



Cultivating a Healthier Tomorrow

DEL MONTE FOODS, INC.
2023 Environmental, Social
and Governance Report





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Who We Are



For more than 135 years, Del Monte Foods has been driven by our mission to nourish families with earth's goodness. We're a subsidiary of Del Monte Pacific Limited (Del Monte Pacific) headquartered in Walnut Creek, California, with net sales of \$1.73 billion and 8,270 team members.

As the original plant-based food company, we're always innovating to make nutritious and delicious foods more accessible to consumers across our portfolio of beloved brands.



For more information, please visit DelMonteFoods.com/Our-Story.



About this Report

2023

Since Del Monte Pacific, our parent company, is listed with Singapore Exchange Securities Trading Limited (SGX), both entities fall under the Sustainability Reporting Guide and Rule. To align with the SGX Guide, Del Monte Foods reports biennially following the Global Reporting Initiative (GRI) Sustainability Reporting Standards.

Between reports, we produce an Environmental, Social and Governance (ESG) Update to share key milestones and progress against our goals. This report covers fiscal year 2023 (May 2022-April 2023) for our entire operations, including our locations in the United States and Mexico.



Our ESG Pillars

We're growing a healthier and more hopeful tomorrow by making nutritious foods more accessible to everyone in a responsible way.

ESG Is in Our Roots

Our Environmental, Social and Governance Focus

Nourishing the Planet

Responsibly sourcing and producing food for a healthy planet.



Nourishing People

Expanding access to better food choices that support physical, mental and social well-being.



Nourishing Communities

Cultivating equitable, healthy communities through education, outreach and engagement.



Materiality

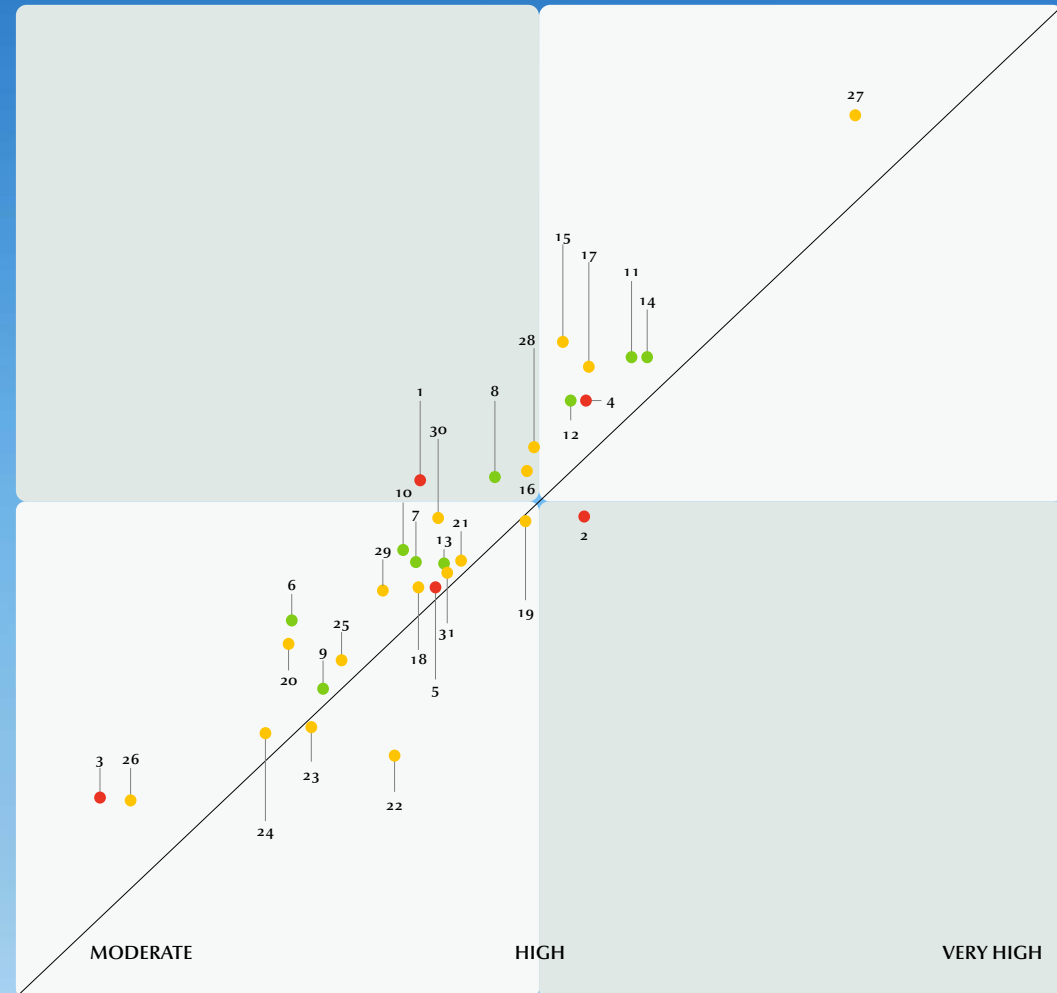
Topics That Matter Most to Us

To understand which issues are most important to our business and stakeholders — including consumers, team members, community members and customers — we conducted a detailed survey and interview process, which resulted in an updated materiality assessment. The issues that most stood out in each pillar were:

- **Nourishing the Planet** (environmental integrity: effluents and waste, environmental compliance, land management)
- **Nourishing People** (social responsibility: employee well-being, occupational health and safety, product safety and quality)
- **Nourishing Communities** (economic resilience: economic performance, procurement practices, market presence (local communities))

Most relevant material topics to our stakeholders

How the topic impacts Del Monte Foods



Del Monte Foods' impact on the topic

Economic resilience

1. Economic performance
2. Market presence (local communities)
3. Indirect economic impacts
4. Procurement practices
5. Anti-corruption and anti-competitive behaviors

Environmental integrity

6. Materials
7. Energy
8. Water stress
9. Biodiversity
10. Emissions
11. Effluents and waste
12. Environmental compliance
13. Supplier environmental assessment
14. Land management

Social responsibility

15. Employment (employee well-being)
16. Labor relations management
17. Occupational health and safety
18. Training and education
19. Non-discrimination, diversity and equal opportunity
20. Freedom of association and collective bargaining
21. Forced or compulsory labor
22. Rights of Indigenous peoples
23. Human rights assessment
24. Local communities
25. Supplier social assessment
26. Public policy
27. Product safety and quality
28. Marketing and labeling
29. Customer privacy
30. Socioeconomic compliance
31. Civic engagement and giving





Harvesting the Future:

Del Monte Foods' Journey to a Healthier Tomorrow



Since our founding, Del Monte Foods has been a lifeline to our communities, connecting people with accessible, nutritious food. This is especially important at a time when economic and food insecurity are on the rise. At the same time, we understand that our production and operations have a major impact on the health of our planet and society.

We're making good on our promised ESG commitments through clear goals and consistent actions and working closely with our growers to make progress. In F23, we formed a collaborative for organic tomato growers to learn more about sustainable agricultural practices and work together to advance organic growing practices on the farms where we source our tomatoes.

We continue to make progress toward our 2025 ESG goals and are proud to say we have already reached some of them. We've committed to a net-zero carbon emissions goal aligned with science-based targets that includes Scope 3. And now that we've conducted a complete carbon emissions assessment, we can move even more swiftly toward reducing our impact.

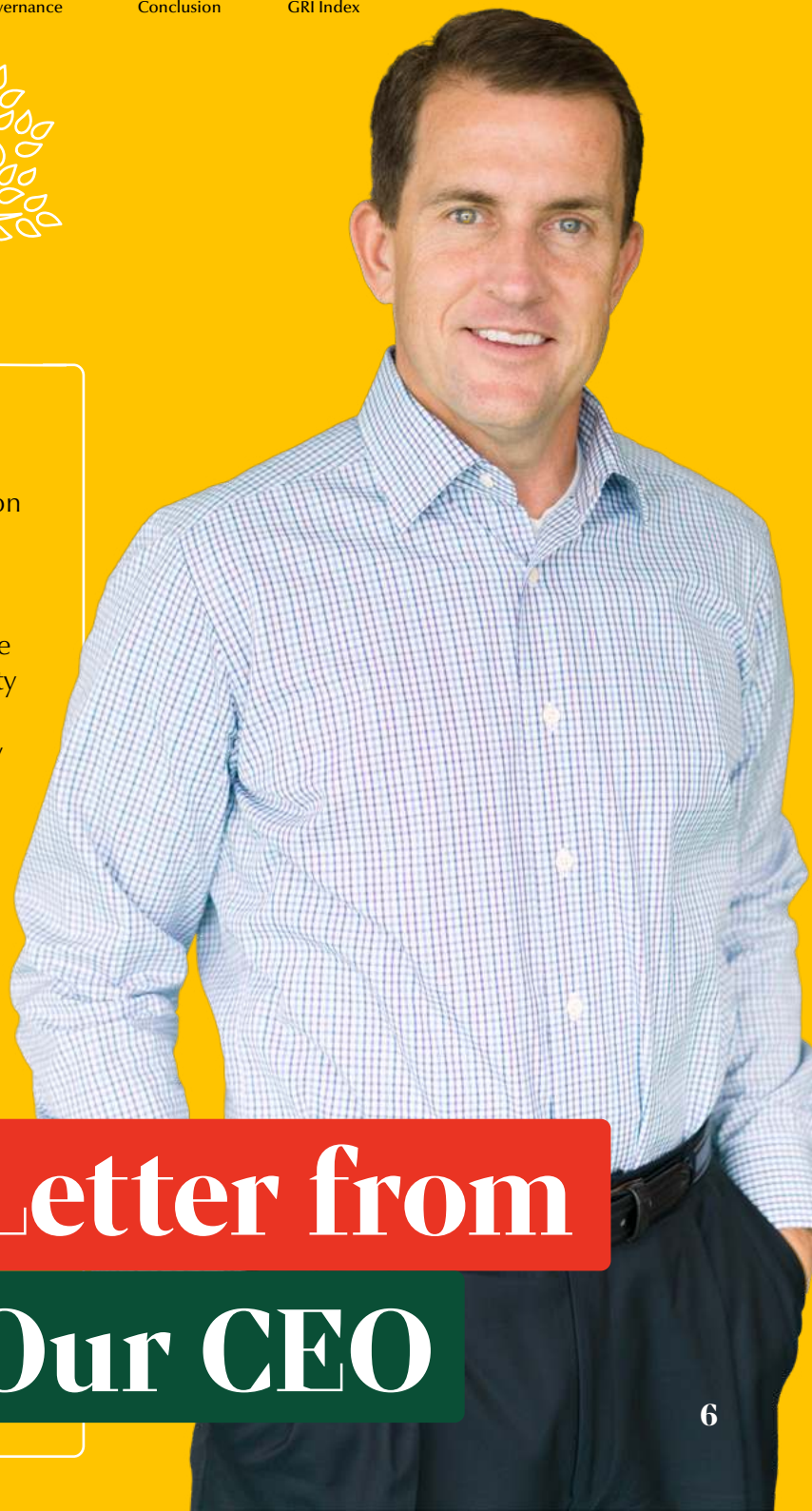
Even as we celebrate our progress, we continue to push forward. We recently submitted our new 2030 carbon reduction goals aligned with recently developed standards for land-intensive sectors from the Science Based Target initiative (SBTi). A plant-based company from the start, we have the foundation and the responsibility to continue proactively leading the food industry in creating stronger sustainability practices.

