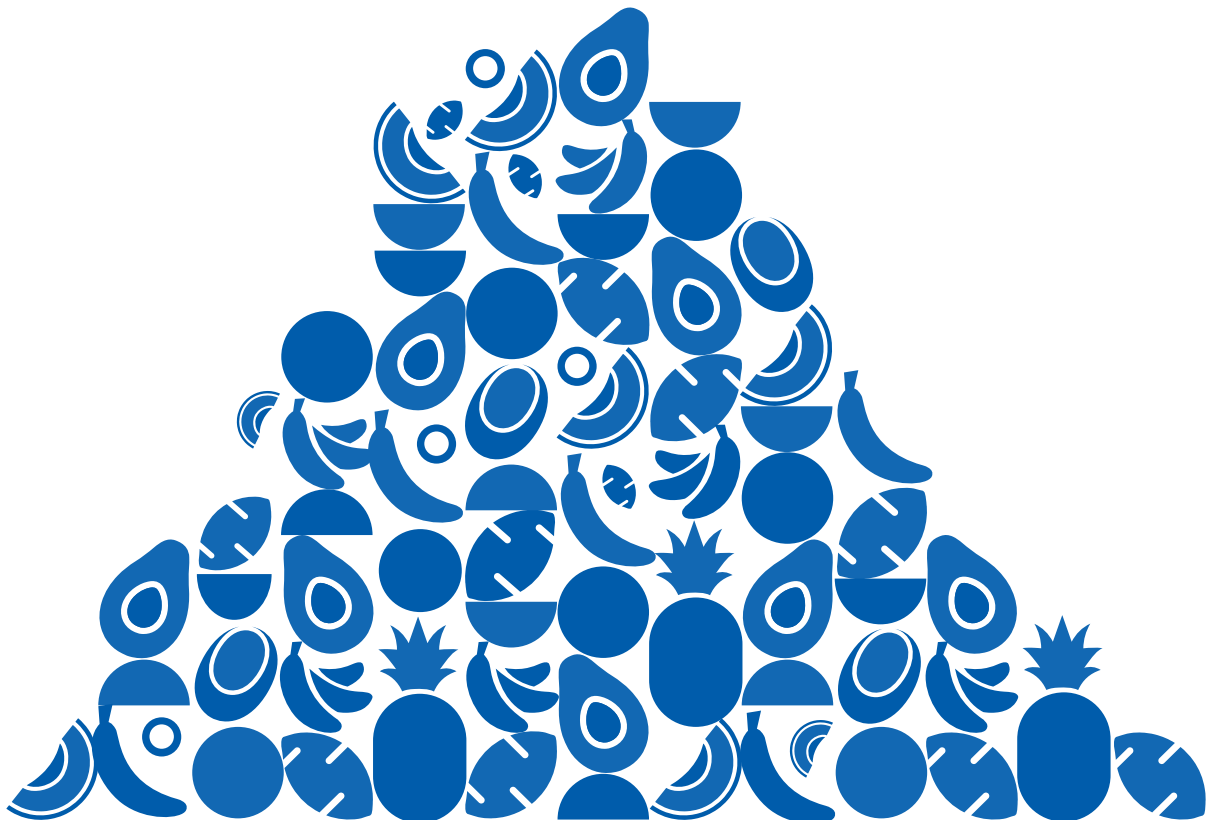




GLOBAL HEALTH AND SAFETY POLICY



INTRODUCTION

Fyffes is committed to providing healthy, safe and secure working conditions. We adopt appropriate practices to prevent threats to human life, health, and welfare in our operations, and in our supply chain. Health and safety is everyone's responsibility and we need to look out for one and other's physical and mental wellbeing in the workplace.

This policy implements the Fyffes Principles, in relation to health and safety. We manage our approach to safety via the following mechanisms:

- Applying the ISO 45001 standard for Occupational Safety and Health Management
- Sedex Members Ethical Trade Audit (SMETA);
- GlobalG.A.P. good agricultural practices standard;
- Rainforest Alliance Sustainable Agriculture Standard;
- Customs and Trade Partnership Against Terrorism (CTPAT) in its relevant requirements; and compliance with legislation in the different countries we work in.

