



PELICAN NEWS



BLUE SKIES BÉNIN CHAMPIONS BIODIVERSITY

Biodiversity is vital for life, providing clean air, water, food, and medicine while maintaining ecological balance. Protecting it is a shared responsibility, and even small actions can make a significant impact. Blue Skies Bénin recently held its first Biodiversity Contest to raise awareness and celebrate nature’s beauty. Winners Sabine Agbleto, Justin Adjihanou, and Oulfath Yacoubou were recognized for their outstanding contributions. Congratulations to them and to all participants for their dedication to the environment. Let’s continue working together to protect biodiversity!



BLUE SKIES ADVOCATES FOR CLIMATE JUSTICE AT FRUIT LOGISTICA

At FRUIT LOGISTICA in Berlin, Blue Skies, represented by Denzil, took part in a COLEAD.link roundtable discussion on climate justice in sustainable trade. Experts emphasized the need for data-driven solutions, fair transitions, and the potential risks of flawed sustainability metrics. They also called for a balanced approach to airfreight restrictions, considering their impact on developing countries and the livelihoods of those in the agricultural sector.



THIS MONTH'S HIGHLIGHTS

• EXCITING PROGRESS ON BRAZILEXPANSION

• BLUE SKIES EGYPT CELEBRATES RAMADAN

• BSN SHOWCASES PRODUCTS AT DELHAIZE FAIR

• THE FELIX PROJECT: FRUIT DONATION IMPACT

MONTHLY UPDATES IN BRAZIL



BRAZIL TEAM UNDERGOES LEADERSHIP TRAINING



Blue Skies Brazil hosted a leadership training session where the speaker introduced key concepts on collaborative leadership, effective feedback application, team influence strategies, and the importance of assertive communication.



EXPO HEALTH DAY

Expo Health Day was organized to promote health awareness and improve quality of life. Employees benefited from complimentary services, including nutrition counseling, BMI assessments, and blood sugar and pressure screenings, along with engaging activities led by Alicirim Consultancy.

BLUE SKIES BRAZIL HOSTS SIPAT



Blue Skies Brazil hosted SIPAT (Internal Week for Accident Prevention at Work), engaging employees in health and safety activities through lectures and interactive sessions. The event emphasized the importance of safe behaviors and a protective work environment.

SUCCESSFUL AUDIT WITH GREEN RATING



A successful audit resulted in a Green outcome, highlighting the team's excellent performance. While five minor non-conformities were noted, they present opportunities for improvement without impacting the overall result. This achievement reflects the team's commitment to continuous improvement and even better future outcomes.

Exciting Progress on Brazil Expansion

Plans for the Brazil expansion are moving forward, and the team is excited about this new growth opportunity. Hugh and Andre visited to review progress and ensure everything is set for the next phase. Despite some challenges, things are now on the right track. We look forward to sharing more updates soon!



Reunião com a Prefeitura



MONTHLY UPDATES IN BENIN



BLUE SKIES BENIN CELEBRATES 5 YEARS!

On February 27, Blue Skies Benin celebrated its 5th anniversary with a 5,000-step walk, bringing staff together in joy. The day was filled with competitions and games, culminating in the grand finale of the Pelican Challenge. Congratulations to the Production team, led by Sandrya Takolodjou, for reclaiming the trophy!



BSRB EMBRACES THE MEANINGFUL WORK INITIATIVE

On February 13, 2025, BSRB's welfare team hosted an awareness session on the Meaningful Work initiative. With strong participation, employees embraced its purpose and pledged their commitment. Meanwhile, employees' children got a joyful glimpse into their parents' workplace, a bright future ahead!



ENHANCING WATER MANAGEMENT AT BLUE SKIES BENIN

Riaan from South Africa visited Blue Skies Benin to train the water management team and assess areas for improvement. His visit was a great success, paving the way for future sustainability projects. Thank you, Riaan!



BÉNIN BOOSTS AGRONOMY

Guy and Henri worked closely with the agronomy team to ensure the availability, quality, and forecasting of pineapples during their trip to Benin. They conducted field tours to collect data and enhance the team's analysis. A big thank you to Guy and Henri for their invaluable assistance.



