



Quality, Food Safety, Environment and Occupational Health and Safety Policy

WE in Dole Philippines Inc. make natural and nutritious products accessible to everyone through our sustainable, competitive, ethical, and world class operations.

We commit ourselves to:

P - Proactively identify, evaluate, and effectively manage Quality, Food Safety, Environment and Occupational Health & Safety risks, as well as emerging issues and trends that would affect the people, environment, and the products that we produce and distribute.

U - Uphold a strong culture of growth and continuous improvement that drives excellence in quality and food safety, sustainable environment, healthy, and safe workplace beyond compliance mindset.

R - Responsibly comply to all applicable legal, regulatory, statutory, workplace and other requirements from customers, consumers, and stakeholders in matters of Quality, Food Safety, Environment and Occupational Health and Safety to deliver a consistent level of excellence in service and customer satisfaction while having minimal impact on the environment.

P - Provide safe and healthy working environment for all employees, prevent occupational injury and ill health, with a venue for involvement and participation through the implementation of good health and safety practices and consciousness.

O - Operate in a safe, hygienic, and sustainable working condition, by continuously improving our facilities, people, environment, and system, with respect to dietary and religious conformity, towards world class operation and enhancing our business operations by achieving our goals and objectives.

S - Strengthen effective communication and connection with our employees and stakeholders throughout the supply value chain.

E - Ensure adherence to global ethical practices and effective management of Social Responsibility as a discipline, supporting all aspects of Labor, Gender Equality, Grievance, Health, Safety and Environment, Security and Ethics.

Reynaldo C. Doria
VP & Managing Director, Dole Philippines, Inc.

Date: 08-21-2023

DFL-PL-MAIN-001 Quality, Food Safety, Environment and Occupational Health and Safety Policy,
Revision No.00, Effectivity Date: 21 August 2023

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9504 Polomolok, South Cotabato, Philippines

Dole Philippines, Inc.





INTERPRETATION: WE in Dole Philippines Inc. recognized as a world class organization, make natural and nutritious products accessible to everyone through our sustainable, competitive, ethical, and world class operations.

Anchored from our DFL Mission: "We make natural and nutritious products accessible to everyone through our sustainable, competitive, and world class operations." Dole Philippines, Inc. operates in a responsible manner and in accordance to world class organizations' standards.

We commit ourselves to:

P- Proactively identify, evaluate, and effectively manage Quality, Food Safety, Environment and Occupational Health & Safety risks, as well as emerging issues and trends that would affect the people, environment, and the products that we produce and distribute.

The organization has an effective risk management system and success depends on the trust and confidence of the people and stakeholders. We commit to maintain the highest standards of Quality, Food Safety, Occupation Health and Safety and Environmental responsibility in everything we do.

U- Uphold a strong culture of growth and continuous improvement that drives excellence in quality and food safety, sustainable environment, healthy, and safe workplace beyond compliance mindset.

Dole Philippines Inc. promotes a culture that aims for growth and excellence in quality, food safety, health and safety, environment sustainability, regulatory compliance by committing to continuously improve its Integrated Management System. Its system is focused on the performance of the most relevant aspects including the continuous improvement for customer satisfaction, food safety, personnel health & safety, environment preservation, and operations effectiveness and efficiency by proactively assessing and acting the risks to its products, people, processes, and technologies.

R- Responsibly comply to all applicable legal, regulatory, statutory, workplace and other requirements from customers, consumers, and stakeholders in matters of Quality, Food Safety, Environment and Occupational Health and Safety to deliver a consistent level of excellence in service and customer satisfaction while having minimal impact on the environment.

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Dole Philippines Inc. maintains its fundamental commitment to adhere and recognize all applicable regulatory, statutory, workplace and other requirements where we operate. We abide by and fortify our compliance, where possible exceed all rigid legislations and requirements. These requirements- within Dole internal requirements or from our stakeholders mutually agreed requirements in the matters of Food Safety, Security, Quality, Environment, and Occupational Health and Safety, delivering a consistent level of excellence in service and customer satisfaction.

Customer needs are paramount and represent the highest priority within our business. We are committed to achieving ever-increasing levels of customer satisfaction through continual improvements in the quality of our products and services. Continuously delivering products to customers in the right quantity and quality on time, every time and provide compelling solutions to ensure that our customers succeed and has access to healthy nutrition, but where this access does not come at the cost of the planet. This is achieved while having minimal impact to the environment, by protecting our nature, and conserving energy and natural resources to sustain healthy and sustainable environment.