We're working to make good on our pledges to nourish our environment, team members and communities in a responsible way, and we welcome feedback and continued accountability along the way. With food as our common ground, we can and will create a healthier, more hopeful tomorrow.

Sincerely,

Greg Longstreet
President & CEO,
Del Monte Foods

Letter from
Our CEO





Sustainable By Design

Canned and Jarred Food: Sustainable from the start

Canned and jarred foods, with their long-lasting nutritional value, affordability and packaging, are nourishing for the planet, people, and communities in which we live. Here's how the way we source and pack our foods increases sustainability from farm to pantry, all the way through to package recycling.

At the Farm



"Imperfect" produce is a driver of food waste. Canned and jarred foods salvage fruits and vegetables that are cut the wrong size or shape for the fresh market.

Produce is perishable. Many **canned and jarred** foods at Del Monte Foods are packed within 24 hours of harvest and can last for years.

In Transit



The majority of our produce is grown within 100 miles of our manufacturing facilities, decreasing the distance food needs to travel.

Over 80% of our fruits and vegetables are sourced in the U.S.

At Our Facilities



Dedicated focus on reducing energy, water and waste has resulted in decreased carbon emissions per ton of product produced at our facilities.



On Your Wallet

Choosing canned or jarred varieties of some fruits and vegetables can often save money while offering comparable nutrition as fresh or frozen.



In the Pantry

Canned, jarred and frozen foods have longer shelf lives and are wasted less often. Fresh foods are more likely to be tossed.



In the Supply Chain

Canned and jarred foods have a longer shelf life and can be used straight from the shelf with no need for chilling or freezing, saving more energy — and more money.



For Food Security

Canned and jarred food stretches food dollars for taxpayers and participants in government programs. These foods provide year-round nutritional availability and consistent quality for the National School Lunch and School Breakfast Programs and federal food assistance programs.

Canned and jarred foods help provide lower-income families access to important nutrients.



For Increased Nutrition

With one-third of U.S. children either overweight or obese, it's clear kids need a healthier diet.

The 2020-2025 Dietary Guidelines for Americans recommends "all forms" (canned, fresh, frozen, dried and 100% juice) of fruits, vegetables, beans, meats and seafood to make up a healthy meal.

[Find out more.](#)



For Recyclability

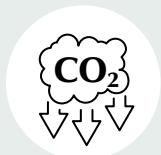
Steel is continuously and efficiently recycled. In fact, more steel is recycled each year than paper, plastic, aluminum and glass combined.

When steel is recycled, it conserves energy and natural resources and makes the process more financially sustainable.



Our F23

Achievements



Calculated new 2030 carbon reduction targets in line with the Forest, Land and Agriculture (FLAG) science-based target setting guidance, which we aim to submit in F24



↓ 19%
↓ 2.5%

Reduced Scope 1 emissions by 19% from our F21 baseline and Scope 2 emissions by 2.5% from our F21 baseline



↓ 5.6%

Reduced our Scope 3 emissions by 5.6% from our F21 baseline



Began incorporating post-consumer recycled plastic content in manufacturing of JOYBA® beverage cups



3 Million Pounds

Upcycled over 3 million pounds of surplus food through the Upcycled Food Association



Achieved our goal to establish a Diversity Leadership Council and expand Employee Resource Groups (ERG)



100%

Paid 100% of full-time plant, corporate and hourly team members above a living wage*

*As defined by the [MIT Living Wage Calculator](#) based on our manufacturing locations across the U.S.



Offered new leadership behavior training to all director-level leaders and above, while continuing to roll out training for remaining leader levels



4.7 Million Pounds

Donated over 4.7 million pounds of food



2,500,506^{Students} 4,693^{Schools}

Reached 2,500,506 students at 4,693 schools and districts through our partnership with Alliance for a Healthier Generation



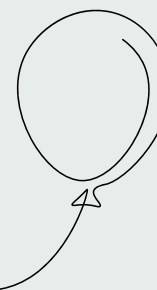
75%

75% of engaged schools serve under-resourced communities (Title I funding recipients)



67%

67% of students (and families) reached represent BIPOC populations
38.0% Hispanic
27.8% Caucasian
23.0% African American
5.2% Asian
0.6% Native American





Our Goals

PILLAR

Nourishing the Planet



Reduce carbon emissions and measure Scope 3 third-party emissions.



Increase truckload efficiency to 7.5 miles per gallon.



Reduce empty miles driven from the supply chain by 20%.



Convert plastic packaging to 100% recyclable, reusable or compostable by 2030.



Include 25% recycled content into plastic packaging once recycled supply is available and approved by the FDA.



Upcycle food waste to ensure all food reaches its highest and best purpose.



Add How2Recycle® icons to 100% of our packaging.



Increase cover cropping by 5% per year.



Nourishing People



Define and measure team member engagement and achieve top-quartile scores.



Establish a Diversity Leadership Council and expand Employee Resource Groups. Increase diversity across leadership roles.



Provide the opportunity for all team members to earn a living wage.



Donate an average of 5 million pounds per year to support Feeding America, food banks and various nonprofit organizations.



Nourishing Communities



Educate an average of 5 million children and parents annually through outreach efforts that focus on expanding knowledge around nutrition and making healthy eating choices.





Nourishing the Planet

Sowing the seeds for a healthier world

We strive for a healthier and more hopeful tomorrow for our planet and the people we share it with. Through ambitious goals and collaboration with our team members, growers, consumers, retailers, nonprofit partners and investors, we're working hard to achieve them. Because we know that collectively, we can continue to do more.





Our Carbon Footprint

Lightening our load on the planet

Reducing our carbon footprint meant taking a hard look at our value chain — and ways we can meet our new climate goal. As a result, we've committed to set a climate goal to achieve net-zero emissions by 2050 in line with the Science Based Targets initiative's (SBTi) Net-Zero Standard. Because the crops we source the most are not as carbon-intensive to grow as other forms of agriculture, we're well situated to help limit global warming and to move the entire industry forward.

To help us reach our goal, we developed a five-year strategy in F23 identifying costs and resources needed to meet our targets, which we intend to do by reducing baseline greenhouse gas (GHG) emissions — not purchasing carbon credits. We also completed our full supply chain carbon emissions assessment, including Scope 3.

Total Emissions		
	MT CO ₂ e*	% of all GHG emissions
Total GHG	1,885,486	14.0%
FLAG-related GHG	269,855	

Emissions by Scope		
	MT CO ₂ e	% of Total Footprint
Scope 1	55,237	3.0%
Scope 2	26,914	1.4%
Scope 3	1,803,335	95.6%

*Metric Tons and CO₂ equivalent

“Sustainable diets have a critical role to play in reaching a 1.5°C world. Del Monte Foods is uniquely positioned to support this goal and contribute to a net-zero food system by providing nutritious fruits and vegetables to the market while reducing their environmental impacts.”

— **Charlotte Bande**, Global Food and Beverage Sector Lead, Quantis



Our Carbon Footprint is Driven by Scope 3 Emissions



Ingredients

Inclusions: cultivation and transformation of key raw ingredients such as fresh and processed fruits and vegetables, broth, and grains



Packaging

Inclusions: production of fiber, metal, plastic, and other packaging materials



Producing

Inclusions: electricity, fuel, capital goods, business travel, employee commuting, and waste disposal emissions from producing finished goods



Logistics

Inclusions: truck, rail, and ocean shipment, warehousing of raw ingredients and finished goods, as well as consumer trips to store. Also includes energy consumed in retail



Consuming

Inclusions: home cooking, consumer storage, and product and packaging end-of-life

Total: 1.8 Million Metric Tons of CO₂e

15%
Ingredients

29%
Packaging

10%
Producing

20%
Logistics

26%
Consuming

Our Carbon Footprint: Based on the Greenhouse Gas Protocol

SCOPE 3

Business travel

Waste generated in operations

Upstream transportation and distribution

Fuel- and energy-related activities (not included in Scope 1 or Scope 2)

Capital goods

Purchased goods and services

Investments

Franchises

Employee commuting

Upstream leased assets

Downstream transportation and distribution

Processing of sold products

Use of sold products

End-of-life treatment of sold products

Downstream leased assets

SCOPE 1



Direct GHG emissions

SCOPE 2



Electricity Indirect GHG Emissions



ESG is Everyone's Responsibility

We know that to achieve real change, sustainability can't just come from the top. So, through our ESG Council, leaders from across our organization are empowered to engage in and take ownership of our ESG initiatives. It's how we embed sustainability into the business. And how we achieve change.

In F23, our ESG Council held a joint workshop with Quantis, our environmental sustainability consultant, to discuss our current strategy and plans for 2025, 2030 and 2050. As a result, we developed new 2030 carbon reduction targets in line with the Forest, Land and Agriculture (FLAG) science-based target setting guidance, under development by the Science Based Targets initiative (SBTi). FLAG is the world's first standard for companies in land-intensive sectors to set science-based targets that include land-based emissions reductions and removals.

