



Non-Retaliation Policy

1.0 Objective

Team members who come forward with concerns play an important role in maintaining a healthy, respectful and productive workplace, as well as protecting our stakeholders. These team members help our company address challenges early — before more serious consequences develop. It is important for each of us to create a work environment where everyone can ask questions or raise concerns about ethics and compliance issues, such as alleged violations of company policy or applicable laws, without fear of retaliation.

This Non-Retaliation Policy defines how Fresh Del Monte Produce¹ provides for the protection from retaliation of our team members who, in good faith, participate in an investigation or report an alleged violation of our Code of Conduct and Business Ethics, our policies or applicable laws.

2.0 Scope

This Policy applies to members of our Board of Directors, corporate officers and our team members throughout the world. Team members include employees as well as contractors (whether independent or contracted through an agency) who work at our locations, whether owned, operated, leased or managed.

3.0 Policy

Retaliation includes actions taken by managers and/or colleagues.

Fresh Del Monte Produce encourages individuals to bring forward information and/or reports about violations of our Code of Conduct and Business Ethics, our policies and applicable laws.

➤ We prohibit retaliation against any team member who makes a good faith report.

What is a report made in good faith?

A team member is considered to have reported in good faith if the team member brought forward the complaint or participated in providing information during an investigation, based upon the team member's reasonable belief that the information provided was true.

¹ The terms "Fresh Del Monte Produce", "we", "our", or "us", refer to Fresh Del Monte companies, in general, when no useful purpose is served by identifying any particular Fresh Del Monte entity, each of which has its own separate entity.



However, this Policy does not protect a team member who: (a) reports in bad faith; (b) files a bad faith retaliation claim or (c) participates in any illegal conduct.

What is a report made in bad faith?

A team member is considered to have reported in bad faith if the team member brought forward the complaint or participated in providing information during an investigation: (a) knowing that the information was not true or (b) without a reasonable belief in the truth of the allegation based upon the facts.

Examples of work-related retaliation may include, but are not limited to:

- Unsubstantiated adverse performance evaluations or disciplinary action;
- Unfounded negative job references;
- Arbitrary denial of salary increases, promotions or other employment benefits; ▪ Unfounded, reduced or limited work assignments; and
- Demotion, termination of employment or forced retirement.

Examples of social retaliation in the workplace may include, but are not limited to:

- Discrimination or harassment from co-workers and/or the relevant manager;
- Bullying, which involves repeated intimidation or humiliation, derogatory or insulting remarks, and social isolation, which occurs directly or indirectly (e.g., via e-mail, etc.);
- A hostile work environment, which is conduct that is so objectively offensive that it changes the conditions of employment; and
- Physical threats and/or destruction of personal or company property.

Actions also considered retaliatory include any action taken or threatened by a team member that would discourage a reasonable team member from engaging in activities protected by this Policy.

Nothing in this Policy is intended to diminish the rights, privileges or remedies of a team member under applicable law or under any collective bargaining agreement or employment contract.

4.0 Violations of this Policy

Team members who violate this Policy may be subject to disciplinary action, up to and including termination and loss or reduction of incentive compensation and equity, to the extent permitted by law.

5.0 Reporting Process, Questions and Concerns

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 Policy, you may use any of the following communication channels:



- Your manager or any manager;
- The Office of the General Counsel (officeofthegeneralcounsel@freshdelmonte.com);
- The Ethics and Compliance Team (ethicsandcompliance@freshdelmonte.com);
- Your Human Resources, Legal or Internal Audit Leader; or
- The Fresh Del Monte Speak-Up Line (SpeakUpLine.freshdelmonte.com), staffed by an independent third party, which is available:
 - 24/7 in 40+ languages;
 - using any computer; or
 - 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.

6.0 Related Resources

- Code of Business Ethics and Conduct Policy
- Human Rights Policy
- Global Anti-Bribery and Anti-Corruption Policy
- Vendor Code of Business Ethics and Conduct Policy
- Child Labor Policy

Review Schedule

Effective Date	6 November 2025
Policy Owner	Global Ethics and Compliance Committee
Date Last Reviewed	1 April 2021
Date Last Modified	1 April 2021