



# 2025 Sustainability Report



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# A message from our CEO

I am delighted to introduce our first Sustainability Report, a milestone that demonstrates our clear commitment to creating positive social and environmental impact.

2025 has been a pivotal year for Global Pacific, marked by tangible progress in embedding and delivering our sustainability strategy across the business. Over the past year, we have deepened our partnerships with growers worldwide through targeted, in-country engagement led by our sustainability managers. These visits have strengthened trust, enhanced supply chain transparency, and supported meaningful progress toward our environmental objectives.

Our core values — Integrity, Service, Innovation and People — sit at the heart of our sustainability strategy and guide our approach to responsibly sourcing high-quality fresh produce. Aligned with the United Nations Sustainable Development Goals, our strategy is designed to drive long-term, continuous improvement across our own operations, our service partners, and our global grower network.

This report reflects not just where we are today, but our ambition for the future as we continue to build a more responsible, resilient, and sustainable business.

*Jonathan Tremayne*

## Meet the Sustainability team



Paul Galvez  
Sustainability Manager  
(rest of world)



Simone Moller  
Sustainability Manager  
(Africa)



Harvey Sansome  
Technical, Quality & CR Director



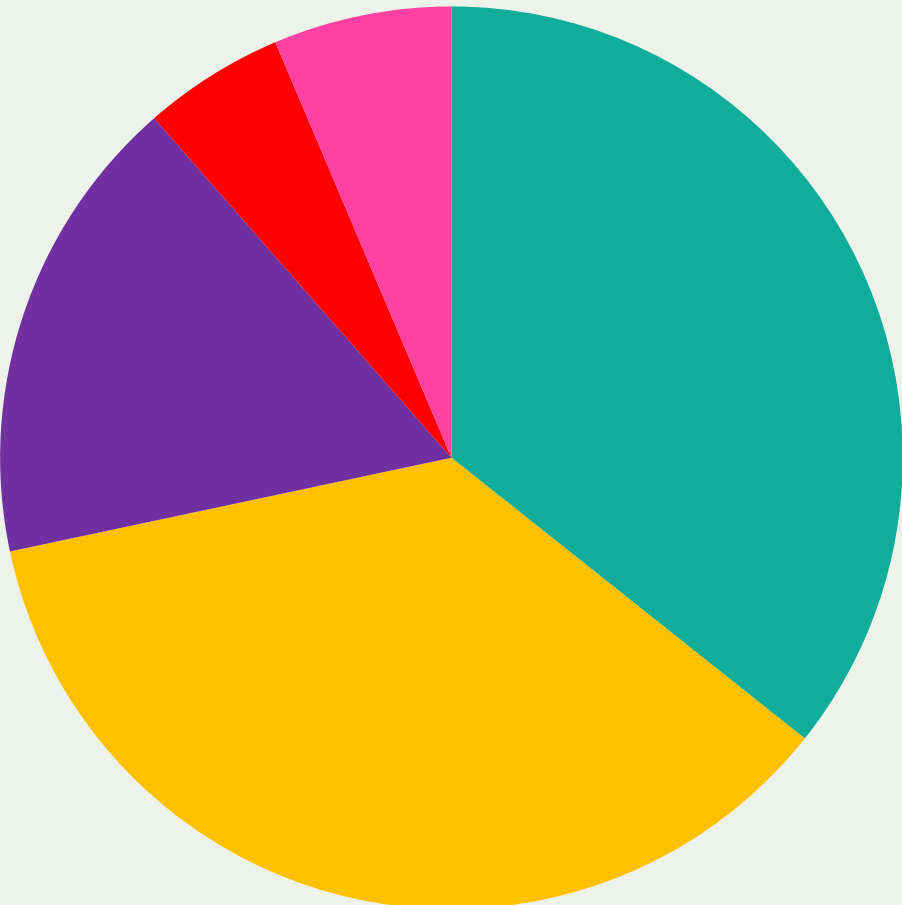
Katie Russell  
MDS Sustainability  
Manager



# About Us



Global Pacific is a specialist fresh produce sourcing partner, operating since 1999 and serving the UK, Irish, and European markets. With experienced teams based in key sourcing regions worldwide, we deliver efficient, sustainable, and fully compliant supply chains built on strong grower relationships, local expertise, and a commitment to continuous improvement.