While SBTi will validate our goals in F24, we've already begun creating a roadmap to help reach these new targets.



“When ESG goals are a shared responsibility and integrated into the business in a cross-functional way, it’s not just one person or department that meets their goals, it’s the entire organization.”

– Molly Lavery, Director of ESG



Energy Use

Saving energy to save the environment

Team members from across the company are working to reduce costs and impact by discovering ways to use less energy in our plants and operations. In F23, we set two new goals for energy use in our plants and across the organization. We've also made progress each year, using less electricity and natural gas.

At our processing plants, we've been purchasing energy-efficient equipment for new installations and looking for ways to reduce consumption using our existing equipment. For instance, the team at our Hanford, California, facility cut their natural gas consumption by switching to a smaller boiler during their off-season. In F23, we also replaced the lighting in our Hanford plant with energy-efficient LED lights.

↓ 6%

Reduced overall energy consumption by 6% annually

↓ 17%

Decrease of 17% energy use per kg of product produced





Energy Use

Teaming up for clean energy



Green Team

In F23, we rolled out the Green Team program for each of our eight facilities in the U.S. and Mexico. Through cross-functional collaboration, the program has helped us identify areas of improvement, including partnering with utility companies to develop programs and energy audits in at least two different plants.

Transitioning to renewable energy

Because electrical energy makes up 17% of our overall Scope 1 and 2 emissions, we're proactively identifying areas where we can shift to renewable energy. For example, when California announced they would reduce incentives paid as part of their new net energy metering policy (NEM 2.0 and 3.0), we made the decision to explore converting our facilities to renewable energy. We'll continue to look for similar opportunities to reduce our environmental impact.





Agricultural Practices

The way we grow food matters

Growing a healthier and more hopeful future starts with how we grow our food. Our dedicated growers' sustainable agricultural practices — from soil sampling to flood irrigation — help us produce our fruits and vegetables with less waste and impact.

“My dad started delivering pears to Del Monte in 1942. I loved pears then, and today they’re still my favorite fruit to grow because they’re hardy and stand the test of time.”

— Gerry Busey,
Del Monte Foods
pear grower for 78 years

Working hand-in-hand with our growers

Our produce is mostly grown on a community of farms across the U.S. and Mexico, many of whom have been working with us for three, four or even five generations — and some for more than 100 years. We partner with our growers to help control inputs, such as the amount of nitrogen or minerals used to fertilize crops and orchards, which in turn, reduces the amount of greenhouse gases released into the atmosphere.

G.R.O.W: A community of organic growers

In F23, we created the G.R.O.W. collaborative for organic tomato growers, where they can share best practices, learn more about regenerative agriculture processes and collaborate to enrich the collective community and planet.

G: Garner Information
R: Regeneration Steps
O: Organic Trends
W: Working Together





Agricultural Practices



Take Root Organics™ Brand

Born out of the idea that organic-certified produce should be accessible to everyone, we recently introduced an organics brand at an accessible price point. The Take Root Organics brand is rooted in promoting regenerative soil practices and celebrates our strong grower relationships.



Building resilience with seed breeding

We breed our vegetable seeds the traditional way, without the use of GMOs, to naturally increase pest- and disease-resistance and quality. In fact, 90% of our green beans and 30% of our corn come from seeds we develop. We test about 3,500 new green bean seed breeding lines each year for yield, resistance and quality.

“Each year, we introduce to our mix the top two green bean varieties that fulfill the needs of our manufacturing plants, consumers and growers.”

— **Matthew Badtke**, Senior Field Manager, Del Monte Foods, Inc.

Supporting sustainability research

In addition to the research we conduct internally around plant varieties and seed breeding, we support research from other groups that are working for a healthier future. For instance, we participate in committees and on boards for organizations such as Pear Pest Management Research Fund and Midwest Food Products Association.

In F23, we commercialized a variety of green beans that grows two days faster than other varieties, allowing growers to save on water, fertilizer and other inputs.





Water Use

Protecting our most precious resource

According to a 2021 [report from The World Bank](#), the agricultural sector uses 70% of the world's accessible freshwater supply, and many countries are reaching, or have already reached, their renewable water limits. To ensure we're using water responsibly, we've worked hard over the years to reduce our water usage — from how we water our crops to the way we produce our products.

In F23 we set a new goal to conserve water in our manufacturing plants.

↓ 18M

Aim to reduce water use in our plants by 1% (18 million gallons) by April 30, 2024

Water reduction in our operations

Our Water Reduction Task Force works closely with our Green Teams to identify opportunities to save water in our operations through water recycling and in our agricultural processes. For example, a new tomato steam peeler in our Hanford, California plant has reduced the amount of water needed to peel tomatoes by more than 35 million gallons per year.

“In F23, a rotational development program engineer saw an opportunity to reduce produce spillage and water on the production floor. A pilot project is now underway at our Modesto, California facility with a cross-functional team collaborating on the initiative that can both support water conservation and also team member safety.” manufacturing plants, consumers and growers.”

— **Rebecca Hinojos**, Technical Training Manager, Del Monte Foods, Inc.

Keeping floors dry in our Modesto plant

In our typical floor-cleaning procedure, the equipment used in water sprays — including hoses and nozzles — tends to leave excess water on the floor. So, the QA department at our Modesto, California plant is working on improving their tools to reduce water. They've also created videos showing what dry pickups should look like, as opposed to using water for repeated demonstrations. Other plants are looking to this project as a model for their own water reduction efforts.

Water recycling: Much of the water that is used to move products through our production system, and to cool cans after they're sealed, is recycled in our system.

Agricultural processes: 98% of our U.S.-based tomato growers use drip irrigation for targeted application of water and fertilizer, and 100% are within 110 miles of the Hanford, California tomato processing facility, reducing transportation impact.



Waste

Keeping food on the table and out of landfills

“Waste not, want not” aren’t just words to us — they mean action. According to Feeding America, 40% of the food supply in the United States is lost or wasted each year, and the impact is magnified by the water, energy and land resources that went into producing food that was never consumed.

For years, we’ve been reducing food waste by upcycling — using edible food that would have otherwise been thrown away. Our R&D department is also evaluating processes that decompose organic matter into fuel and other useful components.

↓ 4%

Reduce solid waste by 4%/
Increase recycling by 2024

We actively seek ways to divert food waste from landfill, including through upcycling. In F23 we set a new goal to reduce the amount of waste sent to landfill from our manufacturing plants by 4%.

↗ 82%

Diverted 82% of our solid waste from the landfill at our manufacturing sites in F23

To reach that goal, we’re in the process of obtaining a national waste and recycling vendor. We’re also looking at ways to standardize recycling programs in our plants — including those for recycling supplies used for events, such as paper plates or containers.

Reducing food waste, one pound at a time:



10M Pounds

Diverted 10 million pounds of peach pieces from landfills through a Feeding America partnership over the past 24 months



3M Pounds

Upcycled more than 3 million pounds of surplus green beans and pineapple juice in F23



4.7M Pounds

Diverted more than 4.7 million pounds of food from landfills through food donations in F23



Packaging

Healthy nutritious food, without all the wasteful extras

We're constantly investigating ways to decrease the virgin materials used in our packaging to reduce landfill waste and lighten our impact on the planet.



7%

Only 7% of our total packaging by weight is plastic-based – the rest is made of paper, glass or steel, which is recyclable



100%

By 2030, we aim to make 100% of our plastic packaging recyclable, reusable or compostable

In F23, we began incorporating post-consumer resin (PCR) in the manufacturing of our JOYBA® beverage cups. Because PCR is a material made from recycled plastic, this takes us one step closer to reaching our goal to include 25% of recycled content into our plastic packaging. We've also begun storage studies on fruit cups made with PCR and continue to look for other opportunities to incorporate PCR and other recycled materials into our packaging.



6 million sq. ft. of carton packaging eliminated



13.7 million sq. ft. of paperboard sleeves saved



12,000 pallets no longer needed



400 trucks eliminated





Packaging

Delivering quality from across the globe

Extreme weather and uncertain economic conditions have prompted us to expand our sourcing of fruits and vegetables across the globe. In F23, we sourced fruits from China, Greece, Thailand, the Phillipines and Chile. We also sourced vegetables from Peru and Poland. Our packaging plays a major role in ensuring that food stays safe and flavorful no matter where it's grown.

Testing out lighter metal containers

We continue efforts to minimize greenhouse gas impact by optimizing our metal containers. This typically takes several years to complete, as it's critical to prove that any changes made to the container won't be detrimental to the food or the quality of the container.

“As we source internationally, having packaging options that reduce materials as well as maximize efficiency and container use will be key.”

— **Brian Olson**, Senior Director,
Packaging R&D, Del Monte Foods, Inc.

Small packaging changes yield big sustainability wins

In F23, we optimized our fruit cup multipack packaging by removing paper sleeves and eliminating excess packing space. In addition to using fewer materials, we reduced emissions through savings in transportation and retail storage.

Previous Multipack Design



- Paperboard carton
- Multiple 4-pack paperboard sleeves
- Fruit cups
- Extra space

New Multipack Design



- Paperboard carton
- Nested fruit cups
- “Minimal” extra space



Transportation

Gaining ground on lowering our impact

From driver shortages to high transportation costs to shipping delays, transportation continues to be challenging for Del Monte Foods and our peers. To address these issues, we began preparing more products for rail shipping, refined our fuel reimbursement process and improved the way we manage empty driven miles.



10% / 17%

In F23, 10% of our transportation miles were by rail, and an additional 17% were intermodal (a combination journey of rail and truck)

Readying more products for rail

We continue to look for ways to drive our transportation into less fuel-hungry modes, including rail. In F23, we tested and qualified fruit cups and additional product packaging for rail shipping, proving no issues with quality or damage.

Working toward more accurate fuel reimbursement

By adopting a new fuel reimbursement platform, we now use market benchmarking and insights to increase the accuracy of our fuel reimbursement. The platform enables us to pay only for miles driven and with pricing along the actual route, not just a national index.

Tracking empty miles with digital brokerages

With digital brokerages, we can use a technology platform to get real-time freight tracking that helps us make better transportation decisions. This includes tracking and eliminating the number of miles accumulated while driving empty trucks.

