

A Fresh *Perspective* on The Dole Way

Sustainability Report 2022



Our commitment to provide safe, high-quality fresh
produce that's good for people, for nature, and for food.

The Dole Way

Our commitment to provide safe, high-quality, fresh produce that's good for people, for nature and for food.

[Find out more on page 16](#)

Our Goals

Our new set of ambitious sustainability goals.

[Find out more on page 17](#)

A Positive Impact

Discover how our teams around the world are making a difference.

[Find out more on page 22](#)

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Introduction to Dole plc

Welcome to the first sustainability report from Dole plc since Total Produce plc and Dole Food Company joined forces to create a global leader in the fresh produce industry.

We have the privilege of being part of an organisation that delivers highly nutritious products bringing health benefits to people across the world, with a comparatively low environmental footprint compared to most other food types per the Barilla Centre for Food and Nutrition's Double Pyramid. Whilst our industry has a very special role to play in improving global health and well-being, we recognise that we have an equally essential responsibility, as an industry leader, for the people we employ, the local communities in which we operate, and the natural environment which allows us to produce and deliver fresh fruits and vegetables every day. We have a duty of care to ensure that we treat the very earth from which we harvest our produce with all the attention it so rightfully deserves and put back much more than we take out.

This report is intended to highlight the good work done to date, but also to demonstrate the plans we have for the future and the targets, milestones, and timelines we have set ourselves to achieve our objectives and continue to develop Dole plc as an ever more sustainable business.

Dole plc has reported the information cited in this content index for the period January 2021 through December 2021 with reference to the Standards.

For future reporting, we are considering referencing both the SASB standards.

This report has not been assured by a third-party.

Global footprint

An industry leader

- Owned or Controlled
- Joint Ventures

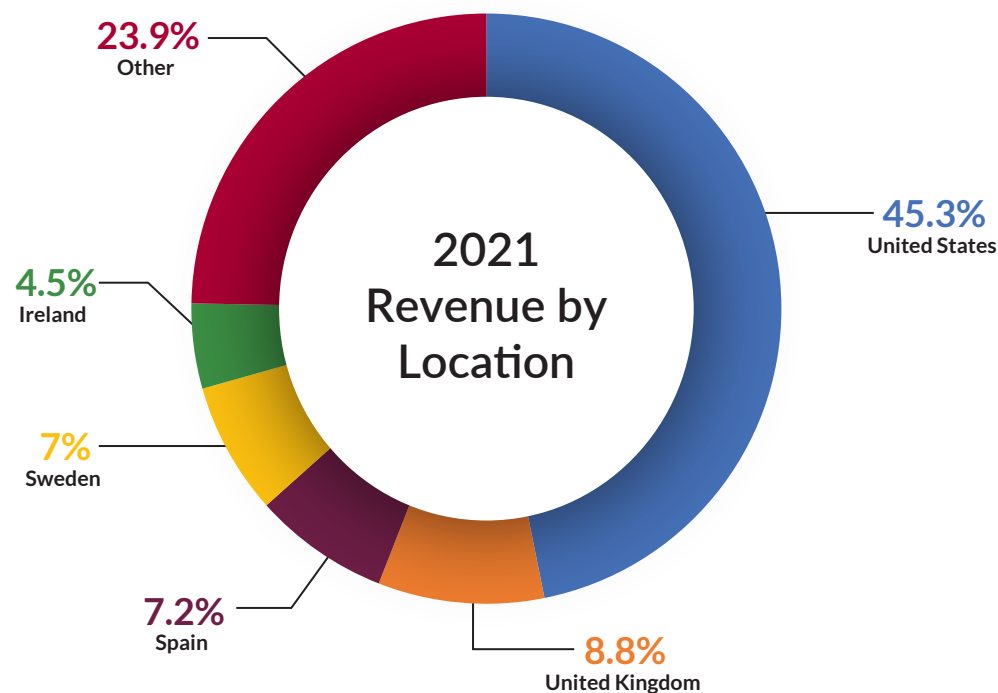
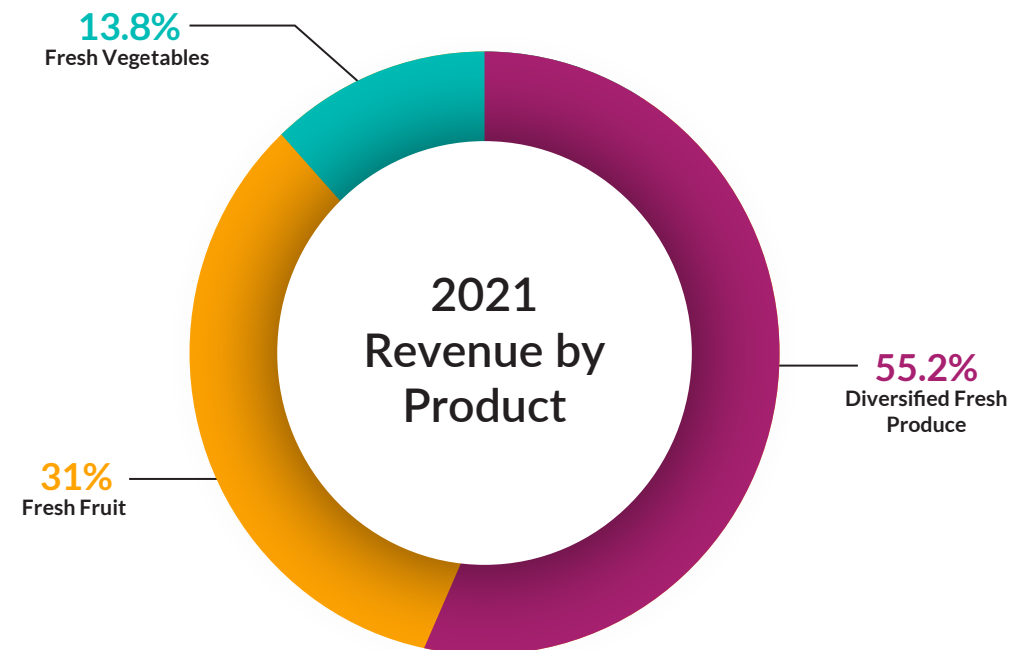
Global Footprint – an industry leader

As a global leader in the production, distribution and marketing of the finest fresh fruits and vegetables, our produce portfolio extends across over 300 product lines. Grown and sourced both locally and globally from over 75 countries across the world, our vertically integrated, state of the art supply chain presents our produce to the marketplace in pristine condition; delivering to our customers a superior service, and to the consumer, produce which exceeds expectations.



Dole at a glance

Key *company* statistics



*%s are based on pro-forma revenue for Dole plc for 2021.

#1

Global Fresh Produce Brand

38,500+

Employees

114,000

Acres of owned farmland

13

Vessels

75

Packing houses

#1

Global market position

170+

Years history & heritage

30

Countries on the ground market presence

254

Global facilities

5

Salad manufacturing plants

Our *brands*

Dole, Oppy, Argo, Eco Farms

Find out more about our brands at
<https://www.doleplc.com/our-business/products-dole-brand>

Dole at a glance continued

Our *global* supply chain

Dole is largely vertically integrated for some of its key products such as bananas and pineapples while partnering with a wide range of small and large growers for the rest of its product range. The diversity of our supply base is a key strength of Dole plc and improves resilience in the face of the growing impacts of climate change. Dole plc has a direct presence in many of the regions where we source from, giving us insight about the local need and influence about driving change in the supply chains.

