



Transparency in Supply Chain Disclosure **Forced and Child Labor Report**

Dole Food Company, Inc.'s ("Dole") 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 consumers and our customers with the finest, high-quality products and to leading the industry in nutrition research and education. Dole supports these goals with a philosophy of adhering to ethical conduct in all its business dealings, treatment of its employees, and social and environmental policies. Dole subsidiaries primarily consist of 3 divisions: Dole Fresh Fruit, Dole Fresh Vegetables and Dole Diversified North America. More information on Dole-related entities can be found at <https://www.doleplc.com/our-business/our-operations/default.aspx>

Dole's supply chain exists to support bringing our products from the farm to the consumer. Dole's products are grown on Dole owned or managed farms or are purchased from partner growers, with a smaller amount sourced from 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 in our Code of Business Conduct and Ethics ("Code of Conduct"). Dole's key suppliers are those that provide goods or services that are of key importance to our continued successful operation.

Dole's policies, as stated in our Code of Conduct, include 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 at <https://www.dole.com/-/media/project/dole/company/code-of-conduct/wwcompliancep04v02code-of-conduct20221213finalenglish.pdf?rev=ee4c23409c3540c9ba0de5fc69496c41>

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. Dole'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.

Labor intensive farming activities may present a risk of forced or child labor in high-risk countries. The risk is being managed by implementing a combination of training employees on our Code of Conduct, the implementation of grievance mechanisms and third-party audits.

Dole participates in independent third-party certification systems through Rainforest Alliance, the Sustainability Initiative of South Africa (Siza), Sedex Members Ethical Trade Audit (Smeta) or the Fairtrade Labelling Organization International (FLO) in an extensive part of its supply base.

Dole regularly trains its employees on the requirements of its Code of Conduct and requires the distribution of the Code to long-term consultants and key suppliers. Periodic training on and acknowledgement of Dole's Code of Conduct is a key aspect of ensuring employee engagement, and annual acknowledgement is required of all Dole's long-term consultants and key suppliers. 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.

Dole uses 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 of Conduct violation is protected as Dole does not tolerate any type of retaliation. Hotline reports are thoroughly investigated to identify any needed corrective action and are reviewed by Dole's Internal Audit department for consideration when developing its audit program.

Dole has not identified forced or child labor in its operation or supply chains.

Dole 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:

Johan Linden

CEO, President, and member of the Board of Directors

This report covers disclosure requirements under UK Modern Slavery Act, Canadian Modern Slavery Act and Californian Transparency in Supply Chain Act.

I have the authority to bind Dole Food Company, Inc. I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

Signature: *Johan Linden*
Johan Linden (May 29, 2024 08:13 GMT+1)

Date: 28/05/24