We continue to use dedicated fleets and encourage them to keep their trucks full, even when returning from a delivery. In the future we'll evaluate additional techniques and technologies such as autonomous trucks and electric vehicles to keep our transportation practices aligned with our ESG vision.

“Despite headwinds, we’re proud to have stayed the course rather than taking a step backward. We’re also making use of the latest technologies and data to reduce wasted spend on fuel and eliminate empty miles both in and out of our network.”

— **Randy Cooper**, Director of Transportation, Del Monte Foods, Inc.



Celebrating Innovation in Sustainability

Our team members go above and beyond their normal duties to work with cross-functional teams to solve problems. To celebrate their dedication and innovation, we've created a new internal sustainability recognition component of our Share the Good program, which recognizes outstanding team member efforts around company goals and initiatives. Sustainability initiatives will focus on reducing water on the production floor, decreasing energy usage and lowering the amount of solid waste at our facilities. We announced our first winners in December 2023.

“Recognition keeps team members engaged, builds greater trust and collaboration between departments and gives everyone a sense of belonging as a team of Growers of Good.”

— Jose Alvarez, Director,
Organizational Effectiveness,
Del Monte Foods, Inc.





Nourishing People

Caring for those who help us grow

Our team members are more than coworkers. They're family! We work hard to keep them healthy and happy by creating a sense of belonging, nourishing their well-being and fostering financial wellness. While Del Monte Foods is a large organization, we focus on caring for individuals and their individual needs.



4,607

full-time team members (includes senior management, managers and supervisors)



4,775

seasonal hourly team members (assist in packing fruits and vegetables during summer and fall harvesting months)

8 manufacturing facilities





Diversity, Inclusion and Belonging

Inclusive and diverse by design

At Del Monte Foods, we're intentionally building a diverse and inclusive environment designed to help everyone feel that they truly belong and are valued for their contributions. We welcome diverse team members into our leadership, recruit diverse talent and connect members with shared identities and experiences.

Our Diversity Leadership Council, composed of team members from across the company, designs and leads our efforts around inclusion, team member engagement, people development and support for our Employee Resource Groups (ERGs).

People love to work here



Once again, we earned a top score of 100 on the Human Rights Campaign Foundation's 2023-2024 Corporate Equality Index (CEI). The CEI is the nation's leading benchmarking survey and report measuring corporate policies and practices related to LGBTQ+ workplace equality and inclusion. Companies are rated on detailed criteria in four pillars:

- Non-discrimination policies across business entities
- Equitable benefits for LGBTQ+ workers and their families
- Supporting an inclusive culture
- Corporate social responsibility

Our ongoing commitment in all four pillars earned us the highest rating and designation as an Equality 100 Award winner.

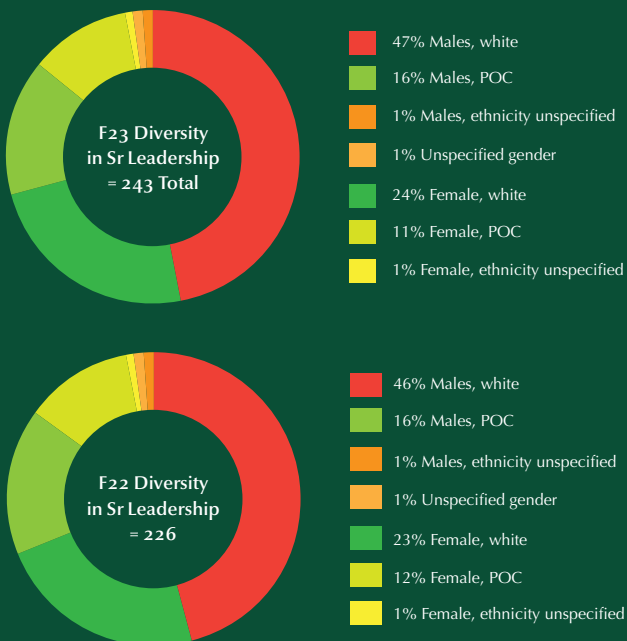




Growing together through fresh perspectives

When unique voices come together, our teams and our business flourish. We're pleased to report that, since F22, we've maintained the percentage of women and BIPOC in Senior Manager and higher roles at 53%. We also saw positive changes in diversity in our supervisory roles, increasing from 65% women and BIPOC to 74% women and BIPOC.

Senior Leader Demographics: Diversity



- 8% increase in women and people of color (POC) in Senior Manager or higher roles since F20
- 5% increase in female representation
- 75% of new hires and promotions have been women or POC

Full-Time Employee Statistics by Gender*



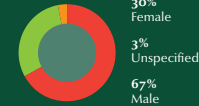
FY23

48%
Female1%
Unspecified51%
Male

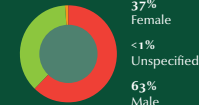
FY22

52%
Female< 1%
Unspecified48%
Male

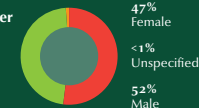
VP and above



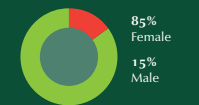
Senior Manager to Senior Director



Specialist to Manager

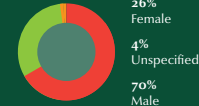


Associate and non-supervisory

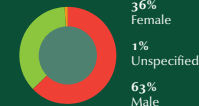


*U.S. team members only.

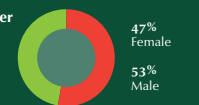
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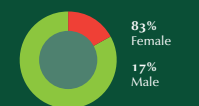
Senior Manager to Senior Director



Specialist to Manager



Associate and non-supervisory



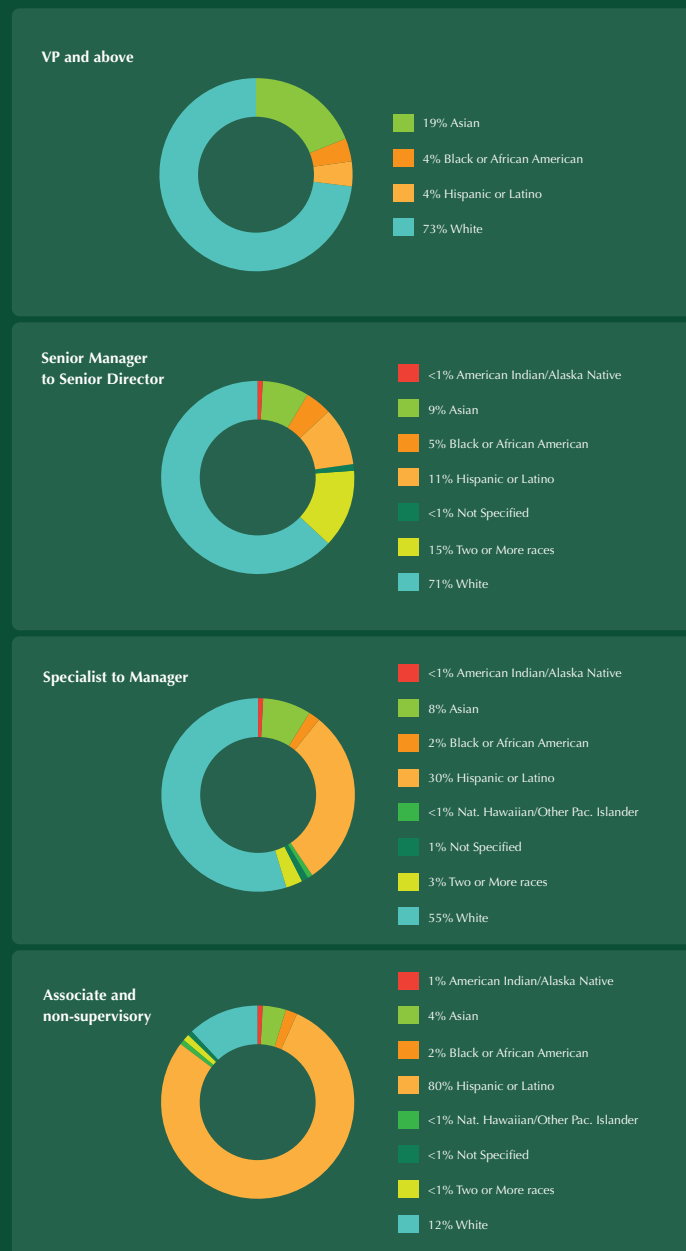
*U.S. team members only.



