



# EXPECT THE WORLD FROM US™

OPPY 2025 SUSTAINABILITY REPORT





As a global grower and marketer of fresh produce, we have an intimate connection with our environment and a keen understanding of the importance of sustainability. While our team and many partners have achieved meaningful progress in 2024, we recognize there is still much work ahead, and remain committed to building a stronger and more environmentally responsible company.

Our five areas of focus across the supply chain remain unchanged: greenhouse gas (GHG) emissions, food waste, water use, sustainable packaging, and the people and communities where we operate. This report provides an overview of the progress made since our last update.

## Greenhouse Gas Emissions

The Greenhouse Gas (GHG) Protocol categorizes emissions into three scopes.



### SCOPE 1

**Direct emissions from owned or controlled sources**

Fuel combustion  
Company vehicles  
Fugitive emissions



### SCOPE 2

**Indirect emissions from the generation of purchased electricity, steam, heating and cooling**

Purchased electricity, heat, steam and cooling



### SCOPE 3

**Includes all other indirect emissions that occur in a company's value chain**

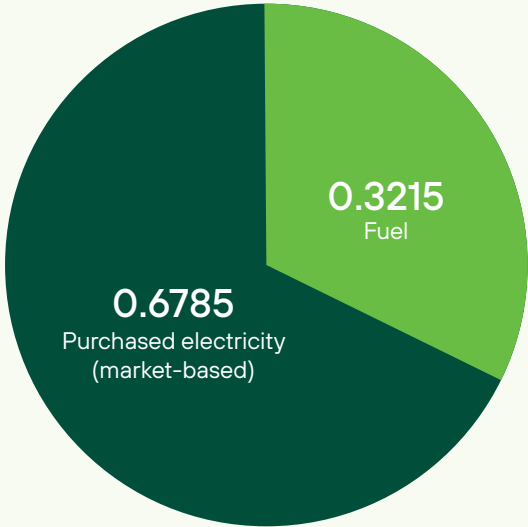
Purchased goods and services  
Capital goods  
Fuel and energy-related activities  
Transportation and distribution (upstream and downstream)  
Waste (operations and end-of-life treatment)  
Business travel  
Employee commuting  
Leased assets and franchises  
Processing and use of sold products  
Investments

Oppy collects data each year in accordance with the GHG Protocol for Scope 1, 2 and 3. CO<sub>2</sub>e emissions are calculated with support from Quantis, a third-party environmental sustainability consulting firm, and Persefoni, a leading carbon accounting and climate management platform. This process helps us identify the key drivers of our total footprint, measure progress, and direct efforts to reduce emissions across our supply chain — from field to fork.

*(Note: Oppy's footprint is part of Dole plc's global carbon footprint. Scope 1, 2 and 3 emissions are verified by a third party to a reasonable level of assurance.)*

# Scope 1 & 2 Emissions

In 2024, our Scope 1 & 2 emissions were primarily comprised of purchased electricity and fuel used in our operations. While these activities are essential to delivering fresh produce to customers and consumers, we continue to explore ways to reduce their associated carbon emissions.



| EMISSIONS SOURCE      | CLIMATE IMPACT (TONS OF CO <sub>2</sub> E) |
|-----------------------|--------------------------------------------|
| Fuel                  | 158                                        |
| Purchased electricity | 333                                        |

Market-based emissions were used for purchased electricity to account for renewable energy sources and provide a more granular view of Oppy’s energy use.

# Scope 1 & 2 Initiatives

In 2024, Oppy generated 1,307,087 kilowatt hours (kWh) from renewable sources, representing 65% of the energy used to power our offices and warehouse space. This reflects a **17% increase in renewable energy use** and a **31% greater reduction in carbon emissions** year-over-year, avoiding 213 metric tons of CO<sub>2</sub>e.

## Building Canada’s Greenest Greenhouse

Oppy announced a strategic partnership with DEEP Earth Energy Production Corp in 2024 to build Canada’s first geothermal-powered greenhouse. This project combines DEEP’s renewable energy expertise with Oppy’s produce marketing and distribution capabilities, creating what is expected to be Canada’s greenest greenhouse operation. Powered by baseload geothermal energy, the facility will enable year-round production while dramatically reducing carbon emissions compared to conventional greenhouse systems. This pioneering initiative reflects our commitment to innovation and long-term solutions for sustainable food production in Canada and beyond.