■ Grapes   ■ Citrus   ■ Berries  
■ Topfruit   ■ Stonefruit



25 years old  
€290M business



15m cases, 5  
Fruit Categories  
115 SKU's



4 International  
Sourcing Offices,  
20 sourcing  
countries



Supply into 4  
European  
markets

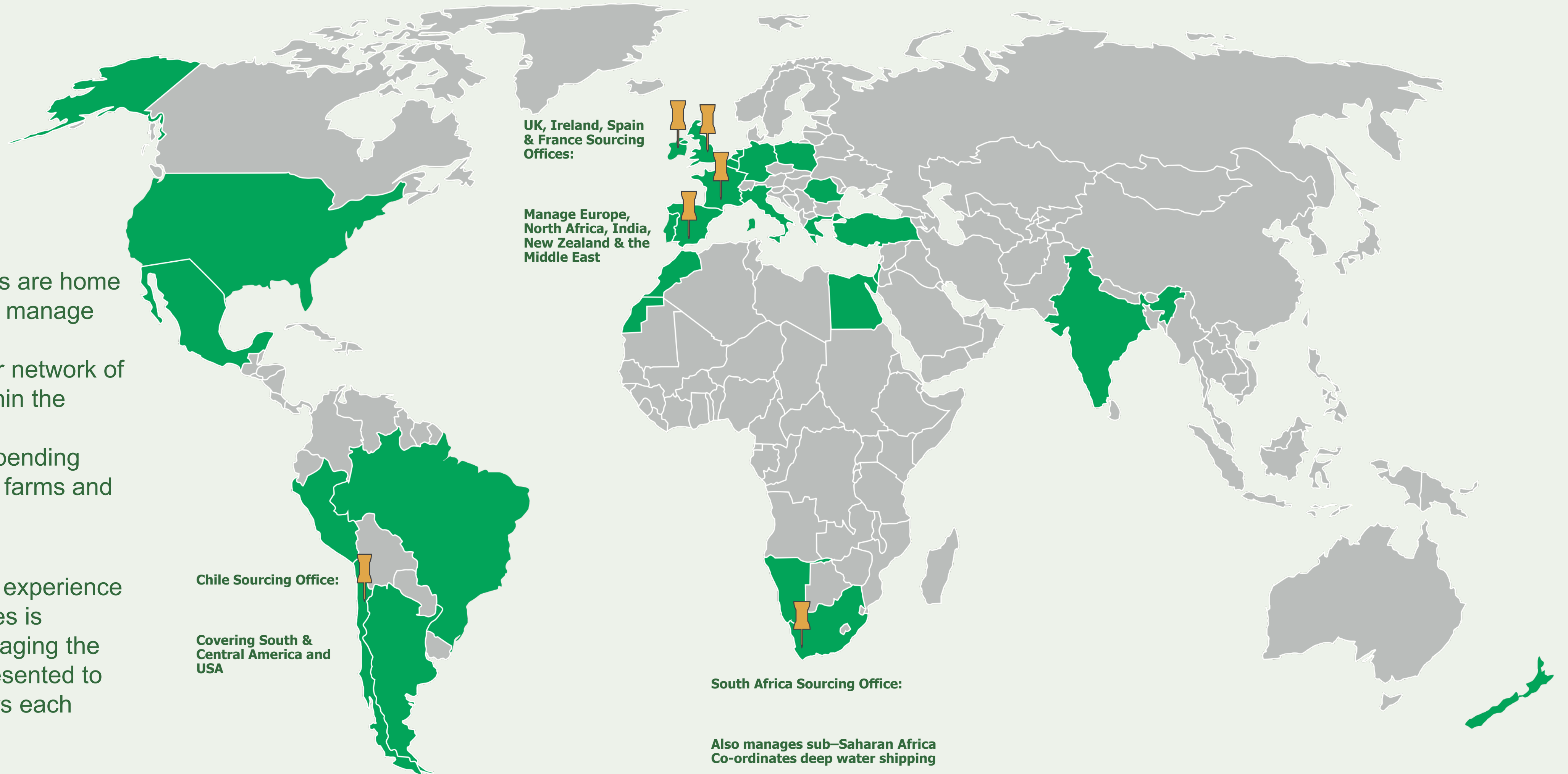


# Our office locations & sourcing countries

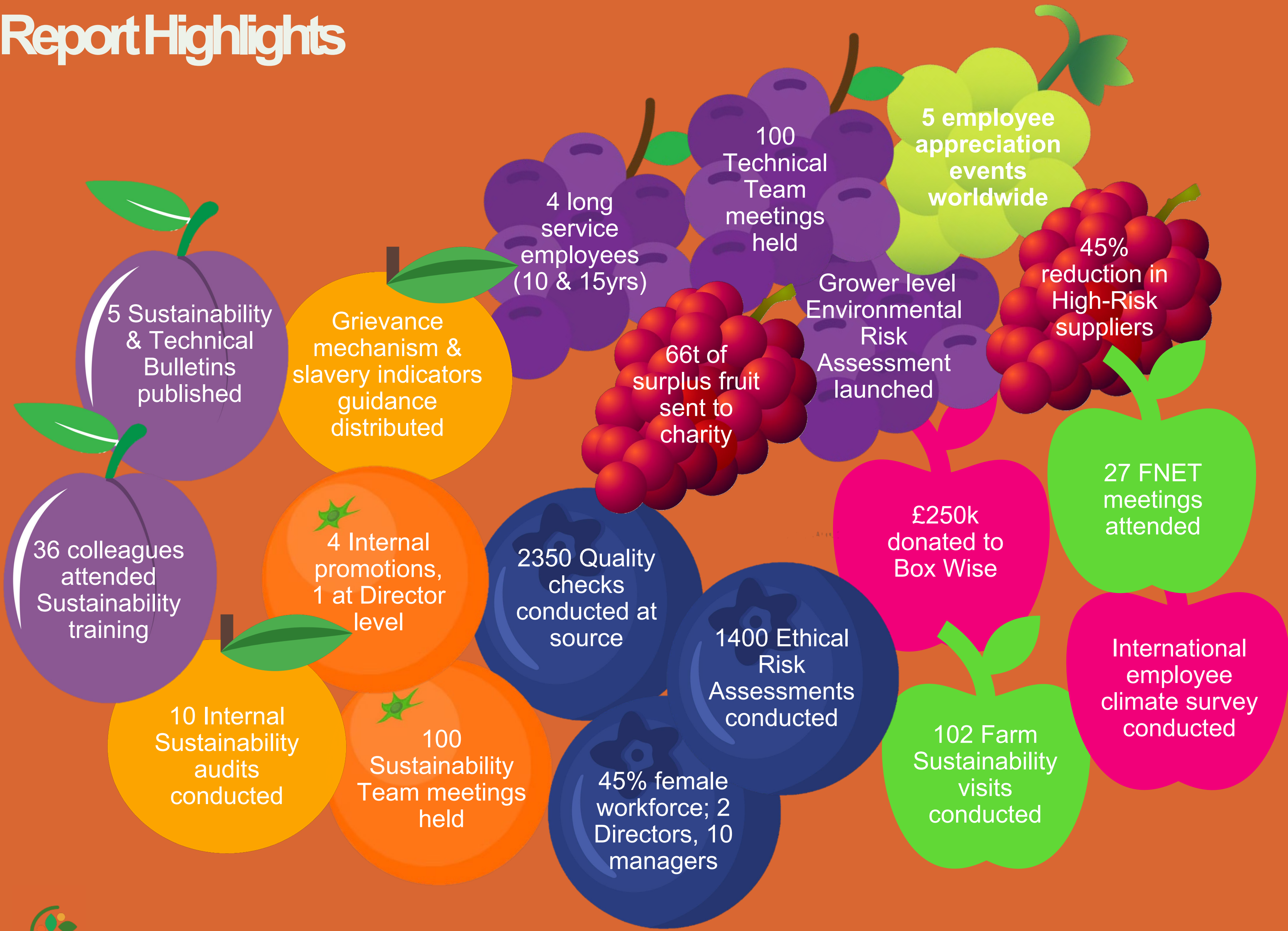


Our 4 Sourcing offices are home to 50 colleagues who manage end to end customer requirements with our network of growers. 17 work within the Technical, Quality & Sustainability team spending much of their time on farms and in packhouses.

Their knowledge and experience of their home countries is invaluable when managing the many challenges presented to growers and exporters each season.



# Report Highlights



# Standards & Monitoring Mechanisms

Our global farms and packhouses are regularly audited to internationally recognised food safety, quality, social and environmental standards. Alongside independent third-party audits, we carry out targeted second-party human rights assessments with Partner Africa, ensuring robust oversight where our own teams cannot be on site. Our sourcing teams continuously monitor quality, environmental and social performance through targeted visits, with findings recorded on the Muddy Boots platform to drive transparency and improvement.

Standard / Monitoring Mechanism	Type	Farms	Packhouses
Global G.A.P	Farm Assurance & Food Safety	✓	✓
Global G.A.P SPRING	Sustainable use of Water	✓	N/A
Global G.A.P GRASP	Social	✓	✓
SEDEX Registration	Social	✓	✓
SEDEX Self Assessment Questionnaire (SAQ)	Social	✓	✓
SMETA Audit	Social	✓	✓
SEDEX Environmental SAQ	Environment	✓	✓
SIZA Registration	Social	✓	✓
SIZA Audit	Social	✓	✓
SIZA (SAQ)	Social	✓	✓
SIZA Environmental SAQ	Environment	✓	✓
BRCGS	Food Safety	N/A	✓
IFS	Food Safety	N/A	✓
Partner Africa On-Site Assessments (OSA)	Social	✓	✓
Global Pacific OSA	Social	✓	✓
Global Pacific Sustainability Visit	Social & Environment	✓	✓
Global Pacific Technical Visit	Food Safety & Social	✓	✓
Global Pacific Quality Visit	Food Safety & Quality	✓	✓
Global Pacific Human Rights SAQ	Social	✓	✓
Global Pacific Environmental SAQ	Environment	✓	✓



# Our Approach to Sustainability

Supplying fresh produce to major retail partners requires ESG performance to be embedded with the same rigor as product quality, availability and value. Our experience demonstrates that meaningful and lasting improvement is achieved by placing qualified sustainability professionals at source, enabling suppliers to move beyond compliance-led audits through regular, seasonal engagement and hands-on support.

As we continue to grow, we are committed to building a resilient, responsible and ethically robust business—one that safeguards people throughout our supply chain while protecting and regenerating the environments in which our fruit is grown. To support this ambition, we have identified our most significant impacts, risks and opportunities through a double materiality assessment and developed a suite of targeted risk assessment tools. These enable us to prioritise action, mitigate risk effectively and drive continuous improvement and best practice across our operations.

