



DEL MONTE FOODS, INC.

2021 Sustainability Report

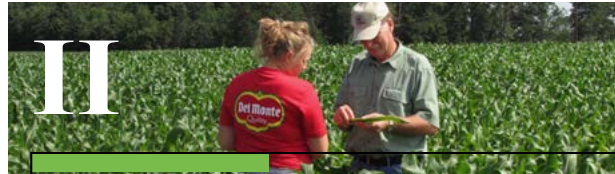
Growing What's Good

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I

A Note from Our CEO

At Del Monte Foods, Inc., we're growers of good. This past year, we extended this ethos not only to growing what's good, but also to taking care of what's good: our team members, our growers, our customers and our communities.

From the COVID-19 pandemic to a long-overdue reckoning on racial justice, we stepped up to support people and communities in need. From our partnership with Feeding America to fight food insecurity, to supporting the National Black Farmers Association to advance racial equity in agriculture, to partnering with GrowingGreat to educate children on the importance of nutrition, we continued to grow good in the communities in which we live and work. But our work didn't end there. We also prioritized our own health and well-being through aggressive COVID safety protocols and creating a more diverse and inclusive culture shaped by our Diversity Leadership Council and growing Employee Resource Group network.

Despite the pressures brought about by the pandemic, we remained steadfast in providing

foods with purpose that nourish people and the planet. This means being as thoughtful about our environmental sustainability efforts as we are about delivering nutritious, primarily plant-based foods that can be enjoyed by people from all walks of life. We remain committed to achieving our 2025 goals and have implemented new transparency and efficiency efforts, improved the already-high nutrient content of our products, embedded new sustainable agriculture methods, conducted a new materiality assessment and more.

In this, our fiscal year 2021 sustainability report, we're excited to share these stories and progress with you. We thank you for your ongoing support and look forward to sharing more as we continue in our journey to grow good for people, communities and the planet — all to create a healthier and more hopeful tomorrow.

Sincerely,

Greg Longstreet
President & CEO,
Del Monte Foods, Inc.

“From the COVID-19 pandemic to a long-overdue reckoning on racial justice, we stepped up to support people and communities in need.”

— Greg Longstreet

II

About Us



About Us and This Report

About Del Monte Foods

Del Monte Foods, Inc. (Del Monte Foods), a subsidiary of Del Monte Pacific Limited (Del Monte Pacific) is headquartered in Walnut Creek, CA, with net sales of \$1.483 billion and 7,242 team members as of the end of the 2021 fiscal year (F21). Del Monte Foods is one of the country's largest producers, distributors and marketers of premium-quality branded food products for the U.S. retail market. We offer a wide array of vegetable and fruit products under the following portfolio of brands: Del Monte®, Contadina®, S&W®, College Inn® and JOYBA™. For more information, please visit [DelMonteFoods.com/Our-Story](https://www.DelMonteFoods.com/Our-Story).

About This Report

Del Monte Pacific, our parent company, is dual listed on the Singapore Exchange (SGX) Securities Trading Limited and the Philippine Stock Exchange, Inc. (PSE). Both entities fall under the SGX Sustainability Reporting Guide



and Rule. To align with the SGX guide, this report references disclosures from the Global Reporting Initiative (GRI), a widely adopted standard for sustainability reporting. The disclosures covered in this report correspond to our 2020 materiality assessment, and data comes from facilities that were fully owned and operated by the company as of April 30, 2021. The report excludes data from facilities that were closed or sold before May 1, 2020. Additional exceptions or exclusions are noted in the text. For more information or questions regarding this report or sustainability at Del Monte Foods, please contact molly.laverty@delmonte.com.

Del Monte Foods is one of the country's largest producers, distributors and marketers of premium-quality branded food products for the U.S. retail market.

Our Material Topics

In 2020, we updated our materiality assessment to understand what issues are most important to our business and to our stakeholders, including our consumers, team members, community members and customers, through a detailed survey and interview process. The results showed that the key priorities for Del Monte Foods are:



Economic resilience:

- Economic performance
- Procurement practices
- Market presence (local communities)



Environmental integrity:

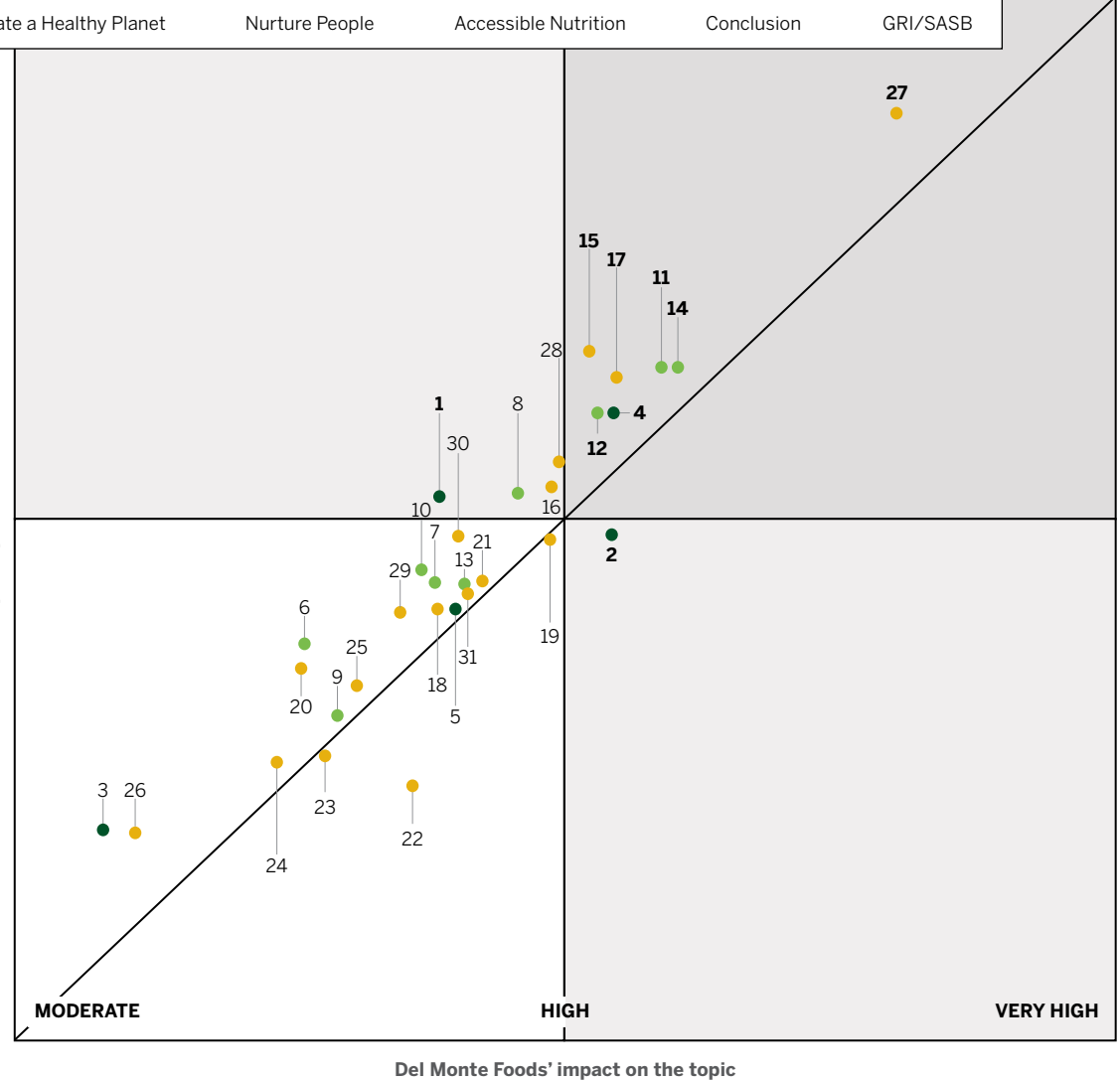
- Effluents and waste
- Environmental compliance
- Land management



Social responsibility:

- Employee well-being
- Occupational health and safety
- Product safety and quality

How the topic impacts Del Monte Foods



Topic key:

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

Our Purpose, Values and ESG Pillars

Our purpose, values and environmental, social and governance (ESG) pillars inform our dedication to producing healthy foods and caring for the environment and communities that provide it.

Our Purpose

As growers of good, our mission is to nourish families with earth's goodness in order to create a healthier tomorrow in which nutritious foods are more accessible to all.



Our Values

Our core values, CHOICE, enable a collaborative and innovative culture that brings the best out of our teammates to achieve widespread success.

