



# PELICAN NEWS



## DREAM BOLD, DELIVER BEYOND: 2026 CONFERENCE HIGHLIGHTS

One of the most anticipated events on the Blue Skies calendar, the Annual Conference, brought together our people from across Africa, South America, and Europe on 22 January 2026. Hosted virtually, the conference created an inclusive space for staff across all sites to reflect, connect, and engage in meaningful discussions around the theme Dream Bold, Deliver Beyond.

In his witty opening remarks, CEO Hugh Pile reflected on a year that came with its share of challenges but delivered remarkable successes. As he put it, “We faced some real challenges, but it was also a year of fantastic times – 2025 was an amazing year.” Highlights from 2025 and priorities for 2026 were shared by our Executives offering both perspective and inspiration for the year ahead.

A lively Q&A session featuring General Managers from across the sites was another standout moment, with thoughtful questions and open dialogue underscoring the collaborative spirit of the business.

The conference also celebrated excellence through the Above and Beyond Awards, led by Henri Glaizot and Ayanda Mnyaiza. This much-loved segment recognized colleagues who have gone the extra mile in support of Blue Skies’ strategic goals. Congratulations to all nominees and winners.

The full list of winners can be found on page 2.



# ABOVE & BEYOND 2026 AWARD WINNERS

The Above and Beyond Award honors staff who go the extra mile in support of the company's strategic goals. The awards recognize outstanding achievements across areas such as profitable growth, community impact, food safety, efficiency, diversification, and leadership.

This year, each winner received a £250 cash prize and a commemorative certificate. The most anticipated moment of the ceremony is the Chairman's Award, presented by our founder Anthony Pile, which also includes the opportunity for the winner to visit one of our global sites. Below are winners for this year.

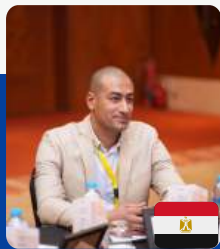
Congratulations to all nominees and winners on their remarkable achievement.



**Emmanuel Akoto**

## **CHAIRMAN'S AWARD**

Emmanuel from Ghana has been a cornerstone of cross border operations, enabling West African imports through integrity, loyalty and relentless commitment over many years.



**Ahmed Esmat**

## **CARING FOR PEOPLE & COMMUNITIES**

Ahmed from Egypt, who has consistently brought people together by organizing inclusive and many meaningful events that boosted morale and well-being and a strong sense of belonging across the sites.



**Gideon Oppong Abrefa**

## **ACCELERATING PROFITABILITY, PROFITABLE GROWTH**

Gideon from Ghana who created his own advertisement (on a shoestring budget) to accelerate demand across the Blue Skies range, delivering a record 6.6 million engagements in 2025.



**Gordon Tofa**

## **BALANCING THE BUSINESS**

Godwin from Ghana who spearheaded the restoration of papaya volumes throughout the year, safeguarding supply, customer confidence and business stability despite significant food safety challenges.



**Sindi Tshabalala**

## **FOOD SAFETY CULTURE**

Sindi from South Africa, who lives and breathes food safety by leading through action challenging unsafe practices and ensuring that the highest standards are upheld every day.



**Wellington Ramos**

## **DRIVING EFFICIENCIES**

Wellington Ramos from Brazil, who delivered major energy reductions through strong energy leadership monitoring and solar heating initiatives.



**Fruit Plus team**

## **ENABLING DIVERSIFICATION**

Patrycja, Ewelina, Simon & Harry For collectively enabling diversification through exceptional collaboration, resilience and innovation - strengthening capability, delivering complex NPD and successfully expanding the Fruit Plus category.





# MONTHLY UPDATES IN BRAZIL



## SIPAT WEEK AT BLUE SKIES BRAZIL

In January, BS Brazil held SIPAT (Workplace Accident Prevention Week), reinforcing Blue Skies' commitment to safety, health, and employee well-being. The week featured talks on accident prevention, behavioral safety, mental and oral health, and STIs, promoting responsible practices at work and beyond.

The event encouraged open dialogue and learning, with prize giveaways increasing engagement. According to Gabrielly Midian, Junior Occupational Safety Technician, SIPAT continues to strengthen Blue Skies' culture of prevention, respect, and care for people.



## LEADERSHIP TRAINING AT BS BRAZIL

BS Brazil conducted a four-day leadership training program aimed at enhancing leadership skills and people management. Key topics included leadership fundamentals, feedback, nonviolent communication, and conflict management, providing practical solutions for daily challenges. The training emphasized clear communication and strong relationships, fostering a collaborative, respectful workplace and productive work environment.

