

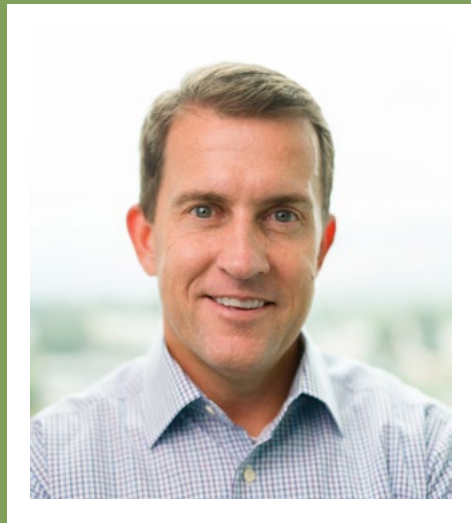


DEL MONTE FOODS  
2018 SUSTAINABILITY REPORT

*Quality Nourishment from Farm to Family*



# A LETTER FROM OUR CEO



“

**We are proud to share our 2018 sustainability report to highlight how we ensure quality and care for the planet while nourishing people from farm to family.**

Here at Del Monte, we believe in nurturing all that is good. Our efforts are centered around **Nourishing Families. Enriching Lives. Every Day®**, as proven by our long history of providing great-tasting, quality food.

With our 130-year heritage, we have grown up alongside many families, friends, and farmers, spanning generations. Our goal is to continue to thrive for the next hundred years, delivering healthy, wholesome and overall good products so we may all grow and flourish together. We are dedicated to fulfilling the need of today's families looking for more information on how we grow, make, and bring food to their homes and on the go.

As we work to create **a sustainable business that will last for the next century**, we have made some important changes in our operations and product offering. We revamped our strategy to focus on **transformation and innovation to pave a sustainable path forward from the intersection of the environment and communities in which we operate**. This means dedicating ourselves to creating a transparent food chain, caring for Earth's goodness, nurturing people, and investing in the future of food to ensure a brighter tomorrow for all families.

Because we recognize the importance of working together to achieve our goals, over the past two years we have also

taken the needed step to connect and align with our stakeholders on the most relevant material topics. We are proud to share the outcome of this important strategic work with you, along with our performance on key social and environmental indicators, in our first sustainability report.

At Del Monte Foods, Inc. we believe our future is shaped by the choices we make, no matter how small. We're passionate about bringing high-quality, healthy, and nutritious fruits and vegetables from farms to families. **We know that by nurturing Earth's goodness today, we can grow a healthier and more hopeful tomorrow.** We hope you join us on this journey.

Sincerely,

A handwritten signature in dark ink, appearing to read 'Greg Longstreet', written in a cursive style.

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



# WHO WE ARE, HOW WE OPERATE AND REPORT

## 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 sales of \$1.65 billion and 7,200 employees. 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®, and College Inn®. For more information, please visit <http://www.delmontefoods.com/our-company>.

## About this report

### 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 (Guide) and Rule. To align with the SGX Guide, Del Monte Foods developed this report using the Global Reporting Initiative (GRI) Sustainability Reporting Standards. We carry the GRI principles of balanced reporting throughout this report and have included a GRI Index in the appendix to provide a comprehensive summary of our approach to sustainability.

### BOUNDARIES

This report covers fiscal year 2018 for our entire corporate footprint, including our locations in the United States, Venezuela, and Mexico. Any locations closed during 2018 were either removed from our data or are specifically addressed in the relevant sections.





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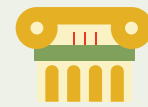


# CLARIFYING OUR MATERIAL ESG TOPICS AND ALIGNING ACROSS THE VALUE CHAIN

Over the last two years, we have undertaken a process to understand and prioritize what is material to our business. To identify key environmental, social, and governance (ESG) topics, Del Monte Pacific identified a lengthy list of potential ESG issues to determine which are the most relevant. This list formed the basis for engagement with internal and external stakeholders to understand which issues were most important to the business. Employee surveys, management interviews, and an external stakeholder review all informed the final prioritized list of material issues.

Using this prioritized list, Del Monte Foods validated these issues and built a strategic roadmap. The roadmap was populated with several key pillars to manage material issues along the value chain. This roadmap gives order to the direct actions we are taking to enhance our business to generate the greatest benefit for our stakeholders. This report describes our status and plans for this journey across the four key pillars.

## KEY PILLARS



I

### CREATING A TRANSPARENT FOOD CHAIN

II

### CARING FOR EARTH'S GOODNESS

III

### NURTURING PEOPLE

IV

### INVESTING IN THE FUTURE OF FOOD

## KEY ESG TOPIC



Corporate Governance

Connecting Consumers with their Farmers

Growing Roots (Plant Breeding)

Enhancing Soil Quality & Other Efforts on Farms

Water Management

Reducing Climate Change

Workplace Well-being

Supporting our Farmers

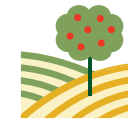
Community Investment

Healthy Products

Product Innovation

Product Integrity (quality and safety)

Farming and Sourcing



Processing and Packaging



Distribution



Customer and End of Life



Corporate Governance	✓	✓	✓	✓
Connecting Consumers with their Farmers	✓			✓
Growing Roots (Plant Breeding)	✓	✓		
Enhancing Soil Quality & Other Efforts on Farms	✓	✓		
Water Management	✓	✓		
Reducing Climate Change	✓	✓	✓	
Workplace Well-being	✓	✓	✓	
Supporting our Farmers	✓	✓		
Community Investment	✓	✓		✓
Healthy Products	✓	✓		✓
Product Innovation	✓	✓		✓
Product Integrity (quality and safety)	✓	✓	✓	✓



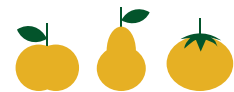
# AT DEL MONTE, WE ARE PROUD GROWERS OF GOOD

## CREATING A TRANSPARENT FOOD CHAIN *Connecting consumers & ensuring integrity*

We pick healthy ingredients at the peak of ripeness.

**40**

TYPES OF FRUIT AND  
VEGETABLES

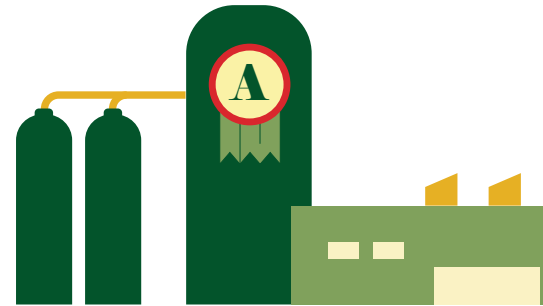


We cook and pack ingredients and offer different types of products.

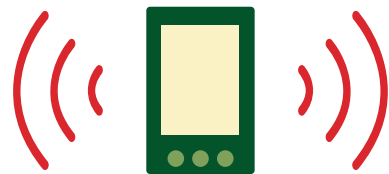


**200**  
PRODUCTS

In FY2018 all our facilities were audited as part of the **GLOBAL FOOD SAFETY INITIATIVE** and achieved an A or AA rating.



We monitor products FROM FARM TO FACTORY, using electronic tracking to track them in less than 4 hours.

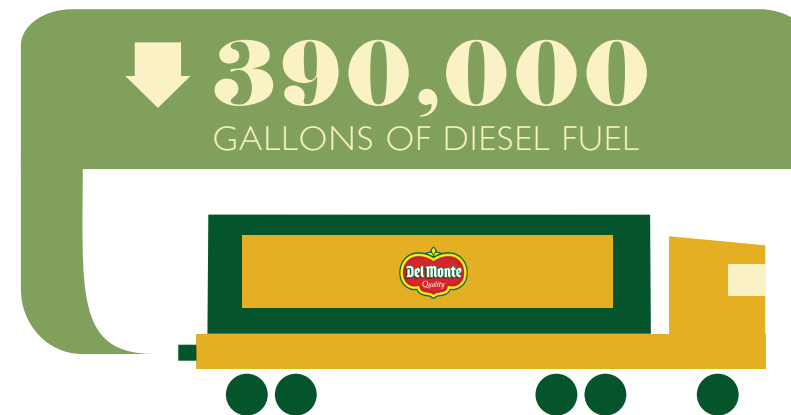


**< 4 hours**

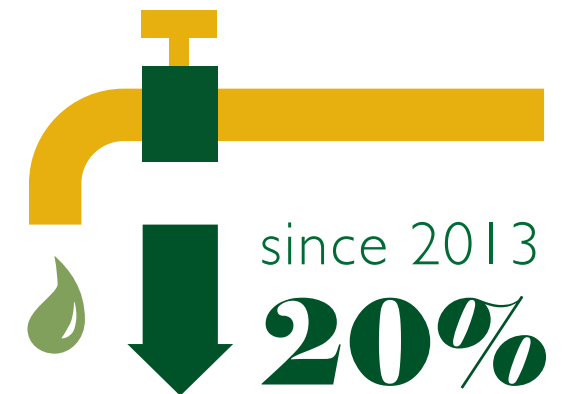
TO IDENTIFY THE  
SOURCE OF ALL  
INGREDIENTS

## CARING FOR EARTH'S GOODNESS *From roots and soil to water and climate*

Since 2015, we eliminated 2.3 million miles (equal to saving about 390,000 gallons of diesel fuel) from **OUR DISTRIBUTION NETWORK**.



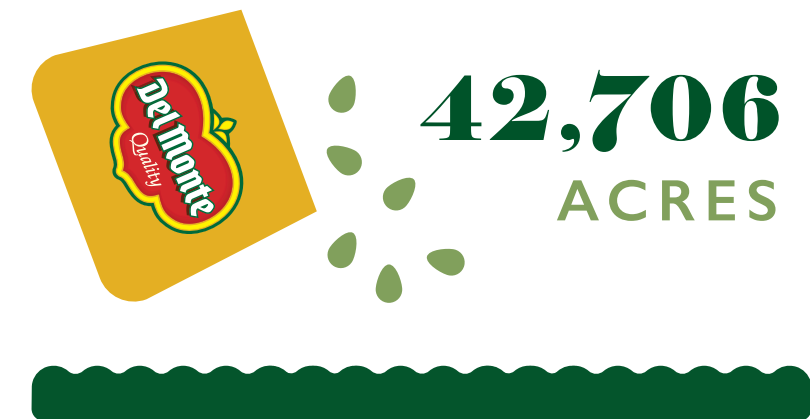
We decreased our **WATER USAGE** at Hanford and Modesto facilities.