C

Commitment to our stakeholders



H

Health of our products and planet



O

Ownership of our actions and results



I

Innovation for future growth



C

Collaboration to overcome obstacles together



E

Excellence in all that we do



Our ESG Pillars

Producing healthy foods cannot be done without healthy farmland and communities. Our pillars direct our sustainability efforts, which focus on people, planet and accessibility.

We're helping to grow healthier agriculture communities and food systems by:



Cultivating a Healthy Planet

- By universally adopting sustainable agriculture practices
- By minimizing the impact of our operations and packaging



Nurturing People and Connections






- By creating an equitable workplace with equal access to opportunity
- By providing growers and their communities with the resources to thrive










Growing Accessible Nutrition

- By developing healthy new products for evolving preferences and lifestyles
- By providing healthy food to people in times of crisis
- By educating the next generation about healthy eating

Our 2025 Goals

PILLAR	BY 2025, WE WILL	CURRENT STATUS
Cultivating a Healthy Planet 	 Increase truckload efficiency in miles per gallon (mpg) by 14%.	We have surpassed our goal, increasing our truckload efficiency in mpg by 14.3% since 2017.
	 Reduce empty miles driven from dedicated operations by 20%.	In F21, we shifted more shipments to rail, a positive step toward reducing on-road empty miles.
	 Convert plastic packaging to 100% recyclable, reusable or compostable by 2030.	We began trials on two new plant-based plastic options, mono-material recyclable plastic components and downgauged plastic in our seven- and four-ounce fruit cups.
	 Include 25% recycled content into plastic packaging once recycled polypropylene supply is available and U.S. Food and Drug Administration (FDA) approval is received.	We are engaging with federal regulatory authorities and the Consumer Brands Association Packaging Sustainability Council on this issue. We completed two trials of post-consumer recycled plastic in our fruit and beverage cups.
	 Add How2Recycle® icons to 100% of our packaging.	We added icons to five new products.
	 Increase cover cropping by 5% per year.	From 2020–2021, we increased the number of acres growing cover crops by 17.9% and the number of growers adopting cover crops by 8.6%.

PILLAR	BY 2025, WE WILL	CURRENT STATUS
Nurturing People and Connections 	 <p>Define and measure team member engagement and achieve top quartile scores.</p>	<p>We will be rolling out an employee engagement survey in fiscal year 2022.</p>
	 <p>Establish a Diversity Leadership Council and expand Employee Resource Groups. Increase diversity across leadership roles.</p>	<ul style="list-style-type: none"> • We met our goal of establishing a Diversity Leadership Council. • We expanded our Employee Resource Groups from two to six. • We increased the percentage of women and people of color in Senior Manager and higher roles by 8% in F21 for a total of 53% diversity in this segment. • We instituted mandatory team member training on diversity and inclusion. • We became a Gold Sponsor of the Network of Executive Women.
	 <p>Provide the opportunity for all team members to earn a living wage.</p>	<p>We are raising wages to meet the Massachusetts Institute of Technology living wage definition in each of our major operating areas.</p>
	 <p>Donate an average of five million pounds of food each year to support disaster relief, local food banks and non-profit organizations.</p>	<p>In F21, we donated 4,051,963 pounds of food.</p>
Growing Accessible Nutrition 	 <p>Educate an average of five million children and parents annually through outreach efforts that focus on expanding knowledge around nutrition and making healthy eating choices.</p>	<p>To date, through our partnership with GrowingGreat, we have educated over three million children and parents, in person and virtually.</p>

Governance

Sustainability is one of the key strategic pillars for Del Monte Foods. Sustainability and climate-related issues are overseen by our Board of Directors. The Board reviews progress on the sustainability pillars monthly, and our Senior Sustainability Manager reports to the Board twice a year. Our ESG reports, including this report, are approved by our CEO and submitted to our Board of Directors.

Del Monte Foods' Senior Sustainability Manager reports up to the executive team and ensures that the management of climate-related issues is carried out throughout the company. We have a Sustainability Council, composed of 13 senior leaders at Del Monte Foods, including our Vice Presidents of Audit, Transportation and Warehousing, and Global Technical Services; our Vice President of Operations, our Director of Agriculture and our Senior Director of Human Resources and Diversity. The Council meets quarterly to discuss strategy and progress against

our goals through sub-committees focused on sustainable agriculture; utility reduction; culture, diversity, equity and inclusion; and plastics and waste.

Our CEO also takes an active role in ensuring we lead on corporate responsibility. Specific climate-related topics deemed material are formally presented to the Board for review at least twice a year. Because 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. For more information about how ESG issues are managed at Del Monte Foods, please see our [F21 CDP response](#).

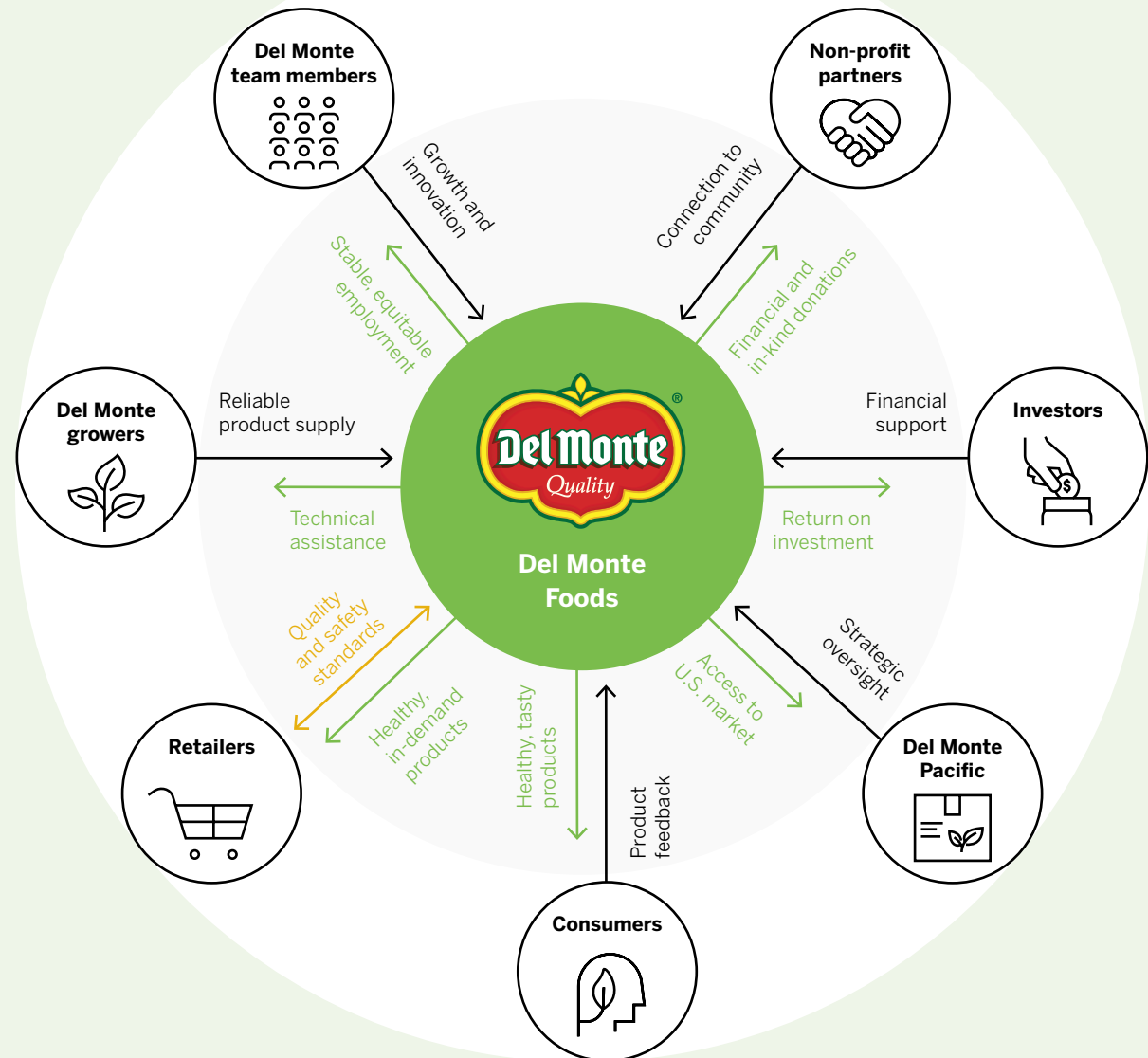
“Sustainable agricultural practices are embedded into everything we do at Del Monte Foods. The long-term health of our planet, our business and our growers depends on it.”

