

ABOUT
CALAVO

SUSTAINABILITY
APPROACH

CLIMATE
ACTION

PEOPLE &
COMMUNITIES

SUSTAINABLE
AGRICULTURE

SOUND
GOVERNANCE

ABOUT THIS
REPORT



Calavo®
THE FAMILY OF *fresh*



Calavo Growers, Inc.

2022 SUSTAINABILITY REPORT

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Letter from the CEO



I'm proud to introduce Calavo's fifth sustainability report, covering our environmental, social and governance performance for fiscal year 2022. We continue to push forward on important issues like carbon emissions tracking, safety management and stakeholder collaboration – all of which are described in this report.

2022 Highlights

We expanded the scope of our carbon footprint calculations to include more impacts from our supply chain. This process, which will continue over the next several years, will get us ready for new climate disclosure laws taking effect in California in 2026.

We continued our transition to electric forklifts, added new facilities to those already participating in energy demand response programs and lowered our average daily water use in Uruapan by 34% through a targeted employee engagement program.

Calavo also introduced a new safety management system that allows us to comprehensively identify, investigate and remediate incidents and accidents, providing deep analytics to drive continuous improvement.

Finally, we set ambitious ESG goals, from science-based carbon targets to community investment commitments. Reaching out to 2030, these goals help us align our ESG activities and priorities across our facilities and business units, so that we are driving towards a common ESG vision.

Looking Ahead

One of the things I'm most excited about is the sustainability focus happening throughout our industry. We've long been members of Mexican Hass Avocado Importers Association (MHAIA) and the Haas Avocado Center. These organizations, plus others like the Organic Produce Network, the Produce Marketing Association and the United Fresh Produce Association have ramped up their sustainability-related resources and initiatives, making it easier for companies of all shapes and sizes to take meaningful action towards a better future.

As we said in last year's report: *Our five values—Quality, Innovation, Respect, Drive and Stewardship—remind us that sustainability must be integrated into every part of our business and part of our DNA. Together, as Calavo grows and evolves, I am convinced more than ever that ESG is a core element of our success.*

A handwritten signature in black ink, appearing to read "Lee Cole".

LEE COLE, CEO

About Calavo

Calavo Growers, Inc. (Nasdaq: CVGW) is a global leader in quality produce, including avocados, tomatoes and papayas, and a pioneer of healthy fresh-cut fruit, vegetables and prepared foods. Calavo products are sold under the trusted Calavo brand name, proprietary sub-brands, private label and store brands.



Founded in 1924, Calavo has a rich culture of innovation, sustainable practices and market leadership. The company serves retail grocery, foodservice, club stores, mass merchandisers, food distributors and wholesalers worldwide.

Calavo is headquartered in Santa Paula, California, with processing plants and packing facilities throughout the U.S. and Mexico. Calavo operates out of 18 facilities located in the U.S. and Mexico. Our facilities include value-added depots, housing our ripening rooms as well as cooling and storage for fresh and processed avocado products; packinghouses dedicated to cooling and storage of fresh avocados; and fresh food facilities where we produce fresh-cut and processed food items.

Our Locations



<p>★</p> <p>HEADQUARTERS SANTA PAULA, CA Packinghouse Distribution Center</p>	<p>NOGALES, AZ Distribution Center</p>	<p>RIVERSIDE, CA Prepared Facility</p>	<p>SACRAMENTO, CA Prepared Facility</p>
<p>TEMECULA, CA Packinghouse</p>	<p>GREEN COVE SPRINGS, FL Distribution Center Prepared Facility</p>	<p>CONLEY, GA Prepared Facility</p>	<p>KEAAU, HI Packinghouse Grown Facility</p>
<p>SWEDESBORO, NJ Distribution Center</p>	<p>CLACKAMAS, OR Prepared Facility</p>	<p>GARLAND, TX Distribution Center</p>	<p>HOUSTON, TX Prepared Facility</p>
<p>LAREDO, TX Distribution Center</p>	<p>URUAPAN, MICHOACÁN MEXICO Packinghouse Grown Facility Prepared Facility</p>	<p>GUZMÁN, JALISCO MEXICO Distribution Center</p>	

Our Workforce *(permanent employees)*

	2020	2021	2022
United States	1,805	1,507	1,468
Mexico	862	824	801
Total	2,667	2,331	2,269

Additional information regarding our operations, corporate governance and financial performance can be found on our corporate website, www.calavo.com.

Sustainability Approach

Calavo’s sustainability strategy includes a commitment to long-term ecological balance, environmental soundness and social equity throughout our enterprise. Sustainability is embedded into our decision-making processes and capital considerations, whether they occur within our own packing, value-added distribution and manufacturing operations or extend to the thousands of individual growers and suppliers from whom we source.

Material Topics

We undertook our first materiality assessment in 2018 and have updated it twice — once in 2020 and again in 2022. In determining our material topics, we used a variety of inputs, including:

- The Sustainability Accounting Standards Board (SASB) Processed Food Standard and Five Factor Test for Materiality
- A peer benchmark to identify and compare sustainability-related priorities in our industry
- Customer and investor questionnaires, assessments and scorecards to understand the topics most important to our stakeholders
- Internal interviews with key executives, managers and employees to capture the scope of our internal ambitions, priorities and concerns

In 2022, we reorganized our sustainability framework into four key environmental, social and governance (ESG) pillars, representing our key material topics organized by focus area:

CLIMATE ACTION	SOCIAL RESPONSIBILITY	SUSTAINABLE AGRICULTURE	SOUND GOVERNANCE
<ul style="list-style-type: none"> • Managing Climate Risk • Energy & Emissions • Waste & Water 	<ul style="list-style-type: none"> • Fair Labor Practices • Worker Health & Safety • Community Engagement 	<ul style="list-style-type: none"> • Grower Engagement • Specialty Products • Food Safety & Nutrition • Packaging & Logistics 	<ul style="list-style-type: none"> • Ethics & Integrity • ESG Risk Management • Data Protection & Security



Sustainability Goals and Commitments

In December 2022, Calavo announced a new sustainability strategy and 2030 goals. Built on our four pillars, Climate Action, Social Responsibility, Sustainable Agriculture and Sound Governance, the company's strategy is designed to focus our efforts on the environmental, social and governance (ESG) issues that matter most.

