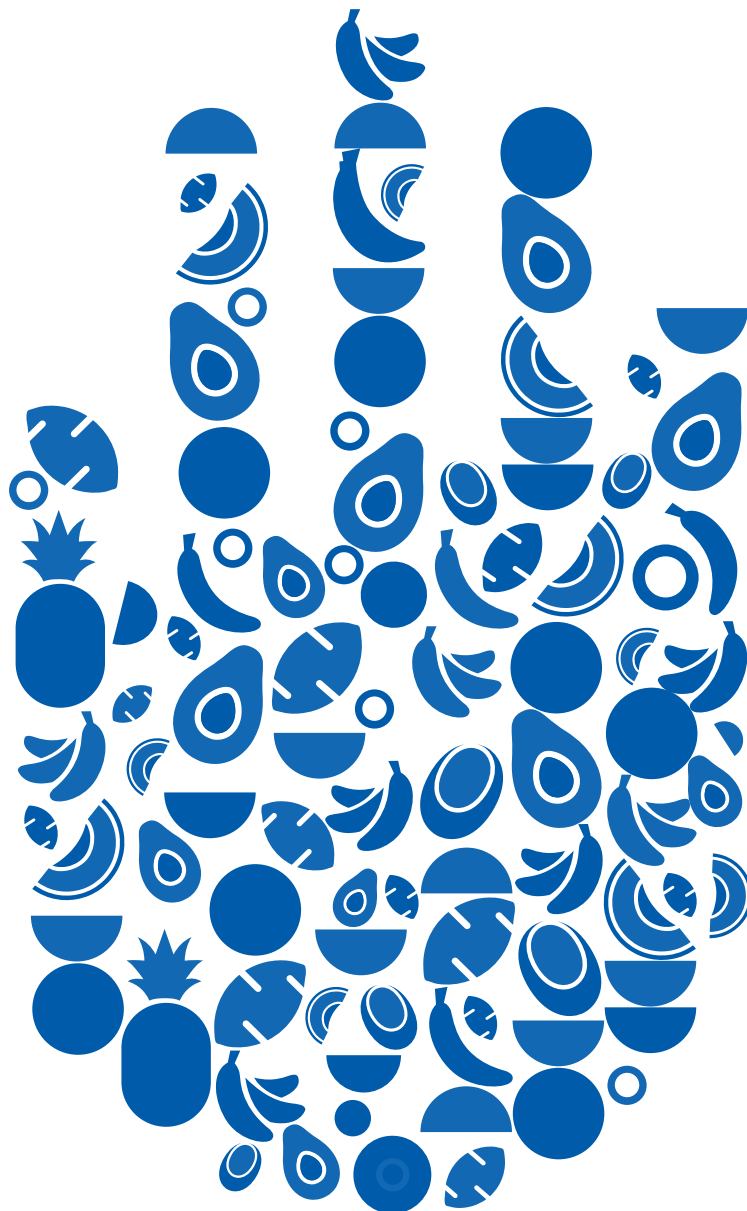




# Global Anti-violence and Harassment Policy

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## INTRODUCTION FROM THE CHIEF EXECUTIVE

This **Global Anti-Violence and Harassment Policy** implements the Fyffes Principles of Responsible Business Conduct, or *Fyffes Principles*, in relation to anti-violence and harassment. Fyffes is committed to providing healthy and safe working conditions, and we adopt appropriate practices to prevent threats to human life, health, and welfare in our operations and supply chain.

People should be treated with dignity, honesty, and fairness. No one 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.

All our employees should feel safe to be their whole selves at work, provided doing so does not compromise their safety and that of their co-workers.

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



Helge H. Sparsoe

Chief Executive Officer, Fyffes

## POLICY

Fyffes is committed to creating and maintaining a work environment that respects the inherent dignity of all persons, affording them the opportunity to reach their fullest potential and empowering them to deliver the best possible results for the company and its stakeholders.

Every person working for Fyffes has the right to be treated with dignity and respect, and to work in a safe environment free from violence—including gender-based violence—and harassment, sexual harassment, abuse, or discrimination.

Fyffes does not, and will not, tolerate violence, including gender-based violence and harassment, sexual harassment, discrimination, and abuse of authority in any form. Such conduct is contrary to the Fyffes Principles, and exhibiting such behaviour or conduct may be subject to disciplinary measures up to and including dismissal, as appropriate.

Also, as set out in the Fyffes Principles Grievance Procedures, retaliation by any Fyffes employee against any person for having, in good faith, properly reported allegations of misconduct, or for having cooperated with a duly authorised audit or investigation, is strictly prohibited. Such retaliation violates the fundamental obligation of all Fyffes employees to uphold the Fyffes Principles, and to discharge their tasks and regulate their conduct in accordance with these standards.

