



# Sustaining OUR Future

DEL MONTE  
PACIFIC  
LIMITED

SUSTAINABILITY  
REPORT  
FY2020



# 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.



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 domestic 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 Philippines subsidiary operates the world’s largest fully-integrated pineapple operation with its 26,000-hectare pineapple plantation in the Philippines and a factory that is about an hour’s drive away. It also operates a frozen fruit processing facility and a beverage bottling plant in the Philippines.

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)



Please scan QR Code to access the Sustainability section of DMPL’s website

*Del Monte*, *Del Monte Quality* and *Shield in Colour* 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.



Amidst the pandemic, Del Monte continues to nourish consumers, nurture employees, develop communities, preserve nature, strengthen governance and sustain growth by promoting people, the planet and performance, the Triple Bottom Line. Sustainability addresses disruption in **“Sustaining our Future.”**

## CONTENTS

<b>2</b>	Our Vision and Strategy	<b>28</b>	<b>Nurturing Employees</b>	<b>64</b>	<b>Performance</b>
<b>3</b>	Our Values	29	Occupational Health and Safety	<b>64</b>	<b>Strengthening Governance</b>
<b>4</b>	Letter to our Stakeholders	31	Human Rights and Labour Standards	66	Ethics and Integrity
<b>6</b>	Our Pandemic Response and the Sustainable Development Goals	32	Fair Wages and Benefits	68	Data Protection and Cybersecurity
<b>11</b>	DMPL SDG Contribution	34	Employee Engagement	69	Privacy
<b>16</b>	Sustainability at the Core of our Business	35	Well-being and Work-life Integration	<b>70</b>	<b>Sustaining Growth</b>
<b>17</b>	Our Performance	35	Talent Management	71	Our Performance
<b>18</b>	<b>People</b>	<b>38</b>	<b>Human Rights Policy</b>	74	Responsible Sourcing Practices
<b>18</b>	<b>Nourishing Consumers</b>	<b>40</b>	<b>Developing Communities</b>	<b>76</b>	<b>Sustainability Framework</b>
19	Product Quality and Safety	42	Community Health and Wellness	77	Materiality and our Priorities
20	Product Innovation	43	Livelihood Programmes	80	Stakeholder Inclusiveness
23	Health and Nutrition	44	Education, Scholarships and Youth Development	80	Reporting Standards
25	Traceability	46	Donations	81	Scope and Inclusive Period
26	Product Packaging	<b>48</b>	<b>Plastic Solutions</b>	<b>82</b>	GRI Index
		<b>50</b>	<b>Planet</b>	<b>IBC</b>	Corporate Information
		<b>50</b>	<b>Preserving Nature</b>		
		53	Fertiliser and Pesticide Use		
		54	Water Management		
		55	Soil Management		
		56	Climate Change Adaptation and Energy Efficiency		
		58	Waste Management		
		59	Biodiversity and the Environment		
		<b>62</b>	<b>Reforestation: Recover our Forest Cover</b>		

# 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.



# OUR VALUES

# CHOICE

V A L U E S

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,***

The Del Monte Pacific Ltd (DMPL) Group continued operating as an essential industry to sustain people's basic need for food, as the world locked down due to the coronavirus pandemic. We continue to address the nutritional needs of people who have been impacted by this global crisis. In this Sustainability Report, we highlight how our Group's response to the pandemic has contributed to the Sustainable Development Goals of the United Nations.

As a leading global food company, sustainability is an important part

of Del Monte Pacific's vision, "Nourishing Families. Enriching Lives. Every Day." Improving sustainability is one of our strategic pillars supporting this vision, while commitment to society and environment is one of our core values.

The Group has strived to operate a sustainable business throughout the long heritage of the Del Monte brand and the extensive history of our farms. We manage our plantations sustainably, produce healthy food, and generate livelihood, contributing to the economic, environmental and social well-being of the communities we

serve. Over a century of farmer know-how and environmental care have been handed down and honed across generations for healthier produce, healthier people and a healthier planet.

“Sustaining our Future” is our commitment to grow the business in a manner that sustains a healthy balance among diverse interests of all our stakeholders including our consumers, employees, host communities and shareholders.

Our FY2020 Sustainability Report highlights the following six areas:

**1. Nourishing Consumers**

We provide consumers with nutritious food and beverage products that are sourced sustainably. Our more than 130 years of brand heritage is a testament to consumers’ trust in our product quality and portfolio of brands, led by Del Monte.

**2. Nurturing Employees**

We nurture close to 6,000 employees by building a culture of engagement, developing their capabilities and supporting a healthy work-life integration. Our employees attest to the well-being of our people, including our labour service providers.

**3. Developing Communities**

We improve the quality of life of communities through our business and corporate social responsibility. We uplift communities through local employment, livelihood

programmes, community health and wellness, and education. Our long-term partnerships are a testimony to our care for our communities.

**4. Preserving Nature**

We protect the environment with sound agricultural and manufacturing practices. Our more than 100 years of experience is a testament to how we sustain the lands we cultivate or source from, and our production facilities. Our pineapple operations are carbon negative, which means we are net removers of carbon dioxide from the atmosphere. The success of our business is dependent on responsible stewardship of nature.

**5. Strengthening Governance**

We promote corporate governance grounded on the principles of transparency, integrity and accountability. We have been listed on the Singapore Exchange since 1999 and the Philippine Stock Exchange since 2013. The Management and Board of Directors are accountable to stakeholders and shareholders.

**6. Sustaining Growth**

We seek to generate growth in a sustainable way that will sustain our earnings, which is the lifeline of our business. Our policies and performance are geared towards addressing our stakeholders across geographies, and laying the foundation upon which we build value for our shareholders.

This Sustainability Report presents our initiatives towards a more holistic and balanced approach to our social, environmental and economic performance for our people, planet and performance - the Triple Bottom Line.

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

12 September 2020



# OUR PANDEMIC RESPONSE AND THE SUSTAINABLE DEVELOPMENT GOALS

The Del Monte Pacific Ltd (DMPL) Group continued operating as a food company, part of the essential industry to sustain people’s need for food, as the world was locking down economic activity due to the pandemic caused by the severe acute respiratory syndrome coronavirus 2 (SARS-CoV-2), referred to as the coronavirus. Our Group activated our Business Continuity Plan with the following:

1. Continue operations to ensure that people have a steady supply of healthy food products to meet the surging demand for food, strengthen their immune system and help fight the spread of the disease

2. Safeguard the health and safety of our employees and labour force through various work schemes and safe work practices

We linked our pandemic response to the Sustainable Development Goals (SDGs) of the United Nations. The UN issued 17 SDGs in 2015, a 15-year agenda created by world leaders up to 2030. The SDGs are a call to action by all countries to promote prosperity while sustaining the planet and its people. The SDGs recognise that economic growth should also address social needs and environmental protection.

## SUSTAINABLE DEVELOPMENT GOALS





Given the pandemic, we looked at our corporate response and their relevance to 12 out of 17 Sustainable Development Goals.



**1 NO POVERTY**

DMPL continued its operation as a food company, part of the essential industry, without disruption amidst the pandemic.

Our employees and service providers continue to work amidst rising unemployment, impacting poor wage earners the most.



**3 GOOD HEALTH AND WELL-BEING**

Our donations include products that promote health and wellness and strengthen the immune system, especially in indigent communities.

We have supported medical frontliners in over **50** hospitals/healthcare facilities.




**2 ZERO HUNGER**

We're donating \$2 million of food to Feeding America in response to COVID-19.

DMFI donated **US\$2 million** worth of food to Feeding America during the lockdown.

DMPI donated food products to about **100,000** people through the Del Monte Foundation.



**4 QUALITY EDUCATION**

Majority of the **300** scholars of Del Monte Foundation resumed their education online amidst school closures.

The Foundation provided learning aids to **19** schools and organised educational sessions on COVID-19 awareness for health workers.

# OUR PANDEMIC RESPONSE AND THE SUSTAINABLE DEVELOPMENT GOALS

5 GENDER EQUALITY



Our company improved the lactation room for mothers during the pandemic.

We relocated the clinic and medical isolation room for suspected COVID-19 cases away from the lactation room.

8 DECENT WORK AND ECONOMIC GROWTH



Various work arrangements included work from home under Enhanced Community Quarantine (ECQ).

PPEs were provided to employees, with regular temperature checks and physical distancing.

A return-to-work plan was operationalised upon lifting of ECQ.

Retail sales of food did well during the quarantine.

6 CLEAN WATER AND SANITATION

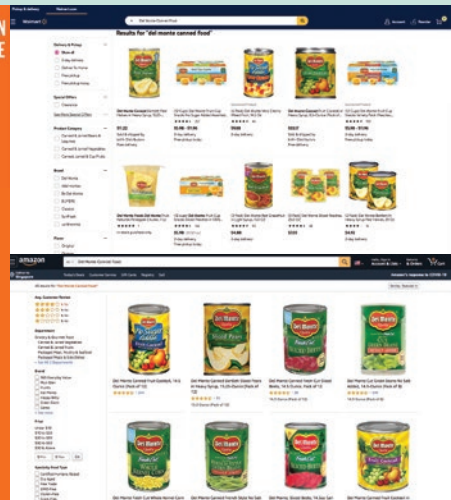


Employees wash hands to prevent infection with COVID-19.

Alcohol-based hand rubs with 70% of Isopropyl Alcohol are stationed in entrances and key locations.

Commonly used areas such as elevators, doors, railings are disinfected everyday to ensure the facilities are virus-free.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



E-commerce sales have also surged as consumers stay at home during lockdown, purchasing our products through online retail sites such as Amazon and Walmart in the US, Alibaba and JD in China, and Lazada and Shopee in the Philippines.

Employees leverage the use of videoconferencing technology while observing physical distancing.



The marginalised low-income sector bore the brunt of the lockdown, losing employment.

Donation of food and beverage products and, in some cases, fund-raising provided some relief.



From the Circuit Breaker in Singapore, Lockdown in China and India, Enhanced Community Quarantine in the Philippines, to Shelter in Place in the US, different parts of our Group implemented business continuity plans to ensure safety of people and mitigate risks, including operational disruption.

The impact of the pandemic is also related to four other Sustainable Development Goals, SDG 12 to 15. The coronavirus is believed to have originated from animals, specifically bats. Similarly, African Swine Flu, Hoof and Mouth Disease, and Avian Flu all originated from animals and endanger both humans and animals alike (SDG 15).



Business continuity teams managed the crisis to ensure the Company can address consumer demand while keeping our organisation safe, following the directives of the World Health Organisation, Centre for Disease Control, Department of Health, Department of Labour and Employment, and Inter-Agency Task Force.



We partnered with over **220** NGOs, Local Government Units and hospitals to provide nutrition with our food products.

DMPL supported frontline workers, senior citizens, persons with disability and needy communities.

Hence, responsible consumption and production (SDG 12) of food will mitigate the risk of viruses. The pandemic lockdowns around the world revealed the impact of reduced air pollution (SDG 13) and water pollution (SDG 14), as most factories had to shut down and all forms of transport and travel were restricted, land, air and sea.



# LEAVE NO ONE BEHIND

# DMPL SDG CONTRIBUTION



## SDG DMPL'S CONTRIBUTION

<b>1</b> NO POVERTY	Provide employment to people in local communities
<b>2</b> ZERO HUNGER	Improve food production through sustainable agriculture and nutrition through the product portfolio
<b>3</b> GOOD HEALTH AND WELL-BEING	Offer quality food and beverage products that promote health and wellness across demographic segments
<b>4</b> QUALITY EDUCATION	Provide communities with access to proper education and skills training
<b>5</b> GENDER EQUALITY	Promote a diverse workforce of women and men, and equitable livelihood opportunities
<b>6</b> CLEAN WATER AND SANITATION	Improve water consumption efficiency, provide clean drinking water and adequate sewage disposal
<b>7</b> AFFORDABLE AND CLEAN ENERGY	Invest in renewable energy and optimise efficiency across energy sources
<b>8</b> DECENT WORK AND ECONOMIC GROWTH	Provide communities with sustainable livelihood opportunities and decent work environment
<b>9</b> INDUSTRY INNOVATION AND INFRASTRUCTURE	Promote innovation, leverage technology to improve production efficiency and infrastructure

## SDG DMPL'S CONTRIBUTION

<b>10</b> REDUCED INEQUALITIES	Comply with labour laws and promote equal opportunity for men and women
<b>11</b> SUSTAINABLE CITIES AND COMMUNITIES	Provide communities with a sustainable living environment
<b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION	Reduce and manage waste in production, promote clean emissions and effluent
<b>13</b> CLIMATE ACTION	Implement climate change risk mitigation and reduce greenhouse gas emissions
<b>14</b> LIFE BELOW WATER	Conserve marine life by treating waste that goes to waterways
<b>15</b> LIFE ON LAND	Protect biodiversity through sustainable agricultural practices and promote environmental stewardship of natural resources
<b>16</b> PEACE, JUSTICE AND STRONG INSTITUTIONS	Uphold good governance in the company and promote industrial peace
<b>17</b> PARTNERSHIPS FOR THE GOALS	Pursue global partnerships for sustainable development



# DMPL SDG CONTRIBUTION

<p><b>1</b> NO POVERTY</p> 	<ul style="list-style-type: none"> <li>■ <b>23,500 employees</b> and service providers work in all areas of DMPL Group's operations</li> <li>■ <b>20,000 families</b> directly or indirectly depend on the company in the Philippines</li> </ul>	
<p><b>2</b> ZERO HUNGER</p> 	<ul style="list-style-type: none"> <li>■ Donated <b>USD 2,500,000 worth of products</b> to Feeding America, and various food products to about <b>100,000 individuals</b> in the Philippines, including frontline workers and indigent communities during the pandemic</li> </ul>	
<p><b>3</b> GOOD HEALTH AND WELL-BEING</p> 	<ul style="list-style-type: none"> <li>■ <b>95,000 parents and teachers</b> benefitted from the GrowingGreat™ initiative to bring hands-on science and nutrition education to schoolchildren</li> <li>■ About <b>36,000 patients</b> served by the Foundation's mobile medical and dental missions</li> </ul>	
<p><b>4</b> QUALITY EDUCATION</p> 	<ul style="list-style-type: none"> <li>■ <b>300 high school and college youth</b> were granted scholarships to various schools</li> <li>■ The Foundation provided pre-school learning aids and materials to <b>19 schools</b></li> </ul>	

**5 GENDER EQUALITY**



- Ratio of **64% men** and **36% women**
- 37% increase** in the number of **women in senior leadership**



**6 CLEAN WATER AND SANITATION**



- Installed **25 water systems**, benefitting about **154 households**
- 225 sanitary toilets** built by the Foundation for families residing near the plantation in the Philippines



**7 AFFORDABLE AND CLEAN ENERGY**



- 6,400 solar panels** generate **1.2MW** in the Hanford facility in the US
- Renewable energy contributes **20% of the cannery's electricity**



**8 DECENT WORK AND ECONOMIC GROWTH**



- 96 community graduates** of various livelihood training programmes certified by TESDA that are already employed
- 30 Indigenous People** underwent training in beads-making for production of ornaments of Bukidnon tribes



**9 INDUSTRY, INNOVATION AND INFRASTRUCTURE**



- To date, Del Monte products in the US have won **5 "Product of the Year"** awards in different categories based on 40,000 consumer votes on product innovation
- Sold products in major **e-commerce sites** in the US, China and the Philippines



# DMPL SDG CONTRIBUTION

<p><b>10</b> REDUCED INEQUALITIES</p> 	<ul style="list-style-type: none"> <li>■ Established a <b>Diversity Leadership Council</b> which aims to build a more diverse and inclusive company in the US</li> <li>■ Donated to the <b>National Association for the Advancement of Coloured People (NAACP)</b> and <b>National Black Farmers Association</b></li> </ul>	
<p><b>11</b> SUSTAINABLE CITIES AND COMMUNITIES</p> 	<ul style="list-style-type: none"> <li>■ Close to <b>17,700 farm and production workers</b>, including service providers, work in Del Monte Philippines</li> <li>■ Plantation employees live with their families in about <b>1,320 company-owned houses and dormitories</b> in the Philippines</li> </ul>	
<p><b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION</p> 	<ul style="list-style-type: none"> <li>■ Close to <b>USD 2.7 million savings</b> generated from packaging material reduction in the last 10 years</li> <li>■ About <b>300 kilograms of organic materials</b> for animal feed were supplied to local farmers in the US</li> </ul>	
<p><b>13</b> CLIMATE ACTION</p> 	<ul style="list-style-type: none"> <li>■ <b>516,100 MT CO<sub>2</sub></b> equivalent net carbon sequestration making DMPI <b>carbon negative</b></li> <li>■ DMFI eliminated about <b>1,476,310 litres of diesel fuel</b> from our distribution network through a variety of initiatives</li> </ul>	



14 LIFE BELOW WATER



- Cleansed cannery water discharge at Macajalar Bay has Biochemical Oxygen Demand levels below **government mandated levels of 100mg/ltr**
- Del Monte employees conducted annual **Coastal Clean-up of Macajalar Bay**
- Water use ratio of the DMPI bottling plant is **21% better** than target



15 LIFE ON LAND



- Planted around **550,000 indigenous and commercial trees** in different areas of the plantation in Bukidnon by DMPI, the Foundation, and our cooperative partner DEARBC



16 PEACE, JUSTICE AND STRONG INSTITUTIONS



- Del Monte has a **Human Rights policy** that is in line with UN Guiding Principles on Business and Human Rights, the International Bill of Human Rights, and the International Labour Organisation
- **Ranked 23 in the ASEAN Corporate Governance Scorecard** among top 100 Singapore-listed companies



17 PARTNERSHIPS FOR THE GOALS



- DMPI partnered with over **220 NGOs, Local Government Units, and organisations** to help alleviate hunger during the pandemic
- DMFI is a **Mission Partner** of Feeding America



# SUSTAINABILITY AT THE CORE OF OUR BUSINESS

Sustainability is one of Del Monte Pacific Group’s strategic pillars supporting our vision “Nourishing Families. Enriching Lives. Every Day.”

