

Del Monte Pacific Limited's Supplier Code of Conduct

At Del Monte, our goal is to live up to our vision of *"Nourishing Families. Enriching Lives. Every Day."*

At the front and centre of everyone at Del Monte is to produce and deliver to consumers high quality, healthy, and nutritious food in a way that protects the environment, benefits the communities where we do business, and enables our company to grow.

Del Monte is committed to ensuring that its vision and values are reflected in its approach to procuring goods and services. This Supplier Code of Conduct sets out the requirements for our suppliers, who are encouraged to strive for continuous improvement within their own operations and supply chains. We believe that, by working together, we can raise standards, drive sustainable practices, create positive human rights impact, and develop shared value for all.

Compliance with laws

Suppliers that produce goods and provide inputs and services for Del Monte shall operate in full compliance with all applicable national and or local laws, rules, and regulations, including those relating to labor, worker health and safety, human rights and the environment.

Human and Workplace Rights

Respect for human rights

Suppliers shall conduct their operations in a manner that respects the fundamental human rights of others, as affirmed by the Universal Declaration of Human Rights, International Covenant on Civil and Political Rights, International Covenant on Economic, Social and Cultural Rights, and other international human rights instruments and treaties. This includes the rights of their own workers and people working for their suppliers, as well as the communities affected by their operations, and those raising any human rights concerns associated with them.

Suppliers must seek to identify actual adverse human rights impacts related to their activities and business relationships. They have to take appropriate steps to ensure their operations do not contribute to human rights abuses and to remedy any adverse impacts directly caused, or contributed to, by their activities or business relationships.

In cases where Del Monte's compliance, risk assessment and due diligence procedures identify risks associated with a specific supplier, or a supplier in a specific region or context, the supplier will be contractually obliged to work with Del Monte to mitigate these risks.

Del Monte will investigate any allegations of human rights abuses associated with our suppliers, and may suspend contracts while doing so. Where such allegations are found to be credible, Del Monte reserves the right to cancel contracts with the supplier.

Rights of Workers

All workers shall be treated with dignity and respect. Suppliers shall recognize the right to a workplace free of harassment and shall not engage in or permit corporal punishment or any other form of physical or psychological coercion including threats of violence or sexual harassment. Employees must be free to leave their employers after giving reasonable notice and are not required to lodge deposits or payment with their employers.

Regular employment shall not be avoided or circumvented through the use of labor-only contracting or other illegal schemes.

Workers must be provided with periodic training to improve their knowledge and skills and consequently their opportunities for advancement.

Voluntary Labor

All labor must be voluntary. Suppliers are forbidden from using forced, bonded, prison, or indentured labor of any kind. The use of child labor as defined by local laws is strictly prohibited.

Suppliers must comply with all applicable local labor laws, including those related to hiring, wages, hours worked, overtime and working conditions. Suppliers must implement hiring practices that accurately verify workers' legal right to work in the country and age prior to employment.

Non-discrimination

All terms and conditions of employment, including but not limited to, hiring, pay, promotion, and termination must be based on an individual's ability and willingness to do the job. Suppliers must not discriminate in hiring and employment practices based on race, color, gender, nationality, religion, age, sexual orientation, social or ethnic origin, disability, maternity, marital status, political affiliation or union membership.

Working Hours

Suppliers shall comply with all applicable laws, regulations and industry standards governing the number of maximum work hours, vacation time, leave periods, and holiday. Overtime shall be used only when each employee is fully compensated according to local law.

Compensation and Benefits

Suppliers must provide each of their employees with a written contract of employment that complies with local legislation and be clear about wages. Suppliers must compensate all workers with wages, overtime premiums, and benefits that meet or exceed local legal standards, local industry standards, or collective agreements, whichever are higher. All deductions from wages must be lawful. Suppliers are encouraged to provide fair wages and benefits that are sufficient to meet workers' basic needs and provide some discretionary income for workers and their families.