– Greg Longstreet, President & CEO, Del Monte Foods



Stakeholders

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

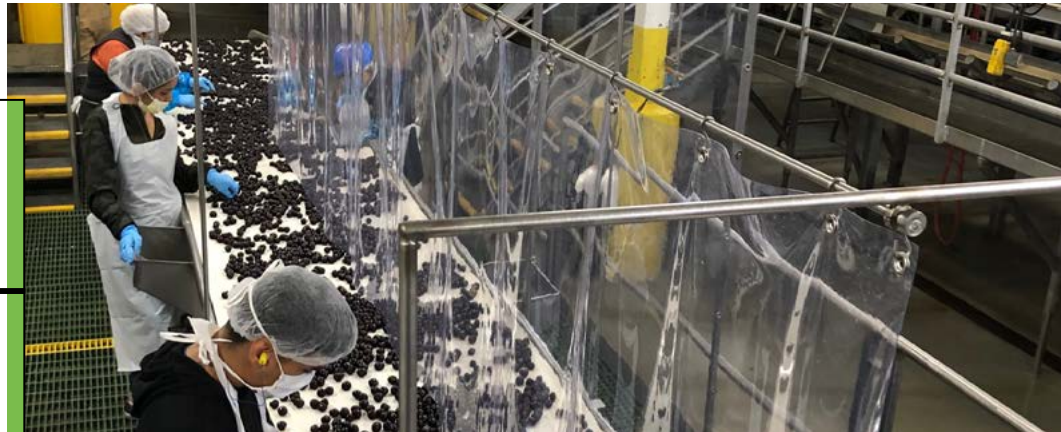


Ethics

We provide team members with a Code of Conduct that provides guidelines on ethical and professional behavior at work. The code protects vulnerable or marginalized populations within our team and guides team members in challenging situations. The code is supplemented with an International Anti-Corruption Policy, Employee Handbook, whistleblower policy and numerous policies and procedures implemented throughout the organization.

Code of Conduct

Our Code of Conduct helps team members navigate the many decisions they make every day. Adherence to the code helps all team members put our principles into practice and is fundamental to our continuing success. The code covers product integrity; responsible environmental practices; ethical business conduct; equal opportunity; workplace health and safety; prohibited discrimination, harassment and abusive conduct; and more. In F21, we did not experience any breaches of our Code of Conduct.



We provide all team members access to a free, anonymous whistleblower hotline that can be accessed by phone or online 24/7. We do not tolerate any form of retaliation against team members who report suspected unethical or illegal behavior.

Anti-Corruption Policy

Our Anti-Corruption Policy is in place to ensure that the risks of corruption, including but not limited to bribery, human trafficking, payment and food fraud, are mitigated and that accounting controls are in place to identify and alert management of any unusual activity warranting follow-up. This includes transactions such as:

- International gifts and hospitality;
- Travel and lodging for government officials;
- Reviews of proposed charitable and political donations; and
- Financial and accounting requirements.

Supplier Code of Conduct

We hold our suppliers to high standards of ethics in their business practices. Our **Supplier Code of Conduct** outlines our expectations of our suppliers, from legal and regulatory compliance to non-discrimination and anti-corruption.

Transparency

We pursue transparency across our value chain because it enables us to better understand how our systems are functioning and where improvements can be made. These efforts also serve to build trust with our stakeholders, who care how their food is grown and where it comes from.

- We are members of the **Stewardship Index for Specialty Crops**, which provides scientific metrics, such as water use efficiency and nitrogen use, to measure the environmental stewardship of our suppliers.
- We use CropTrak™, a software tool that provides granular real-time data about each of our crops, from nutrient availability to harvest dates. In F21, 100 percent of our U.S.-grown crops were managed using CropTrak™.

“We’re able to track the variety, nutrients, water, planting date, harvest date—pretty much everything from the time the seed goes into the ground until the end.”

— Evan Gibbons,
Field Supervisor,
Del Monte Foods



III

Cultivate a Healthy Planet



Climate Change

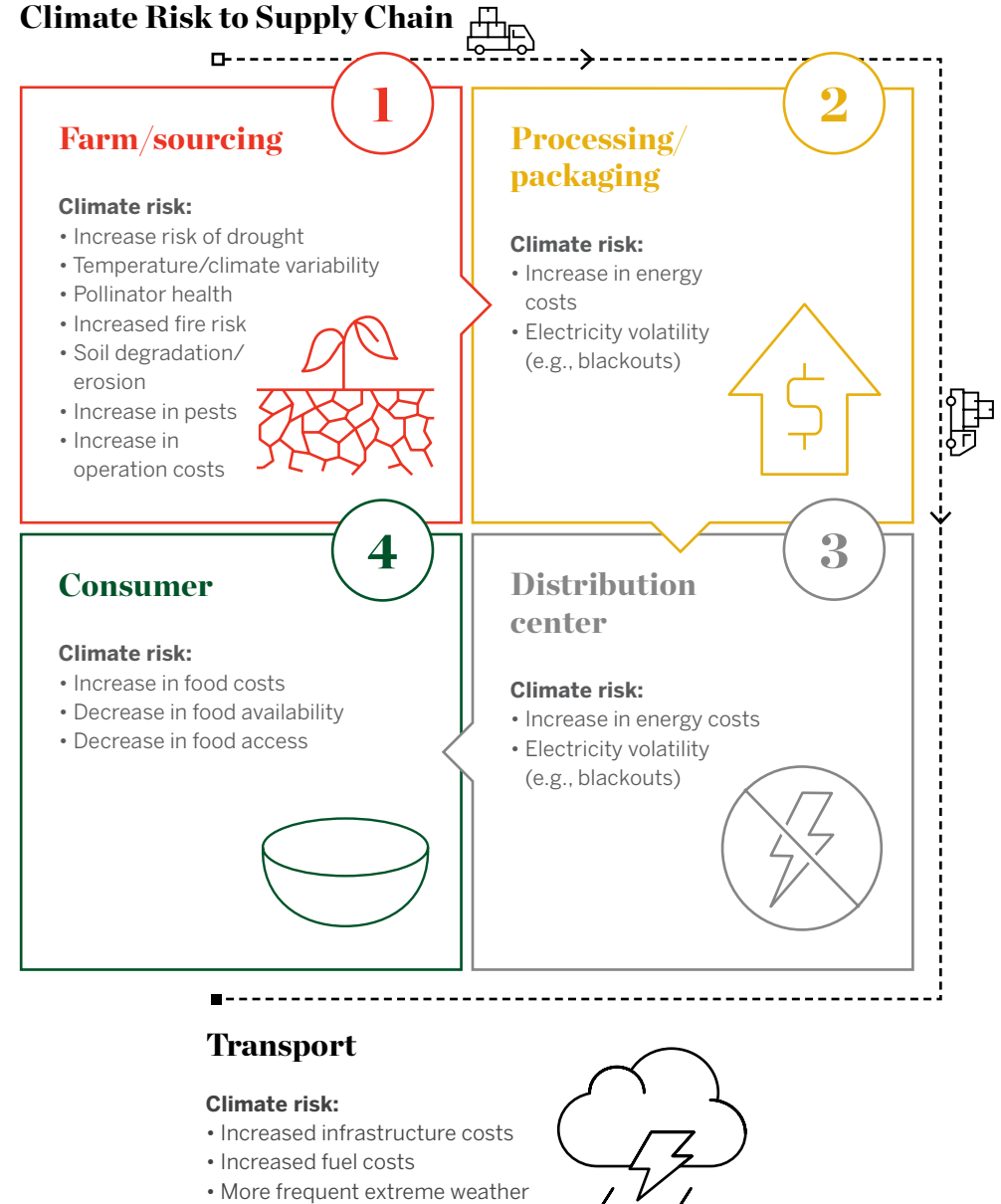
Climate change poses a serious threat to our business, from altering the growing season to delaying shipments due to extreme weather and increasing costs for resilience measures. Much of our production is low carbon by design: we co-locate processing plants near our growers — they are, on average, less than 100 miles apart — resulting in lower fuel use and fresher products.

We take a holistic approach to managing and mitigating risks posed by climate change by working across our value chain to measure climate impacts and implement adaptation initiatives.

“For many years, our research and development team has been developing new seed varieties that improve yields, reduce water usage and reliance on fertilizer and pesticides and ultimately feed more people.”

— Greg Longstreet, President & CEO,
Del Monte Foods, Inc.

Climate Risk to Supply Chain



90%

About 90 percent of the food we produce is grown in the United States. The majority of these crops are locally sourced and travel less than 100 miles from the field to the processing plant.

Our Carbon Footprint

Minimizing our carbon footprint is one important way we are building a more responsible and resilient Del Monte Foods. In F21, we reduced our Scope 1, 2 and 3 carbon emissions through a combination of energy-efficiency measures, such as consolidating facilities and upgrading technology to make our production footprint more efficient; sourcing renewable energy; and reducing employee travel, due to travel restrictions and remote work during the COVID-19 pandemic.

