



## DEL MONTE FRESH PRODUCE

### Statement of Principles for Vendors and Growers

*Del Monte Fresh Produce expects high standards of business conduct from all Company Personnel. It sets us apart from our competitors, it is a testament of what we believe to be the only way to conduct our business, and it is what we strive to achieve.*

*We comply with local and international laws and regulations; we respect the richness and diversity of our global family of staff members; we protect and cherish the environment in which we operate; we conduct our business operations ethically and do not condone nor participate in business transactions that violate our Corporate vision.*

*As a valued business partner of Del Monte Fresh Produce – whether a Vendor of goods or services or a Grower – we expect the same level of ethical conduct and respect of standards from you and your operation.*

*So as to assist in your understanding, we consider the following principles in selection and retention of a business relationship. We encourage you to share these principles with your employees and ensure that these Principles are in effect as they relate to our business relationship with your Company.*

<p><b>Forced or Involuntary Labor</b></p> <p>Our Vendors and Growers will not use forced or involuntary labor of any type. Employment must be entirely voluntary.</p>	<p><b>Wages, Benefits and Working Hours</b></p> <p>Our Vendors and Growers will strive to comply with the applicable wage and hour laws and regulations, including minimum wage, legal working hours and payment for overtime as may be relevant in their operation.</p>
<p><b>Child Labor</b></p> <p>Our Vendors and Growers will not use child labor as per applicable international laws.</p>	<p><b>Health and Safety</b></p> <p>Our Vendors and Growers will provide their employees with a safe and healthy work environment in compliance with all applicable laws and regulations.</p>
<p><b>Human Rights and Employment Practices</b></p> <p>Our Vendors and Growers do not discriminate in hiring and employment practices on the grounds of race, creed, color, nationality, ethnic origin, disability or other status.</p> <p>Our Vendors and Growers treat employees with respect and do not use corporal threats or punishment, or other forms of physical coercion or harassment in their management practices.</p>	<p><b>Protection of the environment</b></p> <p>Our Vendors and Growers comply with applicable local environmental laws, regulations and standards and adopt and implement the best practices that protect the environment.</p>
<p><b>Ethical dealings</b></p> <p>We expect our Vendors and Growers to conduct their operations using the highest ethical standards. We expect our Vendors and Growers to fully comply with local and international laws and regulations regarding bribery, corruption, and other un-toward business practices.</p> <p>In business dealings with us, our Vendors and Growers understand that Company representatives <u>do not</u> have the right to ask or demand payment, gifts, favors or any other kind of enrichment of any kind and under any circumstance be provided to them in return for our business.</p>	<p><b>Contact us</b></p> <p>We encourage you to contact us directly should you have cause to question our team members' commitment to these Principles or otherwise become aware of actions where any of our Staff fail to act in line with these Principles.</p> <p>By mail: Corporate Internal Audit 241 Sevilla Avenue Coral Gables, Florida 33134</p> <p>E-mail: <a href="mailto:emphotline@freshdelmonte.com">emphotline@freshdelmonte.com</a> Phone: 305-520-8499 (USA) 1-800-925-4537 (Toll free in USA Only) Fax: 305-520-8496</p>