



PORT INTERNATIONAL

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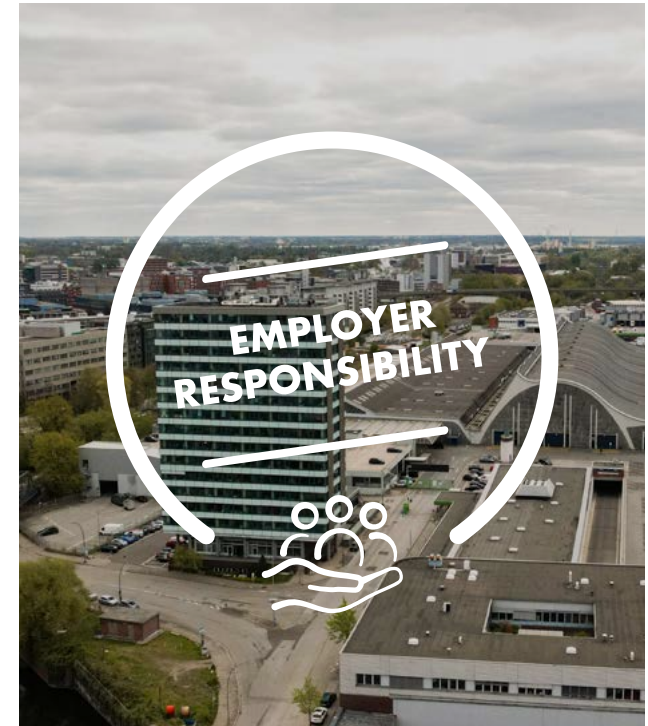


SUSTAINABILITY

As „Partner for Generations“, we at Port International share the conviction that successful business operations must always ensure a livable world for future generations. Sustainable corporate governance is of essential importance for this purpose.

In addition to the considerate use of our resources and environmental protection, this also means taking social responsibility towards our stakeholders and managing our company responsibly. Therefore, our sustainability concept is built on the

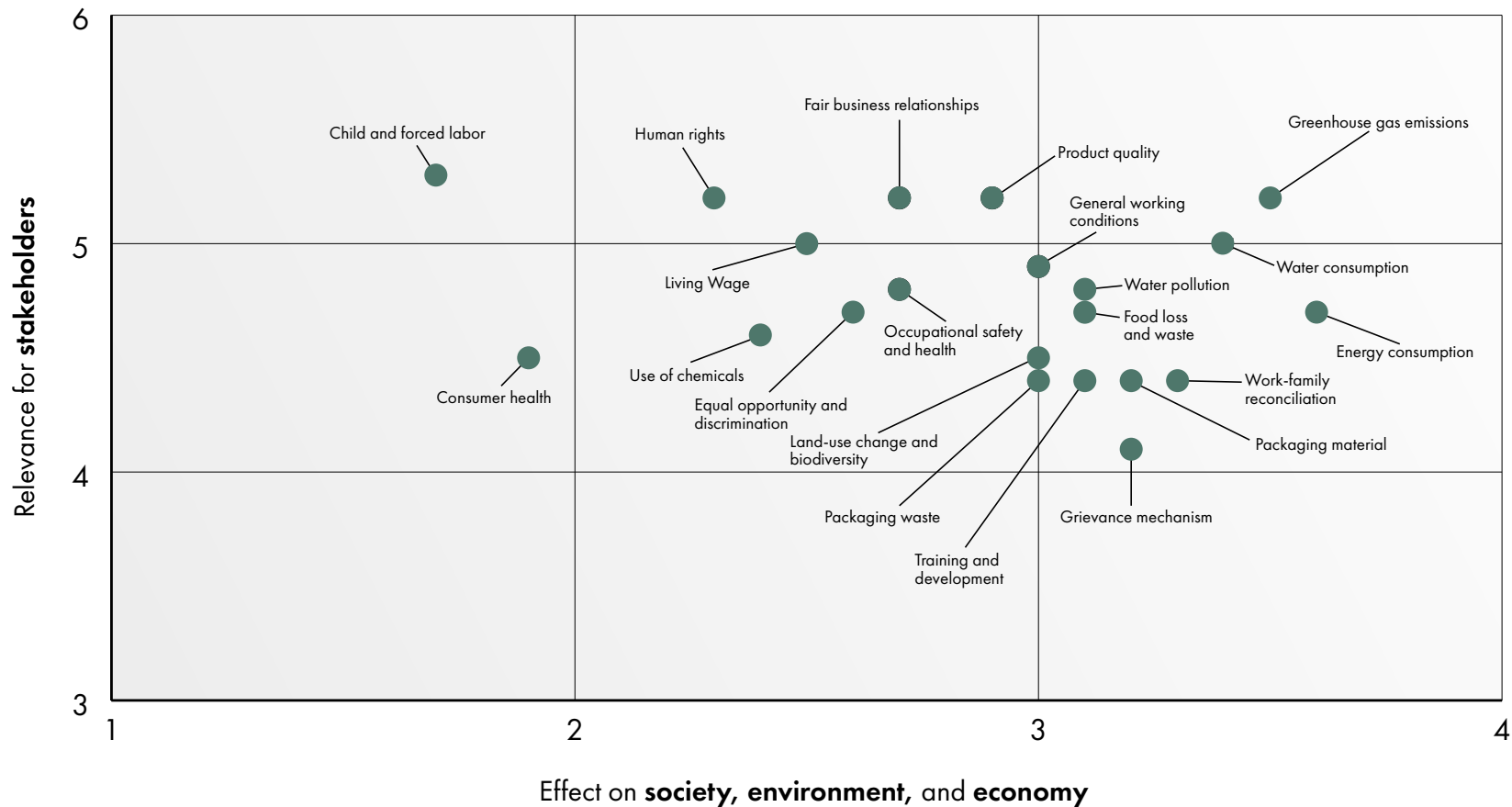
three pillars of Environmental Protection, Social Responsibility, and Employer Responsibility.



MATERIALITY ANALYSIS

In 2023, we conducted our first dual materiality analysis to identify the most relevant sustainability issues along our supply chain and compare them with our previous efforts. The results of our analysis have confirmed our current focus and

provide a solid foundation upon which we will continue to build our corporate and sustainability strategy. Details regarding the methodology are included in the appendix.



OUR MEMBERSHIPS

By joining several international initiatives we have made the conscious decision to commit to specific goals and actions.

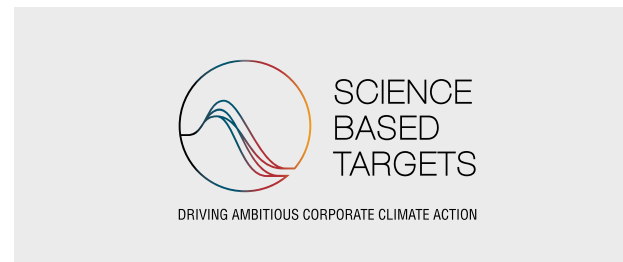
Sustainable Initiative Fruit and Vegetables

In January 2022, we joined the [Sustainable Initiative Fruit and Vegetables \(SIFAV\)](#). It represents a coalition coordinated by the IDH Foundation, comprising more than 40 stakeholders in the fruit and vegetable sector, advocating for enhanced economic, ecological, and social sustainability throughout the entire supply chain. The core objectives of the SIFAV 2025 strategy, which focuses on the three pillars Environment, Social, and Due Diligence, include reduction of the ecological footprint, improvement of working conditions and fair wages, as well as the enhancement of transparency and reporting.



Science Based Targets Initiative

Port International has been a carbon-neutral company since 2017. Our annual carbon balance not only accounts for the direct and indirect emissions generated as an office-based company (scope 1 and 2) but, for the first time in 2021/22, also includes indirect emissions from the upstream and downstream processes of our supply chain (scope 3). By joining the [Science Based Targets Initiative](#) in early 2021, we officially committed to reducing our scope 1 and 2 emissions by 50 % by 2030 and continuously decreasing our scope 3 emissions. By doing so, we are pursuing the science-based target of limiting global warming to 1.5 °C and implementing specific reduction measures.



Waste & Resources Action Programme

In 2023, we joined a joint action programme for sustainable water management in Southern Spain, which is supported by SIFAV and led by the English NGO [Waste & Resources Action Programme \(WRAP\)](#). Alongside our producers and other companies in the food and beverage industry, we are implementing measures to conserve and protect water resources.



