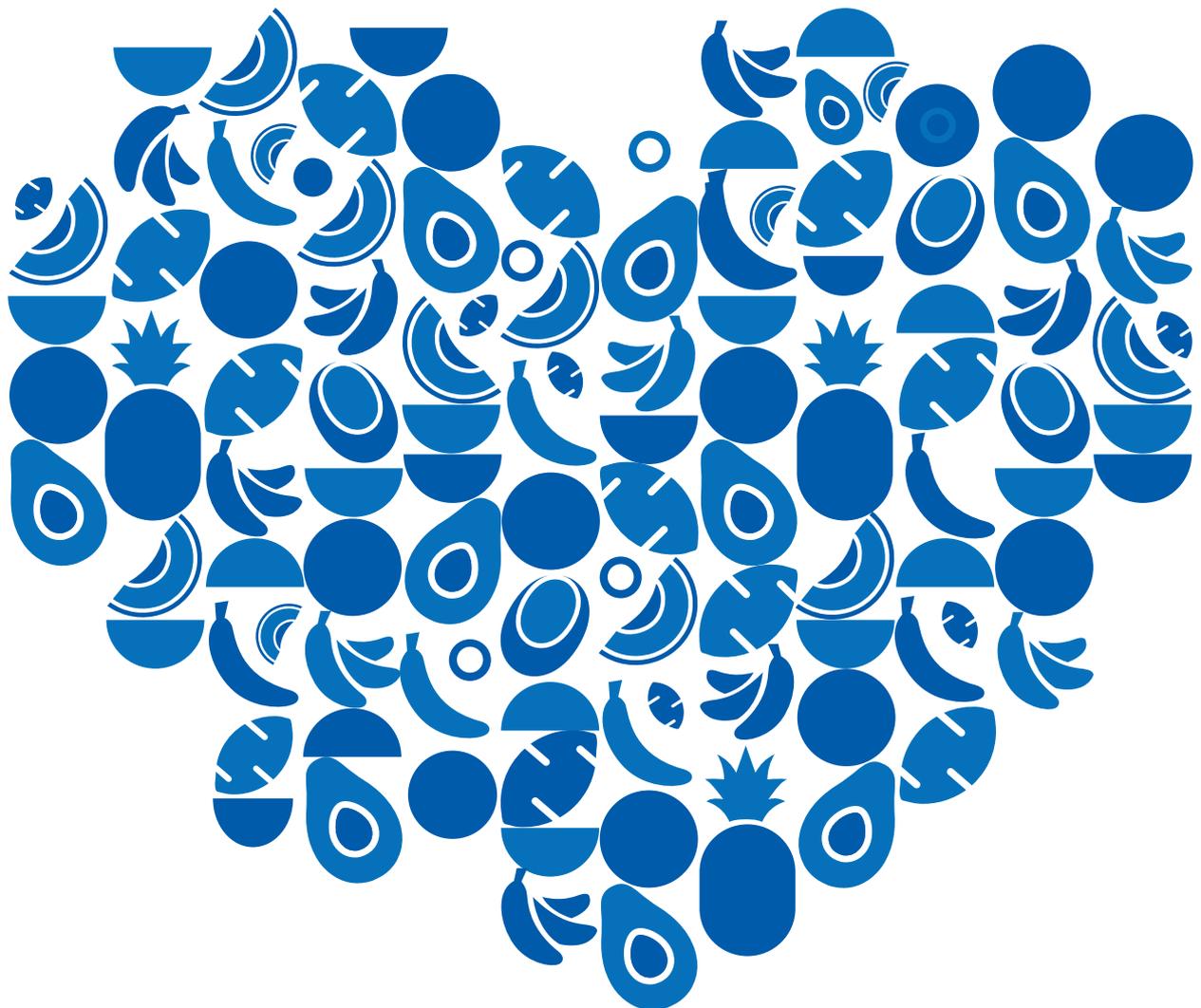




FYFFES DIVERSITY AND INCLUSION POLICY



INTRODUCTION

Fyffes Principles of Responsible Business Conduct or '*Fyffes Principles*' outline our commitment to a working environment that recognises the value of diversity among its employees, where all employees feel included and valued. We recognise that a diverse workforce and inclusive working environment enhance business success.

This policy implements the Fyffes Principles, in relation to diversity and inclusion. This policy reinforces Fyffes value of Respect and commitment to a working environment that promotes diversity and equal opportunity, where there is mutual trust and respect for human rights. Our employees are expected to embrace respect and tolerance and to work with and be inclusive of co-workers with a wide range of characteristics. No employee should ever be afraid or embarrassed to come to work.