We are committed to bringing quality, healthy and nutritious foods to people in a way that preserves the environment, develops communities and sustains our growth.



# 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 Labour and Employment in the Philippines

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

# NOURISHING CONSUMERS



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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

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#### IN THIS SECTION

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

# NOURISHING CONSUMERS



Consumers enjoying Del Monte Veggieful Bites

Del Monte Pacific Ltd is passionate about cultivating good food that bring health and nutrition to our consumers. Our brands are some of the best known and most trusted in the marketplace. It is our commitment to ensure we maintain this trust.

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

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

## PRODUCT QUALITY AND SAFETY

The Group ensures that consumers understand our commitment to providing food products that conform to food safety standards and regulatory requirements through a food safety management system. We require our toll manufacturers to adhere to the same commitment in delivering our products to market.

The requirements for our products worldwide, Global Food Safety Initiative (GFSI) and Food Safety

Systems Certification (FSSC), incorporate key systems – International Standards Organisation (ISO), Hazard Analysis and Critical Control Points (HACCP) and Good Manufacturing Practice (GMP) standards into a single system.



Employee inspecting a pineapple in Bukidnon, Philippines.

## DEL MONTE FOODS, INC

Global Food Safety Initiative	Del Monte Facilities	British Retail Consortium	Del Monte Facilities
FDA and USDA Regulations and Compliance Standards	Del Monte Facilities	ISO 22000 Standards	Del Monte Facilities
Hazards Analysis and Critical Control Point	Del Monte Facilities	Academy of International Business Guidelines	Del Monte Facilities

## DEL MONTE PHILIPPINES, INC

Good Manufacturing Practices	Cannery Freezing Plant	British Retail Consortium	Cannery Freezing Plant Juicing Plant
Food Safety Systems Certification (FSSC 22000)	Cannery Bottling Plant Freezing Plant Juicing Plant	Halal Certification	Cannery Bottling Plant Toll Manufacturing Operations Freezing Plant Juicing Plant
Hazards Analysis and Critical Control Point	Cannery Freezing Plant	Kosher Certification	Cannery Freezing Plant
ISO 9001:2015 Quality Management System	Cannery Toll Manufacturing Operations Fresh Fruit Operations	ISO 17025 Chemical Testing Lab	Cannery Bottling Plant Toll Manufacturing Operations
Voluntary Control Systems of SGF International	Cannery Juicing Plant	GLOBALGAP PhilGAP	Plantation

# NOURISHING CONSUMERS

1. Del Monte Foods, Inc (DMFI) built a multi-layered quality system protocol that starts with our executive leadership establishing the Company's quality protocol. This is deployed to each of our facilities to provide guidance and direction and is further supported by our manufacturing site procedures.
2. Preventive Controls Qualified Individual (PCQI) certificates are given to all facility managers in the United States as part of the Food Safety Modernisation Act.
3. Our agro-industrial processes are accredited by the world's leading food certifying bodies, GFSI or British Retail Consortium (BRC), with 26 quality audits across our production facilities and toll manufacturers in the US.
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. Facility managers of Toll Manufacturing facilities exporting to the US also have PCQI certificates.
6. In the Philippines, Del Monte facilities underwent 29 certification audits and 15 customer audits. The audits



Corn inspection in the US

were performed during the year by reputable independent international auditors, business partners and customers.

7. Audit results confirm that our processes meet or exceed standards for the supply and export of food products to certain countries. DMPI regularly audits its toll manufacturers in compliance with its GMP, HACCP and Good Laboratory Practices standards.
8. The Toll Manufacturers' Quality Management Programmes include FSSC 22000, BRC and HACCP certifications. Six toll manufacturers have one of these quality certifications.
9. One of the major Key Performance Indicators of our toll manufacturers is the improvement of their Quality Scorecards year on year.
10. 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.

## PRODUCT INNOVATION

Innovation is at the heart of being able to nourish families with healthy food. Significant strides have been made in introducing nutritious and environment-friendly products to consumers. It is our hope that by doing so, we are able to enrich lives every day.



Del Monte Foods R&D team

1. Consumers are increasingly seeking plant-based foods that provide a healthier and more sustainable way to incorporate protein into their diet. Del Monte began to address these consumer needs and trends by bringing added nutrition to the Vegetable category.



Del Monte products winner in three product categories



*Del Monte Veggieful Bites*

2. Del Monte Veggieful Bites provide a serving of vegetables that help consumers meet their daily vegetable serving recommendation.
3. DMFI introduced the shelf-stable meal alternative, Del Monte Veggieful Veggie Bowls. The product features a blend of veggies and whole grains for a wholesome snack or meal. Each bowl includes one full serving of vegetables.



*Del Monte Veggieful Veggie Bowl*

4. Veggieful introduced a new line of vegetarian pocket pies. The pocket pies are 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 crust made with cauliflower and wheat flour.



*Contadina Pizzettas*

5. Contadina introduced Pizzettas, a bite-sized pizza snack that includes one full serving of vegetables and features a blend of Roma tomato sauce and cheese stuffed in a crust baked with cauliflower.
6. College Inn introduced the Simple Starter, a meal-starter made of stock and herbs for one-pot meals. Simple Starter is made with 100% natural College Inn stock. It creates the foundation for endless recipes where consumers can just add their favourite protein, starch and veggies to create a hearty, home-cooked meal.
7. Del Monte Fruit & Chia is the first in the market to combine a whole serving of fruit with wholesome chia seeds, giving a full cup of flavour, fibre and 800mg of omega-3.



*Contadina Simple Starter*

8. Del Monte Fruit & Oats is the first ready-to-eat wholesome oatmeal with a full serving of orchard-ripened fruit. These products address consumer trends of healthy living, nutritious snacking and convenience. Each Del Monte Fruit & Oats cup has 100% whole grain oats, 400mg of Omega-3 fatty acids and is a good source of fibre.
9. Del Monte's goal is to transform the Refrigerated Produce and Deli sections with healthy snacks that consumers shopping the perimeter of the store are seeking. We developed Del Monte Fruit Crunch Parfait to meet this need with one full serving of fruit and non-dairy coconut cr me and a crunchy granola topping. The parfaits are packed with two billion probiotics for digestive health and contain no artificial flavours or sweeteners.



*Del Monte Fruit Crunch Parfait*

# NOURISHING CONSUMERS



Del Monte Bubble Fruit

10. A true testament to Del Monte's commitment to providing fresh, high quality fruits to families in inventive new ways, Del Monte Bubble Fruit is a first-of-its-kind snacking experience — combining the goodness of a classic fruit cup with bursting boba. Bubble Fruit does not contain any artificial colours or artificial sweeteners and contains a full serving of 100% real fruit, unlike the popping boba found in frozen yogurt or popular tea shops.
11. Innovation in the Philippine Market has largely focused on strengthening its core categories behind relevant functional benefits.
12. Health and wellness have been the anchor for new product introductions with consumer health needs in mind. Finding

solutions to address emerging health issues has led to a host of innovative products that offer clinically-proven benefits, from promoting weight management and body fat reduction, to cholesterol lowering and bone health advantage.

13. Successful beverage innovations in the Philippines include:
  - a. Innovations on 100% Pineapple Juice aggressively expanded its relevance among a broader base of consumers, with ACE vitamins delivering improved immunity for the family; and 100% Pineapple Juice Fibre-Enriched delivering daily detoxification for young adults.
  - b. 100% Pineapple Juice Heart Smart with Reducol, a special blend of plant sterols and stanols that help lower bad cholesterol, and 100% Pineapple Juice Bone Smart, a calcium-fortified juice that has twice the level of calcium than a glass of milk, designed to provide the same benefit to lactose-intolerant consumers.



Del Monte 100% Pineapple Juices with functional benefits

- c. Del Monte Fit 'n Right Juice Drinks with Green Coffee Extract and L-Carnitine clinically proven to help reduce fat when taken with diet and exercise.
14. Del Monte Quick 'n Easy, a line of ready-to-use recipe sauces, dry mixes and marinades that make it easy for working moms to conveniently prepare a wide variety of meals for their families.
15. Contadina Olive Oil, Pasta Sauces, Pasta and Canned Tomatoes take to heart the Mediterranean philosophy of cooking to deliver authentic flavours with the finest ingredients grown and hand-picked from the most fertile regions of the world.
16. In Southeast Asia, S&W launched the organic version of the staple Prune Juice. This was followed by the launch of the organic version of Apple Cider Vinegar in Malaysia and Singapore.



New products in the USA

17. As part of S&W's plan to provide high-quality, healthy products globally, it launched Not From Concentrate (NFC) Pineapple Juice, made of 100% MD2 Pineapple Juice from the



premium fresh pineapple variety. S&W offered NFC Pineapple Juice to customers as an ingredient for their pineapple smoothies, ice lollies or packaged NFC juice.

18. The Group entered the frozen fruit category using Nice Fruit's revolutionary technology. Extra sweet and golden yellow pineapples from fully ripened fruits are cut into spears then frozen. Individually packaged frozen Pineapple Stick and frozen chunks called Golden Pineapple are sold in 7-Eleven Japan as an on-the-go healthy snack. The revolutionary technology allows the frozen or newly thawed pineapple to have the same physical properties as fresh cut pineapple. These are also sold in Hong Kong, China and South Korea.



S&W team with Tan Chooi Khim, General Manager



S&W Pineapple Sticks and golden pineapple chunks



### HEALTH AND NUTRITION

Del Monte is committed to health and nutrition. Consumers trust our brands and we ensure that our brands maintain this trust from one generation to the next.

We take a leadership role in meeting consumer preferences. We understand that consumers are becoming increasingly interested in learning about 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.



# NOURISHING CONSUMERS

1. In the US, Del Monte is the first major food producer to voluntarily adopt nutritional labeling on all food products.
2. Almost all of our products contain positive nutrients and majority are considered healthy.
3. We aim to have a good number of our products in the US provide at least half a cup of fruits or vegetables per serving and to meet healthy nutrient levels as recommended by the FDA. The majority of our produce are picked and packed on the same day – 97% without preservatives.
4. The majority of our products in the US are low in fat and we carry several specialised 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.
5. Within existing categories, DMFI has a significant competitive set of No Sugar added fruit products and No Salt Added and Reduced Sodium vegetable products relative to other branded players.
6. In the US, we began the process of verifying non-genetically modified organisms (GMO) ingredients from suppliers and sourcing replacement non-GMO ingredients where necessary.
7. DMFI has converted all Del Monte tomato products as well as nearly 100% of Del Monte fruit and vegetable products to non-Bisphenol A (BPA) linings.
8. All added ingredients in Del Monte vegetables, single-serve fruit snacks and most tomato products have been non-GMO, representing a majority of the Company's product line.
9. In Asia, we anchor our nutrition platforms on weight management, heart health and bone health which give support to the immune system and aid in healthy digestion.

## PACKAGED FRUIT

- 15 Percent of daily Dietary Fibre requirement\*\*\*
- 30 Percent of daily Manganese requirement\*\*\*
- 10 Percent of daily Vitamin C requirement\*\*\*



- 47 Grams of sugar make up the Del Monte Average\*\*
- Compared to the 63 grams recommended by WHO\*
- 33 Milligrams of salt make up the Del Monte Average\*\*
- Compared to the 2000 milligrams recommended by WHO\*

**29** Percent of NET Sales Values FY2020

\* World Health Organisation Guidelines on Sugar (2015) and Sodium (2014) Intake using the Philippine Dietary Intake (2015) Reference Man  
\*\* Based on a three times a day serving intake  
\*\*\* Per serving

## BEVERAGE

- 80 Percent of daily Calcium requirement of beverages\*\*\*
- 23 Percent of products provide 60% of Dietary Fibre requirement\*\*\*
- 50 Percent of products contain 100% of Vitamin C requirement\*\*\*
- 50 Percent of products supply L-Carnitine



- 39 Grams of sugar make up the Del Monte Average\*\*
- Compared to the 63 grams recommended by WHO\*
- 114 Milligrams of salt make up the Del Monte Average \*\*
- Compared to the 2000 milligrams recommended by WHO\*

**28** Percent of NET Sales Values FY2020

\* World Health Organisation Guidelines on Sugar (2015) and Sodium (2014) Intake using the Philippine Dietary Intake (2015) Reference Man  
\*\* Based on a three times a day serving intake  
\*\*\* Per serving

## CULINARY

- 35 Percent of products provide 15% of daily Dietary Fibre requirement of WHO\*\*\*\*
- 100 Percent zero trans fat on all products
- 30 Percent of products provide Lycopene




- 1 Gram of saturated fat make up the Del Monte Average\*\*\*
- Compared to the 28 grams recommended by FAO/WHO\*
- 1055 Milligrams of salt make up the Del Monte Average\*\*\*
- Compared to the 2000 milligrams recommended by WHO\*\*

**23** Percent of NET Sales Values FY2020

\* Joint Food and Agriculture Organisation/World Health Organisation Export Consultation Report (2010) using the Philippine Dietary Reference Intake (2015) Reference Man  
\*\* World Health Organisation Guidelines on Sodium Intake (2014)  
\*\*\* Based on three times a day serving intake  
\*\*\*\* Per serving

## S&W FRESH FRUIT

- 41 Grams of sugar make up the Del Monte Average\*\*
- Compared to the 63 grams recommended by WHO\*
- 60 Percent of daily Dietary Fibre requirement\*\*\*



- 01 All products are fat-free and cholesterol free.
- 02 All products contain about 100 milligrams of Bromelain (enzyme)/cup.
- 03 All products contain Vitamin C, Vitamin B2 and Manganese.

**20** Percent of NET Sales Values FY2020

\* World Health Organisation Guidelines on Sugar Intake (2015) using the Philippine Dietary Intake (2015) Reference Man  
\*\* Based on a three times a day serving intake  
\*\*\* Per serving



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

### TRACEABILITY



Consumer scanning the product details

Part of our commitment to ensure that our products are safe is having a robust traceability programme in place. 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, we 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 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. In the US, DMFI conducted 50 mock recalls covering Del Monte facilities, co-packers and distribution centres. We abide by the federal food safety requirements by maintaining a product traceability programme that allows us to track products shipped to our customers.
3. We have significantly enhanced this traceability programme to allow faster and more accurate traceability using electronic tracking of product movement.
4. Del Monte conducts extensive Risk Assessment/Hazard Analysis and incorporates actions to assure that the products and ingredients meet the highest Del Monte standards prior to introduction in the marketplace.
5. The system is tested frequently and test results are used to drive continuous process improvements.
6. Del Monte also maintains records that allow the Company to determine the source of the ingredients used in its products.
7. In the Philippines, our standards to trace products to their production date comply with the standards of the BRC. These standards apply to both our own facilities and our toll manufacturers.
8. A total of 43 Del Monte facilities and co-packers conducted mock-up traceability exercises in the Philippines, and within the standard traceability time of 4 hours.
9. Traceability assessment is conducted during certification and customer audits of our facility as well as our toll manufacturers.