Our Scope 1, 2 and 3 Emissions

Fiscal Year	2019	2020	2021	Percent Change (2020–2021)
Scope 1 (MTCO₂e)*	77,190	114,656	106,715	-7%
Scope 2 (MTCO₂e)	49,490	41,671	28,522	-32%
Scope 3** (CO₂e kg/unit)***	–	595,202	72,212	-88%

*Metric tons of carbon dioxide equivalent.

**Scope 3 data presented reflects employee travel only.

***Carbon dioxide equivalent.

Replacing Refrigerants

We installed a new refrigerant system in our Yakima facility that replaced chlorofluorocarbons and hydrochlorofluorocarbons with ammonia, an alternative system that does not use refrigerant gases that have global warming potential. The system has resulted in electricity savings and lower operating costs.



Going Solar

In our Hanford, CA, manufacturing location, we abide by the state's cap and trade program, which requires a year-on-year reduction in emissions. We also purchased an existing solar power plant for our location in Hanford. In F21, our solar array generated more than 3.3 million kilowatt-hours of electricity, resulting in an avoidance of 749 metric tons of CO₂ equivalent.



Water

As with any producer of agricultural products, water is one of our largest impact areas — it's critical to our growing and packing operations and access to it is threatened by climate change. We follow strict protocols around our well water use and spray discharge for the water used in our manufacturing process. Much of the water that is used to cool cans is recycled in our system. We source water from municipal sources and our own wells. We proactively manage water use through efficiency measures, including selecting drought-resistant seeds, promoting drip irrigation and recycling water used in production in our cooling towers. We discharge used and treated water into spray fields, where it can re-enter and recharge groundwater stores and local streams.

In F21, we began reporting water use to our CEO and leadership team on a monthly basis. A task force has been created to identify and implement ways to reduce water use at our high-use locations and at sites in high water-risk areas.

“All of our growers in Central Washington state use center pivot irrigation so they’re able to control their water use — using only as much or as little is needed — to grow their crops with no waste.”

– Derek Thomas, Senior Field Manager, Toppenish, WA, Del Monte Foods

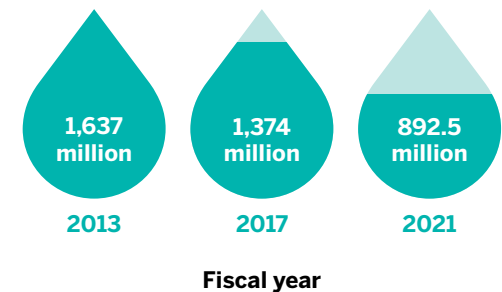


Water Recycling

At one of our sites in Yakima, WA, we installed a water recycling system that reuses the water that conveys our pears, resulting in a reduction in water usage of 1,000 gallons per day.

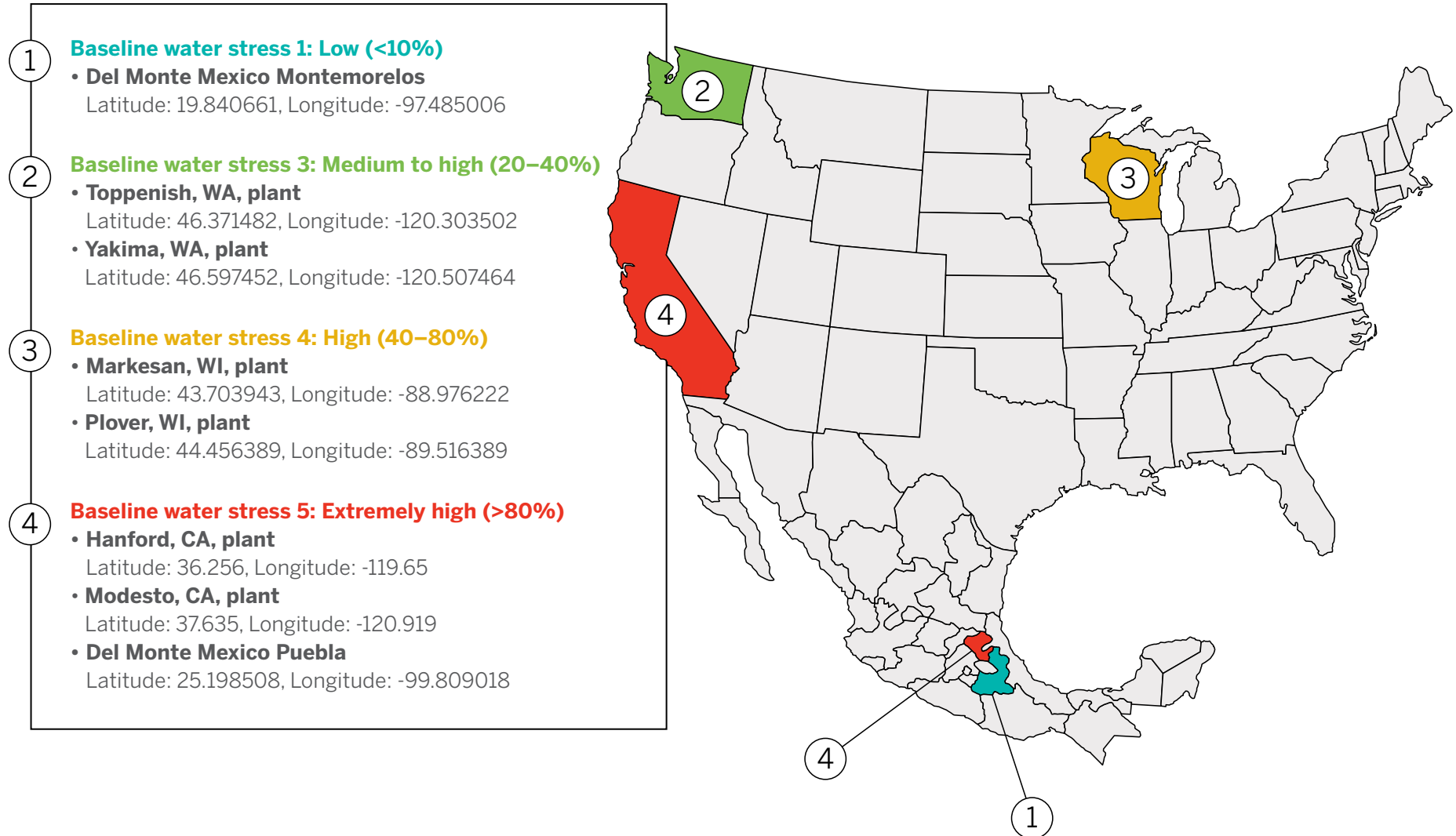


Our Water Use (in Gallons)



Three of our sites operate in areas where baseline water stress is considered to be extremely high (over 80 percent).

We actively monitor water use in these areas and work to reduce it.

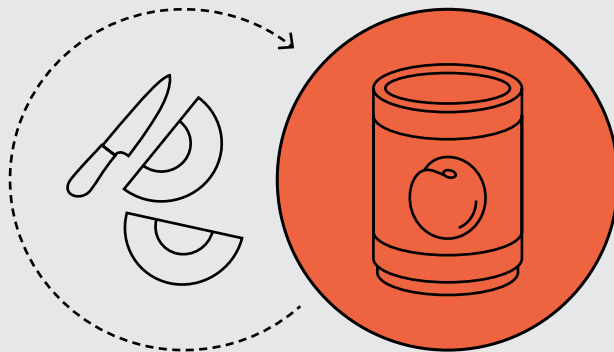


Diverting Waste Streams

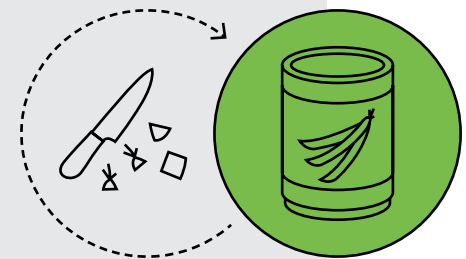
We actively seek ways to divert food waste from landfill, including through upcycling. A dedicated task force reviews food waste streams on a monthly basis to find new uses for the streams.

Upcycling Food Waste

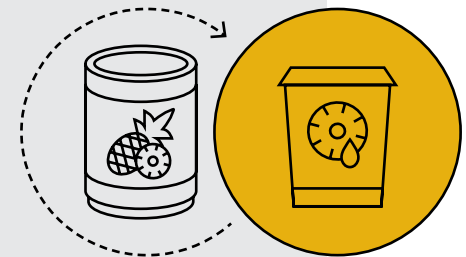
Over the past two years, we have diverted **10 million pounds of peach pieces** through a partnership with Feeding America. Small cuts of peaches that previously went to waste through our sliced peach production process become canned peach chips and are provided to those facing food insecurity.