We do not tolerate discrimination in the workplace nor any form of bullying and harassment, whether psychological, verbal, physical or sexual.

To support this policy, the business provides training and toolkits to act as aids to support the understanding, monitoring and implementation of this policy and the *Fyffes Principles*.

Please take the time to read and understand this policy and avail of the training provided.



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Helge H. Sparsoe
Chief Executive Officer, Fyffes Limited

POLICY

1. Fyffes strives to create a diverse working environment that promotes dignity and respect for every employee. Fyffes promotes inclusive workplace practices and procedures.
2. Fyffes is committed to support an inclusive and diverse workplace that accommodates changing demographics and recognises and values difference and avoids discrimination against vulnerable employees who have specific needs.
3. Fyffes recognises that a diverse and inclusive workplace gives a solid advantage, a more competitive workforce and a conscious and fair company, reflecting the world we live in.
4. Fyffes will ensure that each jurisdiction has policies that outline effective measures to remove or mitigate potential barriers encountered by some of its employees due to their differences.
5. Fyffes shall make every effort to promote diversity and inclusion at all levels of the Company by creating and supporting programs and policies that foster leadership opportunities for a diverse global workforce.
9. In different countries, discrimination law covers a wide variety of protected characteristics which can include but is not limited to race, sex, gender identity or expression, religion or beliefs, nationality, marital status, ethnic origin, sexual orientation, disability, diseases, pregnancy and maternity, age, language, social origin or other status, migration status, membership in worker organisations including unions, caste, political affiliation or any other personal characteristics.
10. Discrimination may be an isolated event affecting one person or a group of persons similarly situated or may manifest itself through harassment or abuse of authority that may interfere with a worker's ability to do a specific job.

COMMUNICATING AND IMPLEMENTING THIS POLICY

11. This policy is communicated to all employees via email and training.

RESPONSIBILITIES OF FYFFES EMPLOYEES

12. Fyffes employees must:
 - a. Be respectful to others and maintain the highest standards of conduct;
 - b. Maintain a harmonious working environment by behaving in a manner that is free from discrimination and any form of misconduct;
 - c. Familiarise themselves with Fyffes policies, including an understanding of what constitutes misconduct. In addition, Fyffes employees must attend training on human rights or diversity and inclusion as provided by the Company;
 - d. Be aware of the various options and internal channels available to them for reporting and/or otherwise addressing misconduct; and
 - e. Respect confidentiality and fully cooperate with those responsible for investigating reports of misconduct as outlined in the *Fyffes Principles Grievance Procedures*.

SCOPE

6. This policy applies to officers, directors and employees (whether permanent, fixed-term or temporary) of Fyffes, our subsidiaries and affiliates (collectively, 'employees'), who are required to understand and uphold these Principles regardless of their position, geographical location or level of responsibility.

MISCONDUCT

7. For the purposes of this policy, lack of respect and tolerance for diversity and related discrimination in employment practices is referred to as "misconduct" and therefore may invoke disciplinary proceedings up to and including dismissal.
8. Fyffes does not engage, support or tolerate discrimination – this includes any unfair treatment or arbitrary distinction in employment practices such as recruitment, promotion, access to training, remuneration, allocation of work, termination of employment, retirement, general treatment in the workplace based on an individual's personal characteristics

RESPONSIBILITIES OF MANAGERS AND SUPERVISORS

13. Managers and Supervisors have special obligations to prevent and deter misconduct and must:
 - a. Create a safe and harmonious working environment, free from discrimination and any form of misconduct. To achieve such an environment, managers and supervisors must act as role models by upholding only the highest standards of conduct.
 - b. Communicate the present policy to all Fyffes employees, ensure that they take relevant courses, and act as a support resource for Fyffes employees and external employees, such as contractors or consultants.
 - c. Address, report and escalate alleged incidents of misconduct consistent with the present policy. Where local policy does not provide for a reporting procedure please refer incidents to the HR personnel for discussion.
 - d. Ensure that reported incidents of misconduct are addressed through appropriate channels. In such cases, managers and supervisors must demonstrate fairness, impartiality, and be free from intimidation or favouritism.
 - e. Ensure that all discussions, communications and actions are handled with discretion, sensitivity and confidentiality; and
 - f. Ensure appropriate action is taken to protect Fyffes employees from retaliation.
14. The failure of a manager or supervisor to address any known or reasonably suspected act of misconduct may result in appropriate administrative or disciplinary measures being imposed against the manager or supervisor, up to and including dismissal.

