



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.

Our commitment to respecting Human Rights are guided by the requirements set forth in our Human Rights Policy which aligns with our [Code of Conduct and Business Ethics](#), [Vendor Code of Business Ethics and Conduct](#), and our [Code of Ethics](#) Policies. Additionally, we are developing and implementing programs that aligns with the principles set forth in the [United Nations Guiding Principles \(the “UNGP”\)](#) and the [International Labour Organization’s Declaration on Fundamental Principles and Rights at Work](#).

1.0 SCOPE

Our Human Rights policy applies to Fresh Del Monte Produce, Inc. together with its affiliates, and subsidiaries (the “Company”). It also applies to all members of the Board of Directors, our employees, temporary, seasonal and casual workers, the surrounding communities where the Company operates, 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.

We strive to undertake practical and proactive human rights due diligence to identify, mitigate and reduce the likelihood of potential and actual human rights impacts within our own operations, and work with our business partners in our supply chain to achieve the same. Through knowledge and understanding of Human Rights issues we strive to embed these due diligence practices at a global level, as well as at a local level in collaboration with our business units.

We recognize the importance of engaging with our stakeholders. We are open to dialogue, and where possible, we seek to engage with the communities where we operate to understand and address the potential impact of our operations.



2.0 GOVERNANCE STRUCTURE FOR HUMAN RIGHTS

This Policy is overseen by our Human Rights Council, who reports regularly to the Company's Chief Operations Officer and the Board of Directors on the progress of Company's Human Rights efforts. The Human Rights Council meets at least once a quarter, or more frequently when needed, and is responsible for the strategic management of Human Rights issues and drives, with the help of Chief Sustainability Officer, our Company's human rights due diligence strategy and its programs, providing regular updates on salient risks, and coordinating the global implementation of our Human Rights framework. Working in collaboration with cross functional departments, the Chief Sustainability Officer is committed to engaging stakeholders, developing policies, and delivering training programs to ensure that every part of our business is clear about the responsibility to respect human rights.

3.0 STATEMENTS OF POLICY

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

- 3.1 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.
- 3.2 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. By listening to and learning from those in the communities we operate in, we aim to strengthen our engagement and enable more engaging human experiences. To achieve this, we strive to have regular meetings with our stakeholders and community leaders, creating new committees to help us address key issues, and seeking feedback on a regular basis on how we can contribute to the advancement of Human Rights in our surrounding communities.
- 3.3 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.



- 3.4 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.
- 3.5 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.
- 3.6 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.
- 3.7 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 nonphysical abuse, including threats of violence, sexual harassment or verbal abuse is prohibited.
- 3.8 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.

3.9 Land Rights and Natural Resources: We are committed to sustainable and responsible management of natural resources, including water, forests, and biodiversity. We strive to implement practices that minimize environmental degradation, protect ecosystems, and promote biodiversity conservation. We recognize the need to protect the environment and ensure our communities have safe drinking water. We are committed to engaging communities and indigenous peoples regarding land use activities and strive to support sustainable livelihoods and economic opportunities through these activities for individuals and their communities.

3.10 Protection of Indigenous People's Rights: We recognize and respect the rights of indigenous peoples as outlined in the UNGP, and are committed to respecting and protecting the history, culture, customs and land and water rights of indigenous peoples in areas where we operate. We also strive to enhance and maintain respectful relationships when our activities may affect their rights or interests, and to achieve goals that will provide lasting benefits to the community, including opportunities in economic and social development and will continue to develop our policies and practices to promote the well-being and empowerment of indigenous people in accordance with the UNGP and pertinent international laws and regulations.

4.0 EMPLOYMENT TRAINING

Employee training is an important factor in developing effective human rights practices. As part of our onboarding and ongoing compliance training program, we undertake efforts to build our people's awareness of our commitments and human rights policy, and to build our internal capabilities to continuously improve our due diligence practices.

Fresh Del Monte shall continue to provide annual training to our team members on the Code of Conduct and Business Ethics Policy, which includes 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.

5.0 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. Your Human Resources representative; or
3. The Fresh Del Monte Speak-Up Line (SpeakUpLine.freshdelmonte.com), staffed by an independent third party, which is available:
 - i 24/7 in 40+ languages;
 - ii using any smartphone, tablet or computer with access to the internet;
 - iii with or without your name (to the extent permitted by local law); or
 - iv via 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 Policy 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 Policy 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	Human Rights Council
Date Last Reviewed	5 November 2024



Date Last Modified	27 January 2025
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