standard and ensure that all product labelling complies with the regulation

In Chile, we comply with both national and international standards and frameworks in terms of food safety, backed by our certifications and recognitions, such as GFSI, BRC, IFS, GLOBALG.A.P., SMETA. In addition, we have chosen to audit the FSMA (Food Safe Modernization Act) module, a voluntary module specifically focused on US food safety law. We, we guarantee the safety and quality of our products, through our Quality and Food Safety Policy and systems, a documentation system based on HACCP and internal and external verification systems, which have been validated by the British Retail Consortium (BRC) and the International Food Standard (IFS). We also implement a Food Defence Plan to prevent any attempt at adulteration or intentional contamination. All these initiatives have been verified in the annual audits carried out by certifying companies.

In South Africa, we have been accredited and received the BRC certification and the GLOBALG.A.P. certification at all sites and as such all the relevant risk assessments are in place. Each plant has defined specific Safety Plans for the species involved, which consider risk assessments and define critical control points, related to possible microbiological contamination (e.g., Lysteria),

physical contamination (foreign elements) or chemical contamination (chemicals used that exceed the permitted limit). Across our Divisions, we harvest, store and pack the fruits with proper maturity at the right time, to safeguard your products' nutritious value. No potential deleterious effect on health and safety are detected, since no pesticides are used as a post-harvest treatment.

9.3.2 Responsible Marketing and Labelling

As a Group, we aim to be transparent and open regarding our marketing, advertising, promotional, labelling and packaging practices to ensure that our interaction with our clients is based on fairness and that clients and consumers are not misguided by any form of misinformation, manipulation, misrepresentation, or concealment. Towards that direction, we communicate the origin of our products transparently and believe that transparency creates confidence in our brand, our products and our processes and thus it strengthens the relationships with our stakeholders. Our box codes provide detailed information on fruit sources, including the detailed date and time of packing and personnel handling of the product, as part of the traceability process. We ensure compliance with the legislation and regulations associated with the labelling and packaging of products in each of the countries in which they are marketed.

In Chile, our publicly available **Food Safety and Quality Policy** focuses on how food meets customer requirements and safety regulations.

There have been no cases of non-compliance with regulations regarding product labelling information during 2020.



CASE STUDY

BLOOD ORANGES IN ITALY

The famous “Arancia Rossa di Sicilia” are produced in Italy and protected on a national and community level through the Protected Geographical Indication programme.



9.3.3. Customer Satisfaction

We have a whole system in place to deal with complaints or claims as well as formal and informal feedback from clients through arrival reports and direct communication. We have long-established relationships with most of our clients, retailers and distributors, some spanning over 15 years, which demonstrate the relationship of trust and satisfaction that has been built over the years.

In Italy, we run annual questionnaires with the aim to measuring customer satisfaction

In South Africa, we manage all customer complaints with careful thoroughness and analysis, and hence they are tracked and referred to the responsible site for conclusion purposes.

In Turkey, similarly, all complaints are dealt immediately by the Quality Control/ Operations/ Packing departments, as deemed necessary.

In the Philippines, clients provide flash reports on quality issues which are forwarded directly to growers for correction.

FUTURE FOCUS

Across Unifrutti, we have been implementing the strictest quality processes to ensure that we meet the expectations of our end consumers who deserve to enjoy healthy, safe and nutritious fruits. In South Africa, our historical focus on ensuring compliance with all requisite codes and requirements is ongoing and we will complete our GLOBALG.A.P. certifications along with our BRC certification audit which is planned for September 2021. In the Philippines, we will continue to install the Water Treatment System (WTS) on all farms and require all farms to shift to peeping bud bagging which has so far led to no excessive residue on bananas. In Chile, all our production plants are certified under a GFSI certification scheme, and we expect to have them all standardised under the BRC protocol by 2022.



10. GRI CONTENT INDEX

GRI Standard	Disclosure	Page number(s) and/or URL(s)	Omission
GRI 101: Foundation 2016			
General Disclosures			
GRI 102: General Disclosures 2016	Organizational Profile		
	102-1 Name of the organization	3	
	102-2 Activities, brands, products, and services	10, 13-21	
	102-3 Location of headquarters	3	
	102-4 Location of operations	10, 13	
	102-5 Ownership and legal form	33, 34	
	102-6 Markets served	13-21	
	102-7 Scale of the organization	12, 55	
	102-8 Information on employees and other workers	55, 56	
	102-9 Supply chain	20, 21, 37, 66-68	
	102-10 Significant changes to the organization and its supply chain	3, 5, 12, 35	
	102-11 Precautionary Principle or approach	3, 31, 32, 72	
	102-12 External initiatives	32	
	102-13 Membership of associations	25, 37	
	Strategy		
	102-14 Statement from senior decision-maker	4-6	
	102-15 Key impacts, risks, and opportunities	4-6, 23-28	
	Ethics and Integrity		
	102-16 Values, principles, standards, and norms of behaviour	25, 30, 32	
	Governance		
	102-18 Governance structure	33-35	