ENVIRONMENTAL PROTECTION

With ambitious **climate** and **conservation** goals, we are committed to a sustainable contribution to a **healthier** planet. In addition to **calculating**, reducing, and offsetting our greenhouse gas emissions, we actively advocate for the **protection** of nature, **biodiversity**, and natural resources.



“ Only by keeping the ecological balance intact can we sustain the health of our planet in the long run.

Carola Löh, Port International Sustainability



GREENHOUSE GAS EMISSIONS

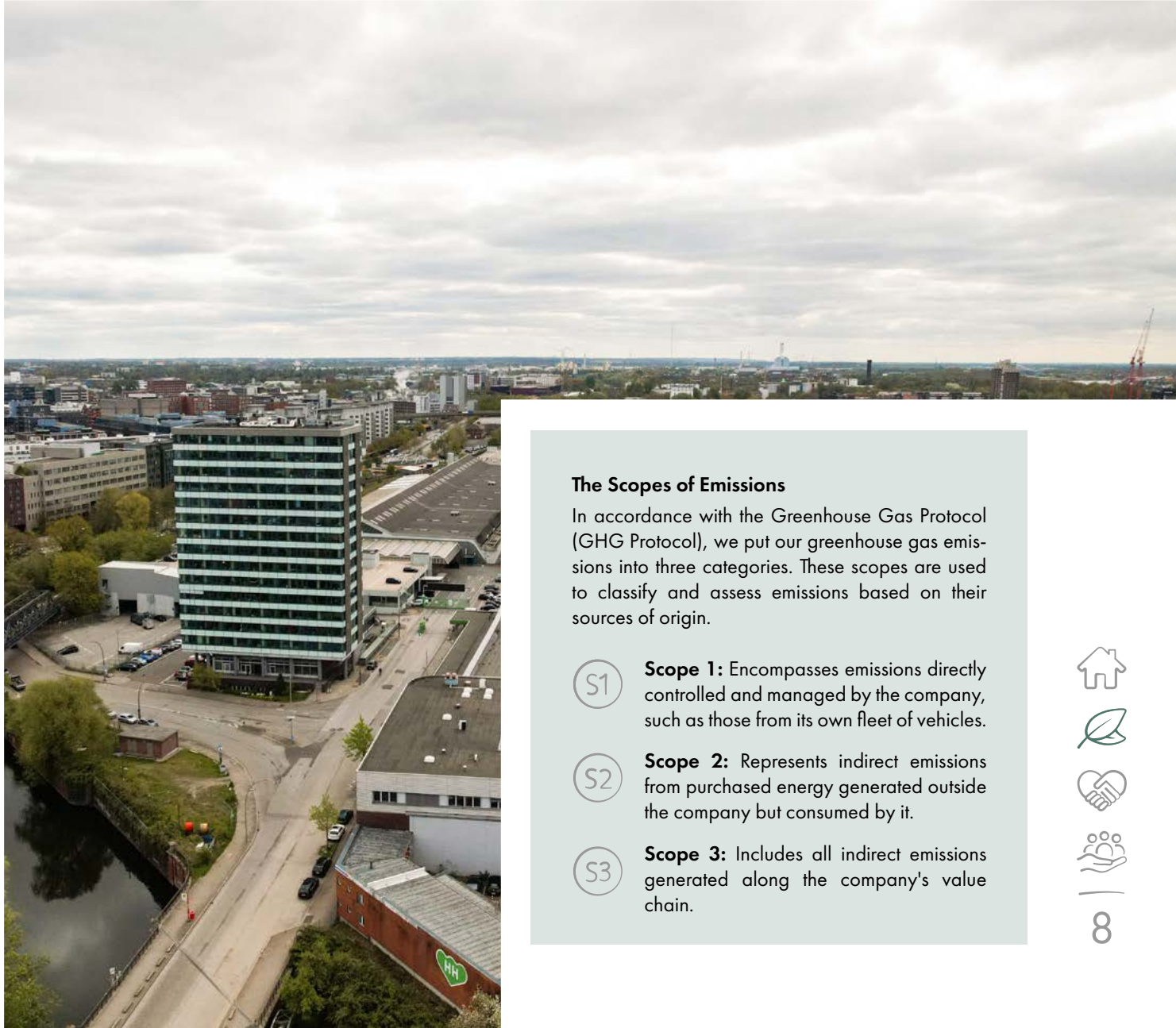
As a crucial element of ecologically sustainable practices, the reduction of our greenhouse gas emissions is of essential importance to us. Since the Paris UN Climate Agreement in 2015, it is beyond question that the progression of climate change can only be prevented if politics, business, and society fundamentally reconsider and reduce the emission of greenhouse gases. We, too, contribute our share to this effort by meticulously tracking the greenhouse gas emissions we generate and striving to reduce them as much as possible through various measures. The remaining emissions are offset through certified climate protection projects.





GREENHOUSE GAS EMISSIONS OF OUR COMPANY

Climate protection starts right at our own doorstep. Therefore, we have been tracking our company's own greenhouse gas emissions since 2015 and offset them through climate protection projects certified under the Gold Standard since 2017. In our annual CO₂ balance, we not only record scope 1 and 2 emissions from electricity, heat, cold, and our fleet but also scope 3 emissions from purchased office materials and electronic devices, catering, business travel, and the commuting of our employees. The fiscal year 2021/22 was the first time we captured all of our emissions from scope 1, 2, and 3. Based on the analysis of our emission sources, we set ambitious goals and implement a variety of targeted measures for CO₂ reduction.



The Scopes of Emissions

In accordance with the Greenhouse Gas Protocol (GHG Protocol), we put our greenhouse gas emissions into three categories. These scopes are used to classify and assess emissions based on their sources of origin.

- S1** **Scope 1:** Encompasses emissions directly controlled and managed by the company, such as those from its own fleet of vehicles.
- S2** **Scope 2:** Represents indirect emissions from purchased energy generated outside the company but consumed by it.
- S3** **Scope 3:** Includes all indirect emissions generated along the company's value chain.



OUR GOALS AND MEASURES

In 2021, we joined the Science Based Targets Initiative to limit global temperature rise to 1.5 °C.

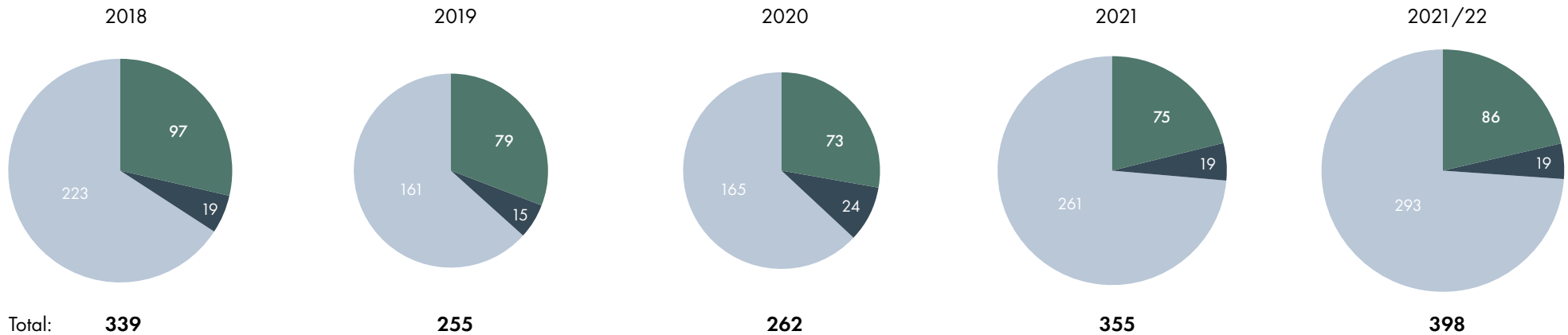
With this commitment, we pledged to reduce our scope 1 and 2 emissions by 50 % by 2030 compared to 2018.

**Our goal:
50 % reduction of our scope 1
and 2 emissions by 2030**

Additionally, we aim to significantly reduce our Scope 3 emissions as well.

The company emissions in scopes 1 and 2 were reduced by 9 % from 2018 to 2021/22. We are thus making good progress towards achieving our goal of a 50 % reduction by 2030.

GREENHOUSE GAS EMISSIONS (IN TONS CO₂)



- Scope 1
- Scope 2
- Scope 3 (excluding purchased goods and services)

Our carbon footprint: greenhouse gas emissions in tons of CO₂-eq per scope



However, scope 3 emissions have increased since 2021. This is primarily attributed to increased travel activity following the end of the COVID-19 pandemic and heightened employee mobility due to company growth. We will therefore also focus on the CO₂ intensity (emissions per kg of product category).