We reduced our **CARBON FOOTPRINT** by 18% from FY2016 to FY2017.



In FY2018 we harvested 42,706 acres using **DEL MONTE VARIETIES** (seeds).





## NURTURING PEOPLE

*Our employees, growers and communities*

We employ over 7,200 people.



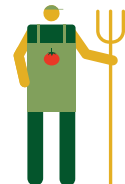
**7,200**  
EMPLOYEES

In FY2018, we donated over **8 MILLION POUNDS OF FOOD** and gave \$760,000 to local community groups.



**\$760,000**

We support the American economy.



**MORE THAN  
1,000**  
U.S. GROWERS



Nearly all Del Monte tomatoes, vegetables and fruits are grown and fresh-packed in the U.S., **NOURISHING AMERICAN FAMILIES DIRECTLY FROM FARM TO TABLE.**



GROWERS



TONS

**100%** TOMATOES



**20**

**254,655**

**99%** VEGETABLES



**477**

**452,636**

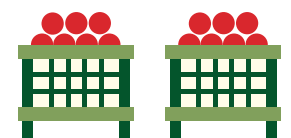
**70%** FRUITS



**575**

**218,713**

In FY2018, we processed over 30,000 cases of food as part of the **FIELD TO FOODBANK PROGRAM.**



**30,000**  
CASES

64% of our **SEASONAL HOURLY EMPLOYEES** are members of unions that help advocate fair wages and working conditions.



**64%**

## INVESTING IN THE FUTURE OF FOOD

*Through a healthy portfolio, product integrity and innovation*

We converted 100% of our branded tomato products and nearly 100% of our branded fruit and vegetable products to NON-BPA linings.

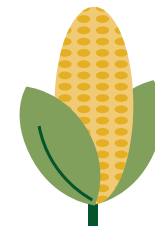
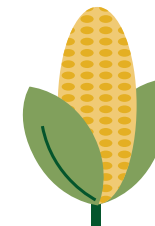


The Consumer Survey of Product Innovation awarded our FRUIT REFRESHERS...

**2017  
PRODUCT  
OF THE YEAR!**



Del Monte is the first consumer-facing manufacturer to work with the USDA (United States Department of Agriculture) for NON-GMO certification for CORN PRODUCTS.



Nearly all of Del Monte products are PRESERVATIVE-FREE.

**97%**




The **FRUIT, VEGETABLES** and **TOMATOES** we use in our products have ALWAYS been grown without genetically modified seeds.



**NON  
GMO**





## CREATING A TRANSPARENT FOOD CHAIN

Consumers today are increasingly asking for transparency of their food origins. Our growers and processors are working hard to keep our customers informed about the sources, safety, and sustainability of Del Monte Foods products.

In a time when we see longer and increasingly digitized supply chains, Del Monte Foods is narrowing the gap between farm and family. Beyond our contractual relationships with our growers and close involvement in the growing process, we use new technologies to gain deeper insights about our farms and the vegetables, tomatoes, and fruit they grow. This enhanced visibility is creating further opportunities to collect data and for our growers and customers to share their insights, resulting in greater transparency from farm to table.



# OUR CODE OF CONDUCT GUIDES US WITH ETHICS AND INTEGRITY

Considering the challenges the industry at large has faced around food safety, it is more important than ever to ensure that we at Del Monte Foods are upholding our commitments to strong principles and business standards. **We greatly value the integrity of our brands and want to ensure customers can trust in them from this generation to the next.** We are always looking for ways to improve our products and services, and our Consumer Affairs staff ensures that customer comments are shared with key decision makers and responded to appropriately.

We have a longstanding commitment to quality practices and have created a culture that not only knows our Code of Conduct, but also embodies it. **We view the Code of Conduct as a dynamic tool that helps our employees navigate the varied and disparate types of decisions they have to make.** Our code enables our employees to put our principles into practice, which is fundamental to our continued success. To support adherence to the Code, employees are also trained on our International Anti-Corruption Policy, Employee Handbook, Travel and Expense practices, and Whistleblower hotline, which are all readily available on the Del Monte Foods' intranet. We strive to be thorough and comprehensive in our approach—we want everyone to be as safe as we are.





# OUR CODE OF CONDUCT ALSO ENSURES FOOD SAFETY

We also use our Code of Conduct to ensure the safety of food throughout our upstream and downstream value chain. As potential health risks may arise from the handling, preparation or storage of food, it is critical to closely monitor what goes into our products and how these products are managed.

Federal food safety regulations require that we track products shipped to our customers, but we consistently go beyond those minimum standards. Prior to introducing any product into the marketplace, Del Monte conducts extensive Risk Assessments/Hazard Analysis and incorporates necessary actions to ensure that all products and ingredients meet the highest Del Monte standards.

**We also use electronic tracking to monitor product movement from farm to factory.** This enables us to precisely identify the sources of all ingredients in our products as well as track produce in approximately four hours. We aim to reduce the timing needed for this traceability process even further through the application of state-of-the-art data-sorting technology.

To validate the effectiveness and accuracy of our system, **we regularly conduct tests known as traceability assessments.** Each facility that handles our products, from manufacturing to distribution, is subject to two mock recall and traceability audits annually to ensure that our systems work properly and promptly in the event of a recall. Based on our controls, we are able to isolate products in less than two hours. Furthermore, we apply the same traceability standards to our co-packers and third-party operated facilities.

Beyond our own internal procedures, **we are always pushing for greater food industry safety through the Global Food Safety Initiative (GFSI)**, which brings together experts to promote food safety certifications. The first standard recognized was the British Retail Consortium (BRC). In FY2018 all our facilities were audited according to this standard, and minor issues were identified and addressed. As a result, all our facilities enjoy either an A or AA rating.



## ELECTRONIC TRACKING

traces ingredients from farm to factory

# CONNECTING CONSUMERS WITH THEIR FARMERS BUILDS TRANSPARENCY

Del Monte is working to cultivate a culture of transparency by connecting consumers with growers, giving people a glimpse of where their food is picked and packed at the peak of ripeness. We are excited to share our growing practices with consumers. Through sophisticated software and our work with the Stewardship Index of Specialty Crops, we are working to provide detailed information about how our vegetables are grown. Consumers will soon be able to access this ever-growing body of information on our corporate website, [www.delmonte.com](http://www.delmonte.com).

At Del Monte, we encourage our growers to participate in programs that advance consumer knowledge, build trust, and make their communities better places in which to live and work.

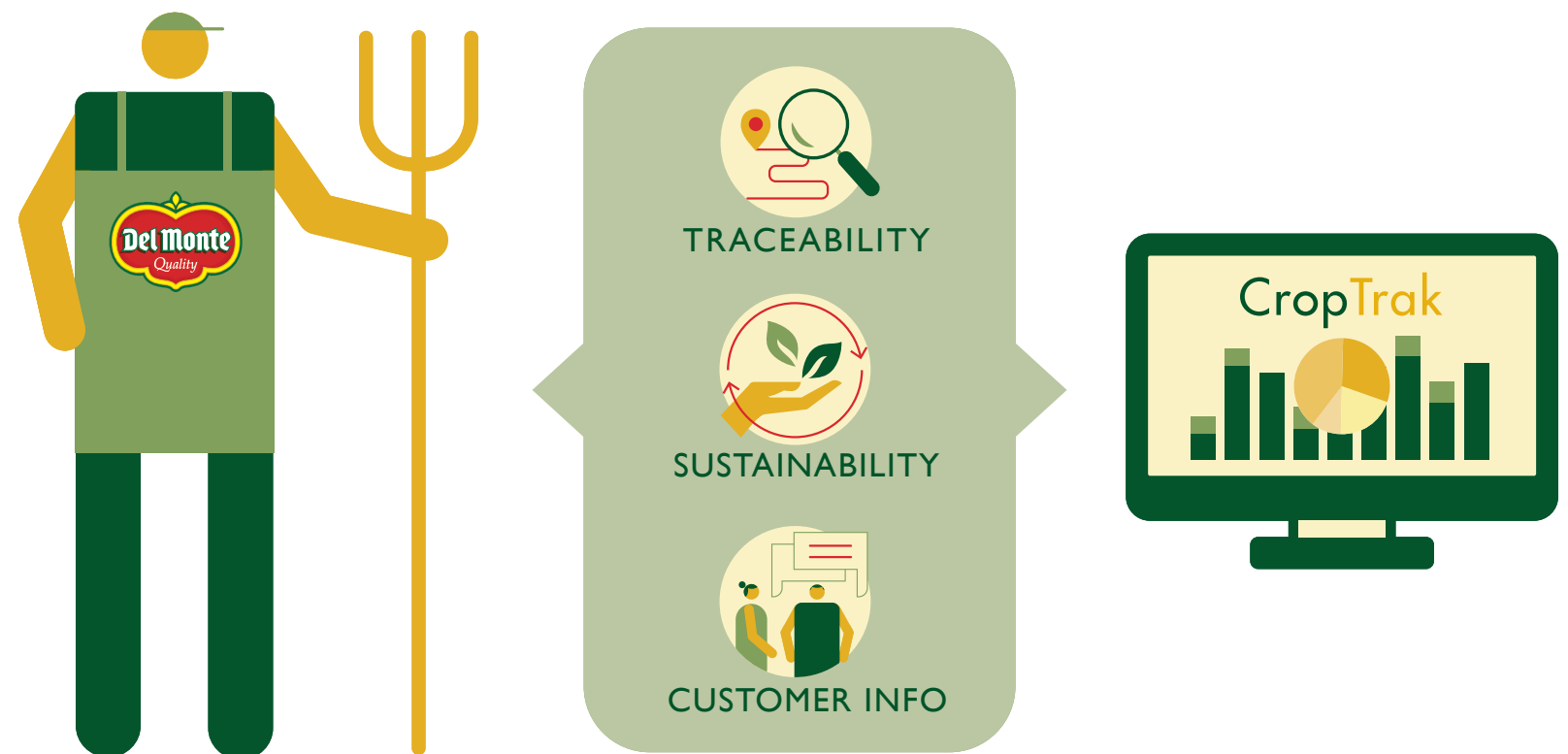


# TOOLS LIKE CROPTRAK™ FACILITATE TRANSPARENCY

Central to our engagement with our vegetable growers is our partnership with our third-party vendor, CropTrak™. Its tool allows us to track various data including traceability, sustainability, and customer audit information; we house this data in one central repository, facilitating more dynamic feedback loops with operations and partners.