This report outlines our progress against our three core pillars: **Advancing Human Rights & Uplifting Communities; Reducing Packaging & Food Waste; and Protecting Environments & Reducing Climate Impact.**



# Double Materiality Assessment

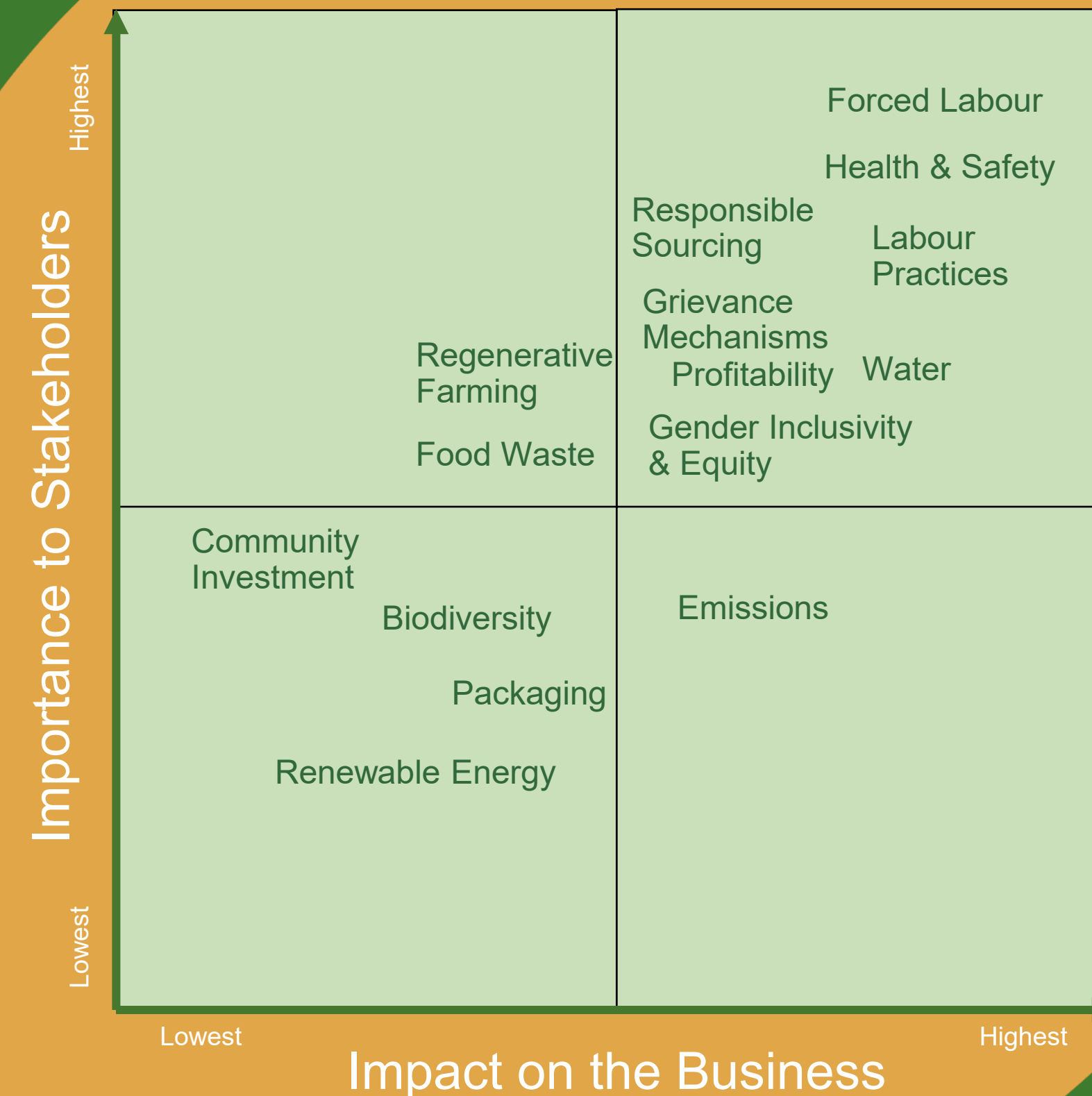
To inform and prioritise our sustainability strategy, we undertake a comprehensive materiality assessment every five years. This process enables us to identify and focus on the environmental, social and governance (ESG) topics that matter most—both to our key internal and external stakeholders and to the long-term performance and resilience of the business.

Our double materiality matrix is aligned with the Task Force on Climate-Related Financial Disclosures (TCFD) risk assessment framework and evaluates topics against two core dimensions: their potential impact on the business and their significance to stakeholders.

Issues positioned in the upper-right quadrant of the matrix represent the most material risks and opportunities and are therefore prioritised within our sustainability objectives. Topics assessed as lower in relative impact or stakeholder importance remain embedded within our broader sustainability roadmap; however, delivery timelines may be extended to reflect their relative materiality compared with higher-priority issues.



## Double Materiality Matrix



# Responsible Sourcing



In 2024, we worked with Partner Africa to strengthen our ethical framework to produce a new Responsible Sourcing Policy. This clarified our expectations of our suppliers and growers regarding human rights due diligence, and how we would work with them to help them achieve our requirements. 2025 has been about working to this refreshed policy on the ground.

We continue to work with Audax to produce crop specific protection lists for each country of origin to help growers reduce the risk of pesticide residue breaches and comply with challenging customer requirements.

Our membership of SIZA & SEDEX, gives us supply chain visibility of growers ethical & environmental credentials, whilst FNET & Stronger Together keep us informed of key topics in the industry.



## Memberships & Service Providers

### Compliance



### Human Rights



### Environment



# Sustainability Objectives and Goals

## Advance Human Rights & Uplift Communities

- No forced labour
- Safe, dignified working environments
- Gender inclusivity & equitable working practices
- Transparent & accessible grievance mechanisms
- Community development investment

### The Goals

- Halve high risk supply chains by 2026 & medium risk by 2028
- All suppliers using grievance mechanisms by 2027
- Volunteer time to work in local charities by 2027
- Donate £1 million to the UK charity Box Wise by 2028



## Reduce Packaging & Food Waste

- Reduce supply chain waste
- Adopt & encourage sustainable packaging solutions

### The Goals

- Halve supply chain plastic by 2030
- Halve our operational food waste by 2030
- Donate all surplus food to support communities by 2026
- 90% of consumer packaging to be recyclable by 2026
- Flexible packaging to be >30% recycled content by 2030



## Protect Environments & Reduce Climate Impact

- Renewable & alternative energy
- Carbon footprint reduction
- Environmental risk mitigation
- Climate resilient supply chains
- Efficient transport and distribution

### The Goals

- Renewable energy - our offices by 2027 & our suppliers by 2034
- Meet our SBTi validated CO2e commitments by 2034
- Net Zero by 2050
- Supplier Environment Risk Assessment SAQ by 2026
- Biodiversity enhancement projects at our top 25% suppliers' farms by 2030
- Sustainable water management at all suppliers by 2034



# How are we doing?

## Advance Human Rights & Uplift Communities



- **Halve high risk supply chains by 2026 & medium risk by 2028** – we have visited over 100 farms this year and reduced our high-risk supply base by 45% by performing risk assessments with the growers and putting mitigating measures in place. Our medium risk suppliers represent 70% and as we visit more regularly and put additional mitigation measures in place we will see more move to low risk. Where we see the greatest risk, we have conducted 10 Sustainability audits
- **All suppliers using grievance mechanisms by 2027** – every visit we make to farms we check the grievance mechanisms they have, and we have a very high rate of compliance. On the occasion where they lack a robust system, we help them to put one in place. We have shared guidelines this year on what a good mechanism looks like for sites we haven't yet visited.

## Reduce Packaging & Food Waste



- **Halve supply chain plastic by 2030** – this year we have been collating information to help us identify where to target in the next few years.
- **Halve our operational food waste by 2030** – we have been studying our citrus category and have identified 2 areas where we will focus.
- **Donate all surplus food to support communities by 2026** – we have donated 66t in total to food banks.
- **90% of consumer packaging to be recyclable by 2026** – the only consumer packaging that isn't fully recyclable is citrus netting due to the copper clip which will require a packaging redesign to resolve.
- **Flexible packaging to be >30% recycled content by 2030** – as volumes increase, this will become more cost effective to implement.

## Protect Environments & Reduce Climate Impact



- **Renewable energy - our offices by 2027 & our suppliers by 2034** – all offices will switch tariffs to renewables. C.48% of growers have solar already.
- **Meet our SBTi validated C02e commitments by 2034** – see the Environment pages
- **Supplier Environment Risk Assessment SAQ by 2026** – we launched our Env SAQ in February 2026
- **Biodiversity enhancement projects at our top 25% suppliers' farms by 2030 and Sustainable water management at all suppliers by 2034** - our Env SAQ asks our growers about their biodiversity projects to help us measure. Our Sustainability visits on farms always expect to see biodiversity projects in action. We can now begin to collect data to measure our supply chain.



