



# SUSTAINING OUR FUTURE

SUSTAINABILITY REPORT FY2021



# CORPORATE PROFILE

Dual listed on the Mainboards of the Singapore Exchange Securities Trading Limited and the Philippine Stock Exchange, Inc., Del Monte Pacific Limited (Bloomberg: DELM SP/ DELM PM), together with its subsidiaries (the "Group"), is a global branded food and beverage company that caters to today's consumer needs for premium quality, healthy products. The Group innovates, produces, markets and distributes its products worldwide.

The Group is proud of its heritage brands - *Del Monte*, *S&W*, *Contadina* and *College Inn* – some of which originated in the USA more than 100 years ago as premium quality packaged food products. The Group has exclusive rights to use the *Del Monte* trademarks for packaged products in the United States, South America, the Philippines, Indian subcontinent and Myanmar, while it owns *S&W* globally except for Australia and New Zealand. The Group owns the *Contadina* and *College Inn* trademarks in various countries.

DMPL's USA subsidiary, Del Monte Foods, Inc. (DMFI) ([www.delmontefoods.com](http://www.delmontefoods.com)), owns other trademarks such as *Orchard Select*, *Fruit Refreshers*, *Veggieful* and *Bubble Fruit* while DMPL's Philippine subsidiary, Del Monte Philippines, Inc. ([www.delmontephil.com](http://www.delmontephil.com)), has the trademark rights to *Del Monte*, *Today's*, *Fiesta*, *202*, *Fit 'n Right*, *Heart Smart*, *Bone Smart* and *Quick 'n Easy* in the Philippines.

The Group sells packaged fruit, vegetable and tomato, sauces, condiments, pasta, broth, stock, juices and frozen pineapple, under various brands and also sells fresh pineapples under the *S&W* brand ([www.swpremiumfood.com](http://www.swpremiumfood.com)).

The Group owns approximately 95% of a holding company that



owns 50% of FieldFresh Foods Private Limited in India ([www.fieldfreshfoods.in](http://www.fieldfreshfoods.in)). FieldFresh markets *Del Monte*-branded packaged products in the Indian market and *FieldFresh*-branded fresh produce. The Group's partner in FieldFresh India is the well-respected Bharti Enterprises, which is one of the largest conglomerates in India.

DMPL's USA subsidiary operates six plants in the USA and two in Mexico, while its Philippine subsidiary operates a fully-integrated pineapple operation with its 26,000-hectare pineapple plantation in Bukidnon, a frozen fruit processing facility and a Not From Concentrate juicing plant nearby, and a fruit processing facility that is about an hour away from the plantation. The Philippine subsidiary also operates a beverage bottling plant in Cabuyao, Laguna.

DMPL and its subsidiaries are not affiliated with the other Del Monte companies in the world, including Fresh Del Monte Produce, Inc., Del Monte Canada, Del Monte Asia Pte. Ltd. and these companies' affiliates.

DMPL is 71%-owned by NutriAsia Pacific Ltd. and Bluebell Group Holdings Limited, which are beneficially-owned by the Campos

family of the Philippines. A subsidiary of the NutriAsia Group is the market leader in the liquid condiments, specialty sauces and cooking oil market in the Philippines.

[www.delmontepacific.com](http://www.delmontepacific.com)  
[www.delmontefoods.com](http://www.delmontefoods.com)  
[www.delmonte.com](http://www.delmonte.com)  
[www.swpremiumfood.com](http://www.swpremiumfood.com)  
[www.contadina.com](http://www.contadina.com)  
[www.collegeinn.com](http://www.collegeinn.com)  
[www.delmontephil.com](http://www.delmontephil.com)  
[www.lifegetsbetter.ph](http://www.lifegetsbetter.ph)  
[www.fieldfreshfoods.in](http://www.fieldfreshfoods.in)



For more information, please scan QR Code to access the Sustainability section of DMPL's website

*Del Monte*, *Del Monte Quality and Shield in Color* are principal registered trademarks of the Group for packaged food and beverage products in the USA, South America, Philippines, Myanmar and Indian subcontinent territories. The Group owns the *S&W* trademarks worldwide except for Australia and New Zealand. The Group's other trademarks include, among other trademarks in various jurisdictions, *Contadina*, *College Inn*, *Orchard Select*, *Fruit Refreshers*, *Veggieful* and *Bubble Fruit* in the USA, and *Today's*, *Fiesta*, *202*, *Fit 'n Right*, *Heart Smart*, *Bone Smart* and *Quick 'n Easy* in the Philippines. The Group's vision – *Nourishing Families. Enriching Lives. Every Day.* – is also registered as a trademark in the USA.



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## OUR VISION AND STRATEGY

**Nourishing Families.  
Enriching Lives.  
Every Day.**

We nourish families by providing delicious food and beverages that make eating healthfully effortless – anytime and anywhere. We build brands with quality products that are perfectly wholesome and thoughtfully prepared.



### Enablers

Build the Right Capabilities, Talent, Culture and Team to Deliver Against Vision

## OUR VALUES



Championing Together	Healthy Families	Ownership with Integrity	Innovation	Commitment to Society and Environment	Excellence in Everything We Do
<p>To champion together is our choice. Del Monte succeeds because we see ourselves as one team. We each work to our unique strengths and play a part in the group's collective greatness. When we collaborate, we achieve more.</p>	<p>We choose to grow healthy families. We strengthen family bonds of our consumers and enable our employees to build better lives for their families. At the heart of who we are is the well-being of the home.</p>	<p>We choose to embody ownership with integrity. Del Monte is under our care – we hold ourselves accountable. We see how our work helps achieve Del Monte's vision. A genuine <b>Malasakit</b> – this is what we share in Del Monte.</p>	<p>We choose to innovate. We constantly rethink, explore, and create to produce only the fresh, groundbreaking and pioneering ideas for our products and processes. We will push – creating breakthroughs, always challenging ourselves to be future-ready.</p>	<p>We choose to make a commitment to society and the environment. We are responsible for the big role we play in safeguarding our world's future. Thus, we ensure that Del Monte not only refrains from harming the environment, but also contributes to enriching it. We are committed to uplifting lives through honest and ethical business practices. We are a good corporate citizen.</p>	<p>We choose to be excellent in everything we do. No matter how large or small a task is, we understand the value of executing each one effectively and efficiently. We believe in doing the right things the right way.</p>

## LETTER TO OUR STAKEHOLDERS



**MR. ROLANDO C. GAPUD**  
Executive Chairman

**MR. JOSELITO D. CAMPOS, JR.**  
Managing Director and CEO

**Dear Stakeholders,**

Del Monte Pacific Ltd. (DMPL) provides for people's basic need for nourishment. Our products, employees and the Group have proven resilient amid the global pandemic as we continue to operate as an essential industry to produce healthy food and beverage. From our consumers to communities to our colleagues and company, resilience is part of sustainability.

As a leading global food company, sustainability is core to our Group's vision, "Nourishing Families. Enriching Lives. Every Day." Sustainability is one of our strategic pillars supporting this vision, while commitment to society and environment is one of our core values.

We have been nourishing people for generations. Throughout the long heritage of the Del Monte

brand and the long history of our farms, our Group has strived to operate a business that produces nutritious food, sustains our plantations, and generates livelihood, contributing to the economic, environmental and social well-being of the communities we serve.

**"Sustaining our Future"** is our commitment to grow healthier produce, healthier people and a healthier planet through a business that promotes a balance among diverse stakeholders, including our consumers, employees, communities and shareholders.

Our FY2021 Sustainability Report highlights our six sustainability pillars:

- **Nourishing Consumers** with healthy food and beverage. Our 136 years of brand heritage, led by Del Monte, is a testimony to consumers' trust in our product quality.
- **Nurturing Employees** with a culture of engagement, development and work-life integration. The well-being and safety of our 5,800 employees and 18,300 labor service providers are important to us.
- **Developing Communities** through the impact of our business and corporate social responsibility. We provide local employment, livelihood programs, community health and wellness, and education. Our long-term partnerships are a testament to our care for our communities.
- **Preserving Nature** with sustainable agricultural and manufacturing practices. Our more than 100 years of operations is a testimony to how we conserve the lands we cultivate or source from. Our responsible stewardship of nature sustains our business.
- **Strengthening Governance** grounded on transparency, integrity and accountability. DMPL has been listed on the Singapore Exchange since 1999 and the Philippine Stock Exchange since 2013. The Board of Directors and management are accountable to stakeholders.
- **Sustaining Growth** in a way that will sustain our financial performance, the lifeline of our business that lays the foundation upon which we build value for our shareholders through the Triple Bottom Line - people, planet and performance.

Sustainability sets us on a path towards a more holistic and balanced approach that addresses the environmental, social and governance (ESG) priorities of our internal and external stakeholders.

Our Sustainability Report highlights our priorities, goals and performance in pages 6–15 of the report. We also report on our contribution to the United Nations Sustainable Development Goals which are more important than ever during this global pandemic.

DMPL was honored as a finalist for "Asia's Best Community Reporting" at the 2020 Asia Sustainability Reporting Awards (ASRA) last May 2021. ASRA, which is based in Singapore, is the highest recognition for sustainability reporting in Asia, assessing Sustainability Reports from around 15 countries in the region. This is the second time ASRA has recognized DMPL.

Sustainability is an integral part of Del Monte Pacific Group. Our Board of Directors and management team will continue to invest in the present to sustain our future. We thank you, our stakeholders, for your partnership in this journey.

**MR. ROLANDO C. GAPUD**  
Executive Chairman

**MR. JOSELITO D. CAMPOS, JR.**  
Managing Director and CEO

25 August 2021

# SUSTAINABILITY GOALS



PEOPLE



PLANET



PERFORMANCE

Sustainability Pillars		
Nourishing Consumers Nurturing Employees Developing Communities	Preserving Nature	Strengthening Governance Sustaining Growth
<ul style="list-style-type: none"> <li>1 Educate an average of 5 million children and parents annually through outreach efforts that focus on expanding knowledge around nutrition and making healthy eating choices.</li> <li>2 Define and measure employee engagement and achieve top quartile scores.</li> <li>3 Establish a Diversity Leadership Council and expand Employee Resources Groups. Increase diversity across leadership roles.</li> <li>4 Provide the opportunity for team members to earn a decent wage.</li> <li>5 Donate approximately 2.3 million kilograms of food each year to support disaster relief, local food banks, and organizations.</li> <li>6 Reduce added sugars and sodium by 10% and 5%, respectively, by FY2026.</li> <li>7 Ensure 100% of toll manufacturers obtain at least one quality certification by FY2022.</li> <li>8 Strengthen innovation culture and employee engagement through the Employee CHOICE Recognition Program.</li> <li>9 Provide nutrition to 10 organizations per month to support local communities.</li> </ul>	<ul style="list-style-type: none"> <li>1 Include 25% recycled content into plastic packaging upon availability of recycled polypropylene supply and FDA approval.</li> <li>2 Convert plastic packaging to 100% recyclable, reusable, or compostable by 2030.</li> <li>3 Target to add How2Recycle® icons to 100% of our packaging.</li> <li>4 Reduce empty miles driven from dedicated operations by 20%.</li> <li>5 Increase truckload efficiency in mpg by 14%.</li> <li>6 Increase cover-cropping by 5% annually.</li> <li>7 Reduce packaging material usage by ₱265 million and plastic usage of PET bottles by 15%, and use biodegradable PET bottles by FY2026.</li> <li>8 Reduce soil erosion to 10 metric tons per hectare per year.</li> <li>9 Reduce carbon emissions at the Bugo cannery by 15%.</li> <li>10 Complete the solar power system in Bugo cannery and plantation by FY2023.</li> <li>11 Increase renewable energy in the Bugo cannery to about 50% by FY2026.</li> <li>12 Reduce obsolescence of finished goods, raw and packaging materials by 60% to ₱28.5 million.</li> </ul>	<ul style="list-style-type: none"> <li>1 Ensure Board oversight of sustainability / ESG goals to achieve set goals.</li> <li>2 Be among the top 30 companies in the ASEAN Corporate Governance Scorecard.</li> <li>3 Implement the new Related Party Transaction / Interested Person Transaction policy.</li> <li>4 Enhance cybersecurity systems in line with new advances in technology.</li> <li>5 Implement enhanced Supplier Code of Conduct.</li> <li>6 Require 100% of the Company's suppliers to develop sustainability programs by FY2026.</li> <li>7 Strengthen our core business, expand the product portfolio and grow our branded business.</li> <li>8 Launch new products in pursuit of health and wellness to address consumer needs and maintain market leadership position.</li> <li>9 Increase product availability through better distribution and expand sales channels including e-commerce.</li> </ul>

\*These are the goals of Del Monte Foods, Inc. and Del Monte Philippines, Inc.

# DMPL CONTRIBUTION TO THE UN SUSTAINABLE DEVELOPMENT GOALS

Members of the United Nations pledged to implement 17 Sustainable Development Goals (SDGs) from 2015 to 2030 to end poverty by promoting prosperity while sustaining the planet and its people. The SDGs include environmental, social and economic goals.

We have aligned DMPL's Sustainability Pillars with the SDGs.

## SUSTAINABLE DEVELOPMENT GOALS

Sustainability Pillars	1 NO POVERTY	2 ZERO HUNGER	3 GOOD HEALTH AND WELL-BEING	4 QUALITY EDUCATION	5 GENDER EQUALITY	6 CLEAN WATER AND SANITATION	7 AFFORDABLE AND CLEAN ENERGY	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	10 REDUCED INEQUALITIES	11 SUSTAINABLE CITIES AND COMMUNITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION	14 LIFE BELOW WATER	15 LIFE ON LAND	16 PEACE, JUSTICE AND INSTITUTIONS	17 PARTNERSHIPS FOR THE GOALS
Nourishing Consumers		✓	✓						✓			✓					✓
Nurturing Employees		✓	✓	✓	✓	✓		✓		✓	✓				✓	✓	
Developing Communities	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓			✓	✓	
Preserving Nature		✓	✓				✓	✓	✓	✓	✓	✓	✓	✓	✓		✓
Strengthening Governance								✓	✓						✓	✓	
Sustaining Growth								✓	✓		✓	✓				✓	

## Sustainability Priorities

PRODUCT INNOVATION	TRACEABILITY	PRODUCT QUALITY AND SAFETY	HEALTH AND NUTRITION	PRODUCT PACKAGING	PRODUCT LABELLING
RESPONSIBLE MARKETING	OCCUPATIONAL HEALTH AND SAFETY	WELL-BEING AND WORK-LIFE INTEGRATION	HUMAN RIGHTS AND LABOR STANDARDS	TALENT MANAGEMENT	EMPLOYEE ENGAGEMENT
DIVERSITY AND INCLUSION	FAIR WAGES AND BENEFITS	CSR AND PHILANTHROPY	COMMUNITY RELATIONS AND STAKEHOLDER MANAGEMENT	FERTILIZER AND PESTICIDE USE	SOIL MANAGEMENT
WASTE MANAGEMENT	WATER MANAGEMENT	ENERGY AND GHG EMISSIONS	BIODIVERSITY	CLIMATE CHANGE ADAPTATION	ETHICS AND INTEGRITY
DATA PROTECTION, PRIVACY AND CYBERSECURITY	PUBLIC POLICY	LAND AND RESOURCE AVAILABILITY	TECHNOLOGY DRIVEN OPERATIONS	TAX	RESPONSIBLE SOURCING PRACTICES



CONSUMERS



EMPLOYEES



COMMUNITIES



NATURE



GOVERNANCE



GROWTH

# DMPL CONTRIBUTION TO THE UN SUSTAINABLE DEVELOPMENT GOALS



SDG	DMPL'S CONTRIBUTION	SDG	DMPL'S CONTRIBUTION
1 NO POVERTY	Provide employment to people in local communities	10 REDUCED INEQUALITIES	Comply with labor laws and promote equal opportunity for men and women
2 ZERO HUNGER	Improve food production through sustainable agriculture and nutrition through the product portfolio	11 SUSTAINABLE CITIES AND COMMUNITIES	Provide communities with a sustainable living environment
3 GOOD HEALTH AND WELL-BEING	Offer quality food and beverage products that promote health and wellness across demographic segments	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Reduce and manage waste in production, promote clean emissions and effluent
4 QUALITY EDUCATION	Provide communities with access to proper education and skills training	13 CLIMATE ACTION	Implement climate change risk mitigation and reduce greenhouse gas emissions
5 GENDER EQUALITY	Promote a diverse workforce of women and men, and equitable livelihood opportunities	14 LIFE BELOW WATER	Conserve marine life by treating waste that goes to waterways
6 CLEAN WATER AND SANITATION	Improve water consumption efficiency, provide clean drinking water and adequate sewage disposal	15 LIFE ON LAND	Protect biodiversity through sustainable agricultural practices and promote environmental stewardship of natural resources
7 AFFORDABLE AND CLEAN ENERGY	Invest in renewable energy and optimize efficiency across energy sources	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Uphold good governance in the company and promote industrial peace
8 DECENT WORK AND ECONOMIC GROWTH	Provide communities with sustainable livelihood opportunities and decent work environment	17 PARTNERSHIPS FOR THE GOALS	Pursue global partnerships for sustainable development
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Promote innovation, leverage technology to improve production efficiency and infrastructure		



**1 NO POVERTY**



- **24,000 employees** and service providers contribute to DMPL's operations.
- **About 500 individuals** were uplifted from poverty through the Del Monte Foundation's participation in Zero Extreme Poverty 2030 (ZEP2030) Movement.



**2 ZERO HUNGER**



- DMFI donated **\$2.3 Million** to the American Conscious Alliance, Convoy of Hope, and other food banks.
- Donated various food products to over **200,000 individuals in indigent communities** and frontline workers in over **50 medical facilities** during the pandemic.



**3 GOOD HEALTH AND WELL-BEING**



- In partnership with Going Great, DMFI reached out to more than **5 Million children**, focusing on healthy eating and growing vegetables.
- The Foundation served around **23,800 patients** through its medical missions.



**4 QUALITY EDUCATION**



- Around **261 high school and college students** were granted scholarships in various schools in FY21.
- The Foundation provided pre-school learning aids and materials to **19 schools**.



## DMPL CONTRIBUTION TO THE UN SUSTAINABLE DEVELOPMENT GOALS

**5** GENDER EQUALITY



- The workforce has a ratio of **63% men** and **37% women**.
- About **40%** of management are women.



**6** CLEAN WATER AND SANITATION



- 225 sanitary toilets** were built by the Foundation for families residing near the plantation in the Philippines.
- Installed **25 water systems** which helps around **154 households**.



**7** AFFORDABLE AND CLEAN ENERGY



- The U.S. Hanford Facility has **6,400 solar panels** which generates **1.2 MW of electricity**.
- Renewable energy generated **2.8 MW of electricity** and supplied **17% of Bugo cannery's power** requirement in FY21.



**8** DECENT WORK AND ECONOMIC GROWTH



- Funded **81 graduates** from 2 TESDA certified training disciplines.
- 50 members of an Indigenous Group** underwent training in beads-making and mats-weaving as part of the Foundation's livelihood projects.



## 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



- Our **100% Pineapple Juice** contains functional benefits to strengthen immunity, promote detoxification, and lower bad cholesterol.
- Veggieful Pocket Pies was awarded the **2021 Mindful Award** for Frozen Snack Product of the Year.
- Deluxe Gold won the **Product of the Year** in the Fruit Category conducted by Kantar.



## 10 REDUCED INEQUALITIES



- DMFI donated **\$185,000** to the National Black Farmers' Association, Asian-American Pacific Islanders, Anti-Racism and Intersectional Justice Fund, and other regional, racial justice charities.
- DMPI has a **Standard Against Discrimination** that promotes a culture of equality in the workplace.



## 11 SUSTAINABLE CITIES AND COMMUNITIES



- Around **22,000 farm and production workers, and service providers** work in Del Monte Philippines.
- Plantation employees reside with their families in **1,320 company-owned housing units** in the Philippines.



## 12 RESPONSIBLE CONSUMPTION AND PRODUCTION



- Reduced about **3,000 metric tons** of materials which amounted to **\$2.7 Million** savings in the last **10 years**.
- Our waste-to-energy facility ensures **100% wastewater treatment** before discharge to Macajalar Bay.



## DMPL CONTRIBUTION TO THE UN SUSTAINABLE DEVELOPMENT GOALS

**13** CLIMATE ACTION



- **490,382 MT CO<sub>2</sub>** equivalent net carbon sequestration making DMPI carbon negative.
- DMPI planted around **60,000 indigenous and commercial trees** that contributed about **7,100 MT CO<sub>2</sub>** equivalent in FY21.



**14** LIFE BELOW WATER



- Cleansed Bugo Facility water discharge at Macajalar Bay has Biochemical Oxygen Demand levels better than government mandated **100mg / ltr**.
- Water usage ratio of the DMPI bottling plant is **9.72 liters**, within its **5-year goal**.