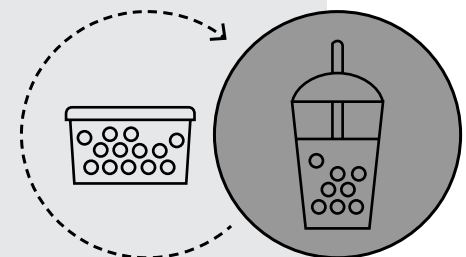
Previously **discarded small cuts and ends of green beans** have been upcycled into two new products, Blue Lake® Petite Cut Green Beans and Blue Lake® Farmhouse Cut Green Beans.



Excess **pineapple juice** from our canned pineapple processing gets repurposed in our new Del Monte® Fruit Infusions.



We're testing ways to repurpose previously **unused excess syrup from our boba product lines** into new products.



Sustainable Agriculture and Biodiversity

As climate change shifts environmental patterns, we are working to make our business more resilient while having a positive impact on the planet through investments and innovation in sustainable agriculture and biodiversity protection.

Sustainable Agriculture

Sustainable agriculture is a better long-term approach to farming because it nourishes rather than depletes soils, is less energy and water intensive and promotes biodiversity.

We continue to implement the following sustainable growing methods:



Breeding non-GMO (genetically modified organism) seeds that mature faster, generate a higher yield and resist drought.



Drip irrigation to manage our water resources more efficiently, especially in drought-prone areas in the western United States.



Growing cover crops in the off-season to reduce soil erosion and retain soil nutrients.



Optimizing fertilizer use to ensure crops receive only as much fertilizer as is needed to produce healthy yields.



Employing integrated pest management techniques, including crop rotation and insect-resistant seed selection, to greatly reduce pesticide use, which can affect non-harmful insects.

Leaders in Seed Innovation

One important aspect of our approach to sustainable agriculture is our seed breeding program. Ninety percent of our green beans and 30 percent of our corn come from Del Monte Foods-developed seeds. We test thousands of new seed breeding lines every year on pilot plots for yield; pest, drought and disease resistance; and product quality. The strongest lines are tested three more times in progressively larger plots to further evaluate them for machine harvestability, nutrient content, disease resistance and more. Once approved, these varieties are added to our Del Monte Foods Approved Variety List and can be used by any of our growers.



In F21 We Tested:

600

pilot plots of **green beans**



9

pilot plots of **sweet corn**

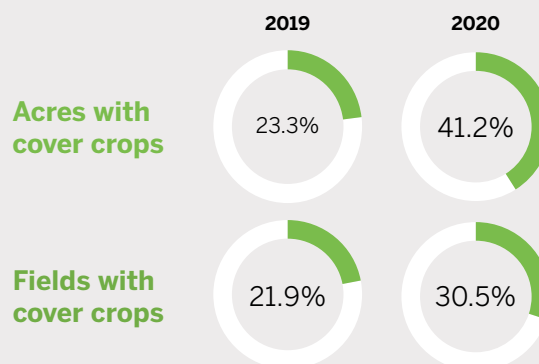


5

plots of **peas**



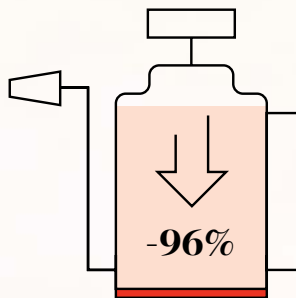
Cover Crop Usage



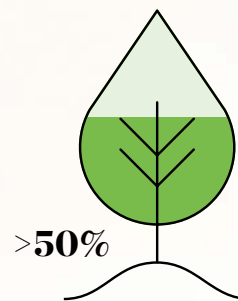
Biodiversity

Retaining a rich variety of plant life, native insects and soil microorganisms will allow us to continue our growing operations for another 100-plus years. We adopt the following practices to protect biodiversity:

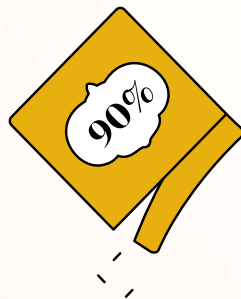
- **Regenerating topsoil** by rotating crops, using cover crops and applying organic compost.
- **Analyzing new plant varieties** to ensure they are adapted well to the local environment.
- **Employing integrated pest management** to reduce pesticide runoff into waterways.
- **Banning pesticide application** when pollinators are present.



We have reduced our pesticide use in green beans by 96 percent since 1980.



More than 50 percent of our growers used cover crops in F21.



90 percent of our vegetable ingredients come from Del Monte Foods-bred or -approved seeds.



Over 98 percent of our tomato growers in California utilize drip irrigation.

Farming Comes Full Circle

We work closely on sustainability initiatives with growers like Wysocki Produce Farms, which has been a Del Monte Foods grower for over 40 years. Wysocki has taken a proactive approach to adopting sustainable agriculture practices on their farm, which they call Farming Full Circle. This approach includes converting 100 percent of their irrigation systems to low pressure, decreasing loss to evaporation by 30 percent and planting cover crops on all 30 acres of their potato fields. The commitment of growers like Wysocki make achieving our mission possible.



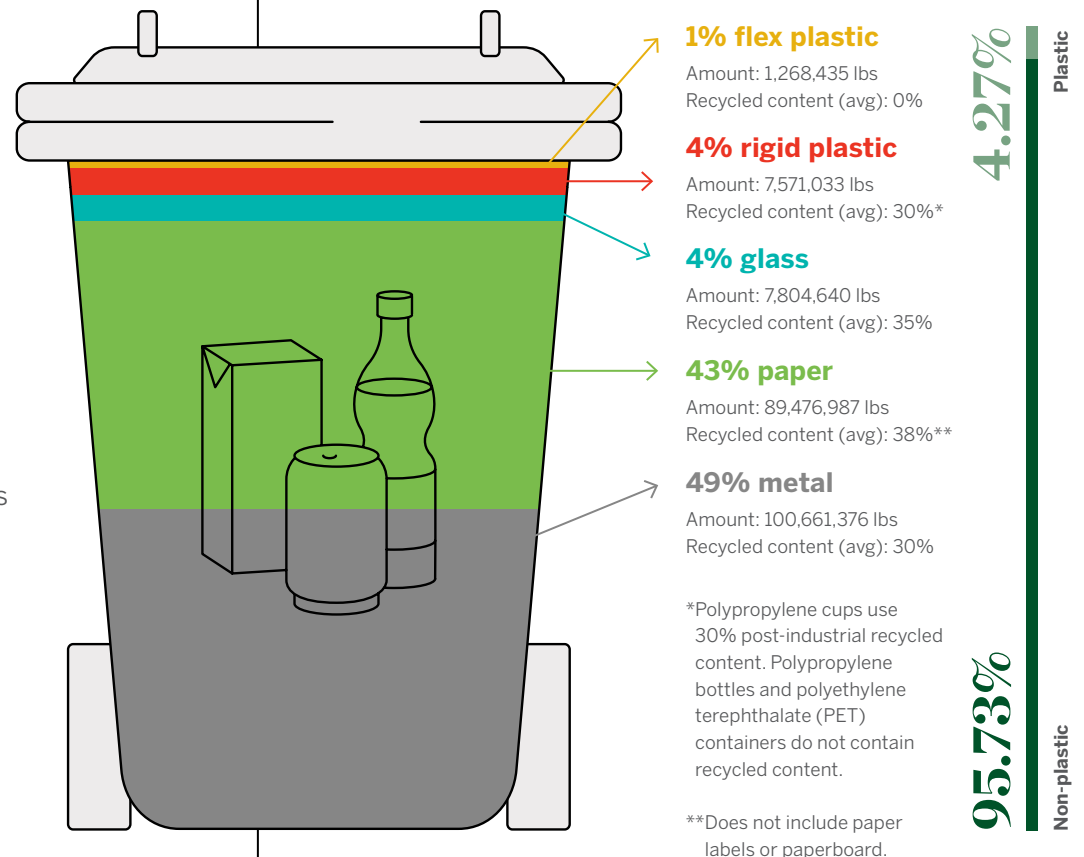
Packaging Materials

We continuously work to reduce the footprint of our packaging by investing in new materials and redesigning existing materials. The majority of our products come in steel cans, which have the highest recycling rate of any material. We ship and protect products in corrugate, which contains 33 percent recycled content. Our paper-based products are 100 percent Sustainable Forestry Initiative® or Forest Stewardship Council® certified. We participate in the How2Recycle initiative of the Sustainable Packaging Coalition® to inform consumers how to recycle our recyclable packaging correctly.