MONTHLY UPDATES IN RSA

STRENGTHENING EMPLOYEE ONBOARDING

Blue Skies RSA is enhancing its onboarding process to cover key employment aspects beyond job duties. Training by Mpikeleli included contract signing, employee roles, the POPI Act, and fitness for work. This initiative ensures compliance, clarity, and promotes a safe, healthy workplace for all.



BLUE SKIES RSA GIVES BACK TO DIPALISENG SCHOOL

On March 3rd, the Blue Skies team visited Dipaliseng School to support underprivileged children who face challenges with essential resources. We donated school shoes and bags, bringing joy to both the children and their parents. It was a truly rewarding experience, reinforcing our commitment to the community.

FRANCE MONTHLY UPDATES

BLUE SKIES FRANCE AT THE INTERMARCHE TRADE SHOW

Our French team showcased the Blue Skies range at a regional trade fair, receiving great feedback! A huge thanks to Cécile, Franck, and Kevin for making it a success.



MONTHLY UPDATES IN EGYPT



BLUE SKIES EGYPT CELEBRATES RAMADAN

Blue Skies Egypt welcomed Ramadan with festive decorations, lanterns, and vibrant lighting, spreading joy throughout the month. The celebration continued with a group Iftar, hosted by GM Mohamed Bahgat and joined by Andre, making it a truly special occasion for all employees.



SUCCESSFUL BRCGS 2025 AUDIT

We are proud to announce that Factory 1 and Factory 2 have successfully passed the BRCGS Food Safety Issue 9 audit! A heartfelt thank you to the entire Blue Skies Egypt team for their exceptional performance, dedication, and readiness. Your hard work made this achievement possible. Well done!



NETHERLANDS MONTHLY UPDATES

BSN SHOWCASES PRODUCTS AT DELHAIZE FAIR

Blue Skies Netherlands (BSN) participated in the Delhaize Fair, showcasing its products. The event provided a valuable opportunity for the team to network with customers, highlight the sustainability and superior quality of our products, and strengthen relationships within the market. It was an excellent platform for expanding our reach and engaging with key customers.



MONTHLY UPDATES IN GHANA

WATER MANAGEMENT EFFORTS

Riaan, a water expert from South Africa with the Blue Skies group, visited Ghana to enhance water conservation and management. During his visit, he collaborated with Prince, Mary, and Mawuli from the water team to explore innovative strategies for optimizing water usage. Riaan also led training sessions for key staff. This initiative reinforces Blue Skies' commitment to sustainable water use and environmental responsibility.



CELEBRATING 50 YEARS!



In early March, Samuel Osekre Sowah and Salomey Mensah were pleasantly surprised with a birthday celebration that included colleagues and management. General Manager Janet Lutterodt extended her wishes for a long and fulfilling life, emphasizing the company's culture of respect and recognition.

BSG PRODUCES FIRST IN-HOUSE COMMERCIAL

In early March, a team of 21 produced Blue Skies Ghana's first-ever in-house commercial featuring ice cream and Zest juice. Led by Gideon and the social media team. This initiative aims to create two commercials annually to boost brand visibility. The final version is in post-production and will be launched soon on digital platforms. Stay tuned!



BSG EXPANDS WORKFORCE

As peak season begins, Blue Skies Ghana is hiring factory hands, attracting hundreds of job seekers. This surge highlights the company's commitment to meeting production demands while providing vital employment opportunities and supporting local economic growth.



MONTHLY UPDATES IN IVORY COAST 🇨🇮

IVORY COAST MANGO SEASON KICKS OFF WITH COMPREHENSIVE PREPARATIONS



The much-anticipated Ivory Coast mango season is underway! To ensure a smooth harvest, Blue Skies has implemented key preparations, including staff training on quality control and food safety.

A successful GlobalG.A.P. audit confirmed compliance with sustainability and food safety standards, reflecting the dedication of our farmers and teams. Meetings with drivers and farmers also helped streamline logistics and reinforce best practices in fruit handling.