**65%** of the energy powering our offices and warehouses now comes from renewable sources.

# Leveraging Electric Equipment for Carbon Credits

In California, we continue to generate Low Carbon Fuel Standard<sup>1</sup> (LCFS) credits through Pinespire (now integrated into SRECTrade) from the use of electric equipment in our warehouse facilities. In Canada, we began partnering with SRECTrade to participate in the federal Clean Fuel Regulations<sup>2</sup> (CFR), including reporting on electric forklift fleets at our Vancouver and Calgary facilities. Both programs reward the use of electric equipment that reduces greenhouse gas emissions. Credits are verified and issued annually, then sold to other companies to help meet regulatory requirements, generating revenue while advancing our climate goals.



## Advancing Renewable Energy in Our Supply Chain

Oppy works closely with our grower partners to advance renewable energy initiatives across the supply chain. In 2024, one of our Chilean growers installed photovoltaic systems at its facilities in Pilares Verdes and Rancagua, generating over 1.1 million kWh of renewable energy annually and **reducing approximately 313 tons of CO<sub>2</sub> emissions each year**. These projects highlight how our partners are investing in sustainable energy solutions that support both their operations and our shared climate goals.

<sup>1</sup>Low Carbon Fuel Standard | California Air Resources Board

<sup>2</sup>Clean Fuel Regulations - Canada.ca

# Scope 3 Emissions

Like many companies, most of our total carbon footprint comes from Scope 3 supply chain activities. Through our partnership with Persefoni, a leading carbon accounting and climate management platform, we are able to calculate emissions by category across our value chain. This approach allows us to identify the areas with the greatest impact and prioritize our reduction efforts accordingly.

In 2024, Scope 3 emissions were concentrated in a few key categories:

| CATEGORY                                                                                                            | %    | CLIMATE IMPACT<br>(TCO <sub>2</sub> E) |
|---------------------------------------------------------------------------------------------------------------------|------|----------------------------------------|
| Category 1 - Purchased goods and services                                                                           | 29%  | 204,693                                |
| Category 4 and 9 - Transportation and distribution (upstream and downstream)                                        | 58%  | 406,896                                |
| Category 15 - Investment                                                                                            | 6%   | 45,646                                 |
| Category 2, 3, 6 and 7 - Capital goods, fuel- and energy-related activities, business travel and employee commuting | 0.3% | 2,114                                  |

This breakdown highlights that the majority of our emissions are tied to purchased goods and transportation — reinforcing our focus on these areas to drive meaningful reductions.



# SmartWay Certification

Oppy was awarded SmartWay<sup>3</sup> certification in 2024, building on its recognition in 2023.

Despite an increase in overall freight volumes and associated emissions, Oppy reduced its carbon intensity by 11% per tonne-kilometre compared to 2023, demonstrating more efficient freight choices. Our goal is to move more freight with SmartWay carriers by 2026, increasing from 14% to 20%.

SmartWay, a voluntary U.S. Environmental Protection Agency initiative, tracks fuel use and freight emissions while promoting more efficient carriers. Participating carriers employ measures such as alternative fuels, lightweight trailers, anti-idling equipment, improved routing, and shipment consolidation to lower fuel consumption. In 2024, SmartWay also expanded its benchmarking tools, allowing partners like Oppy to better compare carrier performance and track progress over time.



## Electric Adoption

In 2024, R R Plett Trucking, a long-standing transportation partner, introduced electric drayage trucks into our Vancouver operations. Building on our earlier electric truck pilot efforts in the area, this step advanced the integration of lower emission vehicles into our supply chain, helping reduce greenhouse gas emissions while supporting growing volumes. Beyond this deployment, R R Plett is actively exploring both electric and hydrogen options and has a plan to scale up adoption, reflecting the shared commitment to sustainability that we value in our partnerships.