CLIMATE ACTION:

- Reduce Calavo's carbon footprint by 50% by 2030 (against a 2022 baseline) across Scope 1, 2 and 3 emissions.
- Achieve carbon neutrality for Scope 1 and 2 emissions by 2027
- Reduce food waste by 50% by 2030 (against a 2022 baseline)

SOCIAL RESPONSIBILITY:

- By the end of 2024, identify opportunities for community partnerships (based on community needs) at all of Calavo's locations
- By 2025, invest in multi-year partnerships with community organizations at each Calavo location, with a total minimum commitment of \$1.5 million

SUSTAINABLE AGRICULTURE:

- By 2030, ensure 100% of our growers are engaged in Calavo's sustainability program
- By 2025, validate 100% of our packaging is recyclable, reusable or industrially compostable
- By 2030, migrate at least 50% of our packaging components to recycled content (by volume)

SOUND GOVERNANCE:

- By 2025, integrate ESG into our financial filings
- By 2025, ensure our ESG disclosures are independently assured and/or verified
- By 2025, integrate ESG into our enterprise risk management systems

In addition, we have aligned our sustainability reporting cycle with our fiscal year to better integrate ESG and financial disclosures. In late 2022 we also launched a new internal ESG data management system, which will aid in providing auditable, verifiable ESG metrics and reporting history. The configuration of that system is progressing, with new and improved data results reported in the 2023 sustainability report.

Accountability for Sustainability Performance

Calavo's Sustainability Council includes representatives from each of the Company's primary business units and is responsible for the implementation and direction of our sustainability strategy. The Sustainability Council reports to an Oversight Committee led by senior executives. The responsibility of the Oversight Committee is to review and approve sustainability goals and progress towards goals, as well as review the company's annual published sustainability report.

In 2020, Calavo created the Sustainability and Corporate Responsibility Committee of the Board of Directors to assist the Board in fulfilling its responsibility for the oversight of relevant sustainability and corporate social responsibility policies, strategies and programs. In 2022, that committee joined with the Nominating and Governance committee to form the combined Nominating, Governance and Sustainability Committee. Among the committee's authority and duties:

SUSTAINABILITY AND CORPORATE RESPONSIBILITY POLICIES, STRATEGIES AND PROGRAMS.

The Committee oversees and provides input to management on policies, strategies and programs related to matters of sustainability and corporate responsibility, including, but not limited to, diversity, equity and inclusion goals and charitable giving policies.

EXTERNAL TRENDS.

The Committee considers, analyzes and provides input to management on social, political and environmental trends in public debate, public policy, regulation and legislation and considers additional corporate social responsibility actions in response to such issues.

PERFORMANCE GOALS.

The Committee reviews the goals that Calavo establishes for its performance with respect to matters of sustainability and corporate social responsibility and monitors the company's progress against those goals.

REPUTATION AND RELATIONSHIPS WITH STAKEHOLDERS.

The Committee receives periodic reports from management regarding relationships with key external stakeholders that may have a significant impact on the Company's business activities and performance.

RISK MANAGEMENT.

The Committee oversees and provides input to management on the Company's identification, assessment and management of risks associated with sustainability and corporate responsibility issues, including, but not limited to, climate change and food safety.

PHILANTHROPY.

The Committee reviews our charitable giving policies and programs and receives reports from management on charitable contributions made by Calavo.

REPORTING AND DISCLOSURE.

The Committee reviews sustainability and corporate responsibility reports.

SHAREHOLDER PROPOSALS.

The Committee reviews shareholder proposals relating to public policy, sustainability or corporate responsibility issues and recommends responses to the Board. The Committee also works with the Nominating and Corporate Governance Committee to determine the appropriate level of engagement with shareholders and other interested parties concerning sustainability and corporate responsibility issues.

Stakeholder Engagement

In 2022, as COVID-19 vaccines became available and the effects of the pandemic began to subside, we were able to return to in-person engagements with customers, employees, investors and industry groups. Within our own operations, Calavo adopted a hybrid work model at our corporate headquarters to maximize employee productivity and allow employees to return to the office.

STAKEHOLDER GROUP	PRIORITY CONCERNS	HOW WE ENGAGE	2022 EXAMPLES
Customers	<ul style="list-style-type: none"> Safe, nutritious food Reliable delivery and adherence to product specifications Innovative packaging options Sustainable supply chain management 	<ul style="list-style-type: none"> Customer tours Tradeshows Sustainability-related questionnaires and scorecards 	<ul style="list-style-type: none"> Conducted social responsibility audits per customer request Participated in Project Gigaton survey Collaborated on food waste reduction initiatives
Employees	<ul style="list-style-type: none"> Safe and healthy workplaces Fair wages and good working conditions Opportunities to give back 	<ul style="list-style-type: none"> Open door policy Performance reviews Orientation and onboarding Employee engagement strategy Skills training/development Ongoing engagement through email, internal newsletters and town hall meetings 	<ul style="list-style-type: none"> Expanded emphasis on Day 1 Training: company, policy, benefits, systems and leadership Employee Referral Program Engagement tracking Monthly training, including job-specific skills training Wellness fairs/free vaccination clinics Perfect Attendance Recognition Health and safety awards
Investors	<ul style="list-style-type: none"> Shareholder value Integrity and business ethics Strategic management of environment, social and governance (ESG) issues 	<ul style="list-style-type: none"> Annual Shareholders Meeting Quarterly earnings calls Sustainability report Sustainability-related questionnaires and scorecards 	<ul style="list-style-type: none"> Incorporated ESG updates into quarterly earnings calls Desktop review of institutional investor sustainability scorecards and assessments
Industry Groups	<ul style="list-style-type: none"> Engagement on relevant public policy issues 	<ul style="list-style-type: none"> Membership in industry associations Leadership positions in working groups, boards & advisory groups Conferences, webinars and other meetings 	<ul style="list-style-type: none"> Participated in trade shows, conferences and industry networking sessions Company representatives serve on the Board of Directors for the Hass Avocado Board Sponsorship of IFPA Food Safety Program



Membership Associations

Calavo is proud to be an advocate for sustainability within our industry through our membership in the following organizations:



Sustainable Packaging Coalition (SPC) is a membership-based collaborative that brings packaging sustainability stakeholders together on subjects as wide-ranging as compostable packaging, circular packaging systems, recycled materials standards and multi-material flexible packaging recovery.

The International Fresh Produce Association (IFPA) is the largest and most diverse international association serving the entire fresh produce supply chain. IFPA was born out of a merger between the Produce Marketing Association and United Fresh Produce Association in 2022 and exists to seamlessly integrate world-facing advocacy and industry-facing support. Calavo team members are involved with the IFPA and serve on the Board of Directors, as Chair of the Food Safety Council, U.S. Government Relations Council and various committees working to advance the industry.