GRI 102:
General Disclosures
2016

Stakeholder Engagement		
102-40 List of stakeholder groups	26	
102-41 Collective bargaining agreements	56	
102-42 Identifying and selecting stakeholders	26, 27	
102-43 Approach to stakeholder engagement	26, 27	
102-44 Key topics and concerns raised	28	
Reporting Practice		
102-45 Entities included in the consolidated financial statements		Omitted due to confidentiality constraints.
102-46 Defining report content and topic Boundaries	3, 28 Boundaries of topics cover the activities of the group and of selected Divisions, including suppliers	
102-47 List of material topics	28	
102-48 Restatements of information	Non applicable as this is the first sustainability report	
102-49 Changes in reporting	None	
102-50 Reporting period	3	
102-51 Date of most recent report	3	
102-52 Reporting cycle	3	
102-53 Contact point for questions regarding the report	3	
102-54 Claims of reporting in accordance with the GRI Standards	3	
102-55 GRI content index	75	
102-56 External assurance	3	

Material topics

ECONOMIC

Economic Performance

GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	3, 28, 35	
	103-2 The management approach and its components	30, 32, 35, 36, 39, 40	
	103-3 Evaluation of the management approach	35, 36	
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	39, 40	
	201-4 Financial assistance received from government	35	

Indirect Economic Impacts

GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	3, 28, 62-64	
	103-2 The management approach and its components	3, 28, 62-64	
	103-3 Evaluation of the management approach	3, 28, 62-64	

GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	63, 64	
	203-2 Significant indirect economic impacts	35, 62-64	
Procurement Practices			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	3, 28, 30	
	103-2 The management approach and its components	3, 28, 37, 66-68	
	103-3 Evaluation of the management approach	37, 66-68	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	66-68	
Anti-corruption			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	3, 28, 30	
	103-2 The management approach and its components	3, 28, 30, 31, 35, 36	
	103-3 Evaluation of the management approach	31	
GRI 205: Anti-Corruption 2016	205-3 Confirmed incidents of corruption and actions taken	31	
ENVIRONMENTAL			
Materials			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	3, 28, 43	
	103-2 The management approach and its components	3, 28, 48, 49	
	103-3 Evaluation of the management approach	48	
GRI 301: Materials 2016	301-1 Materials used by weight or volume	48	
	301-2 Recycled input materials used	48	
	301-3 Reclaimed products and their packaging materials	48	
Energy			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	3, 28, 39	
	103-2 The management approach and its components	3, 28, 41, 42	
	103-3 Evaluation of the management approach	41, 42	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	41, 42	
	302-2 Energy consumption outside of the organization	41, 42	
	302-4 Reduction of energy consumption	41, 42	
Water and Effluents			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	3, 28, 43	
	103-2 The management approach and its components	3, 28, 49	
	103-3 Evaluation of the management approach	45-47	

GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	45, 46	
	303-2 Management of water discharge-related impacts	45-47	
	303-3 Water withdrawal	45, 46	
	303-4 Water discharge	45, 46	
Biodiversity			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	3, 28, 43	
	103-2 The management approach and its components	3, 28, 43, 44, 49	
	103-2 The management approach and its components	43, 44	
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	43, 44	
	304-2 Significant impacts of activities, products, and services on biodiversity	43, 44	
Emission			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	3, 28, 39	
	103-2 The management approach and its components	3, 28, 39, 40, 42	
	103-3 Evaluation of the management approach	39, 40	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	39, 40	
	305-2 Energy indirect (Scope 2) GHG emissions	39, 40	
Waste			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	3, 28	
	103-2 The management approach and its components	3, 28, 46-49	
	103-3 Evaluation of the management approach	46-49	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	46-49	
	306-2 Management of significant waste-related impacts	46-49	
	306-3 Waste generated	47-49	
	306-4 Waste diverted from disposal	47	
	306-5 Waste directed to disposal	47	
Environmental Compliance			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	3, 28, 69	
	103-2 The management approach and its components	3, 28, 31, 69, 71	
	103-3 Evaluation of the management approach	31, 66-69	
GRI 307: Environmental Compliance 2016	307-1 Non-compliance with environmental laws and regulations	31	