Since 2009, we have been reducing our use of plastics and metal through the light weighting of our packaging. Despite increasing our volume of sales, our packaging today uses 11.4 million pounds less plastic and 34.5 million pounds less metal than in 2009. We are currently developing a compostable fruit cup using bioplastics as well as a fruit cup that contains post-consumer recycled content.

As members of the Sustainable Packaging Coalition® and Consumer Brands Association, we advocate for improving recycling infrastructure and exploring new packaging options that are more widely recyclable and use a higher proportion of recycled content.

Total Packaging Materials by Weight



IV

Nurture People



Our People

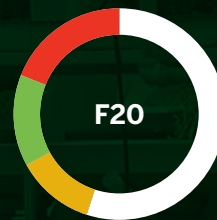
In F21, we employed 3,656 full-time team members, including senior management, managers and supervisors across our eight facilities and regional offices. We also employ, on average, more than 5,000 seasonal hourly team members who help us pack fruits and vegetables during the summer and fall harvesting months.

Senior Leader Demographics: Diversity

19%
Female
White

14%
Male
POC

12%
Female
POC



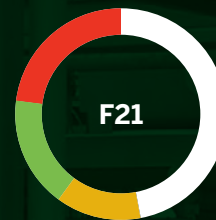
N=182

55%
Male
White

23%
Female
White

17%
Male
POC

13%
Female
POC



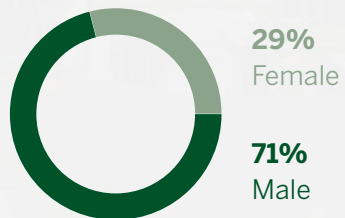
N=185

47%
Male
White

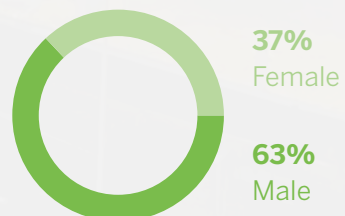
- 8% increase in women and people of color (POC) in Senior Manager or higher roles since F20
- 5% increase in female representation
- 75% of new hires and promotions have been women or POC

Full-Time Employee Statistics by Gender*

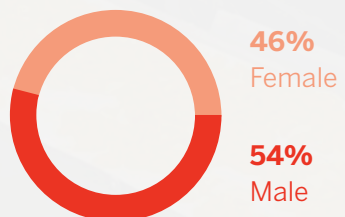
VP and above



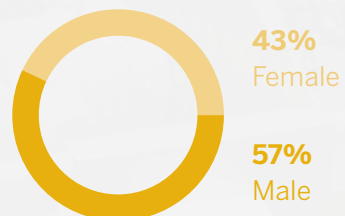
Senior Manager to Senior Director



Specialist to Manager



Associate and non-supervisory



Total



43%
Female

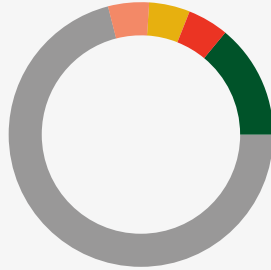


57%
Male

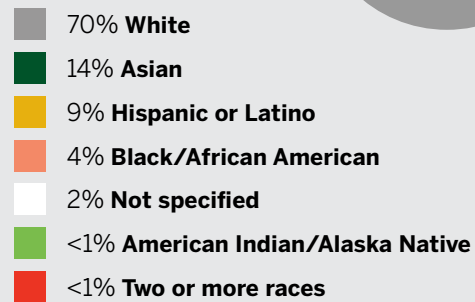
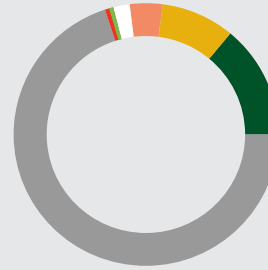
*U.S. team members only.

Full-Time Employee Statistics by Ethnicity*

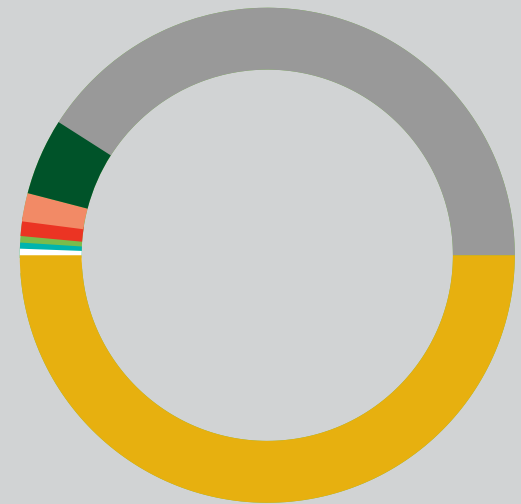
VP and above



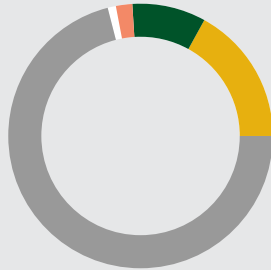
Senior Manager to Senior Director



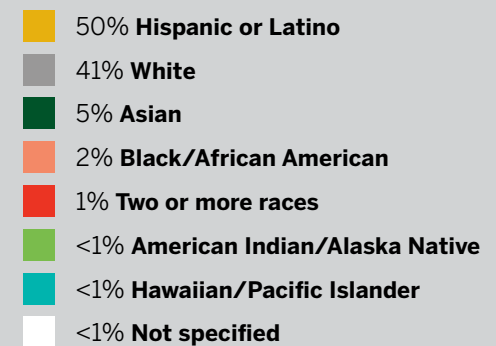
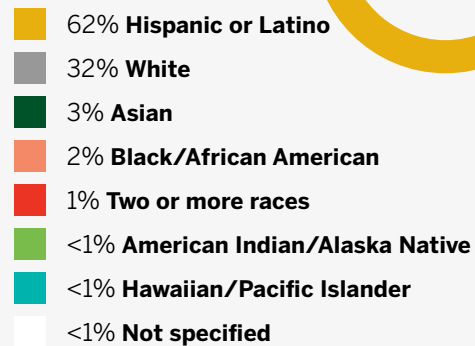
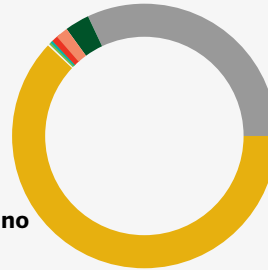
Total



Specialist to Manager



Associate and non-supervisory



*U.S. team members only.

Diversity, Inclusion and Belonging

Our Diversity Leadership Council, comprising team members from across the company, designs and leads our diversity, inclusion and belonging efforts, ensuring that we foster opportunities for all team members to succeed. We have also partnered with organizations like the National Black MBA Association and the Trans Employment Program to ensure diversity is fairly represented at all levels within Del Monte Foods.

We have also created six Employee Resource Groups through which team members can connect around shared identities and experiences as well as 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 our professional women's group
- **iHola!** represents our Hispanic network
- **Green Team** connects team members passionate about cultivating a healthy planet



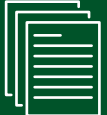


Supplier Diversity

In early 2021, we launched the Supplier Diversity Program Policy, which requires our procurement team to consider small and diverse businesses more favorably as potential vendors. It is our policy to seek out opportunities to buy from these suppliers where price, quality and delivery of service are competitive, and to extend extra efforts to help such vendors meet our requirements.

Occupational Health and Safety

We safeguard the health and safety of all of our team members, from the field to the office, through our **Supplier Code of Conduct** and on-site programs. 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.

The most common types of injuries and incidents that occur in Del Monte Foods facilities are slips, trips and falls, and ergonomic injuries from lifting or pushing, which typically occur with our sanitation and maintenance teams. We have set a goal of zero incidents and are making strong progress. In F21, we experienced 125 incidents (zero fatalities) and a total recordable incident rate of 2.43, a steady improvement over our fiscal year 2018 rate of 2.62 and well below the 2019 industry average of 4.4. Six of our locations received a SMETA (Sedex Members Ethical Trade Audit) 4 Pillar audit this year, rating them highly for worker health and safety. Auditors at our sites applauded best practices such as making free personal protective equipment and tool vending machines readily accessible to employees.

	Operations	Administration	Total
	Total hours worked		
	9,826,318	463,626	10,289,944
	Recordable incidents		
	125	0	125
	Total recordable incident rate		
	2.54	0	2.43
	Days away, restricted or transferred (DART) rate		
	2.16	0	2.06
	Severity rate		
	40.73	0	38.89

COVID-19

During the COVID-19 pandemic, we took extra precautions to protect our frontline team members by following Centers for Disease Control and Prevention guidelines on social distancing, enabling office-based team members to work from home, ensuring free access to personal protective equipment and organizing vaccine clinics at our main manufacturing and distribution sites. We also required masks for all team members and on-site visitors, installed barriers for physical distancing and implemented new traffic patterns for changing shifts to limit transfers between work groups. We've retained these new team member safety practices beyond F21. By the end of the fiscal year, 70 percent of our hourly team said they planned to get the vaccine.