To reduce our emissions at the company level, we have developed a mobility strategy and implemented various measures in recent years.



Port Mobility Strategy

- Gradual replacement of combustion engines with electric cars
- Provision of bike sharing at the office location in Hamburg
- Bike leasing offer
- Option for remote work
- Offer of subsidizing public transportation tickets
- Principle: Train before car before plane for business trips
- For business flights: Direct flights & economy class
- Employee awareness initiatives, including an annual bike challenge

In addition, we have implemented several measures related to our energy consumption.

Port Energy Strategy

- Gradual transition from conventional to green energy
- Installation of thermostats in offices
- Development of employee awareness on proper ventilation, heating, and cooling

Further measures for CO₂ reduction and employee awareness included:

- Participation in the Veganuary Workplace Challenge (including motivational benefits)
- Transition from PCs to energy-efficient laptops
- Use of towel rolls instead of disposable paper
- Water dispensers instead of delivered bottled water
- Waste separation & water conservation
- More energy-efficient servers & cloud servers
- Reduced paper usage, recycled paper, and double-sided printing
- Digital office (digital signatures, electronic invoices, paperless/digital meetings)
- CO₂ fasting (educating employees on carbon-saving measures)
- Development of employee awareness, e.g. through regular trash cleanup campaigns

More information on implemented measures, can be found [here](#).



GREENHOUSE GAS EMISSIONS OF OUR PRODUCTS

Agriculture contributes to approximately one-third of the global greenhouse gas emissions. A significant portion of these emissions arises from the production of animal-based foods, which makes a shift towards a more plant-based diet urgently necessary. However, even with fruits and vegetables, a climate-friendly orientation in each step of the supply chain is crucial for environmental protection. Therefore, we closely monitor and actively reduce the greenhouse gas emissions of our products.

Since 2019, we have been calculating the product carbon footprint (PCF) for our highest trading volume products (bananas, blueberries, clementines, strawberries). The calculated PCFs cover 55 % of our total traded volumes as of 2022. The footprint calculations are conducted annually with a specially developed tool and the input of primary data. If primary data is unavailable, we resort to selected secondary data. The calculation takes into account CO₂ emissions from production, processing, packaging, transportation, distribution, as well as food losses and waste.

For the remaining products, we currently calculate emissions using secondary data with the aim of conducting the first report to include all upstream and downstream greenhouse gas emissions, including transportation (scope 3), of all our traded products for the period 2021/22.

Based on these figures, we have set goals and implemented targeted reduction measures.



OUR GOALS AND MEASURES

As a member of the Sustainable Initiative Fruit and Vegetables (SIFAV), we are committed to reducing the carbon footprint of our key products by 25 % within five years (2022–2026). This translates to an annual reduction of 6 %. And while we are at it, we decided to address other environmental impacts, too.

Our goal: 25 % reduction of the PCFs of our bananas and blueberries by 2026

We have set this reduction goal for bananas and blueberries, as these products accounted for more than half of our product volumes by weight in 2022. Since 2022, Port International Organics GmbH's

organic Fairtrade bananas from Ecuador and Peru have been certified according to the Climate Neutral Certification (CNG) Standard vs. 1.0 – Sept. 2020. In 2023, we successfully underwent recertification and, for the first time, also certified conventional bananas from Ecuador traded by Port International Bananas GmbH. These bananas are destined for a specific customer and the certification covers all areas from cultivation and packaging to transportation and disposal.

This means that at first, we calculate the CO₂ emissions and strive to reduce them as much as possible throughout the supply chain. In the end, any remaining emissions are offset. Our Climate Neutral Certificate is valid until April 30, 2024.

With this certification, we commit to reducing the carbon footprint of our bananas by 25 % by 2030 compared to 2021, aligning with scientific insights for combating climate change. This target is entirely encompassed by our SIFAV reduction goal of 25 % by 2026. Since the initial certification in 2021, the carbon footprint of our Organic Fairtrade bananas has been reduced by 4 %. Our conventional bananas were first certified in 2023.



Our Reduction Measures

A significant amount of Port International's emissions occurs along the supply chain, prompting us to implement numerous measures to reduce the carbon footprint of our products.

Bananas

We source our bananas from the Dominican Republic, Peru, Ecuador, and Colombia. We consistently collaborate with our banana producers and service providers to reduce CO₂ emissions. Emission sources at the production level and throughout the supply chain are examined annually, and individual reduction strategies are developed. Our producers also initiate their own projects. Here are some of the reduction measures:

Measures for Bananas

- Replacement of diesel generators or grid electricity with photovoltaic systems, e.g. for operating irrigation pumps
- Use of green energy from the grid, e.g. for the storage and ripening of bananas
- Biofuel: Deployment of biofuel in the maritime transport of our overseas containers
- Substitution of plastic with paper



Further details on this topic can be found in our [climate policy](#).

Blueberries

Blueberries are sold year-round, which leads to varying production countries throughout the year. Countries with significant production volumes include Germany, France, Chile, Peru, Poland, and Morocco. The CO₂ emissions per kilogram of blueberries can vary significantly depending on the country of origin, for example due to transport distances. Depending on the initial conditions, we develop individual reduction measures.

CO₂-neutral Products

Since 2019, we have offered selected products from our assortment as carbon-neutral. We calculate their product carbon footprint using primary data, reduce emissions along the supply chain, and offset any remaining greenhouse gas emissions through certified climate protection projects. With BE CLIMATE, we also introduced the first brand for carbon-neutral fruits and vegetables to the European market. In 2022, approximately 12 % of our product volumes, measured by weight, were sold as carbon-neutral.

More information on BE CLIMATE can be found [here](#).



OUR CLIMATE PROTECTION PROJECTS



Drinking Water Project in Malawi

Two billion people in the world have no access to drinking water. Many families have no other option than to boil water over an open fire using the simplest of methods. This results in CO₂ emissions and, depending on the region, the deforestation of increasingly larger areas. By repairing damaged wells and drilling additional boreholes, the project in Malawi ensures that the people regain access to clean drinking water. As a result, less firewood is needed for water purification, and CO₂ emissions are avoided.

[FIND OUT MORE](#)



Wind Energy Project in Chile

This project contributes to meeting Chile's electricity demand by replacing energy from fossil fuels with renewable electricity. The park was commissioned in October 2010 and consists of two wind farms with a total of 57 wind turbines. As wind energy is generated without fossil fuels, its production is considered emission-free. The expansion of renewable energy generation is essential to slow down global warming and secure the world's energy supply in the long term.

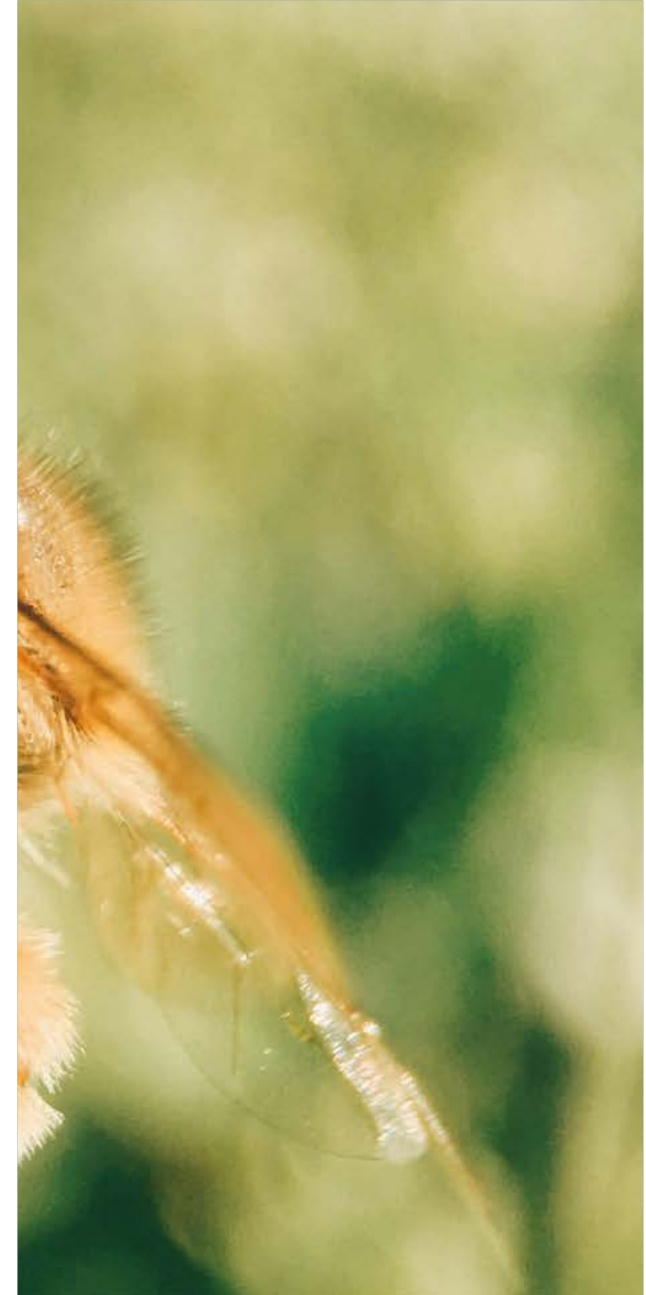
[FIND OUT MORE](#)



