

# SUSTAINABILITY

## SUSTAINABILITY – AT THE CORE OF OUR BUSINESS

At Del Monte, sustainability is one of the Group’s strategic pillars and a key component supporting our vision “Nourishing families. Enriching lives. Every day.”

We’re fully committed to bringing high-quality, healthy and nutritious foods to people in a way that protects the environment, builds strong ties to our communities and enables our Group to grow and flourish.

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reflects the balanced consideration of people, planet and performance. As such, we believe the following tenets are central to our sustainability efforts:



### 1. Nurturing Consumers

For over a century, we’ve delivered quality products that are safe and nutritious. We will continue to update our product portfolio to bring families a broad range of healthful and tasty food choices.



### 2. Nurturing Employees

We are a people-driven organisation committed to the well-being of our employees, our consumers and the communities in which we live and work.



### 3. Nurturing Nature

Our Group’s success is based on preserving a healthy natural environment. We work to ensure the lasting productivity of our fields and that of our growers, and strive to ensure our operational standards and methods make a positive contribution to our environmental footprint.



### 4. Nurturing Governance

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



### 5. Nurturing Communities

We believe that the communities where we operate should also be nurtured to ensure we maintain our symbiotic relationship with them and our social license to operate.



### 6. Nurturing Growth

We continue to grow our business and the local economy to sustain profitability as well as ensure we take care of our people and the environment.

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## ORGANISATIONAL PROFILE

Del Monte Pacific Limited, 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.

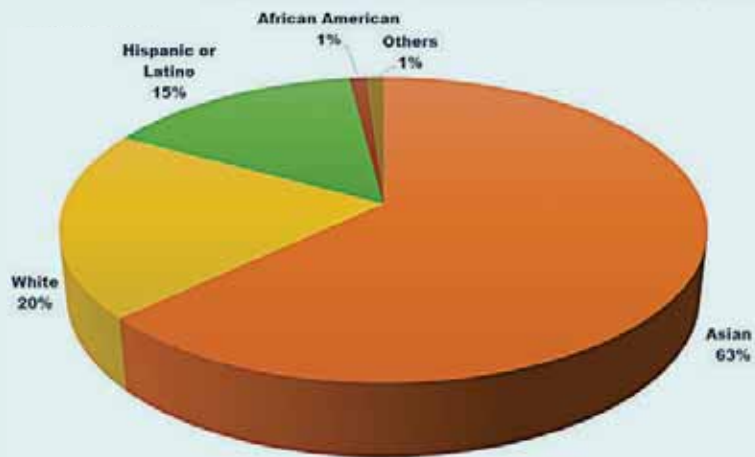
The Del Monte® name has been synonymous with premium foods since its debut in 1886. For generations, our Group has proudly earned our reputation with a series of innovations and a singular dedication to quality.

Today, that commitment to quality is deeply embedded in our culture. At Del Monte, we will always strive to cultivate the best wholesome vegetables, fruits and tomatoes to help you and your family live a life full of vitality and enjoyment.

**NOURISHING FAMILIES. ENRICHING LIVES. EVERY DAY!**



Refer to the Products Section in the Annual Report for the complete list of products.



### EXECUTIVES



66%



34%

### MANAGEMENT



61%



39%

### SUPERVISORY



59%



41%

### STAFF



65%



35%

## OUR APPROACH TO SUSTAINABILITY

We believe that conducting business is not just for profit but also for the well-being of our people and stewardship of our planet. We have included sustainability as one of our strategic pillars in our business plans as a testament to our commitment to advance our sustainability goals.

Our Board of Directors oversees Del Monte's sustainability strategy, which was developed and managed by our management team and implemented by our Group. The Board meets with management to review sustainability objectives and performance, which encompasses environmental, social and governance factors affecting the Group. Understanding stakeholders' requirement for transparency, we strive to ensure that Del Monte adheres to the highest governance standards in doing business. For more information regarding our governance principles, please go to our website at ([www.delmontepacific.com/corporate-governance](http://www.delmontepacific.com/corporate-governance).)

Our sustainability strategy is developed by a cross-functional team composed of the leadership team and experts in different functional areas. Each functional team implements and manages the programmes to address the key material priorities of the Group to achieve the sustainability goals. This brings to life our vision to nourish families and enrich lives every day.

