

Del Monte Foods, Inc.

2022

# Environmental, Social & Governance Update



Growers  
OF Good™





# Who we are



**\$1.65B**  
net sales

**7,000**  
team members

## About Del Monte Foods

Del Monte Foods, Inc. (Del Monte Foods), a wholly owned subsidiary of Del Monte Pacific Limited (Del Monte Pacific) is headquartered in Walnut Creek, CA, with net sales of \$1.65 billion and 7,000 team members.

For more than 135 years, Del Monte Foods has been driven by our mission to nourish families with earth's goodness. 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, including Del Monte®, Contadina®, College Inn®, S&W® Joyba® and Kitchen Basics®.

We believe that everyone deserves great tasting food they can feel good about, which is why we grow and produce our products using sustainable and earth-friendly practices for a healthier tomorrow. For more information, please visit [DelMonteFoods.com/Our-Story](https://DelMonteFoods.com/Our-Story).

## About this Environmental, Social & Governance Update

### Structure

Since Del Monte Pacific, our parent company, is listed on the 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 biannually following the Global Reporting Initiative (GRI) Sustainability Reporting Standards. Between the reports, we produce a Sustainability Update, such as this document, to share key sustainability milestones and progress against our goals.

### Boundaries

This update covers fiscal year 2022 for our entire operations, including our locations in the United States and Mexico. Any locations closed during this time were either removed from our data or are specifically addressed in the relevant sections.

# A Letter from Our CEO



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

Reflecting on my first five years at the helm of Del Monte Foods, Inc., I am proud to see how our team members have enriched our legacy as growers of good. This drew me to the company and continues to drive us to deliver for our people, planet, and communities.

The world around us is constantly changing. Del Monte Foods team members have navigated so much in the last year, including the impacts of inflation, supply chain challenges, a global food crisis, and continued pandemic headwinds. The perspectives we gained across these marked events solidified our focus as a purpose-driven company.

In the last year, we celebrated milestones and set ambitious forward-looking commitments. We made progress on our environmental goals by establishing our net-zero emissions strategy, aligned with the Science Based Targets Initiative, and launching five Upcycled Certified products. We also advanced our commitments to diversity, equity, and inclusion by focusing on diverse talent and growing our Employee Resource Groups.

However, as a 135+ year-old brand, we know there is always more progress that can be made, and we understand our responsibility to cultivate meaningful change. We've seen an increasing need to address the wellness gap for youth and believe we can help build a world where improved physical, mental, and social wellbeing is more accessible to all. To achieve this long-term ambition, Del Monte Foods is investing \$5 million over the next ten years to support the wellbeing of youth and communities across the U.S. As part of this commitment, we're partnering with the nonprofit Alliance for Healthier Generation to develop nutrition education resources for students and their families, centering primarily around under-resourced communities. This focus will direct our actions today and guide our impact throughout the next decade.

I'm certain that the next five years at Del Monte Foods will be as dynamic as my first. The world will likely shift again and present new challenges. What will remain constant is our Del Monte Foods spirit of perseverance and the passion our team members show for the great work we're doing. Through it all, we'll continue to cultivate a healthier planet and grow good together.

Sincerely,



# We're Passionate About ESG

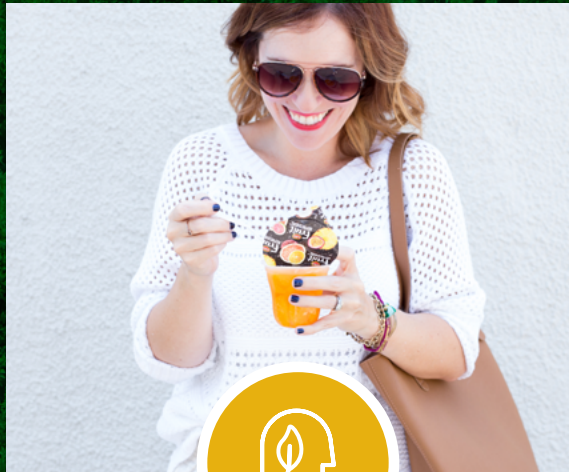
## Our Environmental, Social & Governance Focus

We're growing a healthier and more hopeful tomorrow by responsibly making nutritious foods more accessible to all.



### Nourishing the Planet

Responsibly growing and producing food for a healthier planet.



### Nourishing People

Growing access to better food choices that support physical, mental and social wellbeing.



### Nourishing Communities

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











# Goals

## Improving our practices by setting tangible sustainability goals

With the input of many external and internal stakeholders, we've developed goals designed to address our material issues and enable us to make positive contributions to the planet, to people, and to communities.