Organic Produce Network (OPN) aims to inform, educate, and connect through a series of events designed to bring together various components of the organic growing community, including: in-person get-togethers, webinars and podcasts, workshops and programs and digital resources.

California Avocado Commission, created in 1978, strives to enhance the premium positioning of California avocados through promotion, public relations and engagement in related industry activities. The California Avocado Commission provides educational support and legislative updates to California farmers, as well as nutritional information to consumers.



Mexican Hass Avocado Importers Association (MHAIA) is an industry organization dedicated to supplying consistent high-quality avocados throughout the year, comprised of subsidiary companies Avocados from Mexico (AFM) and a joint venture between Mexican Avocado Producers & Packers (APEAM A.C.). Under agreements, MHAIA and APEAM have combined resources to fund and manage AFM and provide an effective and efficient avocado marketing program in the United States. The Association plays an integral role in reforestation efforts in Mexico, raising environmental awareness for future generations and investing in the educational quality of children.

Avocado Sustainability Center

Calavo is proud to be a premier sponsor of the Avocado Sustainability Center (ASC), a new initiative of the Haas Avocado Center. The ASC is a key provider of sustainability research, data and information for the Hass avocado industry. The Center:

- Provides a central source for the latest information, data and science on avocado sustainability to facilitate access, thought leadership and collaboration across the entire Hass avocado industry.
- Conducts research and analysis of best practices in avocado sustainability to build the body of information and understanding of challenges and opportunities.
- Uncovers innovation and consistently delivers data-based insights to partners across the supply chain to improve sustainable use of natural resources.

ASC Research (learn more at <https://sustainability.hassavocado.com/research/>)

- **Capturing Carbon:** Avocado trees contribute to fighting climate change by capturing and storing CO₂ from the atmosphere and breathing-out oxygen. A mature avocado tree can absorb up to 48 pounds of CO₂ per year.
- **Building Soil Health:** Avocado farmers practice no-till growing which stores and prevents the release of CO₂, prevents soil erosion, and improves soil health. In addition, leaves from avocado trees are left in the groves where they create mulch which builds microbial activity and adds nutrients to the soil.
- **Water Use and Efficiency:** Modernized precision irrigation systems combined with the use of natural rainwater, on over 90% of the acreage growing avocados for U.S. consumption, promotes water efficiency. Regenerative practices, including no-till, improve water retention and infiltration.
- **Higher Density Planting:** New plantings in many growing regions put trees in closer proximity to each other to produce more fruit using less area. This practice also promotes using less resources on fewer acres driving the efficient use of all resources including water and fertilizer. This practice can also be beneficial in helping preserve the natural habitats of insects, animals, and plants.
- **Supporting Strong Farming Communities:** Family farms, in all growing regions, benefit the communities they operate in with job creation. This benefit occurs in many low-income and rural communities, in multiple countries.
- **Renewable Energy:** The industry is implementing and exploring opportunities to power irrigation and operations systems with solar following smart agricultural practices, in an effort to be more energy efficient, reduce greenhouse gas emissions and improve air quality.

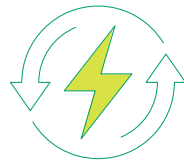


Climate Action

Energy and Emissions

At Calavo, our commitment to environmental responsibility includes carefully managing energy use at our facilities. Depending on the type of facility, our approach varies and may include initiatives such as:

- Replacing overhead lighting with LED fixtures and installing occupancy sensors
- Retrofitting and/or upgrading packing and processing equipment
- Conducting energy audits to identify opportunities to reduce energy use
- Implementing energy-smart activities such as precision agriculture processes and routine equipment and vehicle maintenance



2022 ENERGY AND EMISSIONS HIGHLIGHTS



We expanded our participation in local energy demand response programs to two additional facilities in California. In FY 2022, we received

\$18,000

IN ELECTRICITY CREDITS
for participation in the program at our Santa Paula packing house.



At our California and Mexico facilities, we began exploration of opportunities to install a solar photovoltaic system to

GENERATE OUR OWN

**renewable
energy**

ONSITE.



TRANSITIONING TO ELECTRIC FORKLIFTS IN SANTA PAULA, CALIFORNIA

In 2022, our Santa Paula packing house replaced 12 propane forklifts with electric versions, generating the following benefits:

- **No fuel storage:** because electric forklifts use charging stations, there is no need for gasoline or propane storage, reducing liability and the hazards that come with storing liquid fuels onsite.
- **Lower fuel costs:** because we can charge the forklifts during off-peak hours, we can take advantage of lower electricity costs.
- **Lower maintenance costs:** Electric motors do not require the same extensive maintenance routines to operate at peak efficiency as forklifts with internal combustion engines.
- **No emissions:** Electric forklifts do not create indoor air emissions. This advantage is essential when the forklift is used in an area where the ventilation and air movement are limited.
- **Low Noise:** Except for the warning beacon, the electric forklifts are extremely quiet. Forklift operators are able to hear important sounds that will indicate the need to stop or adjust the load.
- **Better productivity:** Newer model electric forklifts have larger weight capacity, greater maneuverability, better rear visibility, simpler operation and automatic braking — improving efficiency and promoting safe handling.



ENERGY PERFORMANCE DATA (GJ)

	2020	2021	2022
Electricity	163,271	172,812	165,838
Natural Gas	11,333	10,731	12,916
Gasoline	1,902	2,887	10,969
Diesel	25,061	23,428	37,726
Propane	3,286	3,206	3,843
Total Energy	204,853	213,064	231,292

EMISSIONS PERFORMANCE DATA (tCO2e)

	2020	2021	2022
Total Scope 1 Emissions	11,601	12,064	6,008
Natural Gas	568	540	622
Refrigerants	9,399	9,399	2,400*
Gasoline	129	195	730
Diesel	1,189	1,747	2,012
Propane	188	183	224
Total Scope 2 Emissions	17,554	18,341	17,342
Electricity	17,554	18,341	17,342
Total Scope 3 Emissions	Not tracked	12,993	703,289
<i>Category 1: Purchased Goods and Services</i>	Not tracked		687,584
<i>Category 5: Waste</i>	Not tracked	12,993	15,705

*Prior to 2022, refrigerant emissions were estimated. This year, we were able to gather activity data for sites, including both the type of refrigerant used and the amount used to "top-up" HVAC equipment. The resulting drop in refrigerant emissions is therefore primarily a reflection of better data quality, rather than significant changes to refrigerant activity.