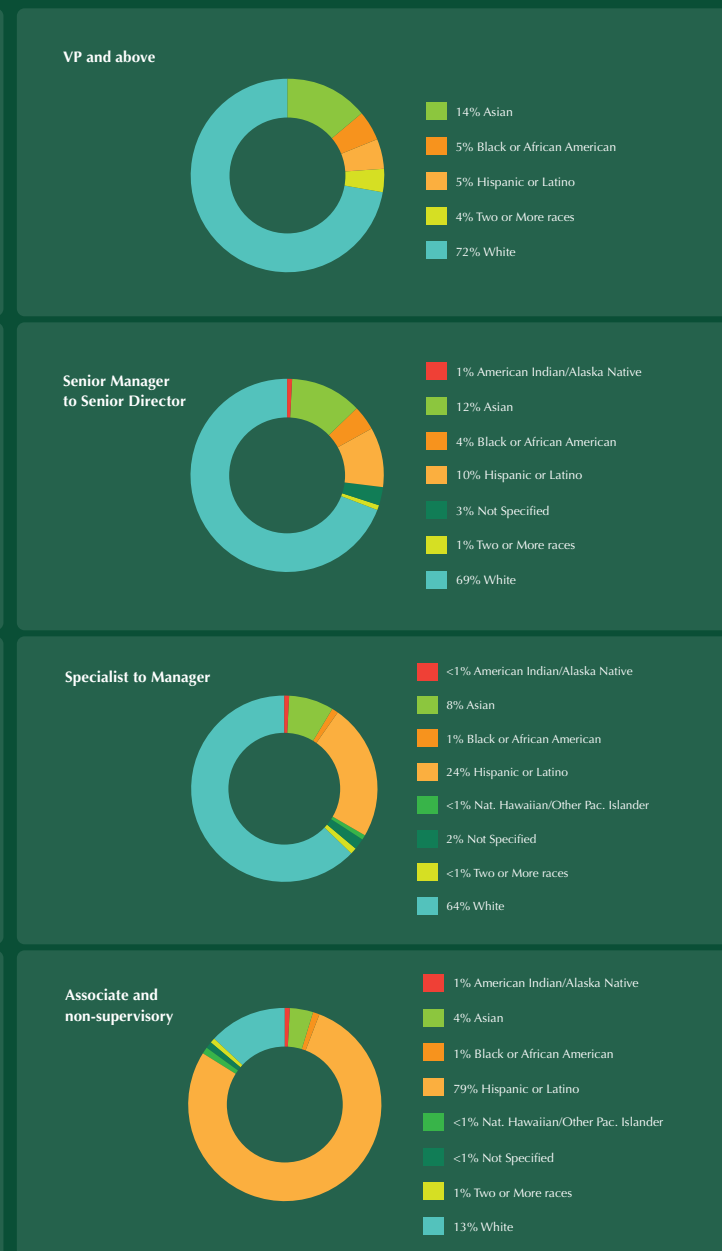
Our Team by Ethnicity



FY23



FY22





Recruiting diverse talent

We partner with community-based organizations and niche diversity recruiting sites to increase the diversity and unique perspectives we add to our teams. We're also building diverse talent through leadership opportunities, such as the Engineering Rotational Development Program (RDP). This two-year rotation provides college graduates with an overview of a Del Monte Foods' manufacturing plant in multiple functional areas with assignments in production, engineering and maintenance, planning, quality, manufacturing excellence, and distribution center operations.

“The Del Monte Foods Rotational Development Program was my first hands-on experience in the food production industry with many opportunities to build my character and leadership skills. Within the first half of the program, I had the opportunity to take part in large capital projects and become a production supervisor during the pack season in our Labeling department.”

— **Luis Cerezo**, former RDP Engineer and now Maintenance Supervisor, Modesto, California

Connecting people through shared experiences

Our network of Employee Resource Groups (ERGs) fosters a sense of belonging by giving team members a chance to safely connect with colleagues who are allies or share the same identities and experiences. Open to all team members, these groups also promote leadership opportunities.



True Colors

celebrates the LGBTQ+ and ally community



BELONG

connects Black and African American team members



DAAWN

is Del Monte Foods' Asian American Worker Network



LIFT

is Del Monte Foods' professional women's group



¡Hola!

represents our Hispanic network



Green Team

connects team members passionate about cultivating a healthy planet



Celebrations

MLK Day of Reflection, Lunar New Year, Taiko (Drumming) Performance + Asian Inspired Food Truck, International Women's Day, Cinco de Mayo lunch, Hispanic Heritage Month, Earth Day, Pride Month



Speakers

Breaking the Bamboo Ceiling (David Liu, DAAWN), All Things Bees (Green Team), Special Olympics (multiple), Empowering the LGBTQ+ Community (James Barnes, True Colors), International Women's Day (Ebony Wyatt), Earth Day (Pablo Rosales, Sustainable Agriculture Specialist, Del Monte Foods)



Professional Engagement

Membership in NAAAP (National Association of Asian American Professionals), Network of Executive Women ("Next Up"), Attendance at Next Up Leadership summit



Partnerships and Collaborations

Gay For Good (True Colors), Rancho Cielo sponsorship of annual fundraiser ¡Hola!



Volunteer Opportunities

Solano Food Bank, AIDS/LifeCycle event (True Colors), Season for Giving, Earth Day clean up and recycling



Wellness Challenges

Walk to Your Own Beat, No Fast Food, Holiday Hustle, Walktoberfest, Fall into Fitness, 3rd Annual Summer Strides

Cycling for a cause

In collaboration with AIDS/LifeCycle and Gay For Good, a nonprofit that helps LGBTQ+ and ally communities volunteer time and resources, our True Colors ERG helped raise awareness and funds to end HIV. True Colors recruited volunteers to make the 7-day, 545-mile ride from San Francisco to Los Angeles, and donated \$1,000 to both organizations.

"We all want to volunteer, but it's hard to find the right opportunities or time. When team members can contribute to a cause or organization, even if it's just one event, the impact is meaningful."

— **Jeffrey Tijo**, Director, Omnichannel Marketing, Del Monte Foods, Inc. and True Colors ERG Co-Lead



Team Member

Well-being

Helping people live their best lives

While fresh, wholesome food is key to lifelong health, we know our people need more to enjoy a fulfilling life. That's why, in addition to promoting good nutrition and physical activity, we provide tools and support for mental and social well-being and financial wellness.

Giving team members a voice — and ensuring they're heard

When our team members talk, we listen. It's one of the reasons people love to work at Del Monte Foods.

In F23, we conducted our first annual team member engagement survey as part of our initiative to become certified as a team-member-validated great workplace by the Great Place to Work® Institute.

What we heard validated our efforts while showing us areas for continued improvement.

Through the survey, we learned that:

- Team members feel like they're being treated fairly (as related to race, sexual orientation and gender).
- People feel an extremely high sense of pride in the organization and in what they do, which provides a sense of purpose.
- Team members feel proud to tell others that they work here.

“We wanted to measure the health of our organization by listening to the voices of our team members and giving them a forum to express how they felt about working here.”

— **Jose Alvarez**, Director, Organizational Effectiveness, Del Monte Foods, Inc.



“The culture of our company is something I’ve never experienced before — team members are collaborative, welcoming and willing to give their time.”

— **Team Member Response**, F23 Great Place to Work Feedback Survey

Using the survey as a baseline, we built specific action plans to address areas of need. For example, survey results showed we needed to do more to develop consistent, inclusive leadership behaviors. As a result, we developed a training program that more than 90% of directors and above completed online, and close to 98% also completed in a live session. The trainings focused on key leadership behaviors that promote a more inclusive environment.

We also created more opportunities for our high-potential team members. Our Leader Engagement and Development (LEAD) program provides training and resources to help leaders prepare for the next phase of their careers.

Inclusive services for individual needs

Because each team member’s life journey is different, we offer services to ensure individual needs are better met — from inclusive medical plans to pet adoption assistance. [Learn more](#) about our unique, inclusive team member benefits.



9,940,835

Total hours worked



72

Recordable incidents



1.44

Total recordable incident rate

Keeping our people safe

Our team members are the bedrock of our success, so we set a safety goal of zero incidents to ensure their safety and well-being at work. Since 2021, we’ve reduced the number of recordable incidents and our total recordable incident rate.

To keep us accountable for responsible business practices, our manufacturing facilities undergo SMETA (Sedex Members Ethical Trade Audit) four-pillar audits on labor standards, health and safety, business ethics and environment — in which we’re consistently rated highly for worker health and safety. Auditors at our sites have applauded best practices such as making free personal protective equipment and tool vending machines readily accessible to team members.





Community Assistance

Nourishing in Times of Need

When everyone does a little, we can make great things happen. Whether volunteering at a local food bank, building hygiene and baby care kits, or donating blood, we inspire our team members to give back to their communities, encouraging them to act where they're most needed. And we give them the time to do so.



\$14,898

donated in F23



\$1,300

largest individual donation



48

nonprofits reached

In addition to providing team members with one full paid day per calendar year to devote to community service, our Donation Matching Program matches team member donations up to \$200 made to nonprofit organizations, making their financial contributions go further. In F23, more than 42 team members donated to nonprofits, including Feeding America, St. Jude Children's Research Hospital, and University of Pittsburgh Medical Center.

Providing relief in disaster

Canned and non-perishable foods are critical resources for people affected by natural disasters. For several years, we've partnered with the American Red Cross and Feeding America to donate canned fruits and vegetables to disaster survivors. To help address food insecurity, we donated food to Convoy of Hope, Conscious Alliance, and others in F23.



\$3.3+ million

in Del Monte Foods product donations in F23



4.7 million+

pounds of donated food in F23

Story: Delivering hope to hurricane victims

The team at Convoy of Hope transported a truckload of our veggie products to Florida to support victims of Hurricane Ian. As Florida communities struggle to rebuild, it's important that we keep supporting their relief efforts.





Nourishing Communities

Cultivating equitable, healthy communities

Caring for communities is one of the most effective ways we fulfill our purpose of responsibly making nutritious foods more accessible to all. Nutrition is foundational to a healthy, thriving community, and yet, many communities have historically lacked the access and education they need and deserve. Through the guidance of our team members and trusted brands, we're partnering with nonprofits that address crucial needs for diverse communities through education, workforce development, social-emotional health resources and nutrition access.





Nutrition Education

Healthy choices for healthy lives

For busy parents and caregivers, finding the time and energy to cook at home can sometimes feel overwhelming. In addition, inflation is squeezing food budgets, driving up food insecurity.

Research shows that parents tend to choose unhealthy food options as a fallback when busy or stressed. With our partners, we are working to improve access to healthy options that can be made quickly and with ease.

In F23, Del Monte Foods committed \$5 million over the next 10 years to support the wellness of youth and communities across America, and to improve nutrition and healthy food access. Through this commitment, Del Monte Foods donated:

\$225,000

to Alliance for a Healthier Generation

\$125,000

to Crystal Bridges Museum school visit and free lunch program

\$50,000

to Farming for the Future Foundation

\$5,000

to Ag in the Classroom

As part of this commitment, we partnered with Alliance for a Healthier Generation to reach 7.5 million students and their families about healthy eating and lifestyle choices through the Nourishing Families by Nourishing Schools program. In F23, Healthier Generation launched three multimedia campaigns with resources, recipes, tips and demo videos to promote nutrition education and access.

The Nourishing Families by Nourishing Schools program seeks to improve the physical, mental and social-emotional well-being of children, ensuring that over three years, 75% of students reached represent Black, Indigenous and people of color (BIPOC) populations. Through our programs, we have reached over 2.5M students through schools and districts, making important progress toward our goals.



1.25 million
families reached



4,693
K-12 schools engaged



67%
of students and families reached represent BIPOC populations in F23.



Fun with food and family

For National Nutrition Month, we worked with Alliance for a Healthier Generation to launch tasty meal and snack recipes, along with fun activities for kids like stretching, balancing and other full-body movement exercises. These “Snacktivities” were designed to bring fresh inspiration to family meals and encourage kids to get involved in making and eating nutritious meals.