Fyffes operations encompass numerous countries, cultures and ways of doing business. While we respect those differences, the scope of this policy covers our entire value chain, including joint-ventures where Fyffes has operational control. We recognise that achieving these standards presents unique challenges in different parts of the world.

This Global Health and Safety Policy will further support our commitment to conducting business in a responsible way wherever we operate.

Please take the time to read and understand this Policy and avail of health and safety training provided.



Helge H. Sparsoe

Chief Executive Officer

POLICY

Employees, visitors and contractors have a reasonable expectation of being protected against hazards in our workplace.

Fyffes executives undertake not only to meet that expectation; but also, to exceed it. We will provide safe and healthy working conditions for the prevention of work-related injuries and health deterioration, eliminating hazards and reducing risks for all our employees, visitors and contractors, which includes the protection of the physical, mental and social wellbeing of each person. We will adhere to or exceed national legislation and standards on health and safety.

Through effective management and training we are committed to continually improve our Health and Safety Management Systems to achieve our goal of ZERO accidents.

All employees and contractors must be responsible and actively participate in ensuring the success of our health and safety programmes by working in accordance with policies and procedures to protect their own health and safety, as well as that of their peers.

We will continue to grow our health and safety culture through identification of risks, evaluating established protocols, communication and networking as well as training.

SCOPE

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

Fyffes requires the same commitment from its suppliers and subcontractors in its supply chain.

COMMUNICATING AND IMPLEMENTING THIS POLICY

Fyffes employees know the health, safety and security expectations at work through regular communication and updates of our objectives.

Fyffes suppliers and subcontractors are expected to also abide by this Policy, which is communicated as a condition of supply. Implementation is verified through site visits and internal and external standard audits.

Fyffes reports externally on its performance on health and safety at work.

Fyffes is committed to work with suppliers and key stakeholders to find preventive activities that are consistent with the reduction of occupational hazards.

RESPONSIBILITIES OF FYFFES PEOPLE

Everyone in Fyffes operations has a responsibility to ensure that operations continually improve their performance in health, safety and security.

All employees should familiarise themselves with Fyffes health and safety policies and procedures, including an understanding of what constitutes prohibited conduct that may cause accidents, illnesses or fatalities, and communicate this to suppliers and subcontractors.

Fyffes Compliance department supports the business by undertaking risk assessments and compliance monitoring of health and safety.

Our employees are expected to actively participate in the continuous improvement of the system, by reporting on unsafe conditions and activity, and contribution to improvement projects.

Our employees should not undertake a task if doing so puts their safety or health at risk.

RESPONSIBILITIES OF MANAGERS AND SUPERVISORS

Managers and supervisors have special obligations to ensure that employees follow health and safety policies and procedures to:

- create a safe, secure and harmonious work environment, free from intimidation or hostility, security risks or any form of prohibited conduct. To achieve this environment, managers and supervisors must act as role models to maintain only the highest standards of conduct and vigilance;
- communicate current policy to all Fyffes employees, ensure that they take relevant mandatory courses and listen to employees' concerns;
- address, report and escalate alleged incidents of prohibited conduct in accordance with this policy;
- ensure that incidents of prohibited conduct are quickly addressed through the appropriate channels;
- ensure there is no retaliation against any employee or external stakeholder reporting a safety or health concern; and
- assess security risks and implement preventive measures accordingly.

Fyffes will make available appropriate learning resources for all Fyffes staff to ensure:

- knowledge of the key provisions of this policy and standards of conduct;
- how the potential risks and dangers arising from operations are managed; and
- each employee can influence health and safety performance in each operation.

Fyffes works with its suppliers as part of contractually agreed terms, to also adopt health and safety practices in a preventive way in their work.

RESPONSIBILITIES OF FYFFES

The responsibility for the performance of health and safety and security at work falls to the Manager of each operation as well as every individual in every type of Fyffes site.

Fyffes will designate an individual in each workplace who will be responsible for coordinating the efforts of each site to improve health and safety performance at work.