## MATERIALITY AND OUR PRIORITIES

In the prior year, we completed an independent materiality assessment process to identify and assess our priorities with respect to products, people, environmental and governance issues relevant to our industry, the business and our stakeholders. We engaged the services of an independent global consultant, a sustainability specialist firm, to ensure the independent process of assessment.



Wax bean field in Wisconsin, USA

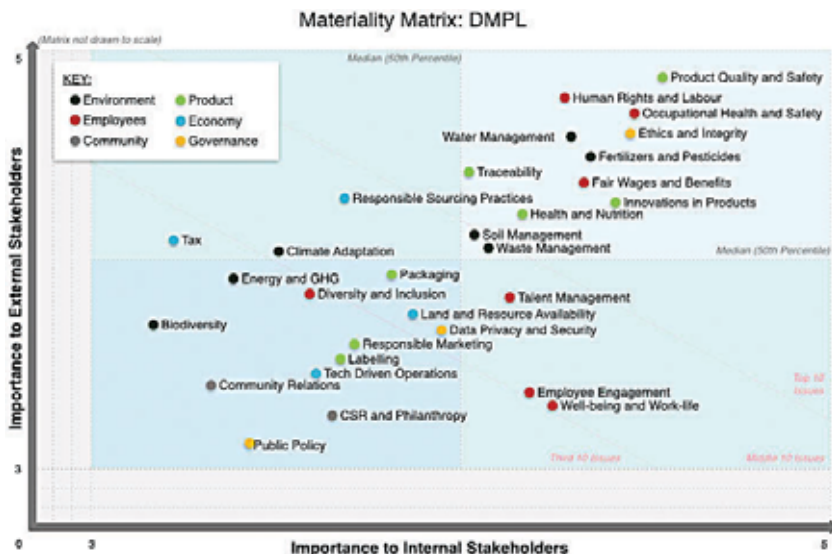
Our materiality assessment had the following objectives:

1. Identify the sustainability priorities, drawing on our knowledge of our Group and external sources to compile a list of issues specific to the food industry. Based on the list of issues, we categorised 30 environmental, social and governance priorities to frame our discussion with internal and external stakeholders.
2. Conduct a survey with internal stakeholders, i.e. employees, regarding the business impact of sustainability issues, which includes the scope and breadth of the issue, possible risk and magnitude of its impact, current regulatory and statutory regulations and concerns from consumers, customers, communities and the government.
3. Send a similar survey to key external stakeholders to determine the issues they are concerned with, which they would like the Group to address. The external stakeholders include customers, government and community organisations, industry and trade associations, certification bodies, non-government organisations, business partners, suppliers, academes, lending institutions and investors.
4. Map these issues based on the importance to internal and external stakeholders to understand the most important issues that the Group needs to prioritise.

Our material priorities based on the independent assessment are as follows:

RANK	OUR PRIORITIES
1	Product Quality and Safety
2	Occupational Health and Safety
3	Ethics and Integrity
4	Human Rights and Labour Standards
5	Fertilizers and Pesticides Use
6	Innovation in Products
7	Water Management
8	Fair Wages and Benefits
9	Health and Nutrition
10	Traceability

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Aside from these priorities, we also included in our report some emerging issues – soil management, talent management and data protection, privacy and cybersecurity. The Group provided a section on climate change adaptation, energy efficiency, seed breeding, Corporate Social Responsibility and philanthropy as these are essential to our operations.

## REPORTING STANDARDS

We follow the best practice standards and international guidelines in reporting our sustainability performance. The Group uses the Global Reporting Initiative (GRI) Sustainability Reporting guidelines.

The Group has integrated the sustainability strategies and embedded them in the organisation. Our Quality Policy, Code of Conduct, Code of Business Ethics and Sustainability and Environmental Policies enable us to live up to the standards set by the GRI. This is closely monitored and reported, as illustrated throughout this report.

The Group’s companies are members of several sustainability-related organisations. Some of the affiliations of Del Monte in the United States include the Stewardship Index for Specialty Crops, the US Environmental Protection Agency’s Pesticide Environmental Stewardship Programme and the Canned Food Alliance Executive Committee. Del Monte in the Philippines is a member of the Supplier Ethical Data Exchange (SEDEX).