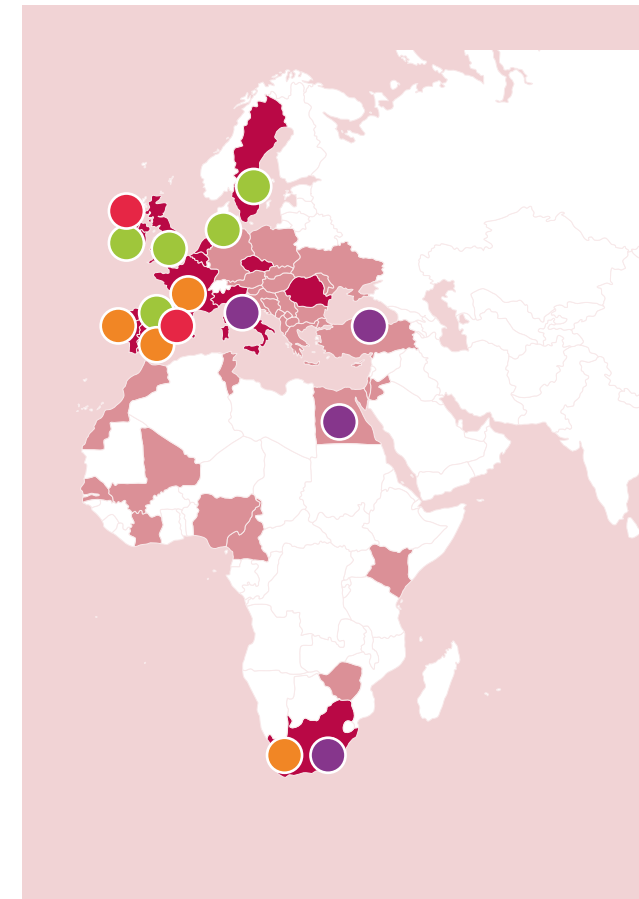
North America



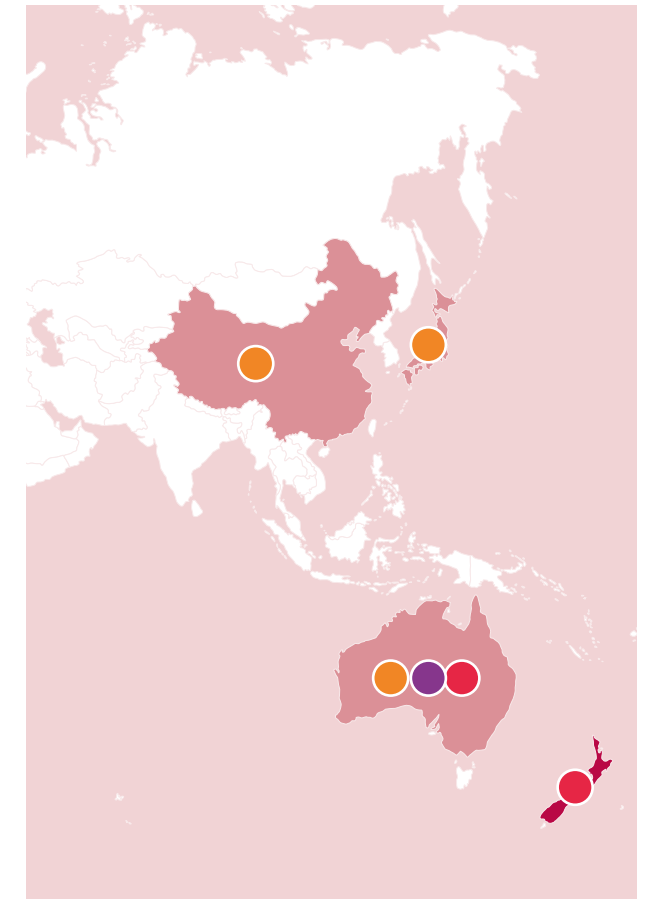
South America



Europe and Africa



Rest of the world



- Banana
- Pineapple
- Deciduous, Citrus and Other fruit
- Vegetables

- Soft fruit
- Grape
- Significant supply source
- Secondary supply source

A letter from our CEO

Making the world a *healthier,* more *sustainable* place to live



We relish the special role we play in improving people's lives and wellbeing, encouraging increased consumption of healthier and more nutritious fruit and vegetables."



In bringing together Dole Food Company and Total Produce plc we have created a business that is significantly greater than the sum of its parts. Both companies have built market-leading positions in their respective fresh fruit and vegetable segments by incorporating sustainability into their growth models.

Together, as Dole plc, we are now perfectly placed to further build on these market-leading positions and accelerate our growth based on our rich history and sustainability-based values.

The very nature of our business means that we are committed to providing best quality, sustainable fresh produce, helping all our customers live longer and healthier lives. We relish the special role we play in improving people's lives and wellbeing, encouraging increased consumption of healthier and more nutritious fruit and vegetables. The fresh produce industry also has a very important role to play in improving food security and addressing accessibility for those unable to access or afford the goodness of our products.

Together with the global movement of states, NGOs, companies, and citizens we recognize the challenges that climate change creates for entities dependent on growing crops around the globe. We are focused on identifying and adapting to the associated risks. Through our continuous improvement in our supply chain and farming practices, based on knowledge and science, we are also committed to leave our land in the best possible condition for generations to come.

Dole plc has a new history to write. We are setting a new roadmap and a set of ambitious goals for the years and decades to come. It is our deepest belief that caring for our most important resources: our people, the nature around us and the food we deliver to the world will set us up for continued success.

I very much hope you find this report interesting, engaging, and enlightening and that you will appreciate how entrenched sustainability is in everything we do at Dole plc. It only remains for me to thank each and every one of our employees for their continued dedication and their ongoing efforts to find ever more effective, efficient and sustainable ways to bring fresh, healthy fruit and vegetables to our customers wherever they may be in the world.

Rory Byrne
Chief Executive Officer

Governance, Values, Ethics and Human Rights

Governance, Values and Human Rights

We believe in being a responsible business; responsible to our colleagues, our shareholders, our growers and suppliers, our customers, the communities in which we work, and our consumers. We work hard to maintain and develop professional and ethical standards in all our worldwide operations. We continually focus on our commitment to sound business practices in every aspect of our stakeholder relationships while also protecting human rights like equal opportunity, safe and healthy working environments, fair employment practices, freedom of association, collective bargaining agreements among many others.

Strong governance is essential to Dole plc and is based on transparency and on-going dialogue with external stakeholders, including critical ones and industry bodies.

Sustainability is a standing agenda item for all scheduled Dole plc Board meetings. The Board reviews and approves the sustainability goals and strategy proposed by the Chief Operating Officer and any major sustainability investments the Company is engaged in. The Board has overall responsibility for the company's process and evaluation of risk management and internal control, including climate related issues. The strategy and goals are prepared by the Sustainability Steering Committee led by the Chief Operating Officer and including the Chief Sustainability Officer and sustainability leaders from each Dole plc operating division. The Divisional Presidents which lead the operations are responsible for the implementation of the strategy. Sustainability is further promoted through the wider organisation by a sustainability panel: a community of employees who champion the implementation of the sustainability strategy on the ground.



Business Conduct and Ethics

Dole plc endeavours to adhere to the highest ethical standards throughout its worldwide operations.

This commitment means complying with the law. It also means treating customers, suppliers, and fellow Dole colleagues fairly, with openness and respect.

Dole's Code of Business Conduct and Ethics and supporting policies (together our "Code of Conduct") is a statement of principles for conducting business in a legal and ethical manner. All Dole employees and our Board of Directors, as well as long-term consultants and key suppliers are required to understand and adhere to its principles in conducting Dole business. Dole's commitment to ethical conduct is of paramount importance and there is focus on these high standards because of our deep commitment to all of our stakeholders.

Dole has a strict policy against the use of slavery and human trafficking 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 Supplier Manual. Dole has also placed this obligation into grower contracts, which require growers' commitment not to use any kind of slavery or human trafficking (including debt bondage), specifically including labour or services obtained by means of force, threat of force or physical restraint,

or by depriving or violating the personal liberty of another by knowing or destroying, concealing, removing, confiscating, or retaining possession of any passport, immigration or travel documents. Dole's key suppliers are defined as those that provide goods or services that are of key importance to Dole's continued successful operation.

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 towards any type of retaliation. Hotline reports are investigated, and corrective action is taken if necessary. The Audit Committee of the Board oversees the proper functioning of this process.