Using CropTrak, we can track a diverse range of environmental and social indicators — from nitrogen per crop produced and irrigation rates to engagement with local communities via activities such as farmers markets, local food festivals, and food banks. CropTrak will also help us improve our harvest and pack projections, grower and carrier payments, and grading systems, as well as easily collect and disseminate contractual and educational information within our value chain.

After a successful pilot of the software with some of our vegetable growers in 2018, our goal is to roll out the CropTrak dashboard to the nearly 500 North American family vegetable farms we work with. In these first few years, we aim to attain high participation and quality data from our farmers to set a baseline that will enable us to analyze performance over time.







# CARING FOR EARTH'S GOODNESS

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With our deep agricultural heritage and connection to earth's resources, we have a long history of working in harmony with the environment. We have been a pioneer in introducing agricultural practices that minimize the use of pesticides and help farmers grow more robust crops and achieve greater yields with less fertilizer, water, and other materials. As one of the largest producers, distributors, and marketers of premium branded food products for the U.S. retail market, we have the opportunity to positively influence the way food is grown on farms across the United States.

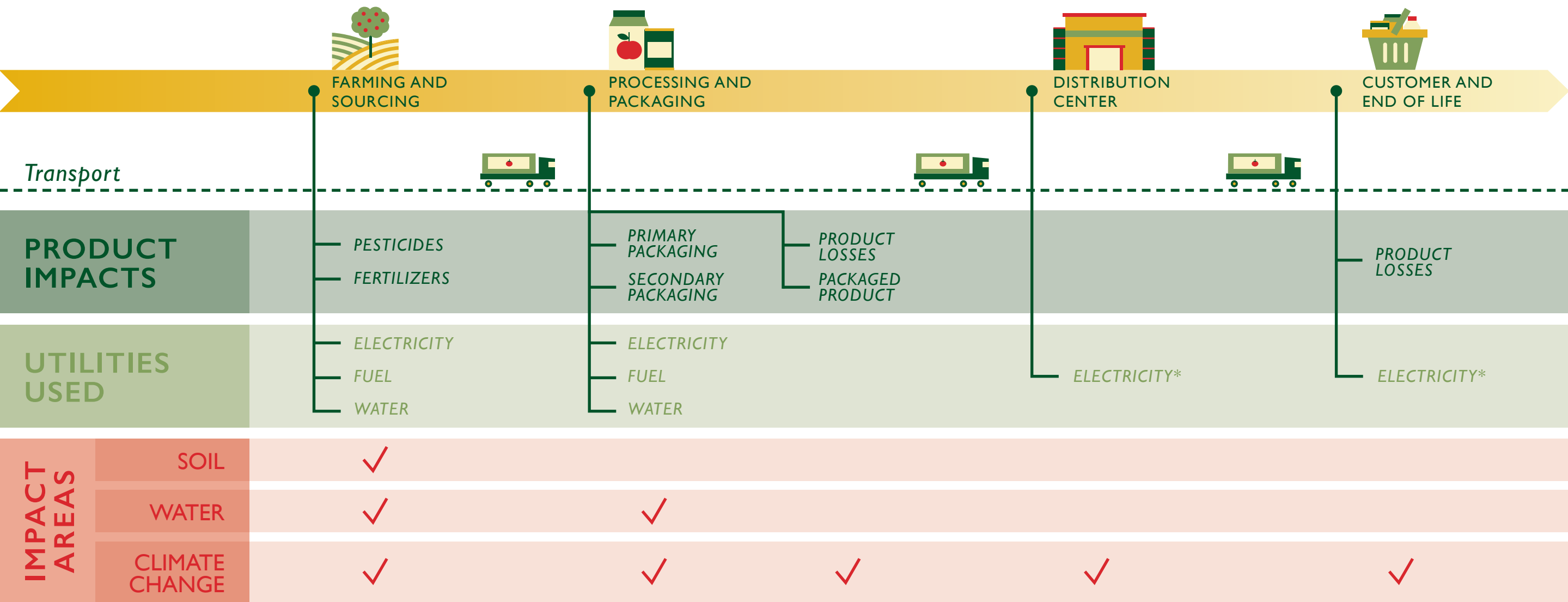


# UNDERSTANDING OUR VALUE CHAIN PROVIDES INSIGHT INTO POTENTIAL ENVIRONMENTAL HOT SPOTS

Across all the produce we grow and package, we have mapped our value chain to show the key environmental inputs and outputs in our process. This has helped us identify hot spots or areas where we should focus our efforts to ensure a sustainable future for our business. Accordingly, we focus efforts on the following environmental areas:

- **Enhancing soil quality** while reducing the use of chemicals through innovative processes like plant breeding
- **Managing water use** in farms and processing/packaging to maximize efficiency and minimize pollution
- **Proactively addressing climate change** and working to minimize our carbon footprint

Part of what sets us apart from other food processors is our close connection to every stage of production. It all starts with our relationships with the farmers who, as a part of their contracts with Del Monte Foods, plant and harvest our crops according to schedules we develop together. Because of this approach, we are committed to innovating the growing process.



\* Electricity usage comes from refrigerating fresh and frozen products in transport and storage



# ENHANCING SOIL QUALITY AND OTHER EFFORTS ON FARMS

Soil is a crucial element to ensure the optimal growth of our products. Poor soil health can have cascading impacts on the environment in the form of poor water retention, increased nutrient and chemical runoff, and declining yields. According to the 2015 FAO report on soil, “the majority of the world’s soil resources are in only fair, poor or very poor condition”, which could have compounding negative impacts on food availability over time.

Maintaining proper soil health and nutrient balance are vital to producing healthy, high-quality fruits and vegetables as well as addressing the world’s environmental challenges, including carbon sequestration.

Since efficient soil management directly impacts our long-term productivity, we focus on regenerating topsoil and improving above- and below-ground biodiversity.

To facilitate soil management, we ask our growers to:

- conduct consistent soil sampling
- apply our model pesticide control program
- use pest-resistant varieties when available
- rotate crops to minimize the effect of insects and diseases

Understanding the agronomics of a new variety is important for adaptation to the environment. We encourage our farmers to work with plant and soil scientists to develop innovative farm practices and technologies designed to boost crop yields, control pests and weeds, and protect the environment.

Cutting down pesticide use at the source means that we prevent pesticides from entering our fields and foods. Each year, we actively complete lab tests for over 2,000 products, checking for pesticide residues. If pesticide residues are detected, we remove them from our products and from the fields. This feedback loop means we are closely examining the impacts new pesticides may have on our products, allowing us to maintain high standards.



# GROWING ROOTS THROUGH PLANT BREEDING

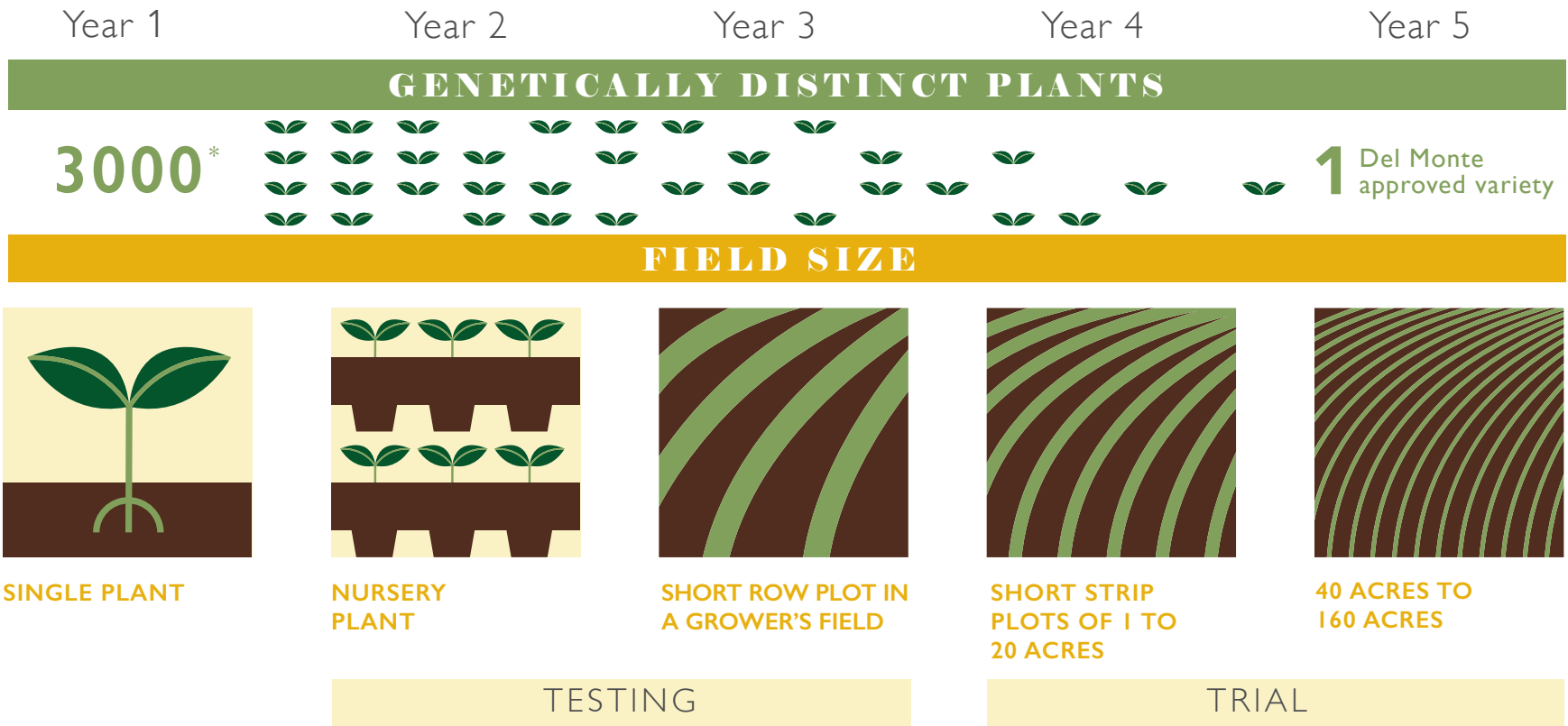
Our plant breeding program is also central to reducing chemical applications and improving biodiversity on our farms. We provide our growers with plants that are naturally resistant to diseases and insects, thus reducing fertilizer and pesticide use. Working with our growers to plant the best disease-resistant varieties for their regions, our field staff educate our farmers on how to best grow these plants and implement pest control and crop disease mitigation strategies while soliciting feedback in real time.