The Group’s operating units have been certified for the following:

## DEL MONTE FOODS IN THE UNITED STATES

1. Food and Drug Administration (FDA) and United States Department of Agriculture (USDA) Regulations and Compliance Standards
2. Global Food Safety Initiative (GFSI)
3. Academy of International Business (AIB) guidelines
4. Kosher Certification
5. Halal Certification

## DEL MONTE IN THE PHILIPPINES

1. Global Good Agricultural Practices (GLOBALG.A.P.)
2. Philippine Good Agricultural Practices (PhilG.A.P.)
3. Food Safety Systems Certification (FSSC)
4. ISO 9001:2015
5. Kosher Certification
6. Halal Certification

We continue to focus on building long-term resiliency for our business as we deepen our understanding of the global business environment and remain mindful of the impact of our activities on the future of our planet.

Guided by our vision, values and goals to provide health and wellness, environmental stewardship and employee welfare, we strive to ensure that *we nourish families, enrich lives, every day!*



Tomato harvest in California, USA



Del Monte employees in the Philippines

## OUR PERFORMANCE



\* British Retail Consortium (BRC) standard is 4 hours

\*\* Department of Labour and Employment (DOLE) Philippines

\*\*\* Philippine Dietary Reference Intake (PDR) recommends 63 grams maximum added sugar

## NURTURING CONSUMERS

As a leading global food company, we are passionate about cultivating good food for a better life by bringing high-quality, healthy and nutritious food to our consumers and customers. Our brands are some of the best known and most trusted in the marketplace today. It is our commitment to ensure we maintain and keep this trust.

### PRODUCT QUALITY AND SAFETY

Drawing strength from our heritage of quality, food safety and reliability, we produce globally

competitive food products in the safest way possible. The Group has comprehensive quality and food safety policies that ensure our products are of the highest quality and meet the strictest food safety standards.

Both DMPI and DMFI food safety policies ensure consumers understand our commitment to providing food products that conform to food safety standards and to statutory and regulatory requirement through a food safety management system. We require our toll manufacturers to adhere to the



Examining the quality of beverage products

same commitment in delivering our products to market.

Our agro-industrial processes are accredited by the world's leading food certifying bodies, Global Food Safety Initiative (GFSI) or British Retail Consortium (BRC), with 88 quality audits across our production facilities and toll manufacturers in the United States and 24 audits in the Philippines. The audits were performed during the year by reputable, independent international auditors, business partners and customers. Audit results confirm that our processes meet or exceed standards for the supply and export of food products to certain countries.

Del Monte Philippines' Quality Policy is committed to Total Customer Satisfaction in providing food products that meet the highest global standards in quality, food safety, hygiene and service. Our operations in the Philippines



Consumers enjoying S&W juices



Product tasting led by DMFI CEO

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have elevated the bar on quality manufacturing with its Food Safety Systems Certification (FSSC) from Société Générale de Surveillance Philippines (SGS) in all our manufacturing facilities. The Toll Manufacturers' Quality Management Programmes (TMQMP) plan includes FSSC 22000 certification for all our manufacturing facilities. This is to ensure that all Del Monte products, whether produced in-house or by our toll manufacturers, are safe and of high quality.

The key requirement for marketing our products worldwide, GFSI and FSSC, incorporates key systems – International Standards Organisation (ISO), Hazard Analysis and Critical Control Points (HACCP), Good Manufacturing Practice (GMP) standards – into a single system.

## INNOVATION IN PRODUCTS

Our Vision statement sums up what innovation is to Del Monte:

*"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."*

Innovation is at the heart of being able to nourish families with delicious food and beverages. It is our hope that by doing so, we are able to enrich lives every day. In the period since Del Monte Pacific

acquired the Del Monte consumer food business in the United States, significant strides have been made in introducing new, more convenient and environment-friendly products to consumers. We take a leadership role in meeting consumer preferences.

## HEALTH AND NUTRITION

Our Vision statement demonstrates our commitment to Health and Nutrition. Consumers know and trust our brands. We work hard to earn and keep this trust and encourage consumers to contact us with any concerns about our products. We always consider ways to improve our products and customer service. Consumers can be assured that their feedback will be shared with key decision makers.



Del Monte Fruit & Chia

## TRACEABILITY

Consumers want to understand the ingredients and sources of their products in simple language. Events relating to food contamination globally have raised consumer awareness and demand for better food quality and transparency, especially among millennials. In light of this, we aim to communicate with our consumers effectively to maintain their trust and ensure quality and safety of our products.