BIODIVERSITY



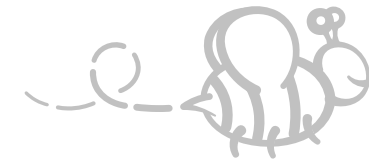
Biodiversity is not only crucial for our company in the fruit and vegetable industry; it also constitutes the foundation for a healthy and sustainable world. For this reason, we are committed to preserving and enhancing biodiversity through various projects, both locally and along our supply chain. As Port International does not have its own cultivation areas or properties, activities for biodiversity are only possible with third parties and partners.





BEE SPONSORSHIP

Since 2018, we have been actively involved in bee protection.



Back then, we took on two bee sponsorships for both honeybees and wild bees. In February 2023, we switched to [HONIGWERK HAMBURG](#).

The uniqueness of this sponsorship lies in its focus on the health and viability of the bees. The bees overwinter on their own honey, eliminating the need for syrup as a substitute. This significantly promotes the natural vitality of the bee colonies, enabling them to start spring healthy and strong which leads to increased pollination efficiency. The promotion of regional biodiversity and agriculture is a result that benefits us all.



TREE PLANTING

For local climate and nature conservation, we took matters into our own hands in 2022 and planted around 600 silver firs and beech trees near Hamburg in collaboration with the Foundation "Unternehmen Wald". During the team event, we not only laid the foundation for a resilient mixed forest, but also increased our knowledge and awareness of the forest.



CLEANUP INITIATIVES

Since 2021, we have been actively participating in cleanup initiatives such as "Hamburg räumt auf" (Hamburg cleans up) or "GreenKayak". Numerous employees have volunteered to collect litter in the streets and on the famous Hamburg Alster. In our office spaces, we also focus on waste reduction and separation, using water dispensers and deposit systems.



BIODIVERSITY IN CULTIVATION

In collaboration with our producers, we also initiate and support [biodiversity measures in cultivation](#). Various projects are currently in the planning phase, and we will soon provide more updates on them.



REDUCTION OF FOOD LOSS



Estimates suggest that approximately one-third of the food globally produced for human consumption is wasted on its way from farm to fork. Food losses and waste can occur at every stage of the supply chain, i.e. anywhere between cultivation, processing, storage, transportation, sale and consumption. These losses and waste result in inefficient food supply and unnecessary greenhouse gas emissions, among other things. The successful reduction of these quantities to a minimum would not only feed more people but also conserve resources and save emissions. With the objective of actively contributing to the urgently needed minimization of food waste, we collaborate with initiatives and partners and develop shared solutions.



The SIFAV calculation method takes into account:



Production



Processing



Packaging



Transportation



Distribution

OUR GOALS AND MEASURES

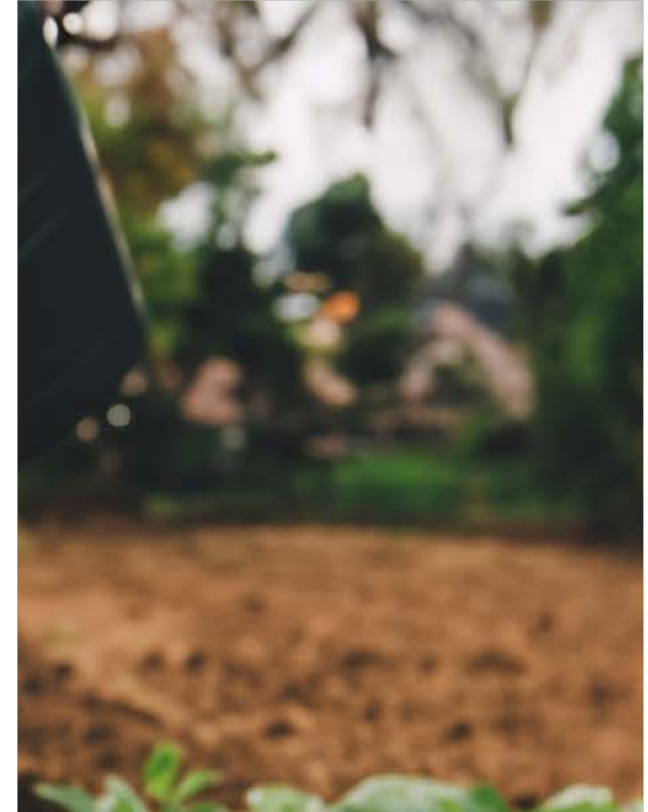
As a SIFAV member, we have made the conscious decision to commit to reducing the share of food loss and waste along the supply chain of our bananas and blueberries by 25 % within five years (2022–2026). This equates to an annual reduction of 6 %. The annual calculation of quantities is performed with a specially developed tool and the input of primary data. Only when primary data cannot be obtained, selected secondary data is used.

In the first SIFAV reporting year of 2022, we successfully calculated and reported the share of food losses and waste along our banana and blueberry supply chains. Our data includes both primary and secondary data. Currently, we are optimizing data collection in our supply chain to conduct even more accurate analyses and reductions in the coming years.

With the calculated baseline values, we will actively pursue our reduction target of 25 % over the next five years. Due to licensing and data protection rights, we are unable to disclose the specific values that have been calculated. However, we are committed to providing annual reports on the percentage reduction we have achieved.



WATER MANAGEMENT



Water is our lifeblood – without it, we cannot live. Yet, the way our society handles this precious resource has led to water scarcity, significantly impacting the balance of our planet. In collaboration with our partners, we are dedicated to promoting resource-efficient practices in our supply chains to alleviate environmental stress and ensure an adequate water supply for future generations.



OUR GOALS AND MEASURES

Implementation of Recognized Standards in High-Risk Regions

Sustainable water resource management is a core focus of the Sustainability Initiative Fruit and Vegetables (SIFAV). As a member, we have committed ourselves to implement by 2026 recognized standards for good water management for at least 70 % of the product volumes from regions with high water risk. Such high water-risk regions are determined by using the [WWF Water Risk Filter](#).

Accepted standards by the SIFAV Basket of Water Standards are:

- Alliance for Water Stewardship (AWS) Standard V2.0
- Bio Suisse
- CAAE Legal and Sustainable Water Use
- Fairtrade Standards Hired Labour
- Fairtrade Standards Small-Scale Producer Organizations
- SAI Platform Farm Sustainability Assessment 2.1
- GlobalG.A.P. + SIZA
- GlobalG.A.P. + FSA
- GlobalG.A.P. + Spring
- Leaf Marque
- Naturland
- GlobalG.A.P. + On the Way to Planet Proof
- Rainforest Alliance (RFA)
- Sustainability Initiative of South Africa (SIZA) Environmental Standard
- Sustainably Grown

Doñana and Murcia

As an additional concrete measure for sustainable water use, Port International joined a collaborative project of the UK Waste and Resources Action Programme (WRAP), supported by SIFAV, in 2023. The project is conducted in the southern Spanish regions of Doñana and Murcia, where water scarcity is a particularly acute issue. Goals include the initiation of joint projects related to biological corridors, climate-adapted crops, the restoration of coastal lagoons, and the development of a water management plan in both watersheds. As a first step, a detailed supply chain mapping is conducted before exploring water footprints and individual measures. We will report on progress on a regular basis.



These standards vary in depth, regional focus, and the emphasis on water-related issues, allowing farmers to choose a standard that suits their capacities and best addresses their specific situation. In 2022, SIFAV's first reporting year, 77 % of our product volumes sourced from high water-risk countries were certified according to one of the standards from the SIFAV Basket of Water Standards. Accordingly, we met the final target of 70 % in the first year already.