Benefits and Training

We care for our team members through a suite of health and wellness benefits and professional development opportunities. Our full-time team members receive comprehensive benefits that include health, dental and vision coverage. We support and reward team members who engage in the wellness program. We are committed to providing benefits that give employees peace of mind, such as a 401(k) plan, Health Savings Account, Flexible Spending Account, student debt assistance program, paid parental leave, adoption assistance, pet adoption assistance and paid leave. To support our communities, we provide employees one day off per year to volunteer and we also match employee donations to eligible 501(c)(3) charities. Through community partners, we also offer our seasonal team members English-as-a-second-language training, job readiness training and other local community support.

Training

We provide professional development opportunities to our salaried, hourly and seasonal workers to maintain and build skills and to strengthen our culture. In F21, we launched Grow U, our career development and learning portal. Grow U provides access to over 10,000 LinkedIn Learning courses and hosts mandatory trainings on compliance and our Code of Conduct. Optional courses cover topics like negotiation training and interviewing candidates, and an additional supplementary course on preventing harassment and discrimination is also available.

Eligible team members may receive up to \$5,250 annually in financial assistance for approved courses of study at accredited educational institutions. For our hourly team members, we offer over 50 training programs annually to stay abreast of our safety and quality standards and expectations.

In addition, anti-corruption training is provided every two years to approximately 550 officers and team members at Del Monte Foods and its subsidiaries.

975 hours
Communications

3,796 hours
Compliance

8,422 hours
Culture building

1,139 hours
Leadership

1,518 hours
Sales

18,359 hours
Functional/job specific

34,209 **Total training hours**



Grower Empowerment

Del Monte Foods does not own farms in the United States, so our relationships with growers are central to our success. We contract with roughly 700 growers across North America, many of whom are second- and third-generation growers — some have been growing with us for over 60 years! We enjoy less than two percent grower turnover, year-over-year, which we attribute in part to the investment we make in supporting growers with the latest farming technologies. New tools and techniques to track product, reduce water and fertilizer use and select more robust seeds not only ensure that our growers stay abreast of sustainable farming trends but also result in a superior product for our customers.



Charitable Work and Disaster Relief

Our corporate giving program supports mission-aligned non-profit organizations in the communities in which we operate. We make financial and in-kind donations to organizations that focus on supporting minority farmers, nutrition education and ending hunger, including Feeding America, Conscious Alliance, Convoy of Hope, Bracken's Kitchen, National Agriculture in the Classroom and more. In 2021, we also extended support to address COVID-19 and the fight for racial justice.

Disaster Relief

Non-perishable food is a valuable resource when it comes to feeding those affected by natural disasters. We partner with the American Red Cross and Feeding America to donate canned fruits and vegetables in times of crisis. In 2021, we donated to Convoy of Hope, Conscious Alliance and Feeding Texas to address food insecurity caused by natural disasters.

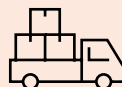
In F21 we donated:

4,051,963 lbs of food

\$3,025,221
In total value



281,275 cases



101 truckloads

- **\$743,558.44** in corporate and facility cash donations
- **\$100,000** to the National Association for the Advancement of Colored People
- **\$100,000** to the National Black Farmers Association
- **\$40,000** to the Asian American and Pacific Islander Anti-Racism and Intersectional Justice Fund
- **\$45,000+** to the Cesar Chavez Foundation and other local social justice charities

Educating the Next Generation

Through a partnership with GrowingGreat, we achieved over 23.1 million impressions during the community quarantine delivering nutrition education through an online campaign. About 95,000 parents and teachers also benefited from the initiative, many through hands-on videos and live Zoom events during 2020. Some of these courses are now also being used by National Agriculture in the Classroom, another non-profit partner of Del Monte Foods. To learn more about the partnership, visit delmonte.com/growinggreat.



v

Accessible Nutrition



Product Safety and Quality

The Del Monte Foods name has been synonymous with quality for over 130 years because of our rigorous approach to product safety and quality. Our products, from farm to consumer, are assessed for their nutrient profile, ingredient safety and packaging integrity. In F21, all of our facilities received an A or AA rating from the Global Food Safety Initiative.

Certifications

- 100 percent of our facilities are **BRCGS** certified
- Three of our eight facilities have organic certification
- 100 percent of our facilities have FDA-approved food safety plans
- 21 percent of our suppliers are GAP certified
- Four of our eight facilities are Halal certified
- All of our facilities are certified to pack Kosher products

Farm

Steps:

- Track products using electronic tracing in under 4 hours.



1

Canning

Steps:

- All facilities audited as part of the Global Food Safety Initiative and received an A or AA.
- Conducted 56 trace exercises and mock recalls with a result of 100% traceability within 2 hours.



2

Retail

Steps:

- Partner with retailers to review nutritional facts and labels and update shelf-life recommendations.

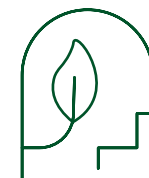


3

Consumer

Steps:

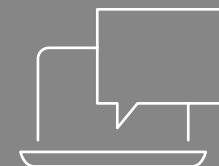
- Bisphenol A (BPA) removed from can linings.
- No GMOs used.
- Products closely tracked for potential recalls.
- 97% of Del Monte Foods products are preservative-free.



4

New Ways to Audit

Due to the COVID-19 pandemic, our facilities shifted from in-person visits by global auditors to a hybrid of virtual and in-person visits by local auditors. The use of local auditors resulted in the identification of gaps in our process that we were able to address to improve our procedures, as well as reducing our emissions from travel.



Delivering Healthy Products

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 process — processing crops close to the field — means that our products retain more nutrients than our competitors'. A majority of our products are low in fat, and within our existing categories, we have more no-sugar-added fruit products and no-salt-added/reduced-sodium vegetable products than other branded players.

	Contains negative nutrients*	Contains positive nutrients**	Healthy***
Vegetables	2%	100%	100%
Fruit	11%	72%	39%
Produce	80%	100%	100%
Tomatoes	23%	100%	71%

*High amounts of sugar, salt, preservatives, etc.

**One-half serving or more of fruit or vegetables.

***Meets FDA's definition of "healthy."

VI

Conclusion

At Del Monte Foods, sustainability is at the heart of everything we do, from growing healthy foods that enrich the land to providing nutritious products to families and communities. As we progress on our sustainability journey, we hope you'll continue to follow our development as growers of good. We look forward to sharing updates with you in our regular sustainability report, on our website and on our social media pages. We welcome your feedback.

To learn more, visit us at <https://www.delmontefoods.com/sustainability>



<https://www.facebook.com/delmonte>



<https://twitter.com/DelMonte>



<https://www.instagram.com/delmonte>

Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) Index

A high-angle, top-down photograph of a person standing in a cornfield. The person is wearing a wide-brimmed straw hat and a red and black plaid shirt. They are holding a tablet computer in their hands, looking down at it. The corn plants are green and growing in rows, with dry, cracked earth visible between the plants. The entire image is framed by a thin white border.

GRI		
Disclosure		Response
Organizational profile		
102-1	Name of the organization	Del Monte Foods, Inc.
102-2	Activities, brands, products and services	<p>Del Monte Foods is one of the country's largest producers, distributors and marketers of premium-quality, branded food products for the U.S. retail market. The majority of its products are sold nationwide in all channels serving retail markets, mass merchandisers, the U.S. military, certain export markets, the foodservice industry and food processors. The Group sells products under the "Del Monte," "Contadina," "College Inn," "S&W" and other brand names, as well as private label products, to key customers. The Group is one of the largest marketers of processed fruit, vegetables and tomatoes in the United States.</p> <p>https://www.delmonte.com/products/vegetables https://www.delmonte.com/products/fruits https://www.delmonte.com/products/tomatoes https://www.delmonte.com/products/snacks</p>
102-3	Location of headquarters	Walnut Creek, CA
102-4	Location of operations	United States, Mexico
102-5	Ownership and legal form	Del Monte Foods Holdings Limited (the "Company") was incorporated in the British Virgin Islands on November 11, 2013. The Company is a wholly-owned subsidiary of DMPL Foods Limited, a subsidiary of Del Monte Pacific Limited ("DMPL").
102-6	Markets served	U.S. and Latin American food and beverage business-to-business customers in the food and beverage value chain.
102-7	Scale of the organization	See Annual Report
102-8	Information on employees and other workers (number)	See Our People
102-9	Supply chain	<p><i>Growers</i> Vegetables: 124 Fruit: 628 Tomatoes: 23 <i>Acres</i> Vegetables: 40,548 Fruit: 13,304 Tomatoes: 5,732</p>
102-10	Significant changes to the organization and its supply chain	In F21, we closed facilities in Crystal City, Sleepy Eye, Mendota and Cambria. We now operate six canning factories in the United States and two in Mexico.
102-11	Precautionary principle or approach	See Cultivate a Healthy Planet
102-12	External initiatives	Del Monte Foods in the United States engages with the FDA and United States Department of Agriculture Regulations and Compliance Standards, Global Food Safety Initiative, Food Safety Systems Certification (FSSC ISO 22000) and AIB guidelines. We also engage with additional stakeholder groups.
102-13	Membership of associations	Some of the affiliations of Del Monte Foods in the United States include: the Stewardship Index for Specialty Crops, GrowingGreat, Feeding America, Produce for Better Health Foundation, Food Waste Reduction Alliance, the Canned Food Alliance Executive Committee, the Sustainable Packaging Council of the Consumer Goods Forum and the U.S. Environmental Protection Agency's Pesticide Environmental Stewardship Program.
102-14	Statement from senior decision-maker	CEO Letter
102-15	Key impacts, risks and opportunities	See Annual Report