Part of our commitment to ensure that our products are safe is having a robust traceability programme in place for both DMPI and DMFI. With globalisation, our products reach more consumers. In order to protect consumers' health, the traceability programme allows us to quickly identify the origin of the product should an event arise – from its source and production to retailer. With this knowledge, the companies are equipped to handle consumer questions with confidence and in a timely manner. Having a reliable traceability programme enables the Group to have an effective and efficient process to identify a defective product or component and to execute the recall process if warranted.

## PRODUCT PACKAGING

Our Group understands the need to have a packaging that protects our product, attracts consumers, is convenient to use and strives to make a positive influence on the environment. By ensuring that our packaging is environment-friendly, we help decrease the amount of packaging waste ending up in landfills.



Contadina products in the Philippines



Del Monte packaged products



Del Monte employees in the US



Del Monte workers in a corn processing plant in Wisconsin, USA

We believe more efforts need to be exerted to ensure we maintain the quality and safety of our products as well as regulate our environmental impact. It gives us a double incentive to rework our product packaging in a more environment-friendly manner.

Our goal is to ensure the safety of our products as we nourish consumers, enrich lives, every day!

**NURTURING EMPLOYEES**

We are a people-driven organisation committed to growing wellness and a high quality of life through harmonious working relationships with all stakeholders, including customers, employees, business partners and investors. Our employees are our most valuable resource. Some 5,600 regular employees of the Group work at our plantation, manufacturing facilities and administrative and marketing offices. About 2,100 regular employees work in United States and Mexico, while 3,500 are full-time employees based in the Philippines and Singapore.

We are committed to fundamental human rights and adherence to labour standards. The farm and production facilities employ people from surrounding villages in the Philippines. Workers are paid above average rates in the industry and are informed of the terms and conditions of employment prior to their appointment. They undergo medical examinations annually and whenever required. Child and forced labour and any other form of exploitation are not allowed.

Discrimination on the grounds of nationality, ethnicity, religion, age and gender is against the Group's Code of Business Ethics.

**OCCUPATIONAL HEALTH AND SAFETY**

We are committed to ensure our employees' health and safety. Providing employees with a safe work environment is one of our priorities. We value our employees in a way that makes life better for every member of the organisation. Moreover, ensuring the health and safety of our employees also reduces

costs arising from lost-time injuries and medical leaves.

Both DMFI and DMPI provide ongoing safety training to plantation and cannery employees and enforce the use of personal protective equipment (PPE) required in performing their assigned duties and responsibilities.

Work committees identify potential safety improvements and concerns to ensure workplace health and safety.

**HUMAN RIGHTS AND LABOUR STANDARDS**

The Group has a Code of Conduct for employees and suppliers that strengthens our commitment to fundamental human rights and adherence to labour standards. The Group is also a member of the Supplier Ethical Data Exchange (SEDEX).

In the Philippines, the Company performs periodic audits of contract manufacturers and certain direct suppliers. Some



CBA signing with COO Luis F Alejandro and the cannery and plantation labour unions in the Philippines



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*Del Monte employees in the Philippines with COO Luis F. Alejandro*

independent and unannounced audits are used to address quality assurance and compliance issues. Labour-Management Cooperation (LMC) councils meet regularly to discuss and decide issues affecting employees, their families, the Company and the community.

### FAIR WAGES AND BENEFITS

In the United States, employee benefits are designed to provide employees the ability to select a package of coverage that meets their unique needs and their dependents, including children, spouses and domestic partners. DMFI offers additional benefits that help our employees improve their quality of life, including an adoption assistance programme, community service day allocation (one volunteer day time-off per year), product donations and floating holidays (at designated locations).

In the Philippines, Del Monte complements government-mandated privileges for all full-time employees and qualified dependents with a broad range of free medical and dental services, a comprehensive retirement package and voluntary plans for providential and insurance benefits.

Memorandums of agreement with the labour unions stipulate wage increases and enhancements in benefits for farm and factory workers from year to year.



*Take your child to work day in the US*

### WELL-BEING AND WORK-LIFE INTEGRATION

Del Monte helps employees integrate their work with their personal lives. Providing employees programmes that help balance their work and family life will assist the Group and employees in fulfilling their goals both inside and outside work.

Del Monte in the United States offers monthly wellness webinars through a benefits provider,

rewards employees for their fitness programmes and hosts on-site employee appreciation events.

Del Monte in the Philippines launched several programmes to improve the employees' work-life integration such as sports and family events, movie nights, educational talks and symposiums, pre-retirement seminars and trainings on health and safety.

