

Sustainability Strategy Derby Group

The energy of the Sun, from the richness of the earth, with respect for water – for the roots of our community

April, 2026

At **Derby Group**, we believe our role extends far beyond mere fruit distribution; with every imported piece of fruit, we connect distant worlds and impact the lives of **thousands throughout the entire supply chain**. Our sustainability strategy draws inspiration from the fundamental elements of nature—sun, earth, and water—which represent the core pillars of our commitment to the future. We **follow the sun**, which provides the energy for growth and our operations; we **tend to the earth**, whose fertility yields a bounty of fruit; and we **protect water** as the source of life, demanding our utmost respect and care. This vision is not merely declarative; it is a living commitment, ensuring that every choice of Derby® fruit becomes a direct contribution to **a better and fairer future**.

Our **environmental efforts** are focused on systematically achieving **high energy efficiency** and the decarbonization of our entire infrastructure. We accomplish this through the use of modern electrical appliances and the establishment of an **effective equipment** restoration and maintenance system, thereby extending the lifespan of our assets. In our ripening rooms and warehouses, we are committed to transitioning exclusively to **natural refrigerants**, complemented by the use of **renewable energy** at our distribution center in Ljubljana. We enhance operational efficiency through an advanced electric fleet of handling equipment and the implementation of precision measurement systems with calorimeters, enabling active management and optimization of consumption across all key consumers.

We address the **issue of water** and **water resources** by participating in partnership projects for safe distribution and resource conservation, ensuring that all suppliers from water-stressed regions meet stringent standards, such as GlobalG.A.P. SPRING. We realize our commitment to the **circular economy** by optimizing the **material efficiency** of packaging and expanding returnable logistics packaging systems, while simultaneously establishing processes to minimize waste. All fruit surpluses unsuitable for sale are prioritized for further processing or energy recovery. In collaboration with growers, we actively **promote regenerative agriculture practices** that reduce the environmental footprint of production and **strengthen biodiversity**.

The **social pillar** of our strategy is built on providing a safe and stimulating work environment with a goal of zero injuries, achieved through ergonomic improvements and constant monitoring of logistics processes. We uphold our **integrity in the supply chain** by incorporating fruit that meets the highest ethical standards of recognized certifications such as Fairtrade, Rainforest Alliance, or SA8000. We strengthen our **internal culture** through a secure and confidential whistleblowing system, which allows all stakeholders to report irregularities anonymously without the risk of retaliation. At the same time, we invest in the systematic **development of competencies** and **the professional empowerment** of our employees through specialized training programs, ensuring the technological excellence of ripening processes and consistent compliance with international standards.

In the area of **governance**, we maintain the highest **standards of ethical business conduct**, with a mandatory commitment from all partners to adhere to our Code of Conduct, which is based on zero tolerance for forced labor and child exploitation. We are establishing a comprehensive **due diligence system** for strategic markets in Latin America and Africa, enabling us to thoroughly verify standards before entering into any contractual relationships. Our procurement department operates with a high degree of professional **integrity**, applying sustainability criteria when evaluating all growers. The finishing touch to **our transparency** is the implementation of advanced digital solutions that enable full traceability of all key product groups, offering precise, real-time insights into the origin, quality, and sustainability aspects of our production. Thus, at Derby Group, we proudly forge a path where economic success is inextricably linked with responsibility toward **the planet and its people**.

Our path is paved with responsibility toward nature and a profound respect for the people who enable our growth. At Derby Group, we do not view sustainability as a destination, but as a continuous process of improvement, ensuring ethical integrity from field to shelf. By combining advanced technology, digital transparency, and regenerative practices, we are building a future where every piece of fruit symbolizes our respect for the Earth's resources and our commitment to the well-being of future generations.





ENVIRONMENT

“The energy of the Sun, from the richness of the earth, with respect for water “

Water stewardship

We commit to active participation in partnership projects for water resource conservation and the assurance of safe water distribution, aiming to achieve 100% compliance among banana suppliers from water-stressed regions.

Low-carbon logistics and energy

We commit to systematic decarbonization and the reduction of gross greenhouse gas emissions by transitioning to renewable energy sources, implementing natural refrigerants, and optimizing energy efficiency.

