

Transparency in Supply Chain Disclosure

Dole's worldwide team of growers, packers, processors, shippers and employees is committed to consistently providing safe, high-quality fresh fruit, vegetables, and food products, while protecting the communities and environment in which its products are grown and processed. Dole is committed to supplying the consumer and our customers with the finest, high-quality products and to leading the industry in nutrition education and innovation. Dole supports these goals with a corporate philosophy of adhering to the highest ethical conduct in all its business dealings, and its implementation in its operations. More information about Dole and our global operations can be found at www.doleplc.com

Dole's products are grown on Dole owned or managed farms, or are purchased from partner growers and a smaller amount on the open market as needed.

Dole has a strict policy against the use of slavery and human trafficking that applies throughout its supply chain-both to its worldwide operations and its dealings with suppliers. Dole requires its key suppliers to sign and comply with this policy, contained both in our Code of Conduct and our Supplier Manual. Dole has also placed this obligation in our grower contracts, which require our growers' commitment not to use any kind of slavery or human trafficking (including debt bondage), specifically including labor or services obtained by means of force, threat of force or physical restraint, or by depriving or violating the personal liberty of another by knowingly destroying, concealing, removing, confiscating or retaining possession of any passport, immigration or travel documents. Dole's key suppliers are those that provide goods or services that equal or exceed \$500,000 annually.

Dole's policy, as stated in our Code of Conduct, includes a blanket prohibition against doing business with any individual or company who is engaged in child labor, slavery or human trafficking. Any violation by a supplier of these restrictions can result in termination of that relationship. Dole's Code of Conduct can be found [here](#).

Dole employs a variety of methods to ensure that its supply chain complies with its prohibitions on human trafficking and slavery. For example, our standard grower contracts give Dole the right, whenever it deems necessary, to carry out facility and/or farm inspections, including inspections of the supplier's use of crop protection products and other chemicals, environmental management programs, occupational health and safety programs, food safety programs, and related conditions on its farms and or facilities.

Dole also embraces the International Labor Organization's (ILO) conventions. For example, in accordance with ILO Convention 138 regarding minimum age and ILO Convention 182 on child labor, Dole prohibits child labor. The Company's policy is even stricter for many of the developing countries in which Dole operates-prohibiting any people younger than 18 years of age from being hired or employed in any form. In accordance with ILO Convention 29 regarding forced labor and ILO Convention 105 on the abolition of forced labor, Dole does not engage in or condone forced labor of any kind. This policy is emphasized in Dole's Code of Conduct, grower contracts and Supplier Manual.

Dole participates in independent third party certification systems through Rainforest Alliance or the Fairtrade Labelling Organization International (FLO).

Rainforest Alliance has evolved in a widely accepted scheme promoting environmental and social responsibility among farmers. All Dole-owned conventional banana farms are certified to Rainforest Alliance and a growing number of its independent farmers are as well.

The FLO sets worldwide standards and certification requirements for products carrying the FAIRTRADE Mark. Dole and its partners distribute Fairtrade certified products, mainly organic bananas to the European market. In addition, several of Dole's Company-owned banana and pineapple plantations in Costa Rica are certified according to the Fair Trade U.S.A. standard and the corresponding Fair Trade certified products fruit are distributed in the United States.

Dole regularly trains its employees on the requirements of its Code of Conduct, and requires the distribution of the Code to consultants and key suppliers. Employees and Dole's consultants and key suppliers are required to annually acknowledge Dole's Code. In addition, Dole's managers and supervisors must ensure that the Dole Code of Conduct is properly disseminated to all direct reports and that employees, including those responsible for relationships with suppliers, understand the Dole policies relevant to their positions. Failure by an employee to follow the standards set forth in the Code of Conduct may subject that employee to disciplinary action up to and including termination of employment. Any violation of the Dole Code of Conduct or Supplier Manual may result in termination of that relationship.

Dole maintains an ethics reporting hotline, through which Dole employees are encouraged to report suspected violations of Dole's Code of Conduct. This reporting may be done anonymously and the decision to report a suspected Code violation is protected by Dole's zero tolerance policy toward any type of retaliation. Hotline reports are reviewed by Dole's Internal Audit department for corrective action if necessary.

Dole has is committed to the idea that building strong partnerships with trusted suppliers will ensure that we deliver high-quality and safe products that are responsibly produced.

Approved by the Board and signed on its behalf by:

A handwritten signature in black ink, appearing to be 'F. J.', is written over a horizontal line.