Supporting Water Conservation Projects in



SUSTAINABLE PACKAGING



Germany alone generates nearly 19 million tons of packaging waste annually, with a significant portion attributed to food consumption. A paradigm shift is imperative, that much is clear. To contribute to the improvement of the circular economy and reduce our ecological footprint, we are actively working to minimize packaging use where possible and make the packaging we use as sustainable as possible.

While 30 % of our product volumes already go without the final packaging, it is still necessary for other products due to quality, hygiene, and transparency reasons. Finding packaging alternatives that consider the individual quality requirements of the products while being highly recyclable or biodegradable is crucial. Over the past years, we have successfully implemented several such alternatives.



BANANAS

Over the years, the packaging of our bananas has undergone numerous changes. In the 90s, bananas were often wrapped in plastic film (known as Flow-packs). Then, there was a gradual shift towards plastic-reduced banderoles. These were further optimized by using paper instead of plastic banderoles. Today, you'll often find only a single sticker on our bananas, significantly reducing resource consumption. The sticker conveys essential information



such as the origin or certification of the bananas, enabling consumers to make better comparisons. Industrially compostable stickers are currently in the development and trial phase and shall gradually be integrated in our product range.

Changes have also been implemented in the transportation of bananas. Bananas are packed in cardboard boxes and transported on pallets from overseas to our customers. To ensure the stability

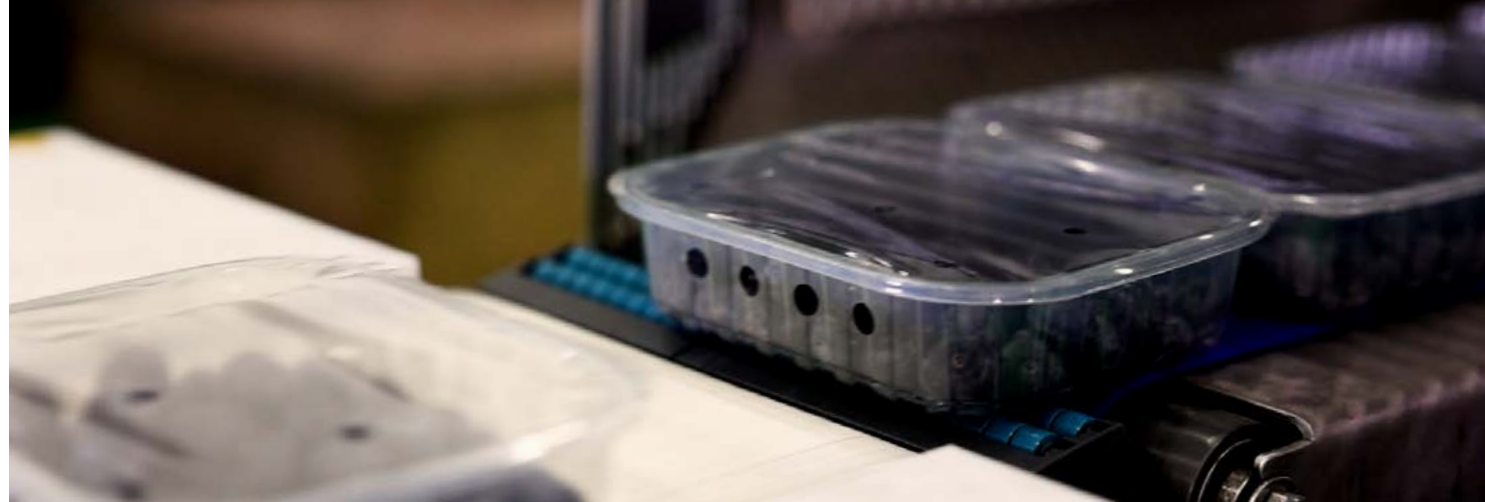
of the pallets and prevent damage, the corners are reinforced with edge protectors. For a long time, these protectors were made from High-Density Polyethylene (HDPE). To reduce plastic usage, we are currently replacing traditional protectors with alternatives made of cardboard. This change saves approximately 7.5 grams of HDPE per kilogramme of bananas. Following this successful transition in banana transportation, we are currently working on introducing this measure to the transportation of other fruits and vegetables.





BERRIES

For our blueberries, strawberries, and raspberries we have implemented a significant change in the final packaging. Wherever possible, the lids of their plastic containers were replaced with a sealing using a plastic coating (Topseal). This has resulted in a 94 % reduction in the amount of plastic used in the lid. Furthermore, over 30 % of these containers are already made from recycled plastic (rPET). We aim to progressively increase this percentage in the coming years.



CITRUS

Our citrus fruits, including clementines, mandarins, oranges, satsumas, and lemons, are typically found in plastic nets on supermarket shelves. Here, too, we aim to minimize the use of plastic and, therefore, increasingly substitute it with cellulose nets made from renewable resources. The percentage of our citrus fruits sold in cellulose nets increased from 24 % in 2021 to 37 % in 2022, resulting in a significant reduction in plastic usage.



ECOLOGICAL FARMING

Preserving our cultivation areas and regenerating the soil is of the highest importance for a functioning ecosystem and the conservation of biodiversity. That's why the production of organic products is a matter close to our hearts. Currently, 28 % of our product volumes are organic, with our bananas reaching an impressive 64 % (as of 2023). Furthermore, we actively support our producers in implementing various regeneration measures, such as the creation of environmentally friendly fertilizers and various reforestation and soil conservation initiatives.



SOCIAL RESPONSIBILITY

We are committed to promoting a socially sustainable **society** where labour and **human rights** are respected and ensured for generations to come. To contribute our part and guarantee **fair wages** and working conditions throughout our **supply chain**, we have **implemented** various measures.



“It is our responsibility to ensure a fair trade with our producers.”

Vanessa Trapp, Banana Import



SOCIAL STANDARDS

Successful business relationships and long-term partnerships are not only characterized by economic success for all parties involved, but also by adequate working conditions for all employees. Therefore, we demand specific social standards from all our suppliers which ensure suitable working conditions for their employees. These standards comprise external certifications, selected social standards from the SIFAV Basket of Social Standards, and the promotion of Fairtrade cultivation.





OUR GOALS AND MEASURES

Certifications

All products traded by us are certified according to the GlobalG.A.P. standard. The GlobalG.A.P. certificate should include at least the additional module GRASP (GlobalG.A.P. Risk Assessment on Social Practice). As an alternative to GRASP, other social standards are accepted depending on the risk classification of the country of origin.

Standards accepted by Port International for countries with high or medium risk:

- Amfori BSCI
- Fair for Life
- Fairtrade Flocert
- GRASP
- Naturland, Naturland Fair
- Rainforest Alliance (RFA)
- SCS Sustainably Grown
- Sedex Members Ethical Trade Audit (SMETA)
- Social Accountability 8000 (SA 8000)
- Sustainability Initiative of South Africa (SIZA)

Additional standards for countries with low risk:

- Bioland
- Biopark
- Gää
- QA FIAS
- Fair Produce Standard (Mushrooms)

This classification is based on the amfori BSCI approach, which relies on the Worldwide Governance Indicators of the World Bank, including the rule of law, political stability, and respect for basic rights. The amfori BSCI classification of risk countries is regularly updated.



SIFAV

As part of the Sustainability Initiative Fruit and Vegetables (SIFAV), we commit to implementing by the year 2026 selected third-party audited social standards for at least 90 % of the product volumes originating from countries with high and medium risk according to the amfori BSCI approach. The selection of accepted standards is made by the SIFAV Secretariat in collaboration with the compliance platform Agriplace.