**15** LIFE ON LAND



- DMPI, the Foundation, and our cooperative partner DEARBC planted **around 610,000 indigenous and commercial trees** in different areas of the plantation in Bukidnon.



**16** PEACE, JUSTICE AND STRONG INSTITUTIONS



- Our **Human Rights** policy is aligned with UN Guiding Principles on Business and Human Rights, International Bill of Human Rights, and International Labor Organization.
- DMPL ranked **15th among 577 Singapore-listed companies** in the SG Governance and Transparency Index in August 2020.
- Del Monte respects the right of employees who are members of unions through **collective bargaining agreements** to maintain industrial peace.



**17** PARTNERSHIPS FOR THE GOALS

- DMPI partnered with over **400 organizations** to alleviate hunger during the pandemic.
- DMFI is a **mission partner** of Feeding America.



NOURISHING FAMILIES.  
ENRICHING LIVES.  
EVERY DAY.



**LEAVE  
NO ONE  
BEHIND**

# SUSTAINABILITY PILLARS

**Our Vision: Nourishing Families. Enriching Lives. Every Day.**

## PEOPLE



### Nourishing consumers

- Plant-based products
- Health and nutrition

## CONSUMERS

We nourish consumers with quality products that promote health, wellness and nutrition



### Nurturing employees

- 3x Employer of the Year
- Phillips Memorial Hospital

## EMPLOYEES

We nurture our employees by promoting their well-being, development and work-life integration



### Developing communities

- 24k medical and dental patients
- 200k people nourished in pandemic

## COMMUNITIES

We develop our communities through employment, livelihood programs and education

## PLANET



### Preserving nature

- Renewable energy
- 610k trees reforestation

## NATURE

We preserve nature through environment-friendly agricultural and manufacturing practices



### Strengthening governance

- 4 Independent Directors
- 2x DMPL Best Managed Board Award

## GOVERNANCE

We strengthen governance through principles of transparency, integrity and accountability



### Sustaining growth

- Market leader with iconic brands
- Essential food industry for nutrition

## GROWTH

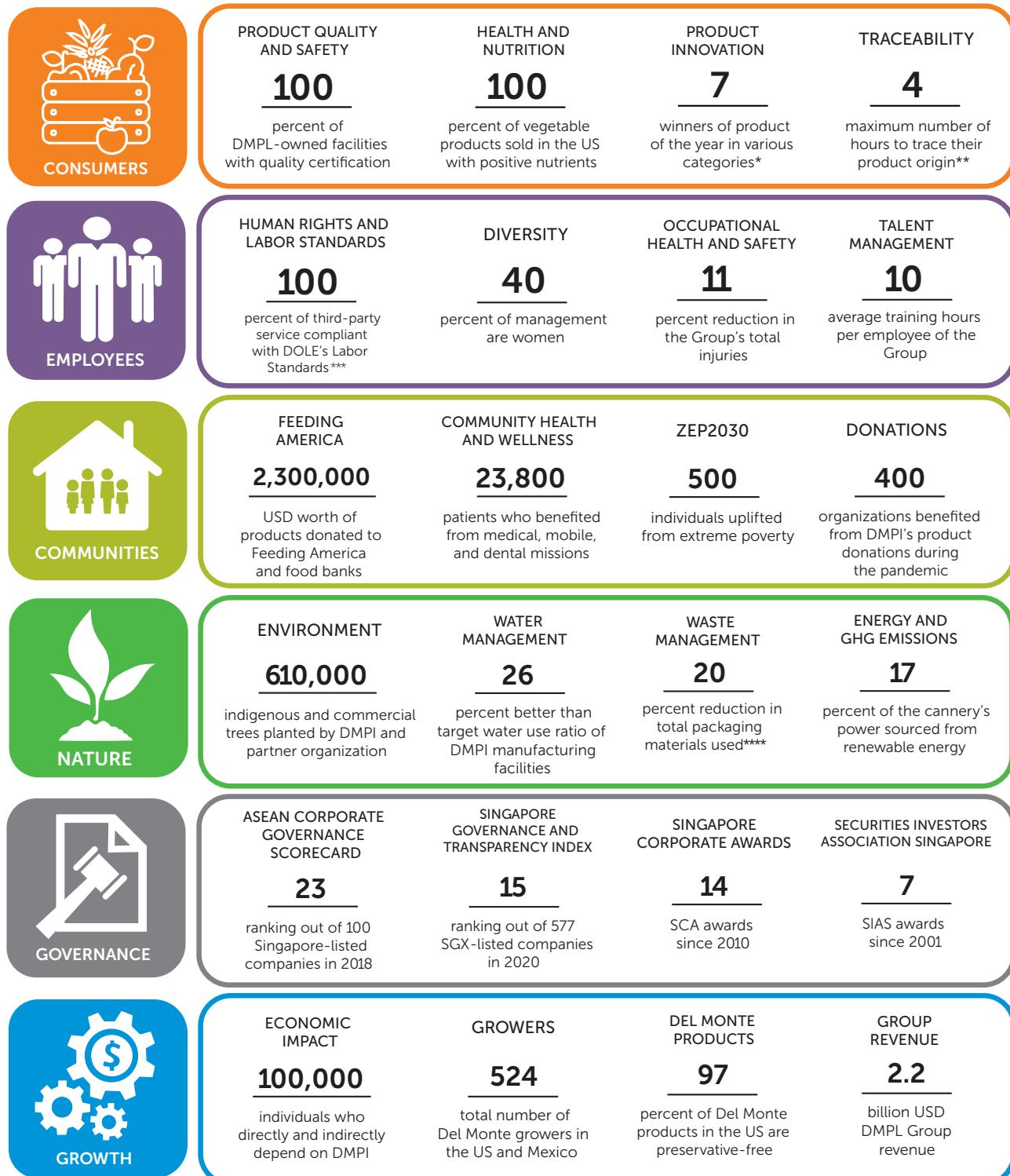
We generate growth based on triple bottom line – people, planet and profit – that will sustain our future

## PERFORMANCE



## SUSTAINABILITY

## OUR PERFORMANCE



\* Winners determined by the votes of 40,000 consumers in a national survey conducted by Kantar, a global leader in consumer research

\*\* British Retail Consortium standard

\*\*\* Department of Labor and Employment in the Philippines

\*\*\*\* Reduction in packaging materials used in the Philippines in the last 10 years



2020  
**Asia Sustainability  
Reporting Awards**

**C A T E G O R Y**

**Asia's Best Community Reporting**

**F I N A L I S T**

**Del Monte Pacific Ltd**

**Presented on**  
19 May 2021  
Place: Singapore

  
**Rajesh Chhabara**  
For Asia Sustainability Reporting Awards

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[www.csrworks.com/asra](http://www.csrworks.com/asra)



## NOURISHING CONSUMERS

Our products have been part of people's meals at home for generations, offering nutrition through our shelf-stable, plant-based, culinary food behind brands that people trust

2 ZERO HUNGER



3 GOOD HEALTH AND WELL-BEING



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



17 PARTNERSHIPS FOR THE GOALS



### IN THIS SECTION

- 1 Product quality and safety
- 2 Health and nutrition
- 3 Product innovation
- 4 Product packaging
- 5 Traceability

## NOURISHING CONSUMERS



Del Monte Pacific Ltd. is passionate about cultivating good food that brings health and nutrition to our consumers. As one of the most well-known and well-trusted brands in the market, we are committed to maintaining this trust.

We produce food products that go through comprehensive quality and safety procedures to provide premium products which meet the strictest food standards. Our goal is to nourish consumers.



### PRODUCT QUALITY AND SAFETY



*Quality testing in Bugo processing facility*

The Group ensures that consumers understand our commitment to conform to food safety standards and regulatory requirements through our food safety management system. DMPL facilities have quality

certifications which attest to the quality and safety of our products. Our toll manufacturers likewise adhere to the same commitment in delivering our products to the market.

1. Del Monte Foods, Inc. (DMFI) designed and deployed to each of its facilities a multi-layered quality system protocol that begins with its executive leadership to provide proper guidance and direction. This is further supported by our manufacturing site procedures.
2. Facilities in the U.S. received A or AA rating from the Global Food Safety Initiative (GFSI) audit. There were no major issues in the audits of the British Retail Consortium (BRC) and GFSI. All minor issues were addressed and corrective actions were accepted by BRC.
3. Del Monte conducts extensive Risk Assessment/Hazard Analysis and incorporates actions to assure that the products and ingredients meet the highest standards prior to market launch.
4. The Quality Policy of Del Monte Philippines, Inc. (DMPI) is committed to Total Customer Satisfaction in providing food products that meet the highest global standards in quality, food safety, hygiene, and service.
5. The Company has a Quality Management and Food Safety System in place that ensures the quality and safety of our products. Manufacturing programs have been established to mitigate hazards that may affect this, as well as, periodic assessments facilitated by third-party certification agencies.
6. The Company undergoes certification and customer audits, and findings, if any, are acted upon immediately. It also ensures the Company's processes meet or exceed these standards.
7. DMPI facilities underwent 24 certification audits and 8 customer audits conducted by reputable independent international auditors, business partners, and customers.
8. Audit results confirm that our processes meet or exceed standards for the supply of food products to certain countries. The audit results confirm the Company's commitment to quality and food safety from farm to fork.
9. Each facility has their own Business Continuity Plans (BCPs) and Emergency Response teams and procedures to ensure they continue to operate and mitigate product, environmental and workplace risks. The BCPs are tested periodically as part of the employees' training on crisis management.

# DMPL Certifications

## DEL MONTE FOODS, INC.

<b>Hanford Facility</b>	Non - Good Manufacturing Practices Project Organic HALAL Certification Kosher British Retail Consortium - Global Food Safety Initiative Hazards Analysis and Critical Control Point Codex Alimentarius Food Safety Plans Good Manufacturing Practices Food Safety Modernization Act - Preventive Controls Qualified Individuals	<b>Markesan Facility</b>	Kosher British Retail Consortium - Global Food Safety Initiative Hazards Analysis and Critical Control Point Codex Alimentarius Food Safety Plans Good Manufacturing Practices Food Safety Modernization Act - Preventive Controls Qualified Individuals
<b>Plover Facility</b>	HALAL Certification Kosher British Retail Consortium - Global Food Safety Initiative Hazards Analysis and Critical Control Point Codex Alimentarius Food Safety Plans Good Manufacturing Practices Food Safety Modernization Act - Preventive Controls Qualified Individuals	<b>Puebla Facility</b>	Kosher British Retail Consortium - Global Food Safety Initiative Hazards Analysis and Critical Control Point Codex Alimentarius Food Safety Plans Good Manufacturing Practices Food Safety Modernization Act - Preventive Controls Qualified Individuals
<b>Toppenish Facility</b>	HALAL Certification Kosher British Retail Consortium - Global Food Safety Initiative Hazards Analysis and Critical Control Point Codex Alimentarius Food Safety Plans Good Manufacturing Practices Food Safety Modernization Act - Preventive Controls Qualified Individuals	<b>Modesto Facility</b>	Kosher British Retail Consortium - Global Food Safety Initiative Hazards Analysis and Critical Control Point Codex Alimentarius Food Safety Plans Good Manufacturing Practices Food Safety Modernization Act - Preventive Controls Qualified Individuals
<b>Yakima Facility</b>	HALAL Certification Kosher British Retail Consortium - Global Food Safety Initiative Hazards Analysis and Critical Control Point Codex Alimentarius Food Safety Plans Good Manufacturing Practices Food Safety Modernization Act - Preventive Controls Qualified Individuals	<b>Rochelle Distribution Center</b>	Organic British Retail Consortium - Global Food Safety Initiative Hazards Analysis and Critical Control Point Codex Alimentarius Food Safety Plans Good Manufacturing Practices Food Safety Modernization Act - Preventive Controls Qualified Individuals
<b>Lathrop Distribution Center</b>	Organic British Retail Consortium - Global Food Safety Initiative Hazards Analysis and Critical Control Point Codex Alimentarius Good Manufacturing Practices Food Safety Modernization Act - Preventive Controls Qualified Individuals		

## DEL MONTE PHILIPPINES, INC.

<b>Bugo Cannery</b>	HALAL Certification ISO 9001:2015 ISO 17025(Chemical Testing Lab) FSSC 22000 ver. 5 Kosher Voluntary Control Systems of SGF International Hazards Analysis and Critical Control Point Codex Alimentarius Good Manufacturing Practices	<b>Plantation</b>	ISO 9001:2015 GLOBALGap CPCC IFA ver. 5.2 PhilGap - Plantation PhilGap - Outgrowership Program
<b>Bottling Plant</b>	HALAL Certification ISO 17025 (Chemical Testing Lab) FSSC 22000 ver. 5 Hazards Analysis and Critical Control Point Codex Alimentarius Good Manufacturing Practices	<b>Juicing Plant</b>	HALAL Certification FSSC 22000 ver. 5 Kosher Brand Reputation Compliance Global Standards Voluntary Control Systems of SGF International Hazards Analysis and Critical Control Point Codex Alimentarius Good Manufacturing Practices
<b>Freezing Plant</b>	HALAL Certification FSSC 22000 ver. 5 Kosher Brand Reputation Compliance Global Standards Hazards Analysis and Critical Control Point Codex Alimentarius Good Manufacturing Practices	<b>Toll Manufacturing Operations</b>	HALAL Certification ISO 9001:2015 ISO 17025 (Chemical Testing Lab)

## NOURISHING CONSUMERS

10. The Toll Manufacturers' Quality Management Programs that ensures toll manufacturers are aligned with the Company's safety and quality standards using a standard scorecard and key performance indicators. The relevant managers oversee their operations.



### HEALTH AND NUTRITION



11. Toll manufacturers are required to have FSSC 22000, BRC, and HACCP certifications. Five of six toll manufacturers have one of these quality certifications.



12. One of the major Key Performance Indicators of our toll manufacturers is the annual improvement of their Quality Scorecards.



13. DMPI regularly audits its toll manufacturers in compliance with its GMP, HACCP, and Good Laboratory Practices standards. All toll manufacturing facilities complied with these standards and are verified by internal and external audits.

Del Monte is a well-trusted brand committed to health and nutrition. We aspire to preserve this trust among consumers.

A leader in meeting consumer preferences, we understand that consumers are becoming increasingly mindful of the ingredients in their food and are often looking for positive health properties such as low-fat or low-sugar. This emphasis on health benefits has ongoing implications for product design and sourcing.

14. Our Toll Pack team strives to reduce consumer complaints by involving our toll manufacturers in the resolution of issues and improvement of our processes to eliminate sources of defects and potential complaints.



15. Facility managers of Toll Manufacturing facilities exporting to the U.S. have PCQI certificates.

1. In the U.S., Del Monte was the first major food producer to voluntarily adopt nutritional labeling on all food products.

2. The vast majority of our products contain positive nutrients and are considered healthy.

3. We aim to provide at least half a cup of fruits or vegetables per serving for most of our products in the U.S., and meet healthy nutrient levels as recommended by the FDA. The majority of our produce are picked and packed on the same day, ensuring 97% preservative-free produce.

4. Majority of our products in the U.S. are low in fat. We carry several specialized product lines: organic, no sugar added, low-salt, reduced-salt, and low in calories for those seeking additional health benefits or following specific dietary regimes.



*Marketing and Customer and Channel Development teams with Philip G. Macahilig, Group Head of Philippine Market Commercial Operations*



5. Within its existing categories, DMFI has a significant set of No-Sugar-Added fruit products, and No-Salt-Added and Reduced-Sodium vegetable products relative to other branded players.
6. All added ingredients in Del Monte vegetables, single-serve fruit snacks, corn and most tomato products have been non-genetically modified organisms (non-GMO), representing a majority of the Company's product line. Del Monte was the first manufacturer to work with the USDA for non-GMO verification for corn products for consumer assurance on sweet corn products.
7. In the U.S., we verify non-GMO ingredients from suppliers and source replacement non-GMO ingredients where necessary. All non-GMO products meet current industry requirements for non-GMO claim.
8. In Asia, we anchor our nutrition platforms on immunity, heart and bone health, which give support to the immune system and promote healthy digestion.
9. The Company's products are mostly plant-based. Pineapples are rich in vitamins and minerals that boost immunity, while tomato products have lycopene, an antioxidant that helps prevent certain diseases.

## DMPI NUTRITION FACTS

Calorie level ranges 1 - 8%, a good contribution in a 2,490-calories daily requirement

Products meet at least 90% sugar and sodium RENI requirement. Reformulations to reduce sugar and sodium by 10% and 5% will be done by FY2026

Majority of products across all categories are good sources of dietary fiber, ranging 5 - 20%

Thrust on "no added sugar" keeps beverage products' sugar content within acceptable levels.

Del Monte products are not sources of saturated or trans fats

Del Monte products are within Recommended Energy and Nutrient Intake (RENI) range in terms of public health-sensitive nutritional factors:

1. total energy
2. total fat
3. saturated fat
4. trans fat
5. added sugars and sodium

Del Monte products address **micronutrient deficiency** in the diet

Beverages, Fresh and Packaged Fruits are rich sources of Vitamin C, ranging 30 - 100%

Vitamin A at 25 - 66% of daily need in Beverages and Tomato Paste

Pineapple-based products have high levels of Manganese: 13 - 70%

Calcium fortification in pineapple juice provides at least 80% of daily need

Anti-hypertensive Bromelain and cholesterol-lowering metabolomes in fresh pineapples

Phenols and Flavonoids in fresh pineapples

Lycopene in tomato-based sauces

Mono-Unsaturated Fats in olive oil-based products

**Plant-based functional ingredients have health benefits**

## NOURISHING CONSUMERS

### Health Statement

The Company is a leader in Food & Beverage and is committed to health and nutrition by ensuring its products are of the highest quality and meet the strictest food safety standards. In line with our vision of "Nourishing Families. Enriching Lives. Every Day.", majority of our products are plant-based with functional health benefits.

DMPI's Nutrition group conducts a yearly Nutrition Profile Assessment across Del Monte products using Nutrient Reference Values, following acceptable standards and guidelines (e.g. World Health Organization (WHO), Food and Nutrition Research Institute – Department of Science and Technology Philippines (FNRI-DOST)). The Company ensures that its products are within the recommended nutritional standards.



*S&W team with Tan Chooi Khim, General Manager*



### PRODUCT INNOVATION

Consumers are increasingly seeking plant-based foods that offer healthier and more sustainable ways of incorporating protein into their diet. Del Monte addresses this need by bringing added nutrition to the Vegetable category.



1. In FY2021, the Group developed 89 new and reformulated products.
2. About 33% of DMFI's R&D is spent on innovation.
3. Veggieful Pocket Pies is a new line of vegetarian pocket pies, a handheld snack with plant-based ingredients and real cheese that are better for consumers and the environment. Each pocket pie has one full serving of vegetables baked in a cauliflower and wheat flour crust.
4. Veggieful Riced Veggies is a tasty and nutritious twist on regular white rice. Mixed with diced vegetables, legumes and spices, it is made from wholesome, non-GMO ingredients and is gluten-free.
5. Fruit Cups with Infusions contain delicious fruit chunks infused with antioxidants, natural ingredients and no added sugar for a smart and convenient snack.
6. Bubble Fruit is a first-of-its-kind snacking experience — combining the goodness of a classic fruit cup with bursting boba. Bubble Fruit contains no artificial colors or sweeteners, and provides a full serving of 100% real fruit, unlike the popping boba found in frozen yogurt or popular tea shops.
7. Contadina San Marzano Style Tomatoes has a rich tomato flavor, and is naturally sweet with tender meaty texture.
8. College Inn Organic Bone Broth is slow simmered and carefully crafted from premium quality chicken and bones, farm-grown vegetables and seasoning. The Chicken Bone Broth contains vegetable stock, sugar, black pepper, turmeric, bay leaf and less than 2% of salt.

9. Innovation in the Philippine Market has largely focused on strengthening our core categories behind relevant functional benefits.
10. Successful beverage innovations in the Philippines include:
- The expansion of 100% Pineapple Juice among a broader base of consumers, offering ACE vitamins for improved immunity and mood boost for the family, and 100% Pineapple Juice Fiber-Enriched for young adults' daily detoxification.
  - Del Monte introduced limited edition juice drinks with delicious and healthy flavors to drive home consumption occasions. The new Del Monte Juice Drink variants Melon Cucumber and Tropical Punch, and 100% Tipco Kiwi and Lychee were launched in one liter carton format.
  - Del Monte Fit 'n Right Juice Drinks have expanded its range to target weight management important to 56% of ready-to-drink consumers. The new Fit 'n Right Juice reflects the needs of younger consumers, who are empowered by choice and personalization. Fit 'n Right will now offer a range of solutions to conform to individual wellness needs that helps reduce fat, detoxify or feel full.
11. Del Monte Quick 'n Easy, a line of ready-to-use recipe sauces, dry mixes, and marinades make it easy for working moms to conveniently prepare a wide variety of meals. The brand now offers a new line of Asian flavors, Teriyaki Marinade, Red Curry Mix, and Green Curry Mix.