Nice Fruit freezing plant line

# NOURISHING CONSUMERS



Supermarket shelf display of Del Monte products in the USA

## PRODUCT PACKAGING

Our Group understands the need to have a packaging that attracts consumers and strives to make a positive influence on the environment.

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

1. The Company provides a hotline in the DMFI website to enable customers to ask detailed questions and provide feedback on the products.
2. DMFI began labeling most vegetables, fruit cup snacks and many more tomato products as non-GMO.

3. In the US, 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.

4. 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 US.
5. 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 that they do not contain phthalates or BPA and comply with all FDA and European Food Safety Authority standards. The coating components are also compliant with the United States Environmental Protection Agency and Regulation for Registration, Evaluation, Authorisation, and Restriction of Chemicals.
6. Del Monte in the Philippines has 100% BPA-Non Intent for all packaging materials in the cannery and its toll packers.
7. We also innovated our packaging to make it more convenient for consumers. Our juices come in resealable one litre cartons.



Packaged Del Monte products

## PACKAGING FOOTPRINT



\*includes aseptic cartons

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.

Packaging footprint in the USA



Export team with Ann Pozon, Head

# NURTURING EMPLOYEES



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

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## IN THIS SECTION

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

# NURTURING EMPLOYEES



*Del Monte Leadership Team in the Philippines led by Luis F Alejandro, Chief Operating Officer*

Del Monte Pacific Limited (DMPL) is a people-driven organisation committed to health and wellness, reinforcing safety and well-being especially during the pandemic. Close to 5,800 full-time regular employees of the Group work at our plantation, manufacturing facilities, administrative and marketing offices across locations. About 4,300 are employees based in the Philippines and Singapore, while about 1,500 regular employees work in the United States and Mexico.

## OCCUPATIONAL HEALTH AND SAFETY

Because we value the safety of every member of the organisation, work committees identify potential safety risks and devise action plans to mitigate or avoid them. Safety programmes are implemented and process improvements are likewise made.

1. Refer to “Employee Health and Safety” under our Pandemic Response section on page 71 of our FY2020 Annual Report.
2. In FY2020, the Group’s Total Incident Rate (TIR) is 0.87 and total injuries were reduced by 3% vs prior period. DMFI TIR is below the most recent Bureau of Labour Statistics (2015) TIR of 5.2 for the fruit and vegetable canning industry. DMPI Manufacturing TIR is also below



*Joselito D Campos Jr, Del Monte Pacific Chief Executive Officer, visiting line workers in the Bugo cannery*



*Our workforce in the US complying with safety protocols*

# NURTURING EMPLOYEES

## EMPLOYEE DEMOGRAPHICS

### SENIOR MANAGEMENT



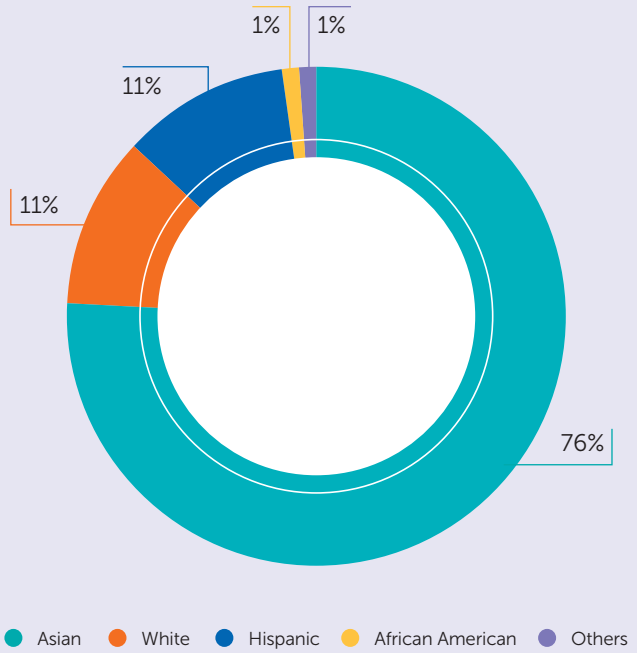
### MANAGEMENT



### SUPERVISORY



### STAFF



● Asian ● White ● Hispanic ● African American ● Others



Supply Chain team with Amante A Aguilar, Supply Chain Head



that of the Philippine Statistics Authority (2015) TIR data of 4.25 for the manufacturing sector.

3. DMPL facilities in the US and the Philippines have emergency response teams and plans in case of crisis. They conduct regular Emergency Preparedness Drills to prepare all employees for emergencies and natural disasters.
4. DMPI conducted the mandatory 8-hour workplace health and safety orientation for employees and service providers in all its facilities in compliance with the safety regulation of the Department of Labour and Employment.
5. Our managers and supervisors ensure compliance with relevant workplace safety laws and regulations.
6. DMPI audits its toll manufacturers regularly for compliance with all laws and regulations



*DMPI employees in Bugo cannery wearing PPEs and practicing social distancing*

- governing the workplace, including Occupational Safety and Health Regulations.
7. The Bottling Plant conducted a First Aid Training to ensure that the plant is ready in case of medical emergency.

**HUMAN RIGHTS AND LABOUR STANDARDS**

With regard to human rights and labour standards, the Group has a Code of Conduct for employees and suppliers. Both Del Monte Foods, Inc (DMFI) and Del Monte Philippines, Inc (DMPI) are members of the

Supplier Ethical Data Exchange. Discrimination on the grounds of nationality, ethnicity, religion, age and gender are not in line with the Group’s Code of Business Ethics.

1. DMFI established a Diversity Leadership Council to influence and provide thought leadership in building a more diverse and inclusive company, where every person is respected, valued, and can bring their best self to work. We call this Diversity, Inclusion and Belonging (DI&B).
2. Del Monte in the US made a donation to the National Association for the Advancement of Coloured People (NAACP) and National Black Farmers Association.
3. Both companies in the US and the Philippines have seasonal and staff position employees who are part of labour unions.
4. In the past few years, the number of women in senior



*Employees in the US with Greg Longstreet, Del Monte Foods Chief Executive Officer*

# NURTURING EMPLOYEES



CBA signing with Luis F Alejandro, Chief Operating Officer, Frank T Molas, Mindanao Operations Head, and the cannery and plantation labour unions



Workers sorting fruits in a peach plant in the US

leadership roles increased to 37% in FY2020. Similarly, the number of diverse employees in DMFI senior leadership increased from 18% to 42%.

5. Del Monte has a Human Rights policy that is in line with the UN Guiding Principles on Business and Human Rights, the International Bill of Human Rights and the International Labour Organisation Core Convention on Fundamental Principles and Rights at Work. Please refer to pages 38–39 for more details.
6. DMPI performs periodic audits of contract manufacturers and suppliers. Some independent and unannounced audits are used to address compliance issues.
7. Labour-Management Cooperation (LMC) councils meet regularly to decide on

issues affecting employees, their families, the Company and the communities where we operate.

8. The Company pays workers above minimum wage and average industry rates and informs them about the terms and conditions of employment prior to their appointment.

9. Our farm and production facilities employ people from surrounding communities and they undergo annual physical examination.
10. LMCs prepare the groundwork for negotiations between union and Management.

## FAIR WAGES AND BENEFITS

We are also committed that employees get 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 provide employees the ability to select a package of coverage that meets their unique needs and their dependents.



DMFI employees at an event



*Del Monte Leadership team in the USA led by Greg Longstreet, DMFI Chief Executive Officer, with Luis F Alejandro, DMPL Chief Operating Officer*



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

2. We offer 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).

3. In the Philippines, Del Monte provides benefits better than

the minimum prescribed by the Department of Labour and Employment.

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

5. Plantation employees live with their families in about 1,300 Group-owned houses and 22 dormitories for unmarried employees.

6. Employee-organised cooperatives provide our workers with services that enhance economic benefits for their families such as annual dividends.



*Barangay Bugo Playground donation of Del Monte employees in the Philippines*



*Del Monte Foodservice team in the USA collaborating with a food bank to pack donated foods*

# NURTURING EMPLOYEES

- Children of cannery employees enjoy free year-round weekend tutorials in sports - basketball, tennis, swimming, martial arts - and creative skills - photography, theatre arts.

## EMPLOYEE ENGAGEMENT

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

- Our US facilities and corporate employees are actively involved in contributing time and money to organisations that focus on farm advocacy, feeding programmes, environmental stewardship, disaster relief, education and youth activities.
- DMPI established the Employee Council in Cabuyao Bottling Plant to provide a venue for discourse on thriving and healthy work environment in the Philippines.
- Our enhanced online HR Information System, SAP



Donations for the victims of the Taal volcano eruption by Bella G Quimpo, Foundation Executive Director

- SuccessFactors, enable fast and accurate employment transactions.
- Through the Foundation, employees in the Philippines raised funds for the victims of the Taal volcano that erupted in January 2020.
- We also collaborated with Rise Against Hunger Philippines by contributing products to its feeding programme in Taguig, Philippines.
- Other employee engagement initiatives include the cooperative stores in the plantation where employees can purchase company products at a discount.



S&W Singapore employees' book donation drive for a library in Bukidnon, Philippines



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

7. We cascaded our Del Monte CHOICE Values to employees across all levels, locations and divisions.
8. The Human Resources Department conducts employee engagement activities such as social gatherings, Teambuilding, Fun Day, Sports Fest and Christmas Party.

### 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.
2. The Company supports wellness programmes to enhance the employees' well-being.
3. The Company sponsors employees in pursuit of healthier lifestyles and provides financial assistance for health and well-being programmes.

4. The Company sets up various sports and exercise activities such as running, zumba and yoga. We also provide summer programmes for employees' dependents.
5. The Company sponsors events such as Summer Outing, DMPI Day, Halloween and "Tigum Sa Pasko" (Christmas assembly), where employees can bring their families.



Employees in the US participate in DMFI's annual "Bike-to-Work" Day

6. 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 more informed decisions for a secure and rewarding retirement.

### TALENT MANAGEMENT

We nurture our employees through training by building on the capabilities of each employee in line with one of our core values – Championing Together. Del Monte in the Philippines developed a competency framework for key leaders that guide their teams



Del Monte employees in Singapore participating in yoga exercises led by S&W General Manager Tan Chooi Khim

# NURTURING EMPLOYEES



*Del Monte Leadership team in the Philippines led by Luis F Alejandro, Chief Operating Officer, during their GR8 (Great) Del Monte Leadership Competency workshop*

towards achieving the Company's strategic roadmap.

1. The Group's average training hours per employee for FY2020 was 20.8 hours per employee, lower than previous year due to social distancing and mass gathering regulations implemented by the government.
2. DMFI offers an Education Assistance Programme to help employees enhance their careers.
3. Some types of DMFI training are:
  - a. Internal learning opportunities, wherein managers work closely with employees
  - b. External programmes and professional certifications, supported via seminars, conferences or other specialised workshops
  - c. External university courses through the Del Monte Employee Education Assistance Programme.

4. The Company has a management succession plan to ensure that trained candidates can assume responsibilities of key management positions in the event of vacancy.

5. DMPI's GR8 (Great) Del Monte Leadership Competency Model works as our guide in enabling our leaders to coach and collaboratively lead teams towards achieving the Company's operational and business goals.

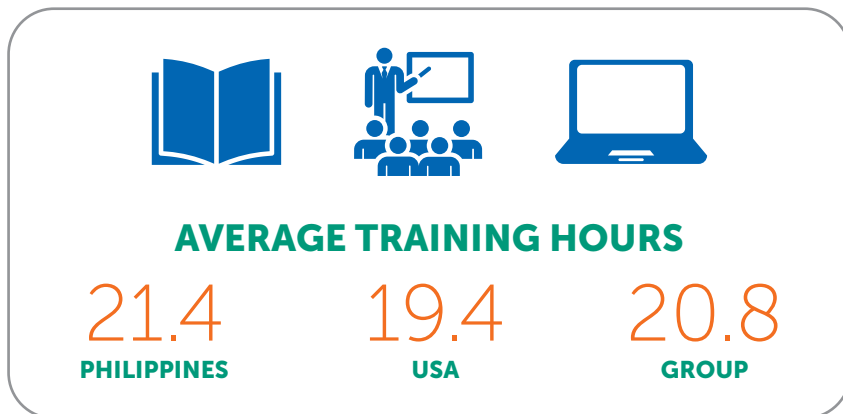


*Del Monte Managers attending the GR8 Leadership Workshop in Manila and Mindanao*



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

6. Each Competency Framework also serves as a foundation for broad-range people programmes on recruitment, learning, career development, succession planning and performance management.
7. Fully supported by an OPCOM Corporate Faculty, our in-house Basic Management Programme enables managers to adapt to dynamic business situations and changes to people, process, culture and mindset.
8. The Company's Moving Up to Supervision Series complement formal technical training, coaching and intensive on-the-job experience provided via structured Cannery Operations and Plantation Operations Supervisory Training Programmes.
9. We cascaded the new Performance Management Development System to managers and up with direct reports.



Del Monte LeaderSHIFT Development Series for identified Emerging Leaders in Mindanao



Managers from various Del Monte divisions in the Philippines participated in the Basic Del Monte Management Programme

\* For more information on Employee Health and Safety regarding our pandemic response, please refer to page 71 of our FY2020 Annual Report

# DEL MONTE PACIFIC LIMITED GROUP HUMAN RIGHTS POLICY

Del Monte recognises the responsibility of business to respect human rights in all aspects of its operations. We expect our employees, suppliers and contractors to adhere to the same human rights principles. We do not tolerate human rights abuses and violations and shall enforce this zero tolerance policy for any human rights violations that our operations might come across.

Del Monte recognises an opportunity to promote human rights in the various areas where it makes positive contributions to society. Del Monte respects the legitimate role of civil society organisations and human rights defenders in promoting rights, and in working with businesses to prevent and mitigate human rights abuses.

## POLICY STATEMENTS

We will develop and implement robust and effective policies and procedures for respecting and promoting human rights within the organisation and within the sphere of our influence, as follows:

1. **Integration of Respect for Human Rights in the Company's Processes and Culture.** Respect for human rights within Del Monte and across our operations will be built into the existing policies, contractual obligations and the working culture of the company, including risk-assessment, reporting obligations, discipline and staff performance objectives.
2. **Responsibility to Prevent or Mitigate Human Rights Impacts.** Our responsibility to respect human rights shall include efforts to:
  - a. Avoid causing or contributing to adverse human rights impacts through our own activities, and address such impacts when they occur;
  - b. Prevent or mitigate adverse human rights impacts that are directly linked to our operations, products, services, or business relationships, even if we have not contributed to those impacts.
  - c. Respect international human rights law, regardless of the capacity or willingness of the state to enforce it.
3. **Due Diligence on Human Rights Impacts.** We shall implement a comprehensive human rights due diligence process to proactively identify, prevent, mitigate and account for how we address our actual and potential impacts on human rights shall form part of our operations, products, services and our business relationships. This entails the following:
  - a. Being guided by the sphere of influence principle. We will identify and analyse stakeholders with political, contractual, economic and geographic proximity. We will conduct thorough contextual risk assessments before starting new, or expanding existing, projects or operations.
  - b. Engaging in meaningful consultation with potentially affected groups and other relevant stakeholders, respecting the right to self-determination of indigenous peoples and the right to participation of the communities where we operate.
  - c. Setting up processes to enable remediation of any adverse human rights impacts we cause or to which we contribute.