Standards accepted by SIFAV:

- Amfori BSCI
- BRCGS Ethical Trading and Responsible Sourcing Standard
- Fair For Life
- Fairtrade Flocert
- Rainforest Alliance (RFA)
- SCS Sustainably Grown (certification)
- Sedex Members Ethical Trade Audit (SMETA)
- Social Accountability 8000 (SA 8000)
- Sustainability Initiative of South Africa (SIZA)
- Sustainably Grown

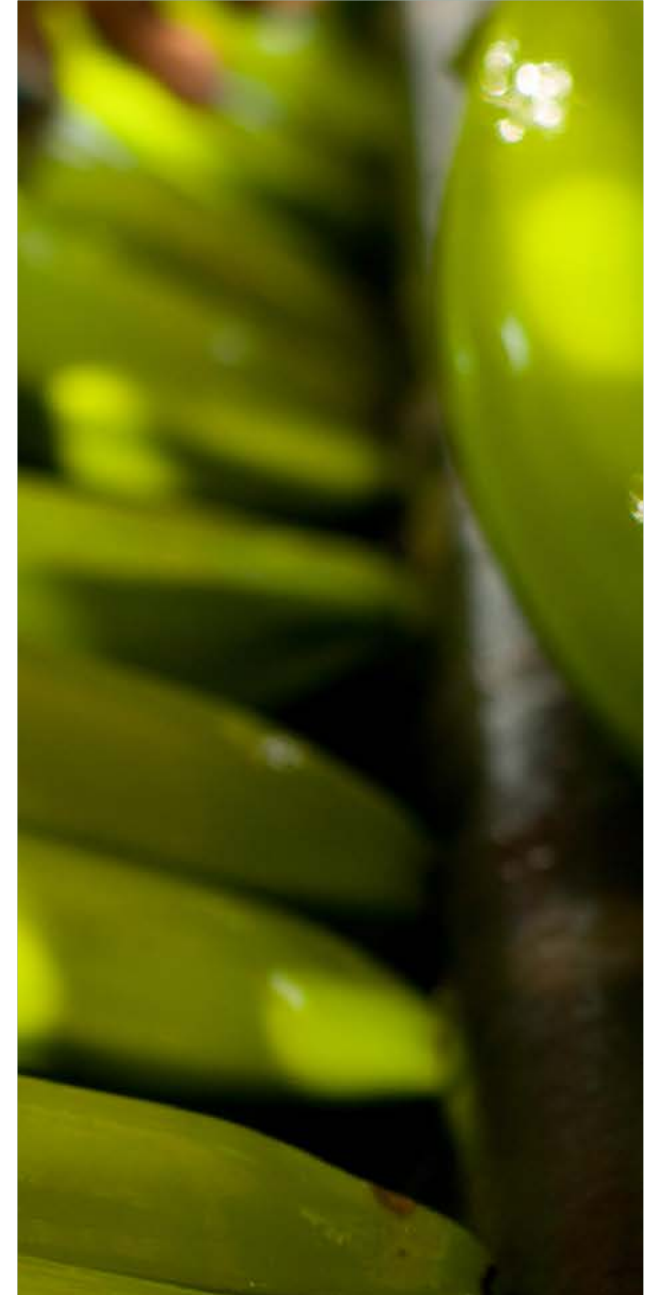


FAIRTRADE



As pioneers of the German fruit and vegetable industry, we have been supporting fair trade under the Fairtrade label for 25 years. In addition to bananas, we now import oranges and lemons carrying this label as well. Our producers benefit from stable prices throughout the year and the additional Fairtrade premium, enabling them to sustainably expand their production.

In 2023, 35 % of our bananas had the Fairtrade certification and were all of them sourced from organic cultivation simultaneously. However, the percentage of Fairtrade bananas decreased year-on-year due to various factors beyond our control. Read our complete Fairtrade story [here](#).



LIVING WAGE



A crucial aspect of social sustainability is the fair remuneration of every actor along the value chain. The concept of a “living wage” plays a central role in this regard. A living wage exists when workers receive sufficient compensation to afford an adequate standard of living for themselves and their families at their place of residence and at a given time. An adequate standard of living includes

food, water, housing, education, healthcare, transportation, clothing, and other essential needs, including provisions for unexpected events. The concept of a living wage is relatively new and is gradually being extended to various products.

More information on the living wage concept can be found [here](#).





OUR GOALS AND MEASURES

We maintain long-standing relationships with our banana producers and place great emphasis on sustainable and socially fair cultivation. Since 2022, we have been recording the level of wages and other compensations of various producers. Using the IDH salary matrix, we examined the wage level and the possible existence of a wage gap at 38 % of our banana producers from whom we source directly. 67 % of these calculations have additionally been audited by an external company. According to the collected results, the living wage was paid at 83 % of the production sites. At locations where a wage gap was identified, measures were initiated to close the gap. The volumes produced at the audited sites account for 60 % of our total volume of traded bananas. We aim to ensure and demonstrate that by 2030, living wages are paid at all our banana production sites.



As a SIFAV member, we also commit to the goal of implementing a concrete living wage project by 2025 and, if necessary, of closing existing wage gaps. In 2022, we initiated such a project in collaboration with one of our customers at a producer in the Dominican Republic. After precise calculation of the wage gap using the IDH salary matrix specifically developed for this purpose, necessary measures for closing the gap were initiated. The impact of these measures is externally verified on a regular basis.



CORPORATE GOVERNANCE



As a **responsible** employer, it is crucial for us to consider the needs and requirements of all employees and stakeholders throughout the **supply chain**. To meet this responsibility, we focus on long-term collaboration and consistently strive to enhance conditions and **relationships** within our company and throughout the value chain, tailoring them to **individual needs**.



“

Our employees are our most important asset. To do them justice, we are constantly striving to improve ourselves.

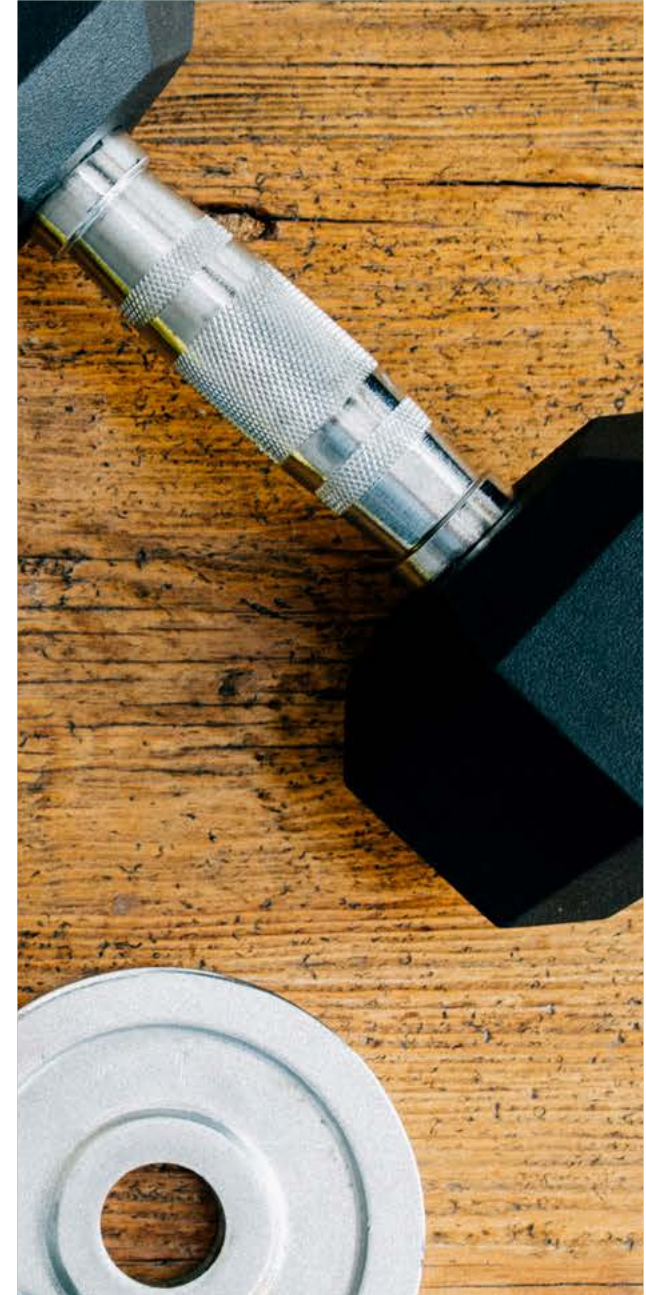
Karlsson Port,
Managing Director Port International Bananas



OCCUPATIONAL HEALTH AND SAFETY



Being a responsible employer, we place a strong emphasis on ensuring the safety and health of our employees. Our commitment in this area is divided into two components: ensuring a safe workplace and proactive health promotion.





WORKPLACE SAFETY

To ensure workplace safety, we work with an external service provider who regularly monitors occupational safety in our company and recommends measures for its optimization. Additionally, our Occupational Safety Committee, comprised of both employees and management members, convenes regularly and oversees workplace safety within the company. Adequate numbers of company first aiders and fire safety officers are also appointed and regularly trained.

To keep our employees informed about current occupational safety measures and preventive measures to be implemented, we conduct regular safety training sessions. In 2021 and 2022, there were no work-related accidents. In the reporting year 2023, there were three work-related accidents resulting in minor injuries.