Plant breeding is the art of interbreeding distantly related plants to introduce new characteristics. Unlike much of modern genetic engineering, our plant breeding process uses the classic method of selecting the best plant qualities to produce a new generation in an outdoor laboratory—a practice that dates back thousands of years. In a single year, Del Monte tests over 3,000 genetically distinct, new and upcoming varieties with the goal of identifying better plants that we can grow for years to come. If the variety performs consistently better and fills a niche, we scale up seed production to meet field department demand, and that variety becomes a standard used by Del Monte growers.

As we work to identify key characteristics of our plants, we keep the priorities of our customers and growers in mind. Their insights into taste and hardiness provide direction for the next generation of varieties and products. Ultimately, we test for taste, harvest cleanliness, yield, disease resistance, nutrient management, and factory performance.

Our **green beans** are one of the greatest successes of our plant breeding program. We have been able to consistently improve the yield of our latest green bean variety since 1996 by understanding its water needs, nutrient timing, pest vulnerabilities, seed quality, soil type, plant density, and overall growing habitat. Thanks to the ongoing selection of traits, **we grow the same volume of finished green beans today on half as many acres as we did in 1966**. This means that we use half the inputs (such as fertilizer, energy, water and pest control), which reduces the environmental impact.

EVOLUTION OF SEED TESTS



In FY2018  
**42,706 acres**  
were grown with **Del Monte varieties**  
developed through plant breeding.

Specifically for vegetables, the following  
were grown with Del Monte varieties:

- 95% of beans**
- 50% of corn**
- 25% of peas**
- 100% of lima beans**
- 75% of spinach**

The rest of the varieties are selected for  
the same traits by Del Monte's research  
team, but are not our proprietary varieties.



# MANAGING FARM WATER USE TO MAXIMIZE EFFICIENCY AND MINIMIZE POLLUTION

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. With growing climate instability prompting greater concerns about droughts and water pollution, water scarcity is quickly becoming a primary issue in the agriculture sector; it governs where things are grown and places limits on productivity.

Managing water resources to maximize water efficiency, minimize pollution, and protect access to water for others is a shared challenge for food producers.

To manage our water use, Del Monte evaluates and prioritizes risk based on availability and quality in areas where our plants operate, as well as at the farm level. From the time we plant to when we package fruits and vegetables, water is a critical resource. Many of the regions where we operate are starting to experience water stress exacerbated by climate change. Thankfully we are seeing our own care and concerns about water scarcity reflected in stronger regulations and more calls to monitor and manage water use.

Our growers use various irrigation systems to supplement natural rainfall and ensure a steady and reliable water supply for their crops. We are mindful that water scarcity is a real and pressing environmental concern in many parts of the U.S. where we grow food; there are several states where water availability may be at significant risk. We work with our growers to implement the least water-intensive cultivation methods possible.

# 98%

OF DEL MONTE  
TOMATO GROWERS  
UTILIZE

**DRIP IRRIGATION**

FOR TARGETED  
APPLICATION OF  
WATER AND FERTILIZER



Pivot Irrigation

# MANAGING WATER USE IN OUR PROCESSING AND PACKAGING OPERATIONS

Our processing plants use water for tasks such as washing and sanitizing fruits and vegetables, thermally processing canned products, and sanitizing equipment. This water comes from both municipal and well water sources. Presently, 78% of the facilities that we own or operate are in areas with high or extremely high water stress, so it is imperative for us to use water sparingly.

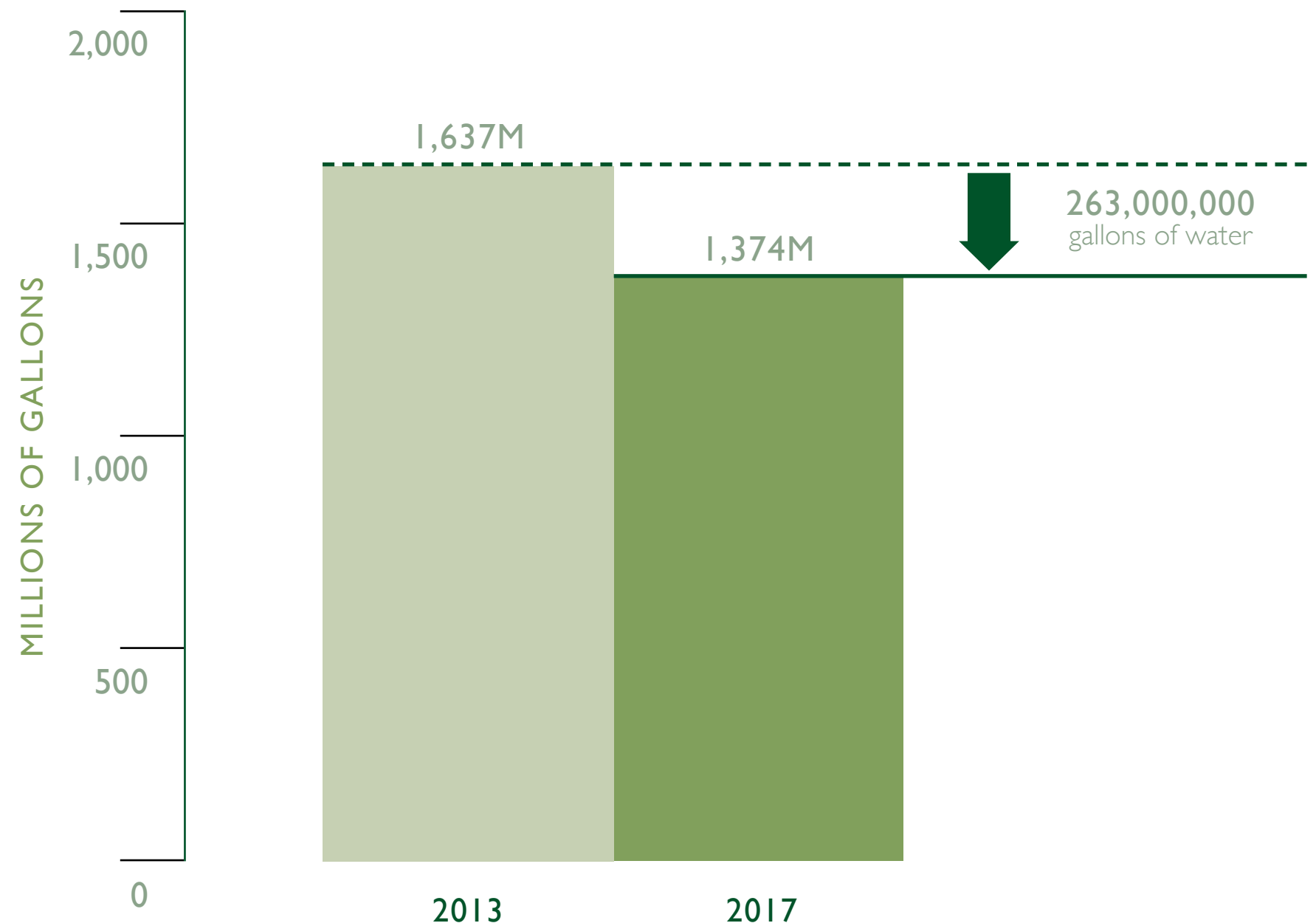
We capture and reuse water as much as possible at our facilities. For example, we recycle the water used in production and later reuse it to run our cooling towers. This reduces the amount of fresh water needed and energy used.

Some of our near-term supply risks are in California where almost 40% of our finished products are produced. Already, we have seen an increase in droughts, floods, forest fires, and heat waves with more anticipated due to climate change. In response, the state continues to regulate groundwater from high-priority aquifers and sees an opportunity for food processors to be more water efficient.

AT OUR **HANFORD AND MODESTO FACILITIES**, WE HAVE CREATED A CULTURE OF SAVING WATER.

SINCE WE STARTED WORKING ON THESE PROGRAMS IN FY2013, WE HAVE REDUCED WATER USE ACROSS THESE SITES FROM 553 MILLION GALLONS TO 443 MILLION GALLONS. THIS REPRESENTS A **20 PERCENT DECREASE**.

## FRESH WATER USED AT DEL MONTE U.S. PRODUCTION FACILITIES, DISTRIBUTION CENTERS AND RESEARCH LOCATIONS





# PROACTIVELY ADDRESSING CLIMATE CHANGE

Climate change poses clear physical challenges to our business, as agricultural commodities are particularly vulnerable. Expected effects of climate change, such as increased temperatures, less reliable water supplies, and more extreme weather have the potential to significantly impact our operations and supply chain.

Still, environmental changes and their market effects may also give rise to new opportunities. For instance, extreme weather patterns may lead to an increase in the demand for shelf-stable products.

To address the impacts of climate change, we work with our farmers on a variety of sustainability initiatives, which include developing drought- and pest-resilient varieties through our seed growing program.