### Nourishing the Planet

By 2025, we will	Progress
 <b>Reduce carbon emissions and measure Scope 3 third-party emissions.</b>	Achieved a <b>6% reduction in Scope 1 and 2 overall emissions</b> from F21-F22*. Set net-zero target and committed to setting carbon reduction targets with the Science Based Targets Initiative (SBTi).
 <b>Increase truckload efficiency in miles per gallon to 7.5 mpg.</b>	Truckload efficiency is 7 mpg, same as prior year, but <b>higher by 14.3% since 2017.</b>
 <b>Reduce empty miles driven from supply chain by 20%.</b>	Increased rail miles by <b>45%</b> versus prior year. Reduced total miles by over <b>5.5 million.</b>
 <b>Convert plastic packaging to 100% recyclable, reusable or compostable by 2030.</b>	Ongoing development of a compostable fruit cup using <b>bioplastics</b> and <b>mono-material recycle-ready plastics.</b>
 <b>Include 25% recycled content into plastic packaging, once recycled supply is available, approved by FDA.</b>	Approved inclusion of <b>post-consumer recycled plastic content</b> for beverage cups. Testing <b>post-consumer recycled plastics</b> in fruit cups.
 <b>Upcycle food waste to ensure all food reaches its highest and best purpose.</b>	First canned vegetable producer in the CPG industry to be <b>Upcycled Certified.</b> Upcycled <b>~600,000 pounds (270 tons)</b> of surplus green beans, plus pineapple juice, syrup and boba products in F22.
 <b>Add How2Recycle® icons to 100% of our packaging.</b>	Added <b>How2Recycle®</b> to all new product launches and all redesigned products.
 <b>Increase cover cropping by 5% per year.</b>	Increased the total fields with cover crops by <b>11%</b> , and the number of growers adopting cover crops by <b>5%.</b>

\*These numbers are still preliminary and are subject to verification





### Nourishing People

#### By 2025, we will



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

#### Progress

DMFI rolled out the first-annual **Team Member Survey** to measure organizational health. Results were presented to team members and action plans are being developed.



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

Established a Council and 6 Employee Resource Groups. **53%** of senior managers and above are women or team members of color.



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

**100%** of full-time team members at manufacturing facilities earn above the **living wage** for their geographies.



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

Over the past year, we donated over **3 million pounds of food** at a value of **\$1.5+ billion** to various food banks such as Feeding America, Conscious Alliance and Convoy of Hope.



### Nourishing Communities

#### By 2025, we will



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.

#### Progress

Educated over **3 million children and parents** through the **Choose Good, Do Good campaign** to raise awareness for nutrition education.





# Nourishing the Planet

The food industry has an important role to play in reducing greenhouse gas emissions, and we're committed to doing all we can to accelerate progress. In F22, we announced our commitment to achieve net-zero emissions by 2050 in line with the Science Based Targets Initiative's (SBTi) Net-Zero Standard. Aligning with SBTi gives our company a clearly defined and measurable path to not only achieve our long-term goal of net-zero emissions by 2050, but also drive near-term and consistent progress for reducing emissions across our supply chain.

## Our Scope 1 and 2 emissions

	F21	F22	change
<b>Scope 1</b>	118,021	112,346	-5%
<b>Scope 2</b>	28,522	25,502	-11%
<b>Total*</b>	146,543	137,847	-6%

Science-based targets provide companies with an established approach, including 2030 milestone goals, to reduce emissions that also support the Paris Agreement. We're in the process of setting our 2030 SBTi carbon reduction targets in line with the Forest, Land and Agriculture (FLAG) guidance, under development by SBTi.

But we're not waiting to get started. We're already acting within our own operations to reduce our greenhouse gas emissions. We've doubled our capital investment in production operations over the past three years to add automation and other technologies for improved efficiency and reduced waste.

## In F22,

*we announced our commitment to achieve net-zero emissions by 2050 in line with the Science Based Targets Initiative's (SBTi) Net-Zero Standard.*



\*These numbers are still preliminary and are subject to verification





## Energy Use

To reduce environmental impact and lower costs, we're taking steps to both conserve energy and use energy more efficiently.

↓ **3.8M**  
kilowatt-hours



↓ **10%**  
electricity  
usage per ton

**We reduced our total electric usage in F22** by 3.8 million kilowatt-hours and reduced our electricity usage per ton of product by 10%



↓ **2.4%**  
natural gas  
usage per ton

Our total natural gas use increased by 27,000 decatherms, however **our natural gas use per ton of product decreased by 2.4%**



## Water

As climate change makes the Western states and the world even more prone to water scarcity, it's our responsibility to squeeze the most out of every drop.

↓ **117M**  
gallons

↓ **17%**  
water usage  
per ton



Through innovation, continued learning and precise production practices, **we have reduced water use in our own operations by over 117 million gallons in F22**, while at the same time packing more product in our plants.