Our goal is to move more freight with SmartWay carriers, from **14%** to **20%** by 2026,

<sup>3</sup> SmartWay | US EPA

# Science-Based Targets

Oppy’s sustainability priorities are aligned with those of our parent company, Dole plc. Together, we are committed to establishing near- and long-term climate targets through the Science Based Targets Initiative (SBTi). Oppy’s progress feeds directly into Dole’s science-based targets, which were submitted to SBTi for validation in January 2024.

## Near-term targets

- Reduce absolute scope 1 and 2 GHG emissions 42.3% by 2030 from a 2020 base year
- Reduce absolute scope 3 GHG emissions 25% by 2030 from a 2020 base year
  - Scope 3 covers Purchased Goods & Services, Upstream and Downstream Transport and Fuel & Energy-related emissions
  - Reduce absolute Forest, Land and Agriculture (FLAG) emissions 30.3% by 2030 from 2020 base year

## Long-term targets

- Reduce scope 1, 2 and 3 GHG emissions 90% by 2050 from a 2020 base year
  - Scope 3 covers Purchased Goods & Services, Upstream and Downstream Transport, Fuel & Energy-related emissions, End of Life and Employee Commuting
- Reduce absolute FLAG (Forest, Land and Agriculture) emissions 72% by 2050 from 2020 base year

Science-based targets provide a clear roadmap for reducing greenhouse gas (GHG) emissions in line with the Paris Agreement, which aims to limit global warming to 1.5°C above pre-industrial levels. The SBTi defines best practices in target setting and independently validates corporate commitments, ensuring they meet rigorous, science-driven criteria.



## Our Commitment to Sustainable Growth

As a global grower and distributor of fresh fruits and vegetables on every continent, moving more than 50 million boxes through our supply chain each year, we recognize the critical importance of environmental stewardship. Equally, we remain committed to supporting the livelihoods of the farmers who produce our food.



We’re aligning with the Science Based Targets Initiative to reduce emissions in line with the Paris Agreement.

# Certified Organics

Organically grown food is defined by the EPA as produce cultivated without the use of synthetic fertilizers or pesticides.<sup>4</sup> Unlike regenerative farming, organic production is regulated by the USDA and must meet the standards of the National Organic Program.<sup>5</sup> (NOP) in the U.S., or the Canada Organic Regime (COR)<sup>6</sup> in Canada.

## Bell peppers, kiwifruit and avocados top the list of certified organic products we sell by volume.

We also expanded our organic offerings in 2024 to include blackberries, rhubarb and prunes. Sales volume of organic products increased by 13% compared to 2023, reflecting both growing market demand and our ongoing commitment to limit the effects of climate change.



# Integrated Pest Management

Integrated Pest Management (IPM) is defined by the EPA as an effective, environmentally sensitive approach that uses a combination of practices to minimize risk to people, property and the environment.<sup>7</sup>

IPM has become an increasingly important part of fresh fruit and vegetable production. The majority of Oppy’s products already carry a third-party certification verifying that IPM principles and control methods are in place. Our grower partners hold a range of internationally recognized certifications that support sustainable farming practices, including Fair Trade, LEAF Marque, Sustainably Grown, USDA Organic (and international equivalents), Rainforest Alliance, CanadaGAP Pollinator Health Addendum, and GlobalG.A.P. Integrated Farm Assurance (Fruit and Vegetables Version 5.3-GFS and above).

Our goal is to achieve third-party IPM certification for 100% of the food we grow, distribute and market by the end of 2025.

# Regenerative Agriculture

Oppy continues to champion regenerative agriculture within our supply chain. In 2023, we marketed Mexican table grapes grown using regenerative practices — an approach that restores ecosystems, improves soil health, reduces inputs, and sequesters carbon. We are also exploring opportunities to expand regenerative agriculture across our network as interest and demand continue to grow.

<sup>4</sup>[Organic Farming | US EPA](#)  
<sup>5</sup>[Organic Regulations | Agricultural Marketing Service \(usda.gov\)](#)  
<sup>6</sup>[Canda Organic Regime](#)  
<sup>7</sup>[Integrated Pest Management \(IPM\) Principles | US EPA](#)

# Innovation and Pollination

We are in the second year of testing BloomX’s technology — a combination of artificial intelligence and crop-specific mechanical devices that mimic the natural pollination process. The objective of this trial is to determine whether BloomX can reduce reliance on honeybees, alleviate stress on their populations, and provide a sustainable alternative to improve yields and crop quality.