### TALENT MANAGEMENT

In the United States, professional development is part of our performance system and links to our core values and competencies. DMFI management supports and encourages employees to participate in career development activities that will contribute to their ability to deliver value and ensure further growth and success for themselves and the Company.

"We choose to be excellent in everything we do." This is DMPI's commitment, embedded in our CHOICE Values, in building our employees' competencies to better equip them for the future.

Del Monte in the Philippines "Roadmap to Global Competitiveness" starts with building on the capabilities of each employee on the ground with the Centre of Excellence on Talent Management. We have developed a competency framework for key leaders at the plantation, cannery and Philippine market that will guide their teams towards achieving the Company's strategic roadmap. The framework



*Del Monte employees in Singapore*





*Pineapple field in Bukidnon, Philippines*

pinpoints the specific technical and operational skill set each team member must develop to deliver high performance.

**NURTURING NATURE**

The success of our business is intertwined with responsible stewardship of nature which is the source of our products and profits. As such, we continuously build on our agricultural knowledge and experience and communicate DMFI's and DMPI's Environmental Policy to our stakeholders as we support resource efficient processes to enhance our environmental footprint.

DMFI's and DMPI's Environmental Policy is updated periodically to reflect new advances in best practice and to better serve the Group's operating needs. This policy is posted in facilities, communicated to facility management and also

incorporated in the training for environmental and operations staff.

DMFI is also an active participant in the Stewardship Index for Specialty Crops, a multi-stakeholder organisation piloting on-farm metrics with growers to track and monitor agricultural inputs to drive continuous improvement and gained efficiencies.

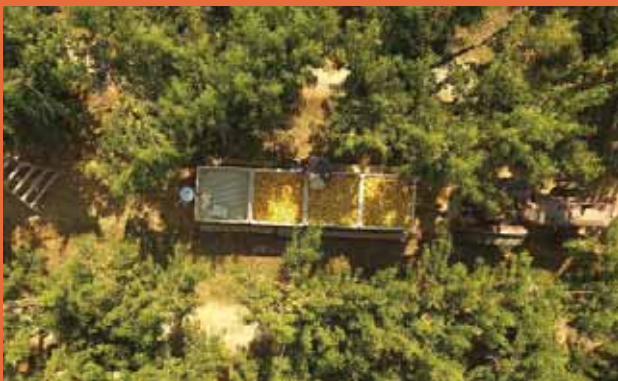
Our crops are locally sourced and travel less than an average of 160 kilometres from the field to the manufacturing gate and an average of 560 kilometres from distribution centre to retailer.

DMFI is unique compared to our competitors because we have our own dedicated agricultural Seed Operations Research Team. The team provides growers with majority of our seeds for certain crops, including the Blue Lake, Romano and wax beans and other crops such

as peas, corn and spinach. We are able to generate a higher yield for our corn and green beans.

In the Philippines, the foundation of DMPI's sustainable agriculture practices is efficient land use. Ecologically-minded land use management was carried on from our pioneers who started farming in 1926. These pioneers did not clear forests to give way to pineapple fields. Additional land acquired later by our pioneers was already cultivated for other crops.

Across over 90 years of operations, our land use practices are mainly aimed at improving plantation yield through ecologically friendly land preparation, plant disease management and chemical application, efficient water sourcing and drainage and use of sustainable planting materials.



*Peach harvest in California, USA*



*Pineapple plantation in Bukidnon, Philippines*

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*DMPI flies drones for mapping in Bukidnon, Philippines*

One of the projects created to maintain DMPI's world class plantation management system was the Drone Programme which allows us to monitor the condition of the 25,000-hectare pineapple field in Bukidnon, Philippines. It captures pictures, including topography and colour, which help determine the health of the plants. Global Positioning System (GPS) technology is also now being used to monitor the plantation and truck deliveries to ensure efficiency, productivity and safety at work.

Part of our Quality Policy in the Philippines is our commitment to environmental and sustainability objectives, statutory and regulatory compliance and continuous improvement of our quality system by adhering to the highest ethical standards within our operations and in dealing with our business partners.

## FERTILIZERS AND PESTICIDES USE

In the United States, DMFI has helped growers apply the principles of Integrated Pest Management (IPM) to minimise the amount of pesticides used to control insects, other pests and crop diseases. Del Monte field staff and growers closely monitor crop conditions through field scouting, pheromone traps and cultural tools to help avoid situations that could contribute to pest outbreaks. Additionally, DMFI employs CropTrak™ crop data management system to track sustainability metrics with vegetable growers to monitor recycling, water usage, soil health and fertilizer and pesticide application.