EMPLOYEE HEALTH

With the objective of increasing the physical health of our employees, we offer various health-promoting measures. In addition to providing flu and COVID-19 vaccinations at the office, we put a special focus on ergonomic working conditions.

During employee health days, ergonomic consultations and eye tests are offered to help our employees set up their workstations in an optimal

way. Additional advice and exercises for promoting ergonomic work are available and accessible through articles in our intranet.





In an effort to encourage physical fitness and engage employees in sports activities, we have set up an in-house fitness room that is freely accessible to employees at all times. Additionally, we regularly organize team events such as bicycle challenges, relay races, and canoe trips to encourage physical activity. We also subsidize bicycle leasing and provide pool bicycles that can e.g. be used during lunch breaks.

As another element of our health promotion, we aim to raise awareness among employees about healthy eating. For this reason, water, tea, and fruits are freely available in our office. In addition, we participated in Veganuary several times, encouraging our employees to adopt a more sustainable and plant-based diet. To support this trend, we share information on healthy eating and recipes through our social media channels.



DIVERSITY & INCLUSION

The promotion of equal opportunities and justice is a fundamental aspect of social sustainability that we strongly advocate within our company and across our supply chains. At Port International, every individual shall feel integrated and fairly treated. To achieve this, we continuously optimize our company structures and conditions.





GENDER COMMITTEE

In 2022, we established an internal Gender Committee to intensify our commitment to gender equality within our company and to be available for those concerned or affected by any such issue. The committee is available to our employees and implements measures to optimize internal gender equality and inclusion.

FLEXIBLE WORK ARRANGEMENTS

Recognizing the diverse family situations and individual needs of our employees, we offer flexible work arrangements. Besides flexible working hours with a core period we also provide part-time work models, and by doing so support different life concepts equally. Furthermore, our employees have the option to work from home regularly.

INTEGRATION THROUGH LANGUAGE COURSES

Given the global nature of the fruit trade, our workforce comprises individuals from diverse backgrounds. German proficiency is not always a prerequisite for qualified positions in our multilingual workplace (where also Spanish and English are commonly spoken). However, for those employees

who want to improve their language skills, Port International offers on-site language courses two days a week before work. We also financially support employees who wish to enhance their Spanish skills for professional reasons.

SUPPORTING EMERGING TALENTS

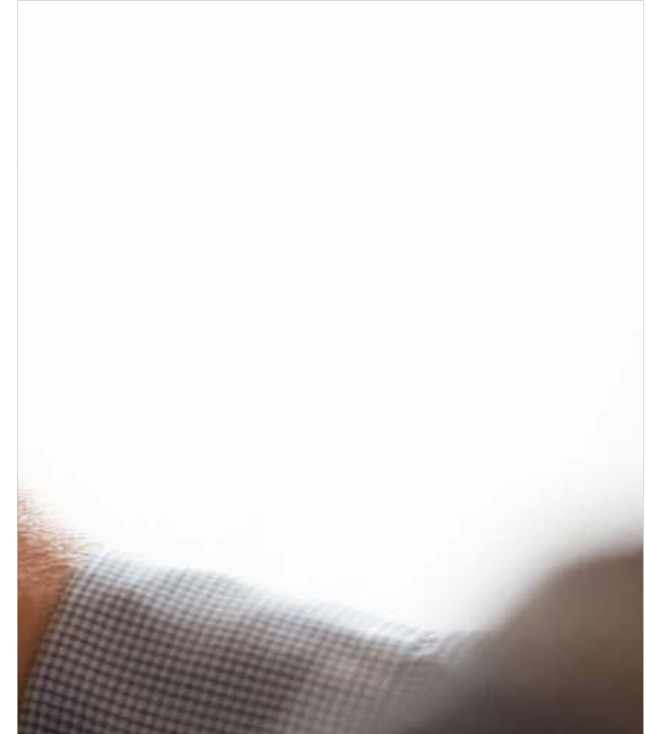
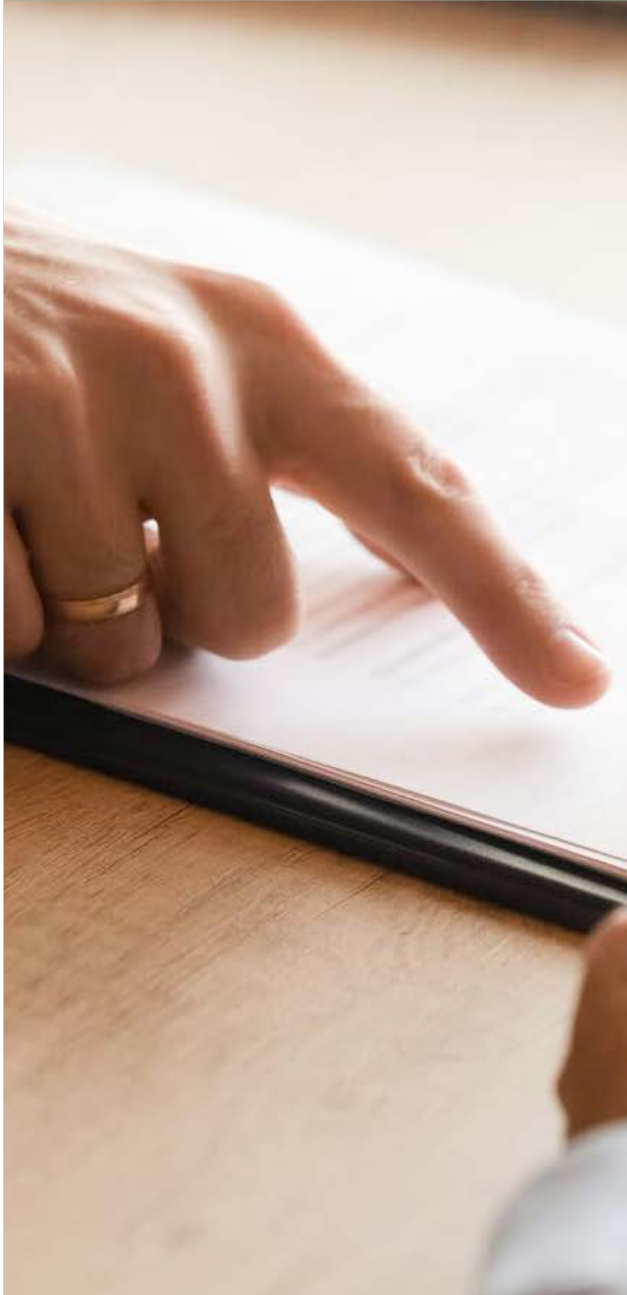
Investing in the development of emerging talents is integral to effective corporate governance. At Port

International, we annually offer apprenticeship positions. Our apprentices rotate through various departments, gaining comprehensive insights into the different areas of our business.

Additionally, we provide opportunities for students to support us as working students while gaining practical knowledge alongside their studies. This not only contributes to our workforce but also equips students with hands-on experience relevant to their academic pursuits.



CODE OF CONDUCT



Good corporate governance is characterized by ensuring good moral and social interaction. Therefore, it is essential for us to openly communicate our values and principles and demand corresponding behaviour from all Port International employees. The established codes of conduct for employees and suppliers document these principles, helping us to ensure ethically sound conduct and respectful interaction within the company and throughout the value chain.





GUIDELINES FOR EMPLOYEES AND SUPPLIERS

Since 2017, we have had an internal code of conduct which was extended to our suppliers in 2022. Through the Code of Conduct for Suppliers, we comply with the German Supply Chain Due Diligence Act (Lieferkettensorgfaltspflichtengesetz) and support our partners throughout the entire supply chain with its implementation.

In the Code of Conduct for Suppliers, we demand compliance with various issues such as:

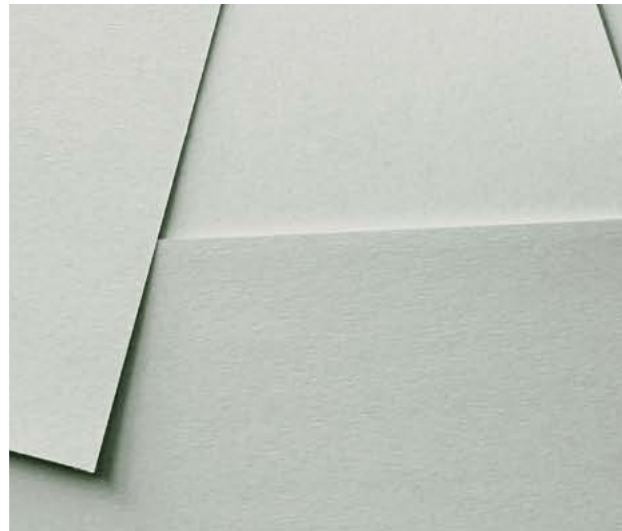
- No forced or child labour
- Freedom of assembly
- No discrimination
- Adequate wages and working hours
- Fair recruitment and contracts
- Grievance mechanism
- Health and safety at work
- Environmental protection and product safety
- Integrity in business transactions



FEEDBACK AND COMPLAINT FORM

Since 2022, both employees and stakeholders along the supply chain are given the opportunity to communicate complaints, violations, criticisms, or requests via an anonymous feedback form on our website.