Due to the tremendous response, Snacktivities are being used as a resource for conferences and professional meetings and will be translated into Spanish to reach more families.

“Snacktivities are a great way of combining movement and healthy snacks to keep our youth healthy in mind and body. They can easily be incorporated into just about any setting.”

— Nancy Scales-Coddington, National Girls Collaborative Project



“Canned foods address many of these factors by offering nutritional value, shelf stability, and convenient foods at affordable costs. We saw an opportunity to improve nutrition security by making sure that families understand the benefits of cooking with canned fruits and vegetables.”

— Heather Angstrom, Director, Cause Marketing and Communications, Alliance for a Healthier Generation

Looking ahead to F24, we’ll work with Alliance for a Healthier Generation to help schools prepare for and successfully apply to become one of America’s Healthiest Schools in the topic area of Improving Nutrition and Food Access. America’s Healthiest Schools is Healthier Generation’s signature annual recognition program that celebrates schools across the nation for their achievements in advancing the physical, mental and social-emotional health of students, staff and families.

We’re proud that Del Monte Foods will be an official sponsor of the Improving Nutrition & Food Access category in 2024 and hope to make a meaningful difference to help schools increase their food access for students, school meal participation and nutrition education.





Equity in Agriculture

Supporting socially disadvantaged farmers

Equity isn't just a challenge for underserved communities that need access to nutritional information and resources. It's an opportunity in agriculture that we're addressing by providing personalized assistance to marginalized communities. We continue to donate to the [National Black Farmers Association \(NBFA\)](#), which helps Black, Hispanic/Latino, Asian and other under-resourced farmers and ranchers who need advice, support and education around topics such as financial health, land ownership, access to capital or farm-related best practices.



\$50,000

donated to NBFA

[Learn more](#) about our partnerships.



Consumer Health and Safety

Quality and safety, from farm to table

Since our inception, Del Monte Foods has been invested in customer health and safety because we know the communities we serve depend on it. From farm to consumer, our products are evaluated for their nutrient profile, ingredient safety and packaging integrity.

As the first major U.S. food producer to voluntarily adopt nutritional labeling on all our products, we have continually proven our commitment to the health benefits of our products. They meet FDA guidelines for fruit and vegetable servings, and our unique method – processing crops close to the field – means that our products retain more nutrients.

Using electronic tracing, we can track any product to the field it came from in under four hours.



How we care for consumers

- 100% of our fruit, vegetable, produce and tomato product lines contain at least 1/2 serving or more of fruits or vegetables
- More no-sugar-added fruit products and no-salt-added/reduced-sodium vegetable products than other brands
- No Bisphenol A (BPA) in can linings
- Products closely tracked for potential recalls



Product safety and quality certifications

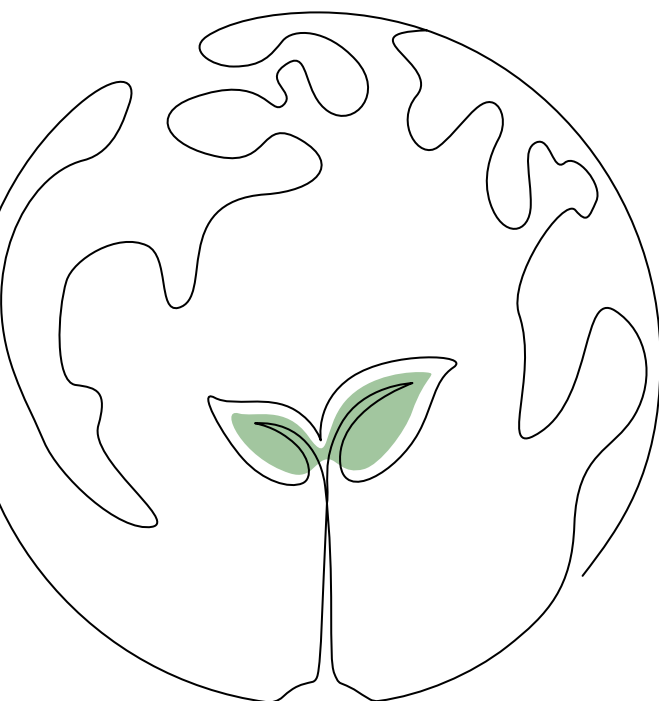
- All manufacturing facilities received an A or AA rating from the Global Food Safety Initiative (GFSI) in F23
- All of our manufacturing facilities are Brand Reputation through Compliance Global Standard (BRCGS) certified
- 4 of our 8 facilities have organic certification
- 4 of our 8 facilities are halal certified
- All of our facilities have FDA-approved Hazard Analysis Critical Control Point (HACCP) food safety plans
- All of our manufacturing facilities are certified to pack kosher products
- 5 facilities have Non-GMO Project certification for branded and customer labels
- Good Manufacturing Practices (GMPs) are followed in all plants and verified by internal and external audits



Governance

Doing right by our stakeholders

Sustainability is one of the key strategic pillars for Del Monte Foods. Here's how our leaders ensure accountability and keep our company running responsibly.



For more information about how ESG issues are managed at Del Monte Foods, please see our [F22 CDP response](#).

ESG Oversight



Board of Directors

- Oversees sustainability and climate-related issues
- Ensures implementation of performance objectives related to climate and sustainability
- Reviews progress on sustainability pillars monthly
- Reviews specific climate-related topics deemed material at least twice a year to guide plans of action, assess climate-related risks and risk management policies, and approve any major capital expenditure related to climate intervention
- Stay informed by ESG reports



CEO

- Ensures we're leaders in corporate responsibility
- Approves ESG reports



Director ESG (reports to Executive Team)

- Reports ESG progress to the board twice a year
- Ensures that the management of climate-related issues is conducted throughout the company



Sustainability Council

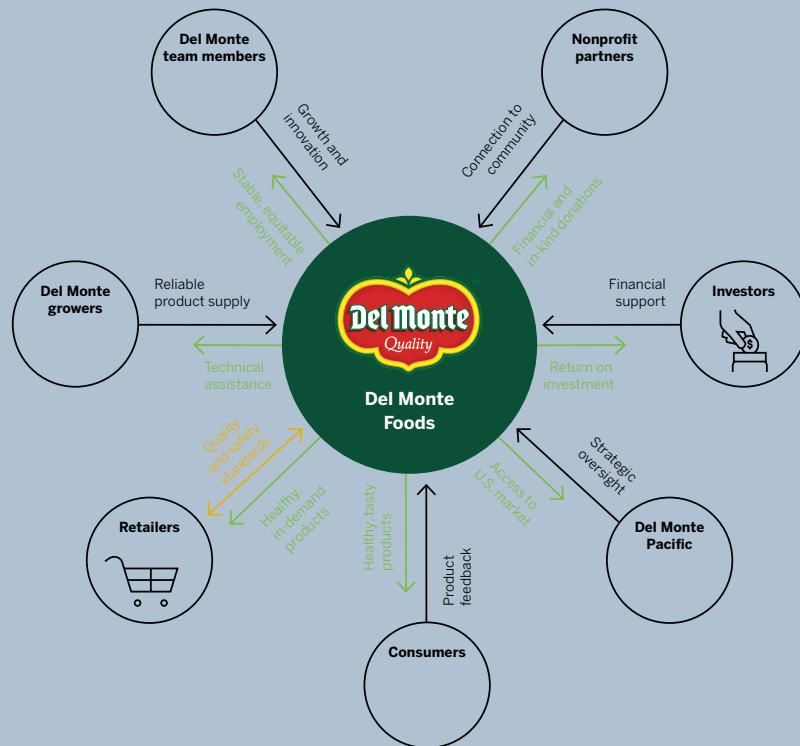
- Includes 13 senior leaders from audit, transportation and warehousing, global technical services, operations, agriculture, legal, and human resources and diversity
- Meets quarterly to discuss strategy and progress against our goals
- Oversees the work of sub-committees focused on sustainable agriculture; utility reduction; culture, diversity, equity and inclusion; and plastics and waste



Stakeholders

Working together for a better tomorrow

The feedback we receive from consumers, retailers, nonprofit partners, team members, growers and beyond plays a vital role in shaping our decision-making. That's why we work with and consult numerous internal and external stakeholders through corporate engagement, our supply chain and consumer interactions. These stakeholder relationships support Del Monte Foods' sustainable manufacturing and business practices.



Ethics

Cultivating ethical practices

As an industry leader, we know what it takes to earn the trust of our team members, customers and suppliers. It shows in the way we conduct our business. We hold team members and suppliers up to the highest ethical standards, not only to ensure we're running an honest business but to make a positive impact on society, as well.

Supplier Code of Conduct: Our Supplier Code of Conduct sets standards for the ethical and honest business practices we expect of our vendors, including guidelines around health and safety, compliance, benefits and more. [Read our Supplier Code of Conduct.](#)

Anti-Corruption Policy: Our Anti-Corruption Policy ensures that the risks of corruption are mitigated and that accounting controls are in place to identify and alert management of any unusual activity warranting follow-up. These risks include, but are not limited to, bribery or the making of improper payments to improperly influence, directly or indirectly, any foreign government employees, employees of government-controlled businesses, political parties or candidates.

Whistleblower Policy: We provide all team members access to a free, anonymous whistleblower hotline that can be accessed by phone or online 24/7.



Conclusion

Harvesting health and hope

We're inspired by the progress we've made in F23. We've reduced our carbon footprint, listened to and addressed the needs of our team members, and educated students and families on healthy eating and lifestyles. And we continue to plant the seeds of change.

With a clear path forward, we plan to save even more natural resources through efficiency projects, increase our investment in renewable energy, include more post-consumer recycled content (PRC) in our packaging, and shift additional on-road miles to rail and intermodal. In partnership with our growers, we'll also continue to support carbon reduction at the farm level by promoting agricultural practices that reduce greenhouse gas emissions and buying more organic crops.

To ensure our people feel welcome and thrive, we'll push forward with our Employee Resource Group initiatives and will keep working toward our certification as a Great Place to Work. And, to fulfill our purpose to make nutritious food available to everyone, we'll stay the course in educating families, supporting socially disadvantaged farmers, and reinforcing our commitment to food quality and safety.