By limiting pesticide use, we reduce the potential for contaminated runoff from fields, protect the health of farm workers, prevent the destruction of beneficial insects and other field organisms and ultimately decrease the chance that any pesticide residue remains on the crop when it is harvested and processed. We have participated in a number of IPM-related partnerships and initiatives to share knowledge and best practice.

Del Monte researchers investigate crop density as a way to increase yield per hectare while cutting pesticide and fertilizer use. We continue to explore the possibility of rolling out high-density techniques to other crops.

## WATER MANAGEMENT

In the United States, our growers use various irrigation systems to supplement natural rainfall and ensure a steady and reliable water supply for their crops. Water scarcity

is a real and pressing environmental concern. We work with our growers in implementing the least water-intensive cultivation methods possible and encourage the use of more water-efficient irrigation systems and techniques to use less water.

Our agricultural teams work closely with local farmers to adopt agronomic measures that can mitigate adverse consequences of crop agriculture on soil and water conservation. Responsible farming focuses on sustainable crop cultivation and efficient drainage systems, with innovative as well as tried-and-tested practices, including minimising build-up of surface water during heavy rain and positioning grass strips at strategic points to slow down water flow.

We look for ways to optimise water use in all of our toll manufacturing operations, reduce water usage and increase water reuse and recycling.

## SOIL MANAGEMENT

Our plantation in the Philippines is Global Good Agricultural Practices (GLOBALG.A.P.) certified, further affirming a management system focused on Food Safety, Workers' Health and Safety, Environmental Protection and Conservation of Wildlife. GLOBALG.A.P. is a globally recognised private sector body that sets voluntary standards for agricultural products. Our plantation and pack house for fresh fruits were certified ISO 9001:2015 for growing, harvesting and packing of fresh fruits



*Checking the sweet corn quality by a Del Monte employee in Wisconsin, USA*

by SGS United Kingdom Ltd. Systems and Services Certification body.

Our participation in the GLOBALG.A.P. Certification process was voluntary and was a strategic response to customers' demand for food safety worldwide. A Philippine Good Agricultural Practices (PhilG.A.P.) certificate issued by the Philippine Department of Agriculture also attests that our farms grow, pack and distribute fresh produce in conformance with international standards on food safety and quality.



DMPI Plantation Director Alejandro Chavarria inspecting a pineapple field in the Philippines

### CLIMATE CHANGE ADAPTATION AND ENERGY EFFICIENCY

The Group continually assesses our investment opportunities in renewable energy solutions in each of our facilities. A number of renewable energy projects were implemented across our facilities in the Philippines and United States.

As early as 2009, DMFI installed 6,400 solar panels covering over 37 square kilometres and producing 1.8 MM kWh which amounts to more than 8% of total electricity requirements during non-pack season at our primary tomato production facility in Hanford, California. The solar panel installation at our Hanford facility has enabled us to become members of the Environmental Protection Agency (EPA) Green Power Programme.

In the Philippines, Del Monte embarked on a Renewable Energy project that produces biogas using the Cannery Wastewater. The waste-to-energy facility generates 2.8 MW of electricity. More significantly, cleansed water discharged at coastal waters of Macajalar Bay has Biochemical Oxygen Demand (BOD) levels below government mandated levels. The waste-to-energy facility supports our Company's long-range plan for increased production which ensures 100% wastewater treatment, and serves as a shield against unstable power supply and power cost increases.

We will continue to seek out energy reduction opportunities across



Benefits derived from the Cannery's waste-to-energy system

all our facilities and invest in the improvements that collectively reduce both our air emissions, including greenhouse gases (GHG), and our operating costs.

### WASTE MANAGEMENT

In the United States, we are currently benchmarking our waste management practices and specifically comparing landfilling to recycling rates to ensure that we are managing our waste streams in the most efficient manner possible. We instituted a "Ner0 (Near Zero) Landfill" policy where we aim to divert up to 98% from reaching the landfill based on the Environmental Protection Agency's Waste Reduction Hierarchy.