Freedom of Association and the Right to Collective Bargaining

Suppliers must respect the right of workers to choose to lawfully and peacefully associate, organize or bargain collectively. Suppliers shall not threaten, restrict or interfere with workers' lawful efforts to join associations of their choosing or to bargain collectively.

Health and Safety

Suppliers must provide workers with a safe and healthy work environment. Suppliers must take proactive measures to reduce work-related injury and illness and promote the general health of employees. Where necessary, provide their employees with personal protective equipment to prevent occupational injuries or illnesses.

Grievance procedure

Suppliers must put in place an appropriate and accessible grievance procedure for employees to bring workplace concerns without fear of discrimination, reprisal, intimidation or harassment to the attention of management for appropriate resolution. It must include the option to report anonymously where appropriate. All forms of retaliation against workers for bringing any workplace concern are strictly prohibited.

Community and zero tolerance to reprisals

Lands

Suppliers must ensure that they have the legal right to any land used in their operations or to any land it leases to Del Monte. Whether the land is owned or leased, Del Monte expects their suppliers to be able to demonstrate that they had acquired their rights to the land without any fraud, threat, coercion or violence. Where conflicting claims to the land exist, Del Monte expects suppliers to be able to demonstrate that good-faith negotiations have taken place with those holding conflicting claims.

Del Monte expects suppliers to have gone beyond the legal minimums to guarantee a peaceful, amicable and fair resolution to any such conflicting land claims.

Where operating on ancestral land, or on land where a legitimate ancestral claim exists, Del Monte expects suppliers to be able to demonstrate that they have gone beyond the legal minimum requirements in order to guarantee that the concerned indigenous groups have been able to give or withhold their free, prior and informed consent regarding the use of the land to which they hold a claim. Del Monte expects suppliers to put in place safe, effective and accessible channels through which indigenous groups can raise concerns regarding the use of any land they hold a claim to, so that these concerns can be dealt with peacefully and effectively.

Del Monte does not tolerate threats, harassment or attacks against affected communities, project stakeholders or human rights defenders, and it expects the same of its suppliers.

Del Monte will investigate any allegations of reprisals against those protesting or questioning the operations of a Del Monte supplier, regardless of whether the incidents alleged occurred directly along our supply chains or not. Del Monte suppliers, their contractors and private security must respect the right to defend human rights - including the right to peaceful protest – and provide safe channels through which project stakeholders can raise concerns.

Environment

Suppliers must act in an environmentally responsible manner and comply with national and local environment laws and regulations. Suppliers are expected to operate facilities in a manner that monitors, abates and/or reduces air emissions, solid waste, water discharges, toxic substances and hazardous waste disposal.

Business Integrity

Anti-Corruption

Suppliers must not tolerate, permit, or engage in bribery, corruption, or unethical practices whether in dealings with public officials or individuals in the private sector. Suppliers shall agree that they will not make or promise to make payments of money or anything of value, directly or indirectly, to Del Monte or any of its officers and employees, any government or public international organization officials, political parties, or candidates for political office, for the purpose of obtaining or retaining business or securing any improper advantage. Suppliers shall comply with all applicable anti-corruption laws of the countries in which they do business.

Conflict of interest

Suppliers are required to avoid conflicts of interest in their business dealings and to operate with full transparency with respect to any circumstances where a conflict does, or may, arise.

Implementation

Documentation, Inspection and due diligence

Suppliers must maintain necessary documentation to demonstrate compliance with this Code of Conduct and required laws and make these documents available to Del Monte upon request. Suppliers agree to submit to inspections with or without prior notice. Suppliers shall take steps to ensure that all their employees, agents and contractors understand and adhere to the requirements of this Code. Suppliers must conduct appropriate due diligence of human rights risks and other risks within their own supply chain.

Compliance and reporting

As a condition of doing business with Del Monte, suppliers must comply with this Code of Conduct. If Del Monte determines that any supplier has violated this Code, Del Monte may at its discretion either terminate its business relationship and/or require the supplier to implement a corrective action plan. Suppliers shall promptly notify Del Monte of any significant criminal or civil legal actions or any fines or sanctions brought against them which relate to any requirements set out in this Code.