## OUR APPROACH TO CLIMATE CHANGE

- 1** Minimize our greenhouse gas emissions
- 2** Adapt our operations and supply chain to the potential impacts of climate change
- 3** Cultivate varieties that can withstand environmental pressures



*Del Monte farm production in Central Sands, Wisconsin*



# WORKING TO MINIMIZE OUR CARBON FOOTPRINT

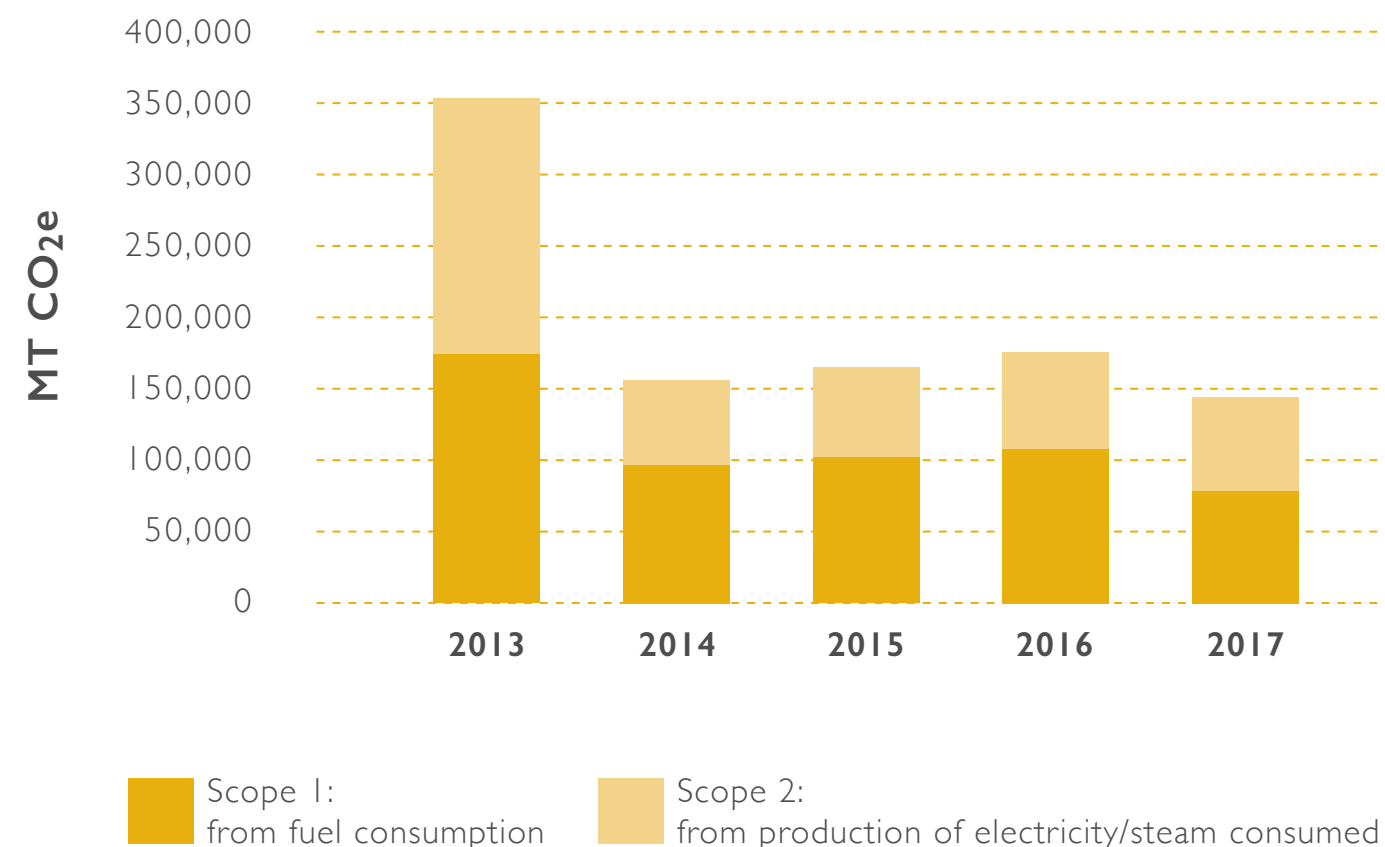
We work to minimize our carbon footprint by locating our processing plants close to the fields where our crops are grown and harvested. The majority of our crops are locally-sourced and travel an average of 100 miles from the field to the manufacturing gate, and an average of 350 miles from distribution center to retailer.

Reduction in fuel used to transport our produce is only one benefit: co-locating our facilities also means we use the freshest possible fruits and vegetables, as well as minimize the amount of waste due to spoilage or transportation-related damage. In sum, it's a win-win: better tasting products made from fresher crops coupled with reduced transportation and spoilage costs.

At our sites, we track and manage energy usage and greenhouse gas emissions. We mitigate our carbon footprint by investing in equipment upgrades and focusing on continuous improvement. These efficiency improvements have led to reductions in emissions.

At our largest sites in California, which follow the Cap and Trade program and account for the local carbon price, we have had relatively stable overall emissions between 2013 and 2017. We have also gone beyond the standard emissions requirements and reduced our direct emissions and carbon intensity thanks to our use of solar panels to generate energy onsite.

## DEL MONTE FOODS GREENHOUSE GAS EMISSIONS





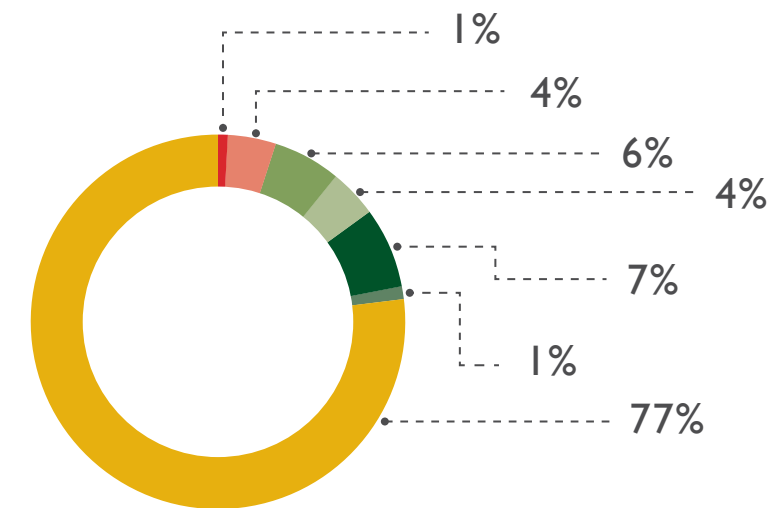
# CARING FOR OUR PACKAGING MATERIALS SOURCING AND RECYCLABILITY

Much like our commitment to informing you on what's in your food, we are also committed to informing you as to what's in your packaging and how you can take action.

We measure and care for our packaging footprint, seeking to use the maximum amount of low-impact, recyclable materials. Over two-thirds of our packaging use steel cans and ends, a sustainable choice as steel is infinitely recyclable and largely recycled across the U.S. The steel for our cans is sourced from the United States, Canada, Holland, and Germany and each can uses approximately 35% recycled steel.

Less than 10% of our packaging is made of plastic, and we continually review more sustainable choices and encourage more recycling.

## DEL MONTE FOODS' PACKAGING FOOTPRINT\*



\* Share based on FY2018 spend



CANS AND  
ENDS



GLASS



CARTONS\*\*  
AND SLEEVES



LABELS



CORRUGATE



PLASTIC  
CUPS, LIDS  
AND BOTTLES



PLASTIC  
WRAPS

\*\* Includes aseptic cartons

### FOCUS ON STEEL

**STEEL CANS ARE 100% RECYCLABLE.** 80-90% OF ALL STEEL EVER PRODUCED IS STILL IN USE TODAY (WORLD STEEL, 2011).

**OUR STEEL CANS HAVE APPROXIMATELY 35% RECYCLED CONTENT.** STEEL CANS HAVE A 75% RECYCLING RATE, THE HIGHEST OF ANY FOOD PACKAGING.





# WORKING TO ENSURE SUSTAINABLE PACKAGING AND RESPONSIBLE SUPPLIERS

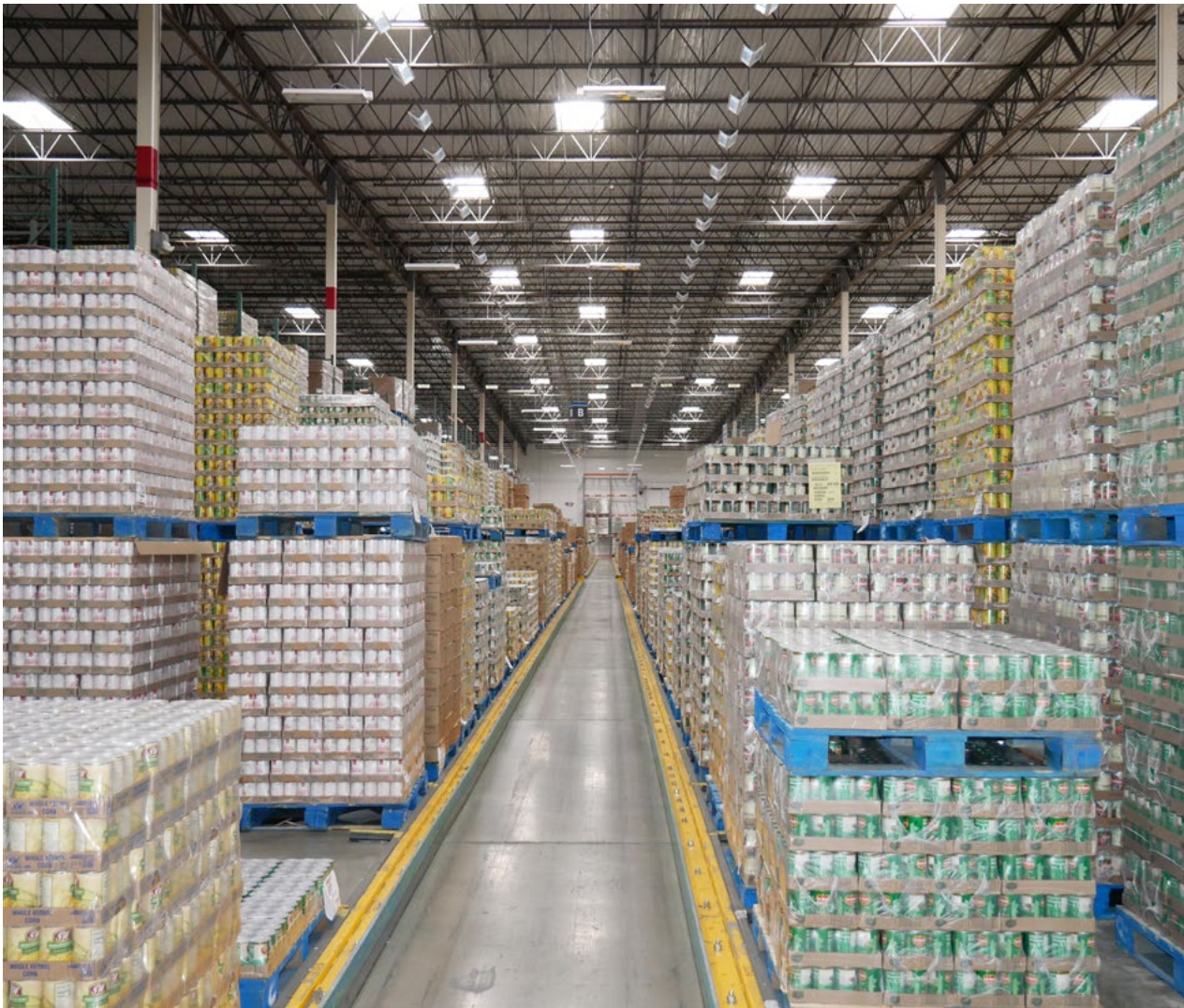
We also have paperboard and corrugate derived from wood pulp that is used in our secondary packaging such as cartons, and in our primary packaging such as the sleeves that encase our plastic fruit cups. The current recovery rate for wood pulp-related packaging is slightly above 64% in the United States, and on average this packaging is comprised of 33% recycled content. Our supplier utilizes major certifying bodies such as Sustainable Forestry Initiative and Forest Stewardship Council (FSC) to monitor their supply chain and follow sustainable forestry practices.