Sustainability Highlights

- 4% reduction in overall Scope 1 and Scope 2 global emissions vs. 2020 due to the commissioning of two new state-of the-art cargo vessels
- First disclosure to CDP as Dole plc
- Commitment to Science Based Target Initiative
- Enhanced governance by incorporating climate risk identification
- Set 2030 ESG goals for Dole plc as a joint entity
- Member of Alliance for Water Stewardship (AWS) with 20 banana operations certified
- Invested in two 2.8-megawatt wind turbines at US manufacturing facility in Soledad, California and installed solar panels with a capacity of 120 kWp by Dole Ireland in Belfast.
- Five new electric utility tractor rigs added at the San Diego port terminal
- Renewed partnership with No Kid Hungry campaign
- Recognition of sustainability achievement with Origin Green Gold award from the Irish Food Board and Business Multidimensional Poverty Index (bMPI) award from American-Costa Rican Chamber of Commerce (AmCham)



B

Rating for 2022 CDP Climate Disclosure

4%

reduction in Scope 1 and 2 carbon emissions (2021 vs. 2020)

\$41m

USD invested in activities through Dole's DALE Foundation since 2001

Materiality *matrix*

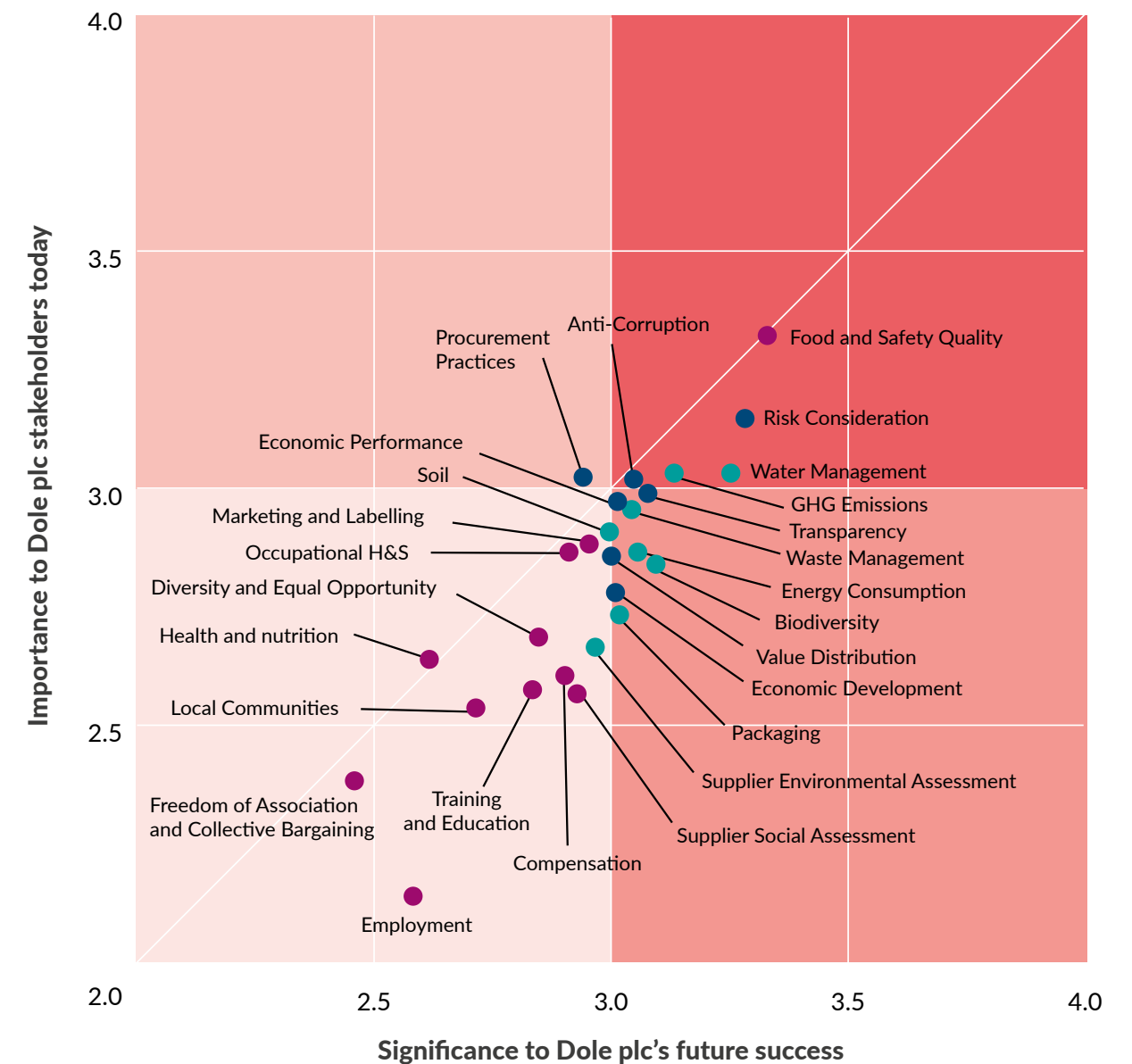
Our effort to improve our current sustainability performance is informed and prioritized by materiality. Based on the input from our employees and external stakeholders, we have identified the most relevant sustainability issues to Dole plc and those where we can have the most impact. The pillars of our programme and our sustainability framework were also validated by the same process.

We believe a detailed materiality analysis is an important tool for identifying the most significant sustainability issues with respect to both our business and our stakeholders' priorities.

We identified people, food and nature as the central pillars instructing our analysis of the material issues. As a diverse group across the globe, these pillars serve as a framework under which local operations can define their own policies and practices.



Potential Impacts of and on Dole plc



Top Impact Areas

Environmental Stewardship

- Water Management
- Waste Management
- Energy Consumption
- GHG Emissions

Social Responsibility

- Food Safety & Quality
- Procurement Practices
- Marketing and Labelling
- Occupational Health & Safety

Economic Resilience

- Risk Consideration
- Anti-Corruption
- Economic Performance
- Transparency

The Dole Way

Sustainability Strategy and Targets

For over 170 years, we have been as proud to deliver nutritious, high-quality produce all around the world, as we have been to take responsibility for the land from which it is grown. And we are equally committed to supporting and enhancing the global communities that ensure we can produce and deliver the quality of produce for which we’re known.

We call this The Dole Way; our enduring commitment to grow, process and distribute our produce responsibly, today and for generations to come.

Because being a responsible business is not just second nature, it literally is our business. We are making our commitments clearer than ever where we plan to focus our efforts for the future. The Dole Way paves the way for further improvements in areas where we believe we can make the biggest positive impacts.

Our new, reset goals were developed by representatives across all areas of the company and this means they reflect our combined ambitions and commitment towards making a positive impact. These goals are aligned and contribute to the United Nation’s Sustainable Development Goals (UN SDGs) supporting 10 of the 17 goals.

In addition to our enterprise-level goals, each Dole operating division is working to achieve its own set of goals, tailored to the specifics of the produce they grow, pack or distribute in relationship to the needs of their local communities.