# Waste Reduction

We work to ensure there is zero waste in our supply chain by partnering with upcycling organizations throughout the U.S. and Canada. These include food banks, animal feed processors, and local anaerobic digestion and compost facilities that generate energy and organic nutrients for plants. Oppy’s upcycling partnerships for food waste and recycled materials resulted in the reduction of 74 metric tons of carbon dioxide equivalent (mtCO<sub>2</sub>e) and 430 mtCO<sub>2</sub>e, respectively. While we are proud of these achievements, we continue to strive for zero waste in our operations, pledging to achieve this by 2028.

## Highlights from Oppy’s zero waste efforts include:



In Southern California, we **diverted 2,290 tons of food waste** through our partnership with Rios Organics, achieving a **97% organic waste diversion rate**. Food waste was repurposed into animal feed, converted into energy through anaerobic digestion, or donated to local non-profit community composters.



In Vancouver, BC, we **diverted 590 tons of food waste** and **recycled 395 tons of cardboard, plastic, and mixed materials** through our collaboration with Waste Collective, which upcycles waste into livestock feed, renewable energy, and donated food.



At one of our packhouse facilities, approximately **99% of food waste was diverted from the landfill**, with most repack culls sent to local farms for animal feed and full pallet disposals directed to a nearby anaerobic digester.



At our Calgary, Alberta office, unsellable fruit found a second life at The Alice Sanctuary, where about 50 boxes of produce are shared with pigs, sheep, goats, chickens, and other rescued animals each month instead of being sent to landfill.



We recycled electronics such as tablets and computer equipment, along with corrugated containers from Oppy warehouses.

# Sustainable Packaging

Sustainable packaging remains top-of-mind at Oppy. In 2024, we made significant progress in reducing the environmental footprint of what Oppy and our partners bring to market by exploring sustainable options that are strong enough to withstand the journey from farm to consumer homes while preserving the quality of our products.



# Recyclability

We prioritize recyclable packaging wherever feasible and support closed-loop systems to reduce environmental impact. To help consumers recycle correctly, we are also expanding the number of How2Recycle-certified pack styles across our product lines.

## Key efforts include:



Adopting top seal packaging that uses about **20% less plastic** compared to traditional clamshells.

Switching bagged products to **recyclable polyethylene (PE)** materials.

Replacing oversized clamshell labels with **APR-approved materials** to improve recyclability — with further research and changes planned for 2025–2026.

Aiming to incorporate over **50% post-consumer recycled plastic (PCR)** into as many Oppy SKUs as possible.

# Introducing Top Seal for Kiwifruit

We expanded the use of top seal packaging for 2lb and 600g packs of kiwifruit. Compared with traditional clamshells, this format reduces plastic use by approximately 20%, while still protecting fruit quality.

## Switching to More Recyclable Materials

In partnership with our grower community, we advanced packaging improvements for other crops. Apple pouch bags were transitioned to recyclable materials, while greenhouse bell pepper and cucumber packaging was switched from laminated LDPE to mono-layer LDPE, which offers greater recyclability in North American recycling systems.

## Launching Peel-and-Reseal Top Seal

A new peel-and-reseal top seal pack was launched for locally grown baby leafy greens. The updated design improves recyclability, extends shelf life, and ensures freshness while prominently featuring sustainability and local sourcing. The innovation builds on a production system that uses significantly less land, water and fertilizer than conventional farming, and delivers yields at a much higher scale.



## Forest Stewardship

We recognize that sustainable packaging also means looking beyond recyclability to the source of the materials themselves. In 2024, we continued to incorporate paper products certified by the Forest Stewardship Council (FSC) into our KeeWee packaging, including cartons for our organic European kiwifruit.

Our major suppliers also source packaging materials certified by both the FSC and the Sustainable Forestry Initiative (SFI). These certifications ensure that paper and wood products come from responsibly managed forests that protect biodiversity, support local communities, and maintain long-term forest health.