# Our Source Teams ; working closely with our Suppliers



In 2025, a total of 175 supplier visits were completed as part of our ongoing programme to monitor sustainability and technical performance at source. These engagements included 102 sustainability-focused visits and 10 formal on-site assessments across 8 countries, reflecting a proactive approach to strengthening environmental and social standards across our supply base.

Most suppliers assessed were rated Green (81), indicating low risk and strong alignment with sustainability and technical expectations. A smaller proportion were rated Amber (20), identifying areas requiring additional monitoring or targeted improvement actions. Red ratings (1) remained minimal throughout the year.

This profile indicates a well-aligned supply base while enabling focused and proportionate engagement where potential risks or improvement areas are identified. Our supplier visits provide a more efficient, collaborative, and constructive means of engagement with farms and packhouses than traditional compliance-driven audits, supporting open dialogue and continuous improvement.

While continuing to assess core requirements such as effective grievance mechanisms, the visits also evaluate key environmental sustainability measures, including biodiversity initiatives, soil health practices, and carbon foot printing.

Collectively, these visits represent a significant step forward in aligning our suppliers with evolving legal obligations and customer sustainability expectations. By prioritising partnership-based engagement over audits alone, we have been able to drive meaningful progress and embed sustainability more effectively across our supply network.



Collaborative Technical, Sustainability & Commercial visit to our key Italian grape growers

We are actively involved in work with Canal Foros in Spain & Appellando, to help introduce a grievance platform that workers can formally & transparently communicate concerns to management for resolution. We are also helping to introduce the platform in Morocco.



# Charitable Donations



## Your impact

January - December 2025



**61.6**

Tonnes of food



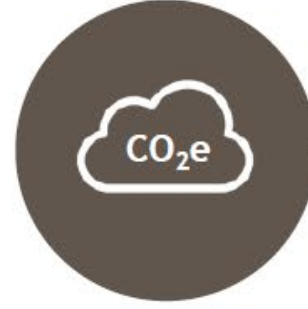
**1,557**

Charities helped



**147K**

Meals provided\*



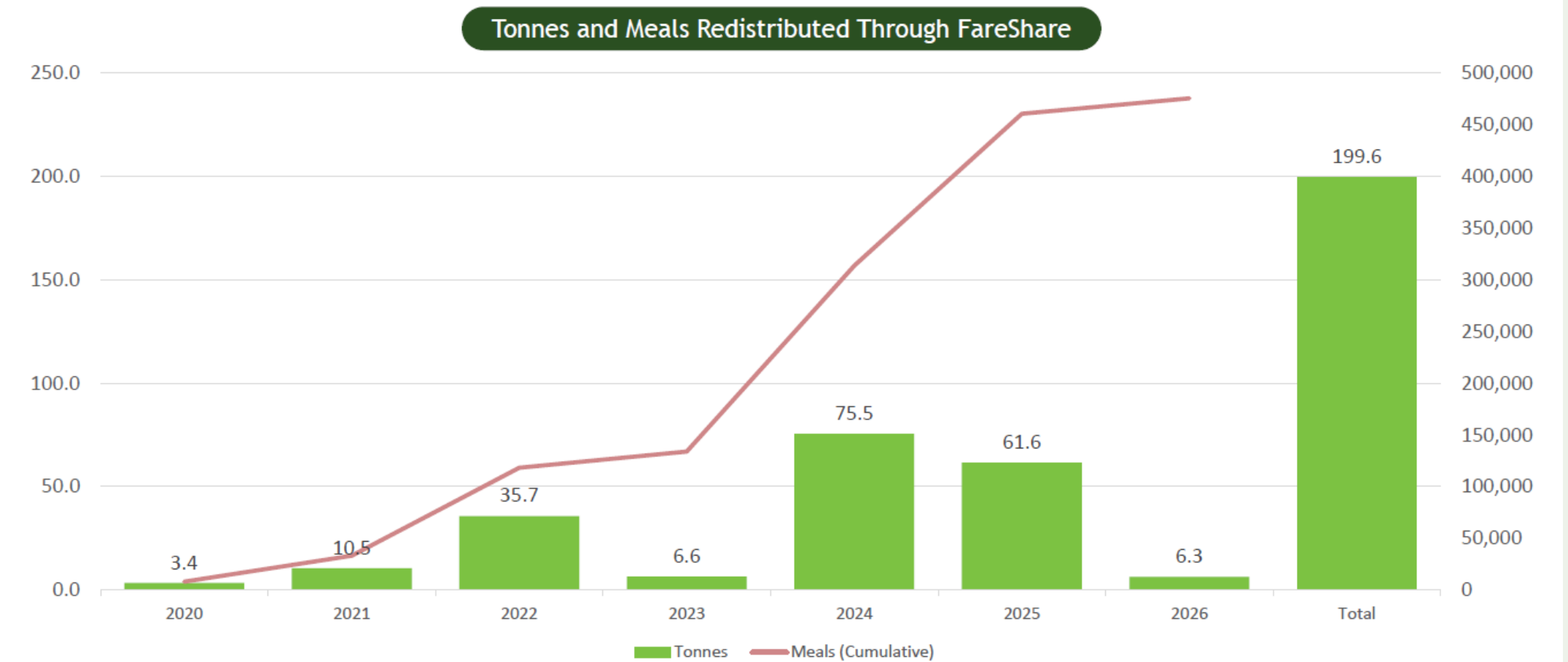
**85**

tonnes of CO<sub>2</sub>e prevented from being wasted\*\*

Impact Report | 2020 - 2026



## Your food volumes 2020 - 2026



Impact Report | 2020 - 2026

We proudly continue to support Fairshare & The Felix Project in their drive to re-direct surplus food into charities rather than waste streams, serving those in society who need it the most.