With these preparations complete, the team is ready for a productive season, delivering top-quality mangoes while supporting local communities. Stay tuned for updates!



STAFF SPOTLIGHT SERIES



CHAIRMAN'S AWARD WINNER TAMER ABDULLAH VISITS UK!

In late February, Tamer Abdullah from Egypt, a 2024 Chairman's Award winner, visited the UK for the first time. He toured PML, Corby, and Pitsford, met the Chairman, and explored some of London's top sights. To complete his experience, he attended a Premiership game and braved the classic English rain. We hope he enjoyed his visit!

BLUE SKIES CORBY CELEBRATES A BEAUTIFUL UNION

On March 15, Łukasz Banas (Production Manager) and Karolina Rybicka (Printroom & Dispatch Team) tied the knot at the Corby Registration Office. Later, family, friends, and colleagues—including many from Blue Skies Corby—gathered for a joyous celebration. Congratulations to Mr. and Mrs. Banaś! Wishing you a lifetime of love and happiness!



CALEB CODJOE APPOINTED DEPUTY FARM MANAGER (GHANA)

We're excited to announce Caleb Ashong Codjoe as our new Deputy Farm Manager (Ghana)! Over the past seven years, his dedication, expertise, and passion for agriculture have been invaluable. In this role, he will help oversee daily operations, driving efficiency and sustainability. Join us in congratulating Caleb on this well-deserved promotion!



BLUEPRINT UPDATE

Our Blueprint is our plan for a better planet. We exist to enable thriving communities to live in harmony with nature, conserving our resources and protecting the climate. This document contains a summary of our 2025 Blueprint plans, for each of our 4 themes. The targets shared are part of our Masterplan, and the examples of what we are doing are based on our action plan from the Sponsors and Site Leads.