Packaging for Oppy's organic kiwifruit carton is made from FSC® certified paper



### Reducing Citrus Film Width

We decreased the width of film used in citrus packaging from 110mm to 90mm, **cutting plastic usage by 18–20%**. This change was applied across both national brand and private label products — including Ocean Spray and Oppy-branded lemons, grapefruits, navel oranges, limes, and mandarins.





## Extended Producer Responsibility (EPR)

We are also advancing our work in extended producer responsibility (EPR) reporting across both Canada and the U.S. These programs require producers to take responsibility for the end-of-life management of packaging, including collection, recycling, and reporting of materials placed on the market. In 2024, Oppy continued to build the systems needed to track and disclose packaging data for compliance, while collaborating with industry and grower partners to prepare for upcoming regulatory changes. These efforts strengthen accountability, improve transparency, and support the transition to a more circular packaging economy.

## Water

Extreme weather events — from drought and heat to flooding — once again shaped the fresh produce industry in 2024, reinforcing how vital water stewardship is to the future of our supply chain. Reducing water use is not a simple challenge, but it remains central to our sustainability priorities.

During the year, we advanced work on precision irrigation trials, including AQUA4D technology, as part of our efforts to explore innovative tools that may help growers optimize water and fertilizer use. In parallel, we undertook a comprehensive water risk assessment across our growing regions. This assessment gives us a clearer view of where the greatest vulnerabilities lie and where new practices and technologies can make the most difference.

Looking ahead, we will continue to explore partnerships and pilot projects that build resilience against water scarcity and support long-term sustainable farming.

## People



### Employee Engagement

At Oppy, employees consistently highlight “the people” as their favorite part of working here. We are proud to foster an inclusive workplace that supports professional growth, collaboration and well-being across our offices and warehouses in Canada, the U.S., Chile, Peru and South Africa. Oppy was recognized for the 23rd consecutive year as one of Canada’s Best Managed Companies, underscoring our strong workplace culture and commitment to excellence.

We continued to strengthen engagement through initiatives such as the Oppy Scholarship Program, now in its third year, which awarded \$2,000 to a dependent of a team member pursuing post-secondary education.

Our paid volunteer leave program also remained in place, enabling team members to dedicate up to two days annually to causes important to them.

### Highlights



**Pumpkin Carving Halloween Celebration:** Bringing our teams together to celebrate creativity and camaraderie.



**Summer Sundae Social:** A lighthearted summer event that connected colleagues across departments.



**Wilo Leaders:** Celebrating women in leadership at Oppy through mentorship and empowerment.

# Community and Social Responsibility

## Fair Trade Certification

Premiums generated through the sale of our **Fair Trade Certified™ produce** support critical needs in the communities where they are grown — including healthcare, education, access to fresh water, and other vital initiatives. Oppy has been a Fair Trade partner since 2004, generating over \$10.4 million in premiums over the past decade.

We are the leading marketer of Fair Trade-certified bell peppers, which accounted for over 80% of the total certified produce we sold in 2024. New Fair Trade-certified items in 2024 included mini bell peppers and oranges, expanding the range of crops contributing to community impact.

In 2024, Fair Trade premiums funded projects in Peru that directly benefited over 300 agricultural workers and their families, accounting for thousands of people in total. Investments improved homes, expanded education and training, strengthened community wellbeing, and provided emergency assistance.



### Housing and Infrastructure

Premiums supported a housing improvement project for more than 100 families, upgrading roofs, floors, and appliances to improve living conditions. Funds also financed the rehabilitation of the San Juan de Dios nursing home in Ica, improving electrical, water, and bathroom systems for 30 elderly residents, work formally recognized by the Ica Charity Society.



### Education and Training

Workers’ children benefited from computer vouchers and proposed classroom installations in Ica and Chiclayo. In Sayán, Fair Trade funds enabled certified training programs in bakery and pastry, crop management, and computer studies. Graduates received Ministry of Education certifications, with some launching small businesses and increasing family income.



### Community Wellbeing

Projects included Christmas celebrations for over 100 children in surrounding communities, and the distribution of plastic roofing materials to protect worker homes from El Niño rains, preventing water damage and safeguarding health.



### Emergency Assistance

Families affected by fires, roof collapses, and other accidents received building materials and appliances to help them recover. Hundreds of workers also benefited from basic needs vouchers to purchase food, hygiene items, and household essentials.