The majority of our plastic fruit cups are number 5 (#5) plastics. Plastics numbers 1 through 7 each identify a specific type of plastic based on the type of resin used to make that plastic. In this case, #5 plastic is polypropylene and can be recycled if your local waste management authority accepts that type of plastic. Please contact your local waste management authority for more information about what kind of plastics they accept for recycling.

We are looking into innovative solutions to incorporate more biodegradable or compostable bioplastic packaging in our portfolio. At this time, we have not found suitable plastic packaging alternatives that preserve the integrity, taste, quality and safety of the food in our products.

MATERIAL	BASE	RECYCLED CONTENT	RECYCLABILITY
CANS & ENDS	STEEL	35%	100% (CANS)
GLASS	SILICON/SAND	15% - 45%	100%
CARTONS* & SLEEVES	WOOD PULP	33%	100%
LABELS	WOOD PULP	0%	100%
CORRUGATE	WOOD PULP	33%	100%
PLASTIC CUPS & LIDS BOTTLES	POLYPROPYLENE/#5 (mostly) POLYETHYLENE TEREPHTHALATE/#1	0%	DEPENDS
PLASTIC WRAPS	POLYETHYLENE #4	0%	DEPENDS

\* The statistics represented in this row relate to the paperboard used in secondary packaging. However, we do have aseptic cartons for our broth products that are comprised of 74% wood pulp (100% FSC certified), 22% polyethylene, and 4% aluminum. To find out if this type of carton is accepted and recycled at your local waste management facility, visit <https://www.recyclecartons.com>





# NURTURING PEOPLE

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At Del Monte, we believe in nurturing people, from our customers eating our products to our farmers and employees, who are all part of the Del Monte family. Our aim is to be a leading provider of healthy products from our workplace operations to the consumer. Equally important are the relationships we have established within our family of employees, suppliers, customers, and the communities in which we live and work.



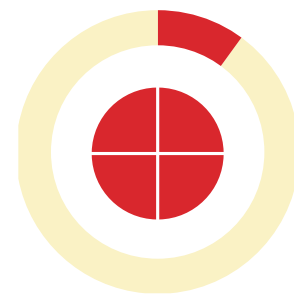


# PROMOTING WORKPLACE WELL-BEING BY NURTURING OUR PEOPLE

Our talented people are our greatest asset. We actively work to foster a diverse and welcoming workplace centered around mutual respect. Most importantly, we encourage our employees to maintain a healthy work-life balance. We support employees in the pursuit of healthy lifestyles and even provide financial assistance to engage in health and well-being programs.

Our current workforce is comprised of approximately 760 salaried, full-time employees and 1,420 full-time hourly employees. Over 5,000 seasonal hourly employees enable us to pack fruits and vegetables when they are in season throughout the summer and fall. 64% of our seasonal hourly employees are members of unions that advocate fair wages and working conditions.

## OUR CURRENT WORKFORCE



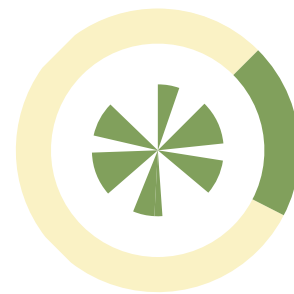
**10%**  
SALARIED FULL-TIME  
EMPLOYEES (760)



**35%**  
female



**>40%**  
over 10 years  
at Del Monte



**20%**  
FULL-TIME HOURLY  
EMPLOYEES (1,420)



**33%**  
female



**>40%**  
over 10 years  
at Del Monte



**70%**  
SEASONAL HOURLY  
EMPLOYEES (5,127)



**64%**  
are union  
members







# PROMOTING WORKPLACE WELL-BEING THROUGH TRAINING

At Del Monte, professional development is an integral part of our performance system that links to our core values and competencies. Employees are encouraged to participate in professional development opportunities internally and externally. We promote programs that strengthen team members' ability to deliver value and ensure further growth and success for themselves and the company.

Examples of the training programs and support we provide to help employees develop and enhance their careers include:

- Internal learning opportunities where managers work closely with employees to structure appropriate on-the-job activities to meet identified developmental needs.
- External programs and professional certifications that are supported via seminars, conferences, and other specialized workshops.
- External university courses that are available through the Del Monte Employee Education Assistance Program. Eligible employees may receive up to \$5,250 annually in financial assistance for approved courses of study at accredited educational institutions.

For our hourly employees, we offer over 50 training programs annually to ensure they have the necessary skills and information to conduct their work in a way that meets Del Monte's safety and quality standards and expectations.



# PROMOTING WORKPLACE WELL-BEING BY ENCOURAGING DIVERSITY AND A SAFE WORK ENVIRONMENT

Del Monte is committed to promoting and preserving a workplace environment rich in diversity, one in which individual differences are not simply tolerated or accepted, but truly appreciated.

Diversity encompasses universally recognized traits such as race, gender, sexual orientation, and national origin; however, it also includes less obvious individual differences such as socioeconomic background.

Our philosophy holds that promoting these differences in the workplace is a means to encourage personal and organizational growth and contribution, and further enables individuals and teams. Furthermore, workplace diversity reflects the changing face of the American workforce and population, as well as our customer base.

The health and safety of our employees is fundamental at Del Monte Foods. We strive to provide a workplace free of preventable hazards and to comply with all laws and regulations governing workplace safety and health, including the Occupational Safety and Health Act (OSHA). We also provide our employees with procedures and training to prevent injury.

We apply DuPont's award-winning Safety Training Observation Program at every facility. Through this training, our employees are able to identify and communicate safe and unsafe conditions and acts.

By feeling confident talking to others about safety, our employees work together to prevent incidents from occurring, especially at our production facilities where risks are greater.



## SENIOR LEADERSHIP ROLES IN THE PAST THREE YEARS

### WOMEN



13%

19%

### DIVERSE EMPLOYEES



18%

24%

  
TIR\*  
**2.62**  
(\$0.12/h)

In FY2018, Del Monte experienced a Total Incident Rate (TIR) of 2.62 and an incurred cost of \$0.12 per hour worked.

**Del Monte's TIR is far below the most recent Bureau of Labor Statistics (2015) TIR of 5.2 for the fruit and vegetable canning industry.**

*\*TIR measures the average number of work-related injuries incurred by 100 workers during a one-year period.*



# SUPPORTING OUR FARMERS

Though we are a relatively big food brand, all our products start with strong individual relationships with growers. Central to these relationships is the critical role our growers play in helping deliver a consistent, high-quality product. Our support programs are integrated from initial research through to the final product.

Given our close relationship with our growers and the high standards we employ, we seek to ensure we are doing the right thing by our business and theirs. As our growers are impacted by the decisions we make, we do our best to give them what they need to thrive.

## ONGOING RELATIONSHIPS WITH FARMERS ARE AN INDICATION OF OUR SUCCESS.

Many of our farmers, especially in fruit, have families who have grown for Del Monte for over

**70 years**

On average, our tomato growers have been growing for us for

**30 years**

and our vegetable growers for

**20 years**

with less than two percent turnover year-to-year.





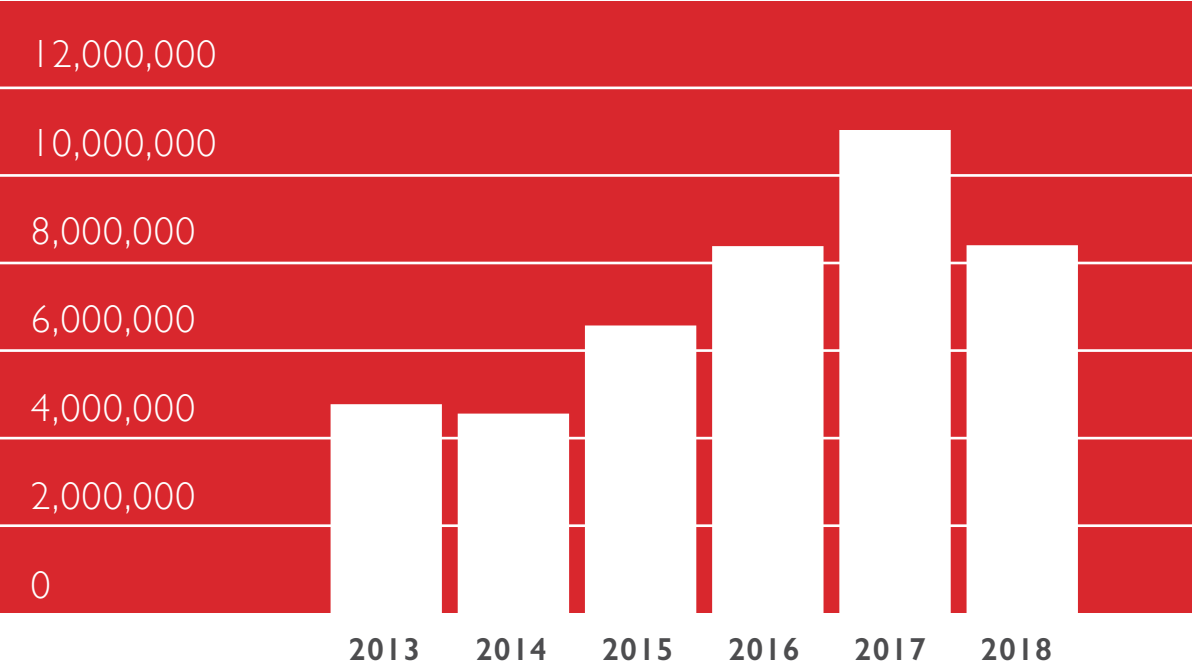
# INVESTING IN OUR COMMUNITIES

Our corporate giving program reflects the values we share with the communities in which we operate. At Del Monte Foods, we have a can-do spirit and believe in using our quality products to change lives and make a real impact in our communities. Through this approach, we seek out and support local and national organizations that make a difference.