*Inspired by its vision of Nourishing Families, Enriching Lives, Every Day, the Del Monte Pacific Limited Group (Del Monte), seeks to enrich the lives of its stakeholders through healthy food and sustainable practices. Del Monte believes that fulfilling its vision to enrich lives entails developing an organisational culture that protects, respects and promotes human rights.*

*In line with the UN Guiding Principles on Business and Human Rights, our human rights policies are based on international law and guidance including the International Bill of Human Rights (including the Universal Declaration of Human Rights, the International Covenant on Economic, Social and Cultural Rights) as well as the International Labour Organisation Core Convention on Fundamental Principles and Rights at Work.*

*Our policy conforms to the United Nations Sustainable Development Goal on Peace, Justice and Strong Institutions which promotes the rule of law at the national and international levels and ensures equal access to justice for all.*



- d. Ensuring that human rights due diligence processes are done prior, as well as on a regular and ongoing basis, recognising that the human rights risks may change over time as the business enterprise's operations and operating context evolve.
  - e. Integrating the findings from our human rights impact assessments across relevant internal functions and processes, and taking appropriate action, as may be required.
  - f. Tracking the effectiveness of our responses and actions based on appropriate quantitative and qualitative indicators and by drawing feedback from both internal and external sources, including non-governmental organisations (NGOs) and affected stakeholders.
  - g. Communicating our human rights assessment externally, particularly when concerns are raised by or on behalf of affected stakeholders. When our operations pose risks of severe human rights impacts, we should report formally on how we address them.
4. **Zero Tolerance.** We shall not authorise, tolerate, or knowingly ignore human rights violations committed by our employees or any persons we have business relationship with nor shall we provide assistance or encouragement that has a substantial effect on the perpetration of human rights abuses.
  5. **Engagement with Communities.** We will consult concerned stakeholders on matters affecting their rights and well-being, respecting the right of indigenous peoples to give or withhold their free, prior and informed consent regarding the use of their land and natural resources. We shall engage communities: respecting their cultures, developing courteous relationships, and honoring consent-giving processes.
  6. **Promotion of Human Rights.** We shall actively participate in collaborative initiatives nationally and locally in the promotion of business and human rights through education, advocacy and capacity development for our employees and the communities and stakeholders we work with.
  7. **Adherence to the Rule of Law.** We commit to the basic tenets of good governance and to the rule of law, informed by applicable domestic laws and, above all, international human rights laws.
  8. **Transparency.** Transparency and honesty shall be our defining principles in monitoring, evaluating and reporting on our human rights and sustainability policies and practices (including mitigation and remediation measures), publically as well as to international, national and local auditing bodies.
  9. **Remediation Mechanism.** We will provide access to remedy by implementing a safe, accessible and effective operational-level grievance mechanism for individuals and communities who may be adversely impacted by our operations. This mechanism will make it possible for grievances to be addressed, and adverse impacts remediated early and directly, thus preventing harms from compounding and grievances from escalating. Where reprisals against human rights defenders or project stakeholders are identified, we will respond effectively to protect the life and integrity of those at risk.
  10. **Respect for Civic Space.** We shall not tolerate threats, harassment or attacks against human rights and environmental defenders. Stakeholders must be able to engage freely with us and our business partners, whether to provide feedback or to raise concerns. We will act to prevent and respond to any instance of reprisals, and expect our business partners to do the same.

# 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

## IN THIS SECTION

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

# DEVELOPING COMMUNITIES

The Del Monte Pacific Group develops the quality of life of communities where we operate. Del Monte Foods' Corporate Giving Programme identifies and supports local and national organisations that make a difference in the US.

Del Monte Foundation, Inc. in the Philippines spearheads our corporate social responsibility in the local communities through its mission to promote social progress through rural education, youth development, skills training, delivery of basic community services and environmental conservation. The Foundation employs a framework that identifies and selects community projects.



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

## OUR COLLABORATIVE EFFORTS



300

### SCHOLARSHIPS

granted to youths in various schools for School Year 2019-2020



36,047

### MOBILE, MEDICAL & DENTAL MISSION

patients served and benefitted from medical and dental mission



96

### GRADUATES

of various livelihood training programmes certified by TESDA\* already employed



694

### STUDENTS AND TEACHERS

attended the Mind Mobile science-on-wheels exhibit



468

### HEALTH WORKERS

trained by the Foundation to better serve the communities



800

### WOODEN ARMCHAIRS

donated to various public schools in areas where we operate

\* Technical Education and Skills Development Authority

# DEVELOPING COMMUNITIES

## COMMUNITY HEALTH AND WELLNESS

1. Del Monte Foundation participates in the Zero Extreme Poverty 2030 Movement (ZEP2030), an initiative of Civil Society Organisations that aims to uplift 1 million Filipino families from extreme poverty by 2030.
2. As a local convenor, the Foundation is the lead organisation on the ground in charge of different stakeholders in the area as well as member organisations of the Movement.
3. The Foundation, in partnership with Coca-Cola Foundation Philippines, Inc., installed 25 water systems, benefitting about 154 households. The project is part of the ZEP2030 initiative.
4. In FY20, the Mobile Clinic served about 34,000 patients in 50 barangays, continuing its operation even during the COVID-19 pandemic.
5. The Foundation conducted Medical and Dental Clinics in eight areas of Bukidnon, benefitting about 2,000 patients, and provided health apparatus to 23 barangay health centres.
6. The Foundation conducted 11 health education sessions with 690 participants. The topics pertain to family values, health and nutrition, prevention and treatment of common illnesses, family planning, financial management and other community concerns.
7. In FY20, around 500 community health workers attended training sessions in Bukidnon for them to render effective services to their patients.



Del Monte Foundation mobile clinic serves far flung communities during the pandemic in Bukidnon, Philippines



Water system installed in a locality in Bukidnon



Medical and Dental mission of the Foundation

8. The Cannery donated an ambulance to Barangay Bugo to help ferry emergency patients to health facilities.
9. The Foundation received a Plaque of Appreciation from the Department of Environment and Natural Resources for serving the upland community and supporting the celebration of the "Aldaw Ta Kitanglad" (Kitanglad Day).
10. The Foundation was given a Plaque of Appreciation by the Municipality of Sumilao for its unselfish commitment, generous contribution, unwavering support and active involvement in health programme for Sumilao.

**LIVELIHOOD PROGRAMMES**

The Foundation conducts community-based skills trainings to provide access to technical education for out-of-school youth and unemployed family heads. The skills learned are used for employment or self-employment.

1. The Foundation’s Community Education Centre is accredited by the Philippine Technical Education and Skills Development Authority (TESDA).
2. We conduct technical skills training courses.
  - a. Graduates take national certification exams given by TESDA and are assisted by the government’s employment office for job placement.
  - b. Others opt to be self-employed and are given start-up assistance by the Department of Social Welfare and Development or Local Government Units (LGU).
3. The Foundation partners with the Department of Labour and Employment and TESDA to coordinate and facilitate employment programme activities such as job fair and career coaching, giving training graduates more access to employment.



*Beads-making training for IPs conducted by the Foundation*



*Housewives making pastries, one of the Foundation’s technical training courses*

4. The Foundation received a Plaque of Recognition from the TESDA for its contribution and support to the development of technical education and skills development by facilitating community-based training at remote areas of Bukidnon.
5. There were a total of 395 graduates from 12 training disciplines.
  - a. Close to 100 beneficiaries gained employment and are earning at least the minimum wage.
  - b. The graduates underwent training in housekeeping, electrical installation and maintenance, welding, beauty care services, driving and small engine servicing.
6. We conducted training, in partnership with the LGU, to help equip and strengthen the Indigenous People (IP) organisation.
7. A group of 30 IP in Sumilao underwent training in beads-making for the production of ornaments of Bukidnon tribes.
8. Graduates of welding training fabricated and donated two playground equipment to barangay parks made from scrap materials.
9. Del Monte Foundation conducts its Home Care Education, a 5-month programme that teaches women proper nutrition, preventive health, family planning, herbal remedies, emergency care and livelihood skills.

# DEVELOPING COMMUNITIES



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

## EDUCATION, SCHOLARSHIPS AND YOUTH DEVELOPMENT

Del Monte is committed to education and youth development. Through the Del Monte Foundation, gifted children earn quality education from primary level up to post-graduate studies through our academic, grants-in-aid and sports scholarships.

1. Del Monte Philippines, Inc. (DMPI) partnered with NutriAsia to launch the "Share-a-Chair" programme which aims to repurpose plastic waste into school chairs and teachers' tables and chairs.
  - The project aimed to collect 20MT used plastics to be converted to 600 school chairs, equivalent to 12 classrooms.
2. Before the community quarantine, the partnership collected 19.3MT of plastic waste.
  - a. A total of 550 school chairs were converted by a recycling company which will be distributed when non-essential transport of goods is allowed by the government.



The Foundation hosting the Mind Mobile exhibition attended by schoolchildren in Camp Phillips

3. The Foundation collaborated with Mind Mobile, a mobile extension of the Mind Museum.
  - a. It is science-on-wheels that features innovative shows and workshops bringing wonder and discovery to underserved communities in Visayas and Mindanao.
  - b. The Mind Mobile aims to dispel fear of science, enhance classroom learning and inspire students towards a science-related course where there is greater potential in terms of future opportunities and employment.
4. Del Monte Foundation hosted the Mind Mobile in Camp Phillips, Bukidnon for two days of interactive shows attended by about 700 Grade 6 to Grade 8 students and teachers from 19 schools.

5. The Mind Mobile initiative was also sponsored in part by the employees' cooperatives, Del Monte Employees Agrarian Reform Beneficiaries Cooperative and the Bukidnon Credit Cooperative.
6. The Foundation conducted Values Education seminars for barrio high school scholars from Bukidnon and Misamis Oriental to harness their potential in leading and transforming their communities into self-sufficient units.
7. The Foundation extended assistance to 32 public schools during the annual school brigade.
8. We converted wooden pallets from our cannery into 800 school armchairs and 12 sets of tables and chairs and donated these to several local schools.
9. The Foundation donated supplementary pre-school learning aids and materials to 19 schools to help develop the motor, visual-learning and creative skills of preschool children.

10. The Foundation provides an avenue for Del Monte employees to sponsor high school scholars through its "Help Send a Child to School" campaign, which aims to increase access to education of financially challenged students in the rural areas and is consistent with the company's core value of "Commitment to Society and Environment".
11. 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.

12. This programme benefits young people with curricula about growing good food and aligns with the company's Growers of Good™ initiative which focuses on nurturing the Earth's goodness today to grow a healthier and hopeful tomorrow.
  - a. About 95,000 parents and teachers benefitted from the GrowingGreat™ initiative.
  - b. DMFI partnered with eight new schools, a science centre, children's museum and zoo.



DMFI employees carrying out the GrowingGreat™ education for schoolchildren



The Foundation donated school chairs made from the cannery's wooden pallets



Elementary children receive supplemental learning aids and educational materials from the Foundation

# DEVELOPING COMMUNITIES

## DONATIONS

1. Del Monte in the US donated US\$2.5 million worth of products to Feeding America and various foodbanks for their feeding programmes.
2. As part of our “Farm2Family” Corporate Giving Programme, we contribute to organisations that focus on farm advocacy, community nourishment, environmental stewardship, disaster relief, education, youth activities, family care and healthy living through financial gifts and food donation to our communities.



DMPI collaborated with the Philippine Red Cross to donate food products to one of the medical healthcare facilities in Manila



## FARM



## FAMILY

### Going Green

To support environmental stewardship

### Farm Advocacy

To support on farm conservation and education programmes

### Disaster Relief

To activate quickly to send food and support during a crisis

### Hunger Relief

To support local residents and food pantries in need of healthy meal options

### Healthy Lives

To support exercise and medical research activities

### Family Care

To support families and family networks

### School Success

To support education, after-school programmes and scholarships

### Youth Activities

To support local teams, art and music workshops and team building





DMFI donation to a Food Bank in Texas, USA

3. Through “Field to Foodbank,” a partnership led by the Wisconsin Institute for Sustainable Agriculture, Del Monte donates food through a collaboration between growers, manufacturers and truckers. Del Monte has been part of “Field to Foodbank” since its establishment in 2008.

4. Fresh food is canned to extend the shelf life of the product and lock in the nutritional benefits to manage the challenge of supporting food bank inventory needs.

5. We work with the American Red Cross and Feeding America to respond in real-time with pre-approved in-kind food donations for large-scale disasters, especially those affecting farms. We ship our food to communities in need.

6. Del Monte in the Philippines donated about US\$385,000 to the Del Monte Foundation to fund their community medical and dental missions, livelihood and scholarship programmes.

7. DMPI, through the Foundation, donated food products to over 220 non-governmental organisations, including about 50 medical facilities to support frontline workers and indigent communities during the quarantine caused by the pandemic.



Food donations to a medical facility in Manila to support frontline healthcare workers



Del Monte Foundation team with Bella G Quimpo, Executive Director

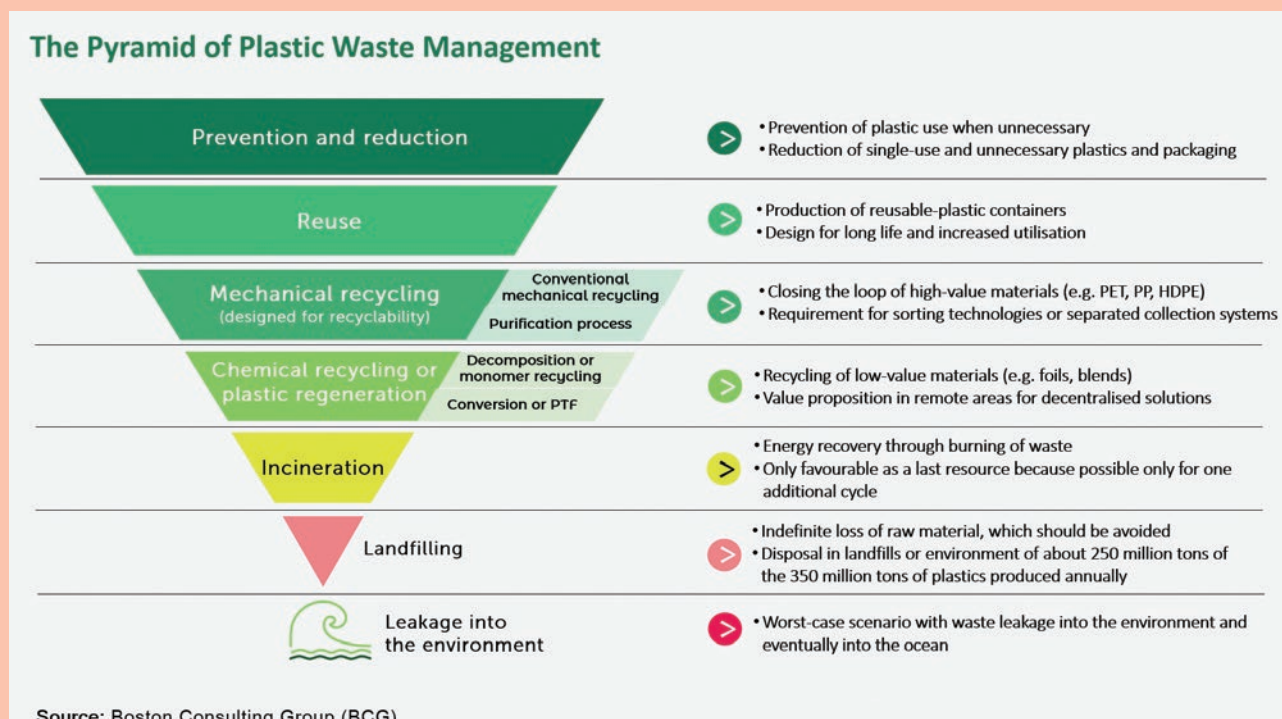
\* For more information on Community Assistance regarding our pandemic response, please refer to page 72 of our FY2020 Annual Report.

# PLASTIC SOLUTIONS

Plastic is a popular packaging material: cheap, light and sturdy. However, its degradation takes centuries, leading to environmental problems.

## PLASTIC WASTE SOLUTIONS

This infographic shows the different solutions to managing plastic waste.



### DMPL GROUP INITIATIVES

One of the five strategic pillars of the Del Monte Pacific Group is to improve sustainability, while one of its six core values is commitment to society and the environment.

The Group takes action to reduce plastic waste through the following initiatives:

- A. Using less plastic material, i.e. lightweighting a package
- B. Incorporating the recycling and tidyman disposal logos and QR code into product labels
- C. Eliminating single-use plastic from company premises and encouraging use of reusable/

refillable containers and non-plastic alternatives

- D. Repurposing plastic waste into other uses
- E. Exploring more sustainable plastic for PET bottles for beverage, stand-up pouches for culinary and fruit, and cups for fruit
- F. Using alternative materials is the most sustainable long-term solution, i.e. cans (e.g. fruits, vegetables, tomatoes, juices), cartons (e.g. juices, broth) and glass bottles (e.g. ketchup, olive oil). In the US and the Philippines, about 93% and 73% of our products, respectively, are not in plastic.

### REDUCING PLASTIC

Del Monte Philippines, Inc (DMPI) has been reducing the plastic in its PET bottles by decreasing its weight. From 2009 to 2019, the company has brought down its plastic usage by around 21% and targets to lower this by another 15% in the next five years. DMPI has also been decreasing the material for stand-up pouches by 16.5% during the same period and plans to reduce this by another 5% in the next five years.

