



Policy No:
WW.M&S.P01.v01.01

Effective date:
1 October 2024

Revision Date:

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Subject: Climate Policy

Climate Policy

Dole plc
Dublin, Ireland



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1. PURPOSE

As one of the largest global fresh produce growers and distributors, Dole plc (“Dole”) recognizes the risks that climate change presents to our environment and livelihoods. Climate change is a systemic challenge that requires a holistic view of our supply chains and a multi layered intervention from all stakeholders including governments, NGOs, scientists, local communities and private businesses. The effects of global warming are getting more tangible and make farming activities increasingly challenging. We recognize the need to adopt a wide range of adaptation and mitigation measures to contribute positively to the global effort on climate change and secure Dole’s long-term future. By setting greenhouse gas reduction goals Dole intends to address the impacts of its activities and build resilience in the food system. This policy (“Policy”) sets out our commitment to the global effort on climate change.

2. SCOPE

The Policy applies to all Dole people – directors and employees in every country and every Group¹ entity. The policy applies to Dole owned or managed operations.


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 the Policy or similar policies which are at least as robust as ours.

3. POLICY

Dole will:


1. **Emission reductions:** Reduce our emissions over time along our supply chain by implementing a combination of technological innovations and farming practices as they are being developed and become available. Reductions shall be in line with our SBTi sector commitments. Emissions will be calculated and tracked transparently.

¹ The Dole Group is defined as all companies where Dole plc exercises control over operating and financial policies. Control may occur for example, when Dole plc has (i) more than 50% of the voting rights or (ii) control of the Board of the company through majority representation; or (iii) power to direct activities that impact the entities economic performance. If you are unsure if a company is a Group company, please consult your local Head of Finance.

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2. **Sustainable Sourcing:** Dole intends to partner with its growers and suppliers to reduce emissions where possible. Our success is linked to the other supply chain actors. Reduction shall be achieved by training our business partners and creating solutions collaboratively.
3. **Reducing Food Waste:** Implement measures to reduce food waste throughout the supply chain, including improved planning, cold change management, donation of excess produce to food banks, among others.
4. **Energy Efficiency:** Invest in energy-efficient technologies and practices within company operations, such as upgrading to energy-efficient lighting, optimizing refrigeration systems, and implementing renewable energy sources like solar panels.
5. **Packaging Reduction:** Implement initiatives to reduce packaging waste where possible, such as using compostable or recyclable packaging materials, optimizing packaging sizes to minimize material usage.
6. **Carbon Sequestration:** Implement programs or initiatives to contribute to sequestering carbon in soils, forests and ecosystems for “net positive” impacts to combat climate change. Use and develop methods to accurately account for sequestration practices.
7. **Research and Innovation:** Invest in research and development to explore innovative ways to reduce the environmental impact of fruit and vegetable production, such as exploring regenerative agriculture techniques or developing more sustainable packaging solutions.
8. **Advocacy and partnerships:** Advocate for policies that support climate action and collaboration with industry partners, suppliers, and stakeholders to collectively address environmental challenges facing the agriculture sector.
9. **Compliance and Accountability:** Ensure compliance with applicable regulations. Encourage feedback and suggestions from employees, suppliers, and stakeholders to continually improve our climate change management efforts.

Feedback can be given to the divisional CSR contact by email or directly to the Chief Sustainability Officer at xavier.rousseau@dole.com

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4. ROLES AND ACCOUNTABILITIES

The table below describes the participation by certain identified stakeholders in overseeing the implementation of the policy.

ROLE R = Responsible; A = Accountable; C = Consulted; I = Informed							
TASK DESCRIPTION AND/OR DELIVERABLE	Dole plc SCO	Dole plc CEO	Dole plc COO	Dole plc Division presidents and General Managers	Division Sustainability Leads	Internal Audit	Dole Corporate function heads
Creates original Policy and modifies the Policy when required.	A / R	I	I	C	C	I	I
Reviews Policy annually.	A / R	I	I	I	I	C	I
Fields inquiries about the Policy.	A / R	I	I	I	I	I	I
Ensures compliance.	R	I	A	R	R/C	I	I
Monitors effectiveness and continuous improvement	A / R	I	I	C	I	C	I
Monitors procedures are put in place by management.	A / R	I	I	C	I	C	I

ROLES AND ACCOUNTABILITIES CHART LEGEND	
Responsible	
	Those who do the work to achieve the task.
Accountable	
	The one ultimately answerable for the correct and thorough completion of the deliverable or task, and the one who delegates the work to those <i>responsible</i> . In other words, an <i>accountable</i> must sign off (approve) work that <i>responsible</i> provides. There must be only one <i>accountable</i> specified for each task or deliverable.
Consulted	
	Those whose opinions are sought, typically subject matter experts; and with whom there is two-way communication.
Informed	
	Those who are kept up-to-date on progress, often only on completion of the task or deliverable; and with whom there is just one-way communication.



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5. REFERENCE

Document Type	Ref. No.	Title
Policy	WW.Compliance.P04.v02	Code of Business Conduct & Ethics
Policy	WW.M&S.P02.v01.01	Environmental Policy
Policy	WW.M&S.P04.v01.01	Water Policy

6. REVISION HISTORY

Date	Revision No.	Revised by	Description of Change	Approved by	Approval Date
October 1, 2024	n/a	n/a	Initial Creation	Xavier Roussel	October 1, 2024

7. APPENDICES

N/A