Circular economy

We commit to the consistent implementation of circular economy principles by optimizing packaging material efficiency, establishing circular distribution processes for the full recovery of food surpluses, and promoting regenerative agriculture to enhance biodiversity and reduce the environmental footprint of the entire supply chain.

SOCIETY

“Roots of our community“

Employee well-being and safety

We commit to providing a safe and stimulating work environment with a goal of zero injuries through the highest ergonomic standards, and to strengthening corporate integrity by establishing a secure system for anonymous reporting of ethical deviations without the risk of retaliation.

We commit to ensuring the highest ethical and social standards throughout the entire value chain by exclusively distributing certified fruit.

We commit to strengthening the communities in which we operate through active support for sports, culture, and humanitarian aid. By promoting healthy lifestyles and creative expression, we invest in local initiatives for general well-being and the preservation of our shared roots.

GOVERNANCE

“Resilient growth“

Responsible business conduct

We commit to strengthening integrity by establishing an in-depth due diligence system for strategic markets in Latin America and Africa, and by regularly empowering our procurement department in the field of ethical standards. This ensures the consistent application of sustainability and social responsibility criteria when selecting all partners throughout the supply chain.

Integrity & ethical standards

We commit to ensuring the highest standards of ethical business conduct through a mandatory commitment from all partners to our Code of Conduct, which is based on zero tolerance for forced labor and child exploitation, and the provision of decent working conditions at all levels of production.



ENVIRONMENT



Area	ESRS code	KPI	Objectives & Commitments
Cooling & GHG	E1-6: Gross GHG emissions	% of cooling systems using natural refrigerants	Achieving high energy efficiency through the use of modern electrical appliances, the establishment of an effective equipment refurbishment and maintenance system, and a complete transition to natural refrigerants in ripening rooms and storage facilities.
Energy	E1-5: Energy consumption and mix	% renewable energy sources (RES) in total energy consumption	Systematic decarbonization of logistics infrastructure by transitioning to renewable energy use across all distribution centers, utilizing an advanced electric fleet for material handling equipment, and implementing precision metering systems with calorimeters for the active management and optimization of energy consumption for all key consumers.
Water	E3-1: Policies related to water and marine resources	% of strategic growers with water management certification	Engaging in partnership projects for safe water distribution and water resource conservation, while ensuring that of banana suppliers from water-stressed regions comply with the AWS (Alliance for Water Stewardship) or GlobalG.A.P. SPRING standards.
Packaging	E5-4: Policies related to resource use and circular economy	% of recycled or reusable materials in transport packaging	Implementing circular economy principles by optimizing packaging material efficiency, expanding returnable logistics packaging systems, and achieving a full transition to materials designed for reuse or high recyclability.
Food	E5-5: Resource inflows	% of biological waste (diverted fruit), diverted from landfill.	Establishing circular distribution processes to ensure secure supply and minimize waste, whereby all fruit surpluses unsuitable for direct sale are prioritized for further processing or energy recovery, ensuring their full beneficial use.
Fertilisers	E5-1 Resource outflows	of organic fertilisers used by key growers at origin	Promoting regenerative agriculture practices in collaboration with growers to enhance biodiversity, protect natural resources, and reduce the environmental footprint of production.

SOCIETY



Area	ESRS code	KPI	Objectives & Commitments
Health & Safety	S1-14: Health and safety indicators	% of operational sites with a completed occupational health and safety (OHS) risk assessment.	Ensuring a safe and stimulating work environment with a goal of zero work-related injuries, focusing on the continuous improvement of logistical processes, the safe use of work equipment, and the implementation of the highest ergonomic standards.
Human rights	S2-1: Policies related to value chain workers	% of tropical fruit suppliers with social certification.	Ensuring the highest ethical and social standards by exclusively sourcing bananas and tropical fruits that meet the stringent requirements of internationally recognized certifications, such as Fairtrade, Rainforest Alliance, or SA8000.
Ethical conduct	S1-1: Policies related to own workforce	% of employees trained in anti-discrimination and harassment prevention.	Strengthening corporate integrity by establishing a safe and confidential reporting system for breaches of ethical principles, enabling all stakeholders to report irregularities anonymously and without risk of retaliation, in accordance with the highest standards of business ethics.
Professional development	S1-13: Training and skills development	% of employees receiving regular performance and career development reviews.	Systematic competence development and the professional empowerment of all employees through specialized training programs, ensuring the highest level of quality, the technological advancement of ripening processes, and consistent compliance with established international standards.