12. Del Monte Fruit Cocktail introduced two limited edition summer mixed fruits with Mandarin Orange and Jackfruit.
13. The Group entered the frozen fruit category through Nice Fruit's revolutionary technology that allows frozen or newly thawed pineapples to maintain the physical properties of fresh-cut pineapples. It freezes extra sweet and golden yellow pineapples from fully ripened fruits. The Golden Pineapple, individually-packaged frozen Pineapple Stick and frozen chunks, are healthy, on-the-go snacks.
14. DMPI launched Mr. Milk, a fruit-and-yogurt-flavored milk drink in the dairy category for kids. It is available in four flavors – plain, strawberry, green apple, and mango.
15. DMPI entered the biscuits category with the launch of Del Monte Potato Crisp Biscuits. Baked and not fried, the product is made from real potato, and is delicious and healthy like biscuits.

#### **Advertising to Children**

The Company is a signatory of "The Pledge, Responsible Advertising to Children Initiative" signed by industry leaders. This is part of our responsible marketing commitment.

By signing the pledge, companies agree to demonstrate that their specific commitments comply with the following minimum criteria in addition to any applicable regulatory or legal requirement:

- Advertise to children under 12 years products that meet specific nutrition criteria based on accepted scientific evidence and/or applicable national or international dietary guidelines

• For the purpose of this initiative, 'advertising to children under 12 years' means advertising to media audiences where 35% or more of the audience is under 12 years. These media include television programming and print.

- No communication related to products in primary schools except where specifically requested by, or agreed with, the school administration for educational or informational purposes.

Participating companies will sign up to this initiative as a minimum voluntary commitment, but may go further, if they so wish.

## NOURISHING CONSUMERS



R&D and Quality Assurance team with Ma. Bella B. Javier, Chief Scientific Officer



### PRODUCT PACKAGING

Our Group understands the need to have a sustainable packaging to preserve the environment.

We target to innovate our packaging towards responsible stewardship of the environment while maintaining the quality and safety of our products. This motivates us to rework our product packaging in a more environment-friendly manner.

1. The R&D teams at DMFI worked with our packaging suppliers to test compostable bioplastics in a laboratory setting. We are also working on developing a plastic fruit cup that incorporates post-consumer recycled content within the interior layers.
2. Polyester material is the alternative lining material for our vegetable and fruit products while vinyl is the alternative used for our tomato cans. The linings meet the requirements of California's Prop. 65, ensuring they do not contain phthalates or BPA and comply with all FDA and European Food Safety Authority standards.
3. We have converted 100% of our branded tomato products and nearly 100% of our branded fruit and vegetable products to non-BPA lining in the U.S.
4. In the Philippines, all packaging materials in the cannery and toll packers are 100% BPA-Non Intent.
5. We also innovated our packaging to make it more convenient for consumers. Our juices come in resealable one-liter cartons.



The coating components are also compliant with the United States Environmental Protection Agency and Regulation for Registration, Evaluation, Authorization, and Restriction of Chemicals.

### Del Monte Foods, Inc.

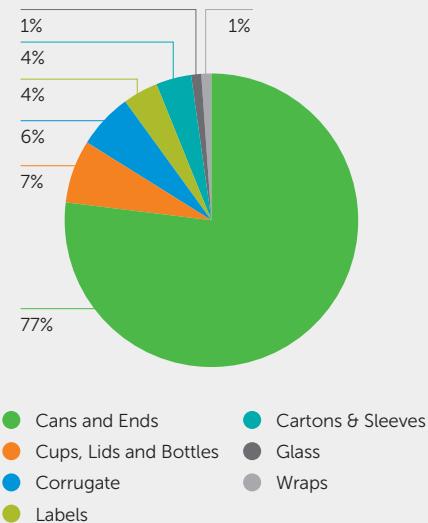
Steel cans are

**100% recyclable**

80% – 90% of all steel ever produced are still in use today (World Steel 2011).

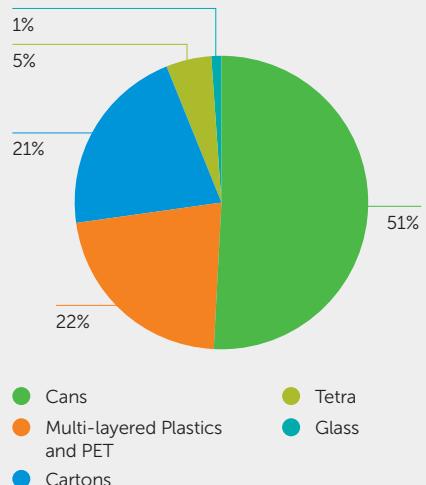
Our steel cans have approximately **35% recycled content**

steel cans have a 75% recycling rate, the highest of any food packaging.



### Del Monte Philippines, Inc.

Majority of our packaging are in cans Followed by multi-layered plastic (SUPs, Sachets) and PET bottles.





*Export team with Head, Ann G. Pozon*



## TRACEABILITY

To ensure that our products are safe, we have a robust traceability program allowing us to protect our consumers' health during unwarranted events by identifying the origin of the product from its production to the retailer. This equips us to efficiently handle consumer inquiries. Having a reliable traceability program enables the Group to have an effective process to identify a defective product or component and to execute the recall process if warranted.

1. The Group conducts periodic quality audits with our co-manufacturers to ensure compliance with our standards.

2. We abide by the Federal food safety requirements by maintaining a product traceability program that allows us to track products shipped to our customers.
3. The traceability program is frequently tested and results are used to drive continuous process improvements.
4. We have significantly enhanced our traceability program by using electronic tracking to allow faster and more accurate product traceability.
5. Del Monte also maintains records that allow the Company to determine the source of the ingredients used in its products.
6. In the Philippines, our facilities and toll manufacturers comply with the standards of the Brand Reputation Compliance Global Standards to trace products from its production date.
7. DMPI conducts traceability exercises and can complete its production lots identification that covers from raw manufacturing to the packaging process.
8. DMPI conducts training for employees in handling issues related to product recalls, complaints and safety.
9. Traceability assessment is conducted during certification and customer audits of our facility and our toll manufacturers.



*Testing of pineapple products*



*Nice Fruit freezing plant line*

# NOURISHING CONSUMERS

## USA



As the **original plant-based food company**, we're always innovating to make nutritious and delicious foods more accessible to consumers across our portfolio of beloved brands, including Del Monte, Contadina, College Inn and S&W

Today, we have a **NATIONAL FOOTPRINT** with more than **98% CONSUMER AWARENESS** for the Del Monte brand

### RECENT AWARDS AND RECOGNITIONS:

- Veggieful Pocket Pies** received a **Mindful Award** for **Frozen Snack Product of the Year**
- #1 on **San Francisco Business Times'** list of Largest Food and Beverage Manufacturers in the Greater Bay Area
- Allrecipes Community Choice Award** winner in both the Canned Vegetable and Canned Tomato categories
- Del Monte is **Best Ketchup for Kids** in **Taste of Home's** test

97%

of all Del Monte products are

**PRESERVATIVE-FREE**

**OUR DEL MONTE VEGGIEFUL POCKET PIES AND DELUXE GOLD PINEAPPLE WON 2021 PRODUCT OF THE YEAR!**

### LEADING MARKET POSITIONS

#### Canned Vegetables

#1 brand nationally  
3x the size of the next national brand



#### Packaged Fruit

#1 Adult Fruit Cup platform  
#1 innovation in Fruit Snacking



#### Broth

#1 brand in the Northeast, most developed broth market  
#2 brand nationally



#### Canned Tomatoes

#1 Italian Tomato brand in Paste and Sauce segments



**Highest household penetration** of all Italian Tomato brands

100%

**TOMATOES** are from the US

99+%

**VEGETABLES** are from the US

70%

**FRUITS** are from the US with supply from Mexico, Philippines, China, Thailand and Greece

Del Monte is the **FIRST** consumer-facing manufacturer to work with the **USDA** for **NON-GMO CERTIFICATION** for corn products



98%

of our packaging is non-plastic and recyclable

We support **524 GROWERS** in USA

We support **130 FRUIT GROWERS** in Mexico

In 2016, we began **labeling most of our vegetables, fruit cups, and many more tomato products as NON-GMO**

The fruit, vegetables, and tomatoes we use in our products have always been Non-GMO

2021	VEGETABLES	TOMATOES	FRUITS (US)	FRUITS (MEXICO)
<b>Tons</b>	325,025	372,822	200,750	57,357
<b>Growers</b>	129	21	374	131

**Asia**

## Throughout our 95-year journey,

Del Monte is proud to be recognized for our premium quality, nutritious and delicious products

### 100% PINEAPPLE JUICE

fortified with vitamins A, B2, C, E, calcium, potassium, bromelain, manganese, and dietary fibers to strengthen immunity

### FROZEN PINEAPPLES

using patented freezing technology, retains fresh-like properties when thawed



### S&W FRESH PINEAPPLES

**#1** imported pineapple in China

#### TOP 3

in Japan, South Korea and Middle East

# 100%

of our Culinary products contain  
**ZERO TRANS FAT**

# 100%

milligrams of enzyme  
**BROMELAIN** per cup in  
S&W fresh pineapples

# 19

**NEW AND REFORMULATED  
PRODUCTS**

in FY2021

# 24

**CERTIFICATION AUDITS**

conducted by reputable and independent international auditors, business partners, and customers

# 8

**CUSTOMER AUDITS**



### DEL MONTE KITCHENOMICS

has **3+ MILLION** strong community in Facebook

# 100%

of DMPI manufacturing facilities have  
**QUALITY CERTIFICATIONS**

### LEADING MARKET POSITIONS IN THE PHILIPPINES



#### Packaged Pineapple

**#1** brand nationally

Also **used for everyday cooking**



#### RTD Juices ex foil pouches

**#1** brand nationally

**100% Pineapple Juices** with functional benefits

# 19

**TRACE EXERCISES**

conducted with full traceability achieved in our facilities



#### Spaghetti Sauce

**#1** brand nationally

For **easy-to-prepare** delicious spaghetti meals



#### Canned Mixed Fruit

**#1** brand nationally

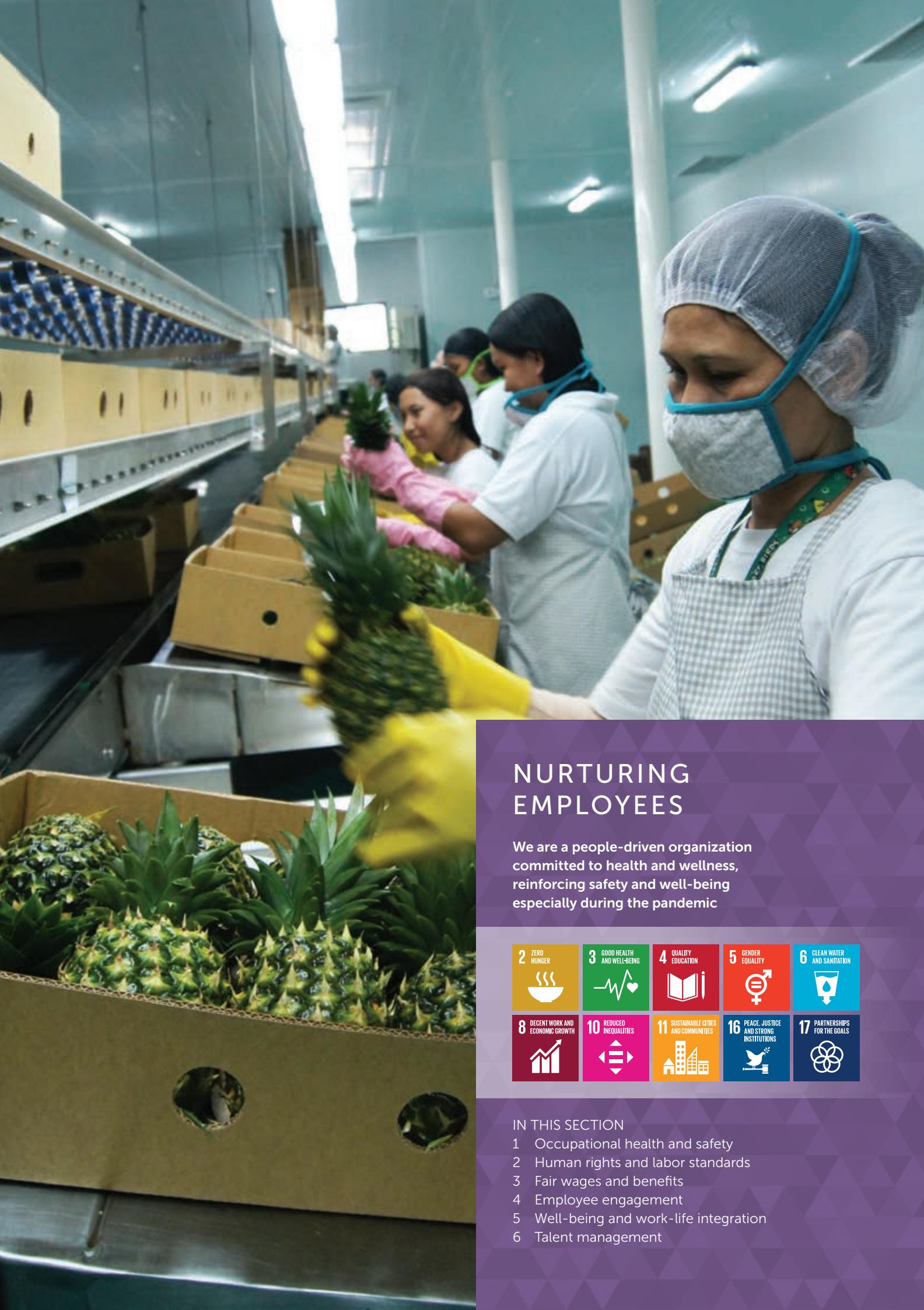
**Healthy snack or dessert**



#### Tomato Sauce

**#1** brand nationally

**Versatile ingredient** for various recipes



## NURTURING EMPLOYEES

We are a people-driven organization committed to health and wellness, reinforcing safety and well-being especially during the pandemic

2 ZERO HUNGER



3 GOOD HEALTH AND WELL-BEING



4 QUALITY EDUCATION



5 GENDER EQUALITY



6 CLEAN WATER AND SANITATION



8 DECENT WORK AND ECONOMIC GROWTH



10 REDUCED INEQUALITIES



11 SUSTAINABLE CITIES AND COMMUNITIES



16 PEACE, JUSTICE AND STRONG INSTITUTIONS



17 PARTNERSHIPS FOR THE GOALS



### IN THIS SECTION

- 1 Occupational health and safety
- 2 Human rights and labor standards
- 3 Fair wages and benefits
- 4 Employee engagement
- 5 Well-being and work-life integration
- 6 Talent management

## NURTURING EMPLOYEES



*DMPI Leadership Team led by Luis F. Alejandro, Chief Operating Officer*

Del Monte Pacific Limited (DMPL) is a people-driven organization committed to health and wellness, reinforcing safety and well-being especially during the pandemic. Nearly 5,800 full-time regular employees of the Group work at our plantation, manufacturing facilities, administrative and marketing offices across locations. About 4,200 are based in the Philippines and Singapore, while about 1,600 work in the United States and Mexico.

DMPI is a three-time “Employer of the Year” awardee of the People Management Association of the Philippines and inducted in the PMAP’s Hall of Fame. The Company has nurtured generations of employees from the same family, a testimony of its care for its people.



*DMFI employees attending a marketing event in the U.S.*

### Employee Demographics

#### Overall Employee Ratio

63% are men

37% are women



#### Classification by Race

74% Asian

14% Hispanic

11% White

1% Others



#### Classification by Position

77% Staff

15% Supervisory

8% Management



# NURTURING EMPLOYEES



## OCCUPATIONAL HEALTH AND SAFETY

The Group values the safety of every person who works in its facilities and offices. Work committees identify and mitigate potential safety risks through safety programs, process improvements and other action plans.

1. DMPL U.S. and Philippine facilities have emergency response teams that plan for crises. They conduct regular Emergency Preparedness Drills to prepare employees against emergencies and natural disasters.
2. DMFI organized COVID-19 vaccine clinics at main manufacturing sites, prioritizing frontline employees' safety. Vaccines are free in the United States and approximately 70% of our hourly workforce intend to be vaccinated.
3. DMFI Total Incidence Rate (TIR) is below the last updated Bureau of Labor Statistics (2015) TIR of 5.2 for the fruit and vegetable canning industry.
4. DMPI Manufacturing TIR is also below that of the Philippine Statistics Authority (2015) TIR data of 4.25 for the manufacturing sector, and complies with Article 168 of the Philippine Labor Code and further strengthened by Republic Act No. 11058 to ensure a safe and healthy work environment for employees.
5. DMPI has a program to vaccinate employees and dependents. The Company is waiting for the vaccines to arrive and has partnered with



*Line workers in the U.S. wearing PPEs*



6. DMPI also partnered with a medical facility for teleconferencing consultation regarding COVID-19 and other health issues including mental health. The company reminds employees to practice COVID-19 protocols such as wearing face masks and face shields, and observing social distancing.
7. DMPI conducted the mandatory 8-hour workplace health and safety orientation for employees

## Occupational Health and Safety



11% reduction  
in Group's total injuries



9% reduction  
in Group's total incident rate (TIR)

a medical institution for the vaccine administration. In the meantime, certain DMPI employees have availed of the option to be vaccinated under the local government's vaccination program where they reside or work.

and service providers in all its facilities in compliance with the safety regulation of the Department of Labor and Employment.



*Peach line workers*



*Bugo processing line workers in the Philippines*

8. Managers and supervisors ensure compliance with relevant workplace safety laws and regulations.
9. DMPI regularly audits its toll manufacturers for compliance with all laws and regulations governing the workplace, including Occupational Safety and Health Regulations, Wages and Benefits, and Human Rights practices.



### **HUMAN RIGHTS AND LABOR STANDARDS**

The Group maintains a Code of Conduct for employees and suppliers. Both Del Monte Foods, Inc. and Del Monte Philippines, Inc. are members of the Supplier Ethical Data Exchange.

1. Del Monte's Human Rights policy is in line with the UN Guiding Principles on Business

and Human Rights, the International Bill of Human Rights and the International Labor Organization Core Convention on Fundamental Principles and Rights at Work. Please refer to the following link for more details.  
<https://www.delmontepacific.com/corporate-governance/ch-manual-1>

2. The Group respects the right of employees to Freedom of Association, and has collective bargaining agreements with labor unions, which stipulate wage increases and enhancements in benefits.
3. Subsidiaries in the U.S. and the Philippines have seasonal and staff position employees who are part of labor unions.
4. Labor Management Councils (LMCs) prepare the groundwork for negotiations between union and Management. DMPI has not experienced a labor strike in the past 50 years, a testament to the Company's good relations with its workforce.



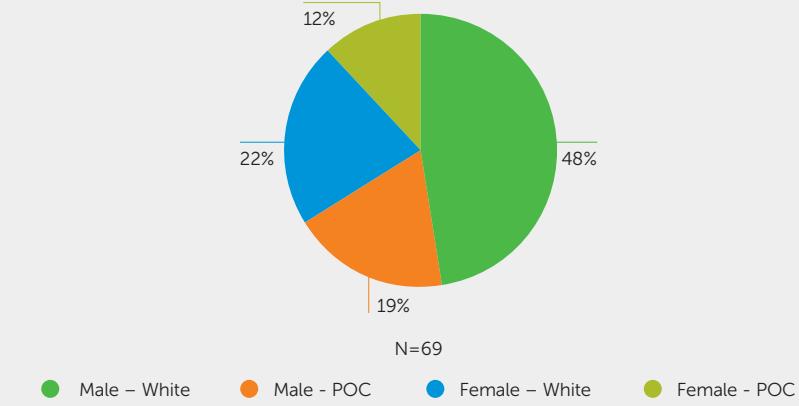
*Corporate Human Resources Team with Ruiz G. Salazar, Chief Human Resource Officer, and Gerard Paul G. Bautista, Group Head*

## NURTURING EMPLOYEES

5. Highly engaged LMCs in Bugo cannery, plantation, and Cabuyao bottling plant sustain a safe work environment, employee development, positive workplace, work-life balance and conflict management programs.
6. DMPI established an Employee Council in Cabuyao bottling plant for discourses on labor management concerns and a healthy work environment.
7. The Group prohibits the practice of forced and child labor under 18 years of age.
8. The Group's Code of Business Ethics denounces discrimination on any grounds. The Group has a Standard Against Discrimination which commits to promote a culture of equality in the workplace. We give equal opportunity to all applicants, treat them fairly and with respect, and free from unlawful discrimination related to age, color, disability, gender, health status, marital status, pregnancy, nationality, social national or ethnic origin, migrant worker status, political opinion, race, religion, and union affiliation.
9. In FY2021, the number of women in management roles increased to 40% and one of seven members of the Board of Directors is a woman.
10. DMFI established a Diversity Leadership Council, the Diversity, Inclusion and Belonging (DI&B), to influence and provide thought leadership in building a more diverse and inclusive company, where every person is respected, valued, and can work at their best.
11. Five new Employee Resource Groups (ERG's) were established to support minority workers. These include affinity groups for women employees, LGBTQ+ employees, Black employees, Asian American and Pacific Islander employees, and Hispanic employees.
12. Del Monte donated to the National Association for the Advancement of Colored People (NAACP) and National Black Farmers Association.
13. The number of diverse employees in DMFI senior leadership increased from 18% to 52%.
14. Six DMFI locations underwent SMETA-4 (Sedex Members Ethical Trade Audit-4) pillar ethical audits in FY2021. These cover labor standards, health and safety, business ethics and environmental standards, allowing Del Monte to operate at the highest ethical standards, and continuously improve.
15. The Company partners with local third-party service providers who go through DOLE's accreditation and audit procedures to ensure that they provide the mandatory regional minimum wage and mandated government contributions. Some independent and unannounced audits are used to address compliance issues.