## SCOPE

All Fyffes officers, directors, and employees (whether permanent, fixed term, or temporary), subsidiaries and affiliates (collectively, *employees*) are required to understand and uphold the Fyffes Principles regardless of their position, geographical location, or level of responsibility.

Likewise, this policy applies to contractors, vendors, and visitors to Fyffes facilities where they may have business as it relates to the protection of the health, safety and well-being of Fyffes workers.

## DEFINITIONS

1. **Workplace violence** includes actual, attempted as well as threats of physical, psychological, sexual, or economic harm and includes gender-based violence directed at a person because of their sex, gender, or sexual orientation. Workplace violence is further defined herein for the purposes of this policy to include damaging employer or employee property; furthermore, the possession of a firearm, weapon or dangerous weapon, explosives or explosive devices and any other item(s) through inappropriate misuse or abuse that could be used to inflict injury and/or intimidation upon another individual, including replicas of any of the aforementioned while on Fyffes property, other affiliated Fyffes workplace environment, while conducting Fyffes business, and/or while representing the Fyffes organization are strictly prohibited.
2. **Workplace harassment** is any improper, vexatious comment or conduct against a worker or external party in a workplace that is known, or ought reasonably to be known, to be unwelcome, or alternatively has caused, or that might reasonably be expected or be perceived to cause, offence or humiliation. Harassment includes bullying. Harassment may be present in the form of words, gestures, electronic communication, or other actions that intentionally annoy, alarm, abuse, demean, intimidate, belittle, or cause personal humiliation or embarrassment to another, or cause an intimidating, hostile or offensive work environment. It includes, but is not limited to, harassment based on any grounds, such as race, religion, colour, creed, ethnic origin, physical attributes, gender identity, or sexual orientation.

3. **Bullying** is usually seen as acts or verbal comments that could mentally or psychologically hurt or isolate a person in the workplace. Bullying can also involve negative physical contact. Bullying can be defined as repeated inappropriate behaviour, direct or indirect, whether verbal, physical or otherwise, conducted by one or more persons against another or others, at the place of work and/or in the course of employment, which could reasonably be regarded as undermining the individual's right to dignity at work.
4. **Complainant** is a person who has been subjected to, witnessed, or became aware of, or ought to have known about, an alleged incidence of workplace violence. Complainants are obligated through this policy to report incidents of workplace violence accordingly.
5. **Sexual harassment** is a form of harassment and is any unwelcome sexual advance, request for sexual favour, verbal or physical conduct or gesture of a sexual nature, or any other behaviour of a sexual nature that has or that might reasonably be expected or be perceived to cause offence or humiliation. Sexual harassment can include instances when sexual favours are requested in exchange for employment or better employment conditions. Sexual harassment may result in an intimidating, hostile or offensive environment. Employees of any gender identity can be either the injured party or the offender.
6. **Discrimination** is any unfair treatment or arbitrary distinction 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.
7. **Fyffes People** are all employees or any other person working for or at Fyffes sites and facilities (such as interns and contractors) and/or interacting with a Fyffes employee and/or under a business relationship with Fyffes.
8. **Abuse of authority** is the improper use of a position of influence, power, or authority by a Fyffes employee against another Fyffes employee, contractor, or external individual or group. This includes situations when the person in question uses their influence, power, or authority to arbitrarily influence the career or employment conditions (including, but not limited to, appointment, assignment, contract renewal, performance evaluation or promotion) of another Fyffes or external employee. Abuse of authority may also consist of conduct that creates a hostile or offensive work environment, which includes, but is not limited to, the use of intimidation, threats, blackmail, or coercion.
9. **Threats** and threatening behaviour includes, but is not limited to: throwing objects at another person (e.g. to inflict pain, injury, or intimidation); verbal prediction of harm directed towards another individual or his/her property; making threatening or menacing gestures; obsessive behaviour (e.g. unprofessional and/or excessive unwelcome romantic interest); any such behaviour that indicates or suggests that the individual poses a danger to themselves or others; escalation of unacceptable behaviour within the workplace (e.g. inappropriate behaviour triggered by personal circumstances such as an impending divorce, custody battle, etc.); any inappropriate electronic or cyber activity used for the purpose of violence, intimidation and/or harassment.
10. **Retaliation** is any direct or indirect detrimental action recommended, threatened, or taken against an individual because that individual engaged in a good faith report alleging misconduct. Retaliation is itself a separate act of misconduct and a violation of the Fyffes Principles.