Waste and Water

Calavo seeks to minimize pollution to land, water and air because we understand that responsibly managing our waste streams is important to our business and to the communities in which we operate. Each facility is subject to different legal and regulatory requirements and has different waste and water opportunities and challenges; however, our approach remains consistent.

- **Solid Waste:** Every facility has a program for managing solid waste and recycling. To the extent possible, we aim to divert waste away from the landfill to recycling, reuse or composting.
- **Hazardous Waste:** All of our facilities are required to obtain and maintain relevant permits for the storage and transfer of hazardous waste, and we have policies and management systems in place at facilities to ensure materials are stored, labeled and handled properly.
- **Spills:** We have procedures in place for spills, including roles and responsibilities, emergency notifications and mitigation steps.
- **Water Use:** More than 99% of the water we withdraw is used for washing produce, cleaning our processing equipment and office sanitation and hygiene needs. Water recycling and reuse processes and technologies are the biggest opportunities for reducing our water use in the future.
- **Wastewater:** Wastewater is tested at Calavo's facilities in accordance with local and state requirements. We discharge to onsite wastewater treatment systems and municipal treatment systems, depending on the location of our operations.
- **Air Emissions:** Each facility maintains the relevant permits for air quality. When necessary, air quality equipment and technology is installed to ensure we are within allowable emissions.



2022 WASTE AND WATER HIGHLIGHTS



At one of our California facilities,
we purchased a

corrugate baler

allowing us to separate cardboard and corrugate from our mixed recycling waste stream, package it together and sell it to a third party for reuse and recycling. The step reduces our overall waste and generates a **STEADY STREAM OF REVENUE.**



At our Santa Paula packing house, avocados that don't meet our exacting specifications for color and size no longer go into the waste stream.

Instead, they are sent to

avocado oil producers

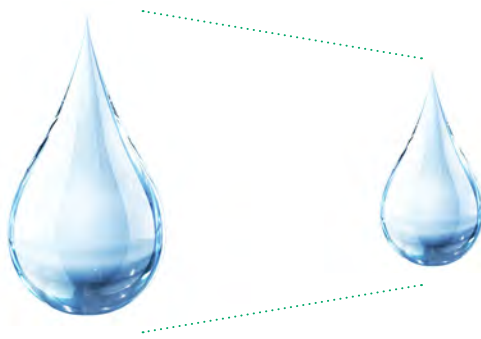
who are happy to buy these culled avocados at a lower price. **IN FY 2022, CALAVO GENERATED \$450,000 FROM THESE PARTNERSHIPS.**



Achieving Significant Water Savings in Uruapan

In January, we launched a facility-wide initiative to reduce water consumption, lowering our average daily water use by 34%. Over six months, we achieved this goal through a mix of employee education and equipment upgrades including:

- **Adding water meters**
- **Upgrading 90% of faucets**
- **Switching to smart toilets**
- **All employee meeting to discuss water reduction goals**
- **Smart water consumption campaign and literature**



★
We lowered **OUR AVERAGE**
DAILY WATER USE BY
34%.

Diverting Organic Matter Reduces Waste and Minimizes Chemical Treatment

A second project at our facility in Uruapan was to increase the amount of avocado pulp (leftover organic fruit and vegetable matter) extracted from our production process. We began the year at 48% extraction and, over six months, raised it to 62%.

This means that our operations are more efficient and less organic matter enters the wastewater system at our treatment plant. This, in turn, means that we require significantly less chemicals to maintain the environmental control parameters of Biochemical Oxygen Demand (BOD) and Chemical Oxygen Demand (COD).

	UNIT OF MEASURE	2020	2021	2022
Water Withdrawn	Thousand cubic meters	177	282	120
Water Consumed	Thousand cubic meters	0.3	0.1	0.1
Total Waste	Metric tons	Not tracked	42,410	37,227
Food waste to animal feed	Metric tons	Not tracked	26,060	25,872
Food waste to compost	Metric tons	Not tracked	2,224	968
Municipal solid waste (MSW) to landfill	Metric tons	Not tracked	10,115	7,550
Food waste to landfill	Metric tons	Not tracked	3,935	2,838

People & Communities

Fair Labor Practices

At Calavo, our success depends on our ability to recruit and retain a qualified workforce. That means offering competitive wages, generous health benefit options including 401(k), onboard training and opportunity for advancement — all of which contribute to productivity and performance.



CALAVO UNIVERSITY

★ **IN 2022:** Our employees in Mexico took advantage of Calavo University, a tool to strengthen the professional, technical and human skills of our staff through innovative teaching methods.

- **36 team members** developed specialized training pathways based on their unique position, taking ownership of their own learning and development journey.
- **11 team members** completed certifications in coaching, allowing them to work more effectively with colleagues to drive productivity and change management.
- **30 team members** participated in “Open English” a program that supports language learning through vocabulary, grammar and conversational skill-building.

FAIR WAGES

USA (USD\$/hour)	2022 Legal Minimum Wage	2022 Calavo Starting Wage
Arizona	\$12.80	\$13.43
California	\$15.00	\$16.05
Florida	\$11.00	13.59
Georgia	\$7.25	\$15.50
Hawaii	\$10.10	\$12.00
Minnesota	\$10.33	\$15.00
New Jersey	\$13.00	\$16.48
Oregon	\$13.50	\$15.00
Texas	\$7.25	\$11.50
Mexico (Mex\$/day)	2022 Legal Minimum Wage	2022 Calavo Starting Wage
Jalisco	\$172.87	\$231.62
Michoacán	\$172.87	\$263.02

HUMAN RIGHTS

Our Code of Business Conduct and Ethics provides the following protections for all our workers: prohibition on discrimination and harassment based on age, race, color, sex, sexual orientation, religion, national origin, ethnicity, disability, pregnancy, family status or any other legally protected status.

Calavo is also committed to responsible sourcing, including a supply chain free from forced labor and human trafficking. We expect our suppliers to lawfully conduct their business with the same standards of integrity and ethical behavior as we do, and to protect the human rights of their employees and to treat them with dignity and respect.

Our supply chain requirements include prohibiting the use of forced labor or child labor, preventing harassment, abuse and violence, and discrimination, ensuring a safe and healthy work environment, providing freedom of association and collective bargaining, complying with the minimum wage and benefits required by law, ensuring working hours do not exceed the maximum set by applicable law, and operating in strict compliance with all applicable laws and regulations in effect where the supplier does business.