### DMFI Senior Leader Demographics - Diversity

April 2021



*Plantation Agri Research with Dr. Reynato P. Umali, Senior Manager*

### Freedom of Association

In the spirit of our CHOICE Values on Championing Together, the Company respects the rights of workers to freedom of association.

Employees have the right to freely join or not a legal trade union recognized by the country or any association that represents the collective interest of employees. This includes representation in dialogues, collective bargaining agreements, occupational safety and health, labor management relations and other areas of interest and concern of employees in accordance with the labor laws of the country.

The Company established Labor Management Councils (LMCs) in its facilities. The objectives of these LMCs are to sustain a safe and secure work environment, promote a diverse workforce, provide employee development, address conflict management, create a positive work environment, ensure a conducive work-life balance, improve productivity, and engage in corporate social responsibility initiatives.



### FAIR WAGES AND BENEFITS

We commit to providing employees fair wages and benefits. Del Monte complements government-mandated privileges for all full-time employees and qualified dependents with a broad range of benefits such as a comprehensive retirement package, vacation and sick leaves, and insurance benefits.

1. DMFI designs employee benefits that allow employees to select a package of coverage that meets their and their dependents' unique needs.
2. Recognizing the importance of supporting the well-being of new parents and families, DMFI offers Paid Parental Leave Benefits to eligible employees for bonding purposes under the Company's Family Medical and Leave Act (or state law equivalent) policy. Moreover, the company offers

### Diversity and Inclusion

The Company supports a diverse workforce. Our Human Resources Team ensures individuals are given fair treatment in recruitment, wages and benefits and promotions.

Our "Standard Against Discrimination" promotes a culture of equality in the workplace. Job openings are posted internally to allow current employees to apply for the job opening. We do not discriminate applicants based on gender, religion, location, organization or school.

Our learning management system, ONE DMU, provides various training and awareness courses for employees which includes leadership, mentoring, personal development, people management, finance, strategic planning, marketing, manufacturing, environmental awareness and training, among others. These are available for employees and allow them to learn at their own pace.



*Plantation workers in Bukidnon*

- 6 weeks of Paid Parental Leave following the birth, adoption, or foster placement of a child.
3. We offer additional benefits that help our employees improve their quality of life, including an adoption assistance program, community service day allocation (one volunteer day time-off per year), product donations, and floating holidays (at designated locations).
4. In the Philippines, the Company pays workers above minimum wage and average industry rates and informs them about employment terms and conditions prior to their appointment.
5. Memorandums of agreement with labor unions in the Philippines annually stipulate wage increases and enhancements in benefits for farm and factory workers.

## NURTURING EMPLOYEES

6. DMPI provides benefits better than the minimum prescribed by the DOLE.
7. Our farm and production facilities employ people from surrounding communities, who undergo annual physical examination.
8. Plantation employees live with their families in about 1,300 Group-owned houses and 20 dormitories for unmarried employees.
9. Children of cannery and plantation employees enjoy free year-round weekend tutorials in sports such as basketball, tennis, swimming, martial arts, and creative skills like photography and theater arts.
10. Employee-organized cooperatives provide our workers with services that enhance economic benefits for their families such as annual dividends.



### EMPLOYEE ENGAGEMENT

We strive to build a culture of engagement across the organization.

1. Our U.S. facilities and corporate employees are actively involved in contributing time and money to organizations focused on farm advocacy, feeding programs, environmental stewardship, disaster relief, education and youth activities.
2. DMPI cascaded our Del Monte CHOICE Values to employees across all levels, locations and divisions. These guide their interaction with colleagues, customers, and other stakeholders.



*S&W staff with Tan Chooi Khim, General Manager*



*Supply Chain Team with Amante A. Aguilar, Group Head*



*DMFI's bike to work day*

3. Our enhanced online HR Information System, SAP SuccessFactors, enables fast and accurate employment transactions.
4. Outside of the pandemic, the Human Resources Department conducts employee engagement activities such as social gatherings, Teambuilding, Fun Day, Sports Fest, and Christmas parties.
5. We also contributed products to Rise Against Hunger Philippines' feeding program in Taguig among many other beneficiaries.
6. Other employee engagement initiatives include the cooperative stores in the plantation where employees can purchase company products at a discount.



## **WELL-BEING AND WORK-LIFE INTEGRATION**

The Group promotes work-life integration to ensure the employees' well-being, mental health, and productivity.

1. DMFI creates a welcoming workplace to maintain a healthy work-life balance.



*One of the bottling plant's outreach programs*



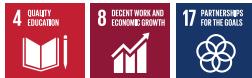
*Mask and juice donations to communities*

2. The Company supports employees' well-being and lifestyle by sponsoring health and wellness programs. DMPI sets up various sports and exercise activities such as running, zumba and yoga. We also provide summer programs for employees' dependents.
3. Outside of the pandemic, DMPI sponsors events such as Summer Outing, DMPI Day, Halloween and "Tigum Sa Pasko" (Christmas assembly), where employees can bring their families.
4. The Company conducts a series of Pre-Retirement Seminars to help near-retiring employees effectively plan and manage the key stages of the transition process and make better-informed decisions for a secure and rewarding retirement.
5. The Company operates the Phillips Memorial Hospital close to its plantation in Bukidnon.



*Super Heroes Day in DMFI office*

## NURTURING EMPLOYEES



### TALENT MANAGEMENT



*Participants in the GR8 Leadership Competency Training*

We nurture our employees through training by building on their individual capabilities through our core value – Championing Together. DMPI developed a competency framework for guiding key leaders' teams towards achieving the Company's strategic roadmap.

1. In the U.S., Del Monte Foods launched a new learning platform, Grow U, to develop the employees' careers with a variety of learning opportunities. Included in the platform are company compliance training. Moreover, employees can access over 10,000 courses in LinkedIn Learning through the Grow U host, Bridge.
2. Some types of DMFI training are:
  - a. Internal learning opportunities, wherein managers work closely with employees
  - b. External programs and professional certifications, supported via seminars, conferences or other specialized workshops

- c. External university courses through the Del Monte Employee Education Assistance Program to help employees enhance their careers
3. DMFI ensures that our environmental policy and procedures are communicated to all employees through training programs or other appropriate means.

#### Average Training Hours per Employee



DMPI	DMFI	Group
06	22	10



4. In the Philippines, DMPI introduced a self-paced learning management system, ONE DMU, available for employees.
5. ONE DMU, provides various training and awareness courses for employees, which include soil management, manufacturing, environmental awareness and training, among others. These are available for employees and allows them to learn at their own pace.
6. DMPI's GR8 (Great) Del Monte Leadership Competency Model guides leaders to coach and collaboratively lead teams towards achieving the Company's operational and business goals.
7. Each Competency Framework establishes broad-range people programs on recruitment, learning, career development, succession planning, and performance management.
8. Fully supported by an OPCOM Corporate Faculty, our in-house Basic Management Program enables managers to adapt to dynamic business situations and changes to people, process, culture and mindset.
9. The Company's Moving Up to Supervision Series complements formal technical training, coaching and intensive on-the-job experience provided via structured Cannery Operations and Plantation Operations Supervisory Training Programs.



*GR8 Leadership Competency attendees in Manila*



*Demand Management Team with Cheryll Anne V. Valino, Senior Manager*



## DEVELOPING COMMUNITIES

Our business operates in communities that depend on us as much as we rely on them. We sustain their health and wellness, livelihood and development

1 NO POVERTY	2 ZERO HUNGER	3 GOOD HEALTH AND WELL-BEING	4 QUALITY EDUCATION	5 GENDER EQUALITY
6 CLEAN WATER AND SANITATION	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	10 REDUCED INEQUALITIES	11 SUSTAINABLE CITIES AND COMMUNITIES
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	17 PARTNERSHIPS FOR THE GOALS		

### IN THIS SECTION

- 1 Community health and wellness
- 2 Livelihood programs
- 3 Education, scholarships and youth development
- 4 Donations

## DEVELOPING COMMUNITIES



*Del Monte Foundation Board led by Joselito D. Campos, Jr., Chairman, Edgardo M. Cruz, Jr., Director, and Luis F. Alejandro, Director*

The Del Monte Pacific Group improves the quality of life of communities where we operate. Del Monte Foods' Corporate Giving Program supports local and national organizations that make a difference.

Del Monte Foundation, Inc. in the Philippines spearheads our corporate social responsibility in the local communities by promoting social progress through the delivery of health and basic community

services, livelihood programs, rural education, youth development, and environmental conservation.

The Foundation enables the Company to focus on the communities where it operates to improve the health, skills training, and education of over 100 communities in the provinces of Bukidnon and Misamis Oriental. Resource mobilization initiatives were implemented, and partnerships increased.



*Del Monte Foundation's mobile clinic serving communities in far flung areas*



### COMMUNITY HEALTH AND WELLNESS

Community health and wellness is one of the Foundation's area of focus in line with its mission to improve the lives of individuals in communities where we operate.

1. In FY21, the Mobile Clinic served over 23,800 patients in 50 remote local communities ("barangay") in nine municipalities, amidst the COVID-19 pandemic.
2. The Foundation owns the Phillips Memorial Hospital in Bukidnon, which serves the medical and dental needs of DMPI's employees, their dependents, and local communities. It completed the renovation of 14 rooms for the new COVID-19 isolation facility, including the in-patient rooms and treatment areas, ICU, wards, operating rooms, delivery room, X-ray and the cafeteria.



\*Technical Education and Skills Development Authority



*Renovated room at Phillips Memorial Hospital*

## DEVELOPING COMMUNITIES



*Medical apparatus donated to community health centers*

3. The Foundation extended assistance by providing basic medical apparatus to 20 community health centers for monitoring body temperature, blood pressure and other vital signs.
4. Del Monte Foundation participates in the Zero Extreme Poverty 2030 Movement (ZEP2030), an initiative of Civil Society Organizations that aims to uplift 1 million Filipino families from extreme poverty by 2030. DMPI has expanded ZEP2030 to new areas. In FY21, about 500 individuals were uplifted from extreme poverty.
5. The Foundation, with the help of the Talakag local government unit (LGU), constructed new sanitary toilets benefiting about 100 indigenous people families. Through this project collaboration, the community achieved Zero Open Defecation status with the goal of reduction of waste-borne illnesses and raising self-sufficiency.
6. The Foundation received a grant from Mercury Drug Foundation to provide potable water to 68 families to improve their living condition. The project will be implemented together with the LGU-Sumilao in FY2022.



*Manual water pumps*



*Portable handwashing units donated to various schools*

7. The Foundation pursued its WaSH (water, sanitation & hygiene) projects and assisted in three water supply projects, benefiting about 260 households in Bukidnon.
8. Manual water pumps and pipes were installed in three areas in Baungon which have no level-1 water system. Before the system was installed, some 200 households had to walk for several hours to access clean water.
9. Portable handwashing units were fabricated at the Foundation Center and distributed to 25 communities and 27 schools. These allow beneficiaries that didn't have regular water supply to refill water containers and promote hand sanitation practices. These units are located at strategic places where people, parents and students congregate.

## Zero Extreme Poverty 2030 (ZEP2030)

A convergence of civil society organizations and Non-Governmental Organizations (NGOs) in Bukidnon was organized to accelerate the implementation of ZEP2030 in Bukidnon. Del Monte Foundation was requested to lead the convergence and assume the role of local convenor for the province given its experience and successful implementation of ZEP, as well as DMPI's presence in several Bukidnon municipalities.

Peace and Equity Foundation (PEF) and the Foundation for the Philippine Environment (FPE), both national NGOs and funding entities, support the convergence to uplift more families from extreme poverty.

The Foundation participated in the roll-out of the COVID Pulse PH Survey organized by the United Nations Development Program (UNDP). This was a rapid response online survey to assess the condition of poor households amidst the pandemic in the six poorest provinces of the country, including Bukidnon.

Results of the survey will serve as instruments to aid ZEP multi-stakeholder efforts in poverty reduction in the new

normal. As UNDP partner, Del Monte Foundation capitalized on its relationship with the Department of Social Welfare and Development (DSWD) and tapped the agency's organic 4Ps structure in implementing the survey across six identified towns within two weeks. Results of the survey will be shared with the Bukidnon LGU's and stakeholders within the first quarter of FY22.

ZEP2030 was introduced to an Indigenous People (IP) community in Barangay Dagundalahon, where DMPI has its largest plantation in Talakag. With approval from the LGU, the Foundation conducted a profiling survey and discovered

that 25% of the families are in extreme poverty. The Foundation conducted a Family & Community Visioning and Barangay Development Planning workshop together with the Barangay Local Government Unit and stakeholders. This served as the community's roadmap to poverty alleviation and development.

Family profiling was also conducted in three expansion areas in Sugbongcogon and Kinoguitan, Misamis Oriental. These coastal towns are more progressive and have better access to basic services. Very few are in a state of extreme poverty.



*Del Monte Foundation leads as local convenor of ZEP2030*



### LIVELIHOOD PROGRAMS

The Foundation conducted community-based skills training for employment or self-employment to provide technical education access to out-of-school youth and unemployed family heads.

1. The Foundation partnered with the Department of Labor and Employment (DOLE) and Technical Education and Skills Development Authority (TESDA) to facilitate employment program activities such as job fairs and career coaching, giving training graduates greater employment opportunities.



*Bread-making training*

## DEVELOPING COMMUNITIES

2. The Foundation's Community Education Center is accredited by TESDA.
3. The Foundation conducted technical skills training courses.
  - a. Graduates took the national certification exams given by TESDA and were assisted by the government's employment office for job placement.
  - b. Others opted to be self-employed and were given start-up assistance by the DSWD LGU.
4. There were 81 graduates from two TESDA-certified training disciplines, with 65 already employed in FY21.
5. Additional livelihood projects were organized in poor communities in new areas. Over 1,000 families benefited from livelihood and food security projects in Bukidnon.
6. In partnership with the LGU, the Foundation conducted training to support the Indigenous Peoples (IP) organization. About 50 IP families and women in three different communities benefited from livelihood projects on bead-making and mat-weaving.
7. The IPs were provided start-up capital for the production of their craft. The Foundation liaised between these associations and an establishment in Malaybalay City to sell and market their crafts.
8. The "*Utanan sa Kabalayan*" (Vegetable Garden in Homes) has a two-pronged goal. The project provided additional income in communities through sale or barter of excess vegetables. This program was facilitated by the LGU of Sumilao during the weekly



*Bead-making training for IPs*



*Program promoting vegetable gardens in homes*

market day in the community. Beneficiaries were encouraged to save the seeds of mature vegetables to continue growing them in their gardens.

9. "Pugad Baboy" (Backyard Swine Raising) project was made possible through another partnership with the Department of Agriculture (DA). The DA awarded 12 native pigs to the Foundation to establish backyard multiplier farms. The pigs are bred and grown by caretakers appointed by the Foundation.



*Swine raising project of the Foundation*

The target weaning and dispersal of the offspring of these pigs will be in August 2021.

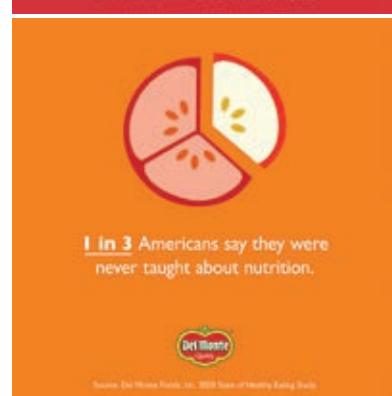
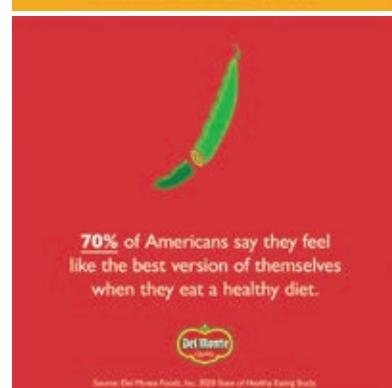
10. As agreed with the Foundation and LGU, the families who do well in the "Utanan sa Kabalayan" project shall be the first awardees. The families will breed and grow pigs and give back an offspring to the Foundation upon reproduction to ensure the sustainability and continuity of the project.

11. The Foundation supported the skills training of 80 single-parents organized by the LGU-Libona. The sessions on Beauty Care Services and Bread and Pastry Production equipped single parents, especially women, with livelihood skills to help them cope with financial challenges.



### EDUCATION, SCHOLARSHIP AND YOUTH DEVELOPMENT

Del Monte is committed to education and youth development. Through Del Monte Foundation grants, qualified children benefited from quality education from primary level to university studies through our academic, grants-in-aid, and sports scholarships.



*DMFI's Growing Great education program for schoolchildren*

1. Del Monte Foods, Inc. (DMFI)™ partnered with GrowingGreat™ to bring hands-on science and nutrition education to elementary and middle school children, empowering a generation of healthy eaters. DMFI reached out to more than 5 million children through an autumn online education campaign focused on healthy eating and growing vegetables.
2. This program taught young people about growing good food, and aligns with the company's Growers of Good™ initiative, geared towards nurturing the Earth's goodness today to grow a healthier tomorrow.
  - a. About 95,000 parents and teachers benefited from the GrowingGreat™ initiative.
  - b. GrowingGreat™ pivoted during the pandemic and created a series of hands-on activity videos and live Zooms for museums, educators, and parents. Many of these materials can be found at <https://www.delmonte.com/growinggreat>.
  - c. Del Monte media outreach achieved over 23.1 million earned and paid impressions during the community quarantine.



*Foundation scholars with DMPL CEO Joselito D. Campos, Jr. and Olivia M. Campos*

## DEVELOPING COMMUNITIES

- d. National Agriculture in the Classroom, a US-based non-profit institution focused on agricultural education, incorporated lessons from GrowingGreatTM to expand and access their online agricultural education library for teachers and students.
- e. DMFI partnered with two large school districts in Northern and Southern California and eight museums nationwide to empower children to make healthy food choices through hands-on science and garden education.
- 3. In FY2021, the Foundation granted 261 scholarships to youths in various schools and supported their home-based studies. JYC Scholarship was granted to the daughter of deceased Plantation Manager Jong Guiret.
- 4. JYC ("Jose Y. Campos") Scholar Josephine Khaye Doydora, daughter of a Plantation employee, passed the medical licensure exams in November 2020, making her the sixth doctor produced by the Foundation.
- 5. Foundation scholars continue to receive the full benefits under the scholarship agreement even while studying at home. They learn to cope with the changes in learning methodologies and delivery during the pandemic. Allowances were used to purchase computers/tablets and internet access.
- 6. Monitoring and counselling of scholars continued and home visits were conducted in lieu of school visitation.
- 7. The Foundation conducted Values Education seminars for high school scholars from Bukidnon and Misamis Oriental to harness their potential in transforming their communities into self-sufficient units.
- 8. The Foundation assisted six plantation public elementary schools in the school brigade ("Brigada Eskwela") to ensure the safety of the teachers reporting to school while there are no in-person face-to-face classes.
- 9. The Foundation collaborated with the Coalition of Better Education (CBE) for the sponsorship of an online training for teachers on Smart Ways to Teach from Home, a distance learning course, to equip plantation school teachers with the knowledge and skills needed under the new normal.
- 10. Del Monte Philippines, Inc. partnered with NutriAsia to launch the "Share-a-Chair" program to convert plastic waste into school chairs and teachers' tables and chairs. 600 chairs equivalent for use in 12 classrooms were repurposed from plastic waste.
- 11. Wooden pallets from the cannery were converted into 550 school armchairs and donated to several local schools.