## MISCONDUCT

For the purposes of this policy, workplace violence and harassment, gender-based violence and harassment, sexual harassment, bullying, threats, discrimination, and abuse of authority are each referred to as “misconduct”. Misconduct can include a one-time incident and/or a series of incidents.

The legitimate application of rules and policies or the mere expression of disagreement, admonishment, criticism, or similar action regarding work performance, conduct or related issues within a supervisory relationship is not considered misconduct.

This list of behaviours provides some examples of misconduct that is prohibited:

- a. Causing physical injury to another person;
- b. Making threatening remarks;
- c. Displaying aggressive or hostile behaviour that creates a reasonable fear of injury to another person or subjects another individual to emotional distress;
- d. Intentionally damaging Fyffes property or property of Fyffes People;
- e. Possessing a weapon while on company property or while on company business; and
- f. Committing acts motivated by, or related to, sexual harassment or domestic violence.

## SAFE WORKPLACE

Fyffes will reserve the right to take every precaution reasonable in the circumstances for the protection of the worker from workplace violence regardless of whether it occurs amongst individuals within the organisation or if the incident of workplace violence stems from an external source. As such, engaging in any violent activity, be it physical, verbal, written, electronic, or visual act that may knowingly or ought knowingly to lead someone to believe it could cause or causes physical harm, be it attempted, threatened, or exercised is forbidden and subject to serious repercussions.

Each member within the Fyffes community is responsible for their role in contributing to a safe and healthy work environment. Everyone is accountable for themselves and to each other in ensuring a safe workplace, free from violence. This policy is intended to provide a general outline of the various parties’ respective responsibilities as they pertain to workplace violence including the obligation to report incidents of violence and how the incident reported will be addressed within the organisation.

## RESPONSIBILITIES OF FYFFES PEOPLE

Fyffes People are ultimately accountable for their own actions and are expected at minimum to treat each other with respect and not engage in violent behaviour. They are expected to:

- a. Be respectful to others and maintain the highest standards of conduct;
- b. Refrain from causing or participating in any form of discrimination, violence and harassment, for their own safety, integrity and dignity, as well as that of the others;
- c. Maintain a harmonious working environment by behaving in a manner that is free of intimidation, hostility, offence and any form of misconduct;
- d. Read, understand, uphold and ultimately comply with Fyffes policies, including an understanding of what constitutes misconduct. In addition, Fyffes employees must take mandatory courses related to misconduct, as determined by the company;
- e. Be aware of the various options and internal channels available to them for reporting and/or otherwise addressing such behaviours, including the [Fyffes Ethics Hotline](#); and
- f. Respect confidentiality and fully cooperate with those responsible for investigating reports of misconduct under this policy.

### RESPONSIBILITIES OF MANAGERS AND SUPERVISORS

Managers and supervisors have special obligations to prevent and deter misconduct, and they must:

- a. Create a safe and harmonious working environment, free of violence, intimidation, hostility, offence, and any form of misconduct. To achieve such an environment, managers and supervisors must set an example for appropriate workplace behaviour and must deal with situations of workplace violence immediately upon becoming aware of them, whether reported or not;
- b. Read, understand, uphold and ultimately comply with Fyffes policies;
- c. Communicate the present policy to all Fyffes employees, ensure that they take relevant mandatory courses, and act as a resource for Fyffes employees and contractors;
- d. Address, report and escalate alleged incidents of misconduct consistent with the present policy and the Fyffes Principles Grievance Procedures;
- e. Ensure that incidents of misconduct are promptly addressed through appropriate channels. In such cases, managers and supervisors must demonstrate fairness, impartiality, and be free from intimidation or favouritism; managers should not attempt to pre-investigate allegations;
- f. Report to the appropriate authorities if they themselves witness or are made aware of someone else being subjected to workplace violence and/or harassment;
- g. Ensure that all discussions, communications, and actions are handled with extreme discretion, sensitivity, and utmost confidentiality; and
- h. Ensure appropriate action is taken to protect Fyffes employees from retaliation.

The failure of a manager or supervisor to address any known or reasonably suspected act of misconduct may result in the imposition of appropriate disciplinary measures.

When they are consensual, intimate relationships between Fyffes employees are generally not prohibited; managers and supervisors should recognise that such relationships can create a conflict of interest where one person manages, reviews, or takes administrative decisions concerning the other person, is subordinate to the other person in the same line of reporting/authority, or is in a position in which some other conflict of interest may arise. Such relationships may, among others, have negative repercussions on the morale in the office and lead to allegations of favouritism. They may also lead to complaints of sexual harassment if the relationship sours and the subordinate person alleges that they were coerced into the relationship. The parties to any such relationship must disclose the relationship to their managers and may consult their supervisor, Human Resources representatives or Chief Corporate Affairs Officer for advice.