**A healthier and more hopeful tomorrow starts today.
We hope you'll join us on our journey.**



To learn more, visit us at
www.delmontefoods.com/sustainability





GRI Data Index

2021 Universal Standard Section	Disclosure	Response
1. The organization and its reporting practices	Disclosure 2-1 Organizational details	Generally we are known as Del Monte Foods, but we are also referred to as Del Monte Foods, Inc., which is our legal name. Del Monte Foods, Inc. is the U.S. subsidiary of Del Monte Pacific Limited (Bloomberg: DELM SP, DELM PM) and is not affiliated with certain other Del Monte companies around the world, including Fresh Del Monte Produce Inc., Del Monte Canada, or Del Monte Asia Pte. Ltd. Our headquarters are located in Walnut Creek, California. We have direct operations in the United States and Mexico.
	Disclosure 2-2 Entities included in the organization's sustainability reporting	Our sustainability reporting covers all of Del Monte Foods' subsidiaries. A complete list of subsidiaries can be found on page 34 of our audited F23 financial reporting. We consolidate data from all active subsidiaries into our reporting. Our approach does not differ across the disclosures in this Standard or across material topics. Find out more.
	Disclosure 2-3 Reporting period, frequency and contact point	Our reporting period aligns with our financial fiscal year, which runs from May 1 to April 30 each year. The F23 fiscal and sustainability reporting period covers the period ranging from May 1, 2022 to April 30, 2023. In the past we have reported on a biennial basis. We intend to report on an annual basis moving forward. This sustainability report was published in March, 2024. Questions about this report can be directed to responsiblesourcing@delmonte.com .
	Disclosure 2-4 Restatements of information	No restatements of information have been made in our F23 reporting.
	Disclosure 2-5 External assurance	We seek external assurance for our carbon footprint metrics within this sustainability report, inclusive of Scopes 1, 2 and 3. This report is reviewed and approved by our CEO and our board of directors. A link to the external assurance report describing the assurance basis, assurance standards used, the assurance standard obtained and any limitations of the assurance process can be found here. Our external assurance provider has no other relationship with us outside of providing external assurance.



2. Activities and workers	Disclosure 2-6 Activities, value chain and other business relationships	We are one of the country's largest producers, distributors and marketers of premium quality, branded food products for the United States ("U.S.") retail market. The majority of our products are sold nationwide in all channels serving retail markets, mass merchandisers, the U.S. military, certain export markets, the food service industry and food processors. We sell products under the "Del Monte", "Contadina", "College Inn", "S&W", "Joyba", "Kitchen Basics" and other brand names, as well as private label products, to key customers. We operated eight production facilities as of April 30, 2023, in the U.S. and Mexico. Fruit plants are located in California and Washington, vegetable plants are located primarily in the Midwestern U.S. and the tomato plant is located in California. We're one of the largest marketers of processed fruit, vegetables and tomatoes in the U.S. We have a seasonal production cycle that generally runs between the months of June and October. The seasonal production is primarily related to the majority of processed fruit, vegetable and tomato products, while some of the processed fruit and tomato products and the College Inn and Kitchen Basics broth products are produced throughout the year. Additionally, we have contracts to co-pack certain processed fruit and vegetable products for other companies. In the F23 reporting period, we completed the acquisition of the Kitchen Basics brand.
	Disclosure 2-7 Employees	See the Nourishing People section of this ESG Report. The information was compiled from our HR systems of record and is inclusive of all team members who were employed during the reporting period. We have a significant fluctuation of seasonal employees during our processing season, which runs generally from June to October.
	Disclosure 2-8 Workers who are not employees	We do not collect information on workers who are not employees of Del Monte Foods, Inc.
3. Governance	Disclosure 2-9 Governance structure and composition	See Del Monte Pacific Limited FY2023 Annual Report , page 77.
	Disclosure 2-10 Nomination and selection of the highest governance body	See Del Monte Pacific Limited FY2023 Annual Report , page 86.
	Disclosure 2-11 Chair of the highest governance body	The Executive Chairman of the board of directors is Mr. Rolando C. Gapud. Mr. Gapud is not a senior executive of the organization. Find out more.



Disclosure 2-12
Role of the highest
governance body
in overseeing the
management of impacts

The CEO communicates the organization's purpose, strategy (approved by the board), values and mission and works with his executive leadership team to establish an annual operating plan (approved by the board) and objectives to fulfill these with their teams and assess performance against goals. Policies are established by various management within the organization to guide employees on how to meet expectations and comply with laws and regulations. Progress on environmental, social and governance issues is presented to the board at a minimum of once per reporting period.

An ESG Task Force, with CEO and executive leadership representation, ensures that economic, environmental and people goals and targets are established and that progress is measured, monitored and validated. Sustainability goals for all employees are part of the annual performance planning and assessment process, and employees are assessed against established performance standards to ensure short- and long-term goals are achieved. Overall sustainability results are reviewed by management, independently audited, and included in the biennial sustainability report, and carbon emissions are validated and communicated to CDP based on the Greenhouse Gas Protocol for Scope 1, 2 and 3 emissions.

Del Monte Foods uses third-party experts and assurance providers to assist with its materiality assessment, understanding of risks and opportunities to the achievement of objectives, and reporting to ensure it is complete and accurate.

Learn more about our climate governance in [Del Monte Pacific Limited FY2023 Annual Report](#), page 72.

Disclosure 2-13
Delegation of
responsibility for
managing impacts

We manage risk by proactively managing financial, operational, compliance, information technology and sustainability risks in all levels of the organization. We monitor emerging risks and report to the Audit and Risk Committee of the board of directors. The Audit and Risk Committee has been given oversight of these issues because they have purview over the entire enterprise and visibility into both ongoing and future strategic risks.

In addition, each part of the company and the subsidiaries are responsible for integrating sustainability into its operations. From an operational perspective, this is carried out throughout the organization by a cross-functional, executive-level Environmental, Social and Governance (ESG) Committee, sponsored by the Chief Operating Officer and Chief Executive Officer. This committee has set sustainability goals, and aims to meet four times a year to review progress against goals. This committee is made up of individuals at the director level of the company who hold responsibility for specific sustainability goals. Working groups within the ESG Committee meet as needed to report on individual progress against the sustainability goals. They also discuss risks and opportunities, which include those related to climate change.

Disclosure 2-14
Role of the highest
governance body in
sustainability reporting

Sustainability is one of the pillars driving the long-term strategic blueprint for growth at Del Monte Foods and has been firmly embedded in our annual plans. Our board meets at least quarterly or more frequently to review and evaluate the group's operations and performance, including its progress against the pillars of growth. This review is supported by an internal audit report that is submitted to the Audit and Risk Committee, which assesses the organization's risk management and internal controls processes and elevates material risks and management actions to the Audit and Risk Committee and board. ESG-specific risks are considered as part of the annual internal audit planning process and any related audit activities are communicated to the Audit and Risk Committee and board on a quarterly basis. As sustainability is one of our strategic pillars, the board's review ensures the implementation of performance objectives related to climate and sustainability. Where necessary, these reviews are used to guide major plans of action, assess climate-related risks and risk management policies, and approve any major capital expenditure related to climate intervention.

In addition, board members were participants in our materiality assessment and contributed to the determination of our material topics. The board also reviewed and approved the results of our materiality assessment from all stakeholders and the determination of our material topics.

Disclosure 2-15
Conflicts of interest

Del Monte Pacific Limited has a Code of Business Ethics in place which sets out the principles and policies upon which business is conducted. It asks that the group conduct its businesses in a manner which, in all reasonable circumstances, is above reproach. In line with this, the company expects from all officers and employees the highest standards of business and personal ethics. Company employees must act with the utmost fairness and according to the highest moral principles when dealing with the company's stakeholders, co-employees, customers, suppliers, shareholders, the government and surrounding communities. Employees are asked not to engage in activities that could conflict with those of the company and have to answer a Conflict of Interest questionnaire annually. The company abhors any form of corruption and bribery by its employees and suppliers. The [policy](#) is available on Del Monte Pacific Limited's website.

Disclosure of board conflict of interest is disclosed in [Del Monte Pacific Limited FY2023 Annual Report](#), pages 12-14.



Disclosure 2-16 Communication of critical concerns	Critical concerns are communicated to the board committees in numerous ways. Depending on the nature of the concern, some are communicated immediately and/or follow established protocols, and others are communicated during quarterly board meetings. Concerns that are routinely communicated and discussed via board meeting agendas include those around enterprise risks, internal audits, litigation and whistleblower reports and investigations. We do not report a total number of critical concerns.
Disclosure 2-17 Collective knowledge of the highest governance body	New directors undergo an orientation program whereby they are briefed by the company secretary on their obligations as directors, as well as the group's corporate governance practices, and relevant statutory and regulatory compliance issues, as appropriate. They are also briefed by management on the group's industry and business operations. Ongoing orientation includes visits to the group's plantation and manufacturing facilities for board members to gain a first-hand understanding and appreciation of the group's business operations. During the year under review, there were no new director appointments in the company. Timely updates on developments in accounting matters, sustainability, legislation, jurisprudence, government policies and regulations affecting the group's businesses and operations are likewise provided to all directors. The board had been duly updated on changes to the 2018 Code and U.S. Securities and Exchange Commission Corporate Governance Code, as well as on any developments affecting other relevant laws and related matters. The board also receives regular training updates on matters affecting the group's businesses and operations. In addition, all directors are required to undergo annual continuing training as may be relevant to the effective discharge of their responsibilities, at the expense of the company. Specific trainings are listed in the Del Monte Pacific Limited FY2023 Annual Report, pages 81-82.
Disclosure 2-18 Evaluation of the performance of the highest governance body	The board has implemented a formal annual evaluation process to assess the effectiveness of the board as a whole, each of its board committees and individual directors. The evaluation process is undertaken annually and involves board members completing questionnaires covering mainly the following areas of assessment: • Board composition • Information to the board • Board procedures, training and resources • Board accountability • Communication with CEO and key management personnel • Succession planning for directors, board chairman and the CEO • Standards of conduct and effectiveness of the board • Rigorous review of the independence of each of the independent directors • Board committees' performance in relation to discharging their responsibilities under their respective terms of reference Each director conducts a self-assessment of his/her performance and contribution to the board through completion of a questionnaire on a secured online portal, the results of which are collated and tabulated by an external facilitator. The directors' self-evaluation on their performance focuses on the following: • Directors' duties • Leadership • Communication skills • Strategy and risk management • Board contribution • Knowledge • Interaction with fellow directors, key management personnel, auditors, company secretary, legal advisors and other professional advisors Learn more in Del Monte Pacific Limited FY2023 Annual Report, pages 88-89.
Disclosure 2-19 Remuneration policies	Remuneration policies for board members and senior executives are detailed in Del Monte Pacific Limited FY2023 Annual Report , pages 89-91.