*JYC Scholar Josephine Khaye Doydora with her parents*



*School chairs made from recycled plastic waste*



*Donation of face masks and juices by the Foundation*



## DONATIONS

1. More than ever, people relied on Del Monte donations to stock food banks and programs. DMFI donated about 1,840,000 kilos of food worth US\$2.3 million to various food banks such as Feeding America, Conscious Alliance, Convoy of Hope, and Brackens Kitchen. Nearly US\$750,000 was raised from corporate and plant monetary donations.
2. Racial justice became a central focus for DMFI's donations this year. We donated US\$100,000 each to the National Association for the Advancement of Colored People (NAACP) and the National Black Farmers Association.
3. US\$40,000 was given to the Asian American and Pacific Islander (AAPI) Anti-Racism and Intersectional Justice Fund, and over US\$45,000 more across the Cesar Chavez foundation and regional charities that support racial justice.
4. DMFI donated about US\$385,000 to the Del Monte Foundation to fund their community medical and dental missions, livelihood and scholarship programs. The Foundation donated over US\$10,000 to Our Lady of Lourdes Elementary School to prevent its closure.



*Cannery donation to the Provincial Government of Bukidnon*

5. Through the Foundation, DMFI donated food products to over 400 non-governmental organizations, including about 50 medical facilities, and local government units to provide nutrition to over 200,000 people in indigent communities and medical facilities during the COVID-19 quarantine.
6. The Foundation also donated washable personal protective equipment coveralls to doctors and nurses in Cagayan de Oro and Misamis Oriental through the Misamis Oriental Medical Society.



*Product donations to a community pantry*



*Del Monte Foundation team with Bella G. Quimpo, Executive Director*

## PRESERVING NATURE

Our business depends on responsible stewardship of nature, the source of our produce that will sustain our future

2 ZERO HUNGER	3 GOOD HEALTH AND WELL-BEING	6 CLEAN WATER AND SANITATION	7 AFFORDABLE AND CLEAN ENERGY	8 DECENT WORK AND ECONOMIC GROWTH
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	10 REDUCED INEQUALITIES	11 SUSTAINABLE CITIES AND COMMUNITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION
14 LIFE BELOW WATER	15 LIFE ON LAND	17 PARTNERSHIPS FOR THE GOALS		

### IN THIS SECTION

- 1 Soil management
- 2 Water management
- 3 Fertilizer and pesticide use
- 4 Waste management
- 5 Climate change and energy efficiency
- 6 Environment



## PRESERVING NATURE



*Corn harvest transferred to a truck for processing*

As a food company, our produce relies on responsible stewardship of nature to sustain our future. We continuously improve our agricultural practices and oversight of growers and communicate our Environmental Policy to our stakeholders.

Ecologically-minded, efficient land use management is foundational to Del Monte Philippines, Inc.'s (DMPI) sustainable agricultural practices, having been executed since 1926 by our farming pioneers who did not clear forests to establish pineapple fields. Additional land later acquired was cultivated with other crops.

Beyond 95 years of operations, our land-use practices have been focused on improving plantation

yield through ecologically friendly land preparation, use of sustainable planting materials, plant disease management, plant nutrient application, and efficient water sourcing and drainage.

DMPI complies with environmental regulations and requirements of the Department of Environment and Natural Resources (DENR), Clean Air Act, Clean Water Act, and Solid and Hazardous Waste Management.

Certification audits are conducted on a periodic basis to ensure the Company follows the certification standards including environmental audits. GLOBALG.A.P. and PhilGap certification includes Environment Management System (Site Management, Soil



*Pineapple plantation in Bukidnon, Philippines*

### DMPI Certifications

#### Plantation

GLOBALG.A.P. CPCC IFA ver. 5.2

PhilGap – Plantation

PhilGap – Outgrowership Program

#### Packing House

ISO 9001:2015

### GLOBALG.A.P. Award

Received the Good Agricultural Practices Award (2018) for demonstrating high standards and excellent implementation of to GLOBALG.A.P. principles on our farms



Management, Fertilizer Application Management, Water Management, Integrated Pest Management and Plant Protection Products Management, Food Safety, Quality Management System, and Workers Occupational Health and Safety.

Part of DMPI's Internal Audit department is to identify environmental areas to be audited through a review of external audits' scope, process, and audit results. Based on these, they determine if it requires further audits.

DMPI's close-to-a-century of growing and manufacturing attests to how it has sustained the environment and operations.

# PRESERVING NATURE

## DMPI four key projects



### REDUCTION OF PLASTIC PACKAGING

- Pursue packaging sustainability goals and reduce packaging carbon footprint
- Implement ongoing plastic packaging reduction initiatives



### RAINFOREST ALLIANCE CERTIFICATION

- Make its products and supply chain sustainable, preserve the environment, mitigate climate change and promote human rights
- Discontinue six chemicals
- Develop an Integrated Pesticide Management program



### SOIL CONSERVATION

- Maintain land productivity, mitigate topsoil loss, minimize soil erosion, and reduce the loss of soil nutrients
- Implement the Big Planting Materials program
- Undertake composting trials



### RENEWABLE ENERGY – SOLAR POWER

- Reduce greenhouse gas emissions
- Mitigate climate change
- Diversify energy supply through the use of renewable energy



## SOIL MANAGEMENT



*Tomato transplanting in the U.S.*

As efficient soil management directly impacts our long-term productivity, we focused on regenerating topsoil and improving biodiversity on and below the ground.

1. To facilitate soil management, DMFI asked growers to:
  - a. Conduct consistent soil sampling to manage soil fertility and health
  - b. Apply our model pesticide control program
  - c. Use pest-resistant varieties where available
  - d. Rotate crops to minimize the effect of soil insects and diseases
2. We encourage our farmers to work with qualified agronomists to innovate farm practices and technologies to boost crop yields, control pests and weeds, and protect the environment. Understanding the agronomics of a new variety in a growing area is important for environmental adaptation.

3. DMFI increased its cover crop acreage by 18% from FY20 through 50 of its 96 growers.
4. In the Philippines, DMPI is working on a soil conservation project to maintain land productivity, mitigate topsoil loss, prevent soil erosion and reduce loss of soil nutrients.
5. For better soil and drainage management, the Crop Growing Units dredged ditches, installed auxiliary canals and silting basins designed for each field, and planted along river easement near pineapple fields to prevent soil erosion.
6. DMPI implemented a block layout system depending on topography and utilized drone images for topography maps and hydrology analysis for a more precise design. The Company built catchment basins in strategic locations around the field.
7. The Company does soil ripping in lieu of plowing to retain more organic matter on the top layer of the soil profile and incorporate pineapple plant residues in the field to maintain soil organic matter at desirable levels.
8. DMPI implemented the Big Planting Materials program, through which the Company expects to phase out the use of extra small seeds, and plant big and regular planting materials.
9. The Company planted cover crops as ground covers along main road shoulders before the boundary canal. DMPI maintained the grass levels on side slopes of permanent waterways to prevent erosion after heavy rains.
10. Perimeter canals were also created to serve also as



*Pineapple planting operation in Bukidnon*

- catchment area of soil deposits which are later excavated back to the field.
11. Other soil conservation initiatives include:
    - a. Installed check dam in all secondary canals at 1.5 - 3.0 meters depending on the slope
    - b. Built mini silting basin at the end portion of all secondary canals following the last three tertiary canals
    - c. Established easement area of 20 meters from creeks and rivers
    - d. Planted shrubs and trees along the 20 meters easement areas along creeks and rivers to prevent erosion
    - e. Minimized the number of excavated main canals based on the computation set for a certain field topography
    - f. Reduced each secondary and tertiary canal to certain dimensions
  12. The Company has a soil map used by our Agricultural Research Laboratory to regularly analyze soil nutrients except nitrogen and organic matter.
  13. DMPI uses a soil and water assessment tool program to monitor the health status of our resources.
  14. DMPI's Drone Program monitored the pineapple field in Bukidnon and Misamis Oriental. These drone images displayed the land topography and assisted in land preparation – planning of roads, canals, and ditches. The use of drone sensors produced a complete image of a field when planting is completed; seeds take root and show growth within 2-3 months after planting.



*Fixed-wing drones ready for flight*

## PRESERVING NATURE

### Plant Breeding Program



Our agricultural Seed Operations Research Team's plant breeding program in DMFI selects the best plant qualities to produce new generations. Our expert plant breeders and research farm staff join our growers in introducing new crop varieties with improved yields. Our Blue Lake® green bean breeding program and modern growing practices have increased yields by nearly 200%.

The volume selection of pilot plots is based on yield, pest and disease resistance, and quality. The strongest lines are advanced the next year into yield, machine harvestability, and quality plots in the nursery.

The lines are named into a variety code and prepared for testing in small, short row plots in a grower's field to check if the attributes remain the same in normal growing conditions. Selections from these field plots are then advanced into strip plots of 1 to 10 acres to be evaluated on

a larger scale for usable product for the factory. The variety is tested for harvest cleanliness, yield, disease resistance, nutrient management, and factory performance.

The best varieties are moved from test status to trial status over the next two years to continue to understand their character. These fields are usually 40 to 160 acres in size. If the variety performs consistently and has a niche, it is added to the Del Monte Approved Variety List where it becomes a standard variety used by Del Monte locations to provide the quality needed to produce Del Monte vegetables.

We tested over 1,300 breeding lines of new green bean varieties within a year. The Company conducted 600 pilot plots of green beans, 9 pilot plots of sweet corn, and about 5 pilot plots of peas. 100% of our Del Monte growers use Del Monte seeds. Close to 12,100 hectares of green

beans, 4,040 hectares of corn, and 1,200 hectares of peas are the total growing area for Del Monte seeds for the year.

Our seed breeding efforts focused on shorter maturing varieties of peas, sweet corn, and green beans. By requiring less days to mature, we reduced the amount of water and fertilizer the plant needs over its growth cycle. Our research farm in Wisconsin allowed our agronomists to work with our growers and determine the optimal amount of fertilizer needed for our crops.

We consider the viewpoints of our customers and growers as we identify key characteristics of our plants. Their insights guide the next generation of our seeds and products. Ultimately, we test for taste, harvest cleanliness, yield, disease resistance, nutrient management, and factory performance.



*Cannery team with Francisco T. Molas, Group Head, Mindanao Operations, and Alan Z. Salcedo, Cannery Operations Director*



## WATER MANAGEMENT

We implemented the least water-intensive cultivation methods available and encouraged the use of more water-efficient irrigation systems.

1. In the U.S., our growers use various irrigation systems to supplement natural rainfall and ensure a steady and reliable water supply for their crops.
2. DMFI evaluated water risk based on local availability and quality in areas where our plants operate and at the farm level where we contract with growers.
3. We demonstrated our concern for water scarcity through stronger regulations and necessitating water use monitoring and management. DMFI reduced its water usage by 26% in FY2021.



*Water irrigation system of a bean field in the U.S.*



*Recycled water used to clean pineapples*

(WUR), i.e. liters of water used per common case. Our combined WUR in the two facilities is 9.6 liters/case in FY2021, 3% lower than prior year. Both manufacturing facilities' target is to reduce WUR by 10% by FY2026.

9. Some of the initiatives of the bottling plant that improved water management are:

- Backwashing activity was reduced from eight times a month to twice a month
- Optimization of rinsing time during CIP
- Installation of soft water line control timer for shutdown operation
- Training for awareness on water treatment from third-party suppliers

10. Our toll manufacturers' water conservation programs eliminated waste and reduced water consumption. Wastewater discharges of all toll manufacturing lines are within regulatory standards. WUR in beverage and culinary toll manufacturers are monitored and reduced each year.

# PRESERVING NATURE



## FERTILIZER AND PESTICIDE USE

We help growers apply the principles of Integrated Pest Management (IPM) to minimize pesticides.

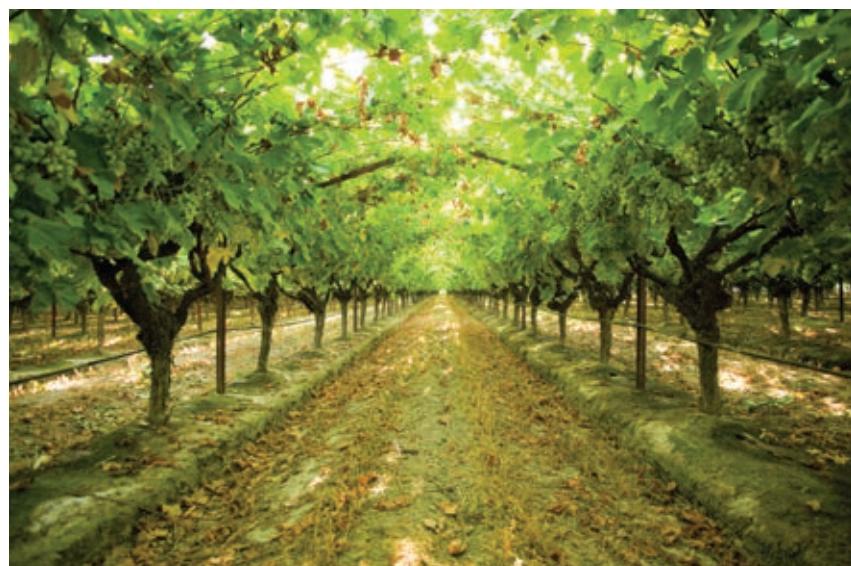
Del Monte Foods, Inc. (DMFI) connects our growers and consumers through partnership with the Stewardship Index of Specialty Crops organization and *CropTrak™* for their crop data management system, providing detailed information on how vegetables are grown.

1. In the U.S., *CropTrak™* monitors cover crops, which help increase organic matter, reduce wind and soil erosion, sequester carbon, filter water, control weeds, and manage nutrients.
2. DMFI field staff and growers closely monitor crop conditions through field scouting, pheromone traps and cultural tools, while soliciting feedback on how to best grow these plants and implementing pest control and crop disease mitigation strategies to avoid pest outbreaks.
3. By limiting pesticide use, we reduce the probability of contaminated runoff from fields, protect the health of farm workers, prevent the destruction of beneficial insects and other field organisms, and ultimately decrease the likelihood of pesticide residue on the crop when it is harvested and processed.
4. We have participated in a number of IPM-related partnerships and initiatives to share knowledge and best practice, such as understanding pest life cycles and



*Plant nutrient application in a pineapple field in Bukidnon*

- how to monitor their movement. Pests in our crops are anything undesirable including diseases, insects, rodents, and weeds.
5. Our researchers investigate crop density to increase yield per hectare while cutting pesticide and fertilizer use and exploring the possibility of rolling out high-density techniques to other crops.
  6. DMFI provides our growers with plants that are naturally resistant to diseases and insects, reducing fertilizer and chemical use in farms.
  7. Due to these improvements, we have reduced our spraying from an average of 7 applications to 1.5 applications, and from about 2 kilos of active pesticide ingredient to about 7.6 grams of active ingredient.
  8. By concentrating on IPM strategy, we have reduced our pesticide use in green beans by 96% on active ingredient bases.
  9. We actively complete pesticide residue tests for over 1,000 products each year. Pesticides found are removed from our products and the fields they



*Grape vineyard in California, USA*



*Tomato harvest transferred to a truck*

were cultivated from. This feedback loop allows close examination of the impact that new pesticides might exhibit in our products and development of higher standards of growing.

10. In the Philippines, Del Monte is working on Rainforest Alliance certification by FY2023. Part of the plan is to implement an Integrated Pest Management Program. DMPI has begun replacing and discontinuing certain hazardous chemicals. To date, the Company has replaced six chemicals.
11. The Company also completed an orientation with Rainforest Alliance in February 2021 to go through an overview of the Rainforest Alliance standard version 2020 that took effect in June 2021 and is preparing to achieve Rainforest Alliance certification by FY2023.



#### **WASTE MANAGEMENT**

We aim to reduce the overall consumption of raw materials in our operation, encourage the reuse of materials, and promote responsible disposal.

1. In the U.S., we benchmarked our waste management practices and compared landfilling to recycling rates to ensure efficient management of waste streams.

2. We instituted a "Ner0 (Near Zero) Landfill" policy that diverts up to 98% of waste from reaching the landfill based on EPA's Waste Reduction Hierarchy.
3. Our Walnut Creek Research Center (WCRC) in California received a "RecycleSmart" Award from the Contra Costa Solid Waste Authority for our food waste recovery efforts.
4. WCRC is certified as a Bay Area Green Business for its efforts to conserve water, energy and waste, implement eco-friendly materials, and engage employees in best conservation practices. Our Headquarters are Leadership in Energy and Environmental Design (LEED) certified.

5. We are actively involved in the Food Waste Reduction Alliance, a collaborative effort between the Consumer Brands Association (formerly Grocery Manufacturers Association), Food Marketing Institute, and National Restaurant Association.



*Clean-up drive in the plantation*

## PRESERVING NATURE

### Recycled Content in DMFI Packaging



35%  
metal cans



35%  
glass bottles



30%  
rigid plastic



38%  
paper

6. DMFI joined the Sustainable Packaging Coalition to partner with leading packaging suppliers and consumer packaged goods companies for sustainable packaging solutions that deliver delicious shelf-stable food.
7. We treated wastewater discharged from our agro-industrial facilities with effluent treatment plants.
8. In the last ten years, DMPPI reduced 3,077 MT of packaging materials and generated savings of about US\$ 2.7 million. Of this, we reduced our plastic usage and flexible packaging by 800 MT, equivalent to a reduced usage by 21% and 16.5%, respectively, through downgauging.
9. Del Monte pursues packaging sustainability goals and reduces packaging carbon footprint. We implement ongoing plastic packaging reduction initiatives and have set a goal to use biodegradable PET bottles by FY2026.
10. Plantation-based families segregated domestic solid waste in their homes, and recyclable materials were sold to fund community projects.

### Packaging Material Reduction in the last 10 years:

3,077 Metric Tons  
Total Materials Reduced

USD 2.7 Million  
Savings



**Corrugated Carton**  
36% reduced

#### Corrugated Carton

1,755 Metric Tons  
Reduced the use of corrugated cartons by shifting to tray shrink and full shrink wrap



**PET Bottles**  
21% reduced

#### PET Bottles

566 Metric Tons  
Reduced preform weight for 330ml and 1l bottles



**Tin Cans**  
8% reduced

#### Tin Cans

533 Metric Tons  
Implemented template base weight reduction



**Flexible Laminates**  
17% reduced

#### Flexible Laminates

233 Metric Tons  
Optimized plastic packaging laminate structure



*Bean harvest in the U.S.*



*Solar panels in Hanford facility in California*

11. All toll manufacturers in the Philippines practiced waste segregation and management. DMPI ensured that all toll manufacturers comply with water and smoke discharge regulations.

12. The DMPL office in Manila is LEED Silver-certified, a globally recognized symbol of sustainability achievement. The building systems conserve water and employees practice waste segregation.



### **CLIMATE CHANGE ADAPTATION AND ENERGY EFFICIENCY**

We have undertaken initiatives to reduce process residues, strengthen energy conservation in worksites, and explore more efficient energy sources.

1. DMFI mitigated greenhouse gas (GHG) emissions and adjusted operations and supply chain to the potential impact of climate change. We minimized carbon footprint by locating processing plants close to the fields where crops are grown.
2. Since 2009, DMFI has installed 6,400 solar panels covering over 37 square kilometers and producing 1.2 MW, more than 8% of total electricity requirements during non-pack season at our primary tomato production facility in Hanford, California. DMFI is a member of the Environmental Protection Agency (EPA) Green Power Program.
3. Del Monte's Modesto plant installed a combined heat and power system, selective catalytic reduction unit, condensing economizer, and backpressure turbine generator in its boiler system which cut natural gas use by 20%.