RESPONSIBILITIES OF FYFFES

15. Fyffes shall make available appropriate learning resources to all Fyffes employees to ensure awareness of key provisions of this policy and expected standards of conduct.
16. Fyffes will ensure that timely and appropriate action is taken when misconduct is reported.

Annex 1. Definitions in relation to this policy and some examples

Workplace

The workplace includes any Fyffes facility, sponsored event, or any place where Fyffes employees are present during or outside working hours, in some circumstances. It also includes the communities where Fyffes representatives conduct official functions, e.g. recruitment of field employees, temporary workers, or others.

Discrimination

Discrimination refers to treating a person or a group of people differently; especially in a negative way compared to how others are treated. Discrimination may be an isolated event affecting one person or a group of persons similarly situated or may manifest itself through harassment or abuse of authority.

Examples of discrimination include:

- Not recommending or considering an employee for promotion or other advancement, or treating someone differently for any other purpose, e.g. development opportunities, working overtime, vacation, hours of work, exclusion from meetings, etc. because of race, sex, gender identity, religion, nationality, ethnic origin, sexual orientation, disability, pregnancy, age, language, social origin or other status;
- Derogatory or offensive nicknames based on a person's race, sex, gender identity, religion, nationality, ethnic origin, sexual orientation, disability, pregnancy, age, language, social origin or other status;
- Demeaning comments about a person's language, dress, or physical characteristics. This also includes criticising people for items worn for religious or cultural reasons;
- Denigrating specific cultural or religious festivals, or making derisory comments against an individual's beliefs;
- Social exclusion based on a person's race, sex, gender identity, religion, nationality, ethnic origin, sexual orientation, disability, pregnancy, age, language, social origin or other status;
- Jokes or inappropriate comments and questioning about a person's abilities;

- Unwarranted, intrusive or persistent questioning about a person's ethnic or racial origin including their culture or religion.

Diversity

Diversity refers to the traits and characteristics that make people unique. Achieved through committing to recognising and appreciating the variety of characteristics that make individuals unique in an atmosphere that embraces and celebrates individual and collective achievement.

Identity is dependent on much more than one dimension of a person's background. In recognising and appreciating the many characteristics that make individuals unique, diversity provides solutions to eliminate discrimination in the workplace.¹ Simply stated, diversity is the presence of difference within a given setting.

Equality

Equality refers to the right of different groups of people to be treated in the same way.

Equality between women and men (gender equality):

refers to the equal rights, responsibilities and opportunities of women and men. Equality means that women's and men's rights, responsibilities and opportunities will not depend on whether they are born male or female. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognising the diversity of different groups of women and men. Equality between women and men is seen both as a human rights issue and as a precondition for, and indicator of, a sustainable people-centered organisation.

¹This definition is based on those found in: Promoting Equity – Ethnic Diversity in the Workplace: A Step-By Step Guide, ILO, 2014, pp. 69–70,

Equity

Equity refers to fair opportunity for everyone to attain their full health potential regardless of demographic, social, economic or geographic level.²

Inclusion

Inclusion is the achievement of a work environment in which all individuals are treated fairly and respectfully, have equal access to opportunities and resources, and can contribute fully to the organization's success. Inclusion refers to the behaviours and social norms that ensure people feel welcome, this is achieved by creating an environment in which people feel involved, respected, valued, and connected— and to which individuals bring their “authentic” selves (their ideas, backgrounds, and perspectives) to their work with colleagues and customers.

Persons with disabilities

Persons with disabilities “includes those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others”.³

Misconduct

Misconduct refers to any unfair treatment or arbitrary distinction in employment practices such as recruitment, promotion, access to training, remuneration, allocation of work, termination of employment, retirement, general treatment in the workplace based on a person's race, sex, gender identity, religion, nationality, marital status, ethnic origin, caste, sexual orientation, disability, diseases, pregnancy, age, language, social origin or other status, migration status, membership in worker organisations including unions, political affiliation or any other personal characteristics. Discrimination may be an isolated event affecting one person or a group of persons similarly situated or may manifest itself through harassment or abuse of authority that interferes with a worker's ability to do a specific task or role.

Reasonable accommodation -

means necessary and appropriate modification and adjustments not imposing a disproportionate or undue burden, where needed in a case, to ensure to persons with disabilities the enjoyment or exercise on an equal basis with others of all human rights and fundamental freedoms.

WCMS_340481/lang--en/index.htm

²<https://www.who.int/gender-equity-rights/understanding/equity-definition/en/>

³<https://www.un.org/development/desa/disabilities/convention-on-the-rights-of-persons-with-disabilities/article-1-purpose.html>