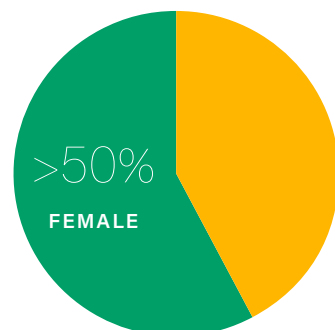
A process is in place for workers to state grievances, make suggestions or report problems to management without fear of reprisal, including an anonymous, bilingual, third-party hotline for reporting concerns. Grievances are investigated and addressed in a documented process.



DIVERSITY, EQUITY, AND INCLUSION

Diversity, equity and inclusion (DEI) are important to the team at Calavo. With a workforce made up of over 50 percent women and speaking 17 languages, we are focused on providing a workplace where everyone feels welcome.

MANAGERS, SUPERVISORS, AND EXECUTIVES	2020	2021	2022
Male	62.4%	61.6%	60.5%
Female	37.6%	38.4%	39.5%
Hispanic / Latino	59.3%	46.3%	33.9%
White	26.6%	35.9%	32.9%
Black / African American	6.6%	10.5%	11.7%
American Indian / Alaskan Native	0.3%	0.3%	0.0%
Asian	3.1%	2.0%	3.8%
Native Hawaiian / Pacific Islander	2.1%	2.5%	2.3%
Not Specified	1.4%	1.5%	14.3%
Two or More Races / Ethnicities	07%	1.0%	1.0%
REST OF EMPLOYEES	2020	2021	2022
Male	42.4%	44.9%	42.4%
Female	57.6%	55.1%	57.6%
Hispanic / Latino	74.9%	62.1%	64.8%
White	6.7%	9.7%	5.2%
Black / African American	5.9%	11.3%	13.3%
American Indian / Alaskan Native	0.2%	0.2%	0.1%
Asian	5.9%	9.4%	11.1%
Native Hawaiian / Pacific Islander	1.7%	2.6%	2.3%
Not Specified	4.0%	1.2%	1.7%
Two or More Races / Ethnicities	0.7%	3.5%	1.5%



Worker Health and Safety

Worker health and safety is a top priority at Calavo, and we have embedded safety into every level of the organization. Our Safety Management Program, the foundation for Calavo's commitment to workplace safety, sets parameters for a safe and healthy workplace. Execution of this plan happens at the facility level, where management and staff work together to ensure safety protocols are understood and met across all facets of the business. For example, we have two safety committees: Administrative Safety Committee and Leadership Safety Committee.

The Administrative Safety Committee consists of employees working on the production floor, in the warehouse, maintenance and other direct positions. Members of this committee discuss ways to make the workplace safer for their peers. The Leadership Safety Committee consists of managers from the production and support departments who discuss and implement structural and policy changes to formulate and enhance safety changes across our operations. All of Calavo's packing and processing facilities have a safety policy in place that covers, at a minimum: roles and responsibilities, safety requirements for all building occupants, personal protective equipment (PPE) requirements and procedures for when an accident or incident takes place. Multilingual branding and communication are paramount to ensuring our Safety Management Program.

- **Safety Committee:** At the corporate level, Calavo's Safety Committee is made up of a cross-functional, bilingual group of executives, responsible for setting the safety program and action/investigations.
- **Trained Safety Personnel:** In addition, we have dedicated personnel with safety training and responsibilities at each of our major facilities.
- **Regular Safety Training for All Employees:** All employees receive safety training at least once a year, and all major facilities have a dedicated safety meeting at least once per quarter.
- Suggestion boxes implemented at all facilities allow employees to report ideas and concerns, including anonymously.

2022 HEALTH AND SAFETY HIGHLIGHTS

This year, we introduced a number of new programs and initiatives designed to create a safety culture, engage employees, and better understand safety trends and opportunities.



CALAVO CREATED A

"Don't Dismiss a Near Miss"

campaign to raise awareness about what a near miss is (*an accident that could have happened*) and encourage employees to report near misses as an opportunity to address accidents before they happen.



WE CELEBRATED JUNE AS

National Safety Month,

with appreciation gifts to all employees and expanded opportunities for employee feedback on health and safety ideas.

CAPTIVE BOOT PROGRAM

In the summer of 2022, Calavo performed a personal protective equipment (PPE) risk assessment on footwear, for employees working on the production floor. We wanted to identify boots appropriate for our work environment that were also comfortable enough to wear for eight hours a day.

Several employees tried different types of footwear over the course of two weeks. Their feedback on comfort and safety was invaluable. The production environment can be wet at times, so it was important that boots had a slip resistant sole. In addition, large tread grooves on the sole provided additional stability. Ultimately, the winning boot was identified, ordered, and provided to employees at no cost.



SAFETY DATA PERFORMANCE

		2020	2021	2022
Total Recordable Incidence Rates (TIR)	US Facilities	21.18	14.26	4.22
	Mexico Facilities	14.42	13.34	16.94
Days Away Restricted or Transferred (DART)	US Facilities	8.33	3.39	3.91
	Mexico Facilities	5.08	6.48	16.94
Fatalities	All Facilities	0	0	0

TIR and DART rates are based on 200,000 working hours, divided by the total number of working hours.

Launching New Safety Management System/Software

In January 2022, Calavo launched a new Safety Management System across 13 facilities in the United States. The comprehensive program allows employees and managers to quickly track accidents, investigate causes and develop remediation steps.

1. Whenever an incident or accident occurs, an **Incident Form** is completed as soon as possible to ensure accurate data is gathered when details are fresh and to notify applicable stakeholders.
2. An **Incident Investigation Form** provides a formal structure to gather further details on the incident, identifying root causes that led to the accident. The Inspection module includes recording forms and checklists for inspections and audits, as well as analysis in inspection and audit compliance.
3. The **Corrective Actions** module allows Calavo to generate corrective action plans and safety action items. Tracking the status or pending actions across multiple facilities enables timely management and oversight of corrective action plans. Automatic email alerts notify responsible parties of open, overdue, and closed corrective actions.



A sophisticated reporting module allows us to dive deeply into the data, creating dashboards to support analysis and continuous improvement. Separate panels for controls, configuration, tables, charts, and cross tabs allow the Safety Team to create presentations within minutes to update facilities and management of emerging trends and progress over time.

Of course, a safety system is only as good as its users. A key part of the successful roll-out of this program was training customized to each user type.