	Focus Areas	Goals	
For Nature's health	Climate Action	Dole plc has committed to set near and long-term company-wide emission reductions in line with SBTi 50% of Dole suppliers by volume to set Science-Based Target (SBTi) by 2030	 These goals support UN Sustainable Development Goals 6, 12, 13, 15 and 17.
	Water Stewardship	Conduct water risk assessments and implement optimized water practices in high-risk areas in Dole-owned farms and packaging or processing facilities - In high-risk areas, reduce water usage by 10% overall on all Dole-owned farms by 2030 - Expand number of owned farms and third-party farms certified to Alliance for Water Stewardship (AWS) by 50% by 2030 (2022 baseline) - Establish capacity building programs to promote optimized water stewardship practices with 70% of 3rd party suppliers in high water risk areas by 2025	
	Sustainable farming practices	Develop a sustainability farming framework specific to Dole plc's owned crops and farming operations Define a set list of regenerative practices	
	Biodiversity protection	Based on a risk assessment, create and implement a global biodiversity monitoring program Set 10 biodiversity protection initiatives across the company	
	Waste management & packaging innovation	Achieve zero waste to landfill by developing circular processes to maximize reuse or minimize waste throughout our supply chain by 2030 - Achieve zero waste across all salad processing plants by 2030 - Reduce food waste in harvesting and processing systems by 50% by 2030 Make 100% Dole packaging across divisions either recyclable or compostable by 2025	
For an equitable future	Support our people and our communities	Support local communities according to their local needs - Continue to undertake social investments in our operations and in local community development activities by leveraging alliances with foundations and other partners to forward social programs. (\$0.07 per standard box social premium from banana production) - By 2030, contribute to reduce poverty in households and impact at least 20,000 people by 2040 in Dole Latin America including Guatemala, Honduras, Costa Rica and Ecuador by measuring business multi-dimensional poverty index. - In the US, partner and offer grants to farmers- specifically small and mid-size BIPOC farmers growing regeneratively to provide market access within our low-carbon product offerings - Launch a Dole Local Grower Academy in Europe- By 2025, support a minimum of 5 developing growers in each of 7 markets providing business development guidance, capacity building measures, training, practical commercial, agronomic and sustainability support and access to Dole distribution channels	 These goals support UN Sustainable Development Goals 1, 3, 5, 8 and 17.
	Be an employer of choice	Lead in health and safety. Measure and track satisfaction of employees. - Report on accidents and achieve indices below industry average levels - Implement health and safety trainings at the farm level - Create company-wide satisfaction study and improve ratings over time	
	Develop a safe, inclusive, equitable and diverse work environment	Make Dole plc representative of the communities it serves in its employee diversity and take an active stance towards opportunity for all - Track and publicly report diversity, equity and inclusion metrics in the company - Evaluate gender pay ratio across the company	
For a healthier future	Promote healthy nutrition and improve access to fresh produce	Improve access to produce for underserved communities. - Donate 2,500 tons of fresh fruit and vegetables to communities by 2025 Promote nutrition and healthy lifestyle among consumers - Develop or maintain 5 digital initiatives promoting healthy eating to generate 2 billion impressions annually- (Promoting a plant-based diet, supporting "Eat Them To Defeat Them" campaign, publishing Dole Nutrition Newsletter, etc.) - Develop or maintain 5 regional/national programs inspiring healthy living and active participation (Ireland, Greece, Charlotte, South Africa)	 This goal supports UN Sustainable Development Goals 2, 3 and 17.
	Responsible Sourcing	Assess and monitor supplier performance on human rights and social compliance - Conduct supplier risk assessments on supply base 90% of Dole's fruit and vegetable suppliers from high-risk countries (by volume) as defined by Amfori/BSCI will have implemented a social standard included in the Dole basket of standards in their supply chains by 2025 - Circulate and promote our digital sustainability risk management tool to all commercial personnel globally by end of 2023 and provide training.	
	Transparency and Food Safety	Increase transparency and lead discussions on new food safety regulations - Actively participate in industry dialogue and multi-stakeholder initiatives - Continue enhancement of supply chain traceability and transparency by leveraging technology such as blockchain, product tagging or other advanced solutions by 2030.	

A Word From our Chief Operating Officer

A Journey of Continuous Improvement

As we begin our new journey as a merged entity, the Dole teams can look back with pride at decades of work on community development in Latin America, social dialogue, responsible farming practices and a sustained line of investments in our supply chain to consistently lower our emissions.

More recently, we have invested in new and more fuel-efficient vessels in 2021; thus reducing our total Scope 1 and 2 emissions by 4%. We have invested in multiple on-site renewable energy projects in various locations in Ireland, Spain, Costa Rica and this year in the US. These are tangible signs of the transformation our supply chain is undergoing.

We also constantly improve our farming practices to generate healthy soil while optimizing synthetic fertilizer utilisation. As a farming organisation we have a major focus on water conservation especially in those areas where the effect of climate change is being felt most acutely.

All these efforts are being accelerated by our new goals which will contribute to our business's future success. In addition to reducing our own footprint, we also need to work closely with our entire supply chain to address emissions both upstream and downstream. Though a bigger challenge to influence operations outside our own, this is nonetheless crucial if we are to achieve a greater positive impact. Dole partners with a wide range of growers from local and smallholder farmers in North America and Europe to large farms in the tropics. We have also demonstrated our ability to effect change by partnering with the largest and most innovative retailers. Those collaborations will continue to drive us forward.

Social considerations are deeply intertwined with environmental ones. Dole strives to be an employer of choice, reflecting the diversity of the communities we operate in and offering equal opportunities to all. Human rights are intrinsic to our operations and a key component of our sourcing strategy.

In these economically challenging times, the Dole plc teams will remain focused on our mission to make the world a healthier place and report transparently on our achievements and progress along the way.

Johan Lindén
Chief Operating Officer



Our sustainable growth strategy will be achieved by accelerating the implementation of science-based innovation in farming, and new technologies in our operations.”

Partnerships and stakeholder engagement

No systemic change can occur without meaningful dialogue and partnerships within industries or supply chains. Dole is committed to conversations and collaboration with industry stakeholders to advance sustainability projects and goals.

Dole engages with other entities across the business, governmental and the non-profit spheres – to help find solutions to pressing issues in the food and agriculture industries. Dole has built meaningful partnerships over the years based on shared values, a common set of goals and exchange of knowledge.

These types of collaborations are a testament to the deep commitment we strive to maintain with all of our stakeholders: our customers, colleagues, suppliers, business partners and country locations around the world. Through this type of work, we can advance on our aims and ambitions together as partners in sustainable business.

Main Partnerships

Organization	Involvement	Scope
World Wildlife Fund (WWF)	Partnership	Improving Banana Farming
GIZ	Partnership	Developing sustainability projects
Produce for Better Health (PBH)	Partnership	Promoting healthy nutrition
Share our Strength (No Kid Hungry Campaign)	Partnership	Promoting healthy nutrition
Musa Breeding Company	Partnership	Research banana varieties
Rainforest Alliance	Partnership	Contribution to standard development
GLOBAL G.A.P.	Partnership	Contribution to standard development
Origin Green	Partnership	Improving the sustainability of food
Sedex	Partnership	Improving working conditions in global supply chains
World Banana Forum	Multi-stakeholder Initiative	Advancing industry dialogue
Global Food Safety Initiative (GFSI)	Multi-stakeholder Initiative	Promoting food safety
Alliance for Water Stewardship (AWS)	Multi-stakeholder Initiative	Improving water governance
Center for Produce Safety (CPS)	Multi-stakeholder Initiative	Promoting food safety
European Fresh Produce Association (Freshfel)	Industry Groups	Advancing industry dialogue
International Fresh Produce Association (IFPA)	Industry Groups	Advancing industry dialogue



Environmental Footprint Initiative for fresh produce supply chain

Dole is proud to be working with Freshfel Europe on the launch of the Freshfel Environmental Footprint Initiative for the fresh produce supply chain. With EU legislation requiring environmental footprint accountability and increasing demand for product sustainability data there is a growing need for a standardized environmental footprint methodology for the fresh produce sector. Freshfel Europe and its members, including Dole, are embarking on the Environmental Footprint Initiative to develop a fresh fruit and vegetable environmental footprint methodology and digital tool to enhance the industry’s sustainability and maintain its value position among consumers. Until now, efforts within the sector to address product sustainability through environmental footprint have been highly fragmented.

Over the past year, Freshfel Europe’s Working Group on Environmental Footprint has investigated individual efforts both throughout the sector and further afield to best understand the landscape and identify gaps in environmental footprint knowledge and tools. The Initiative will align with the Product Environmental Footprint (PEF) methodology as recommended by the EU. The PEF methodology is likely to be employed by the European Commission in upcoming legislation impacting the fresh produce sector on substantiating green claims and a harmonised EU sustainability labelling framework for food. Category rules specific to the fruit and vegetables sector will be developed ensuring comparable results of PEF-calculations.

Dole Ireland wins Gold

Dole Ireland was awarded Origin Green ‘Gold’ membership by Bord Bia (the Irish Food Board). Gold status recognises the efforts of those Origin Green members who have achieved “exceptional annual performance on their sustainability targets in areas such as raw material sourcing, water and energy efficiency, waste reduction, packaging and social sustainability” as determined by Bord Bia’s nominated and independent verification authority. Globally renowned, Origin Green is the worlds’ only national food and drink sustainability programme, encouraging Irish businesses to set programme, encouraging Irish businesses to set and achieve measurable sustainability targets that respect and protect the environment and enrich local communities.