### RESPONSIBILITIES OF FYFFES

Fyffes shall make available appropriate learning resources to all its employees to ensure awareness of key provisions of this policy and standards of conduct.

Fyffes will ensure that timely and appropriate action—including action to protect the safety and wellbeing of the complainant—is taken when misconduct is reported. Disciplinary action, when warranted, will be taken against Fyffes employees found to have engaged in retaliation.

Where appropriate, Fyffes shall take precautionary measures to deal with alleged cases of discrimination, violence, and harassment, pending the results of the investigation, to fairly balance the rights and interests of the persons involved, while keeping in mind the Company's need to continue to operate its business efficiently. This includes, amongst other, appropriate support and assistance for persons involved.

For substantiated cases of discrimination, violence, and harassment, Fyffes must take prompt remedial actions and sanctions. Remedial actions include, among others, dispute resolution mechanisms such as mediation and facilitation, training and coaching, and/or providing appropriate support and assistance for persons involved.

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Any substantiated act or behaviour that is unacceptable and incompatible with this policy will trigger appropriate sanctions, including, without limitation, disciplinary measures up to and including immediate dismissal and/or contract termination, or removal from boards or committees. Criminal offences or threats shall be reported to local authorities as per applicable laws. Remedial actions and sanctions must comply with the principle of proportionality and take into account, as required, local laws and regulations.

## REPORTING MISCONDUCT

To report misconduct, complainants can use the various available channels, as outlined in the Fyffes Principles Grievance Procedures, including grievance mechanisms existing in local jurisdictions, businesses, and operations.

Under this global policy, there is no time limit for reporting sexual harassment, although legal limits may be in place in different jurisdictions which may impact any criminal or civil actions. Complainants are strongly encouraged to report cases as soon as possible after the incident has occurred. Early reporting improves the chances of resolution and success of any investigation. For other types of misconduct described above, a formal complaint must be filed within one year from the date of the last incident.

**Information:** Employees must be informed of available reporting channels on a regular basis and if they are subject to, or become aware of, situations involving discrimination, violence, and harassment.

**Investigation procedures:** In case a situation of discrimination, violence or harassment is reported, Fyffes will make the necessary verifications and/or investigations in an objective and timely manner. Local operations must ensure that investigation procedures are implemented locally, providing appropriate training and tools to conduct the investigations in accordance with local laws and regulations and following, as needed, the Fyffes practices. Where relevant, investigations must be conducted and/or monitored in line with the principles of this policy, generally by an investigation body and/or compliance body at local level, as defined locally.

**Cooperation:** Whenever required, employees concerned must cooperate in any investigation of complaints or incidents.

**Confidentiality:** Investigation procedures will be kept confidential, and the employees and persons involved will be duly protected, as necessary, except if disclosure is required for the purposes of carrying out the investigation, resolving the incident or complaint, taking corrective actions, protecting employees and/or as otherwise required or permitted by applicable law.

## Speaking up

Compliance with this policy is an essential element in Fyffes business success. To prevent or minimise the damage arising from business conduct issues, employees are encouraged to speak up, ask questions and seek advice about concerns. Fyffes ensures transparent, fair, and confidential procedures for employees and third parties to raise concerns. If you have a concern regarding the behaviour of a Fyffes employee or affiliate, whether this behaviour directly affects you or not, we advise that you speak up.

Fyffes Ethics Hotline is an independent third-party global business conduct advisory service that is provided for reporting on any behaviours by a Fyffes employee which contradicts the Fyffes Principles. You can contact [Fyffes Ethics Hotline](#) by telephone or online and can choose to remain anonymous. Contact details are found on Fyffes Ethics Webpage and are posted in all Fyffes operations.

## No Retaliation

Fyffes does not allow any form of retaliatory action to be taken against anyone for reporting a concern or cooperating with an investigation. Fyffes shall protect all employees who honestly and in good faith express a concern; however, it is a violation of the Fyffes Principles to knowingly make a false accusation, lie to investigators and deny or refuse to cooperate with an investigation related to these Principles.

## Grievance Mechanisms

Fyffes provides for legitimate, accessible, predictable, equitable, and transparent operational-level grievance mechanisms. This enables Fyffes to understand and address challenges in its operations and potential dissatisfaction among its stakeholders.