As part of our “Farm2Family” Corporate Giving program, we contribute to organizations that focus on farm advocacy, feeding those in need, environmental stewardship, disaster relief, education, youth activities, family care, and healthy living.

We do this through financial gifts, as well as donating food to our communities where we can have the most impact. **This year we donated over 8 million pounds of food and gave \$760,000 to local community groups as part of our family programs.** Throughout the years, we have donated millions of pounds of food to support local food banks and non-profit programs.

## FOOD DONATIONS (pounds)



**Going Green**  
to support environmental stewardship



**Healthy Lives**  
to support exercise and medical research activities



**Farm Advocacy**  
to support on-farm conservation and education programs



**Family Care**  
to support families and family networks



**Disaster Relief**  
to activate quickly to lend food and support during a crisis



**School Success**  
to support education, after school programs, and scholarships



**Hunger Relief**  
to support local residents and food pantries in need of healthy meal options



**Youth Activities**  
to support local teams, art & music workshops, and team building



# NOURISHING COMMUNITIES WHILE REDUCING WASTE

Our social programs also work to reduce food waste, such as our **Brite Recovery Program with Feeding America**. Sometimes slight imperfections in fruits or cans may result from the manufacturing or labeling process. Instead of simply discarding that imperfect merchandise, we donated over three million pounds of canned fruits and vegetables and four truckloads of peaches that would have otherwise gone to waste.

Another source of waste starts at the field itself. When excess food is grown and cannot be sold, typically it is plowed under. Through our partnership with the **Field to Foodbank**, such excess food is now contributed to those in need through a collaboration between a local university, growers, manufacturers, and truckers. To manage the challenge of supporting local food bank inventory needs, the unused fresh food is canned, helping to extend the shelf life and lock in the nutritional benefits. This system relies on multiple layers of generosity from the donation of the seeds, land, labor, cans, and processing.

Del Monte Foods is proud to have been part of Field to Foodbank, in partnership with our growers, since its inception in 2008, when we processed 3,000 cases. Since then the program has grown, and last year we processed over 30,000 cases. Through this program, we are demonstrating a scalable way to contribute to ending hunger and sharing what we can with the communities in which we operate.





# PROVIDING DISASTER RELIEF TO COMMUNITIES

When disaster strikes, a quick reaction is key to helping those affected. Even when roads are still at times impassable, we ship our nutritious food to communities in need. We work with the American Red Cross and Feeding America to respond in real-time with pre-approved in-kind food donations for large-scale disasters (especially those affecting farms).

When hurricanes severely damaged parts of Texas, Florida, and Puerto Rico in 2017, Del Monte responded with 18 truckloads of fruits and vegetables equal to over one million pounds of food distributed in under three weeks to the hard-hit regions.





A young child with light brown hair, wearing a white sleeveless top with a colorful geometric pattern and matching leggings, stands barefoot on sandy ground. The child is positioned in front of a large, bright yellow tractor wheel with a black tread. The wheel is part of a green tractor, and the background shows a field of green corn plants. The scene is brightly lit, suggesting a sunny day.

# INVESTING IN THE FUTURE OF FOOD

At Del Monte, we take seriously our role as growers of good. We believe food must be healthy to be sustainable, which is why we strive to deliver nutritious products that bring the best of the farm to the table in a practical format.

Our customers are increasingly interested in learning about the ingredients in their food and are often looking for positive health properties that go beyond the “less bad” properties of low fat or low sugar. This emphasis on health factors and benefits has ongoing implications for product design and sourcing.



# DELIVERING HEALTHY PRODUCTS

We have a long history of being transparent regarding the health and nutrition attributes of our products. In 1971, Del Monte became the first major U.S. food producer to voluntarily adopt nutritional labeling on all food products. Since then, we have continued to take a closer look at the products that we offer and their nutritional value for our customers.

We aim for our products to provide at least half a cup of fruits or vegetables per serving, and to meet healthy nutrient levels as specified by the Food and Drug Administration. We offer close to 200 products from approximately 40 different types of fruits, vegetables, and tomatoes that are picked, cooked, and packed at the peak of ripeness to lock in nutrients—more than any other national canned food company. The majority of our produce is picked and packed on the same day—97% of it without preservatives.

A majority of our products are low in fat, and we carry several specialized product lines: organic, low-salt and reduced-salt, no sugar added, and light-in-calories. Within our existing categories, Del Monte has more No Sugar Added fruit products, No Salt Added/Reduced Sodium Vegetables products than other branded players.

Based on our FY2018 analysis of our products, almost all contain positive nutrients, and over two-thirds are classified as healthy\*. Going forward, we recognize we can do even better, as despite the strong presence of positive nutrients, the use of sugars and sodium prohibits the achievement of a 100% healthy\* product portfolio.

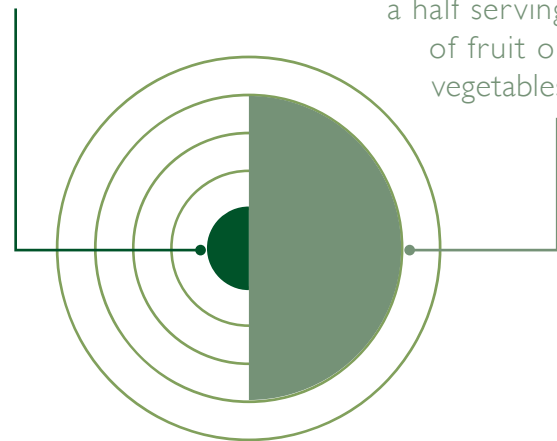


## WE AIM TO:

### MINIMIZE OR AVOID NEGATIVE NUTRIENTS

such as Cholesterol, Sugar, High Fructose Corn Syrup, Sodium, Fat, Calories, Additives, Preservatives, Artificial Sweeteners

Only **22%** of our portfolio has any negative nutrient



Nearly **80%** of our portfolio contains positive nutrients in the form of at least a half serving of fruit or vegetables

### OFFER PRODUCTS THAT CONTAIN POSITIVE NUTRIENTS

(meaning an Excellent/Good Source of): Fiber, Antioxidants, Protein, Calcium, Vitamins & Minerals, Whole Grains

**ENSURE OUR  
PORTFOLIO MEETS  
THE GLOBALLY  
ACCEPTED  
DEFINITION OF  
HEALTHY AND  
CONTAINS POSITIVE  
NUTRIENTS AND NO  
NEGATIVE NUTRIENTS**

\*Healthy products are those that meet the globally defined definition of healthy, not exceeding upper limits of negative nutrients based on dollars sold.



# ENSURING PRODUCT INTEGRITY

Shifting diets and new scientific evidence on human health are driving changes in consumer demands, which in turn influence evolving regulations and best practices concerning food origins and packaging. In response, we are providing more information about the use of genetically modified organisms (GMOs) in our products and Bisphenol-A (BPA) in packaging. To hear more from our customers about GMOs, BPA, and other issues, we put in place a hotline on our website so our customers can ask detailed questions and provide feedback on our products.

## WORKING TOWARD A NON-GMO PORTFOLIO

Even though the United States Food and Drug Administration (FDA), United States Department of Agriculture (USDA), the World Health Organization, and the American Medical Association have concluded products containing genetically engineered ingredients are safe, we have taken the decision to provide information about GMOs on our products so consumers can make informed choices. While the fruits, vegetables, and tomatoes in Del Monte products have always been non-GMO, some added ingredients for sweeteners or flavorings have traditionally been sourced from genetically modified crops like corn or soybeans. In 2016, given consumer interest, we began specifying on our labels that all our vegetables, plastic fruit snacks, and many more tomato products are non-GMO. Furthermore, to assure consumers about our sweet corn, we were the first consumer-facing manufacturer to work with the USDA for non-GMO certification for corn products.

Getting this certification was a significant undertaking as corn is a major crop for us; Del Monte Foods works with over 300 growers to produce 600 million pounds of corn each year. To meet the strict requirements, Del Monte Foods had to track where and when the corn was planted to ensure no cross pollination from GMO fields. In addition, corn samples were DNA tested by third parties to check for GMOs. Once the USDA collected and reviewed all the data over the course of a year, Del Monte Foods was awarded the certification.

## ENSURING NO BPA IN PACKAGING

To respond to customer concerns, we removed all BPA from our product packaging. To-date, we have converted 100% of our branded tomato product packaging, and nearly 100 percent\* of our branded fruit and vegetable product packaging, to non-BPA linings. The alternative lining material for our vegetable and fruit products is a polyester; the alternative used for our tomato cans is a vinyl. The linings comply with all FDA and European Food Safety Authority standards. The coating components are also compliant with the United States Environmental Protection Agency and Regulation for Registration, Evaluation, Authorization, and Restriction of Chemicals. The new linings also meet the requirements of California's Prop. 65, ensuring that they do not contain any phthalates or BPA.

### WHAT IS BPA?

BPA is the basic organic building block for polycarbonate plastic and epoxy resins. Epoxy resins are used as lining on the inside of many food and beverage cans, can ends, and jar lids. Linings on the interior surface of food cans enable food products to maintain their nutritional value and taste and are essential to prevent food contamination or spoilage. BPA itself is not added directly to food or even used directly in can linings. Instead, cans are lined with epoxy resins, of which BPA is a component. Based on extensive research, the USDA and many other regulatory agencies around the world have concluded that BPA is safe to use in packaging.

