



Food Safety Policy

1.0 Objective:

Food safety is more than a compliance issue; it is 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 achieve this with effective, efficient processes, highly skilled personnel, and respectful management, while delivering the highest level of integrity. We work diligently 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 implemented at every level. Food safety programs and processes are reviewed on a regular schedule determined by each facility based on raw material sourcing, finished product SKUs, holistic risk assessment, and new equipment installations. Updates are implemented as necessary as part of food safety continuous improvement.

Our intent as a global food safety group is to mitigate food safety hazards through robust, thorough, timely, and science-based risk assessments. We endeavor to ensure that our company, the brand, and our consumers are protected against pathogenic contamination from all our processing, field, and packing operations.

2.0 Scope:

This Food Safety Policy ("Policy") applies to all Company employees and contractors, temporary staff, and key external partners (e.g., co-packers, contract manufacturers, etc.) who oversee our processes or our products. This Policy may also be shared with organizations that oversee, 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 programs (as applicable) including but not limited to 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 by independent, third-party certifications bodies (GFSI-benchmarked certification schemes).
- b. Use science-based risk identification and management processes to systematically assess and control factors that could compromise the safety and quality of the Company's food products.
- c. Support food safety research to understand and develop innovative technologies that may 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. Maintain a robust allergen control program, including segregated storage, controlled processing practices, and appropriate testing procedures.
- g. 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. Training is required for all new hires, and thereafter on a recurring regular basis. The actual frequency will depend on the role, operations, and must follow appropriate local human resources regulations. General guidelines for training frequency (variances allowed to accommodate local regulations).

Processing facility:

cleaning and sanitation crew/processing crew - once a month

supervisors/managers - once a quarter

GM - once a year

Grower/packer:

field team workers/cleaning and sanitation crew - once a month.

supervisors/managers - once a quarter

GM - once a year

Training to be completed by third party agency/FDM Academy or customized at request.

h. Ensuring that our food safety programs are timely, relevant, and science based on most recent research, we actively ensure engagement and endeavor to foster relationships with our industry peers, institutes, and universities. We will seek best practices on programs/processes, partner for innovative technologies, and discuss challenges in the industry.

i. Engage in the development and fostering of a food safety culture that is transparent, respectful, and has the highest level of integrity and grace while respecting the voice of the individual and their autonomy.

j. Comply with all applicable international, national, state, provincial, and/or local food safety laws, rules, and regulatory bodies.

k. Evaluate and comply with customer food safety requirements when mutually agreed.

l. Ensure oversight and governance of food safety programs and processes through on-site assessments, where possible, of our global operations (including but not limited to farms, packers, processing) on a yearly basis. Priority is given to products identified through local/regional regulatory agencies as having been the cause of an outbreak/recall event.

m. All ingredients, including but not limited to raw agricultural commodities, condiments, and pre-packaged food units will follow regional, and where necessary corporate guidance on ensuring food safety has been appropriately and rigorously vetted for these suppliers.

n. Require suppliers to follow established food safety standards as required by applicable international, national, country, and local food safety laws, rules, and regulations. Suppliers and co-manufacturers are periodically reviewed and based on prioritized risk assessments, and this may include scheduling additional reviews and an on-site visit. Compliance is required, without exception, for supplier on-boarding according to relevant local and corporate food safety policies.

o. 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.

p. Review and/or audit periodically our food recall processes to ensure compliance and effectiveness through unannounced corporate mock/recall events. Planned frequency of these meetings are the following;

Corporate Mock Recall (w/ leadership team) - once a year

Regional corporate led mock recall - minimum once a year.

q. Take immediate action to protect consumers and customers should an outbreak or other food safety incidents occur.

r. Recognize that our team members are essential to executing our food safety programs and processes. We regularly evaluate our food safety culture using both internal and external schemes to gauge gaps, opportunities, and successes. Frequency and type may be region and facility specific, Corporate Food Safety allows each region to determine its evaluation approach due to the diversity of culture, language, and experience across our global network.

s. While we have significant processes in place to mitigate risks from unintentional contamination, we do understand that there is a potential for intentional contamination or adulteration. To address food defense, we follow local and regional legal standards for maintaining the health and safety of our team members, which have in place procedures to address the risk of intentional contamination or adulteration.

Our food safety process and programs have **ZERO tolerance** for intentional alteration, misrepresentation, or tampering of any FDM products. Food fraud is not tolerated, and all processes are designed to ensure strict adherence to this zero-tolerance standard.

u. 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 will also be available for external personnel or clients upon request.

QUESTIONS

If you have any questions about this Policy, please contact our corporate Food Safety department: 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);
- The Office of the General Counsel (officeofthegeneralcounsel@freshdelmonte.com); or
- The Fresh Del Monte Speak-Up Line (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 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. Updates will be communicated to employees through established internal communication channels.

Effective Date: January 31, 2026

Date Reviewed: January 14, 2026

Modified Date: January 14, 2026



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