**899M**

1,220 gallons/ton

2021

**782M**

1,013 gallons/ton

2022

The water used per ton of product packed **decreased by 17% or over 200 gallons.**





## Transportation

F22 was a challenging year for transportation, with global demand for shipping soaring. However, we still made significant progress against our transportation goals.

↓ **5.5M**  
miles

We decreased our total finished goods transportation mileage by **5.5 million miles**

↑ **45%**  
rail mileage

We also shifted an additional **2.3 million miles to rail**, resulting in an increase of **45% rail mileage**



## Upcycling

Upcycled food has emerged as one of the most effective approaches the food industry can use to reduce waste. At Del Monte Foods, we're proud to be leading this movement.



In F22, **5 of our products** were Upcycled Certified™ by the Upcycled Food Association, the world's only third-party certification program for upcycled food ingredients and products.

Over the past **24 months alone**, we've diverted more than **25 million pounds** of food from landfills through a focus on upcycling and food donations.



## Packaging

Our packaging team is constantly looking for ways to reduce the environmental impact of our packaging, while keeping foods fresh and safe to eat. In F22, we accomplished a number of packaging initiatives to reduce waste across our supply chain.

### Light weighting materials

↓ **7%**  
materials

Reduced the material in **vegetable and tomato cans** by 7%



↓ **5%**  
materials

Reduced the material in **7-ounce plastic fruit cups** by 5%

↓ **11%**  
materials

Reduced the material in paper sleeves for **7-ounce fruit cups** by 11%



### Eliminating excess packaging

A switch to generic corrugate trays **reduced the weight of cardboard**, while also eliminating packaging waste.

**Eliminating paper sleeves** from multipacks eliminated excess paperboard and allowed for more product to be stacked per pallet, increasing the efficiency of downstream transportation.





## Sustainable Agriculture

Del Monte Foods grows with care through contracts with over 800 family farms. These multi-generational farms grow produce in concert with the land, using integrated pest management techniques, water conservation

Cover cropping is major driver in supporting healthy soils for the next generation. It helps increase soil organic matter and improves soil fertility by capturing excess nutrients after a crop is harvested. Cover crops also raise soil moisture-holding capacity, help prevent soil erosion, limit nutrient runoff, reduce soil compaction, and can even help suppress some pests.

### Cover cropping

**57%**  
growers



**57%** of our vegetable growers used cover crops

**20,000**  
acres

Nearly **20,000 acres** are planted with cover crops

**↑ 11%**  
cover crop fields

Cover crop planting in Del Monte Foods' contracted fields **increased by 11% in F22**



## Non-GMO Seed Breeding

Seed breeding is a Del Monte Foods legacy. Each year, we breed vegetable seeds that are designed to increase pest and disease resistance and quality. We breed seeds the traditional way, without the use of GMOs.

1. Our strongest lines are tested for yield, machine harvestability, and quality plots in the nursery.
2. The lines are then named into a variety code and ready for testing in small, short row plots in a grower's field to check if the attributes remain the same under normal growing conditions.
3. Selections from these field plots are then advanced into strip plots of 1 to 10 acres to be evaluated on a larger scale
4. The variety is tested for harvest cleanliness, yield, disease resistance, nutrient management, and factory performance.
5. The best few varieties are moved from test status to trial status over the next two years to continue to understand the characters of the variety.
6. If the variety performs consistently and has a niche, it is added to the Del Monte Foods Approved Variety List



### In F22, we:



**+1,450**  
breeding lines

Evaluated **over 1,450** breeding lines of new green bean varieties

Grew **550** pilot plots of green beans; **19** pilot plots of sweet corn and **10** plots of peas





# Nourishing People

**In F22,**  
we determined **100% of our full-time corporate and 100% of our hourly team members** at our manufacturing sites earn above a living wage.

Creating a strong workplace culture centered on diversity, inclusion and belonging starts with a focus on recruiting, retaining and promoting diverse talent. While there is much opportunity before us, we're proud of the progress we continue to make at Del Monte Foods, including:

↑ **7%**  
diversity

**Increasing the percentage of women and BIPOC in Senior Manager and higher roles** by 7% (for a total of 52% diversity in this segment) over the past two fiscal years

**Amplifying outreach** to diverse talent pools to help us recruit diverse talent

**Connecting directly** with millions of historically underrepresented job seekers through a network of community-based organizations and niche diversity sites



## Living Wage

The living wage model calculation draws upon geographically specific data related to a family's likely minimum costs for food, childcare, health insurance, housing, transportation, and other basic necessities (e.g. clothing, personal care items, etc.). A living wage draws on these cost elements and the rough effects of income and payroll taxes to determine the minimum employment earnings necessary to meet a family's basic needs while also maintaining self-sufficiency\*.

