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**Subject:** Human Rights Policy

# Human Rights Policy

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**Dole plc**  
Dublin, Ireland



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## 1. PURPOSE

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Dole plc (“Dole”) is committed to upholding and promoting human rights within our operations and supply chains. We recognize the inherent dignity and equal rights of all individuals and are dedicated to fostering a workplace and business environment that respects and protects human rights. We maintain policies and practices that follow the human rights principles set forth in the International Labor Organization conventions and the United Nations Guiding Principles on Business and Human Rights.

This policy (“Policy”) is aligned and complements our Code of Business Conduct & Ethics (“Code”).

## 2. SCOPE

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This Policy applies to all Dole people – directors and employees in every country and every Group<sup>1</sup> entity. We expect third parties such as long-term consultants, agents, suppliers, and business partners, to comply with this Policy, when acting on Dole’s behalf.

As we grow through acquisitions it is important that we all comply with the same rules throughout the extended Dole organization. Acquired businesses are required to adopt this Policy and communicate our values. In the case of joint venture and associate companies, we strongly encourage compliance with this Policy or similar compliance policies which are at least as robust as ours.

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<sup>1</sup> The Dole Group is defined as all companies where Dole plc directly or indirectly controls more than 50% of the equity or has management control.



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### 3. POLICY

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Dole commitment includes:

- 1. Compliance with Laws and Standards:** Dole is committed to complying with all applicable international and local laws and regulations related to human rights. We will also adhere to relevant international standards, such as the Universal Declaration of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.
- 2. Non-Discrimination:** We are committed to providing equal employment opportunities and will not discriminate against any employee or job applicant on the basis of race, color, ethnicity, nationality, religion, gender, sexual orientation, gender identity, age, disability, or any other protected characteristic.
- 3. Freedom of Association and Collective Bargaining:** Employees are free to join or not join any association of their choice, and we respect the right to collective bargaining. We encourage open communication between employees and management to address workplace issues and concerns.
- 4. Forced Labor:** Dole strictly prohibits the use of forced or compulsory labor. All employment is voluntary, and employees have the right to terminate their employment in accordance with applicable laws.
- 5. Child Labor:** We do not employ individuals below the legal minimum working age in the countries where we operate. We support the elimination of child labor and work to ensure that our suppliers adhere to similar principles.
- 6. Health and Safety:** We are committed to providing a safe and healthy working environment for all employees. This includes regular assessments of workplace hazards, providing necessary safety training, and ensuring that employees have access to appropriate safety equipment.
- 7. Fair Compensation:** Dole is committed to providing fair and competitive compensation to all employees. We adhere to local minimum wage laws and strive to offer benefits that support the well-being of our workforce.



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8. **Training and Awareness:** We will provide training and resources to relevant employees to ensure awareness and understanding of human rights principles. This includes regular communication on our Human Rights Policy and procedures.
9. **Continuous Improvement:** We are committed to continuously reviewing and improving our human rights policies and practices. We encourage feedback from employees, suppliers, and other stakeholders to identify areas for enhancement.
10. **Grievance Mechanism:** Dole has established a grievance mechanism that allows employees and other stakeholders to report any human rights concerns confidentially and without fear of retaliation. We are committed to addressing grievances promptly and impartially.
11. **Accountability:** Dole holds its employees and suppliers accountable for upholding human rights principles. Violations of this Policy may result in corrective actions, up to and including termination of business relationships.
12. **Communication:** This human rights policy will be communicated to all employees and made available to the public through our website. We encourage stakeholders to familiarize themselves with our commitment to human rights.
13. **Review and Updates:** This Policy will be reviewed regularly to ensure its effectiveness and relevance. Updates will be made as necessary to reflect changes in laws, regulations, and best practices.
14. **Compliance and Accountability:** Ensure compliance with human rights regulations. Assign responsibility and accountability for implementing and monitoring human rights practices to designated personnel or teams. Encourage feedback and suggestions from employees, suppliers, and stakeholders to continually improve our human rights efforts. Feedback can be given to the divisional CSR contact by email or directly to the Chief Sustainability Officer [xavier.rousseau@dole.com](mailto:xavier.rousseau@dole.com).

Employees have a duty to report violations to this Policy. Subject to applicable local laws, they can do so by reporting them to a direct supervisor, a member of Dole



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management or by logging a report on [www.doleintegrity.com](http://www.doleintegrity.com). Please refer to Dole’s Speak-Up Manual for further guidance.

## 4. ROLES AND ACCOUNTABILITIES

The Chief Legal Officer and Group People and Organizational Development Director are responsible for creating this policy and for its periodic review.

Divisional Presidents and business unit leaders are responsible for the day to day implementation of this policy.

## 5. REFERENCE

Document Type	Ref. No.	Title
Policy	WW.Compliance.P04.v02	Code of Business Conduct & Ethics
Manual	WW.Compliance.P05.v01	Dole Speak-up Manual

## 6. REVISION HISTORY

Date	Revision No.	Revised by	Description of Change	Approved by	Approval Date
January 31 , 2025	01.01		Initial Creation	Xavier Roussel	January 31, 2025



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## 7. APPENDICES

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