GRI		
Disclosure		Response
Organizational profile (continued)		
102-16	Values, principles, standards and norms of behavior	https://www.delmontefoods.com/our-story/mission-and-values
102-17	Mechanisms for advice and concerns about ethics	https://www.delmontefoods.com/sites/default/files/Del-Monte-Foods-Supplier-Code-of-Conduct.pdf
102-18	Governance structure	See Governance
102-20	Executive-level responsibility for economic, environmental and social topics	The Director of Communications and Corporate Sustainability is the most senior responsible party for sustainability topics. She reports to the Chief Human Resources Officer, who reports to the CEO.
102-21	Consulting stakeholders on economic, environmental and social topics	We engage our investors, employees, customers, consumers, suppliers and growers throughout our materiality process and sustainability report development. For more see Governance and Stakeholders .
102-40	List of stakeholder groups	See Stakeholders
102-41	Collective bargaining agreements	Sixty-four percent of our seasonal hourly employees are part of unions.
102-42	Identifying and selecting stakeholders	See Our Material Topics
102-43	Approach to stakeholder engagement	See Our Material Topics
102-44	Key topics and concerns raised	See Our Material Topics
102-45	Entities included in the consolidated financial statements	See Annual Report
102-46	Defining report content and topic boundaries	See About Us and Our Material Topics
102-47	List of material topics	See Our Material Topics
102-48	Restatements of information	No information has been restated.
102-49	Changes in reporting	Our material topics now include Impact on Local Communities, Effluents and Waste, Biodiversity, Grower Empowerment, and Diversity and Equal Opportunity.
102-50	Reporting period	May 1, 2020–April 30, 2021
102-51	Date of most recent report	September 2020
102-52	Reporting cycle	Biannual
102-53	Contact point for questions regarding the report	Molly Lavery, Senior Manager, Sustainability: molly.lavery@delmonte.com
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared referencing GRI Standards.
102-55	GRI content index	See GRI Index
102-56	External assurance (if available)	This report has not been externally assured.

GRI		
Disclosure		Response
Economic disclosures		
103	Management approach	See Annual Report and CDP Disclosure
201-1	Direct economic value generated and distributed	See Annual Report
201-2	Financial implications and other risks and opportunities due to climate change	See CDP Disclosure
201-3	Defined benefit plan obligations and other retirement plans	See CDP Disclosure
205-2	Communication and training about anti-corruption policies and procedures	See Ethics and Benefits and Training
Environmental disclosures		
103	Management approach	See Cultivate a Healthy Planet
301-1	Materials used by weight or volume	See Packaging Materials
301-2	Recycled input materials used	See Packaging Materials
303-1	Interactions with water as a shared resource	See Water
303-2	Management of water discharge-related impacts	See Water
303-5	Water consumption	See Water
304-2	Significant impacts of activities, products and services on biodiversity	See Sustainable Agriculture and Biodiversity
305-1	Direct (Scope 1) greenhouse gas (GHG) emissions	See Our Carbon Footprint
305-2	Energy indirect (Scope 2) GHG emissions	See Our Carbon Footprint
305-3	Other indirect (Scope 3) GHG emissions	See Our Carbon Footprint
305-5	Reduction of GHG emissions	See Our Carbon Footprint
306-2	Management of significant waste-related impacts	See Diverting Waste Streams
307-1	Non-compliance with environmental laws and regulations	None
Social disclosures		
103	Management approach	See Nurture People and Grow Accessible Nutrition
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	See Benefits and Training
403-1	Occupational health and safety management system	See Occupational Health and Safety
403-2	Hazard identification, risk assessment and incident investigation	See Occupational Health and Safety
403-5	Worker training on occupational health and safety	See Benefits and Training

GRI

Disclosure		Response
Social disclosures (continued)		
403-6	Promotion of worker health	See COVID-19
403-9	Work-related injuries	See Occupational Health and Safety
403-10	Work-related ill health	See Occupational Health and Safety
404-1	Average hours of training per year per employee	See Benefits and Training
404-2	Programs for upgrading employee skills and transition assistance programs	See Benefits and Training
405-1	Diversity of governance bodies and employees	See Our People
413-1	Operations with local community engagement, impact assessments and development programs	See Charitable Work and Disaster Relief
413-2	Operations with significant actual and potential negative impacts on local communities	None
416-1	Assessment of the health and safety impacts of product and service categories	See Product Safety and Quality

SASB

Topic	Accounting metric	Unit of measure	Response
Greenhouse gas emissions	Gross global Scope 1 emissions	Metric tons (t) CO ₂ -eq	See Our Carbon Footprint
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets and an analysis of performance against those targets	N/A	See CDP Disclosure
	Fleet fuel consumed, percentage renewable	Gigajoules (GJ), percentage (%)	0%
Energy management	(1) Operational energy consumed, (2) percentage grid electricity, (3) percentage renewable	Gigajoules (GJ), percentage (%)	Electricity: 79,863,933 kWh; Natural gas: 22,401,363 therms
Water management	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with high or extremely high baseline water stress	Thousand cubic meters (m ³), percentage (%)	See Water
	Description of water management risks and discussion of strategies and practices to mitigate those risks	N/A	See Water
	Number of incidents of non-compliance associated with water quantity and/or quality permits, standards and regulations	Number	0
Food safety	Global Food Safety Initiative audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances	Rate	(1) AA or A (2) 0 major (3) 44 minor
	Percentage of agricultural products sourced from suppliers certified to a Global Food Safety Initiative-recognized food safety certification program	Percentage (%) by cost	100%
	(1) Number of recalls issued and (2) total amount of food product recalled	Number, metric tons (t)	1) No recalls issued 2) 33.3 tonnes

SASB			
Topic	Accounting Metric	Unit of Measure	Response
Workforce health and safety	(1) Total recordable incident rate (TRIR), (2) fatality rate and (3) near-miss frequency rate (NMFR) for (a) direct employees and (b) seasonal and migrant employees	Rate	See Occupational Health and Safety
Environmental and social impacts of ingredient supply chain	Percentage of agricultural products sourced that are certified to a third-party environmental and/or social standard, and percentages by standard	Percentage (%) by cost	7% organic
	Suppliers' social and environmental responsibility audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances	Rate	See Occupational Health and Safety
	Discussion of strategy to manage environmental and social risks arising from contract growing and commodity sourcing	N/A	See CDP Disclosure
GMO management	Discussion of strategies to manage the use of GMOs	N/A	One-hundred percent of our seeds are non-GMO.
Ingredient sourcing	Identification of principal crops and description of risks and opportunities presented by climate change	N/A	See CDP Disclosure
	Percentage of agricultural products sourced from regions with high or extremely high baseline water stress	Gigajoules (GJ), percentage (%)	See Water
Activity metrics	Production by principal crop	Metric tons (t)	Fruit: 225,640 tonnes; vegetables: 255,985 tonnes; tomatoes: 263,741 tonnes
	Number of processing facilities	Number	8
	Total land area under active production	Hectares	24,112.79
	Cost of agricultural products sourced externally	Reporting currency	\$157,621,475

Corporate Social Responsibility
Del Monte Foods, Inc.
205 N. Wiget Lane
Walnut Creek, CA 94598
USA

www.delmontefoods.com/sustainability



<https://www.facebook.com/delmonte>



<https://twitter.com/DelMonte>



<https://www.instagram.com/delmonte>

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