GOVERNANCE



Area	ESRS code	KPI	Objectives & Commitments
Procurement	G1-2: Management of relationships with suppliers	% of suppliers who have signed the Supplier Code of Conduct	Ensuring the highest standards of ethical business conduct through a mandatory commitment from all partners to comply with the Code of Conduct, which is based on the principles of zero tolerance for all forms of forced labor and child exploitation, and the provision of decent working conditions at all levels of production.
Due Diligence	G1-1: Business conduct and corporate culture	% of high-risk suppliers (high-risk countries) subject to due diligence	Establishing a comprehensive and in-depth due diligence system for all strategic markets in Latin America and Africa, ensuring full verification of ethical, social, and environmental standards prior to the establishment of any contractual relationships.
Transparency	G1-3: Prevention and detection of corruption and bribery	% of procurement employees trained in anti-corruption	Ensuring the highest level of professional integrity by regularly empowering the procurement department in the field of ethical standards, with the aim of consistently applying sustainable and socially responsible criteria in the selection and evaluation of all growers within the supply chain.
Traceability	G1-2: Supplier relationships (traceability)	% of transactions with full traceability to the farm (farm-to-fork)	Ensuring full supply chain transparency through the implementation of advanced digital solutions for the comprehensive traceability of all key product groups, enabling precise, real-time insights into the origin, quality, and sustainability aspects of production.



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At Derby Group, we believe that true power lies not in what we extract from the earth, but in what we return to it. Our sustainability strategy is more than just a response to the CSRD and CSDDD regulatory frameworks—it is a reflection of our identity and our respect for the world that sustains us.

Energy. Nature. People.

From sustainability-oriented operations to regenerative practices at the source—every step we take is guided by a vision of responsible governance and uncompromising integrity. By actively supporting the environments in which we operate and maintaining a respectful relationship with nature, we ensure that our shared path remains secure, ethical, and permanently connected to the community.

"We do not merely distribute fruit; we convey responsibility, conserve resources, and build the foundation for generations to come."

APPENDIX: GLOSSARY OF TERMS & ABBREVIATIONS

Abbreviation	Full Term	Description
CSRD	Corporate Sustainability Reporting Directive	EU regulation mandating sustainability reporting for large companies.
ESRS	European Sustainability Reporting Standards	The framework and criteria used for reporting under CSRD.
ESG	Environmental, Social, and Governance	The three central factors in measuring the sustainability of an investment.
GHG	Greenhouse Gas	Gases that trap heat in the atmosphere (e.g., CO2, CH4).
GRI	Global Reporting Initiative	An international standard for sustainability reporting and impact.
SBTi	Science Based Targets initiative	Framework for setting emission reduction targets in line with climate science.
SDGs	Sustainable Development Goals	17 global goals set by the UN for the year 2030.
SFDR	Sustainable Finance Disclosure Regulation	EU rules for sustainability transparency in the financial services sector.
TCFD	Task Force on Climate-related Financial Disclosures	Recommendations for disclosing climate-related financial risks.
UNGC	United Nations Global Compact	A voluntary initiative based on CEO commitments to implement universal sustainability principles.
LCA	Life Cycle Assessment	A methodology for assessing environmental impacts associated with all the stages of a product's life.
DEI	Diversity, Equity, and Inclusion	Programs and policies that encourage representation and participation of diverse groups.
KPI	Key Performance Indicator	Quantifiable measures used to evaluate the success of sustainability targets.
NFRD	Non-Financial Reporting Directive	The previous EU framework for non-financial reporting, now replaced by CSRD.
ISSB	International Sustainability Standards Board	Global standards for sustainability-related financial disclosures.