*Fresh Fruit Operations team with Francisco T. Molas, Group Head, Mindanao Operations*

## PRESERVING NATURE

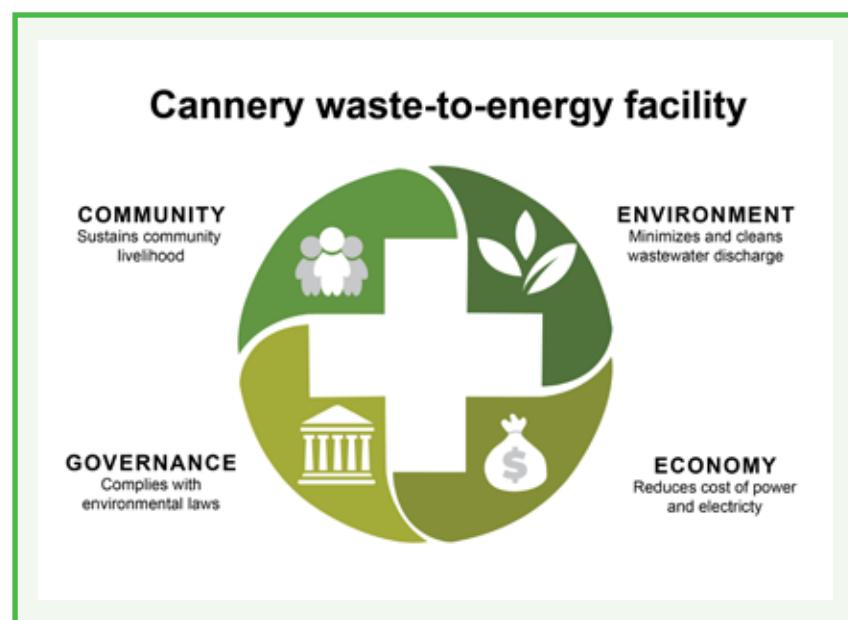
4. DMFI reduced its overall emissions by 13% compared with prior year:
  - a. 88% reduction in scope 2 emissions from travel
  - b. 31% reduction in owned-fleet gasoline usage
  - c. 18% reduction in energy usage
  - d. 5% reduction in natural gas consumption
5. At least 50% of facilities in the U.S. utilized a company-wide program to install condensing economizers and improve heat recovery and steam system efficiency.
6. In the U.S., our crops are locally sourced and travelled less than 160 kilometers from the field to the manufacturing gate and 560 kilometers from distribution center to retailer.
7. Del Monte Foods imported products from and exported products to Asia. Our contracted ocean container carriers are members of the Business for Social Responsibility's Clean Cargo Working Group.
8. Six facilities installed condensing boiler stack economizers to use hot exhaust gases from boilers to preheat water in a heat-exchanger system, which improves the operating efficiency of the boilers by up to 12%, reducing the amount of natural gas needed to run the boilers by the same percentage.

9. DMFI participates in the U.S. EPA's SmartWay public-private program that benchmarks freight transportation efficiency to improve supply chain sustainability.
10. DMPI believes it has a negative carbon footprint, based on the Inter Panel Climate Change ("IPCC") guidelines, given its vast 26,000-hectare plantation and around 610,000 trees which were planted to increase the forest cover around its plantation. DMPI's carbon footprint (up to scope 2) had net sequestration of 490,382 metric tons of CO<sub>2</sub> in the year ended December 31, 2020.
11. Del Monte's waste-to-energy converts the cannery's wastewater into renewable energy. The facility generates 2.8 MW of electricity and cleanses water discharged at coastal waters of Macajalar Bay, which

has Biochemical Oxygen Demand levels better than government mandated levels of 100 mg/liter.



*Waste-to-Energy Facility in the cannery*



12. The waste-to-energy facility ensures 100% wastewater treatment and serves as a shield against unstable power supply and power cost increases.

- a. This plant complemented the job performed by an equally eco-effective but power-intensive aerobic treatment plant
- b. We are committed to environmental stewardship through reduction of our GHG in compliance with the Clean Air Act of the Philippines
- c. The waste-to-energy facility produced 17% of the cannery's power requirement in FY2021

13. DMPI's bottling plant and Manila office purchase its electricity from a Retail Electricity Supplier (RES) to save on costs. Part of our electricity purchased from this RES came from renewable sources.

14. In FY2021, the International REC (Renewable Energy Certificate) Standards awarded the DMPI bottling plant 1,322 representing 1,322 MWh of electricity generated from renewable sources, while the JYCC building received 1,105 I-REC certificates.



*Tree planting and clean-up in Mt. Apo*



## ENVIRONMENT

1. The Del Monte Foundation pursued tree-growing efforts by partnering with schools and organizations in the plantation vicinity to gather tree-planting volunteers.
2. Our tree planting program in Mindanao, Philippines uses mostly endemic tree species seedlings sourced from nurseries sustained by local indigenous people.

3. We have planted around 610,000 indigenous and commercial trees, including 60,000 in FY21, in different areas of the Bukidnon plantation through the Labor Management Councils of DMPI, the Foundation, and our cooperative partner DEARBC.

4. Our employees planted trees upon regularization in Mindanao. This practice increases the employees' awareness to take care of the environment. Training program beneficiaries also planted trees in community tree parks before their graduation.



*Plantation team with Francisco T. Molas, Group Head, Mindanao Operations*



*Magkono (Xanthostemon verdugonianus) or Philippine ironwood*

## PRESERVING NATURE



*Coffee growing project of the Foundation for IPs*



*Bumble bees are part of our fields' biodiversity*

5. The Foundation continues its 7-hectare agroforestry project with the Indigenous People community in Mt. Kitanglad that grows coffee and bamboo for livelihood to protect the forest from denudation.

6. An IP organization, MAMACILA, and the Foundation inked an agreement to expand the latter's nursery of native tree seedlings in Claveria, Misamis Oriental. The Foundation extended financial assistance for nursery establishment, which shall be repaid by MAMACILA in the form of seedlings. These shall be used for the reforestation of about 10 hectares assigned by the LGU to DMPI equivalent to 1% of the land that the company is leasing in the town.

7. We are mindful of the diverse flora and fauna around the plantation and ensure they are protected and cared for.

8. Part of the Company's employee engagement in Bugo is the annual coastal clean-up of the shoreline of Macajalar Bay in Bantiles, Bugo, Cagayan de Oro City.

9. The bottling plant is an active member of Cabuyao River Protection Advocates. Clean-up Day and Adopt-a-Creek Projects were conducted.

10. Part of the Corporate Social Responsibility initiatives of our toll manufacturers are the Waterbody Program and Quarterly

Orchestrated Clean-up by the Department of Environment and Natural Resources.

11. The Company has a risk management and corporate compliance report that includes potential risks and issues raised by stakeholders concerning people, communities, the environment and the business.

12. We encourage our stakeholders to inform the Company of any environmental, regulatory and social issues. Any issues brought to the attention of management are discussed, and mitigating actions are conveyed to the concerned stakeholder, accordingly.



*Renewable energy certificate*



*DMFI volunteers participated in the California Coastal Clean-up day*

## STRENGTHENING GOVERNANCE

We are committed to the highest standards of corporate governance and support the principles of openness, integrity and accountability



### IN THIS SECTION

- 1 Ethics and integrity
- 2 Data protection and cybersecurity
- 3 Data privacy



## STRENGTHENING GOVERNANCE



*Del Monte Pacific Board of Directors Emil Q. Javier, Yvonne Goh, Rolando C. Gapud, Godfrey E. Scotchbrook, Joselito D. Campos, Jr., Edgardo M. Cruz, Jr. and Benedict Kwek Gim Song*

Del Monte Pacific Limited (DMPL) has a corporate governance structure which ensures that the Board and management are accountable to shareholders while operating in an ethical manner. Our Board of

Directors directs the long-term strategy of the Group, evaluates the performance of management, reviews material issues, and provides guidance on matters relating to governance.

Our governance is grounded on our CHOICE values, especially ownership with integrity, which translates to the work we do and ripples through our employees' performance. This enables us to be a leader in the food and beverage industry.

With respect to ethics and integrity, the DMPL Group supports the principles advocated by the Singapore Exchange Securities Trading Limited, the Philippine Stock Exchange, Inc., and the Securities and Exchange Commission of the Philippines (SEC). DMPL was honored with the Best Managed Board (Gold) Award from the Singapore Corporate Awards twice.

For more information regarding our governance principles, please refer to our FY2021 Annual Report and website at [www.delmontepacific.com/corporate-governance](http://www.delmontepacific.com/corporate-governance).

### Our Accomplishments

<b>SINGAPORE CORPORATE AWARDS</b>  <b>14</b> <b>Awards</b> <hr/> Best Managed Board Gold 2010   2015 <hr/> Best Chief Financial Officer Gold 2010 <hr/> Best Investor Relations Gold 2011   2017 Bronze 2014 <hr/> Best Annual Report Gold 2019 Silver 2013   2018 Bronze 2010   2012   2014   2016   2017	<b>SINGAPORE GOVERNANCE AND TRANSPARENCY INDEX</b>  <b>15</b> <b>Rank</b> <hr/> Special Commendation <hr/> #1 Mid-Cap Company <hr/> Top 3% among 577 Singapore-Listed Companies August 2020	<b>ASEAN CORPORATE GOVERNANCE</b>  <b>23</b> <b>Rank</b> <hr/> Among Top 100 Singapore-Listed Companies April 2018	<b>SECURITIES INVESTORS ASSOCIATION (SINGAPORE)</b>  <b>7</b> <b>Awards</b> <hr/> Transparency Company 2001   2013   2017 <hr/> Corporate Governance Award 2014   2019 <hr/> Shareholders Communications Excellence 2001   2013   2017	<b>SECURITIES INVESTORS ASSOCIATION (SINGAPORE)</b>  Best IR Website <hr/> Among 700 Singapore-Listed Companies Evaluated October 2018
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## ETHICS AND INTEGRITY

1. DMPL ranked #1 among mid-cap companies and #15 overall or within the top 3% among 577 Singapore-listed companies evaluated in the Singapore Governance and Transparency Index in August 2020.
2. The Company maintains strong corporate governance principles. The Board of Directors is composed of a majority of independent directors. All members and chairpersons of the Board committees (Audit and Risk, Nominating and Governance, and Remuneration and Share Option) are independent directors. The Company's Board of Directors and management are accountable to the shareholders.
3. Both compliance and risk issues are reported to the Board of Directors.
4. DMPL implements a Securities Dealings Policy, which prohibits designated people within the Group, including Directors and key management personnel, to deal with the Company's securities while in possession of unpublished material or price-sensitive information, or to provide such information to others.
5. The Group implements a Whistleblower Policy that aims to deter and uncover any corrupt and unethical act detrimental to its interests that may be committed by officers and employees, as well as third parties or any other persons such as suppliers and contractors.



*Executive Chairman Rolando C. Gapud receiving the Best Managed Board Award from then Singapore President Dr. Tony Tan*



**DEL MONTE  
FOODS**

- Anti-Corruption Policy
- Supplier Code of Conduct
- Code of Conduct
- Employee Handbook
- Supplier Diversity Program
- California Transparency in Supply Chains Act
- Whistleblower Hotline
- Travel and Expenses



**DEL MONTE  
PHILIPPINES**

- Human Rights Policy
- Insider Trading Policy
- Data Privacy Manual
- Manual on Corporate Governance
- Code of Business Ethics
- Conflict of Interest Policy
- Whistleblower Policy
- Employee Code of Conduct
- Related Party Transaction Policy

## STRENGTHENING GOVERNANCE

6. Del Monte Foods, Inc. (DMFI) in the U.S. has a whistleblower hotline, Lighthouse, which may be used in all U.S. locations and foreign subsidiaries. Lighthouse offers web access, international numbers for our foreign locations, multilingual agents, and is available 24/7.

7. DMFI aligns with the prescribed Anti-Corruption program of the U.S. Department of Justice.

8. DMFI periodically performs a third-party risk assessment and evaluates procedures for the Company's high-risk third parties. Criteria used for evaluating risk are:

- a. The country where third parties are based and the associated Corruption Perception Index of that country;
- b. Whether transactions are material or not; and
- c. The nature of the business partner relationship.

9. DMFI has an Employee Code of Conduct and Supplier Code of Conduct.

10. Del Monte Philippines, Inc. (DMPI) has a Manual on Corporate Governance that

embodies the Company's governance framework. The Company's Board has approved DMPI's policy with respect to related party transactions and interested party transactions, which is expected to be implemented in FY2022.

11. DMPI has an Interested Person Transactions policy, which prescribes the monitoring procedures and approval requirements for any transaction of the Company and its subsidiaries with any interested person such as a director, the Chief Executive Officer, any controlling shareholder, or associates of these persons.

12. The Company has a Code of Business Ethics which directors, management, and all employees abide by. All employees are required to provide information on related party and conflict of interest.

13. DMPI has a stringent policy against fraud and corruption. The Code of Business Ethics is supplemented by the Employee Code of Conduct and Supplier Code of Conduct, which guides employees and suppliers in making decisions every day. Adherence to these codes helps employees and business

partners to have sustainable business relationships.

14. The Company's whistleblower line is accessible to employees, suppliers, customers and other third parties through a specified phone number. The whistleblower program is translated into the country's regional dialects.

15. DMPI has a Business Continuity Plan (BCP), headed by the Chief Operating Officer, to ensure continuous operations and supply of products to the market. The BCPs are reviewed annually to prevent threats and disruptions. The Company's BCPs were implemented during the COVID-19 pandemic.

16. The Company performs internal audits to assess corporate, facility, and subsidiary processes to ensure compliance with the foregoing policies and to mitigate risk of breaches, fraud, and both financial and reputational damage.

DMPI's Internal Audit department identifies audit areas by reviewing external audits' scope, process, and audit results as a basis if further audit is required.



Legal team with Antonio E.S. Ungson, Chief Legal Counsel, and Ramon M. Velez of Stakeholder Relations



Directors visiting Modesto Plant in California with management



## DATA PROTECTION AND CYBERSECURITY



DMPL strengthens governance through data protection, privacy, and cybersecurity.

1. IT assets are vital to support tactical business functions. In line with this, the Group is revisiting the process of its existing Information Security Policy to set forth high-level controls for protecting information and then assess compliance.
2. The Group is likewise committed to protecting its confidential business data and privacy of individuals. The same applies to cybersecurity laws and regulations, which have also become increasingly complex.
3. DMFI takes data security and privacy seriously, employs workstation encryption, blocks non-encrypted USB devices, and utilizes multi-factor authentication on most applications.
4. To ensure data protection in an unsecured environment, more features have been added to our endpoint protection, such as the Endpoint Detection and Response. The cybersecurity program is also being aligned with ISO27001:2013.
5. DMFI programs its firewall content protection to enhance the endpoint protection capabilities and protect users from malicious websites or programs.
6. DMFI implemented a work-from-home scheme for employees using a system that allows web-enabled applications on personal computers such as Okta apps like Box, RingCentral, and Outlook Web Access to prevent Company data from being stored in personal computers. Technical support was also made available to the employees for other network concerns.
7. In the Philippines, Del Monte implemented and launched policies that are deployed and enforced in Data Loss Prevention. These policies are now at the monitoring, notification, and management phases including other cybersecurity implementations on network access control, network segmentation, advanced persistent threat protection, and encryption.
8. To sustain the program, DMPI has rolled out the cybersecurity awareness and training initiative, which was attended mostly by employees in the Philippines. The feedback gathered from the sessions will be used to improve the existing Information Security Policy.
9. The Company made significant progress in the roll-out of Advanced Persistent Threat protection for endpoint systems, Encryption and Data Loss Protection systems to key end user devices and pilot departments, respectively.
10. Ongoing audit and assessment, in collaboration with Group Internal Audit through third-party consultants, are conducted to assess the effectiveness of the roll-out.
11. DMPI mitigated cybersecurity risks to address the vulnerabilities that were identified during the Vulnerability Assessment and Penetration Testing of key Company websites.
12. The IT team secured the network system access to DMPI network of employees who work from home during the pandemic. Technical guidelines and support were also provided to employees for working remotely.



*Information Technology planning with Catherine Rose L. Esguerra, Director, IT Operations*

# STRENGTHENING GOVERNANCE



## DATA PRIVACY



The Group has adopted a Data Privacy Manual to ensure organizational, physical, and technological measures that guarantee the safety and security of personal data. The Group conducts continuous training to build its employees' competency in the area of personal data privacy.

1. Del Monte in the U.S. held bi-annual Privacy Task Force meetings to address privacy concerns and review changes in privacy laws and compliance.
2. DMFI engaged a third party to audit its systems and mitigate risks relating to data privacy and cyberattacks.
3. DMPI started an awareness initiative on Data Privacy led by the Data Privacy Officer in the Legal Department.



*Internal Audit team with Gil R.S. Veloso, Internal Audit Head*

4. The level of awareness of employees was assessed and among the respondents handling private data, 51% are familiar with the general idea of the regulations.



## SUSTAINING GROWTH

As a global branded food company, we bring to life health, wellness and nutrition, and sustain our people, the planet and our performance – the triple bottom line

8 DECENT WORK AND ECONOMIC GROWTH



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



11 SUSTAINABLE CITIES AND COMMUNITIES



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



16 PEACE, JUSTICE AND STRONG INSTITUTIONS



IN THIS SECTION

- 1 Our performance
- 2 Responsible sourcing practices

## SUSTAINING GROWTH



*Del Monte Processing Facility in Bugo, Cagayan de Oro City, Philippines*

The Del Monte Pacific Ltd. (DMPL) Group continued operating as an essential industry even during the COVID-19 pandemic to address the demand for food while ensuring the safety of its employees and workforce and providing them with employment. The impact of DMPL extends beyond our 5,800 plus regular employees and includes about 18,300 service providers who work in different areas of our operations.

In the United States, Del Monte Foods, Inc. (DMFI) is one of the largest producers, distributors, and marketers of premium quality, branded fruits, vegetables, and tomatoes for the U.S. retail market. DMFI contracts with close to 650 farmers across the U.S. and Mexico, which supply about 950,000 tons of produce. In aggregate, 100% of the tomatoes, 99% of the vegetables, and about 70% of the fruits we produce are grown in the U.S., while the balance are supplied from Mexico, Philippines, China, Thailand, and Greece.

2021	VEGETABLES	TOMATOES	FRUITS (US)	FRUITS (MEXICO)
<b>Tons</b>	325,025	372,822	200,750	57,357
<b>Growers</b>	129	21	374	131



Our relationships with farmers extend to more than three generations. The fruits and vegetables are contractually grown on farms. Some Del Monte fruit growers include farm families that have produced for Del Monte for over 70 years. Our growth has a broader implication for farms across the U.S.

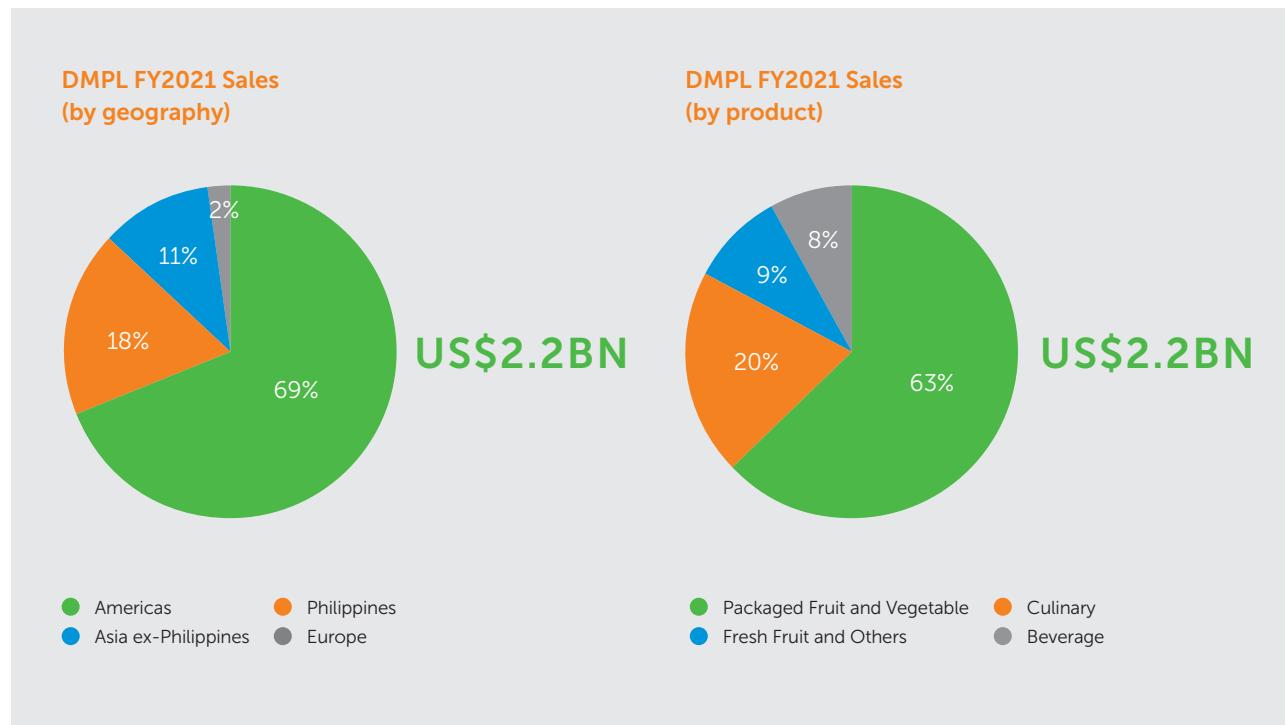
Our pineapple plantations in southern Philippines encompass two cities and 18 municipalities in Bukidnon and Misamis Oriental, Mindanao. Around 20,000 families

or approximately 100,000 individuals directly or indirectly depend on the Company in the Philippines, including fruit growers, truckers, harvesters, and maintenance crews.

The Company believes that our operations have immensely contributed to regional economic growth, creating a multiplier effect on the local economy by fueling businesses which support the Group, and serving the day-to-day needs of our employees and their families.



