

2020 SUSTAINABILITY REPORT

A BRIGHTER WORLD TOMORROW™

ADDENDUM



HEALTH & SAFETY

100%

OF EMPLOYEES COVERED BY
OCCUPATIONAL HEALTH &
SAFETY (OHS) MANAGEMENT
SYSTEM

100%

OF THIRD-PARTY EMPLOYEES
COVERED BY SIMILAR OHS
MANAGEMENT SYSTEM

\$63 MILLION

SPENT ON BENEFITS GLOBALLY

HEALTH AND SAFETY

Providing a safe workplace is our utmost priority. We work every day to keep our workers healthy and safe and prioritize both physical and mental health in our worker well-being programs. The pandemic has highlighted the importance of these programs, and we are now taking steps to improve communication on the many health and safety protocols and programs we have in place.

We are committed to zero injuries in our operations, as outlined in our Occupational Health & Safety Policy. Our Safety Management System (SMS) and processes are designed to prevent accidents and to ensure compliance with applicable regulations, including the Occupation Safety and Health Act (OSHA), and are aligned with ISO 45001. In addition, our Injury and Illness Prevention Program (IIPP) outlines the policies

and procedures for identifying and eliminating hazards, and minimizing risks relating to injury and illness. Managers and supervisors at each location are responsible for implementing the IIPP in their work areas including conducting risk assessments. Thorough work site inspections are carried out at least once a month, and whenever there are changes to the worksite or incidents that warrant inspection. The IIPP is reviewed annually to ensure continual improvement.



"Our vision for the well-being of our workers focuses on three core elements: we respect and protect the human rights of all employees and the communities we serve; we ensure our working environment has a positive impact on the wellbeing and health of our employees; and we are committed to creating an inclusive, sustainable, and empowering workplace where all employees can be themselves every day and reach their full potential."



Tarek Betti, Chief Human Resources Officer, Fresh Del Monte



BUILDING A SAFETY CULTURE

FRESH DEL MONTE INJURY RATES (PER 200,000 HOURS WORKED) 2018-2020

	2018	2019	2020
Fatality Rate	0.014	0.011	0.004
High Consequence Injury Rate	0.164	0.211	0.123
Total Injury Rate	5.983	7.457	7.064

FRESH DEL MONTE TOTAL INJURIES 2018-2020

	2018	2019	2020
Fatalities	7	5	2
High Consequence Injuries	81	100	60
Total Injuries	2,953	3,531	3,439
Hours Worked	98,716,164	94,708,974	97,362,916

We recognize that injuries occur at workplaces and are working to realize our commitment of zero injuries by making safety front and center for all our employees. We ensure that our team members have the proper safety training, knowledge and skills for their roles, and communicate regularly through emails and on-site informational posters in multiple languages. We provide safety training during orientation and for new work assignments as necessary, as well as when new substances, processes, procedures, equipment or risks are introduced, and role-specific training. Training topics include basic health and safety, fire safety, first aid, cleaning and sanitizing, and use of personal protective equipment. Each region takes a localized approach to health and safety based on applicable laws while considering international standards and best practices.

We are now building a global approach to safety while allowing for regional differences in implementation where necessary. We empower workers to take control of their safety, including by encouraging them to participate in monthly safety committees. Through the safety committees, we involve our employees in safety management, which allows us more insight into

hazards and safety issues, involvement in prevention methods, and input into procedures and policies. Safety committees are also responsible for reviewing worksite inspections and incident investigations and disseminating safety training. All workers are responsible for complying with safe and healthy work practices and are required to report any work-related hazards without fear of reprisals. A formal incident investigation is conducted for any reported accident as required by law, to establish the root cause and implement corrective actions. We perform regular internal audits of our SMS throughout all our facilities, as well as periodic external audits. We also require our third-party staffing agencies to conduct internal and external audits of their SMS.

Sadly, in 2020, two Fresh Del Monte employees lost their lives outside of work hours. These fatalities did not occur due to operational activities at our facilities. Regardless, we consider these tragedies to be critical reminders of the role we can play in helping employees understand how to put safety first both inside and outside of the workplace. In order to ensure events like these never happen again, we are working diligently to perform trainings on company policies and procedures, and proper utilization of preventative safety measures. Additionally, we have introduced more safety equipment and developed new safety plans with our local management teams for our facilities to keep workers safe before, during and after work hours.

OUR FOCUS AREAS TO ACHIEVE ZERO INJURIES

- Management and leadership commitment
- Employee involvement
- Motivation, behavior, and attitude
- Training and orientation
- Hazard recognition, evaluation, and control
- Organizational communication and system documentation
- Facility design and engineering
- Assessments, audits, evaluations, and continuous improvement
- Operational Safety Programs