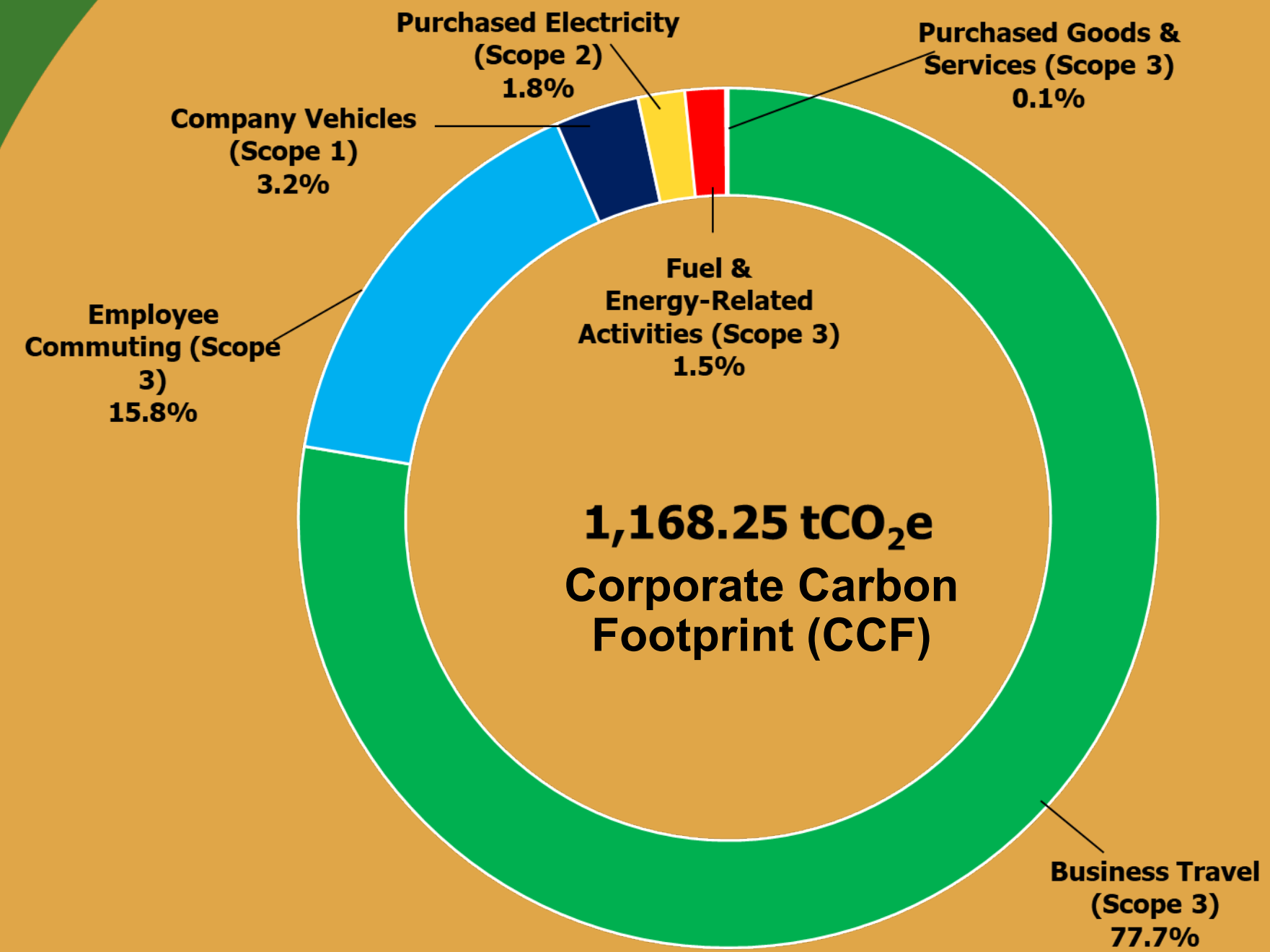
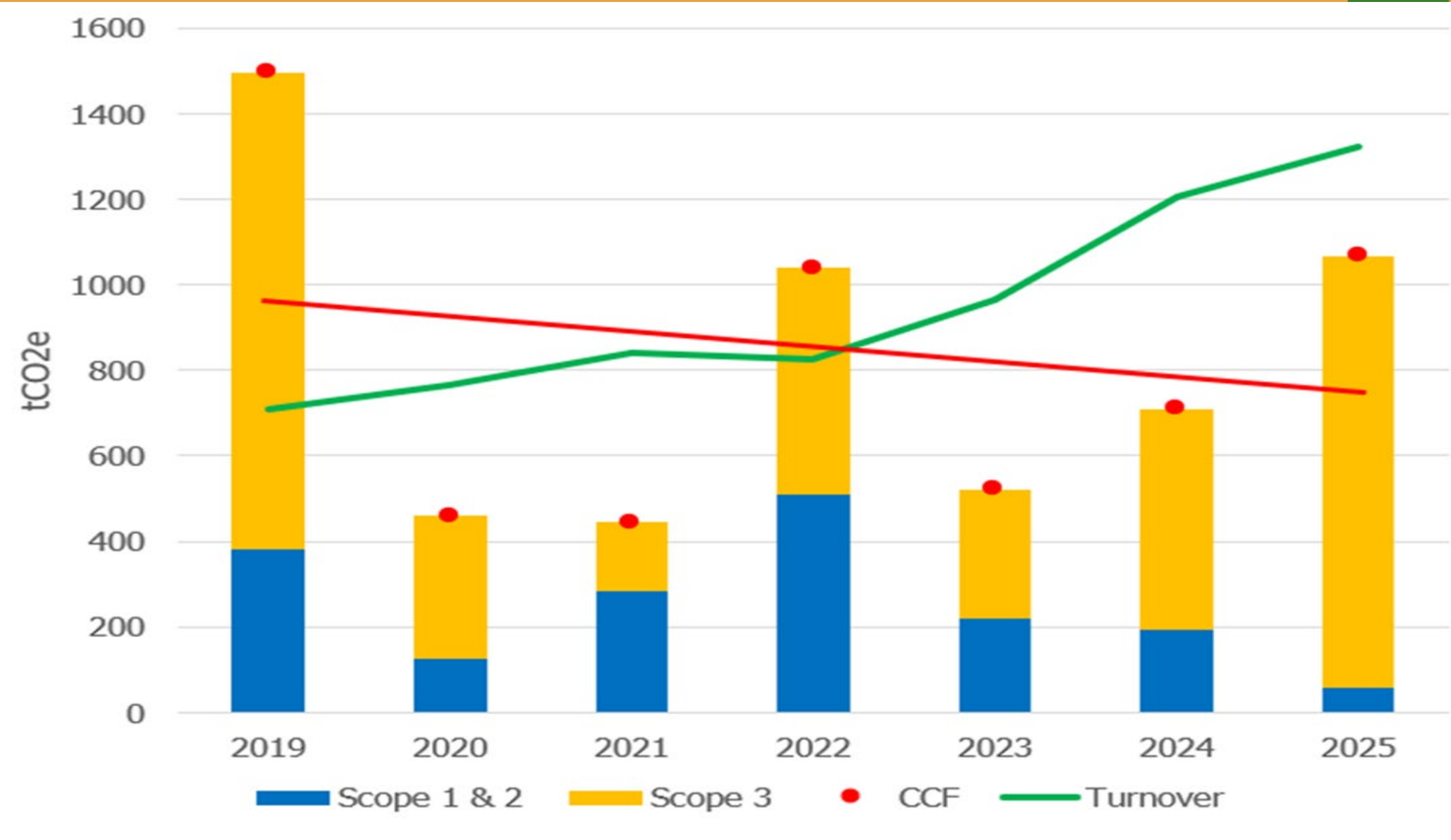