At Dole, sustainability, doing business the right way and responsibly managing resources and the environment in which we operate, lies at the heart of everything that we do. The award of Origin Green Gold status here in our home market is particularly gratifying, recognising as it does the dedication, effort, and expertise our people and our local growing partners nationwide bring to our business each and every day.”

Des McCoy,
Managing Director of Dole Ireland

For nature

For nature’s *health*

At Dole plc we recognise our role as custodians of the environment in which we operate, our responsibility to measure, manage and minimise our consumption of precious natural resources, and our impact on the wider ecosystem. In rising to this challenge, we prioritise the conservation of our land, the adoption of stringent environmental protocols across all operations and the integration of best sustainable practices into our business model.

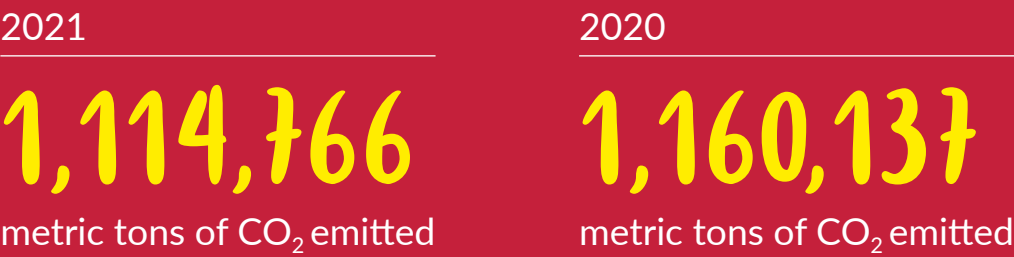
Climate action

Reducing emissions from operations is one of the most significant contributions Dole can make to address climate change and secure our long-term future. Our current supply chain will also adopt clean sources of energy to power our vessels and vehicles, our farming equipment, and our processing plants and packing operations as they become commercially available. Our farming research teams also continue to focus on a controlled decrease in the emissions produced from the application of synthetic fertilisation that sustains the required level of productivity.

Dole plc records 4% reduction in carbon footprint, but the work continues...

In 2021, the carbon footprint for Dole plc globally was measured. Details can be found in the table below. We are happy to report a 4% decrease in carbon emissions compared to our 2020 baseline* for Scope 1 and 2 (*calculated on a pro forma basis). This reduction is attributed to our investment in new and more efficient vessels to transport our produce from Latin America to the US Gulf Coast as well as our ongoing efforts to switch to renewable forms of energy within our operations. Dole has committed to set even more ambitious targets for 2030 to reduce emissions and align with Science Based Target initiative (SBTi) guidelines. We intend to submit our target to SBTi for review in 2023.

Year over Baseline Scope 1 and Scope 2 (market based)



By Scope and Division

	Scope 1	Scope 2 (Market-based)	Scope 3	Total
Corporate	771.13	485.93	6,201	
Fresh Fruit	929,754.30	31,525.63	2,402,807	
Fresh Vegetables	32,149.90	17,995.59	579,360	
Diversified Fresh Produce- Americas & ROW	10,378.70	21,412.18	1,273,992	
Diversified Fresh Produce- EMEA	40,626.90	29,665.71	4,462,913*	
Dole plc TOTAL	1,013,681	101,085	8,725,273	9,840,039

(Units are in metric tons (mt) of CO₂e)
*Quantification of Scope 3 for Diversified Fresh Produce – EMEA was extrapolated based on other division's emissions calculations.



Improving Shipping Efficiency

A single Dole ship can carry up to 100 million bananas which makes shipping the most efficient transportation method per ton. Nonetheless, we continue to modernise our vessel fleet to help reduce our shipping emissions, and we’re excited to see how much further the adoption of new technology can propel us.

Our two newest vessels both delivered in 2021, Dole Maya and Dole Aztec, use the latest in sustainable technology, including hydrodynamic efficient hulls and best-in-class main and auxiliary engines. Along with the latest exhaust scrubbing technology resulting in 52% reduction of SO_x emissions, the propulsion and power plant engines are all certified TIER III compliant – achieving nearly 66% reduction in NO_x emissions per FEU (forty-foot equivalent unit) carried compared to the vessels they replaced in the same shipping service which were built in 1989-1991.

We have also renewed and upgraded our fleet of refrigerated containers to dramatically reduce energy usage, release of refrigerants, and greenhouse gas emissions to further decrease our environmental impact.

Shipping is an essential element of Dole’s mission to provide nutritious produce to consumers around the globe, and continually improving shipping sustainability is critical to protecting the environment.

For nature continued



Wind in our sails

Dole's Fresh Vegetables division recently installed two General Electric 2.8 Megawatt wind turbines at its salad processing plant in Soledad, California as part of the ongoing efforts to reduce hydrocarbon emissions, oil dependence and our environment impact. Both turbines are estimated to directly reduce CO₂ emissions by 14,912 tons per year. Using the US's Environmental Protection Agency (EPA) Greenhouse Gas Equivalency Calculator it is roughly equivalent to offsetting the electricity use of 2,634 American Homes each year.

"Representing an important milestone in our sustainability journey, these turbines will have a substantial impact on our operations' carbon footprint," says Timothy Escamilla, President of Dole Fresh Vegetables. "They are projected to produce over 19 million kilowatt hours of clean electricity per year, which will result in a 70% offset of our overall energy consumption at this site."

Generating domestically produced renewable energy and thereby reducing the company's reliance on fossil-fuels is deeply aligned with The Dole Way framework.

Electrifying San Diego

In April 2022, we proudly expanded our ongoing electrification project in San Diego's West Coast port operation. Funded in part via the Clean Off-Road Equipment Voucher Incentive Project (CORE) administered by the California Air Resources Board (CARB), this \$1.5 million project helped provide Dole's terminal operations with an additional five new electric utility rigs (UTRs) to the two existing UTRs already in use on site.

These new UTRs retire four diesel-powered UTRs resulting in a substantial emission reduction. Each new UTR will avoid 0.3194 tons NOx/year over the 10-year life for a total reduction of 3.194 tons NOx per UTR and a cumulative project emissions reduction of 12.776 tons NOx over 10 years.

These seven electric UTRs represent 35% of Dole's San Diego port transfer requirements and are a further step towards meeting the company's goal of being 100% electric in the port by 2030.

"Dole is strongly committed to being a change agent in combating climate disruption," says Nelson Montoya, President of Dole Fresh Fruit North America, "and adding electric vehicles to our operations is one area where we can make positive emissions impacts. Combining Dole funding with these CORE grants exemplifies that private business can take meaningful initiatives to pursue sustainability."

Nelson Montoya,
President of Dole Fresh Fruit North America

Dole goes solar

As part of our integrated approach to reducing our carbon footprint, Dole Ireland has installed a new energy system at our Belfast site in the United Kingdom. With a capacity of 120 kWp, the system will generate 20% of the site's annual requirements, reducing grid reliance by 90,500 kWh and reducing CO₂ emissions by 30,000 kt per year. Although this is the first of several proposed solar micro-generation projects across Dole UK & Dole Ireland, similar systems have previously been installed across Dole sites in Madrid, Valencia, Barcelona and Costa Rica.

Sustainable farming practices

Dole has, for decades, been innovating to push the boundaries of sustainable agriculture – to find ever more efficient and more environmentally sustainable ways to grow fruit and vegetables to feed the world. Today, Dole's researchers and growers are scaling up past innovations to implement new techniques, varieties and practices that can increase yields, improve soil health and/or optimize the use of water, energy, conventional fertilizers, and crop protection products. Everything in nature is interconnected. As a result, a single agricultural practice turns out to have multiple environmental and commercial applications and benefits.

Water Stewardship

Fresh water is an essential resource for farmers. Overall, climate change affects water availability, and we need to carefully manage the resource to secure future growth. Our water stewardship activities are, therefore, a good barometer of how effectively we are managing our climate risks. At an operational level, Dole has been developing new ways to reduce water use on farms and at packing and processing facilities for many years and continues to make steady progress.