Del Monte Foods, Inc (DMFI) has been decreasing plastic waste through downgauging which has resulted to a 35% decrease since 2008. DMFI plans to downgauge their plastic fruit cups by another 10% by 2021.

## PROMOTING RECYCLING

These are examples of our new product labels incorporating the recycling and tidyman disposal logos and QR code.

### DMPI Tidyman and recycling logos


We appreciate your questions and comments:  
**DEL MONTE PHILIPPINES, INC.**  
 Hotline: (632) 8672-7282  
 Website: www.lifegetsbetter.ph  
 Email: feedback@delmonte-phil.com  
 Philippine Copyright 2020 Del Monte Philippines, Inc.



### DMFI recycling logo

Try our other bubble Fruit™ Flavors:

- SOUR APPLE WATERMELON
- PEAR BERRY POMEGRANATE




## ELIMINATING SINGLE-USE PLASTIC

In 2019, the Group encouraged employees to eliminate the use of single-use plastic in the company's premises, including operating facilities - PET water bottles, plastic utensils, cups, lids, stirrers, straws, styrofoams and plates. Employees were encouraged to reuse and refill containers for multiple use or use non-plastic alternatives.



The Group encourages employees to use reusable water bottles and coffee mugs

## REPURPOSING PLASTIC

In FY2020, we embarked on a project called "Share-a-Chair" where we repurposed plastic waste to school chairs.

Our objectives were to:

- Reduce plastic disposal in the environment by repurposing our plastic waste
- Help address the shortage of chairs in public schools by converting plastic into chairs

- Engage employees and business partners (suppliers, tollpackers) and raise awareness about plastic waste

Our target was to make 600 school chairs and 12 sets of teacher's tables/chairs from single-use plastic waste coming from our Group's products, including PET bottles, stand-up pouches, plastic pouches and Tetra cartons.

In FY2020, DMPI collected 19.3MT of plastic waste together with its affiliate NutriAsia up to mid-March when the first community quarantine was imposed due to the pandemic. Through the



Share-a-Chair project launch led by Joselito D Campos Jr, DMPI President and Chief Executive Officer, Edgardo M Cruz Jr, DMPI Director, Luis F Alejandro, DMPI General Manager and Chief Operating Officer, and Angie G Flaminiano, NutriAsia President and Chief Operating Officer



Engaging our employees through these drop boxes found in strategic areas of our facilities

Del Monte Foundation, we have identified deserving schools where we will distribute the school chairs in Bukidnon, Cagayan de Oro, Bulacan, Cabuyao and Taguig. We will organise the distribution once we receive the transport permit from the government given the community quarantine restrictions.



Share-a-Chair project team with Ignacio C O Sison, Chief Corporate Officer, and Bella B Javier, Chief Scientific Officer

# PRESERVING NATURE



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

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## IN THIS SECTION

- 1 Fertiliser and pesticide use | 2 Water management | 3 Soil management
- 4 Climate change and energy efficiency | 5 Waste management
- 6 Biodiversity and the environment

# PRESERVING NATURE



Green peas harvest



Apricot ready for harvest

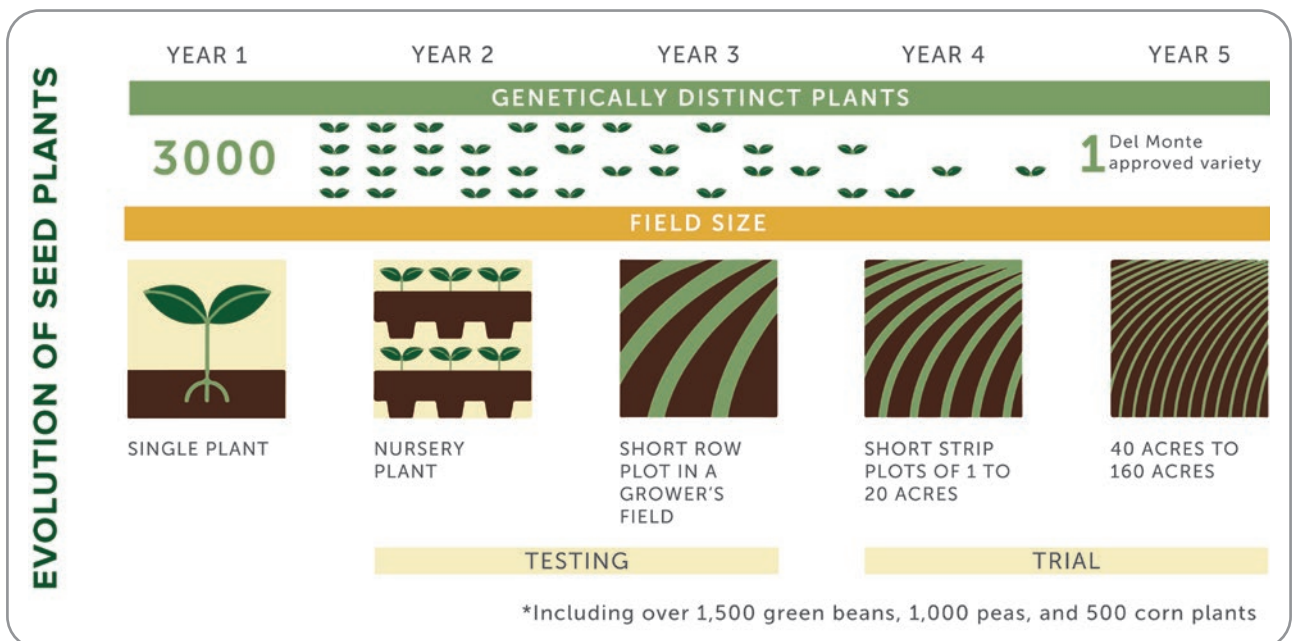
As a food company, our business depends on responsible stewardship of nature, the source of our produce that will sustain our future. We continuously improve our agricultural practices and oversight of growers and communicate our Environmental Policy to our stakeholders.

In the US, Del Monte connects consumers with our growers by providing detailed information on

how vegetables are grown through a software and partnership with the Stewardship Index of Specialty Crops organisation and partnering with a third-party vendor *CropTrak™* for their crop data management system.

Our dedicated agricultural Seed Operations Research Team in Del Monte Foods, Inc (DMFI) has a plant breeding programme which selects the best plant qualities to produce a new generation. Del

Monte typically tests over 1,200 genetically distinct and new varieties within a year. Moreover, our expert plant breeders and research farm staff work in tandem with our growers to introduce new crop varieties with improved yields. Over a period of time, our Blue Lake® green bean breeding programme and new growing practices have increased yields by nearly 200%.



# PRESERVING NATURE



*Pineapple plantation in Bukidnon, Philippines*

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

In Del Monte Philippines, Inc (DMPI), efficient land use is the foundation of our sustainable agriculture practices. Ecologically-minded land use management has been carried out since the time of our pioneers who started farming in 1926 and did not clear forests to give way to pineapple fields. Additional land

acquired later by our pioneers was already cultivated with other crops.

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

Our plantation in the Philippines is Global Good Agricultural Practices (GLOBALGAP) certified. We also have a Philippine Good Agricultural Practices certificate issued by the Department of Agriculture.

GLOBALGAP honoured us with the Good Agricultural Practices Award (2018) for demonstrating high standards and excellent implementation of GLOBALGAP principles on our farms.



*The first pineapple plantation in the world to be awarded by GLOBALGAP*

Our plantation and pack house for fresh fruits have been certified ISO 9001:2015 by SGS United Kingdom Ltd Systems and Services.

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



*Pineapple harvest in Bukidnon*

**FERTILISER AND PESTICIDE USE**



*Boom sprayer in Bukidnon*

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

1. In the US, Del Monte partnered with a third-party vendor CropTrak™ to monitor 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 to help 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 chance that any pesticide residue remains 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.
5. Our researchers investigate crop density as a way to increase yield per hectare while cutting pesticide and fertiliser use and explore 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, thus reducing fertiliser and chemical use in farms.

7. Our field staff educate and solicit feedback from our farmers on how to best grow these plants and implement pest control and crop disease mitigation strategies.
8. Due to these improvements over a period of time, we have reduced our spraying from an average of seven applications, with a total of two kilograms of active pesticide ingredient to 1.5 applications and 90 grams of active ingredient.
9. DMFI reduced its application energy usage by over 85%.
10. We actively complete laboratory tests for pesticide residues for over 1,000 products each year and, if we find any pesticide, we remove it from our products and the fields where our growers cultivated them.
11. This feedback loop means we closely examine the impact that new pesticides might have on our products and that we develop higher standards of growing.



*Tomato harvest in California, USA*

# PRESERVING NATURE

## WATER MANAGEMENT



*Irrigation on bean field, Texas, USA*

We implement the least water-intensive cultivation methods possible and encourage the use of more water-efficient irrigation systems.

1. In the US, our growers use various irrigation systems to supplement natural rainfall and ensure a steady and reliable water supply for their crops.
2. Del Monte in the US evaluates water risk based on local availability and quality in areas where our plants operate as well as at the farm level where we contract with growers.
3. We show our concern for water scarcity through stronger regulations and more calls for water use monitoring and management.
4. Nearly all Del Monte tomato growers utilise drip irrigation, a less water-intensive cultivation method, for targeted application of water and fertiliser.

5. Our facilities have high or extremely high-water stress, which is why we capture and reuse water at our facilities.
6. We recycle the cooling water from our cans and use it to run our cooling towers to reduce fresh water and energy usage.
7. In order to reduce fresh water usage and avoid water treatment costs, DMPI uses the water from steam and pineapple juice of our evaporators and water from mill juice from our Reverse Osmosis (RO) system for Ultrafiltration System Clean-in-place (CIP) and Ion Exchange Plants regeneration.
8. Our bottling plant operations in the Philippines measure the Water Use Ratio (WUR), i.e. cost of water used per litre of beverage product. Our WUR in the Bottling Plant for FY2020 is 21% below our target cost per litre.

9. Some of the initiatives of the bottling plant to improve water management are:

- Installation of RO machine system.
  - Backwashing activity was reduced from eight times a month to twice a month.
  - Optimisation 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 have water conservation programmes to eliminate waste and reduce water usage. Wastewater discharges of all toll manufacturing lines are within regulatory standards. WUR in beverage and culinary toll manufacturers are monitored and reduced each year.



**SOIL MANAGEMENT**



*Harrowing operation in a pineapple field in Bukidnon, Philippines*

Since efficient management of soil directly impacts our long-term productivity, we focus on regenerating topsoil and improving diversity on the ground and even below the ground.

1. To facilitate soil management, DMFI asks growers to:
  - a. Conduct consistent soil sampling to manage soil fertility and health.
  - b. Apply our model pesticide control programme.
  - c. Use pest-resistant varieties where available.
  - d. Rotate crops to minimise the effect of soil insects and diseases.
2. We encourage our farmers to work with qualified plant and soil scientists, or agronomists, to develop innovative farm practices and technologies which 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 adaptation to the environment.

3. In the Philippines, the Company leases landholdings from landowners.



*Carrot field with cover crop grass in Wisconsin*

4. For better soil and drainage management, the Crop Growing Units implement deepening of ditches, install auxiliary canals and silting basins specially designed for each field, and plant along river easement near pineapple fields to prevent soil erosion.

5. DMPI implements a block layout system depending on topography and utilises drone image for topography maps and hydrology analysis for a more accurate design. The Company also installs catchment basins in strategic locations around the field.
6. We use precision instruments for better land preparation to avoid soil compaction, crusting and damage to soil structure.
7. The Company makes use of a soil and water assessment tool programme to monitor the health status of our resources.
8. We also reinforce technical competency through continuous training and education on soil management to reduce soil erosion in our plantation.
9. Our Drone Programme allows us to monitor the condition of the 26,100-hectare pineapple field in Bukidnon, Philippines.



*Using drones to map the pineapple plantation in Bukidnon*

# PRESERVING NATURE



Plantation team with Alejandro G Chavarria, Plantation Director

## CLIMATE CHANGE ADAPTATION AND ENERGY EFFICIENCY

In DMFI, we mitigate greenhouse gas (GHG) emissions and adapt our operations and supply chain to the potential impact of climate change. We also minimise carbon footprint by locating processing plants close to the fields where crops are grown.

1. Since 2009, DMFI has installed 6,400 solar panels covering over 37 square kilometres and producing 1.2 MW or 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 Programme.

2. Del Monte's Modesto plant installed a combined heat and power system, selective catalytic reduction unit, condensing economiser and backpressure turbine generator in its boiler system which cut natural gas use by 20%.



Solar panels in Hanford facility in California, USA

3. At least 50% of our facilities utilise our company-wide programme to install condensing economisers and improve heat recovery and steam system efficiency.
4. In the US, 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.
5. Six facilities installed condensing boiler stack economisers 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.
6. We have eliminated 3.7 million kilometres, the equivalent of approximately 1,476,310 litres of diesel fuel, from our distribution network through a variety of initiatives.
7. DMFI is a participant in the US EPA's SmartWay public-private programme that benchmarks freight transportation efficiency in an effort to improve supply chain sustainability.
8. Our carbon footprint in the Philippines has a net sequestration of 516,100 MT CO<sub>2</sub> making DMPI carbon negative.
9. 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 below government mandated levels of 100 mg/litre.



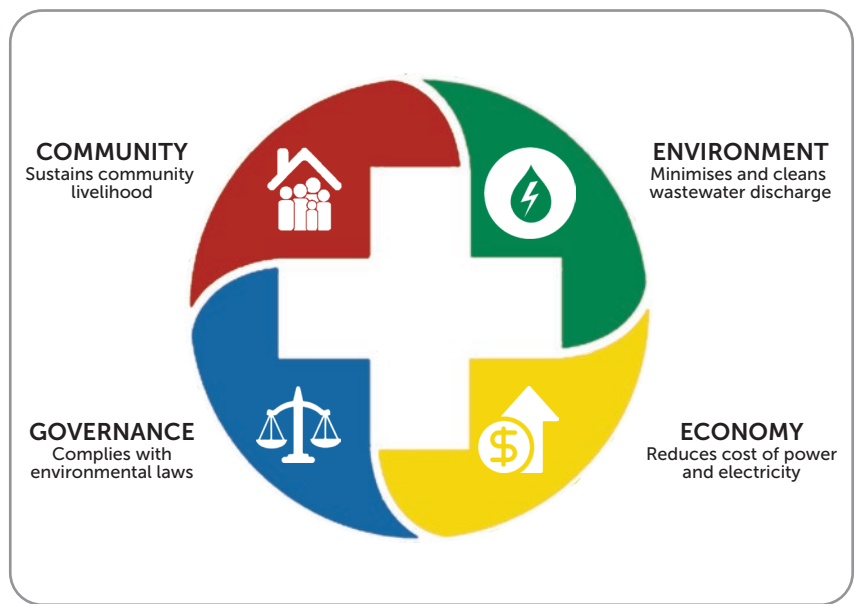
Waste-to-energy facility in Cagayan de Oro, Philippines

10. 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 complements the job done by an equally eco-effective but power-intensive aerobic treatment plant.

b. This highlights our commitment to environmental stewardship through reduction of our GHG in compliance with the Clean Air Act of the government.

c. The waste-to-energy produces 20% of the cannery's electricity requirement.



Benefits derived from Bugo cannery's waste-to-energy system



Cannery Team with Frank T Molas, Mindanao Operations Head, and Alan Z Salcedo, Cannery Operations Director

# PRESERVING NATURE

## WASTE MANAGEMENT



Clean-up drive in the plantation

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

1. In the US, we benchmark our waste management practices and compare landfilling to recycling rates to ensure that we manage our waste streams in the most efficient manner possible.
2. We instituted a "Ner0 (Near Zero) Landfill" policy where we aim to divert up to 98% of waste from reaching the landfill based on EPA's Waste Reduction Hierarchy.
3. Our Walnut Creek Research Centre (WCRC) in California received a "RecycleSmart" Award from the Contra Costa Solid Waste Authority for our food waste recovery efforts.



4. WCRC diverts the food and packaging materials of unused food through the manual opening of pallets of non-donatable packaged food, recycles the container and sends the food to compost for energy as part of a Food Recycling Project.
5. WCRC is also certified as a Bay Area Green Business due to its efforts to conserve water, energy and waste, implement eco-friendly materials and engage employees in conservation

behaviour best practices. Our Headquarters are Leadership in Energy and Environmental Design (LEED) certified.