Contributed by: Gabrielly Midian, Técnica de Segurança do Trabalho Jr



# MONTHLY UPDATES IN EGYPT

## BLUE SKIES EGYPT MORNING GROUP BREAKFAST GATHERING

This year started on a cheerful note as the Egypt team gathered for a shared breakfast hosted by General Manager Mohamed Bahgat. Colleagues from across the factory came together in a relaxed setting that encouraged connection and teamwork. During the gathering, Mohamed Bahgat thanked employees for their dedication and teamwork throughout the season, highlighting their role in the company's success. The event ended warmly, reinforcing the values of unity, respect, and collaboration at Blue Skies Egypt.



## BS EGYPT CELEBRATES AUDIT SUCCESS AT THE START OF 2026

At the start of 2026, Blue Skies Egypt achieved outstanding results across three major audits, highlighting the team's dedication, teamwork, and commitment to excellence.

The site successfully passed the Fairtrade Audit 2026, reflecting strong collaboration and robust systems across finance, production, and agronomy teams. The Food Safety on-site audit also earned a Green Grade, following a thorough inspection that tested processes even during the midnight second-shift cleaning. Finally, Blue Skies Egypt successfully passed the LEAF Audit, demonstrating continued commitment to sustainable farming and environmental stewardship.

Congratulations to all teams for their hard work, resilience, and dedication in achieving these remarkable milestones.



Contributed by: Abdulrhman Kamal





# MONTHLY UPDATES IN GHANA



## NATURE'S SURPRISE: PAWPAW TREE GROWS ON PALM!

During a recent survey, the Blue Skies Ghana biodiversity team made a remarkable discovery: a pawpaw tree growing on top of a palm tree. Believed to have been planted by a bird or small mammal, this rare sight is a striking example of nature's resilience and creativity.

Moments like these remind us of the richness of the ecosystems around us and reinforce Blue Skies Ghana's commitment to protecting and preserving biodiversity.

Contributed by: Biodiversity Team





## BLUE SKIES FOUNDATION EMPOWERS EDUCATION IN NSAWAM ADOAGYIRI MUNICIPALITY

In an effort to improve the learning environment in the Nsawam Adoagyiri Municipality of the Eastern Region, the Blue Skies Foundation has donated educational resources to 10 schools in the area. The initiative, mobilized by UK office staff, aims to support both teachers and students in their educational work in Ghana.

The donation included 27 laptops, 13 monitors, 1,090 exercise books, 330 children's books, and teaching materials, all of which are expected to enhance the quality of education and promote innovation in the classroom. By providing modern technology and essential supplies, the Foundation is helping to create a more supportive learning environment.

Alistair Djimatey, Manager of the Blue Skies Foundation expressed Blue Skies commitment to supporting education in underprivileged communities, stating, "We believe that every child deserves access to quality education, and we are proud to contribute to the development of these schools in the Nsawam Adoagyiri Municipality."

On behalf of the beneficiary schools, the Deputy Municipal Director of Education, Mr Seth Twum Acquah, expressed appreciation, noting the positive impact the donation will have on teaching and learning, particularly in today's technology-driven world.

This initiative reflects the Blue Skies Foundation's continued dedication to empowering communities through education and making a lasting difference in the Nsawam Adoagyiri.



Contributed by: Alistair Djimatey, Foundation Manager



# BLUEPRINT CHAMPION OF THE MONTH

## EMISSIONS IMPROVEMENT SPOTLIGHT: CELEBRATING CLIMATE ACTION AT GHANA

The Ghana Blueprint and Environmental Compliance Team in Ghana is excited to share a success story in our ongoing emissions improvement efforts!

A big round of applause goes to John Yevo Junior from the Purchasing and Procurement Department for leading by example and commuting to work on an electric motorbike. This eco-friendly choice produces zero CO<sub>2</sub> emissions and strongly supports UN Sustainable Development Goal 13: Climate Action by helping to reduce our carbon footprint.

At a time when rising CO<sub>2</sub> levels are contributing to weather fluctuations across Ghana, actions like John's make a real difference. His commitment shows that sustainability starts with everyday decisions and that each of us has a role to play in protecting our environment.

The team is proud to celebrate this initiative and encourage everyone to be inspired by such positive steps toward a cleaner, greener future.

Contributed by: Prince Goka, Environmental Compliance Officer



ZERO POVERTY



ZERO BIODIVERSITY LOSS



ZERO WASTE



NET ZERO EMISSIONS