- We trained Supervisors and Managers on accident investigation and root cause analysis.
- We trained our Human Resource team on how to enter a claim.
- We trained our Supervisor and Managers on how to complete inspections and develop corrective actions.
- We trained all safety chairs how to create a presentable dashboard to share all activities with their teams during safety committee meetings.

With the support of our employees, supervisors and the Safety Team, Calavo's safety program continues to grow into a world-class operation.

Community Engagement

In 2022, we contributed to local communities in a variety of ways:

ENVIRONMENT:

- Calavo teams continued their annual reforestation initiative, planting 100 native pine trees. Working with the support of field professionals, we are proud to support the rewilding of natural spaces.



HEALTH:

- In Mexico, we renewed our sponsorship of the Teleton Child rehabilitation and Inclusion Center (CRIT), supporting children with disabilities.

COMMUNITY PRIORITIES:

- We joined a collaboration of businesses and government agencies to develop **Lineal Park**, a national park in Uruapan. With employee volunteers, we cleaned up the area and helped to build walkways, patios and art installation areas.

Sustainable Agriculture

Grower Engagement

Calavo works with thousands of food suppliers and growers around the world.

We have a joint-venture investment in a greenhouse tomato operation in Jalisco, Mexico (Agricola Don Memo), but otherwise do not have direct control over the growing practices of our suppliers.

We are proud to work with our customers to source products grown with sustainable agriculture practices, including Fair Trade products, organic products, non-GMO products and products with specific sustainable agriculture practices.

Calavo depends on a reliable source of high-quality produce from growers in a complex supply chain. In particular, five ingredients (avocados, tomatoes, watermelon, pineapple and mango) make up a majority of our food sourcing spend. These produce items are

best grown in tropical and sub-tropical locations with healthy soil, lots of sunshine and ample water supplies.

As climate change increases the frequency and severity of extreme weather events, we are beginning to integrate climate adaptation strategies into our business model. These strategies include diversifying suppliers, seeking weather-adapted plant species, and providing technical support to farmers implementing water efficiency technology.

2022 GROWER ENGAGEMENT HIGHLIGHTS

We work regularly with our growers to support their sustainability efforts. Here are a few highlights from growers this year:



Reverse Osmosis (RO) Systems.

We have several growers who have implemented RO systems for irrigation sources that are prone to high salinity. The use of these RO systems enables the growers to reduce the salinity in the water that gets put into the grove, thus reducing the amount of water required to leach out excess salts in the soil.



Natural Mulches/Minimal Tillage.

As leaves from the avocado tree die and fall to the ground, growers will allow the leaves to pile up and act as a natural mulch. This both encourages an increase in organic matter in the soil but also discourages high levels of tilling, which prevents both soil erosion and depletion of nutrients.



Drought-Tolerant Rootstocks.

Many growers are planting drought-tolerant rootstock which means they require less water than traditional rootstocks of the same avocado variety.



Food Safety & Nutrition

Food safety is Calavo's utmost priority, and we have implemented stringent measures to ensure food safety protocols are in place throughout the supply chain.

Our Food Safety Plans are based on the Food Safety Modernization Act (FSMA) and/or Hazard Analysis Critical Control Points (HAACP) requirements and principles.

They include a comprehensive environmental monitoring program, illness transmission prevention procedures, allergen controls to prevent cross-contact and metal detection. Every facility has a written protocol in place, supported by training, directing employees to practice food safety behaviors based on the facility's production processes, customer requirements and risk factors. These components include, for example, requirements around clothing, hair and beard coverings, hand washing and use of gloves.

Every business unit has a dedicated plan for managing crises; facilities have a response plan in case of hazardous spills, as well as natural disaster recovery plans specific to their geographic region and risk profile. Each plan is tailored to the business unit and type of facility, but includes, at a minimum: roles and responsibilities for crisis

management, steps to identify and mitigate the problem and directions for communication to key stakeholders as needed. We believe food safety is everyone's responsibility at Calavo, from top-level management to front line workers, and our Operations teams are integrated into every facet of our food safety programs and initiatives.

If food safety issues arise, we implement our Corrective and Preventive Action program, which encompasses investigating to determine root causes, resolving the issue or deviation, implementing corrective actions, and reviewing the Food Safety/HAACP plans. This program is managed by the facility's Food Safety team, and the corporate Food Safety & Quality team as needed. Incidents, audit findings and complaints are some of the things tracked and trended to facilitate process improvement.

In 2022, all facilities were audited against the BRC Global Standards Audits, the most widely used audit for food safety and quality management system.

YEAR	# OF RECALLS	VOLUME METRIC TONS	NOTES
2020	2	8.31	These voluntary recalls were related to undeclared allergens. There were no reported illnesses.
2021	1	0.03	This voluntary recall was related to undeclared allergens. There were no reported illnesses.
2022	2	1.12	These recalls were voluntary. One recall was related to an allergen labeling error. The other recall was related to a positive food safety sample test for <i>listeria</i> . No illnesses were reported.

APPROACH TO NUTRITION

We define “healthy products” as containing no added sugar or preservatives. In 2022, 91% of sales came from products considered to be healthy, namely fruits and vegetables in their whole, unprocessed state or fresh-cut fruit packed in its own juice, and fresh-cut vegetables packed raw with no further additives.



Specialty Products

While we incorporate sustainability throughout our entire company, we also have specialty programs and products that cater to customers' changing environmental and social preferences. For example, we offer Fair Trade, organic and non- GMO products in a number of areas.

While our Fair Trade volume is small, we aim to grow it alongside our customers' needs. In 2022, our Fair Trade sales generated \$276,000 in premium funds for the local community, providing 2,345 medical services, 1,505 oral health screenings, 1,356 vision screenings, 1,335 school supply kits, 1,400 pantry kits and 8,500 pine tree plantings.



\$276,000

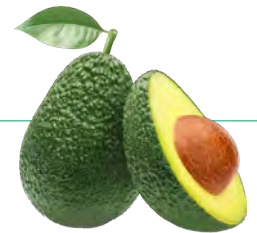
IN FAIR TRADE SALES FOR THE LOCAL COMMUNITY

PERCENTAGE OF SALES ASSOCIATED WITH SPECIALTY SUSTAINABILITY ITEMS

		2019	2020	2021	2022
Fair Trade	Avocados	1.0%	1.0%	.06%	.03%
Organic	Avocados, Beet Noodles, Broccoli, Butternut Squash, Cauliflower, Guacamole, Mango, Onion, Peppers, Pico de Gallo, Pineapple, Stir Fry, Sweet Potatoes, Veggie Tray, Watermelon, Zucchini Noodles	5.1%	6.6%	6.0%	5.3%
Non-GMO	Avocados, Tomatoes, Broccoli,	0.5%	0.7%	0.5%	1.07%

Many fruits and vegetables, including tomatoes and avocados, do not have a commercial GMO version. The table above reflects the amount of Calavo's product sales with non-GMO labeling, not all products without the use of GMOs.