\*All our branded fruit and vegetable products are now in BPA-free packaging except 8 oz. Sauerkraut, where a viable technical solution has not yet been found.



# PRODUCT INNOVATION

Changing trends and increasing demand for convenience are driving the ongoing evolution of our products. To meet these demands, we have committed to product innovation and invested in research and development to provide new and improved products. For over a century, we have delivered safe and nutritious, quality products. We continue to update our portfolio to bring families a broad range of healthy and delicious food options. We are actively working to reformulate the less healthy products to use better ingredients and reduce negative nutrients while increasing positive nutrients.

In FY2018, we spent \$1.8 million on R&D and innovation and developed 103 new and improved products. Over the past year we have focused on putting forward new and original products rather than improving existing products (to remove GMOs or MSG, for example). As a result, the amount of new product development increased significantly and the number of product improvement projects decreased.

To ensure we are developing healthy and nutritious products, we have a set of guidelines that frame standards. These guidelines are based on the latest USDA and FDA regulations, along with insights from current scientific research, and are regularly updated. We apply these guidelines to all new products and the reformulation of current products.

Our guidelines for new product development include:

- Ensure a healthy serving of fruit or vegetables in every product
- Keep sodium levels reasonable and healthy
- Cap added sugar at 9 grams or less


## AWARD-WINNING NEW PRODUCTS MEET CHANGING CONSUMER NEEDS

According to our research, adults have more active lifestyles and are looking for snacks in larger sizes with unexpected flavors. To satisfy these shifting needs, our R&D team developed a fruit snack in a larger plastic packaging, with 100 or fewer calories and citrus and tropical flavors.

In 2017, Del Monte's Fruit Refreshers® won Product of the Year/Healthy Snacks category in the Consumer Survey of Product Innovation awards, based on results of a Kantar TNS 40,000-consumer survey on product innovation.





An aerial photograph showing a large-scale tomato harvest. A red tractor is positioned at the front of a long, white harvesting machine. The machine has a conveyor system that moves harvested tomatoes from the field into a large white trailer. The trailer is filled with bright red tomatoes. The field is lush green with many ripe tomatoes visible. The background shows a vast, flat landscape under a clear sky.

**Everyone deserves great-tasting, quality food to help them thrive. To reflect this, we are sharing more information on the social, health, and environmental impacts and benefits of our products as a part of this Sustainability Report. We hope to grow and continue to learn along with our customers for generations to come.**



# GRI INDEX

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General Disclosures		Report section/response/link												
<b>Organizational Profile</b>														
102-1	Name of the organization	Del Monte Foods, Inc.												
102-2	Activities, brands, products, services	<p>The Group is 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 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&amp;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 U.S.</p> <p><a href="https://www.delmonte.com/products/vegetables">https://www.delmonte.com/products/vegetables</a>  <a href="https://www.delmonte.com/products/fruits">https://www.delmonte.com/products/fruits</a>  <a href="https://www.delmonte.com/products/tomatoes">https://www.delmonte.com/products/tomatoes</a>  <a href="https://www.delmonte.com/products/snacks">https://www.delmonte.com/products/snacks</a></p>												
102-3	Location of headquarters	Walnut Creek, California												
102-4	Location of operations	United States, Mexico, and Venezuela												
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	<p>United States  Food and beverage  Business to business customers in the Food and Beverage value chain</p>												
102-7	Scale of the organization	Annual Report												
102-8	Information on employees and other workers	<p>2,180 Full-time Employees and 5,127 Seasonal Employees  65% Male and 35% Female  For more information, see Nurturing People, page 22.</p>												
102-9	Supply Chain	<table> <tr> <td>U.S. Growers:</td><td></td><td>Tons:</td></tr> <tr> <td>Vegetable</td><td>477</td><td>452,636</td></tr> <tr> <td>Tomato</td><td>20</td><td>254,655</td></tr> <tr> <td>Fruit</td><td>575</td><td>218,713</td></tr> </table>	U.S. Growers:		Tons:	Vegetable	477	452,636	Tomato	20	254,655	Fruit	575	218,713
U.S. Growers:		Tons:												
Vegetable	477	452,636												
Tomato	20	254,655												
Fruit	575	218,713												
102-10	Significant changes to the organization and its supply chain	Some of our Sager Creek facilities closed during fiscal year 2018												
102-11	Precautionary principle or approach	Transparent Food Chain, page 8												
102-12	External initiatives	Del Monte Foods in the U.S. engages with the FDA and USDA 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. See Transparent Food Chain, page 10.												
102-13	Membership of associations	Some of the affiliations of Del Monte in the U.S. include the Stewardship Index for Specialty Crop, the Canned Food Alliance Executive Committee and the U.S. Environmental Protection Agency's Pesticide Environmental Stewardship Program.												



Strategy		
102-14	Statement from senior decision-maker	CEO Letter, page 1
Ethics and Integrity		
102-16	Values, principles, standards and norms of behavior	Transparent Food Chain, page 8
102-17	Mechanisms for advice and concerns about ethics	Transparent Food Chain, page 8
Governance		
102-18	Governance structure	Annual Report
Stakeholder Engagement		
102-40	A list of stakeholder groups engaged by the organization.	Materiality We engage our investors, employees, customers, consumers, suppliers and growers throughout our materiality process and sustainability report development.
102-41	Percentage of total employees covered by collective bargaining agreements.	Over 64 percent of our seasonal hourly employees are part of unions.
102-42	Identifying and selecting stakeholders	Materiality, page 4
102-43	Approach to stakeholder engagement	Materiality, page 4
102-44	Key topics and concerns raised	Materiality, page 4
102-45	List of all entities included in the organization's financial statements or equivalent	Annual Report
102-46	Defining report content and topic boundaries	Who we are, how we operate and report, page 2
102-47	List of material topics	Material ESG Topics and Value Chain Alignment, page 4
102-48	Restatements of information	Not applicable
102-49	Significant changes from previous reporting periods in the list of material topics and topic boundaries.	We have only shared public information through DMPL. In previous years, this has not been as comprehensive a reporting effort.
102-50	Reporting period for the information provided	We report following our fiscal year to have consistency with our financial reporting. The fiscal year runs from May to April.
102-51	Date of the most recent report	Not applicable
102-52	Reporting period	Annual
102-53	Contact point for questions regarding the report	Robin Connell Sr. Manager, CSR and Communications robin.connell@delmonte.com
102-55	GRI content index	GRI Index
102-56	External assurance	We have not sought external assurance for this report.



### Management Approach for Material ESG Topics

103-1, 103-2, 103-3	Corporate Governance	Annual Report
103-1, 103-2, 103-3	Connecting Consumers with their Farmers	Transparent Food Chain, page 10
103-1, 103-2, 103-3	Growing Roots	Caring for Earth's Goodness, page 14
103-1, 103-2, 103-3	Enhancing Soil Quality & Other Efforts on Farms	Caring for Earth's Goodness, page 14
103-1, 103-2, 103-3	Water Management	Caring for Earth's Goodness, page 15-16
103-1, 103-2, 103-3	Reducing Climate Change	Caring for Earth's Goodness, page 17
103-1, 103-2, 103-3	Workplace Well-being	Nurturing People, pages 22-24
103-1, 103-2, 103-3	Supporting our Farmers	Nurturing People, page 25
103-1, 103-2, 103-3	Community Investment	Nurturing People, pages 26-28
103-1, 103-2, 103-3	Healthy Products	Investing in the Future of Food, page 30
103-1, 103-2, 103-3	Product Innovation	Investing in the Future of Food, page 32
103-1, 103-2, 103-3	Product Integrity (quality and safety)	Investing in the Future of Food, page 31

### Economic Performance

201-1	Direct economic value generated and distributed	Annual Report
201-2	Financial implications and other risks and opportunities for the organization's activities due to climate change	Caring for Earth's Goodness, page 17

### Anti-Corruption

205-2	Communication and training about anti-corruption policies and procedures	Transparent Food Chain, page 8
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### Water

303-1	Water withdrawal by source	Caring for Earth's Goodness, pages 15-16
303-2	Water sources significantly affected by withdrawal of water	Caring for Earth's Goodness, pages 15-16
303-3	Water recycled and reused	Caring for Earth's Goodness, pages 15-16

### Biodiversity

304-2	Significant impacts of activities, products, and services on biodiversity	Caring for Earth's Goodness, page 14
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### Emissions

305-1	Direct (Scope 1) GHG emissions	Caring for Earth's Goodness, page 18
305-2	Energy indirect (Scope 2) GHG emissions	Caring for Earth's Goodness, page 18
305-5	Reduction of GHG Emissions	Caring for Earth's Goodness, page 18



### Occupational Health and Safety

403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Nurturing People, page 24
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### Training and Education

404-2	Programs for upgrading employee skills and transition assistance programs	Nurturing People, page 23
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### Diversity and Equal Opportunity

Nurturing People, page 22  
We have incorporated additional information on our diversity of employees here.

405-1	Diversity of governance bodies and employees
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Worker Category	Age Category	Male	Female	% in each category by age
Senior Managers	31 to 50 years old	24%	10%	27%
	Above 50 years old	57%	10%	73%
Managers	Under 30 years old	55%	45%	3%
	31 to 50 years old	59%	41%	54%
	Above 50 years old	72%	28%	43%
Supervisors	Under 30 years old	69%	31%	17%
	31 to 50 years old	58%	42%	50%
	Above 50 years old	67%	33%	33%
Rank & File	Under 30 years old	70%	30%	9%
	31 to 50 years old	71%	29%	37%
	Above 50 years old	60%	40%	55%

### Local Communities

413-1	Percentage of operations with implemented local community engagement, impact assessments, and development programs	Del Monte engages with all of the communities around our manufacturing sites. For more information on our work in communities see Nurturing People, pages 26-28.
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### Customer Health and Safety

416-1	Assessment of the health and safety impacts of product and service categories	Investing in the Future of Food, page 30
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### Product and Service Labeling

417-1	Requirements for product and service information and labeling	Investing in the Future of Food, page 31
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**Corporate Social Responsibility**  
**Del Monte Foods, Inc.**  
3003 Oak Road  
Walnut Creek, CA 94597  
USA

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

Want to know more?  
<http://delmontefoods.com/contact-us>

Copywriting: ERM  
Editing and design: Quantis