An internal complaint committee reviews the submitted reports and deals with them according to our internal procedures. All incidents are documented and archived for three years. In the reporting year 2022, no violations of our internal code of conduct or the supplier code were reported through our feedback channel.



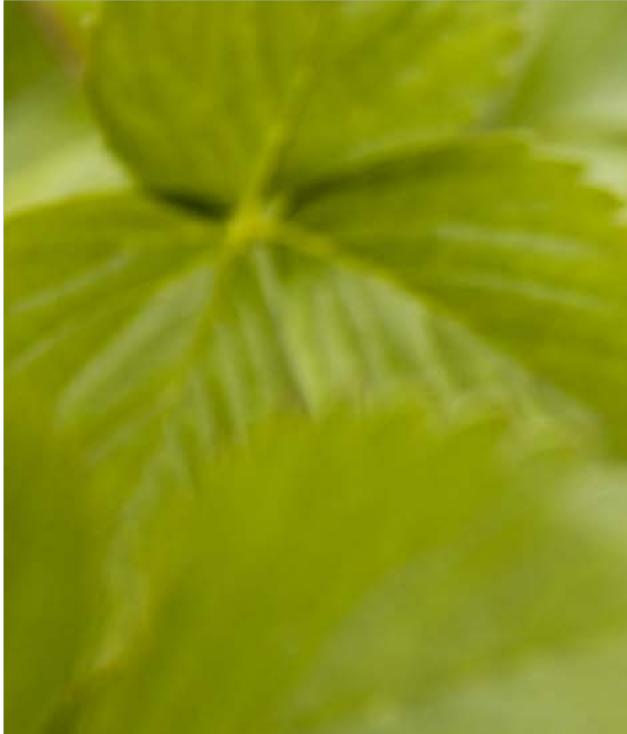
RISK ANALYSIS & DUE DILIGENCE



In 2022, Port International started conducting a risk analysis of all product/country combinations as part of its due diligence, using the Sustainability Risk Assessment Tool by Agriplace. This online platform assists companies in evaluating 18 ecological, social, and governance risks in their supply chain. Insights obtained from the assessment enable reporting on sustainability risks, setting priorities, and taking appropriate actions.



QUALITY ASSURANCE



Port International delivers fruits of best quality from around the world, a commitment our customers can rely on. The quality of our products is crucial for the success of our company and the future security of our stakeholders. To ensure quality, we rely on comprehensive control from the field to the customer. How is this possible? Through close and long-term relationships with producers, regular visits, on-site quality teams, as well as regular sampling and audits.





OUR CERTIFICATIONS

Various certifications of our entities confirm the quality of our products:



[LEARN MORE](#)



APPENDIX

MATERIALITY ANALYSIS

Double Materiality Analysis

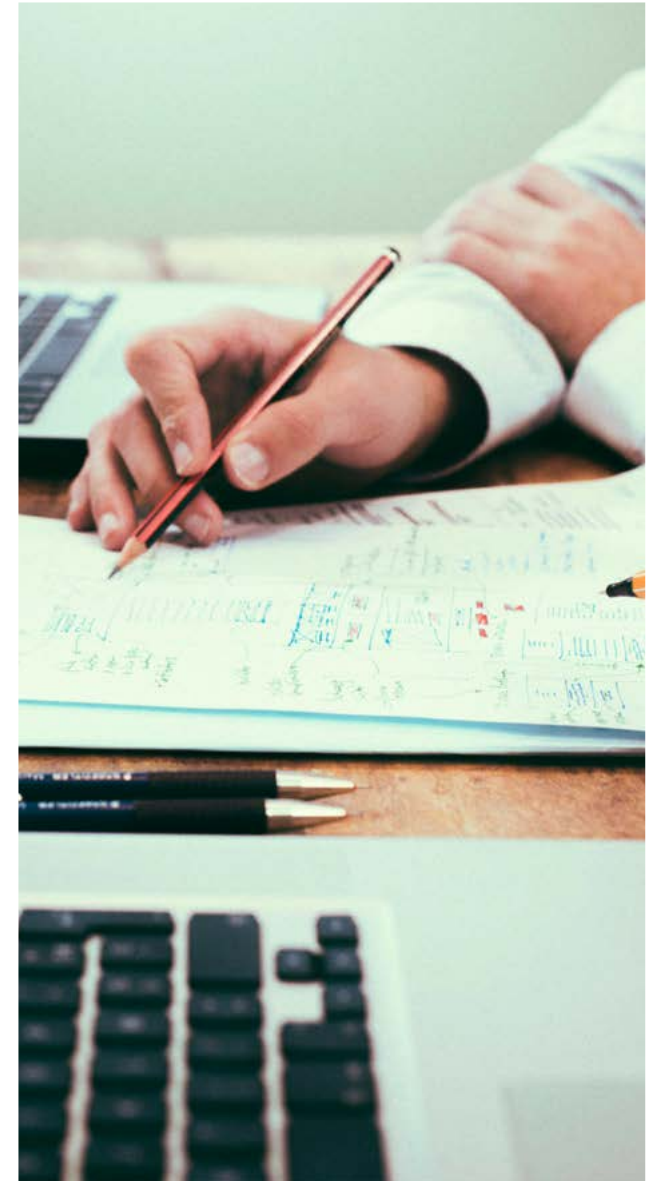
In a double materiality analysis, sustainability issues are examined and evaluated from two perspectives to identify the most relevant topics along a company's supply chain. For our analysis, we considered the impact of our business activities on various aspects of society, the environment, and the economy. Simultaneously, we assessed the relevance of these aspects to our stakeholders. Combining these two evaluations allows us to infer the most relevant sustainability topics for our company, as they are both significantly influenced by our business activities and hold high importance for our stakeholders.

General Methodology

The selection of sustainability topics for evaluation was carried out through the analysis of ESG guidelines and reports from comparable companies, as well as consultations with advisory experts. The assessment of the impact of our business activities on various sustainability topics was conducted through an internal hotspot analysis. A total of 17 employees from different positions, areas of expertise, and backgrounds contributed to this analysis. As part of a risk-based hotspot analysis, the impact of Port's business activities on the 21 sustainability topics was assessed on a scale from 1 (low) to 6

(high). Ratings were provided individually for each of the 21 topics by each of the 17 participants after an explanation of the context.

The relevance of sustainability topics to our stakeholders was determined through a stakeholder survey. A total of 38 internal stakeholders (employees) and 25 external stakeholders participated anonymously in this online survey. External participants belonged to groups including our suppliers, customers, service providers, and project partners. During the survey, participants evaluated how important it is to them that Port International focuses on the selected sustainability topics. This assessment was made on a scale from 1 (not important) to 6 (extremely important).



APPENDIX

Weighting of the Results

To conduct a nuanced hotspot analysis, evaluations were performed separately for each main supply chain section. This means that the possibility of a deficiency was assessed individually for the five sections cultivation, packing, logistics, trade, and consumption. To ensure that potential risks are acknowledged and not relativized by lower risks in other sections, individual weighting factors were applied, with higher values receiving higher weights and lower values receiving lower weights. The weighting factors averaged 100 % to avoid distorting the overall given values.

After the weighting, an average value for each topic was calculated from the individual assessments of the 17 participants. These values can be seen in the final materiality matrix.

To differentiate the generally high ratings from the survey, participants were also asked to identify the five sustainability topics that are most relevant to them. Based on the number of mentions of each topic, weighting factors were applied, with frequently mentioned topics receiving higher weights and less frequently mentioned topics receiving lower weights. The weighting factors averaged 100 % to avoid distorting the overall given values. After the weighting, an average value for each topic was calculated from the individual assessments of

the participants. Separate average values were calculated for each of the groups of internal and external stakeholders. For the final values, which can be seen in the materiality matrix, the average results of both groups were weighted at 50 %.

