



HUMAN RIGHTS POLICY

Acting with Integrity First is non-negotiable for each member of the Fresh Del Monte team. To promote behavior that lives up to our company values of excellence, passion, care, trust and creativity, we go beyond asking “is this legal” to asking “is this right?” Acting in accordance with our values allows us to not only protect Fresh Del Monte, but also provides us direction to positively impact the world. At Fresh Del Monte we are committed to respecting and promoting human rights across the globe, particularly those of team members, members of our value chain and citizens in the communities in which we operate.

The requirements set forth in our Human Rights Policy align with our Code of Conduct and Business Ethics, Vendor Code of Business Ethics and Conduct, and our Code of Ethics Policies. In addition, we maintain policies and practices that follow the human rights principles set forth in the *United Nations Universal Declaration of Human Rights* and the *International Labour Organization’s Declaration on Fundamental Principles and Rights at Work*.

1.0 SCOPE

Our Human Rights policy applies to all members of the Board of Directors, all team members and all joint venture employees in which Fresh Del Monte has management control. Fresh Del Monte also expects third parties, agents, business partners, suppliers, vendors, customers and other third-party representatives to follow the spirit of this policy and to comply with all applicable human rights laws and regulations.

2.0 STATEMENTS OF POLICY

Fresh Del Monte understands the importance of protecting and promoting fundamental human rights and maintains the following specific policy statements:

- **Diversity, Discrimination, and Harassment:** Fresh Del Monte supports equal rights and the elimination of employment discrimination. The Company honors and respects differences and diversity in its employees, customers, and vendors. The Company expects Third Parties to provide a work environment that offers equal opportunity to its employees and that is free from unlawful discrimination or harassment; one in which each employee is treated with dignity and respect. Fresh Del Monte respects and promotes these fundamental human rights: Freedom from any discrimination based on race, creed, color, nationality, ethnic origin, age, religion, gender, sexual orientation, marital status, connections with a national minority, disability, or other status.
- **Corporate Social Responsibility:** With our global reach comes the responsibility to understand and manage our impact. Fresh Del Monte is committed to working with governments and communities in which we operate to improve the educational, cultural, economic, and social well-being of those communities.
- **Collective Bargaining:** Fresh Del Monte respects a team members’ right to choose whether they want to unite for collective bargaining purposes without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognized



union, we are committed to establishing a constructive dialogue with their freely chosen representatives. The Company is committed to bargaining in good faith with such representatives.

- **Working Conditions:** Fresh Del Monte is committed to providing team members with a safe and healthy workplace, and to protecting the environment. All Company Representatives and Third Parties must comply with all applicable laws regarding working conditions, including worker health and safety, sanitation, fire safety, risk protection, and electrical mechanical and structural safety. At a minimum, there must be potable drinking water, clean and accessible restrooms, adequate lighting and ventilation, fire and emergency exits, essential life safety equipment, health and safety equipment, emergency aid kits and access to emergency medical care. All Company Representatives and Third Parties must respect and encourage the best ethical and moral values at work, promoting teamwork, individual responsibility, and the strength that comes from diversity.
- **Wage and Hour Practices:** Fresh Del Monte is committed to complying with all applicable employment and wage and hour laws including minimum wage, overtime, and maximum hour rules. Company Representatives must ensure that workers are paid at least the minimum legal wages or the local industry standard, whichever is greater. Company Representatives shall carry out operation in ways that limit overtime to the level that ensures humane and productive working conditions.
- **Child Labor:** Fresh Del Monte does not tolerate any form of child labor in any operations or facilities, except as permitted by local law. Every worker employed by Company Representatives must meet the local minimum legal age. Each Company Representative must comply with all local child labor laws, including those related to hiring, wages, hours worked, overtime and working conditions.
- **Forced Labor and Coercion:** Fresh Del Monte has zero tolerance of any form of forced or abusive labor, slavery, or involuntary servitude in any operations or facilities. All Company Representatives and Third Parties must not use involuntary labor of any kind, including debt bondage indentured servitude or forced labor by governments. Fresh Del Monte will terminate its business relationship with any third Party who uses involuntary labor or purchases from any subcontractor who uses involuntary labor of any kind. If a Company Representative or Third Party recruits foreign contract worker, agency recruitment commissions must be paid and must not require any worker to remain in employment for any period of time against his or her will. Likewise, the use of physical acts to punish or coerce workers, or psychological coercion, or any other form of non-physical abuse, including threats of violence, sexual harassment or verbal abuse is prohibited.
- **Human Trafficking:** Fresh Del Monte does not permit or condone any form of human trafficking including sex trafficking and domestic servitude, in any operations or facilities.