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



7. In 2019, we joined the Sustainable Packaging Coalition to partner with leading packaging suppliers and consumer packaged goods companies to work toward sustainable packaging solutions that deliver delicious shelf-stable food.
8. We treat wastewater discharged from our agro-industrial facilities through effluent treatment plants.
9. In the Philippines, our high-filtration extraction system processes excess juice into pineapple concentrate and syrup, significantly reducing volume of wastewater.



≈ 300.7 K

of organic materials for animal feed were supplied to local farmers



≈ 38.6 K

of organic materials for land application purposes were supplied to local farmers



> 3%

of the total waste generated at production facilities, distribution centres and research locations went to landfill

NOTE: All programmes are US-based as of FY2018 data

10. We do 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.

11. In the last ten years, we have reduced 3,077 MT of packaging materials.

12. Plantation-based families segregate domestic solid waste in their own homes. Recyclable materials collected from households are sold to fund community projects.

13. The DMPL office in Manila is LEED Silver-certified as it provides a framework for a healthy, highly efficient, and cost-saving green building. This certification is a globally recognised symbol of sustainability achievement.

14. Our bottling plant implements a solid waste segregation programme in order to capture recyclable wastes and sell them as scrap materials.

15. All toll manufacturers in the Philippines practice waste segregation and waste management is part of the new employees' training. DMPI ensures that all toll manufacturers comply with water and smoke discharge regulations.

**BIODIVERSITY AND THE ENVIRONMENT**

1. DMFI and its leading shippers have successfully completed emissions reporting with the US EPA's SmartWay Transport Partnership.

2. Del Monte imports and exports product from and to Asia. Del Monte's contracted ocean container carriers are members

**PACKAGING MATERIAL REDUCTION**

FROM 2009 TO 2019

TOTAL MATERIALS REDUCED

**3,077**

METRIC TONS

SAVINGS

**USD 2.7 MILLION**



REDUCED: 36%

**1,755**

METRIC TONS

CORRUGATED CARTON

Reduced the use of corrugated cartons by shifting to tray shrink and full shrink wrap

REDUCED: 21%

**566**

METRIC TONS

PET BOTTLES

Reduced preform weight for 330 ml and 1l bottles

REDUCED: 8%

**533**

METRIC TONS

TIN CANS

Implemented template base weight reduction

REDUCED: 17%

**233**

METRIC TONS

FLEXIBLE LAMINATES

Optimised plastic packaging laminate structure

of the Business for Social Responsibility's Clean Cargo Working Group.

3. Our tree planting programme in Mindanao, Philippines uses mostly endemic tree species seedlings sourced from nurseries sustained by local indigenous people.

4. We have planted around 550,000 indigenous and commercial trees in different areas of the plantation in Bukidnon through the Plantation Environment Section of DMPI (130,000 trees), the Foundation (120,000 trees), and our cooperative partner DEARBC (300,000 trees).



*Heterorrhina macleayi* (Flower Beetle) species found in one area of the plantation in Bukidnon (Photo Credit – Benjamin Mabanta)

# PRESERVING NATURE

5. Cannery employees conducted their annual coastal Clean-up of the Shoreline of Macajalar Bay in Bantiles, Bugo, Cagayan de Oro City.
6. Part of the Corporate Social Responsibility initiatives of our toll manufacturers are the Waterbody Programme and Quarterly Orchestrated Clean-up by the Department of Environment and Natural Resources.
7. The bottling plant is an active member of Cabuyao River Protection Advocates. Clean-up Day and Adopt-a-Creek Projects were conducted.
8. Various flora and fauna are found around the plantation such as:

- a. *Hedychium philippinense* or the Philippine Camia ("Camia")
- b. *Amaurornis phoenicurus*, White-breasted waterhen ("Tikling")
- c. *Xanthostemon verdugonianus*, Philippine Ironwood ("Magkono")
- d. *Spilornis holospilus*, Serpent Eagle ("Banog")



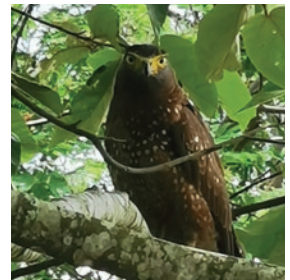
*Coastal Clean-up of the Macajalar Bay shoreline in Bugo, Cagayan de Oro City, Philippines*



*Hedychium philippinense or the Philippine Camia (Camia)*



*Amaurornis phoenicurus, White-breasted Waterhen (Tikling)*



*Spilornis holospilus, Serpent Eagle (Banog)*



*Xanthostemon verdugonianus, Philippine Ironwood (Magkono)*  
*(All flora and fauna photos above contributed by Benjamin Mabanta)*



*Bees in a peach farm in California, USA*



*Fresh Fruit Operations Team with Alejandro G Chavarria, Plantation Director*

# REFORESTATION: RECOVER OUR FOREST COVER

Forests contribute immensely to the biodiversity of the land. Unfortunately, the Philippines' urbanisation, logging activities and burning of forests at the onset of planting ("*kaingin system*") have reduced the country's forest cover over time. Such destruction has caused biodiversity loss and soil erosion which can lead to landslides and flooding.

At Del Monte, we are mindful of the forests, the biodiversity that thrives therein, and their importance to communities. We do our share to increase the country's forest cover by planting endemic and indigenous species. The former grow only in the country, while the latter are also found in other countries. Through the Del Monte Foundation and our partner, Del Monte Employees Agrarian Reform Beneficiaries Cooperative (DEARBC), we have to date planted over 500,000 trees to increase the forest cover around the plantation where we operate.

1. The Foundation has planted approximately 120,000 indigenous trees in an area close to 50 hectares.

a. These species are *Kalamagan*, *Lambilohan*, *Narra*, *Itom-itom* and *Bitaug*.

b. Together with employee volunteers and training beneficiaries, the Foundation planted 15,100 trees in FY2020.

2. Our partner DEARBC has planted about 300,000 trees consisting of *Bamboo*, *Abaca*, endemic and commercial trees, which comprise about 25% of their reforestation goal on non-arable land.

3. The Plantation Environment Section of Del Monte Philippines, Inc (DMPI) planted about 130,000 assorted trees on 126 hectares of land, including 100 hectares in Manolo Fortich, Bukidnon.

4. DMPI has partnered with the Labour Management Cooperation (LMC) in its reforestation initiatives.

5. The Foundation partnered with an indigenous people (IP) group, MAMACILA (Mat-i, Man-ibay, Civoleg, Langguyod Higaonon



Del Monte supports reforestation

Tribal Community, Inc), to establish a nursery of endemic tree seedlings to be used for the Foundation's reforestation of the area assigned to DMPI by the local government unit of Claveria.

a. The Foundation will provide financial and material assistance to the group for the nursery establishment.

b. MAMACILA will repay with seedlings.



*Pterocarpus indicus* commonly known as *Narra* and *Asana* in the Philippines



Joint Del Monte and DEARBC tree planting activity "*Protect Nature, Sustain our Future*"



6. MAMACILA is intercropping Arabica coffee and native trees. About two-thirds of the trees being planted are coffee so that the IP farmers have a future source of livelihood.
7. Since the native trees grow slowly, the coffee plants provide them shade until the roles are reversed over time which the association calls "rainforestation".
8. The Foundation planted 5,600 coffee and Bamboo trees in Mt. Kitanglad over an additional reforestation area of four hectares.
  - a. This is under the care and maintenance of 24 IP families who are residing at the foot of the mountain.
  - b. Seven hectares have been planted with Arabica coffee, three hectares of which are already fruit-bearing, helping the IP caretakers generate income.










Tree planting activity in Mt Kalatungan, Bukidnon



Del Monte participated in the tree planting and clean-up of Mt. Apo, the highest mountain in the Philippines, during the 25<sup>th</sup> Mindanao Forum

## INDIGENOUS AND ENDEMIC TREES

	COMMON NAME	ENGLISH NAME	SCIENTIFIC NAME	DESCRIPTION
	Bagras	Rainbow/ Mindanao Gum	Eucalyptus deglupta	Hardwood used for electric poles or construction; multi-coloured bark
	Balete	Stranger Fig	Ficus balete	Roots grow downward until the forest floor where it can take hold
	Binayuyo/Dinog/ Inyam	Black Currant	Antidesma ghaesembilla	Fire and drought resistant; quite strong, used as yoke for buffaloes
	Hauili	Philippine Fig	Ficus septica	Used as a root stock for local fig growers; bird attractant
	Magkono	Philippine Ironwood	Xanthostemon verdugonianus	Hardest local wood; sinks in water; flower has the brightest red colour
	Molave/Tugas	Molave	Vitex parviflora	Wood is used for house posts due to its high compression
	Tabon-tabon	Pipi	Atuna racemosa	Fruit takes out the fishy taint in a local raw fish dish

# STRENGTHENING GOVERNANCE



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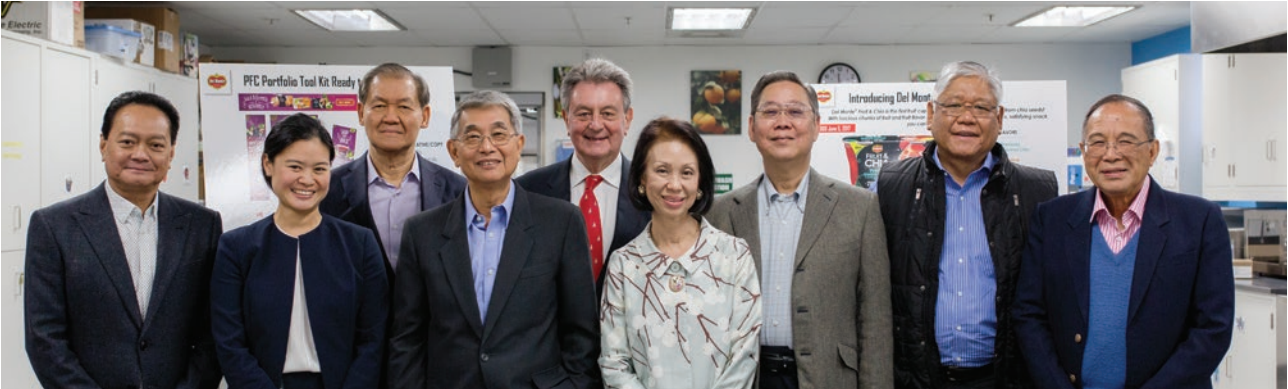
We are committed to the highest standards of corporate governance and support the principles of openness, integrity and accountability

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#### IN THIS SECTION

1 Ethics and integrity | 2 Data protection and cybersecurity | 3 Privacy

# STRENGTHENING GOVERNANCE



*Del Monte Pacific Board of Directors Rolando C Gapud, Benedict Kwek Gim Song, Godfrey E Scotchbrook, Yvonne Goh, Joselito D Campos, Jr, Edgardo M Cruz, Jr, Emil Q Javier with Del Monte Foods Directors, Luis F Alejandro and Jeanette Naughton*

Del Monte Pacific Limited (DMPL) has a strong corporate governance structure which ensures that Management is accountable to the shareholders and stakeholders and operates in an ethical and responsible 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.

Del Monte Pacific Limited (DMPL) has a strong corporate governance structure which ensures that Management is accountable to the shareholders and stakeholders and operates in an ethical and responsible 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.

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

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).



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



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

For more information regarding our governance principles, please refer to our FY2020 Annual Report and website at [www.delmontepacific.com/corporate-governance](http://www.delmontepacific.com/corporate-governance).

# STRENGTHENING GOVERNANCE

## OUR ACCOMPLISHMENTS

14

AWARDS  
SINGAPORE CORPORATE AWARDS

**Best Managed Board**  
GOLD 2010/2015

GOLD 2010  
**Best Chief Financial Officer**

**Best Investor Relations**  
GOLD 2011/2017  
BRONZE 2014

GOLD 2019  
SILVER 2013/2018  
BRONZE 2010  
2012/2014  
2016/2017  
**Best Annual Report**

13

RANKED  
SINGAPORE GOVERNANCE AND TRANSPARENCY INDEX

TOP 2% AMONG 578 SINGAPORE-LISTED COMPANIES EVALUATED IN SINGAPORE AUGUST 2019

23  
RANKED

ASEAN CORPORATE GOVERNANCE SCORECARD  
AMONG TOP 100 SINGAPORE-LISTED COMPANIES APRIL 2018

7

AWARDS  
SECURITIES INVESTORS ASSOCIATION SINGAPORE

**Awarded 2018, 2019**  
SHAREHOLDER COMMUNICATIONS EXCELLENCE

TRANSPARENT COMPANY AWARD  
**Awarded 2001, 2013, 2017**

**Awarded 2014, 2019**  
CORPORATE GOVERNANCE AWARD

**BEST IR WEBSITE**  
INVESTOR RELATIONS PROFESSIONALS ASSOCIATION SINGAPORE  
AMONG 700 SINGAPORE-LISTED COMPANIES EVALUATED OCTOBER 2017



### ETHICS AND INTEGRITY

1. The Board of Directors and Management are committed to align the Group's governance framework with the recommendations of the revised 2018 Code of Corporate Governance issued by the Monetary Authority of Singapore, the Singapore Governance and Transparency Index, the ASEAN Corporate Governance Scorecard and the SEC's Philippine Code of Corporate Governance for Publicly Listed Companies.
2. A team evaluates and manages Risks, and both Compliance and Risk issues are reported to the Board of Directors.
3. DMPL implements a Securities Dealings Policy, prohibiting certain designated persons within the Group to deal in the



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

4. The Group also 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.

5. Del Monte Foods (DMFI) in the US has a whistleblower hotline, Lighthouse, which may be used in all US locations and foreign subsidiaries. Lighthouse offers web access, international numbers for our foreign locations, multilingual agents and is available 24/7.
6. DMFI aligns with the prescribed Anti-Corruption programme of the US Department of Justice.
7. DMFI periodically performs a third-party risk assessment and evaluates controls and procedures for the Company's highest 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.
8. Del Monte in the US has an Employee Code of Conduct and Supplier Code of Conduct.
9. Del Monte Philippines, Inc (DMPI) has an Interested Person Transactions policy and manual which prescribes the review and 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.

10. DMPI 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, and such information is updated annually.
11. DMPI has a stringent policy against fraud and corruption. Supplementing the Code of Business Ethics are the Employee Code of Conduct and Supplier Code of Conduct which help employees and

suppliers navigate several decisions and transactions they make and enter into every day. Adherence to these codes helps employees and business partners to have sustainable business relationships.

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



# STRENGTHENING GOVERNANCE

## DATA PROTECTION AND CYBERSECURITY



Information Technology Planning with Cesar R Canlas, IT Head

1. DMPL also strengthens governance through data protection, privacy and cybersecurity. The Group has adopted a Data Privacy Manual and organisational, physical and technological measures to ensure the protection of personal data. Additionally, the Group conducts continuous training to build its employees' competency in the area of personal data privacy.
2. Recognising that IT assets are vital to support tactical business functions, the Group is currently in the process of revising its existing Information Security Policy to ensure that effective protection of information is communicated in a clear and consistent manner.
3. 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 more complex.
4. DMFI takes data security and privacy very seriously and employs workstation encryption,

blocks non-encrypted USB devices and utilises multi-factor authentication on most applications.

5. To ensure data protection in an unsecured environment, more features have been added to our endpoint protection, such as Endpoint Detection and Response. The cybersecurity programme is also being aligned with ISO27001:2013.
6. DMFI programmes its firewall content protection to enhance the endpoint protection capabilities and protect users from malicious websites or programmes.
7. 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, as Company data can never be stored on a personal computer. Technical support was also made available to the employees for other network concerns.
8. To sustain the programme, DMPI has rolled out the cybersecurity

awareness and training initiative which was attended mostly by employees from the Philippines. The feedback gathered from the sessions will be used to improve the existing Information Security Policy which will be issued to the entire organisation as soon as the balance work on the programme is completed.

9. The Company made significant progress in the roll-out of Advanced Persistent Threat protection for end point systems, Encryption and Data Loss Protection systems to key end user devices and pilot departments, respectively.
10. DMPI mitigates cybersecurity risks to address the vulnerabilities that were identified during the Vulnerability Assessment and Penetration Testing of key Company websites.
11. The IT team ensures access to DMPI network for employees who work-from-home by regularly checking on internet access, networks, servers and systems. Technical guidelines were also provided to employees regarding syncing of emails via outlook, conducting virtual meetings and accessing the SAP system.
12. Del Monte in the Philippines implements and rolls out policies that are deployed and enforced in Data Loss Prevention. These policies are now at the monitoring, notification and management phases. Regular management, monitoring and periodic maintenance are also being done to the other cybersecurity implementations on network access control, network segmentation, advanced persistent threat protection and encryption.