Sustainable Water Management

We are proud to be a member of the Alliance for Water Stewardship (AWS) as we invest in the responsible management of water. In total, 20 farms have been recognised for their sustainable water management practices across Colombia and Ecuador, including Dole-owned and Dole Independent producers. AWS certification is widely respected and includes a legal framework, promoting best practices around optimization, discharge and sanitation of water, and encouragement of collaboration with others that address needs and challenges within the watershed.

Biodiversity protection

Various NGOs and governmental organisations have reported an acceleration in biodiversity loss: an alarming sign for the wellbeing of our planet. Dole has, for some time now, collaborated with organisations such as the Rainforest Alliance and as a founding member of Biodiversity Partnership Mesoamerica to promote biodiversity and develop monitoring programs to assess the status of ecosystems around our farming operations.

Dole maintains over 3,000 hectares (over 7,000 acres) of forest on its banana and pineapple farms. We are committed to continually elevate our current practices and incorporate a yet more structured approach to study and promote biodiversity in our food systems.

Pollinator well-"being"

At our banana farm Valle la Estrella in Costa Rica, bees are attracted to the refuge that banana stems provide and favour the habitat of the wooded areas around the farm. To keep farmworkers safe and give the bees undisturbed space, a local pollinator protection and rescue group has taught employees how to safely capture and relocate the swarms to the outskirts of the farm. Rich in biodiversity this area is home to hundreds of beehives that inhabit and pass through the farms and serves as an indicator that bees feel safe within the fields and are not impacted by our agricultural practices.



For nature continued

Waste and Recycling

On farms and in processing plants, Dole's "reduce, reuse and recycle" approach continues to deliver initiatives that create less waste. Wherever waste is a material issue, we are committed to understanding and reducing our footprint. Improving our packaging through design and material component levels is also essential to reduce our plastic usage and transition to recyclable or compostable materials.



Costa Rica waste management

Nearly 30 years ago, back in 1994, as part of our longstanding commitment to reduce waste, Dole led the creation of a joint venture, Recyplast with another banana grower and a plastic product manufacturer (today the Montecristo Group) to recycle agricultural plastic. Recyplast recycles banana bags and twines from farms into plastic corner boards used to support pallets during transport. Over the years, Recyplast has expanded to include 22 post-consumer collection and recycling centres across Costa Rica which not only collect plastic for recycling from other agricultural operations such as pineapples and melons but also provide local communities with employment and development opportunities. In 2019, The U.S. Embassy in Costa Rica presented its first-ever Environmental Sustainability Award to Recyplast in recognition of the organisation's pioneering work.

Waste not, want not...

In our Dole Fresh Vegetables Division, two salad processing facilities in Bessemer City, North Carolina and Soledad, California are partnering with UsedCardboardBoxes UCB Zero Waste, a company that collects waste data and uses their expertise of waste management to divert the amount of waste sent to landfill.

As a direct result of this engagement, Dole has streamlined processes to efficiently manage the variety of waste materials in these facilities and increased recycling rebates.

In our Soledad facility alone, we have recently identified and diverted 9% of materials destined for landfill through reuse, recycling and waste to energy activities since June 2022.



For people

For an Equitable Future

From the farmer to the warehouse clerk, it is the diverse experience of our employees who have always shaped our company. We are proud of their passion for making a positive impact on the global supply of fresh fruit and vegetables, and for engaging locally to help improve not only their own lives but also our shared communities.



Employer of Choice

Dole employees, wherever they are geographically located, share a common purpose; providing nutritious, high-quality fresh fruit and vegetables to help feed the world. Together, we take pride in making that happen, every day. Everywhere Dole operates, we have policies that respect human rights and the International Labour Organization (ILO) conventions. We support our employees with education, training, and good working conditions, and take steps to positively impact their families and the wider communities, too. Dole wants to be viewed as an employer of choice wherever we operate. In many rural agricultural areas, there is little economic development and limited job opportunities. Dole's presence has the potential to make a positive difference in our employees' lives.

Navigating together through challenging times

More than 80% of global trade by volume is transported by ships. For Dole, shipping is an integral part of our supply chain delivering bananas, pineapples and other produce worldwide.

"Our ships did not stop during COVID, because our crews didn't either," commented David Cairns, Dole's Vice President of Fleet Operations. There were many unsung heroes during the pandemic but ships' crews, who sometimes faced prolonged and uncertain periods of isolation, were largely invisible to the world.

By December 2020, the International Maritime Organisation (IMO) estimated that 400,000 shipping workers were stranded on ships. A similar number were unable to board ships for work and earn their expected pay, jeopardizing their families' livelihood.

Dole stepped in to support our teams with relief payments for those unable to return to sea. We also helped hundreds of crew members schedule flights and navigate the logistics of travel.

Across Dole's owned fleet of 13 vessels, our Operations and Vessel Management Department have built strong relationships with our skilled crew members. The respect and value we have for our crews breeds high employment retention, with an average tenure rate of 8-14 years, with some ship masters serving with Dole for 20 years or more.

"Our crew members are part of the Dole team and they know we do everything possible to keep them safe and help their families should any problems occur at home," says Cairns.

Thanks to the dedication of our ships' crews, we were able to continue transporting our nutritious products in a timely and efficient manner to keep the world fed, a responsibility we were privileged to shoulder.

Grateful as we are that our product deliveries proved reliable, our priority continues to be protecting our crews and working with local governments and international organizations to prioritize the needs of key personnel. In so many ways, the pandemic demonstrated how interdependent we all are and how we must work together to ensure the success of our global supply chain and the essential workers who keep it moving.

Health and safety

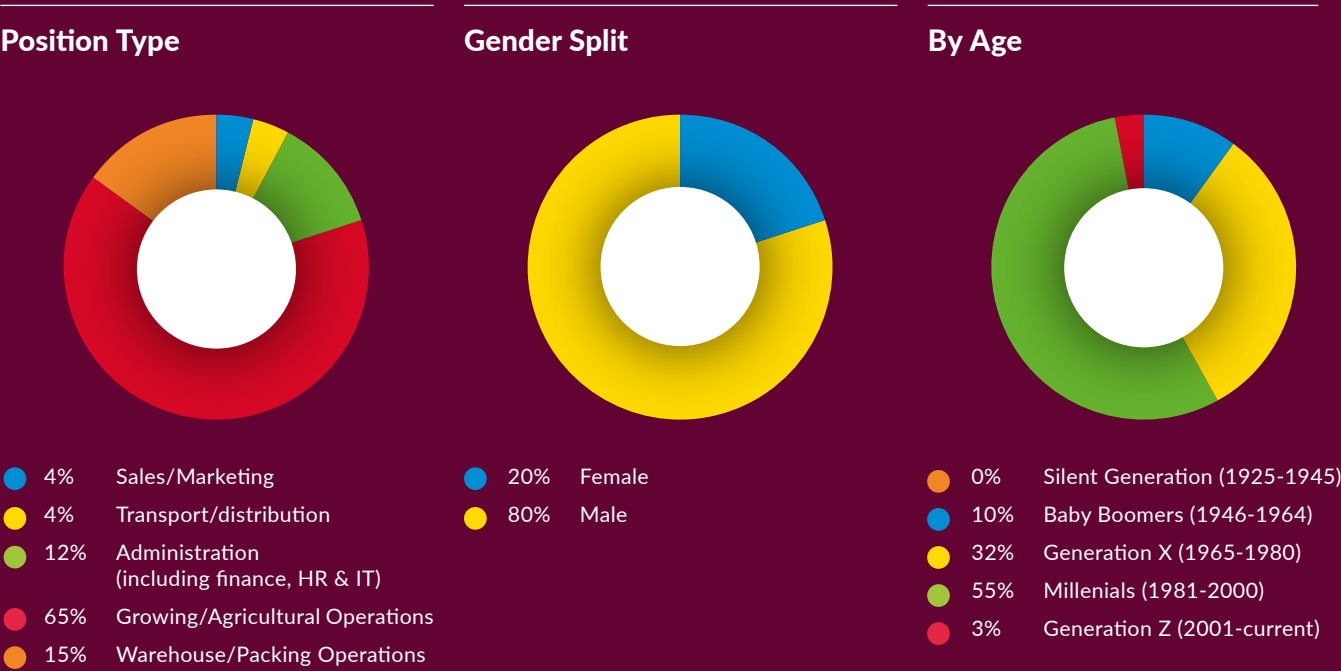
Dole is committed to providing a safe, healthy working environment for all our employees ensuring that someone at each site is responsible for workers' health and safety and that at all times workers have access to clean drinking water and other basic amenities. In our owned operations, these checks are internally managed, with many of our global supplier sites regularly audited against company requirements and social standards.