We at Dole Philippines Inc., understands that environmental performance is critical to our success. Thus, we strive our business in ways that protect and preserve the environment by focusing fulfillment of these commitments:

- ***Minimize Carbon Footprints: By seeking to be carbon neutral and possibly even carbon negative. Reduce emissions and investing renewable energy.***
- ***Water Conservation: Integrate water stewardship in all processes and operations.***
- ***Promote Soil Protection & Management: Continuously following of Agricultural Practices and preserve ecosystem.***
- ***Biodiversity Preservation: Through reforestation programs and upholding programs in planting trees in the areas which we have responsibility.***
- ***Sustainable Packaging: Recycling and innovation and seeking environmentally friendly packaging solutions demonstrating continual improvement of environmental performance.***

P - Provide a safe and healthy working environment for all employees, prevent occupational injury and ill health, with a venue for involvement and participation through the implementation of good health, safety practices and consciousness.

Dole Philippines Inc. gives importance in delivering nutritious fresh and packaged foods while providing safe and healthy working environment of its employees. With this, the company has appointed safety champions in each department responsible for the implementation and continuous improvement of health & safety control programs embedded on floor as established by the company. Venues to continuously improve working conditions such as safety GEMBA, hazard identification risk assessment determining controls (HIRADC), reporting of safety observations (e.g., unsafe act, unsafe conditions, near miss etc.), consultation and participation with floor workers for raising safety and health concerns and among other programs are implemented to ensure prevention of occupational injury and ill health.

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O- Operate in a safe, hygienic, and sustainable working condition, by continuously improving our facilities, people, environment, and system, with respect to dietary and religious conformity, towards world class operation and enhancing our business operations by achieving our goals and objectives.

Dole Operates in a safe hygienic and sustainable working condition, in compliance of Good Manufacturing Practices, Good Agricultural Practices, Healthy and Safety Workplace, and Environmentally Sustainable Practices. These are made possible by continuously improving our facilities, people, and system, through leveraging technical knowledge, enhancing competence and expertise, certifications, risk management, validations, change management, due diligence testing and best practices to contain quality issues, food safety risks, injury and illness and environmental impacts and threats. Maintaining wholesome products, authenticity, safe working habits and sustainable operations all through out the supply chain. It is essential, that our operations, products, and services are free from haram and filth with respect to dietary and religious conformity.

We believe that our people are the most valuable asset and are empowered, sustaining their engagement to continually achieve business goals and targets.

S- Strengthen effective communication and connection with our employees and stakeholders throughout the supply value chain.

Dole Philippines Inc. gives importance and value to its employees and stakeholders by ensuring to cascade relevant and timely information and that such information follows applicable laws and regulations through its effective communication channels and systems.

With this, we ensure that policies are communicated and available to all its employees, members, stakeholders, including those of its service providers, suppliers, and any interested members of the public. The policies are reviewed periodically to make sure it remains relevant and appropriate to the organization.

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E- Ensure adherence to global ethical practices and effective management of Social Responsibility as a discipline, supporting all aspects of Labor, Equality, Grievance, Health, Safety and Environment, Security and Ethics.

Dole Philippines Inc. is dedicated to being a socially responsible organization and to do business in an ethical manner. To support this advocacy and demonstrate these social responsibilities, we are committed to:

Labor- Comply in good labor practice by not engaging in or support the use of forced labor, child labor, workplace violence and harassment and not exceed on country's law on hours worked. Moreover, provide workers all mandated wages, benefits and respects the right of all personnel to form and join trade unions of their choice and to bargain collectively.

Equality- Ensure that workers are treated equally on rights, responsibilities, and opportunities. The organization work towards and support equality for all employees regardless of race, color, national origin, sex, religion, age, and gender.

Grievance- Provide workers and stakeholders a mechanism to provide opportunities for discussions and resolve issues of concern upholding its confidentiality and ensuring that it will be treated with procedural fairness.

Security- Maintain security procedures to not allow, engage and promote illegal practices such as land grabbing activities, illegal transshipments and to guard against the introduction of non-manifested cargo into outbound shipments.

Ethics- Practice business ethics to promote integrity among workers and gain trust from our stakeholders by not allowing the use of bribes, corruptions, and fraudulent practices.

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