## OUR PERFORMANCE



1. The Group generated a turnover of US\$2.2 billion in FY2021, 2% higher than prior year.
2. Group EBITDA was US\$309.0 million, 37% higher than prior year; net profit was US\$63.3 million, 97% higher and a significant turnaround from the US\$81 million loss in the prior year. There were no one-off expenses in FY2021.
3. The Group reduced net debt, lowering gearing to 2.0x from 2.4x equity.
4. The Group's retail business in the U.S. and Philippines posted higher sales. The lockdown has made consumers stock their pantries with trusted brands like Del Monte, Contadina, S&W and College Inn, which offer healthy, delicious, long-shelf life culinary products.
5. During the quarantine, the Group continued operating as an essential industry to meet the surging demand for food while ensuring the safety of its employees and workforce.
6. The Group strengthened its product offerings and has launched new products in pursuit of health and wellness to address consumer needs.
7. Del Monte Pacific expanded its branded business while reducing non-strategic business segments. It continued to build its distribution in emerging channels and leverage fast-growing e-commerce opportunities, especially amidst the lockdown.
8. DMFI's sales for FY2021 were US\$1.5 billion or 70% of Group sales. Branded retail sales grew by 2.5% and e-commerce sales significantly increased. However, total sales were down 3% due to the strategic planned exit from the non-branded private label segment.

## SUSTAINING GROWTH



*Del Monte Deluxe Gold premium pineapples*

9. The Company successfully launched the premium canned pineapple 'Deluxe Gold' produced by Del Monte Philippines, and Del Monte Veggieful line of frozen vegetarian pocket pies. New products launched in the past 3 years contributed 6% to DMFI's total sales in FY2021.

10. EBITDA soared to US\$170.5 million from US\$33.2 million and generated a net profit of US\$15.1 million, reversing the loss of US\$100.4 million in FY2020. About US\$40 million savings were generated by plant closures in the prior year.

11. DMFI maintained its leading market share position for the full year in canned vegetable and fruit. Business fundamentals remained on solid ground.



*College Inn Savory Infusions, a versatile cooking base*



*Del Monte Fruit Cups continue to be popular in schools*



*Directors visiting the pear and peach plant in Modesto, California, with management*

### MARKET POSITION IN KEY CATEGORIES IN THE USA

Products	Market Position	Market Share	Change vs prior year	Brands
Canned Vegetable	#1	17.4%	-0.2 ppt	
Canned Fruit	#2	19.2%	+0.2 ppt	
Fruit Cup Snacks	#2	25.3%	+1.5 ppts	
Canned Tomato	#3	5.4%*	-0.3 ppt	

Canned market shares are for branded only, ex-private labels

\*Combined share for Del Monte, S&W and Contadina brands

Source: Nielsen RMS / Scantrack DMFI Custom DBs, Equivalent Volume share, Total xAOC, 12M ending 1 May 2021



[Del Monte 100% Pineapple Juice in Tetra Pak](#)

12. DMFI's integrated master brand campaign, "Growers of Good," promotes Del Monte as an advocate for doing what is good – Del Monte nurtures the Earth's goodness today to grow a healthier and more hopeful tomorrow.

13. DMPL's 2nd largest subsidiary, Del Monte Philippines, Inc., achieved record sales of US\$705.8 million in FY2021, up 14% versus the prior year. Sales in the Philippines rose 16% to US\$392.9 million on strong retail sales.

14. Spaghetti sauce, pasta, ketchup, and packaged fruit products performed well from increased home cooking, anchored on quality and nutrition. Beverage sales also improved, with Del Monte's equity associated with healthy and immunity-boosting 100% Pineapple Juice.

15. International sales up 14% on higher packaged and fresh sales.

16. DMPI achieved an EBITDA of US\$152.6 million, up 37%, and generated a record net profit of US\$94.5 million, up 40%.



[Del Monte Potato Crisp, baked not fried](#)



[Del Monte Filipino Style tomato sauce](#)



[S&W Sweet 16 fresh pineapples](#)

## SUSTAINING GROWTH

17. DMPI had leading market share positions in major categories across various categories in the Philippines in FY2021.

### MARKET LEADER IN VARIOUS CATEGORIES IN THE PHILIPPINES

Products	Market Position	Market Share	Change vs prior year	Brands
Packaged Pineapple	#1	89.4%	+2.4 ppts	
Canned Mixed Fruit <sup>1</sup>	#1	77.0%	+4.7 ppts	 
RTD Juices ex-SUP	#1	49.5%	+4.9 ppts	
Tomato Sauce	#1	87.0%	+2.6 ppts	
Spaghetti Sauce <sup>2</sup>	#1	38.7%	-0.2 ppt	  

1 Combined share for Del Monte and Today's brands

2 Combined share for Del Monte, Today's and Contadina brands

Source: The Nielsen Company - Retail Audit Data, 12M to April 2021



Del Monte Quick 'n Easy products



Finance Team with Parag Sachdeva, Chief Financial Officer



### RESPONSIBLE SOURCING PRACTICES

The Group recognizes the importance of building a strong partnership with its suppliers. DMPL conducts business with its customers based on integrity, mutual interest, and fairness.

1. The Group performs periodic audits of contract manufacturers and direct suppliers, including independent and unannounced audits to ensure quality assurance and compliance.

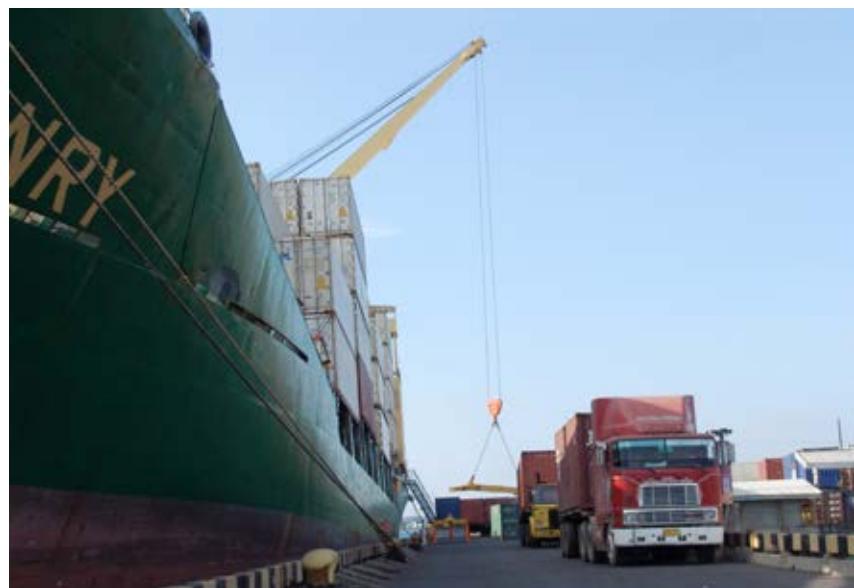


Worzella Farms in Wisconsin, one of Del Monte's growers since 1969

2. It is our policy to seek opportunities to buy from suppliers where quality, price, and delivery of service are competitive.
3. In the U.S., DMFI has a Supplier Code of Conduct that applies to every entity providing goods or services, including subcontractors.
  - a. The objective is for suppliers to practice and uphold ethical business standards.
  - b. Del Monte's Supplier Diversity Program enables small and diverse businesses to be considered fairly as subcontractors and suppliers.
4. DMPI has a Code of Business Conduct that outlines the Company's practices in building its relationship with suppliers while adhering to the principles of integrity, mutual interest, and fairness in conducting business.
5. Through its due diligence process, DMPI ensures that the lands it is engaging for growership or leases have no ownership, environmental, human rights, zoning, or taxation concerns. This is done through inquiry with the community and verification in various government offices dealing with lands (which include the Registry of Deeds, Department of Environment and Natural Resources, local assessors' offices, Department of Agrarian Reform, local zoning officers, and the National Commission on Indigenous Peoples).
6. In selecting suppliers, DMPI applies its Supplier Quality Management Program to assess the quality and delivery



*Okray Family Farms, one of Del Monte Foods' long-term partners*



*Loading of Del Monte products for export*

- performance, feedback, continuous improvement program for all material suppliers and toll manufacturers.
7. The objective of the program is to align DMPI's quality parameters with suppliers, provide performance scorecards, classify suppliers into certified, preferred, approved, and

conditional suppliers, and align them with DMPI's goals that will support growth in the next five years. The program determines the allocation of the Company's requirements to suppliers.

## SUSTAINING GROWTH

8. The suppliers are evaluated based on performance - quality, delivery, and competitiveness.
9. DMPI expects our suppliers to conduct their operations in a way that respects the fundamental human rights of others. This includes, but is not limited to, the rights of their workers and people working for their suppliers, as well as the communities affected by their operations, and those raising any human rights concerns associated with them.
10. The Company also expects suppliers to respect the fundamental labor rights set out in the eight International Labor Organization core conventions:
  - a. Employees should be free to leave their employer after giving reasonable notice and are not required to lodge deposits or payments with their employers.
  - b. Ensure the right to freedom of association.
  - c. Provide a safe working environment, adopt procedures to identify and address workplace health and safety risks, implement safe working practices and provide appropriate personal protective equipment, where applicable, to prevent occupational injuries or illnesses.
  - d. Ensure operations are free from child labor.
  - e. Provide fair wages and benefits, which comply at least with applicable minimum wage legislation and other applicable wage

### Supplier Accreditation During the Pandemic

Customarily, our co-packer's approval requires on-site visits with two-day audits. Gap assessments are done for international co-packers' farm practices, with full QA presence during commissioning. Samples are then sent to Walnut Creek R&D and QA for approval.

Due to COVID-19, DMFI initiated a remote document review for Brazil, Thailand, and Indonesia. Multiple meetings ensued with co-packers, R&D, procurement, and other QA resources to meet Del Monte's expectations. Commissioning was held remotely to support Del Monte production at the co-manufacturing site.

To alleviate resource constraints in qualifying factories due to increases in co-manufacturing activities, DMFI found a subject matter expert in Food Safety and Quality in Chile and China to conduct audits on behalf of Del Monte.

Some co-packers insisted on on-site reviewing of Thermal Process (TP) Records for Low Acid Canned Food by Del Monte. We found a TP expert to audit the process on behalf of Del Monte Foods, and gaps that could have compromised Food Safety and our ability to meet customer demands were identified. The facility also welcomed our input to further improve their process, making it a win-win for both parties. We reduced our travel footprint while maintaining our supply to our customer and consumer base.



*Procurement Team with Group Head, Angel V. Gatchalian, Jr.*

and working time laws or collective agreements for all employees.

g. No discrimination is practiced. Provide equal opportunities to all employees.

f. Working hours must comply with national laws, collective agreements and all overtime must be voluntary.

h. Treat employees with dignity and respect.



## SUSTAINABILITY FRAMEWORK

Consistent with our vision, strategic pillars and core values: healthier produce, healthier people and a healthier planet

1 NO POVERTY	2 ZERO HUNGER	3 GOOD HEALTH AND WELL-BEING	4 QUALITY EDUCATION	5 GENDER EQUALITY
6 CLEAN WATER AND SANITATION	7 AFFORDABLE AND CLEAN ENERGY	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	10 REDUCED INEQUALITIES
11 SUSTAINABLE CITIES AND COMMUNITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION	14 LIFE BELOW WATER	15 LIFE ON LAND
16 PEACE, JUSTICE AND STRONG INSTITUTIONS	17 PARTNERSHIPS FOR THE GOALS			

### IN THIS SECTION

- 1 Materiality and our priorities
- 2 Stakeholder inclusiveness
- 3 Reporting standards
- 4 Scope and inclusive period

# SUSTAINABILITY FRAMEWORK

Sustainability attests to our commitment in sustaining our future as a strategic pillar in our long-range plan. Our Board of Directors, together with the leadership team, oversees Del Monte's sustainability strategy. Our sustainability goals are developed by a cross-functional team, each addressing priorities and implementing the programs to achieve the sustainability goals. Conducting business goes beyond profit-making to ensure the well-being of our people and stewardship of our planet.

We focus on building the long-term resiliency of our business, deepening our understanding of the global business environment while mindfully assessing our operation's future planetary implications.

We are guided by our vision, values, and goals to promote health and wellness, environmental stewardship, and employee welfare.

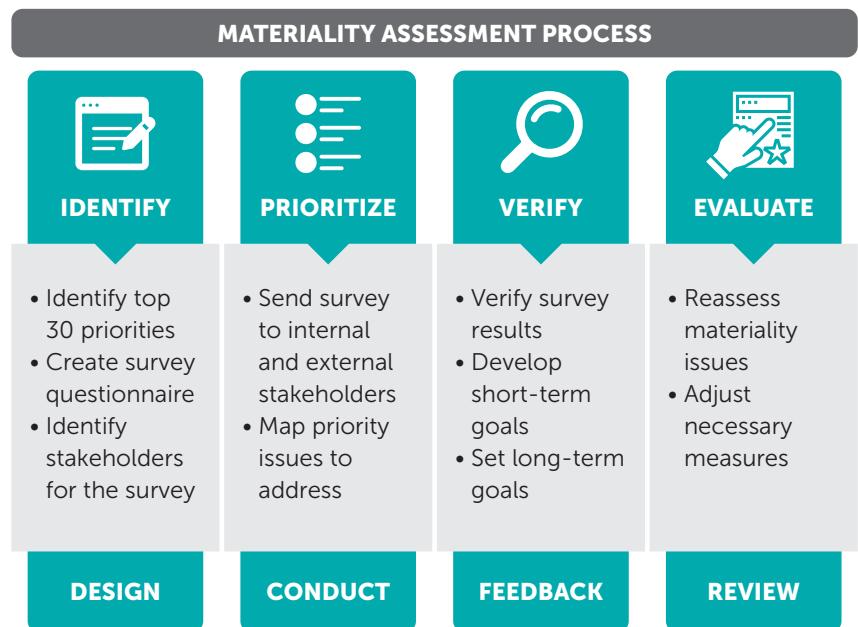
We strive to ensure that Del Monte adheres to the highest governance standards in doing business. For more information on our governance principles, refer to pages 69-92 of our FY2021 Annual Report or visit our website at [www.delmontepacific.com/corporate-governance](http://www.delmontepacific.com/corporate-governance).



*Checking the quality of wax bean crops in the USA*

## MATERIALITY AND OUR PRIORITIES

An independent materiality assessment process led by a global sustainability specialist firm examined our priorities with respect to products, people, the environment, governance, business, and our stakeholders



Our materiality assessment had the following objectives:

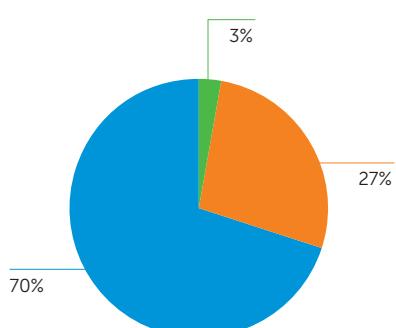
1. Identify the sustainability priorities, drawing on our knowledge of internal and external resources to compile a list of issues specific to the food industry.
2. Determine 30 environmental, social, and governance priorities across six categories to frame our discussion.



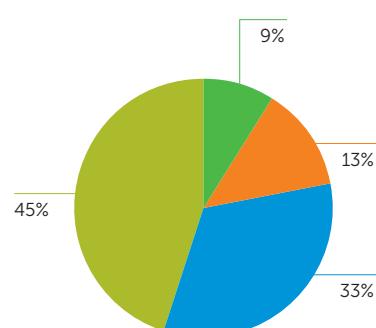
3. Conduct a survey with internal stakeholders, i.e. employees, regarding the business impact of sustainability issues, including the scope of the issue, possible risk and magnitude of impact, current regulations, and concerns from consumers, customers, communities, and the government.

## Internal Survey Demographics

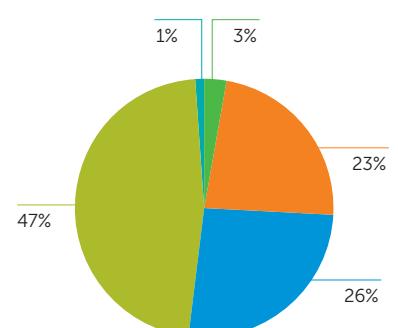
By Unit



By Seniority



By Location



● S&W   ● DMFI   ● DMPI

● Leadership   ● Senior Management  
● Manager   ● Supervisor/Specialist

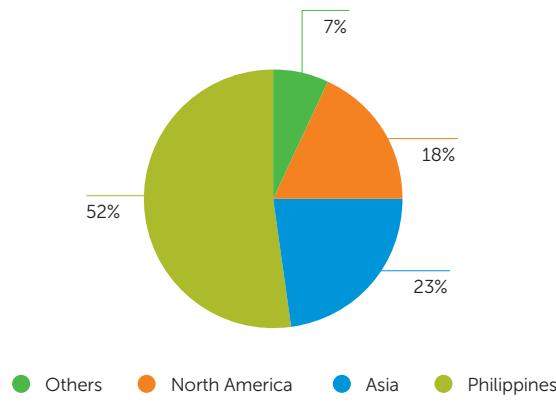
● Singapore   ● Luzon  
● United States   ● Mindanao   ● Others

# SUSTAINABILITY FRAMEWORK

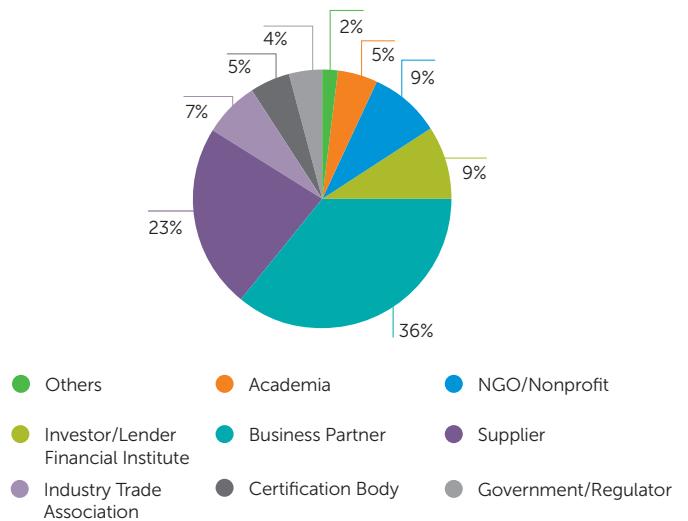
4. Send a similar survey to key external stakeholders including business partners, customers, suppliers, lenders, government, industry and trade associations, certification bodies, non-government organizations, academe, and investors to determine issues Del Monte must address.

## External Survey Demographics

**By Location**



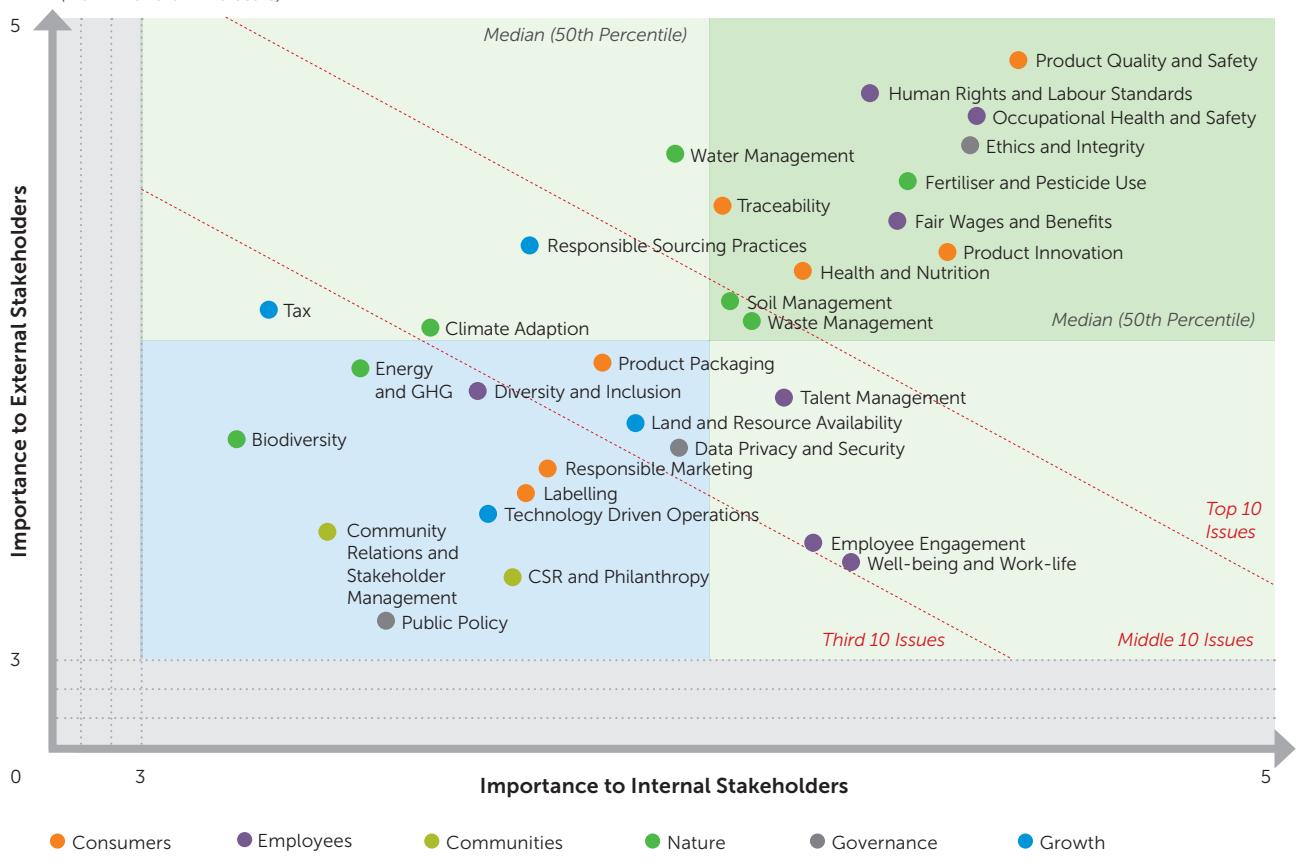
**By Stakeholder**



5. Map the critical issues to be prioritized.

## Materiality Matrix: DMPL

(Matrix not drawn to scale)



Our material priorities are as follows:

RANK	PRIORITY	IMPORTANCE
1	Product Quality & Safety	Ensure quality & safe products
2	Occupational Health & Safety	Ensure employee health & safety
3	Ethics & Integrity	Comply with rules & regulations
4	Human Rights & Labor Standards	Comply with human rights & labor laws
5	Fertilizer & Pesticide Use	Manage usage of fertilizers & chemicals
6	Product Innovation	Invest in innovation to sustain growth
7	Water Management	Manage usage of water
8	Fair Wages & Benefits	Comply with labor standards on wages & benefits
9	Health & Nutrition	Promote health, wellness & nutrition
10	Traceability	Ensure product safety, security & ascertain origin

● Consumers     ● Employees     ● Communities     ● Nature     ● Governance     ● Growth

Aside from these, we also included emerging issues – soil management, talent management and data protection, privacy, and cybersecurity. Moreover, the Group provided a section on climate change adaptation, energy efficiency, corporate social responsibility, and philanthropy. We also highlighted our response to the COVID-19 pandemic.