Diversity and Inclusion

Dole plc is committed to the goals of equal opportunity in employment. We aim to provide a work environment for staff that fosters fairness, equity, and respect for social and cultural diversity and that is free from discrimination and harassment. Dole is also an equal opportunity employer. Appointments and promotions are made on the basis of performance and ability. We are committed to the continued training and development of the personal and business skills of our employees; that they will be treated in a fair and unbiased way and given every encouragement to realise their potential.

We are committed to growing a diverse workforce that is representative of the communities in which we serve. These numbers represent our global workforce across 30 countries.

Dole plc Group Headcount



Diversity and Inclusion Campaign

Dole UK and Dole Ireland formalised their Diversity & Inclusion journeys in 2021. Over the past 18 months several campaigns were launched highlighting the importance of the many contributions of a diverse and inclusive workforce.

The first campaign in Summer 2021 was during World Wellbeing Week, and started with leaders creating and implementing a mental health and wellbeing policy. They issued the first “How Do I Talk About” guide, focusing on mental health, disability, and neurodiversity.

In 2022 this work continued with a mental health theme and supporting World Mental Health Awareness Week including an online mental health awareness workshop launched across the business.

Dole UK are active members of the Co-op Endless Inclusion Group and are proud to work toward achieving a fairer world.

“Dole UK is on an exciting journey to enhance its diverse and inclusive culture. We want all our employees to come to work as their true selves regardless of their makeup”

Karen Sharples
HR Director UK



For people continued

Support of *Local* Communities

Dole plc operates globally and has established meaningful ties with local communities in many regions. Over the decades Dole has supported the development of these communities in many tangible ways. We identify our community stakeholders and get to know their concerns, prioritizing the most important or relevant issues to focus our involvement and available resources. The main focuses are on health, education, infrastructure improvement, and empowerment.



Prioritising wellness of employees and families

Hand-in-Hand with Dole

Dole affiliate, Standard Fruit Company de Costa Rica S.A., has been recognised by the American-Costa Rican Chamber of Commerce (AmCham) for their innovative project “De la Mano con Dole” — which loosely translates as Hand-in-Hand with Dole.

The Hand-in-Hand with Dole project is an initiative that positively impacts the social development of Standard Fruit Company of Costa Rica (aka Dole Costa Rica) employees and their families, in partnership with Horizonte Positivo using the Business Multidimensional Poverty Index (bMPI) methodology developed by the University of Oxford.

The bMPI methodology measures poverty beyond only per capita income — to include measuring access to health, education, housing, work, social protection and 16 other key indicators. This allows the organization to identify gaps in social programs and start to address some of the multidimensional poverty issues faced by their employees and relatives.

Dole is the first agribusiness company in the world to apply the bMPI methodology to challenges around social development.

During the diagnostic stage of implementation, Dole Costa Rica achieved a very high participation rate of 87% in response to socioeconomic surveys of more than 5,300 employees.

Analysis of the uncovered “deficiencies” refocused short-term priorities on the prevention of disease and the health of employees at the onset of COVID, as well as on longer term strategies of social protection and health. By the end of September 2021, 500 identified gaps had been closed.

“We are very proud of being the first banana and pineapple producer to implement this system and seeing such positive results for our employees and families here in Costa Rica,” said Mr. Renato Acuña, President of Dole Fresh Fruit Latin America. “The strategies developed in this program, including social counselling and community care projects, seek to meet important needs and provide the necessary capacities for better human development.”

Dole Costa Rica was further recognised by AmCham for their employee Information and Wellbeing Centers, an integrated initiative that provides access to information from over 30 public and private organisations to Dole’s rural workforce. A myriad of paperwork and processes that workers and families are confronted with—and have difficulty resolving—or result in lost time and revenue, increased expenses, long distance travel, and diminished livelihoods. The Information Centers allow workers to access services for themselves or direct family members and resolve issues linked to their social benefits, residence, personal finance and much more. Often these issues would prove difficult or too costly to solve without assistance. This effort, initially begun at a Dole pineapple farm, has proven so successful that it has been extended to all pineapple farms and plans are in place to implement a centre at our largest banana plantation in Costa Rica.

For people continued

DALE Foundation

Health, education, and entrepreneurship are core focus areas for Dole’s community development. Dole’s DALE Foundation (pronounced DAH-leh) carries out important work in the social field. Since 2001, the foundation has channelled over \$41 million to fund numerous educational, medical, and community development programs in South America. The funds for these efforts arise from per box contributions received from the banana farms producing Dole products, both independent and company-owned, and by matching funds provided by Dole as an exporter. The DALE Foundation’s philosophy of working with farms, growers, and local stakeholders to forward social programs is an inspiration for Dole’s programs throughout Latin America.

Celebrating over 20 Years of the DALE Foundation

In 2001, Dole set up a foundation in Ecuador with a clear purpose: invest in the lives of workers and communities in and around the banana farms and facilities.

The foundation’s ambition was to improve services in many rural areas and invest in the health and wellness of farmers, and their families. The DALE Foundation addresses social needs in communities that we share in Ecuador, helping to empower people with training, opportunities for second income generation, and increased resiliency in the aftermath of major life changing events.

DALE has two significant meanings in Spanish. One is simply, “to give”. The other, that further describes the work of the foundation, is a phrase of encouragement: “go ahead, you can do it!”

Jointly funded by Dole and independent growers, the DALE Foundation provides a network of medical resources, such as primary healthcare via on-staff physicians, nurses and dentists, education on preventative health care, vaccination access and important on-site mobile medical clinics. From an educational perspective, the foundation helps contribute to the construction of schools, improvements to existing facilities and advancing nutrition programmes. Additionally, through community investments, DALE helps deliver technical training to develop skills that enable participants with the potential to generate extra household income such as sewing, baking, and gardening.

A great example is Carmen Sandoval, a member of the Los Rios Entrepreneurial Mothers Association in Ecuador, whose group was formed after the foundation-funded sewing training in 2011.

“In the beginning the DALE Foundation helped us and now we have become independent, with our own workshop,” she said. “Our expectation is to continue growing and working for the community, the Dole group, and other companies that rely on our work.”

The DALE Foundation has also funded initiatives that benefit the area at large, meeting basic needs of the community through the construction of roads, warehouse facilities, sports complexes, and equipment to support new entrepreneurs.

Supporting Those Behind the Banana

From its inception, the DALE Foundation has been grounded in the principle that all people have the right to a dignified existence. By committing to support those who work on our Dole-owned farms, independent producers, and all those who live in communities near Dole operations, the DALE Foundation is a critical contributor to the stability of our supply chain.

Ecuador is the largest exporter of bananas in the world thus banana production is a major source of steady employment in the region. Investments made here helps create healthier and more stable communities for these workers, which in turn creates a strong and engaged workforce. Our focus is on improving the lives not just of today’s generation but of generations to come, which is why a portion of Dole’s profit from every box of Dole-branded bananas helps fund

these local community impact projects along with contributions from the farms and growers. This funding system ensures that the DALE Foundation’s support for education, health, and community development is sustainable over the long term.

Prioritising Wellness through Healthcare

Healthcare access has been a key priority for the DALE Foundation over the past two decades. Many local communities had been underserved from a medical perspective or had found care both expensive and inaccessible. Our growers have become firm proponents and advocates of regular health maintenance, leading to a stronger and healthier workforce.