In the Philippines, we are committed to sustainable waste management across our operations. We aim to reduce the overall consumption and usage of raw materials in all facets of our operation, including toll manufacturers. In line with this, we

encourage the reuse of materials in all areas of operation. We promote the concept of recycling and the benefits of utilising recycled materials. When disposal is the only option, we seek to dispose materials in an environmentally safe and responsible manner. We understand that the correct handling, storage and disposal of waste materials is essential to comply with environmental regulations and pollution prevention.

Our pineapple pulp waste disposal system, a pioneering effort which started in the 1950s, converts a by-product of the cannery into feed for our cattle farm at the plantation. This helps us reduce waste and cut costs.

### BIODIVERSITY AND THE ENVIRONMENT

Under our new sustainability framework, we have significantly enhanced our stakeholder advocacy



Apricot orchard bloom and bees in California, USA

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programme for environmental conservation. In the Philippines, our carbon footprint remains carbon-negative. However, we still undertake many initiatives during the year to reduce process residues, strengthen energy conservation in all worksites and plantation homes and explore more efficient energy sources.

## NURTURING GOVERNANCE

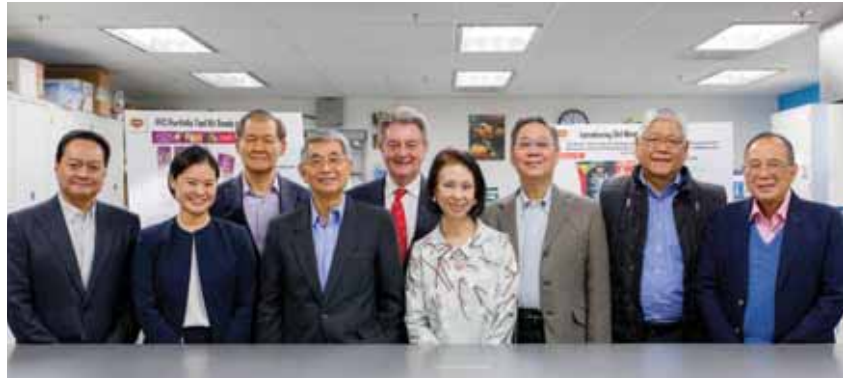
We have a strong and comprehensive governance structure accountable to the shareholders and stakeholders to ensure we operate in an ethical and responsible manner. The Board of Directors directs the long-term strategy of the Group, reviews material issues and provides guidance on matters relating to governance.

We were honoured to receive the Best Managed Board (Gold) Award from the Singapore Corporate Awards twice.

## ETHICS AND INTEGRITY

Del Monte Pacific Limited is committed to the highest standards of corporate governance as it supports the principles of openness, integrity and accountability advocated by the Singapore Exchange Securities Trading Limited (SGX), Philippine Stock Exchange, Inc (PSE) and the Philippine Securities and Exchange Commission (SEC).

The Board of Directors and Management have committed to use their best endeavours to align the Group's governance framework with the recommendations of the Revised



*Del Monte Pacific Board of Directors and Executives led by the Chairman and CEO*

Code of Corporate Governance issued on 2 May 2012 by the Monetary Authority of Singapore, the Governance and Transparency Index, the ASEAN Corporate Governance Scorecard and the SEC's Philippine Code of Corporate Governance for Publicly Listed Companies.

The Corporate Governance Manual of the Group contains the framework of principles, guidelines, policies and terms of references that govern the performance of the Board and Management and their responsibilities that serve both corporate objectives and the long-term interests of the Group's shareholders and other stakeholders.

The Group implements a Whistleblower Policy that aims to deter and uncover any corrupt, illegal, unethical, fraudulent or other conduct detrimental to its interest committed by officers and employees as well as third parties or any other persons such as suppliers and contractors.

The Anti-Corruption procedures require DMFI employees to follow a specific due diligence process and obtain prior written approval from the Law Department before retaining any consultant, agent or other third party who may reasonably be expected to interact with any foreign government official on behalf of Del Monte.

## NURTURING COMMUNITIES

The Del Monte family prides itself in giving back to the community. This has become our tradition since the first pineapple was planted in the 1920's. To this day, Del Monte employees keep this tradition as we visit various communities. The Group's employees volunteer their time to help make lives better for the less fortunate.

As a responsible corporate citizen, the Group continues to contribute to the development and upliftment of the quality of life in communities where we operate.

During the fall of 2017, DMFI quickly acted to deliver over 453,600 kilograms of food to Hurricane Harvey residents rescue efforts in Texas, Louisiana and Puerto Rico, as well as fire recovery efforts in California and to earthquake responders in Mexico.