# Environment

## Our Corporate & Product Emissions

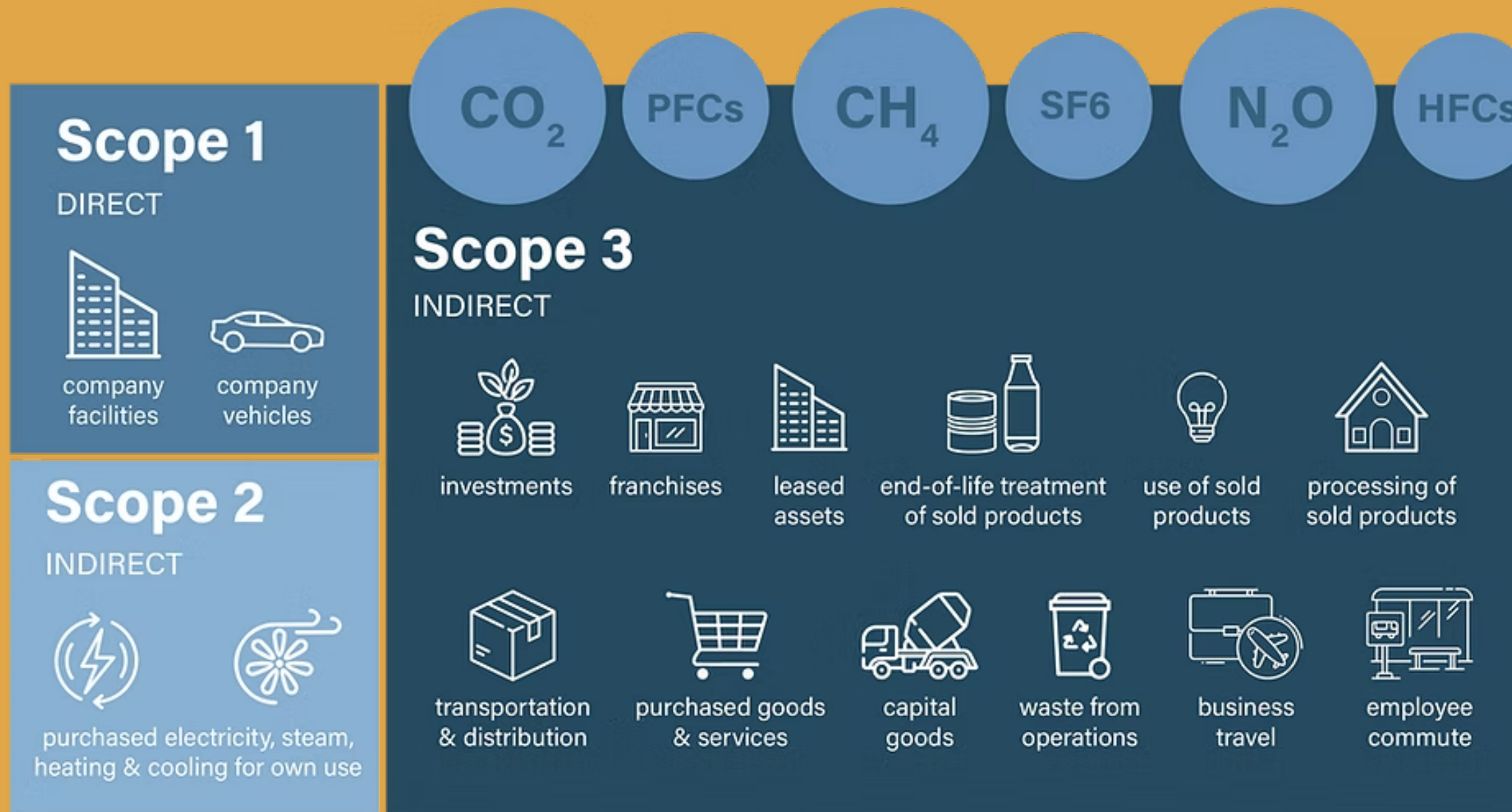


We have worked with Climate Partner since 2020 to measure our corporate and product-level emissions. As brokers, we measure Scope 1, 2 and 3 greenhouse gas emissions that fall within our operational and financial control. Over time, changes in data quality and updates to emissions factors have resulted in some variation in reported figures. In 2025, reclassification of some emissions categories has led to a shift of emissions previously reported in Scope 1 into Scope 3, reflecting the correct categorisation of employee commuting emissions.



# Environment

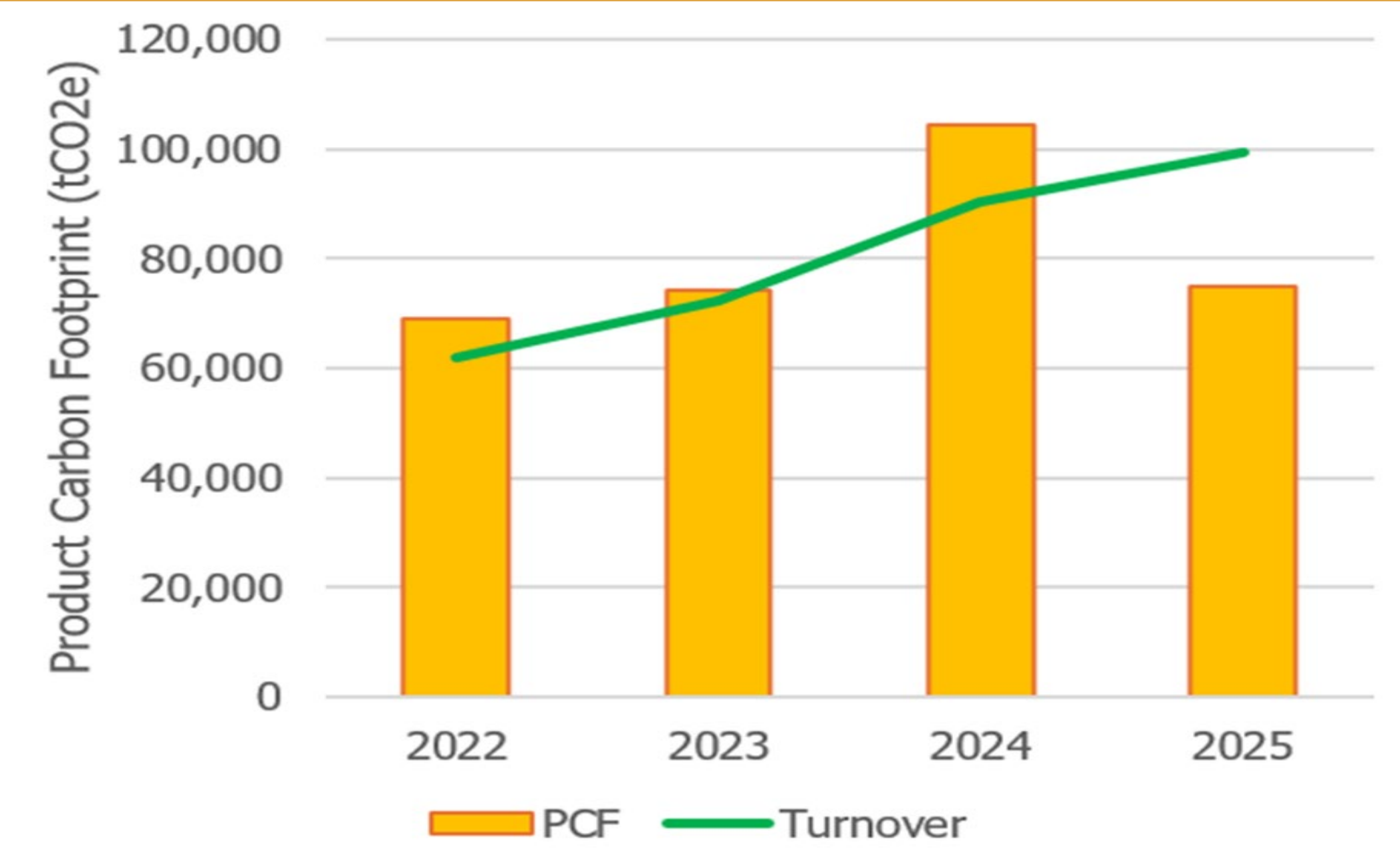
## Our Corporate & Product Emissions



Our Product emissions are in effect our upstream Scope 3 emissions and equate to c.75,000 tCO<sub>2</sub>. This year we have seen a 28% reduction in product emissions (29,000 tCO<sub>2</sub>) due to a couple of factors; higher volume of citrus with a lower emissions factor than other fruit types, and a lower total tonnage (17%).

The largest emission within our control is business travel, therefore, we produced a Sustainable Travel Policy to help set guidelines for those who travel on business. We had a 30% increase in our company travel this year, particularly flights, contributing to the increase in total emissions.

More employees with car allowances are turning towards PHEV & HEV's which is welcomed. Our SECR report shows we emit 1.84tCO<sub>2</sub> per employee which is 24% less than the average of the last 4 years (2.42 tCO<sub>2</sub>). Due to our consistent value growth each year, we now emit 0.08tCO<sub>2</sub> per £100,000 turnover, 50% less than the average of the last 4 years (0.16tCO<sub>2</sub>).



# Communication



To keep our business, customers and suppliers informed of our Technical & Sustainability activities throughout the year, we produce an informative and educational quarterly bulletin.



## Technical & Sustainability Bulletin




October 2025

### Inside this bulletin:

- Page 2 Italian Supplier Visits
- Page 3 Paula Galvez Updates
- Page 4 Simone Moller Updates
- Page 5 Sustainability Roundtable & Aldi Global Sourcing Conference
- Page 6 Anti-Slavery Week
- Page 7 Technical Team Updates
- Page 8 Legislation & Regulations Looking Ahead...

<https://www.gofg.com>

### Our Values

-  **INTEGRITY** - Ethics and fairness is integral to our operations
-  **SERVICE** - Our aim is to always exceed our customers expectation
-  **INNOVATION** - We constantly seek opportunities to improve our quality
-  **PEOPLE** - We are passionate about everything we do



### Italy Stone Fruit Visits – Katie & Paula

Together with Paula, I recently visited several of our Italian stone fruit suppliers: Sapore di Romagna, Alegria, and Granfrutta Zani. The purpose of the trip was to strengthen relationships and gain a clearer understanding of their processes and practices.



By spending time on-site with the teams, we were able to see first-hand how they are working to ensure responsible practices and protect workers. This gave us the confidence to update one of our suppliers from a high-risk status to low risk on our supplier matrix. It's a positive step forward in supporting ethical sourcing and reducing the risk of worker exploitation.