BUYING LOCAL



IN 2022,

11.6 million pounds

representing 33% of Calavo's Ventura County grown

CALIFORNIA AVOCADOS were delivered to customers within 250 miles of Calavo's Santa Paula, California packinghouse.

Packaging and Logistics

At Calavo, we consider the environmental impacts of packaging throughout the entire supply chain. We work closely with our customers to determine their packaging needs, and offer products that use recyclable, biodegradable, recycled content and reusable packaging. Some of our strategies include:

- Changing packaging from materials that cannot be recycled and require energy applications (like PVC shrink wrap) to those which can be more easily recycled and do not require heat to apply (such as tamper evident packaging).
- Reducing the overall weight of packaging by using film lidding instead of rigid lidding and down-gauging corrugate in favor of lighter weight cardboard.
- Expanding the use of post-industrial plastics (sometimes referred to as regrind) and post-consumer recycled (PCR) plastics.
- Designing packaging solutions with the environment in mind, such as our die-cut boxes, which require little or no adhesive or tape when forming the box before packaging the finished goods.

2022 PACKAGING AND LOGISTICS HIGHLIGHTS

Supply chain disruptions as a result of the ongoing COVID-19 global pandemic put a strain on our packaging and logistics efforts. However, we made progress in three particular areas:

- ★ Transitioning products that were using foam packaging to a molded fiber or a recyclable polystyrene
- ★ Working with major manufacturers that use recycled Polyethylene terephthalate (rPET) post-consumer content in their products
- ★ Collaborating with customers to transition from corrugate shipping boxes to reusable plastic containers (RPCs)

And most exciting:



Sound Governance

Ethics & Integrity

Calavo is committed to conducting its business honestly and ethically wherever we operate in the world, constantly improving the quality of our services, products and operations and maintaining a reputation for honesty, fairness, respect, responsibility, integrity, trust and sound business judgment.

Calavo's Code of Business Conduct and Ethics outlines basic principles, in both English and Spanish, to guide all directors, officers and employees towards ethical behavior. Our Vendor Code of Conduct sets out similar expectations for our suppliers.

All new hires are required to sign their acknowledgment of, and compliance to, the Code of Conduct. This process is audited annually as part of our overall financial audit process. In addition, directors and executives sign the Code of Conduct every year.

Calavo utilizes a confidential hotline through NAVEX Global for employees to submit their grievances anonymously. Issues and concerns associated with unethical or illegal activities can be reported safely and honestly while maintaining anonymity and confidentiality. In addition, we maintain a reporting system to track concerns regarding the company's internal accounting controls or auditing matters by calling 1-888-279-6251 in the U.S. or online at www.ethicspoint.com to leave a confidential message for our audit committee. Calavo's policy prohibits retaliation for a good faith report of unethical, dishonest or illegal behavior, or of any other violation of our Code of Conduct.

2022 GOVERNANCE HIGHLIGHTS



We reduced the size of our **BOARD** to **8** directors. We were also pleased to welcome Adriana G. Mendizabal as an independent director during fiscal 2022. We believe that the reduced size of our board and its composition of diverse experience and leadership across industries and functions will **serve the company well as we grow.**



IN 2022, each of our Named Executive Officers **(NEOs)** had compensation packages where at least 50% of targeted total compensation is performance and/or stock based. The board and company actively manage compensation design to ensure **strong alignment between management incentives and shareholder interests.**



ESG Risk Management

We continue to look at environmental, social and governance (ESG) issues to identify our current and emerging risks and opportunities. In particular:

- **Climate risk:** we recognize that as a food company reliant on agricultural production, we are especially vulnerable to physical risks associated with extreme weather events, warming temperatures, and precipitation pattern changes. Shifts in growing conditions may impact what raw agricultural products are available, when they are in season, and where they are grown. In the coming year, we will begin a more formalized approach to assessing our climate risks and their impact on our business strategy.
- **Evolving customer expectations:** we engage customers throughout the year on ESG issues, including participation in their ESG-related audits, assessments, and questionnaires. Our preference is to work collaboratively with customers to understand and respond to changes in their ESG priorities, ensuring that Calavo remains a partner of choice.
- **Increasing regulatory requirements on ESG disclosure:** we continue to carefully monitor the widespread development and implementation of ESG rules, policies, laws and regulations across the global landscape. In particular, the recent dual climate-related bills signed into law in California in late 2023 will require Calavo to expand both our carbon emissions disclosures and our climate risk assessment results by 2026.

Data and Security

In 2022, Calavo initiated a process to enhance the security and reliability of our enterprise systems and data. With guidance from external technology advisors, we established an action plan to deliver our information technology objectives. Specific initiatives in that action plan, which was rolled out over 2023 and into 2024, included:

-
- **Shifting legacy system infrastructure to cloud based solutions**
-
- **Implementing additional security tools such as multi-factor authentication and regular vulnerability testing**
-
- **Regular third-party security assessments**
-
- **Establishing an information technology steering committee**
-





About this Report

This is Calavo Growers, Inc.'s fifth annual sustainability report covering our performance during fiscal year 2022, November 1, 2021 - October 31, 2022.

Note that the 2021 report was also based on our fiscal year, while prior reports reported based on the calendar year.

BOUNDARIES AND METHODOLOGY

This Sustainability Report boundary includes all 18 facilities directly operated by Calavo. In addition, we have included selected information from joint ventures where we do not have direct control. Any exceptions to this scope are noted directly in the text.

Environmental data has been collected, aggregated and reported in alignment with the Greenhouse Gas Protocol Revised Edition and The Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting & Reporting Standard.

INDEPENDENT VERIFICATION

We have engaged Strategic Sustainability Consulting (SSC) to support our sustainability reporting efforts. We believe that this report contains information that is accurate, timely, and balanced. In preparing the material for this report, we have completed an internal assessment process in conjunction with SSC to review the contents for clarity. This report has not been externally assured.