13. Ongoing audit and assessment, in collaboration with Group Internal Audit through third-party consultants, are conducted to assess the effectiveness of the design and implementation of network segmentation, advanced persistent threat protection and data loss prevention and encryption.

**PRIVACY**

1. DMFI has been holding a bi-annual Privacy Task Force to address privacy concerns and review changes in privacy laws and compliance.
2. We have engaged a third party to audit our systems and mitigate risks relating to data privacy and cyberattacks.
3. An awareness initiative on Data Privacy was also started in the Company, whose head was assigned as the official Data Privacy Officer to the Legal Department.
4. A survey assessed the level of awareness of employees concerning data privacy regulations. Of all the respondents handling private data, 51% are familiar with the general idea of the regulations.



*Directors visiting Modesto Plant in California with management*



*Internal Audit Team with Gil R S Veloso, Internal Audit Head*



# SUSTAINING GROWTH



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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

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## IN THIS SECTION

1 Our performance | 2 Responsible sourcing practices



# SUSTAINING GROWTH

The economic impact of Del Monte Pacific Ltd (DMPL) Group extends beyond our 5,800 plus regular employees. In addition, there are about 23,500 employees of service providers who work in all 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 US retail market. DMFI contracts with close to 800 farmers across US and Mexico which supply about 806,000 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 US.

Our relationships with farmers extend 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 US.


Our pineapple plantations in southern Philippines encompass one city and 12 municipalities in Bukidnon and one city and six municipalities in Misamis Oriental, Mindanao. An estimated 20,000 families or approximately 100,000 individuals directly or indirectly depend on the Company in the Philippines.

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


2020	VEGETABLES	TOMATOES	FRUIT (US)	FRUIT (MEXICO)
<b>Tons</b>	282,675	282,000	191,212	50,692
<b>Growers</b>	125	22	424	202

## 97%


**OF DEL MONTE PRODUCTS ARE PRESERVATIVES-FREE**



**100%**  
tomatoes are from the US



**70%**  
fruits are from the US with supply also from Mexico, Philippines, China, Thailand & Chile

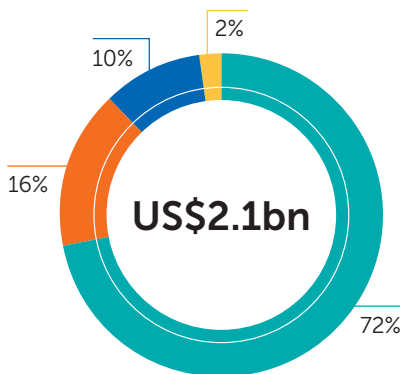


**99+%**  
vegetables are from the US

Del Monte is the **first consumer-facing manufacturer** to work with the USDA for non-GMO certification for corn products

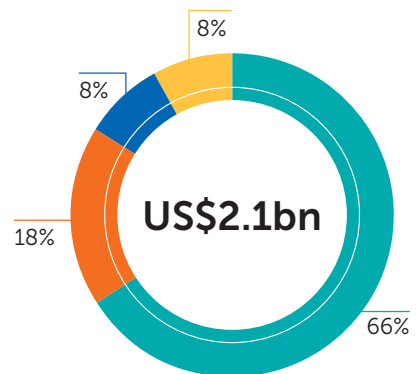
## OUR PERFORMANCE

DMPL FY2020 Sales (By Geography)



- Americas
- Philippines
- Asia ex-Philippines
- Europe

DMPL FY2020 Sales (By Product)



- Packaged Fruit and Vegetable
- Culinary
- Fresh Fruit and Others
- Beverage

# SUSTAINING GROWTH



Contadina, one of Del Monte's heritage brands

1. The Group's revenues were favourably impacted by the coronavirus pandemic. DMPL's retail business in the US 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.
2. 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.



Veggieful Bites, one of Del Monte's new products

3. The Group generated a turnover of US\$2.1 billion in FY2020, 9% higher than prior year.

Gross margin improved by 100 basis points to 21.2% due to better volume and sales mix.

4. DMPL reported a lower EBITDA of US\$142.2 million and a net loss of US\$81.4 million due to one-off expenses totaling US\$113.6 million, primarily resulting from US\$59.9 million from the plant closures/sale in the US in the second quarter of FY2020, which were mostly non-cash expenses, and US\$47.1 million dividend tax.
5. Without one-off expenses totaling US\$113.6 million, the Group generated an EBITDA of US\$225.7 million and a net profit of US\$32.2 million, significantly higher by 45% and 104%, respectively.
6. DMFI maintained its leading market share position for the full year in canned vegetable and fruit. Business fundamentals remain on solid ground with strong shelving, new innovation and sustained marketing investments.
7. DMFI closed/sold four plants in the US in FY2020 for more efficient and lower cost operations. The asset-light



Del Monte's Fruit Crunch Parfait

strategy is expected to achieve 95% capacity utilisation for vegetable in the current pack season, up from 50%.

Execution of this strategy and other cost saving initiatives are expected to improve operating income by an estimated US\$50 to 60 million over 24 months from November 2019.

8. The Group successfully completed the refinancing of DMFI which raised new financing of US\$1.3 billion consisting of a US\$500 million five-year bond issue, a new three-year Asset-Based Loan of US\$450 million and equity contribution of US\$378 million from DMPL, thereby recapitalising DMFI's balance sheet. DMPL invested US\$150 million in new equity

## STRONG MARKET POSITION IN KEY CATEGORIES IN THE USA

Products	Market Share	Market Position	Brands
Canned Vegetable	29.8%	#1	Del Monte Quality
Canned Fruit	25.3%	#1	Del Monte Quality
Fruit Cup Snacks	26.0%	#2	Del Monte Quality
Canned Tomato*	7.5%*	#2	Del Monte Quality, S&W, Contadina

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









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

Source: Nielsen Scantrack dollar share, Total xAOC, 12M ending 2 May 2020

and converted US\$228 million of Second Lien Repurchase Loans into common equity in DMFI.

9. 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.
10. The Group will strengthen its product offerings and enter new categories. It will focus on business segments which are on trend and innovate in pursuit of health and wellness to address consumer needs.
11. Del Monte Pacific will grow its branded business while reducing non-strategic business segments. It will build its distribution in emerging channels and continue to leverage fast-growing e-commerce opportunities especially amidst the lockdown.
12. The Group completed the private equity investment of a 12% stake in Del Monte Philippines, Inc (DMPI) for US\$120 million, the proceeds

**MARKET LEADER IN VARIOUS CATEGORIES IN THE PHILIPPINES**

Products	Market Share	Market Position	Brands
Packaged Pineapple	86.7%	#1	
Canned Mixed Fruit <sup>1</sup>	71.4%	#1	 
RTD Juices ex-SUP <sup>2</sup>	44.0%	#1	
Tomato Sauce	84.3%	#1	
Spaghetti Sauce <sup>3</sup>	38.7%	#1	  

1 Combined share for Del Monte and Today's brands  
 2 SUP is Stand Up Pouch or what is locally referred to as "doy pack"  
 3 Combined share for Del Monte, Today's and Contadina brands  
 Source: Nielsen Retail Index, 12M to April 2020

of which were used for repayment of DMPL's bank loans. This is highly commendable amidst a stressed and declining capital market with the PSE index down around 25% from the peak of 2019.

13. DMPI leads in market share position in major categories it competes in.



*Del Monte Quick 'N Easy products makes cooking easy for the busy body*



*Del Monte products available online in the Philippines*



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

# SUSTAINING GROWTH



*Demand Planning Team with Cheryll Anne V Valino, Senior Manager*



*Finance Team with Parag Sachdeva, Chief Financial Officer*

## RESPONSIBLE SOURCING PRACTICES



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

The Group acknowledges the importance of building a strong partnership and healthy relationship with its suppliers. DMPL conducts business with its customers on the basis of integrity, mutual interest and fairness. The Group prohibits the practice of forced and child labour.

1. The Company performs periodic audits of contract manufacturers and direct suppliers. Some independent and unannounced audits check quality assurance and compliance.

2. It is our policy to seek opportunities to buy from suppliers where quality, price and delivery of service are competitive.
3. In the US, DMFI has a Supplier Code of Conduct that applies to any entity providing goods or services, including suppliers and subcontractors.
  - a. The objective is for suppliers to practice and uphold ethical business standards.

- b. Del Monte's Supplier Diversity Programme enables small and diverse businesses to be considered fairly as subcontractors and suppliers.



*Sample cans for testing*

4. DMPI has a Code of Business Conduct which 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. In selecting suppliers, Del Monte in the Philippines uses its Supplier Quality Management Programme which assesses the quality and delivery performance, feedback, continuous improvement programme for all material suppliers and toll manufacturers.

6. The objective of the programme is to align DMPI's quality parameters with that of suppliers, provide suppliers with performance scorecards, classify suppliers into certified, preferred, approved and conditional suppliers, and align suppliers with DMPI's goals that will support growth in the next five years. The programme helps determine allocation of the Company's requirements to suppliers.

7. The suppliers are rated based on quality performance, delivery performance and competitiveness.

\* For more information on Operations regarding our pandemic response, please refer to page 70 of our FY2020 Annual Report.



*Trucks picking up products at our facility in Mindanao, Philippines*



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



*Growers of Good campaign promoting Del Monte as nurturing the Earth to grow a healthier tomorrow*

# SUSTAINABILITY FRAMEWORK



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

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## IN THIS SECTION

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

# SUSTAINABILITY FRAMEWORK



Alejandro G Chavarria, Plantation Director, inspecting the pineapple nursery

We believe that conducting business is not just for profit but also for the betterment of people and stewardship of our planet. Sustainability is one of the strategic pillars in our long-range plan as a testament to our commitment to sustain our future through our sustainability goals.

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 of which implements and manages the programmes, addressing material priorities to achieve the sustainability goals. This brings to life our vision - Nourishing families. Enriching lives. Every day.

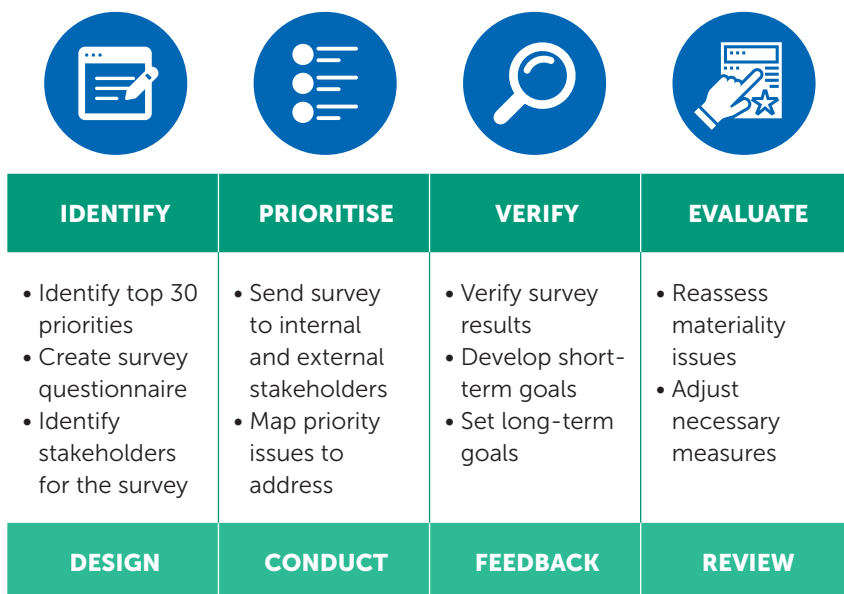
Understanding stakeholder transparency, we strive to ensure that Del Monte adheres to the highest governance standards in doing business. For more information regarding our governance principles, refer to pages 73–95 of our FY2020 Annual Report or visit our website at [www.delmontepacific.com/corporate-governance](http://www.delmontepacific.com/corporate-governance).

## MATERIALITY AND OUR PRIORITIES

We completed an independent materiality assessment process to identify and assess our priorities with respect to products, people, the

environment, governance, business and our stakeholders. We engaged the services of an independent global consultant, a sustainability specialist firm, to ensure the independent process of assessment.

### Materiality Assessment Process



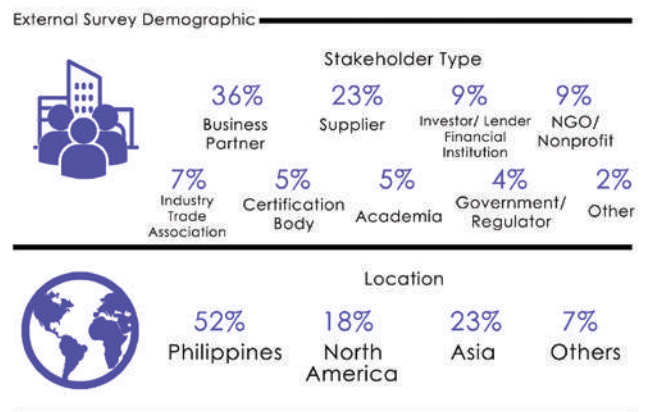
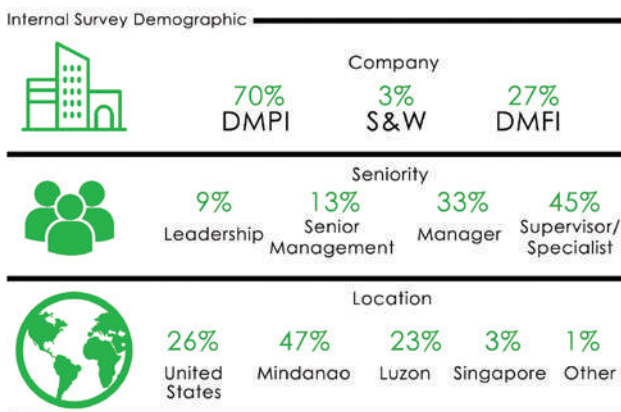
# SUSTAINABILITY FRAMEWORK

Our materiality assessment had the following objectives:

1. Identify the sustainability priorities, drawing on our knowledge of our 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.



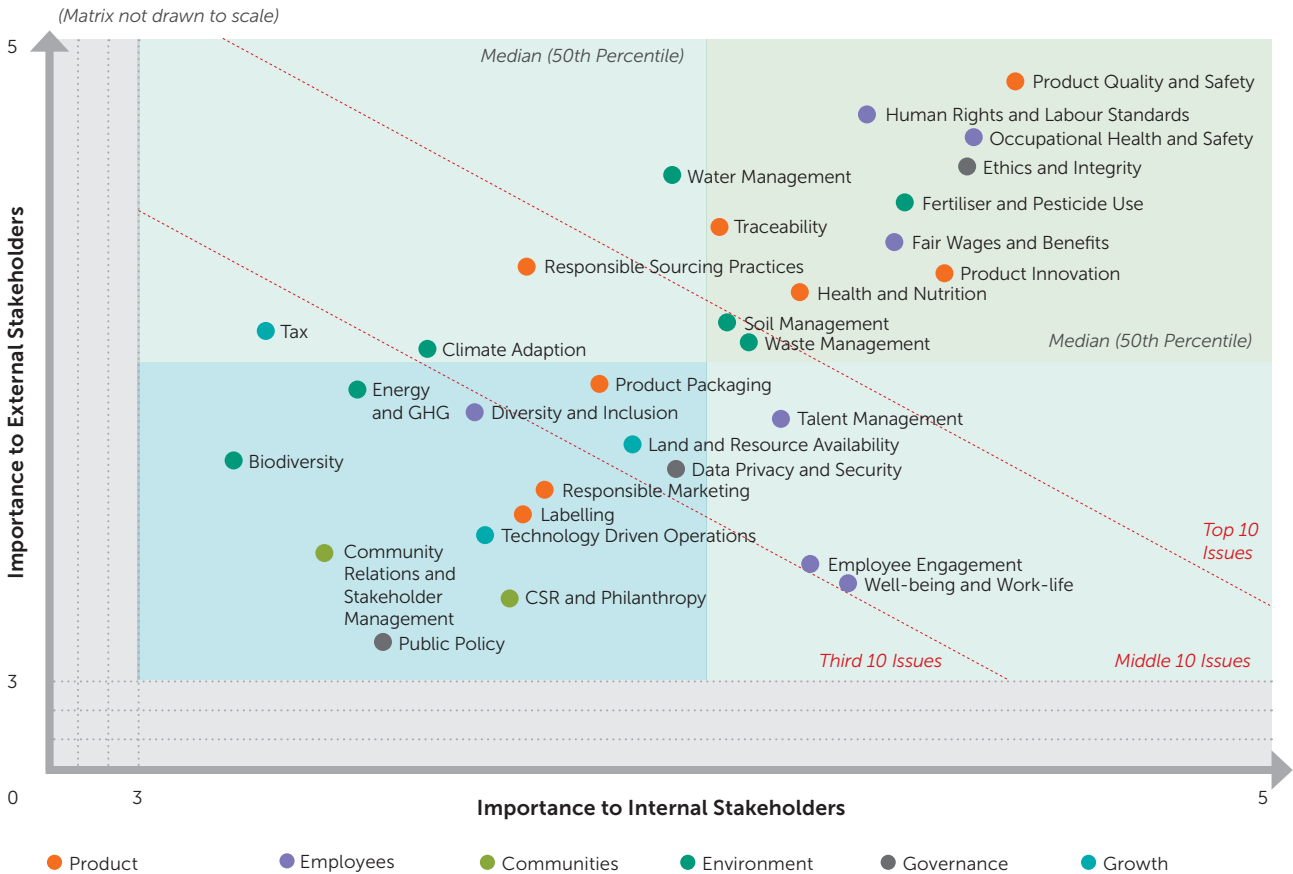
3. Conduct a survey with internal stakeholders, i.e. employees, regarding the business impact of sustainability issues, which includes the scope and breadth of the issue, possible risk and magnitude of its impact, current regulatory and statutory regulations, and concerns from consumers, customers, communities and the government.
4. Send a similar survey to key external stakeholders including business partners, customers, suppliers, lenders, government, industry and trade associations, certification bodies, non-government organisations, academe, and investors to determine the issues they would like Del Monte to address.