Additionally, each US-based manufacturing facility donates to local food banks on a regular basis. In 2017, their efforts resulted in over 3.6 million kilograms of food donated to food banks near where



*Preferred share listing in the PSE led by Director Edgardo M Cruz Jr and COO Luis F Alejandro*



Del Monte Foundation scholars with DMPL CEO Joselito D Campos Jr and Olivia M Campos



Greg Longstreet, DMFI CEO and President, and Del Monte volunteers pack various food products for local residents near its headquarters in Walnut Creek, CA



Del Monte Foundation mobile clinic serving far flung communities in Bukidnon, Philippines

they operate. DMFI corporate offices in Walnut Creek, CA; Rogers, AR; and Pittsburgh, PA also coordinated volunteer efforts to help pack donatable goods for local families in need in their respective food banks near the offices.

**COMMUNITY HEALTH AND WELLNESS**

Del Monte Foundation, Inc, a non-stock and non-profit organisation in the Philippines, spearheads our efforts as we expand our reach in the local community. The Foundation employs a framework for identifying and selecting community projects, in coordination with the DMPI Plantation and Cannery teams.

The Foundation’s mission is to raise the level of global health and wellness by bringing greater awareness of health, nutrition and food safety to our host communities.

Through the Del Monte Foundation, we help address various community concerns on sanitation, health and wellness.

**LIVELIHOOD PROGRAMMES**

Our main Community Education Centre received official accreditation from the Philippine Technical Education and Skills Development Authority (TESDA) highlighting

public-private sector cooperation for community education. The Foundation has channelled funds for enhanced learning in five centres – all the satellite training centres of the government. Fully-equipped workshops welcome students in food processing, commercial cooking, baking, cosmetology, electronics, welding and woodworking.



School classrooms donated by the Foundation led by Executive Director Bella G Quimpo

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## EDUCATION, SCHOLARSHIP AND YOUTH DEVELOPMENT

Through the Del Monte Foundation, gifted children earn quality education from pre-school and primary levels up to post-graduate studies through our academic, grants-in-aid and sports scholarships. The Jose Yao Campos College Grants-in-Aid Scholarships, launched in 2008, are funded through the personal contribution of our DMPL CEO Joselito D Campos, Jr.

Aside from scholarships, we work closely with the community to harness the potential of the youth to lead and transform their communities into self-sufficient units for nation-building.

## NURTURING GROWTH

The economic impact of Del Monte Pacific benefits more than the 5,600 regular employees of the Group. In addition, we have engaged service providers in all areas of our operation.

In the United States, Del Monte contracts with almost 1,000 farmers across North America – 100% of the tomatoes, 99% of the vegetables and about 70% of the fruit we produce are grown in the US. Many growers are third generation Del Monte farmers, especially in fruit where we have families that have produced for Del Monte for over 70 years.

Our pineapple plantation in the Philippines encompasses ten municipalities in Bukidnon and



*Del Monte products*

seven towns in Misamis Oriental, Mindanao. We engage with over 50 supplier partners which provide various goods and services to the Company. An estimated 15,000 families or approximately 75,000 individuals directly or indirectly depend on the Company in southern Philippines.

Overall, our presence has immensely contributed to the region's economic growth, creating a multiplier effect in the local economy by fuelling local business, supporting the Group's operations as well as serving day-to-day needs of our employees and their families.

## RESPONSIBLE SOURCING PRACTICES

The Group acknowledges the importance of building a healthy relationship with its suppliers. Accordingly, the Group conducts business with all customers on the

basis of integrity, mutual interest and fairness. The Group prohibits the practice of forced and child labour.

In the United States, DMFI has in place a Supplier Code of Conduct that applies to any entity providing goods or services, including suppliers and subcontractors. The objective is for suppliers to practice and uphold ethical business standards. Del Monte's Supplier Diversity Programme enables small and diverse businesses to be considered fairly as subcontractors and suppliers.

In selecting suppliers, Del Monte in the Philippines uses its Supplier Quality Management Programme (SQMP) which assesses the quality and delivery performance, feedback, recognition and continuous improvement programme for all direct materials suppliers and toll manufacturers.

**FOR MORE DETAILS, PLEASE REFER TO OUR SUSTAINABILITY REPORT TO BE PUBLISHED BY OCTOBER 2018.**



*Fresh grapes for delivery from an orchard in California, USA*