<p>ZERO EMISSIONS PROTECTING THE CLIMATE</p> <p>ENERGY 2025 focus on measurement and monitoring energy use for efficiency.</p> <p>Selected targets 2030</p> <ul style="list-style-type: none"> 50% of electricity from renewable sources 30% lower energy intensity <p>Examples of what we are doing</p> <ul style="list-style-type: none"> Solar panels in Bore's supply 50% of electricity needs Use smart systems across all sites to track and reduce energy waste, inspiration from Egypt. <p>EMISSIONS 2025 focus on documentation, submit targets to SBTi for validation including 3rd party transport.</p> <p>Selected targets 2030</p> <ul style="list-style-type: none"> 200% 30% emissions reduction (Scope 1 & 2) 2050 Net-zero emissions <p>Examples of what we are doing</p> <ul style="list-style-type: none"> Building an offsetting strategy to neutralise residual emissions through activities like tree planting Developing an all-in-one carbon reduction tool to report on our planning and reporting. <p>Note: Emissions are related to all the other Blueprint topics, as they influence and are influenced by our wider sustainability efforts.</p>	<p>BLUEPRINT HERE FOR GOOD</p> <p>ZERO POVERTY HAPPY PEOPLE</p> <p>MEANINGFUL WORK 2025 focus on fulfilling our people's potential through training, development, and wellbeing.</p> <p>Selected targets 2030</p> <ul style="list-style-type: none"> Average of 20 hours of training per person per year All permanent staff receive annual development reviews <p>Examples of what we are doing</p> <ul style="list-style-type: none"> Internal Living Wage which is Greater, reflecting other organisations Practice of Global Training Events for employees, embedded centrally before launched at other sites. <p>HEALTH & SAFETY 2025 focus on safety plans for all sites, proactive accident, investigation and prevention.</p> <p>Selected targets 2030</p> <ul style="list-style-type: none"> 100% of staff receiving training on H&S 100% of permanent staff compliance on H&S training on live systems All L1 reports on leading indicators <p>Examples of what we are doing</p> <ul style="list-style-type: none"> Ergonomic improvement program in Brazil Rollback programme (mental physical health) at all sites, live the working code in China. <p>HUMAN RIGHTS 2025 focus to improve prevention of human rights in the supply chain and working staff.</p> <p>Selected targets 2030</p> <ul style="list-style-type: none"> Report on gender pay equality Full our supplier culture assessment All sites to complete human rights risk assessments <p>Examples of what we are doing</p> <ul style="list-style-type: none"> Choose Ethical recruitment of permanent to from agents post of Derby. Work on company values and culture for living and staff across in Brazil. 	<p>BLUEPRINT HERE FOR GOOD</p> <p>ZERO WASTE CONSERVING OUR RESOURCES</p> <p>WASTE 2025 focus on reducing landfill by reusing or recycling, ensure all sites safely store waste separately.</p> <p>Selected targets 2030</p> <ul style="list-style-type: none"> Zero plastic waste to landfill 100% of our other waste is being recycled, recycled or re-used <p>Examples of what we are doing</p> <ul style="list-style-type: none"> Compost improvements in Brazil, Brazil, South Africa, Egypt looking for compost partner, interested for Bore's waterlines Training on waste separation, additional storage for proper sorting <p>WATER 2025 focus on track water use to find savings, improve reuse and reduce risk like shortages or quality issues.</p> <p>Selected targets 2030</p> <ul style="list-style-type: none"> Reduce 10% of water use 10% reduction in water intensity compared to 2020 <p>Examples of what we are doing</p> <ul style="list-style-type: none"> Reuse treated water to irrigate and cooling systems in Brazil Close to 20 reused water from production (used Water meters to measure and improve) Plastic water harvesting in China. <p>MATERIALS 2025 focus on reducing unnecessary and problem plastics, and lower working on recycled packaging.</p> <p>Selected targets 2030</p> <ul style="list-style-type: none"> All packaging to be recyclable, reusable, or home-compostable Eliminate unnecessary plastic <p>Examples of what we are doing</p> <ul style="list-style-type: none"> Reducing plastic weights Investigating alternative packaging (cups to make new regulations) More locally produced cups to 20% not plastic cups in South Africa. 	<p>BLUEPRINT HERE FOR GOOD</p> <p>ZERO POVERTY HAPPY PEOPLE</p> <p>SOURCING 2025 focus to increase farm and supplier for environmental and social risks, support high-risk regions.</p> <p>Selected targets 2030</p> <ul style="list-style-type: none"> 90% of suppliers assessed for ESG risks 2025: Set 20% supplier engagement target for key supply categories <p>Examples of what we are doing</p> <ul style="list-style-type: none"> Identify high-risk suppliers for water and waste, develop mitigation plans How farmers to support markets to SAF or financing for the future in South Africa <p>LOCAL COMMUNITIES 2025 focus on build supporting communities through the Foundation and implement new wave of CSR & ESG programmes.</p> <p>Selected targets 2030</p> <ul style="list-style-type: none"> 50% of sites to be incorporated within the Foundation or 1000000 charity partners by 2025 <p>Examples of what we are doing</p> <ul style="list-style-type: none"> Establish a School Garden Partner local charity to provide community support Charities to fund on projects in China, Egypt, South Africa, Brazil and Brazil. <p>ZERO BIODIVERSITY LOSS HAPPY PEOPLE WITH NATURE</p> <p>BIODIVERSITY 2025 focus to clarify expectations and positions, set 20% of soil health to restore sustainable farming.</p> <p>Selected targets 2030</p> <ul style="list-style-type: none"> Plant 150,000 trees, 20% reduction 2025: set 20% reduction in soil health <p>Examples of what we are doing</p> <ul style="list-style-type: none"> Establish production zones for natural habitats Develop knowledge sharing for agricultural land, start in China.
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THE FELIX PROJECT: FRUIT DONATION IMPACT

This past weekend, due to delays caused by the Heathrow airport fire, Blue Skies redirected products to Felix, ensuring they reached those in need instead of going to waste. This effort provided over **34,680** meals to **222 community organizations across London**, making a significant impact on local communities.

This act has touched countless lives and underscores Blue Skies' dedication to minimizing food waste while making a positive impact. A heartfelt thank you to everyone who played a role in bringing this to fruition.