Supplier Environmental Assessment

GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	3, 28, 37, 67	
	103-2 The management approach and its components	3, 28, 37, 67-69, 71	
	103-3 Evaluation of the management approach	37, 67-69	
GRI 308: Supplier Environmental Assessment 2016	GRI 308: Supplier Environmental Assessment 2016	37, 67-69	

SOCIAL

Employment

GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	3, 28, 53	
	103-1 Explanation of the material topic and its Boundary	3, 28, 54-57, 61	
	103-3 Evaluation of the management approach	53, 55	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	55	
	401-1 New employee hires and employee turnover	59, 60	

Occupational Health and Safety

GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	3, 28, 53	
	103-2 The management approach and its components	3, 7, 8, 28, 59-61	
	103-3 Evaluation of the management approach	53, 59, 60	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	59, 7, 8	
	403-2 Hazard identification, risk assessment, and incident investigation	59, 7, 8	
	403-3 Occupational health services	56-61	
	403-4 Worker participation, consultation, and communication on occupational health and safety	56-61	
	403-5 Worker training on occupational health and safety	56-61	
	403-6 Promotion of worker health	56, 57	
	403-8 Workers covered by an occupational health and safety management system	59	
	403-9 Work-related injuries	60	

Training and Education

GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	3, 28, 53, 57	
	103-2 The management approach and its components	3, 28, 53, 57	
	103-3 Evaluation of the management approach	58	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	58	
	404-2 Programs for upgrading employee skills and transition assistance programs	58	

Diversity and Equal Opportunity

GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	3, 28, 53, 56	
	103-1 Explanation of the material topic and its Boundary	3, 28, 34, 53-56, 61	
	103-3 Evaluation of the management approach	34, 54-56, 61	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	34, 54-56	

Non-discrimination

GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	3, 28, 53, 56	
	103-2 The management approach and its components	3, 28, 31, 54-56, 61	
	103-3 Evaluation of the management approach	31, 54-56	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	54-56	

Child Labor

GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	3, 28, 53	
	103-2 The management approach and its components	3, 28, 53-57	
	103-3 Evaluation of the management approach	56, 57	
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	56, 57	

Forced or Compulsory Labor

GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	3, 28, 53	
	103-2 The management approach and its components	3, 28, 53-57	
	103-3 Evaluation of the management approach	56, 57	
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	56, 57	

Local Communities

GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	3, 28, 35, 62	
	103-2 The management approach and its components	3, 28, 62-64	
	103-2 The management approach and its components	7, 8, 35, 62, 64	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	62-64	
	413-2 Operations with significant actual and potential negative impacts on local communities	63, 64	

Supplier Social Assessment

GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	3, 28, 37, 66	
	103-2 The management approach and its components	3, 28, 37, 66-68	
	103-3 Evaluation of the management approach	37, 66-68	
GRI 414: Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	37, 66-68	

Customer Health and Safety

GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	3, 28	
	103-2 The management approach and its components	3, 28, 69-74	
	103-3 Evaluation of the management approach	72-74	
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	72-74	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	72-74	

Marketing and Labelling

GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	3, 28, 72	
	103-2 The management approach and its components	3, 28, 73, 74	
	103-3 Evaluation of the management approach	73, 74	
GRI 417: Marketing and Labelling 2016	417-1 Requirements for product and service information and labelling	72-74	
	417-2 Incidents of non-compliance concerning product and service information and labelling	31, 73	
	417-3 Incidents of non-compliance concerning marketing communications	31, 73	

Socioeconomic Compliance

GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	3, 28	
	103-2 The management approach and its components	3, 28	
	103-3 Evaluation of the management approach	31	
GRI 419: Socioeconomic Compliance 2016	419-1 Non-compliance with laws and regulations in the social and economic area	31	

Soil stewardship

GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	3, 28, 69	
	103-2 The management approach and its components	3, 28, 69-71	
	103-3 Evaluation of the management approach	70	

Transportation and Distribution

GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	3, 28	
	103-2 The management approach and its components	3, 28, 50, 51	
	103-3 Evaluation of the management approach	50, 51	

Technology and innovation

GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	3, 28, 70	
	103-2 The management approach and its components	3, 28, 35, 40, 69-71	
	103-3 Evaluation of the management approach	69-71	

Engaging with External Growers and Farmers

GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	3, 28, 66, 69	
	103-2 The management approach and its components	30, 32, 66-71	
	103-3 Evaluation of the management approach	66-68	

Engaging with External Growers and Farmers

GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	3, 28, 43, 69	
	103-2 The management approach and its components	30, 32, 69-71	
	103-3 Evaluation of the management approach	69-71	



www.unifruttigroup.com