



## Employment is Freely Chosen Policy

### Policy Statement

Fresh Del Monte is committed to upholding the fundamental human right to freely chosen employment. We maintain a zero-tolerance stance against all forms of forced, bonded, or involuntary labor. This commitment applies across all our operations and extends to all business partners, suppliers, and third parties. We expect all individuals and entities associated with our business to adhere to the highest ethical standards and to respect the dignity, freedom, and rights of all workers.

### Guiding Principles

This policy is anchored in internationally recognized human rights and labor frameworks, including:

- **ILO Convention No. 29** – Forced Labour Convention (1930)
- **ILO Convention No. 105** – Abolition of Forced Labour Convention (1957)
- **UN Guiding Principles on Business and Human Rights**
- **OECD Guidelines for Multinational Enterprises**
- **Modern Slavery Acts** (including legislation from the United Kingdom, Australia, and other jurisdictions)

These instruments form the foundation of our commitment to ethical labor practices and the prevention of all forms of forced or involuntary labor.

### Definitions

**Forced Labor:** All work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily.

**Human Trafficking:** The recruitment, transportation, transfer, harboring, or receipt of persons, by means of threat or use of force or other forms of coercion, for the purpose of exploitation.

### Scope of Application

**This policy applies to:**

- All employees, interns, and temporary staff
- All subsidiaries and joint ventures



- All suppliers, subcontractors, and third-party service providers
- All regions and locations where the Company operates.

### Our Commitment to Preventing Forced Labor

As part of our ongoing operations, we are dedicated to identifying, assessing, and mitigating the risks associated with forced labor through the adoption of responsible business practices and due diligence measures. These efforts include:

1. **Supplier and Partner Screening**  
Evaluating suppliers, contractors, and business partners to ensure alignment with our standards on forced labor and ethical sourcing policies.
2. **Audits and Risk-Based Assessments**  
Conducting regular audits and assessments—including unannounced inspections where legally permitted—particularly in regions or sectors identified as high-risk.
3. **Employment Verification Procedures**  
Implementing verification protocols for new hires to ensure compliance with all applicable legal and labor requirements.

To support these efforts, we have established a confidential and accessible **Speak-Up Line**, as well as an **Operational Grievance Mechanism** available to our employees, community members and other stakeholders. These channels are designed to report concerns related to financial and fraudulent acts, violations of Company policies, human rights, including forced labor and labor rights violations.

### Expectations for Suppliers, Contractors, and Business Partners

Our suppliers, contractors, and business partners are expected to actively support our commitment to eliminating forced labor by adhering to the following requirements:

- **Compliance with Laws and Policies**  
Confirm compliance with this policy, as well as all applicable local, national, and international laws and standards related to forced labor.
- **Supply Chain Accountability**  
Apply these standards throughout their own supply chains, ensuring that subcontractors and sub-suppliers also comply with forced labor regulations and ethical sourcing expectations.
- **Transparency and Cooperation**  
Cooperate with audits, assessments, and investigations by providing timely, transparent access to relevant records, facilities, and personnel.



Failure to meet these obligations may result in corrective actions, including the suspension or termination of the business relationship.

### **Remediation of Forced Labor Incidents**

If an instance of forced labor is identified within our operations or supply chain, we are committed to taking swift, responsible action that prioritizes the safety and well-being of the affected individuals. Our remediation process includes:

- **Immediate Protection**  
Prompt removal of the individual from the forced labor situation, ensuring their safety and protection from further harm.
- **Support and Reintegration**  
Collaboration with the individual to facilitate access to essential services and support reintegration into safe and dignified employment or community life.
- **Root Cause Analysis and Corrective Action**  
An investigation to identify underlying causes, followed by the implementation of corrective measures to prevent recurrence.
- **Strengthening of Controls**  
Review and enhancement of internal controls and supplier practices to reinforce long-term compliance with forced labor standards.

### **Training and Awareness**

We are committed to strengthening internal capabilities to proactively prevent and address forced labor risks throughout our operations and supply chain. To support this commitment:

- **Training**  
Employees—especially those in procurement, human resources, and operations—will undergo training on our internal compliance procedures which includes forced labor.
- **Continuous Program Updates**  
Training content will be reviewed and updated to reflect changes in legal requirements, industry best practices, and emerging risk areas.
- **Targeted Awareness Campaigns**  
Periodic awareness initiatives will be conducted in high-risk regions to educate employees, contractors, and local stakeholders on the importance of ethical labor practices and their role in upholding them.



### Governance and Oversight

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

- **Regular Policy Reviews**  
The policy is reviewed at least every three years—or more frequently as needed—to reflect updates in legal requirements, operational contexts, and industry standards.
- **Annual Transparency Reporting**  
Where required, we will publish annual disclosures detailing our forced labor risk assessments, due diligence activities, and mitigation efforts as part of our Environmental, Social, and Governance (ESG) reporting framework.
- **Ongoing Monitoring and Evaluation**  
We continuously monitor and evaluate the effectiveness of our forced labor prevention measures to identify areas for improvement and strengthen our overall approach.



### Vendor Compliance Statement: Commitment to Freely Chosen Employment

As a trusted partner in our supply chain, your organization is expected to uphold our commitment to human rights and the elimination of all forms of forced, bonded, or involuntary labor. By conducting business with us, you agree to the following principles:

**1. Prohibition of Forced Labor**

Vendors must ensure that all work is voluntary and that no worker is subjected to forced, bonded, indentured, trafficked, or prison labor under any circumstances.

**2. Freedom of Movement and Employment**

Workers must be free to leave their employment after reasonable notice for any professional or personal reasons.

**3. No Recruitment Fees**

Vendors must not charge workers recruitment fees or require deposits. If such fees are found to have been paid, vendors are responsible for reimbursing the worker in full.

**4. Transparent Employment Terms**

All workers must be provided with clear, written contracts in a language they understand, outlining the terms and conditions of their employment.

**5. Supply Chain Responsibility**

Vendors must ensure that their own suppliers, subcontractors, and labor brokers also comply with these standards and do not engage in any form of forced labor.

**6. Audits and Cooperation**

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

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

By signing below, the vendor acknowledges and agrees to comply with the terms of this Employment Freely Chosen Policy.

X

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Name/Position

Date