



## **Food Safety Policy**

### **1.0 Objective:**

Food safety is more than a compliance issue; it's one of our core values and is at the heart of everything we do. The safety of our consumers is our paramount goal, and we comply with strict food safety standards in our operation. We do it with effective, efficient processes, highly skilled personnel, and respectful management, while delivering the highest level of integrity. We will diligently work within our organization (Fresh Del Monte Produce Inc., its subsidiaries and affiliates (collectively the "Company")) to continuously evolve our programs and processes. We strive to ensure that our standards lead, foster, and develop a culture of transparency, integrity, and respect. We are committed to guaranteeing our standards are understood and executed at every level.

### **2.0 Scope:**

This Food Safety Policy ("this Policy") applies to all Company employees and appropriately shared with organizations that handle, process, and/or sell our products.

### **3.0 Policy:**

The Company will:

- a. Implement and adhere to food safety programs that ensure strong and risk-based Hazard Analysis Critical Control Points (HACCP), Current Good Manufacturing Practices (cGMP), Standard Sanitation Operating Procedures (SSOP) and Good Agricultural Practices (GAP) that are verified by qualified internal food safety personnel and also by independent, third-party certifications bodies.
- b. Use science-based risk identification and management processes to systematically assess and control factors that potentially could compromise the safety and quality of the Company's food products.
- c. Support food safety research to understand and develop new technologies that will further minimize the risk of pathogen contamination and actively participate in industry forums that address the newest food safety practices.
- d. Inspect and certify annually all Company farms and packinghouses to ensure that they follow relevant internationally recognized food safety standards through both internal and third parties.

- e. Maintain appropriate temperature control throughout the supply chain of our raw and finished products and apply hygienic designs and principles in all processing facilities.
- f. Train operational personnel to actively think and enforce our food safety programs (i.e., food safety and food Defense) by establishing and maintaining competent training requirements.
- g. Engage and foster relationships with the produce industry, institutes and universities to collaborate on sharing best practices on programs/processes, developing new technologies, and challenges in the industry.
- h. Engage in the development and fostering of a food safety culture that is transparent, respectful, and has the highest level of integrity while respecting the voice of the individual and their autonomy.
- i. Comply with all applicable international, national, state, country, and local food safety laws, rules, and regulatory bodies (e.g., FDA, CFIA).
- j. Evaluate and comply with customer's food safety requirements when mutually agreed.
- k. Require suppliers to the Company to follow established food safety standards as required by applicable international, national, county, and local food safety laws, rules, and regulations, including but not limited to the regulations of the USDA, FDA, CFIA (ex. FSMA) and other relevant regulations.
- l. Require the Company's Food Safety and Recall Management teams to meet regularly to analyze current action/communication plans associated with incidents as they arise, including outbreaks or recalls due to safety hazards.
- m. Review and/or audit periodically our food recall processes to ensure compliance and effectiveness.
- n. Take immediate action to protect consumers and customers should an outbreak or other food safety incidents occur.
- o. Communicate this policy widely across the organization to reinforce our food safety commitments (i.e., Internal intranet websites, emails, and reminders to all employees at each facility). This policy is also available for external personnel or clients upon request.

## QUESTIONS

If you have any questions about this Policy, then please contact our corporate Food Safety department: [foodsafety@freshdelmonte.com](mailto:foodsafety@freshdelmonte.com)

In addition, if you wish to make a good faith report of a possible 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.
- Your Human Resources, Legal or Internal Audit leader;
- The Ethics and Compliance Team ([ethicsandcompliance@freshdelmonte.com](mailto:ethicsandcompliance@freshdelmonte.com));
- The Office of the General Counsel ([officeofthegeneralcounsel@freshdelmonte.com](mailto:officeofthegeneralcounsel@freshdelmonte.com)); or
- The Fresh Del Monte Speak-Up Line ([SpeakUpLine.freshdelmonte.com](https://SpeakUpLine.freshdelmonte.com)), staffed by an independent third party, which is available:
  - o 24/7 in 300+ languages.
  - o using any computer.
  - o with or without your name (to the extent permitted by local law); or
  - o your telephone, using a local toll-free telephone number or the QR Code on the Speak-up Line poster posted at your location.

Please visit [SpeakUpLine.freshdelmonte.com](https://SpeakUpLine.freshdelmonte.com) for more information, including the toll-free telephone number for your location.

## **RIGHT TO MODIFY THE POLICY**

The company reserves the right to amend this Policy at any time. In the event of a dispute as to the interpretation of this policy, the Company's interpretation shall be final.

**Effective Date:** October 25, 2024

**Reviewed Date:** December 10, 2025

**Modified Date:** October 25, 2024

*Takashi Nakamura*

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VP R&D and Food Safety