### Simone Moller – RSA based sustainability manager



During my recent berry visits to Mpumalanga, North West Province, and Limpopo, we observed examples of both best practice and areas for improvement. I was able to highlight these situations through our reporting systems and discuss them directly with growers on site. Growers showed a positive attitude toward the suggestions made and were open to implementing changes that would help address the issues identified. Examples included housing concerns, wage discrepancies, the condition of outdoor facilities, and the effective functioning of worker committees, as well as a number of smaller issues that often just need to be discussed to promote mutual understanding. These conversations reinforced the value of such visits – a simple discussion can often shift perspectives and deepen understanding around ethical practices.

In my view, the berry industry in RSA represents a relatively low-risk sector within our broader agricultural landscape. It generally demonstrates widespread best practices, including on-site wellness centres and performance bonus structures designed to motivate workers and contribute to achieving living wage conditions – consistently aiming to exceed the national minimum wage. The wellness centres provided by United Exports, partially funded through retailer donations, are excellent examples of how larger corporations can make a tangible difference at ground level.



Many of the areas we visited have limited electricity infrastructure, if any at all. As a result, growers have adopted innovative solutions to power their operations, such as the installation of large solar farms as alternative energy sources. The use of renewable energy at grower level is a step in the right direction and supports our broader goal of reducing the carbon footprint across the supply chain.



Although these visits represent a significant investment for the business, their value cannot be overstated. They allow us to deepen our understanding of the supply chain and strengthen relationships across our supplier base.



The vast majority of sites I visited had well established methods of grievance reporting and worker committees to ensure good communication and grievance reporting in the workplace. It was once again confirmed to me that it is possible to provide good quality housing on a budget. Clean pit toilets and neat and tidy accommodations that are well maintained go a long way to ensuring that hostel accommodation does not need to be luxurious to be effective.



Growers were positive about the visits and welcomed suggestions that I made to them with regards to environmental and social best practice.

### Looking Ahead...

Key sustainability and technical activities are planned over the coming months; August will see a focus on supplier engagement and performance, with RSA Top Fruit and Citrus scorecards, and supplier visits across Spanish grapes & Stone fruit and RSA citrus. September brings continued supplier visits in Italy and Spain, Fruit Attraction Madrid, and SIZA auditor training. Spanish citrus visits are scheduled to follow in October.

We hope you find this bulletin informative. If you have any questions or if there's a particular topic you'd like us to cover in future editions, please don't hesitate to get in touch.



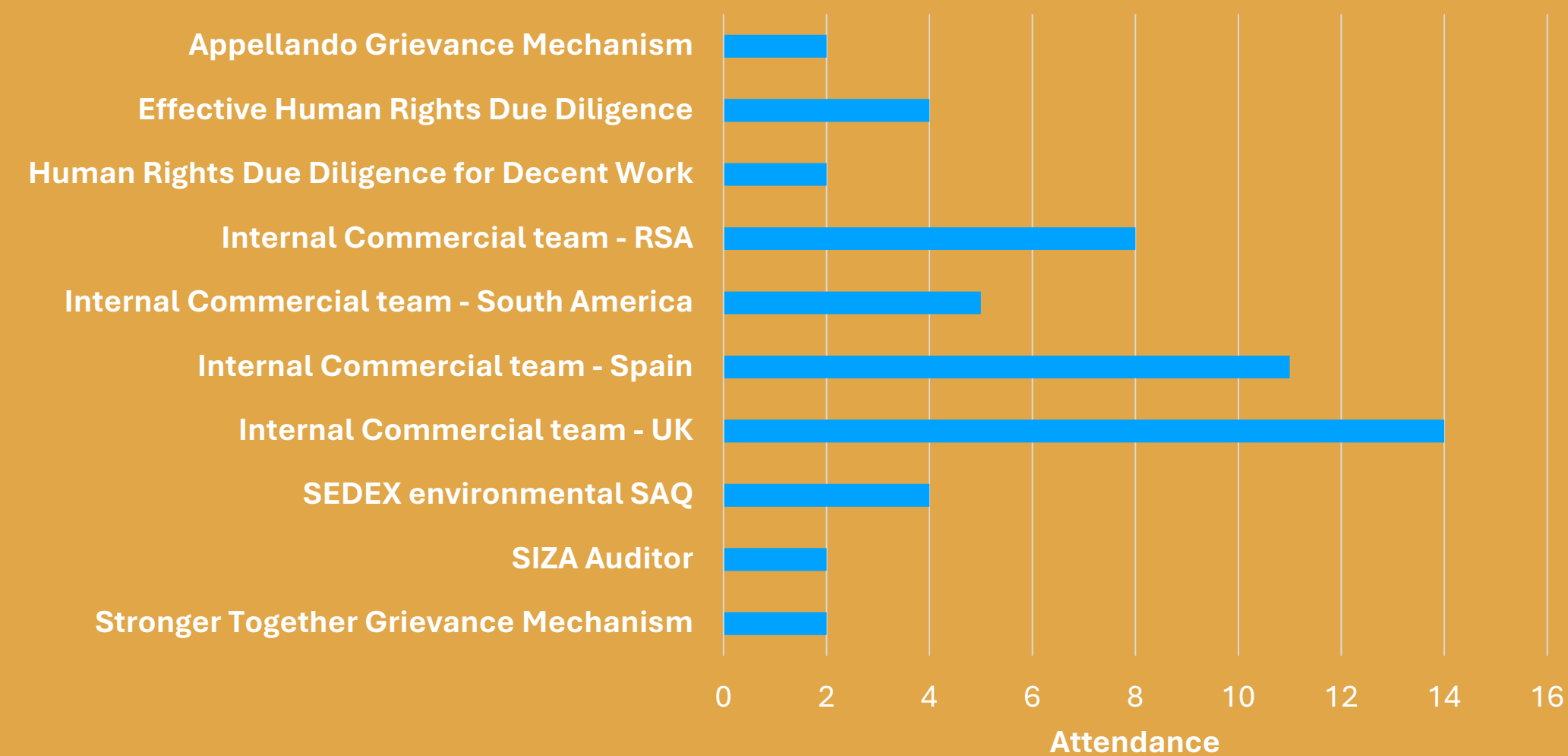
# Training & Awareness



In 2025, we delivered a robust programme of training, with 35 commercial, operational and quality colleagues completing Sustainability and Human Rights training. This focused on our ethical standards aligned to customer expectations, management of high-risk countries and suppliers, use of sustainability risk assessment and monitoring tools, and recognising modern slavery indicators during farm visits.

Our RSA-based Sustainability Manager, Simone, completed a three-day SIZA training programme, while all Sustainability Managers undertook Advanced Forced Labour training with Stronger Together. In addition, as active FNET members, we participated in 27 FNET stakeholder engagement sessions.

2025 Sustainability Training Activities



# Employee Benefits



We have had a great turnout for our annual staff onsite health checks, & staff love the health & wellbeing benefits they have access to including many partner product discounts.

*Vitality*



Our HR service provider has a great platform where staff can access shopping discounts through an online marketplace. There is an E-learning space where staff can upskill themselves, and they have 24/7 access to HR advice.

**ONSI x ZURICH**

All UK employees receive company life insurance with Zurich, and access to Onsi which provides easy access to a range of support including a virtual GP service, eldercare & bereavement support, second opinions, cancer profiling, suicide prevention toolkits and travel health & security advice.