5. Map the issues for the Group to prioritise and address the most important issues.

**Materiality Matrix: DMPL**



Our material priorities based on the independent assessment 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 & Labour Standards	Comply with human rights & labour laws
5	Fertiliser & Pesticide Use	Manage usage of fertilisers & chemicals
6	Product Innovation	Invest in innovation to sustain growth
7	Water Management	Manage usage of water
8	Fair Wages & Benefits	Comply with labour standards on wages & benefits
9	Health & Nutrition	Promote health, wellness & nutrition
10	Traceability	Ensure product safety, security & ascertain origin

● Product ● Employees ● Communities ● Environment ● Governance ● Growth

# SUSTAINABILITY FRAMEWORK

Aside from these priorities, we also included in our report some emerging issues – soil management, talent management and data protection, privacy and cybersecurity. Moreover, the Group provided a section in this report on climate change adaptation, energy efficiency, plant breeding, corporate social responsibility and philanthropy as these are essential to our operations. In addition, we highlighted our response to the coronavirus pandemic.

## STAKEHOLDER INCLUSIVENESS

Our sustainability journey begins with our stakeholders. We nurture meaningful relationships with our stakeholders to provide a better understanding of the Group’s operations, strengthen collaboration and engagement,

improve communication and transparency, and identify and resolve stakeholder concerns.

The following outlines our key stakeholders and the manner in which we engage them and how they impact our operations. These stakeholder groups were identified according to their level of influence, interest and impact to the organisation.

The Group needs to engage to be more transparent, to respond directly to stakeholder concerns, to identify potential risks and improve performance.

## REPORTING STANDARDS

We follow best practices and international guidelines in reporting our sustainability performance. The

Group uses the Global Reporting Initiative (GRI) Sustainability Reporting guidelines as reference.

The Group has integrated the sustainability strategies and embedded them in the long-range plan. Our Quality Policy, Code of Conduct, Code of Business Ethics and Sustainability and Environmental Policies enable us to comply with 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. For example, Del Monte in the United States is affiliated with the Stewardship Index for Specialty Crops, the US Environmental Protection Agency’s Pesticide Environmental Stewardship

## How We Engage Our Stakeholders



## Our goal is to promote social responsibility, environmental stewardship and sustainable growth



### RISK MANAGEMENT AND COMPLIANCE

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



### REPUTATION WITH STAKEHOLDERS

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



### BUSINESS PERFORMANCE

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



### BRAND EQUITY

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

Programme, Food Waste Reduction Alliance and Sustainable Packaging Coalition. Both US and Philippine companies are members of the Supplier Ethical Data Exchange.

We focus on building the long-term resiliency of our business as we deepen our understanding of the global business environment while remaining mindful of the impact of our activities on the future of our planet.

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

### SCOPE AND INCLUSIVE PERIOD

Fully acknowledging our responsibility towards the future, the corporate sustainability team leads our efforts to increase sustainability advocacy among our stakeholders. Key leaders have been oriented on sustainability.

Each business unit has identified its material sustainability issues by location which may differ from the Group's material issues given the business model employed by the business units. As an example, our company in the Philippines does the cultivation, planting and harvesting of pineapples, while our US subsidiary uses contract growers to source its fruits, tomatoes and vegetables.

This Sustainability Report covers our financial year FY2020, from May 2019 to April 2020. We have excluded our Indian joint venture business from this report since its contribution to the total business is not material. Any US locations closed during FY2020 were removed from our data.



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

# GRI INDEX

GENERAL DISCLOSURES		REPORT SECTION/LINK
<b>Organisational Profile</b>		
102-1	Name of the organisation	Corporate Profile, Inside Front Cover Del Monte Pacific Limited
102-2	Activities, brands, products, services	Corporate Profile, Inside Front Cover Annual Report, Brands and Brand Ownership, page 8 <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, Brands and Brand Ownership, page 8 <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, Brands and Brand Ownership, page 8 <a href="https://www.delmontepacific.com/investors/results-and-reports">https://www.delmontepacific.com/investors/results-and-reports</a>
102-7	Scale of the organisation	Nurturing Employees, page 30 Annual Report, Brands and Brand Ownership, page 8 <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 – 30 5,800 regular full-time employees Sustaining Growth, page 71 23,500 service provider employees
102-9	Supply Chain	Corporate Profile, Inside Front Cover Sustaining Growth, Responsible Sourcing Practices, pages 74 - 75
102-10	Significant changes to the organisation and its supply chain	Sustainability Framework, Scope and Inclusive Period, page 81
102-11	Precautionary principle or approach	Strengthening Governance, Ethics and Integrity, pages 66 – 67
102-12	External initiatives	Nourishing Consumers, Product Quality and Safety, pages 19 – 20 Del Monte Pacific Limited Human Rights Policy, pages 38 – 39 Preserving Nature, Waste Management, pages 58 – 59 Preserving Nature, Biodiversity and the Environment, pages 59 – 61 Reforestation: Recover our Forest Cover, pages 62 – 63
102-13	Membership of associations	Sustainability Framework, Reporting Standards, pages 80 – 81 Nourishing Consumers, Product Quality and Safety, pages 19 – 20 Del Monte Pacific Limited Human Rights Policy, pages 38 – 39 Developing Communities, Community Health and Wellness, page 42 Developing Communities, Livelihood Programmes, page 43 Preserving Nature, Waste Management, pages 58 – 59 Preserving Nature, Biodiversity and the Environment, pages 59 – 61
<b>Strategy</b>		
102-14	Statement from senior decision-maker	Letter to Our Stakeholders, pages 4 – 5

GENERAL DISCLOSURES		REPORT SECTION/LINK
<b>Ethics and Integrity</b>		
102-15	Key Impacts, Risks and Opportunities	Sustainability Framework, Materiality and Our Priorities, pages 77 – 80 Annual Report, Operations and Financial Review, pages 42 – 48 Annual Report, Business Outlook, 58 – 59 <a href="https://www.delmontepacific.com/investors/results-and-reports">https://www.delmontepacific.com/investors/results-and-reports</a>
102-16	Values, principles, standards and norms of behaviour	Strengthening Governance, Ethics and Integrity, pages 66 – 67
102-17	Mechanisms for advice and concerns about ethics	Strengthening Governance, Ethics and Integrity, pages 66 – 67
<b>Governance</b>		
102-18	Governance structure	Annual Report, Corporate Governance, Board Matters, Principle 1, pages 73 – 76 <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 22 <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 77 – 82 <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, page 77 and Principle 3, page 79 <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 80 – 81 <a href="https://www.delmontepacific.com/investors/results-and-reports">https://www.delmontepacific.com/investors/results-and-reports</a>
102-25	Conflicts of interest	Annual Report, Corporate Governance, Remuneration Matters, Principle 8, pages 85 – 86 <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 73 – 74 <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 87 – 92 <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 88 – 92 Annual Report, Risk Management, pages 60 – 65 <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 88 – 92 <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, pages 83 – 84 <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 83 – 86 <a href="https://www.delmontepacific.com/investors/results-and-reports">https://www.delmontepacific.com/investors/results-and-reports</a>

# GRI INDEX

GENERAL DISCLOSURES		REPORT SECTION/LINK
<b>Stakeholder Engagement</b>		
102-40	A list of stakeholder groups engaged by the organisation	Sustainability Framework, Materiality and Our Priorities, pages 77 – 80 Sustainability Framework, Stakeholder Inclusiveness, page 80
102-42	Identifying and selecting stakeholders	Sustainability Framework, Materiality and Our Priorities, pages 77 – 80
102-43	Approach to stakeholder engagement	Sustainability Framework, Stakeholder Inclusiveness, page 80
102-44	Key topics and concerns raised	Sustainability Framework, Materiality and Our Priorities, pages 77 – 80
102-45	List of all entities included in the organisation's financial statements or equivalent	Corporate Profile, Inside Front Cover Annual Report, Operations and Financial Review, pages 42 – 48 <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 81
102-47	List of material topics	Sustainability Framework, Materiality and Our Priorities, pages 77 – 80
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, page 81 Annual Report, Five-Year Summary, footnote 1, page 10 <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, 23 August 2019
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 80 – 81 GRI as Reference
102-55	GRI content index	GRI Standards Content Index, pages 82 – 87
102-56	External assurance	None

GENERAL DISCLOSURES		REPORT SECTION/LINK
<b>Management Approach for Material ESG Topics</b>		
103-1	Nourishing Consumers	Nourishing Consumers, pages 18 – 27
103-2	Product Quality and Safety	
103-3	Innovation Health and Nutrition Traceability Product Packaging	
103-1	Nurturing Employees	Nurturing Employees, pages 28 – 37
103-2	Occupational Health and Safety	
103-3	Human Rights and Labour Standards Fair Wages and Benefits Employee Engagement Well-being and Work-life Integration Talent Management	
103-1	Developing Communities	Developing Communities, pages 40 – 47
103-2	Community Health and Wellness	
103-3	Livelihood Programmes Education, Scholarships and Youth Development Donations	
103-1	Preserving Nature	Preserving Nature, pages 50 – 61
103-2	Fertiliser and Pesticide Use	
103-3	Water Management Soil Management Climate Change Adaptation and Energy Efficiency Waste Management Biodiversity and the Environment	
103-1	Strengthening Governance	Strengthening Governance, pages 64 – 69
103-2	Ethics and Integrity	Annual Report, Corporate Governance, Board Matters, Principle 1, pages 73 – 76
103-3	Data Protection and Cybersecurity Privacy	<a href="https://www.delmontepacific.com/investors/results-and-reports">https://www.delmontepacific.com/investors/results-and-reports</a>
103-1	Sustaining Growth	Sustaining Growth, pages 70 – 75
103-2	Our Performance	
103-3	Responsible Sourcing Practices	

# GRI INDEX

GENERAL DISCLOSURES		REPORT SECTION/LINK
<b>Economic Performance</b>		
201-1	Direct economic value generated and distributed	Sustaining Growth, page 71
201-2	Financial implications and other risks and opportunities for the organisation's activities due to climate change	Preserving Nature, Water Management, page 54 Preserving Nature, Soil Management, page 55 Preserving Nature, Climate Change Adaptation and Energy Efficiency, pages 56 – 57
<b>Anti-Corruption</b>		
205-2	Communication and training about anti-corruption policies and procedures	Strengthening Governance, Ethics and Integrity, pages 66 – 67
<b>Energy Efficiency</b>		
302-4	Reduction of Energy Consumption	Preserving Nature, Climate Change Adaptation and Energy Efficiency, pages 56 – 57
<b>Water</b>		
303-2	Water sources significantly affected by withdrawal of water	Preserving Nature, Water Management, page 54
303-3	Water recycled and reused	Preserving Nature, Water Management, page 54
<b>Biodiversity</b>		
304-2	Significant impacts of activities, products, and services on biodiversity	Preserving Nature, Biodiversity and the Environment, pages 59 – 61
<b>Emissions</b>		
305-5	Reduction of GHG Emissions	Preserving Nature, Climate Change Adaptation and Energy Efficiency, pages 56 – 57
<b>Employment</b>		
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Nurturing Employees, Fair Wages and Benefits, pages 32 – 34
<b>Occupational Health and Safety</b>		
403-1	Occupational health and safety management system	Nurturing Employees, Occupational Health and Safety, pages 29 – 31
403-2	Types of injury and rates of injury, occupational diseases, lost days and absenteeism, and number of work-related fatalities	Nurturing Employees, Occupational Health and Safety, pages 29 – 31
403-5	Worker training on occupational health and safety	Nurturing Employees, Occupational Health and Safety, pages 29 – 31
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Nurturing Employees, Occupational Health and Safety, pages 29 – 31 Annual Report, Our Pandemic Response, page 71 <a href="https://www.delmontepacific.com/investors/results-and-reports">https://www.delmontepacific.com/investors/results-and-reports</a>



GENERAL DISCLOSURES		REPORT SECTION/LINK
<b>Training and Education</b>		
404-1	Average training hours per year per employee	Nurturing Employees, Talent Management, page 35 – 37
404-2	Programmes for upgrading employee skills and transition assistance programmes	Nurturing Employees, Talent Management, pages 35 – 37
<b>Diversity and Equal Opportunity</b>		
405-1	Diversity of governance bodies and employees	Nurturing Employees, page 30 Nurturing Employees, Human Rights and Labour Standards, pages 31 – 32
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Nurturing Employees, Human Rights and Labour Standards, pages 31 – 32
<b>Local Communities</b>		
413-1	Percentage of operations with implemented local community engagement, impact assessments, and development programmes	Nurturing Employees, Employee Engagement, pages 34 – 35 Developing Communities, Community Health and Wellness, page 42 Developing Communities, Livelihood Programmes, page 43 Developing Communities, Education, Scholarships and Youth Development, pages 44 – 45 Developing Communities, Donations, pages 46 – 47 Annual Report, Our Pandemic Response, page 72 <a href="https://www.delmontepacific.com/investors/results-and-reports">https://www.delmontepacific.com/investors/results-and-reports</a>
<b>Customer Health and Safety</b>		
416-1	Assessment of the health and safety impacts of product and service categories	Nourishing Consumers, Product Quality and Safety, pages 19 – 20 Nourishing Consumers, Health and Nutrition, pages 23 – 24 Nourishing Consumers, Traceability, page 25 Nourishing Consumers, Product Packaging, pages 26 –27
<b>Product and Service Labeling</b>		
417-1	Requirements for product and service information and labeling	Nourishing Consumers, Product Quality and Safety, pages 19 – 20 Nourishing Consumers, Health and Nutrition, pages 23 – 24 Nourishing Consumers, Traceability, page 25 Nourishing Consumers, Product Packaging, pages 26 –27

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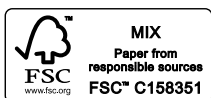
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# CORPORATE INFORMATION

## 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 Operations Officer and  
Chief Financial 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*

## DEL MONTE PHILIPPINES, INC

Mr Joselito D Campos, Jr  
*President and CEO*

Mr Luis F Alejandro  
*General Manager and COO*

Mr Parag Sachdeva  
*Chief Financial Officer*

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

Mr Philip G Macahilig  
*Group Head, 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 Gerard Paul G Bautista  
*Group Head, Corporate Human Resources*

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

Mr Cesar R Canlas  
*Group Head, Information Technology*

## S&W FINE FOODS INTERNATIONAL LTD

Ms Tan Chooi Khim  
*General Manager*

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

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

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

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

Mr Sumarleki Amjah  
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Ms Warunee Karnasuta  
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and Africa (Packaged)*

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

Ms Holiday Jeanne Gono  
*Senior Manager, Category and Channel  
Marketing*

## SUSTAINABILITY REPORT TEAM

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*Chief Corporate Officer*

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*Senior Manager, Corporate Sustainability*

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*Senior Manager, Investor Relations*

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*Specialist, Corporate Communications*

Ms Ma Irma E Rivera  
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## 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

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