## Ethical Charter Implementation Program (ECIP)

Oppy supports ECIP by encouraging our grower partners to participate in the program’s LAB platform, where they can evaluate current practices, access training, and track improvements over time. The platform provides a structured yet flexible way for growers to engage with responsible labor practices, helping them identify strengths, address gaps, and build capacity without the formality of an external audit.

By promoting engagement with ECIP, we aim to strengthen accountability and raise awareness of worker well-being across our supply chain. This support is part of our broader commitment to collaborating with growers on continuous improvement and ensuring that ethical labor standards are embedded in day-to-day operations.



The Ethical Charter Implementation Program (ECIP) is a voluntary, self-guided platform launched in 2023 to help growers and suppliers assess labor practices, access resources, and benchmark against industry standards. The program provides a practical, non-audit approach to improving worker wellbeing and responsible labor practices across the fresh produce supply chain.



# Fighting Against Modern Slavery

Oppy does not tolerate any form of forced labor, child labor, or human trafficking within our operations or supply chain. We recognize that modern slavery is a global challenge affecting vulnerable workers, and we are committed to taking proactive steps to safeguard human rights, promote fair treatment, and build accountability throughout our value chain.

In 2024, we published our first Modern Slavery Report under Canada’s *Fighting Against Forced Labour and Child Labour in Supply Chains Act (S-211)*. This report outlines the actions we are taking to identify, assess, and mitigate risks, as well as the systems we are putting in place to drive continuous improvement.

## Key actions included:



Conducting a global grower risk assessment, focusing on geographic, sectoral and operational risk factors.

Updating Oppy’s Supplier Code of Conduct, which sets clear expectations around labor practices, health and safety, environmental stewardship, and ethical business conduct.

Strengthening our contractual requirements with suppliers to align with internationally recognized human rights standards.

Providing employee training to raise awareness of forced labor and child labor risks, particularly for teams with direct grower engagement.

Enhancing due diligence processes, including the integration of modern slavery risk considerations into onboarding and ongoing supplier management.

These steps demonstrate our commitment to transparency and accountability, while reinforcing the importance of collaborating with our partners to create a supply chain that respects and protects the dignity of all workers.



## A Year of Giving

Each December, Oppy teams come together for a week of fundraising to support local causes, turning the season of giving into a company-wide tradition. In 2024, Fundraising Week was filled with activities that brought colleagues together — from raffles, trivia and bingo nights to bake sales and seasonal fruit stands styled after a farmer’s market. The creativity and energy of our people made the week both fun and impactful.

Thanks to the enthusiasm of employees across our offices and warehouses — and additional company support — the event raised more than \$25,000 for the St. Paul’s Foundation. These funds are contributing to the redevelopment of St. Paul’s Hospital in Vancouver, a multi-year project that will establish a modern health care and research hub serving communities across British Columbia.



## Carving a Fresh Path

In 2024, Oppy expanded its community engagement through a sponsorship partnership with Canadian alpine skier Emeline Bennett. The collaboration reflects values at the heart of our business — perseverance, resilience, and fresh thinking — qualities that resonate both on the ski slopes and in the fresh produce industry.

Emeline’s journey on the international stage demonstrates the determination and passion needed to succeed at the highest levels of sport. By supporting her path, Oppy reinforced its commitment to fostering healthier, more active lifestyles and contributing to initiatives that inspire communities well beyond the produce aisle.



## Highlights



**Volunteering at the Greater Vancouver Food Bank:** Oppy teams came together to support local food security.



**Toy Drive with the Marketing Team:** Ensuring children and families received gifts during the holiday season.



**Bingo Fundraiser & Card-Making:** Combining creativity and fun to raise funds for local charities.



**Oppy's Canucks Pride:** Showing our community spirit while supporting local sports and culture.

## Grow Our Tomorrow

Sustainability is central to our company, our partners and our daily operations. Together, we aim to provide environmental, social, and economic sustainability for the world we serve and future generations. While we have catalogued progress made over the past year, we recognize that much of the journey is still ahead and remain committed to advancing sustainability through new initiatives across our supply chain and the fresh produce industry.