



## CHILD LABOR POLICY

### Policy Statement

Fresh Del Monte is unequivocally committed to the protection of children's rights and the elimination of child labor in all its forms. We recognize that child labor constitutes a grave violation of fundamental human rights and poses a significant barrier to sustainable development, education, and the well-being of future generations.

As a global public company, we hold ourselves—and all entities with whom we do business—to the highest ethical and legal standards. Full compliance with this policy is expected across all operations, subsidiaries, and supply chains.

### Guiding Principles

This policy is grounded in internationally recognized frameworks and legal instruments, including:

- **ILO Convention No. 138** – Minimum Age for Admission to Employment
- **ILO Convention No. 182** – Worst Forms of Child Labor
- **UN Convention on the Rights of the Child**
- **UN Guiding Principles on Business and Human Rights**
- **OECD Guidelines for Multinational Enterprises**
- **Modern Slavery Acts** (UK, Australia, and other applicable jurisdictions)

### Definitions

**Child:** Any individual under the age of 18.

**Minimum Working Age:** The minimum age for employment is 15, or higher if defined by applicable local law.

**Hazardous Work:** Any work that is likely to jeopardize the health, safety, or morals of children. Such work is strictly prohibited for anyone under the age of 18.

**Light Work:** Permissible for children aged 15–17 only if it is not harmful to their health or development and does not interfere with their education.

### Prohibited Practices



We maintain a zero-tolerance policy toward child labor and are firmly committed to upholding the rights and well-being of children. Accordingly, we strictly prohibit:

- **Employment of individuals below the minimum legal working age** as defined by applicable local, national, and international laws and regulations.
- **Engagement of children in hazardous, exploitative, or coercive labor**, including any form of forced or bonded labor.
- **Assignment of work that interferes with a child's education, physical or mental development, or overall well-being.**
- **Falsification of age-related documentation or deliberate misrepresentation of age** to circumvent legal employment restrictions.

### Due Diligence and Risk Management

In the course of our operations, we are committed to identifying, assessing, and mitigating the risks of child labor through the implementation of responsible business practices and due diligence measures. These include:

1. **Screening of suppliers, contractors, and business partners** to ensure alignment with our child labor standards and ethical sourcing policies.
2. **Implementing age verification procedures** for new hires to ensure compliance with minimum legal working age requirements.
3. **Establishing accessible and confidential grievance mechanisms** for workers, community members, and other stakeholders to report concerns related to child labor or labor rights violations.

These measures are integral to our broader commitment to human rights and ethical labor practices across our value chain.

### Supplier and Partner Obligations

Suppliers, contractors, and business partners are expected to uphold our commitment to eradicating child labor by adhering to the following requirements:

- **Confirm compliance with this policy and all applicable local, national, and international child labor laws and standards.**
- **Extension of these requirements throughout their own supply chains**, ensuring that subcontractors and sub-suppliers also comply with child labor standards.
- **Full cooperation with audits, assessments, and investigations**, including the provision of timely and transparent access to relevant records and personnel.



**Non-compliance with these obligations may result in corrective actions, up to and including suspension or termination of the business relationship.**

### **Remediation and Support**

In the event that an instance of child labor is identified within our operations or supply chain, we are committed to taking immediate and responsible action that prioritizes the best interests of the child. Our remediation process includes:

- **Immediate removal of the child from the work environment**, ensuring their safety and protection from further harm.
- **Conducting a thorough root cause analysis** to identify systemic issues and implement corrective actions that prevent recurrence.
- **Review and strengthen internal controls and supplier practices** to ensure compliance with child labor standards.

Our approach emphasizes sustainable solutions that address both the immediate situation and the underlying causes of child labor.

### **Training and Awareness**

We are committed to building internal capacity to prevent and address child labor risks across our operations and supply chain. To that end:

- **Our employees—particularly those in procurement, human resources, and operations—receive training** on child labor risks, relevant laws, and our internal compliance protocols.
- **Training programs are regularly updated** to reflect evolving legal requirements, industry best practices, and emerging risk areas.
- **Periodic awareness campaigns are conducted in high-risk regions** to educate employees, contractors, and local stakeholders on the importance of child protection and ethical labor practices.

These initiatives are essential to fostering a culture of vigilance, accountability, and respect for human rights throughout our organization.



### Governance and Reporting

Oversight of this policy is the responsibility of the **Human Rights Council**, which ensures its effective implementation and alignment with our broader human rights commitments. Key governance and reporting practices include:

- **Regular policy reviews every three years**, or more frequently as needed, to reflect changes in legal requirements, operational contexts, or industry standards.
- **Where required, annual disclosures on child labor risks, due diligence activities, and mitigation efforts**, which are transparently reported as part of our Environmental, Social, and Governance (ESG) reporting framework.
- **Continuous monitoring and evaluation** to assess the effectiveness of our child labor prevention measures and identify opportunities for improvement.

This governance structure reinforces our accountability and commitment to ethical labor practices across all levels of our organization.



### Vendor Compliance Statement: Commitment to Child Labor Policy

As a valued partner in our supply chain, your organization is expected to uphold our unwavering commitment to the protection of children's rights and the prevention of child labor in all forms. By engaging in business with us, you affirm your compliance with the following principles:

**1. Prohibition of Child Labor**

Vendors must not employ individuals under the minimum legal working age as defined by applicable local, national, and international laws, including ILO Conventions 138 and 182. Youngest age of our employee is \_\_\_\_.

**2. Verification of Age Documentation**

Vendors are required to maintain accurate and verifiable records of workers' ages and ensure that all hiring practices include reliable age verification procedures.

**3. Remediation and Reporting**

In the event that child labor is identified, vendors must take immediate corrective action in a manner that prioritizes the child's safety, education, and well-being, and must report the incident to us without delay.

**4. Supply Chain Responsibility**

Vendors must ensure that their own suppliers, subcontractors, and business partners also comply with child labor laws and our policy requirements.

**5. Audits and Cooperation**

Vendors agree to cooperate fully with audits, assessments, and investigations related to child labor compliance, including providing access to relevant documentation and personnel.

**Non-compliance** with this policy may result in corrective actions, including suspension or termination of the business relationship.

By signing below, the vendor acknowledges and agrees to comply with the terms of this Child Labor Policy.

X

\_\_\_\_\_  
Name/Position

Date