### STAKEHOLDER INCLUSIVENESS

Our sustainability journey begins with our stakeholders, whom we nurture meaningful relationships with to provide a better understanding of the Group's operations, strengthen collaboration, improve transparency, and resolve stakeholder concerns to identify potential risks and improve performance.

The following outlines how we engage with our key stakeholders. These stakeholder groups were identified according to their level of influence, interest, and impact to the organization.

#### How We Engage Our Stakeholders



# SUSTAINABILITY FRAMEWORK

## REPORTING STANDARDS

The Group uses the Global Reporting Initiative (GRI) Sustainability Reporting standards.

Our Quality Policy, Code of Conduct, Code of Business Ethics and Sustainability, and Environmental Policies help us comply with the standards set by the GRI. These are closely monitored and reported, as illustrated throughout this report.

**"Our goal is to promote sustainability through environmental stewardship, social responsibility, and our performance"**



### Risk Management

Promote risk management to avoid penalties by catching risks early on and taking action to mitigate them



### Business Performance

Improve business performance by generating operational efficiency and cost savings through a more sustainable business model



### Reputation with Stakeholders

Enhance the Company's reputation with stakeholders, including investors, credit institutions, customers, employees, and business partners



### Brand Equity

Boost the brand equity of the Company through a more sustainable social, environmental, and economic performance

## SCOPE AND INCLUSIVE PERIOD

The corporate sustainability team leads efforts to increase sustainability advocacy among stakeholders. Key leaders have also been updated on sustainability.

Each business unit has identified its material sustainability issues by location which may differ, given the business model employed by the business units. For example, our Philippine company directly cultivates its fruits, while our US subsidiary uses contract growers to source its produce.

This Sustainability Report covers our financial year FY2021, from May 2020 to April 2021. We have excluded our Indian joint venture business from this report since its contribution to the total business is not material.



*Strategic Planning and Sustainability Team led by Ignacio C. O. Sison, Chief Corporate Officer*

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<b>Organizational Profile</b>		
102-1	Name of the organization	Corporate Profile, Inside Front Cover Del Monte Pacific Limited
102-2	Activities, brands, products, services	Corporate Profile, Inside Front Cover Annual Report, Key Brands and Brand Ownership, page 4 <a href="https://www.delmontepacific.com/investors/results-and-reports">https://www.delmontepacific.com/investors/results-and-reports</a>
102-3	Location of headquarters	Corporate Information, Inside Back Cover
102-4	Location of operations	Corporate Profile, Inside Front Cover Annual Report, Key Brands and Brand Ownership, page 4 <a href="https://www.delmontepacific.com/investors/results-and-reports">https://www.delmontepacific.com/investors/results-and-reports</a>
102-5	Ownership and legal form	Corporate Profile, Inside Front Cover
102-6	Markets served	Corporate Profile, Inside Front Cover Annual Report, Key Brands and Brand Ownership, page 4 <a href="https://www.delmontepacific.com/investors/results-and-reports">https://www.delmontepacific.com/investors/results-and-reports</a>
102-7	Scale of the organization	Nurturing Employees, page 29 Annual Report, Key Brands and Brand Ownership, page 4 <a href="https://www.delmontepacific.com/investors/results-and-reports">https://www.delmontepacific.com/investors/results-and-reports</a>
102-8	Information on employees and other workers	Nurturing Employees, page 29 5,800 regular full-time employees Sustaining Growth, page 66 18,300 service provider employees
102-9	Supply chain	Corporate Profile, Inside Front Cover Sustaining Growth, Responsible Sourcing Practices, pages 70–72
102-10	Significant changes to the organization and its supply chain	Sustainability Framework, Scope and Inclusive Period, page 78
102-11	Precautionary principle or approach	Strengthening Governance, Ethics and Integrity, pages 61–62
102-12	External initiatives	Nourishing Consumers, Product Quality and Safety, pages 18–20 Preserving Nature, page 48 Preserving Nature, Waste Management, pages 53–55 Preserving Nature, Environment, pages 57–58 Del Monte Pacific Limited Human Rights Policy <a href="https://www.delmontepacific.com/corporate-governance/ch-manual-1">https://www.delmontepacific.com/corporate-governance/ch-manual-1</a> , pages 38–39
102-13	Membership of associations	Nourishing Consumers, Product Quality and Safety, pages 18–20 Nourishing Consumers, Health and Nutrition, pages 20–21 Nurturing Employees, Human Rights and Labor Standards, page 31 Developing Communities, Community Health and Wellness, page 41 Developing Communities, Livelihood Programs, pages 41–42 Developing Communities, Education, Scholarships and Youth Development, pages 43–44 Developing Communities, Donations, page 45 Preserving Nature, Fertilizer and Pesticide Use, page 52 Preserving Nature, Waste Management, pages 53–54 Preserving Nature, Climate Change Adaptation and Energy Efficiency, pages 55–57 Preserving Nature, Environment, page 58 Del Monte Pacific Limited Human Rights Policy, pages 38–39 <a href="https://www.delmontepacific.com/corporate-governance/ch-manual-1">https://www.delmontepacific.com/corporate-governance/ch-manual-1</a>
<b>Strategy</b>		
102-14	Statement from senior decision-maker	Letter to Our Stakeholders, pages 4–5
<b>Ethics and Integrity</b>		
102-15	Key Impacts, risks and opportunities	Sustainability Framework, Materiality and Our Priorities, pages 74–77 Annual Report, Operating and Financial Review, pages 36–44 Annual Report, Business Outlook, pages 52–53 Annual Report, Risk Management, pages 55–61 <a href="https://www.delmontepacific.com/investors/results-and-reports">https://www.delmontepacific.com/investors/results-and-reports</a>

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102-17	Mechanisms for advice and concerns about ethics	Strengthening Governance, Ethics and Integrity, pages 61–62
<b>Governance</b>		
102-18	Governance structure	Annual Report, Corporate Governance, Board Matters, Principle 1, pages 69–72 <a href="https://www.delmontepacific.com/investors/results-and-reports">https://www.delmontepacific.com/investors/results-and-reports</a>
102-19	Delegating Authority	Sustainability Framework, page 74 Annual Report, Corporate Governance, Board Matters, Principle 1, pages 69–72 <a href="https://www.delmontepacific.com/investors/results-and-reports">https://www.delmontepacific.com/investors/results-and-reports</a>
102-20	Executive-level responsibility for economic, environmental and social topics	Annual Report, Senior Management, Mr. Ignacio C.O. Sison, page 18 <a href="https://www.delmontepacific.com/investors/results-and-reports">https://www.delmontepacific.com/investors/results-and-reports</a>
102-22	Composition of the highest governance body and its committees	Annual Report, Corporate Governance, Board Matters, Principle 2-4, pages 72–77 <a href="https://www.delmontepacific.com/investors/results-and-reports">https://www.delmontepacific.com/investors/results-and-reports</a>
102-23	Chair of the highest governance body	Annual Report, Corporate Governance, Board Matters, Principle 2, pages 72–74 and Principle 3, pages 74–75 <a href="https://www.delmontepacific.com/investors/results-and-reports">https://www.delmontepacific.com/investors/results-and-reports</a>
102-24	Nominating and selecting the highest governance body	Annual Report, Corporate Governance, Board Matters, Principle 4, pages 75–77 <a href="https://www.delmontepacific.com/investors/results-and-reports">https://www.delmontepacific.com/investors/results-and-reports</a>
102-25	Conflicts of interest	Strengthening Governance, Ethics and Integrity, page 62 Annual Report, Corporate Governance, Remuneration Matters, Principle 8, pages 80–82 <a href="https://www.delmontepacific.com/investors/results-and-reports">https://www.delmontepacific.com/investors/results-and-reports</a>
102-26	Role of highest governance body in setting purpose, values and strategy	Annual Report, Corporate Governance, Board Matters, Principle 1, pages 69–72 <a href="https://www.delmontepacific.com/investors/results-and-reports">https://www.delmontepacific.com/investors/results-and-reports</a>
102-30	Effectiveness of risk management processes	Annual Report, Corporate Governance, Accountability and Audit, Principle 9 to 10, pages 82–87 <a href="https://www.delmontepacific.com/investors/results-and-reports">https://www.delmontepacific.com/investors/results-and-reports</a>
102-31	Review of economic, environmental and social topics	Annual Report, Corporate Governance, Audit and Risk Committee, Principle 10, pages 83–87 Annual Report, Risk Management, pages 55–61 <a href="https://www.delmontepacific.com/investors/results-and-reports">https://www.delmontepacific.com/investors/results-and-reports</a>
102-33	Communicating critical concerns	Annual Report, Corporate Governance, Audit and Risk Committee, Principle 10, pages 83–87 <a href="https://www.delmontepacific.com/investors/results-and-reports">https://www.delmontepacific.com/investors/results-and-reports</a>
102-35	Remuneration policies	Annual Report, Corporate Governance, Remuneration Matters, Principle 6, page 79 <a href="https://www.delmontepacific.com/investors/results-and-reports">https://www.delmontepacific.com/investors/results-and-reports</a>
102-36	Process for determining remuneration	Annual Report, Corporate Governance, Remuneration Matters, Principle 6 to 8, pages 79–82 <a href="https://www.delmontepacific.com/investors/results-and-reports">https://www.delmontepacific.com/investors/results-and-reports</a>
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102-42	Identifying and selecting stakeholders	Sustainability Framework, Materiality and Our Priorities, pages 74–77
102-43	Approach to stakeholder engagement	Sustainability Framework, Stakeholder Inclusiveness, page 77
102-44	Key topics and concerns raised	Sustainability Framework, Materiality and Our Priorities, pages 74–77
102-45	List of all entities included in the organization's financial statements or equivalent	Corporate Profile, Inside Front Cover Annual Report, Operating and Financial Review, pages 36–44 <a href="https://www.delmontepacific.com/investors/results-and-reports">https://www.delmontepacific.com/investors/results-and-reports</a>
102-46	Defining report content and topic boundaries	Sustainability Framework, Scope and Inclusive Period, page 78

<b>GENERAL DISCLOSURES</b>		<b>REPORT SECTION/LINK</b>
102-47	List of material topics	Sustainability Framework, Materiality and Our Priorities, pages 74–77
102-48	Restatements of information	Not applicable
102-49	Significant changes from previous reporting periods in the list of material topics and topic boundaries	Not applicable
102-50	Reporting period for the information provided	Sustainability Framework, Scope and Inclusive Period, page78 Annual Report, Five-Year Summary, footnote 1, page 6 <a href="https://www.delmontepacific.com/investors/results-and-reports">https://www.delmontepacific.com/investors/results-and-reports</a>
102-51	Date of the most recent report	Sustaining Our Future, 12 September 2020
102-52	Reporting period	Annual
102-53	Contact point for questions regarding the report	Ignacio C.O. Sison Chief Corporate Officer <a href="mailto:isison@delmontepacific.com">isison@delmontepacific.com</a>  Raulito R. Rodil Senior Manager, Corporate Sustainability <a href="mailto:rrodil@delmontepacific.com">rrodil@delmontepacific.com</a>
102-54	Claims of reporting in accordance with the GRI Standards	Sustainability Framework, Reporting Standards, pages 78 GRI as Reference
102-55	GRI content index	GRI Standards Content Index, pages 79-83
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103-3	Health and Nutrition Product Innovation Product Packaging Traceability	
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103-3	Livelihood Programs Education, Scholarships and Youth Development Donations	
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103-2	Soil Management	
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103-1	Strengthening Governance	Strengthening Governance, pages 60-64
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103-3	Data Protection and Cybersecurity Data Privacy	Annual Report, Corporate Governance, Board Matters, Principle 1, pages 69–72 <a href="https://www.delmontepacific.com/investors/results-and-reports">https://www.delmontepacific.com/investors/results-and-reports</a>

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#### **NOTE ABOUT PRINTING:**

In line with Del Monte Pacific's commitment to environmental sustainability, this report is a Forest Stewardship Council® (FSC®) certified print job. Should you wish additional copies to share this report, we encourage you to download the soft copy of this report to reduce consumption of resources from printing and distribution of hard copies. The portable document format (PDF) soft copy is available for download in the sustainability section of the Del Monte Pacific website at <https://www.delmontepacific.com/sustainability/sustainability-report>.

#### **ABOUT THE FOREST STEWARDSHIP COUNCIL:**

The Forest Stewardship Council® (FSC®) is an independent, not for profit, non-government organization established to support environmentally appropriate, socially beneficial, and economically viable management of the world's forests. FSC's vision is that the world's forests meet the social, ecological, and economic rights and needs of the present generation without compromising those of future generations. FSC's certification guarantees consumers and businesses that the FSC-labelled product they purchase come from a forest and supply chain that is managed responsibly.

For more information, please visit FSC®'s website at [www.fsc.org](http://www.fsc.org).

Source: FSC website and standards



This is an FSC-certified publication.

# CORPORATE INFORMATION

## DEL MONTE PACIFIC LIMITED

### BOARD OF DIRECTORS

Mr. Rolando C. Gapud  
*Executive Chairman*

Mr. Joselito D. Campos, Jr.  
*Managing Director and CEO*

Mr. Edgardo M. Cruz, Jr.  
*Executive Director*

Mr. Benedict Kwek Gim Song  
*Lead Independent Director*

Mr. Godfrey E. Scotchbrook  
*Independent Director*

Dr. Emil Q. Javier  
*Independent Director*

Mrs. Yvonne Goh  
*Independent Director*

### EXECUTIVE OFFICERS

Mr. Joselito D. Campos, Jr.  
*Managing Director and Chief Executive Officer*

Mr. Luis F. Alejandro  
*Chief Operating Officer*

Mr. Ignacio C. O. Sison  
*Chief Corporate Officer*

Mr. Parag Sachdeva  
*Chief Financial Officer*

Mr. Antonio E. S. Ungson  
*Chief Legal Counsel, Chief Compliance Officer and Company Secretary*

Mr. Ruiz G. Salazar  
*Chief Human Resource Officer*

Ms. Ma. Bella B. Javier  
*Chief Scientific Officer*

### DEL MONTE FOODS, INC.

Mr. Gregory Longstreet  
*President and Chief Executive Officer*

Mr. Parag Sachdeva  
*Chief Financial Officer and Chief Operations Officer*

Mr. William Sawyers  
*General Counsel, Chief Compliance Officer, Secretary*

Ms. Bibie Wu  
*Chief Marketing Officer*

Mr. Eric Ingram  
*Chief Human Resources Officer*

Mr. Ashish Mallick  
*Chief Supply Chain Officer*

Mr. David Stis  
*Chief Customer Officer*

Ms. Jeanette C. Naughton  
*Vice President, Strategic Planning*

## DEL MONTE PHILIPPINES, INC.

Mr. Joselito D. Campos, Jr.  
*President and CEO*

Mr. Luis F. Alejandro  
*Chief Operating Officer*

Mr. Parag Sachdeva  
*Chief Financial Officer*

Mr. Antonio E. S. Ungson  
*Chief Legal Counsel, Chief Compliance Officer and Company Secretary*

Mr. Ruiz G. Salazar  
*Chief Human Resource Officer*

Mr. Philip G. Macahilig  
*Group Head, Philippine Market Commercial Operations*

Ms. Tan Chooi Khim  
*Group Head, International Commercial Operations*

Ms. Eileen M. Asuncion  
*Group Head, Innovation and New Products*

Ms. Cynthia D. Icasas  
*Group Head, Marketing*

Mr. Amante A. Aguilar  
*Group Head, Supply Chain*

Mr. Francisco T. Molas  
*Group Head, Mindanao Operations*

Mr. Angel V. Gatchalian, Jr.  
*Group Head, Corporate Procurement*

## S&W FINE FOODS INTERNATIONAL LTD.

Ms. Tan Chooi Khim  
*General Manager*

Mr. Marco Deo B. Verdeflor  
*Senior Commercial Manager, China, Korea, Taiwan, and Middle East (Fresh)*

Mr. Richard Lin  
*Commercial Manager, China (Fresh and Packaged)*

Ms. Sharin A. Rebollido  
*Commercial Manager, China, Korea, Hong Kong, and Taiwan (Packaged)*

Mr. Fritz Matti  
*Commercial Manager, Japan (Fresh and Packaged)*

Mr. Sumarleki Amjah  
*Head, ASEAN, MENA, and Indian subcontinent (Packaged)*

Ms. Warunee Karnasuta  
*Commercial Manager, Europe, Middle East, and Africa (Packaged)*

Ms. Yap Siew Ling  
*Commercial Manager, Europe, Middle East, and Africa (Packaged)*

Ms. Maria Odette Lagunilla  
*MD2 Business Development and Growth Optimization Manager*

Ms. Rhodora Gumapac-Negrido  
*Senior Manager, Supply Chain, and Product Sourcing*

## SUSTAINABILITY REPORT TEAM

Mr. Ignacio C. O. Sison  
*Chief Corporate Officer*

Mr. Raulito R. Rodil  
*Senior Manager, Corporate Sustainability*

Ms. Molly Lavery  
*Senior Sustainability Manager*

Ms. Jennifer Y. Luy  
*Senior Manager, Investor Relations*

Ms. Ma. Irma E. Rivera  
*Executive Assistant*

## COMPANY SECRETARY

Mr. Antonio E. S. Ungson  
10/F JY Campos Centre  
9th Avenue corner 30th Street  
Bonifacio Global City  
Taguig City 1634  
Philippines  
Tel : +632 8856 2888  
Fax: +632 8856 2628

## LISTING & TRADING SYMBOLS

Listed on 2 August 1999 on the Singapore Exchange  
Listed on 10 June 2013 on the Philippine Stock Exchange (PSE)  
Preference Shares listed on 7 April 2017 and 15 December 2017 on the PSE  
Bloomberg: DELM SP and DELM PM, and DMPA1 and DMPA2 for the Preference Shares  
Reuters: DMPL.SI and DELM.PS, and DMPA1.PS and DMPA2.PS for the Preference Shares

## FOR FURTHER INQUIRIES PLEASE CONTACT:

Senior Manager, Corporate Sustainability  
Mr. Raulito R. Rodil  
DMPL Management Services Pte. Ltd.  
17 Bukit Pasoh Road  
Singapore 089831  
Tel : +65 6324 6822  
+632 8856 2888  
rrodil@delmontepacific.com



For more information, please scan QR Code to access the Del Monte Pacific website.

**DEL MONTE PACIFIC LIMITED**  
c/o 17 Bukit Pasoh Road, Singapore 089831  
Tel +65 6324 6822 | Email: [rrodil@delmontepacific.com](mailto:rrodil@delmontepacific.com)

[www.delmontepacific.com](http://www.delmontepacific.com)