During COVID, DALE helped deliver care and supplies to those most affected. Telemedicine was made available as a care option for those unable to travel. Supplies like masks, rapid tests, thermometers, oxygen tanks and heart rate monitors were also provided. DALE’s Executive Director, María Eugenia Castro, noted that the partnership between Dole and the foundation has ensured that even during the pandemic, “we not only continued a running business which guaranteed thousands of jobs, but above all, protected the health and safety of our workers and their families.”

Since 2001, the foundation has recorded 1.8 million health interventions and currently funds 18 medical facilities staffed by nurses, doctors, dentists, and pharmacists. In remote villages, vans serve as mobile medical units which deliver care that previously may not have been available locally – reducing visits to brick-and-mortar medical facilities which helps alleviate wait times for other patients. The vans also provide emergency assistance during catastrophic events such as hurricanes and floods.

“For many of the communities that Dole serves,” says Castro, “the DALE foundation is the only social service they can count on. DALE has improved the quality of life of our workers and the communities where we live.”

Expanding Opportunity through Education

The DALE Foundation’s very first project in 2001 was to construct the Vicente Piedrahita School in the Los Rios province of Ecuador. Construction of a second school, Ecuador País Amazónico, in the Guayas province was funded six years later. The foundation also supports other schools by providing academic and recreational infrastructure improvements, as well as important health and nutrition programs for students.

Farmer Francisco Fiestas Ramirez, who grows organic bananas in the Piura region of Peru, said the foundation funded improvements to his community’s primary school, including bathroom facilities and a water tank that holds and supplies safe, drinkable water. He said that previously, many students failed to finish primary school, and few went on to secondary education. “Now,” he says, “things are changing”. Prioritising school improvements that provide students with a stable, safe and secure environment in which to learn is one of the basic needs that help set up these communities for future success.



DALE Foundation

Driving progress

The DALE Foundation continues exploring opportunities to expand its reach and resources. We feel encouraged by the progress made in Ecuador but recognise that there is still a long way to go. As we look to extend the benefits of DALE, we also want to better understand the issues faced by the communities in which we operate, so we can better impact our workers and their families and positively impact the environment.

Here at Dole, it's our mission to make the world a healthier place. We do this by providing consumers with nutritious, responsibly grown produce while improving the lives of all individuals throughout our business. We want to recognize the part that shoppers and everyday consumers play in this important journey. Every time you eat a banana, choose a DOLE® Banana where a percentage of every sale supports banana workers and their families across Latin America.



15,000

people from almost 180 communities directly benefit every year

\$41 million

invested since 2001

800

students educated each year in two schools built and supported by DALE

1.8m +

health interventions since 2001

14

different courses offered through the foundation's training programme, including healthcare and safety, environmental protection, and entrepreneurship fundamentals

24,215

tons of bananas and 29,820 kilos of banana flour donated.

For a *Healthier* Future

For more than a century, Dole has provided delicious and nutritious produce to millions of healthy-eating enthusiasts worldwide. Dole is committed to a healthy lifestyle through nutrition education as well as inspiring and encouraging people to adopt a healthier diet to include more fresh fruit and vegetables. It is our belief that a diet rich in fruit and vegetables can increase people's nutritional health and reverse a number of negative health trends.



Promoting Healthy Eating

Dole plc Main Industry Sponsor of Primetime UK Vegetable Promotion Campaign

At Dole plc, we're all about promoting good health and well-being and finding the fun in fruits and vegetables. We're consequently very proud to fly the flag for the fresh produce industry by being a main sponsor of the innovative, "Eat Them To Defeat Them" campaign in the United Kingdom.

Far too often healthy products are overshadowed by less virtuous snacking alternatives on primetime television. The "Eat Them To Defeat Them" campaign, with its extraordinary reach—some 36 million people in 2022, seeks to address this imbalance. Dedicated to using best-in-class advertising and in-school programs to encourage children to eat more vegetables, the campaign places vegetables front and centre on primetime national television, engaging kids in a fun, irreverent way.

Broadcast during "Must See TV" programming on the ITV channel across May, June and July the £3.5m TV campaign was complemented by a £1m above the line and digital campaign supported by Twitter, Spotify, Mumsnet and others. The schools intervention programme that accompanied the campaign saw 1 million children across 3,845 primary schools take part with tasting events and reward charts. The results were impressive with 57% of parents with children who took part in the school's program finding that their children ate more vegetables and 74% of children agreeing it made eating vegetables more fun!

Dole and Disney: encouraging kids to choose fruit

Since 2016, The Walt Disney Company-owned movie characters have been appearing on Dole products such as bananas, pineapples, and vegetables at grocery stores throughout the U.S. and Canada. The motivation behind the multi-year collaboration is to give parents a helping hand in getting their kids to choose healthier meals and snacks, while giving kids an added reason to be excited about reaching for healthier foods.

In addition to endearing and universally recognized characters appearing on banana stickers and pineapple tags, each custom-themed campaign includes Disney-inspired recipes, limited-time collectible sticker sets, digital downloads and interactive online activities for families to further engage with the brands' wellness-focused initiatives.

Disney's movie characters have appeared on more than 24 billion servings of Dole produce since 2016

Promoting nutrition education in schools

In Greece, Dole has been funding nutrition education programs in schools in partnership with the Greek Ministry of Education since 2012. Each year, Dole-sponsored nutritionists hold hundreds of sessions with groups of students, to teach them about the principles of healthy eating. The programme has so far reached over 880,000 students and faculty in more than 5,500 schools, and successive governments have praised its value in helping to tackle the country's growing obesity problem.

Reducing childhood hunger in 2022

In 2022 Dole renewed its national partnership with Share Our Strength's No Kid Hungry campaign to help end childhood hunger in America. The partnership was first launched in summer 2020 in response to school closures, as a result of COVID, when millions of US children faced the prospect of unreliable access to food.

The partnership delivered direct product donations in impacted cities as well as nutrition education, wellness events and at-retail initiatives to ensure all children had access to three healthy meals a day.

This year, to continue to counter the prolonged negative effects of the pandemic, Dole has again renewed its support as a national partner as well as sole presenting sponsor of a series of livestream wellness and fitness sessions called Get Fit for No Kid Hungry which raises funds to provide the healthy food these children need to thrive.

"We care about being a positive force of change in people's everyday lives," said Melanie Marcus, Dole's Nutrition and Health Communications Manager. "Addressing hunger and food insecurity for children is at the core of our purpose as a fresh produce company. Promoting health and wellbeing and driving consumption of fresh fruits and vegetables is one way we can help every day."

For Food continued

Improving Transparency in *Fresh Produce*

While we focus on good practices in our operations, we also need to ensure adherence to those standards by our suppliers of fresh produce. Transparency and product integrity in our supply chains are key to build trust with our consumers.



Responsible Trading

Sustainability certifications, third-party accreditation and audits, along with stringent Dole-implemented standards developed over many years, help our customers and other stakeholders appreciate that the fruit and vegetables we sell have been produced in accordance with the highest environmental and labour standards. Additionally, many large retailers have their own detailed requirements for the fresh produce sold in their stores and require regular audits to ensure compliance.

Human Rights Protection

As a leader in the production of fresh fruit and vegetables, Dole strives to demonstrate exceptional business practices. And as a company that operates in many developing countries, Dole's focus is on empowering its employees, enhancing communities, and protecting the surrounding environment. Dole has strict policies on human rights abuses such as human trafficking, child labour and slavery, and actively encourages the adoption of a similar approach in our supply chain. These policies are enforced by our Code of Conduct, disclosures from growers, and regular audits and inspections as required by business partners.

Food Safety

Dole's global food safety program is risk-based and grounded in the latest science. Each Dole division has a food safety team working to deliver a common strategy, including compliance with Dole's global management system, but giving each division scope to execute food safety controls as appropriate to their activities.

Dole works not just with growers, but also with our peers and competitors through participation in multi-stakeholder initiatives such as the Global Food Safety Initiative, and collaboration with pan-industry organisations such as the California and Arizona Leafy Greens Marketing Associations to raise the bar on food safety and put additional standards into place. We're also working with researchers to better understand the challenges and to strengthen prevention strategies and controls.



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