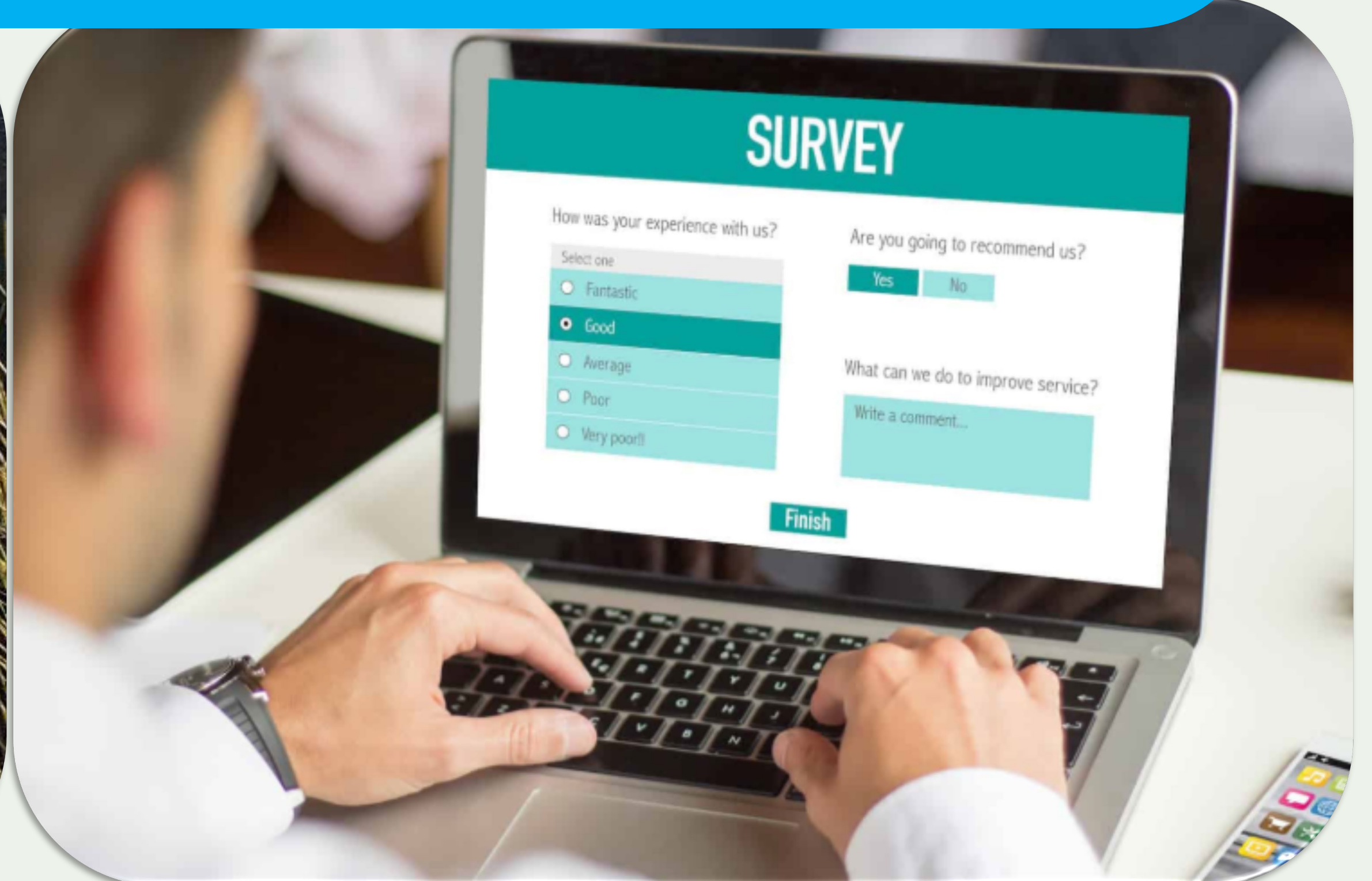
# Employee Benefits



We commissioned an independent employee 'Climate' survey to gather important feedback from all staff to find out what it's like to work for us. The next step is to establish an improvement plan in the areas that they have highlighted to make Global an even better place to work.



Several employee appreciation events have been held this year; Head office summer BBQ & business update from our CEO, Year end team events in our RSA office followed by a lunch & Friday lunchtime BBQ's.



# Quality, Health & Food Safety



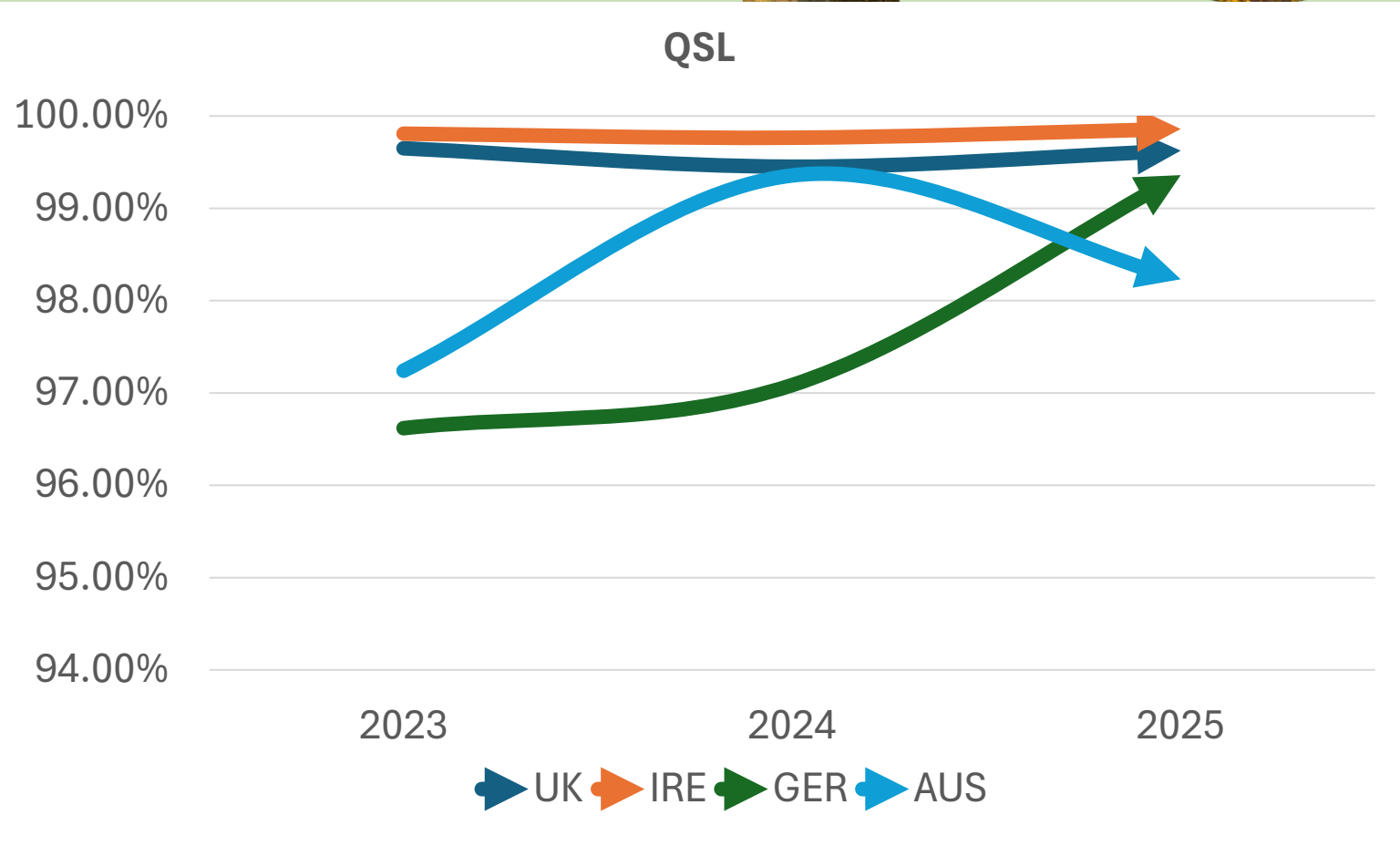
There were no health & safety incidents reported within our core business in 2025.

All our staff who visit our service providers in the UK & the EU sign up to their health & safety rules and are 'inducted' as one of their employees.

Food safety and quality remain core to our customer proposition. In 2025, we delivered over 200 million retail units, achieving a reduction of more than 500,000 returns year on year.

We retained our BRC AA rating for the seventh consecutive year, with zero non-conformances, underscoring the strength and consistency of our quality management system.

Long-standing supplier partnerships, supported by our source-based technical and quality teams, ensure high standards are continuously upheld across the supply base.





# 2025 Sustainability Report



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