UPDATES AND CORRECTIONS

Prior to 2022, we reported Total energy consumed (FB-PF-130a.1) and Percentage grid Electricity (FB-PF-130a.1) based on stationary energy only. In the 2022 report, we have included all stationary and mobile energy sources included in Scope 1 and Scope 2 carbon calculations.

FEEDBACK

We welcome your feedback to our Sustainability Report Team at sustainability@calavo.com.

DISCLAIMER

This report contains statements relating to future events and results of Calavo (including certain projections and business trends) that are “forward- looking statements,” as defined in the Private Securities Litigation Reform Act of 1995, that involve risks, uncertainties and assumptions. These statements are based on our current expectations and are not promises or guarantees. If any of the risks or uncertainties ever materialize or the assumptions prove incorrect, the actual results of Calavo may differ materially from those expressed or implied by the forward-looking statements and assumptions. All statements in this report, other than statements of historical fact, are statements that could be deemed forward-looking statements. For a further discussion of the risks and uncertainties that we face, please see the risk factors described in our most recent Annual Report on Form 10-K filed with the Securities and Exchange Commission and any subsequent updates that may be contained in our Quarterly Reports on Form 10-Q and other filings with the Securities and Exchange Commission. Forward- looking statements contained in this report are made only as of the date of this report, and we undertake no obligation to update or revise any forward-looking statement, whether as a result of new information, future events or otherwise.



Sustainability Accounting Standards Board (SASB) Index

SASB's "Sustainability Accounting Standards" comprise disclosure guidance and accounting standards for use by U.S. and foreign public companies in their disclosures to investors. SASB Standards identify sustainability topics that are reasonably likely to constitute material information for a company within a particular industry. Calavo is moving towards more comprehensive reporting aligned with the SASB standard for the Processed Foods Industry. SASB indicators relevant to the Processed Foods Industry are summarized in the following tables.

TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	2020	2021	2022
Energy Management	Total energy consumed (FB-PF-130a.1)	Gigajoules (GJ)	204,853	213,064	231,292
	Percentage grid electricity (FB-PF-130a.1)	Percent (%)	80	81	72
	Percentage renewable (FB-PF-130a.1)	Percent (%)	0	0	0
Water Management	Total water withdrawn (FB-PF-140a.1)	Thousand cubic meters (m ³)	177	282	120
	Percentage in regions with high or extremely high baseline water stress (FB-PF-140a.1)	Percent (%)	60	41	Not tracked
	Total water consumed (FB-PF-140a.1)	Cubic meters (m ³)	0.37	0.10	0.1
	Percentage in regions with high or extremely high baseline water stress (FB-PF-140a.1)	Percent (%)	45	0	Not tracked
	Number of incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations (FB-PF-140a.2)	Number (#)	0	0	0
	Description of water management risks and discussion of strategies and practices to mitigate those risks (FB-PF-140a.3)	Discussion and analysis	See pages 15 and 23		



TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	2020	2021	2022
Food Safety	Global Food Safety Initiative (GFSI) audit non-conformance rate (FB-PF-250a.1)	Rate	3.3	5.4	1.8
	Audit corrective action rate for major non-conformances (FB-PF-250a.1)	Percent (%)	Not applicable – no major non-conformance findings		100
	Audit corrective action rate for minor non-conformances (FB-PF-250a.1)	Percent (%)	100	100	100
	Percentage of ingredients sourced from Tier 1 supplier facilities certified to a Global Food Safety Initiative (GFSI) recognized food safety certification program (FB-PF-250a.2)	Percent (%) by cost	99.5	99.9	99.9
	Total number of notices of food safety violation received (FB-PF-250a.3)	Number (#)	1	0	0
	Percentage corrected (FB-PF-250a.3)	Percent (%)	100	N/A	N/A
	Number of recalls issued (FB-PF-250a.4)	Number (#)	2	1	2
	Total amount of food product recalled (FB-PF-250a.4)	Metric tons (t)	7.96	0.03	1.12

TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	2020	2021	2022
Health & Nutrition	Revenue from products labeled and/or marketed to promote health and nutrition attributes (FB-PF-260a.1)	Million \$ USD	947.5	934.7	1,038.0
	Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers (FB-PF-260a.2)	Discussion and analysis	See pages 24-25		
Product Labeling and Marketing	Percentage of advertising impressions made on children (FB-PF-270a.1)	Percent (%)	0	0	0
	Percentage of advertising impressions made on children promoting products that meet dietary guidelines (FB-PF-270a.1)	Percent (%)	N/A	N/A	N/A
	Product Labeling on Genetically Modified Organisms (GMOs) (FB-PF-270a.2)	Million \$ USD	7.2	5.9	12.5
	Non-GMO Label	Million \$ USD	7.2	5.9	12.5
	GMO Label	\$ USD	0	0	0
	Incidents of non-compliance with industry or regulatory labeling and/or marketing codes (FB-PF-270a.3)	Number (#)	1	0	3
	Monetary losses as a result of legal proceedings associated with labeling and/or marketing practices (FB-PF-270a.4)	\$ USD	0	0	0

TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	2020	2021	2022
Packaging Lifecycle Management	Total weight of packaging (FB-PF-410a.1)	Metric tons (t)	<p>In 2023, an evaluation of our packaging data revealed deficiencies in our calculation methodology. We are currently revising our approach and will include packaging data in next year's report.</p>		
	Percentage made from recycled and/or renewable materials (FB-PF-410a.1)	Percent (%)			
	Percentage recyclable, reusable, and/or compostable (FB-PF-410a.1)	Percent (%)			
	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle (FB-PF-410a.2)	Discussion and analysis			
Environmental & Social Impacts of Ingredient Supply Chain	Percentage of food ingredients sourced from regions with high or extremely high baseline water stress (FB-PF-440a.1)	Percent by cost (%)	Not tracked		
	List of priority food ingredients and discussion of sourcing risks due to environmental and social considerations (FB-PF-440a.2)	Discussion and analysis	See page 23 and 29		
Activity Metrics	Total production (FB-PF-000.A)	Metric tons (t)	275,228	200,967	282,856
	Production facilities (FB-PF-000.B)	Number (#)	19	19	18



ABOUT
CALAVO

SUSTAINABILITY
APPROACH

CLIMATE
ACTION

PEOPLE &
COMMUNITIES

SUSTAINABLE
AGRICULTURE

SOUND
GOVERNANCE

ABOUT THIS
REPORT




THE FAMILY OF *fresh*

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