## Corporate Equality Index

In F22, we received a score of 100 on the Human Rights Campaign Foundation's 2022 Corporate Equality Index, the nation's foremost benchmarking survey and report measuring corporate policies and practices related to LGBTQ+ workplace equality. Our efforts in satisfying all of the CEI's criteria earned Del Monte Foods a top score and the designation as one of the Best Places to Work for LGBTQ+ Equality.



\*Glasmeier, Amy K. Living Wage Calculator. 2020. Massachusetts Institute of Technology. [livingwage.mit.edu](https://livingwage.mit.edu)

# Employee Resource Groups (ERGs)

Growing stronger together

A primary focus has been growing our network of ERGs. Through the following ERGs, team members 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 Del Monte Foods' professional women's group



## ¡Hola!

represents our Hispanic network



## Green Team

connects team members passionate about cultivating a healthy planet

## F22 Highlights



# 25

events across  
the various ERGs

## Celebrations

MLK Day of Reflection, Lunar New Year, International Women's Day, Persian New Year, Earth Day, Pride month



## Speakers

MLK Day of Reflection, James Barnes – Empowering LGBTQ+ Individuals and Allies' training, Chan Family Farms

## Professional Engagement

CareerLift and LIFT Speaker Series

## ERG Co-Sponsored Events

Harvesting a Better Del Monte (LIFT and ¡HOLA!)

## Challenges

Gardening Challenge, Bike to Anywhere Challenge



# A renewed purpose – Total Wellness

By building on our rich history, we are committed to nourishing people, our planet and communities — all for a healthier tomorrow where wellness is about fueling our bodies, energizing our minds and creating shared experiences that connect us.



## Alliance for Healthier Generation

One of the primary goals of our partnership is to improve whole health equity by bringing education and resources to students and families across the country to help them improve their overall health



## National Black Farmers Association

Our support of the NBFA's outreach program supports personalized assistance to black and other minority and limited resource farmers and ranchers who needed advice around topics such as financial health, landownership, access to capital or farm related best practices. Black and other minority community members were seeking guidance for a wide range of issues from food affordability, food production, access to healthy food, credit repair, loan applications, foreclosure, access to capital, succession planning to crop loss due to market and business mandated closures.



## Crystal Bridges Museum of American Art

Every year, the Crystal Bridges Museum in Northwest Arkansas serves 50,000 K-12 school children through their School Visit Program. The School Visit Program enables classrooms to participate completely free of charge. Each classroom receives stipends to cover the expense of bus gas and substitute teacher fees as well as a free healthy lunch while at the museum. Providing a free healthy lunch for every student is especially critical in removing barriers to access in this rural region as most schools enroll a majority of students in free/reduced lunch programs



## Farming for the Future Foundation

Farming for the Future Foundation is working to connect with area educators and agriculture experts. They are creating a centralized place in the heart of Wisconsin for people to come together on a journey into the world of modern agriculture, to meet the people behind food production, to build new science and engineering skills, to connect, play and learn. It will be a teaching farm, a children's museum, a science center and a community workshop all rolled into a tantalizing celebration of food and farming.



## Employee Resource Group Specific Donations

Each of our Employee Resource Groups is allocated funds each year to donate to the charities of their choice. These donations support the interests of the ERG communities. Some recipients have included

- The Cesar Chavez Foundation
- Gay for Good
- AIDS Lifecycle



# Nourishing Communities

*When tornados ripped through the Midwest, Del Monte Foods quickly mobilized with Convoy of Hope to deliver more than **320,000 pounds of food** to help those impacted by the devastating storms.*



## Alliance for Healthier Generation

Del Monte Foods is teaming up with the nonprofit Alliance for Healthier Generation to reach 7.5 million students and their families through a signature “Nourishing Families by Nourishing Schools” program. By engaging with 10,000 schools nationwide, the program aims to help students (Kindergarten – Grade 12) and their families improve their physical, mental and social well-being through nutrition education, resources and content.

One of the primary goals of Nourishing Families by Nourishing Schools is to improve whole health equity by mobilizing schools as an important vector of change for students and families, especially in under-resourced communities. Approximately 75% of students reached by the program represent BIPOC (Black, Indigenous, and people of color) populations.

## Giving Back

We proudly grow good by supporting the communities where our team members live and work by providing product and financial donations, as well as volunteer time. In addition to providing team members with one full paid day per calendar year to devote to community service, our Employee Donation Matching Program matches team member donations to nonprofit organizations, helping them maximize their impact. In F22, our team members donated \$14,440 to nonprofits of their choice.



**\$480,000**  
cash donations

In F22, Del Monte Foods made cash donations totaling over **\$480,000**



**3M**  
pounds of food

In F22, we donated over **3 million pounds** of food, with a value of over **\$1.5 million**



## **Environmental, Social and Governance**

Del Monte Foods, Inc.

205 N. Wiget Lane

Walnut Creek, CA 94598

USA

[www.delmontefoods.com/sustainability](http://www.delmontefoods.com/sustainability)