	Disclosure 2-20 Process to determine remuneration	Remuneration policies for board members and senior executives are detailed in Del Monte Pacific Limited FY2023 Annual Report , pages 89-91.
	Disclosure 2-21 Annual total compensation ratio	The information required for this disclosure is unavailable for the reporting period. We intend to report this information in the next reporting cycle.
4. Strategy, policies and practices	Disclosure 2-22 Statement on sustainable development strategy	CEO Letter
	Disclosure 2-23 Policy commitments	Supplier Code of Conduct Our Supplier Code of Conduct is incorporated into Del Monte Foods purchase contracts. Suppliers agree to abide by the code by agreeing to do business with us. We reserve the right to conduct ethical audits of all suppliers who do business with us. This Code of Conduct was approved at the board level.
	Disclosure 2-24 Embedding policy commitments	For our suppliers, our Supplier Code of Conduct is referenced in Section 8 of our Del Monte Purchase Order Terms and Conditions, which is available on every company Purchase Order. Within our organization, employees acknowledge our Code of Conduct. directors, officers, full-time and part-time employees, and agents of Del Monte and its subsidiaries are responsible for learning and owning the principles and policies of our Code. Violations, or involvement in a violation, of the Code of Conduct may result in disciplinary action. Employees are required to complete training on the Code every two years and disclose any conflicts of interest. Find out more.



Disclosure 2-25
Processes to remediate
negative impacts

The Code of Conduct dictates that employees should:

Act within the authority of their job, while doing their part to make sure our vendors and suppliers join us in following the law and upholding our standards. They should report any suspected violations of the Code. Managers are reminded to communicate the importance of our Code to the people they manage, encourage others to ask questions and raise concerns, and respond promptly to any issues. They are forbidden to retaliate or allow others to retaliate in any way against an employee who reports a suspected violation of the Code or company policies and laws and regulations. They are instructed to remind their team about Del Monte's policy of zero tolerance for retaliation. Del Monte policy prohibits retaliation against any employee for reporting a suspected violation of the Code, company policies or applicable laws and regulations. Disciplinary action will be taken against individuals who engage in retaliation. Managers watch for unethical conduct to be certain that operations under their control stay in compliance with relevant laws and regulations. Failing to supervise carefully or to address problematic situations could be grounds for disciplinary action.

Because of the significant legal and ethical consequences of violating our Code, disciplinary action may impact both the offender and the offender's supervisor, if the violation involved the supervisor's participation or lack of diligence. Disciplinary action includes:

- counseling
- reprimand
- formal warning
- suspension, with or without pay
- demotion
- termination of employment and possible forfeiture of eligibility for severance or other benefits

Violations of certain sections of the Code may also be violations of the law and could result in criminal prosecution, fines or jail time. Del Monte may not be able or willing to protect you from these penalties, or to represent you in any criminal investigation. Depending on how serious the violation is, Del Monte may report the violator to the appropriate authority.

Once employees receive the Code, they are asked to complete a statement that acknowledges that they have reviewed it, understand it and agree to comply with its terms, as well as with underlying Del Monte policies and relevant laws and regulations. They are also asked to consider their personal circumstances and disclose any relationship or activity that could be a conflict of interest.

Del Monte asks employees to complete an Acknowledgment and Disclosure Statement every year to confirm their compliance with our Code. In addition to the annual acknowledgement, employees have an ongoing obligation to disclose possible conflicts of interest.

Disclosure 2-26
Mechanisms for seeking
advice and raising
concerns

Supervisors, management and our experts in law, human resources, finance and other departments are resources to answer questions and make sure employees know what to do before they act. Concerns about questionable accounting or auditing practices may be raised confidentially and anonymously through the company's Whistleblower System and/or with the Audit Committee of the board of directors.

Disclosure 2-27
Compliance with laws and
regulations

The group is the subject of, or a party to, various suits and pending or threatened litigation. While it is not feasible to predict or determine the ultimate outcome of these matters, the group believes that none of these legal proceedings will have a material adverse effect on its financial position. For confidentiality reasons, we are unable to disclose specific instances of non-compliance. The group, in the ordinary course of business, sets up appropriate provisions for its present legal or constructive obligations, if any, in accordance with its policies on provisions. In recognizing and measuring provisions, management takes risk and uncertainties into account. As of April 30, 2023, the group recognized provision for legal contingencies amounting to \$2.5 million recorded under "Trade and other payables" in the consolidated statement of financial position (May 1, 2022: nil; May 2, 2021: nil). As of April 30, 2023, provision for from environmental remediation amounted to nil (May 1, 2022: \$0.3 million, \$0.2 million of which is non-current; May 2, 2021: \$7.7 million, \$7.4 million of which is noncurrent). As of April 30, 2023, provision for retained liabilities arising from workers' compensation claims amounted to \$14.8 million, \$13.2 million of which is non-current (May 1, 2022: \$17.8 million, \$14.6 million of which is non-current; May 2, 2021: \$20.4 million, \$17.2 million of which is non-current) More information can be found in our FY2023 financial reporting. [Find out more.](#)

Disclosure 2-28
Membership associations

Food Northwest (formerly Northwest Food Processing Association), Food Waste Reduction Alliance (FWRA), California League of Food Producers (CLFP), Midwest Food Processors Association (MWFPA), Sustainable Packaging Coalition (SPC), Consumer Brands Association (CBA, formerly known as the Grocery Manufacturers Association), Produce for Better Health Foundation.



5. Stakeholder engagement	Disclosure 2-29 Approach to stakeholder engagement	The board is responsible for monitoring if obligations to shareholders and other stakeholders are understood and complied with. Stakeholders include shareholders, employees, business partners, suppliers, communities (in areas where the group has presence), customers and government regulators. With the company secretary's assistance, the board and management are kept continually apprised of their compliance obligations and responsibilities arising from various regulatory requirements and changes. The company actively engages with its stakeholders through various media and channels to ensure that its business interests are aligned with those of its stakeholders. The company has identified its stakeholder groups through an assessment of their connection to and to the impact of the group's operations to them, namely, consumers, business partners, creditors, host communities, employees, and shareholders. The company's strategy and key areas of focus in relation to the management of stakeholder relationships for FY2023 will be addressed in its Sustainability Report to be published on the company's corporate website. Stakeholders can communicate and engage with the company through the company's website at www.delmontepacific.com or contact the Investor Relations team via email at jluy@delmontepacific.com and/or telephone at +65 6594 0980.
	Disclosure 2-30 Collective bargaining agreements	Approximately 74% of our U.S.-based employees are covered by a collective bargaining agreement. For employees not covered by a collective bargaining agreement, their working conditions and terms of employment are based on local law.
2021 Universal Standard GRI 3	Disclosure 3-1 Process to determine material topics	In 2020, we initiated a three-pronged sustainability materiality assessment in which qualitative and quantitative information was used to identify Material Aspects for the company, working with consultants at Quantis. The three-pronged assessment consisted of (i) stakeholder surveys, (ii) stakeholder interviews, and (iii) quantitative analysis. Stakeholder Surveys: The first component of the materiality assessment was a survey of stakeholders. In this exercise, each person rated the importance of specific sustainability issues to Del Monte Foods and to stakeholders. Thirty-five of the 48 invitees responded to the survey, including 20 internal and 15 external stakeholders. The list of issues was based on those described by various reporting frameworks and guidelines, including GRI, as well as those frequently addressed by environmental and social life cycle assessments (LCA). A total of 31 issues were included in the areas of economic resilience (5), environmental integrity (9), and social responsibility (17). Results were averaged and plotted, using natural breaks to identify the relative importance of issues. Stakeholder Interviews: A second component of the materiality assessment was to interview Del Monte Foods' stakeholders, asking them to identify the most important issues facing Del Monte Foods, from their perspective. A total of nine internal and external parties were interviewed, including three individuals from external organizations. These organizations included Del Monte Foods' customers, peers, community members, and other nonprofit groups. External stakeholders were included, in part, to help us define our Aspect Boundaries. Internal stakeholders that were interviewed held positions at the board of directors level, executive level, in management roles, and in non-executive employee level. These interviewees sit in a variety of departments, specifically Human Resources, Research and Development, Agriculture, Internal Audit, Operations, Finance, Marketing, Sales, Procurement and Supply Chain. The interview exercise helped identify a set of key economic, environmental, and social issues for Del Monte Foods, as well as characterized why and how these issues are critical for us. Quantitative Analysis: A third piece of the materiality assessment was an analysis of the answers and outcomes, including graphical display of the responses and key observations. Three perspectives are considered: (1) how Del Monte Foods is impacted by a range of economic, environmental and social issues, (2) how the identified issues impact Del Monte Foods' performance, and (3) how important it is to the stakeholders that Del Monte Foods address the identified issues.



Disclosure 3-2
List of material topics

Del Monte Foods’ materiality assessment identified the following Material Aspects for its corporate sustainability strategy and reporting:

- Category: Economic Resilience:
 - 201: Economic Performance
 - 204: Procurement Practices
 - 202: Market Presence
- Category: Environmental Integrity:
 - 304: Biodiversity
 - 303: Water and Effluents
 - 306: Waste
 - 308: Supplier Environmental Assessment
- Category: Social Responsibility:
 - 416: Customer Health and Safety
 - 405: Diversity and Equal Opportunity
 - 403: Occupational Health and Safety

Disclosure 3-3
Management of material topics

Disclosure 3-3 for each of our material topics can be found on our website at <https://www.delmontefoods.com/sustainability>.