In addition, Fresh Del Monte strictly prohibits team members from engaging in any activities that may constitute human trafficking or forced labor including but not limited to:

- Requesting to keep, destroying, or otherwise denying access to any person's identity or immigration documents.
- Using misleading or fraudulent practices to recruit team members, such as failing to disclose key terms and conditions of employment.
- Using recruiters that do not comply with local labor laws.
- Charging prospective team members recruitment fees.
- Participating in any form of illegal debt bondage.
- Providing housing that fails to meet host country standards.
- Failing to provide an employment contract or work document where required by law.

Fresh Del Monte shall continue to provide annual training to our team members on the Code of Conduct and Business Ethics Policy, both of which include a focus on our commitment to respecting and promoting human rights across the globe. Other team members may receive additional training on human rights topics based on their job responsibilities. Additionally, failure to adhere to our Human Rights Policy may result in disciplinary action, up to and including termination of employment.

3.0 REPORTING POTENTIAL VIOLATIONS

Team members have a duty to promptly report possible human right violations occurring on Fresh Del Monte property and/or by team members. Retaliation against a team member for reporting an issue in good faith is a violation of Fresh Del Monte's Non-Retaliation Policy.

Violations of our policy or the law can be brought to the attention of a supervisor, a member of Fresh Del Monte management, a local human resources representative or the Ethics and Compliance Department (EthicsandCompliance@Freshdelmonte.com). Fresh Del Monte also maintains a Help Line that is operated by an independent third-party and is available 24-hours a day, seven days a week in over 40 languages. Reports may be made anonymously through the Help Line and the Ethics and Compliance Department, except where restricted by local law. Please visit www.SpeakUpLine.freshdelmonte.com for more information, including the toll-free telephone number for your location.

If you wish to make a good faith report of a potential violation of our Code of Conduct and Business Ethics, our policies or applicable laws or wish to ask a question about this Code, you may use any of the following communication channels:

1. Your manager or any manager;
2. The General Counsel
(officeofthegeneralcounsel@freshdelmonte.com);
3. The Chief Ethics and Compliance Officer
(ethicsandcompliance@freshdelmonte.com);
4. Your Human Resources representative; or



5. The Fresh Del Monte Speak-Up Line (SpeakUpLine.freshdelmonte.com), staffed by an independent third party, which is available:
 1. 24/7 in 40+ languages;
 2. using any smartphone, tablet or computer with access to the internet;
 3. with or without your name (to the extent permitted by local law); or
 4. your telephone, using a local toll-free telephone number. Please visit SpeakUpLine.freshdelmonte.com for more information, including the toll-free telephone number for your location.

Confidentiality for persons who choose not to remain anonymous will be maintained to the fullest extent possible.

Any Company Representative who authorizes, directs or in any way participates in any violation of the requirements of the Code shall be subject to appropriate disciplinary action, which may include termination, reimbursement to the Company for any losses or damages resulting from the violation, and criminal and/or civil liability.

Any waiver of this Code for executive officers or directors requires the approval of the Board of Directors of Fresh Del Monte Produce Inc.

REVIEW SCHEDULE

Effective Date	20 March 2023
Policy Owner	Chief Ethics and Compliance Officer
Date Last Reviewed	20 March 2023
Date Last Modified	20 March 2023