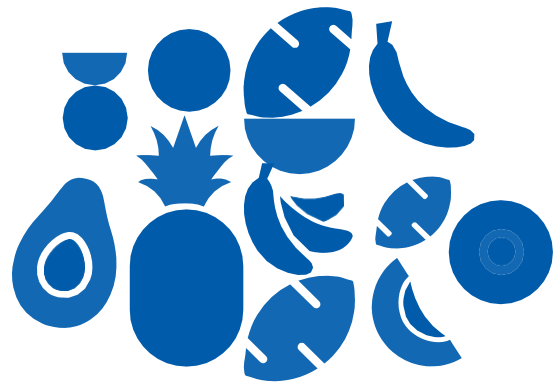




Stakeholder Engagement and Communications



INTRODUCTION

Fyffes Principles of Responsible Business Conduct or 'Fyffes Principles' outline our commitment to engage with key stakeholders to develop a better understanding of the social, governance and environmental contexts, risks and challenges in our supply chain. We recognise that working with our stakeholders enhances business success.

A stakeholder is someone who perceives themselves to have an interest or concern in our company and our business activities. It can be an employee, a journalist, a customer/consumer, a non-governmental organisation, a local community group, a government official, a regulator or any other person or group with an interest in the company.

This policy implements the Fyffes Principles, in relation to stakeholder engagement and communications with those stakeholders. This policy reinforces Fyffes commitment to working collaboratively with stakeholders and, in some cases, developing partnerships with them to tackle opportunities or challenges jointly identified in our operations and communities. It also reinforces our commitment to respectful, considered communications on all channels as well as in person.

Fyffes engages and communicates with employees, growers, communities and civil society to deliver fresh, healthy and sustainably grown produce in a collective effort to share value and enrich the lives of people around the world.

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



Caoimhe Buckley

Chief Corporate Affairs Officer

POLICY

1. Fyffes strives to seek and address stakeholders' perspectives, build trust and develop partnerships
2. Fyffes identifies and prioritises its stakeholders in relation to our Global Sustainability Strategy, commercial and geographical realities as well as our annual human rights impact assessment
3. Fyffes develops strong relationships through a stakeholder engagement plan
4. Fyffes acknowledges stakeholders' concerns and interests and manages the risks and impacts that our operations can have on them
5. Fyffes includes stakeholders' concerns in our Global Sustainability Strategy
6. Fyffes measures and reports the outcome of our stakeholder engagement activities
7. Fyffes communicates (including on social media, at conferences and events) in a manner that is respectful of stakeholders, careful about confidential company information and in a way that always enhances our brand and reputation
8. Fyffes continuously improves engagement and communications processes by periodic reviews of this policy

SCOPE

This policy applies to officers, directors and employees (whether permanent, fixed-term or temporary) of Fyffes, our subsidiaries and affiliates (collectively, 'employees'). Employees 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

This policy is communicated to all employees via email and other internal channels.

RESPONSIBILITIES OF FYFFES EMPLOYEES

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 inclusive for the communities where we operate and strives to mitigate the impact on them;
- c. Fyffes employees are brand ambassadors. Be mindful of how you engage with stakeholders, and ensure that you conduct yourself at all times in line with the Fyffes Principles;
- d. Fyffes has many social media channels; including Instagram, Facebook, YouTube, Twitter and LinkedIn. Fyffes employees are encouraged to engage as brand ambassadors by 'liking', 'sharing' and 'commenting' respectfully on content supplied by Fyffes corporate channels;
- e. Fyffes employees are expected to be respectful and 'choose kind' on social media, including but not limited to:
 - i. No hate speech
 - ii. No sharing of confidential company information
 - iii. Be respectful of people's differences
 - iv. Avoid copyright breaches by always naming the source of the information you share

Fyffes Stakeholder Engagement and Communications Policy

- f. I Inform and solicit confirmation from marketing personnel of any third-party requests to refer to Fyffes in their external communications (e.g. a media release);
 - g. Be aware that although you can state 'opinions are my own', if you identify as a Fyffes employee, your opinions reflect on the company;
 - h. If you encounter 'questionable content' (e.g. misinformation, news leaks, confidential information) on social media about Fyffes, please notify your manager or a member of your local communications / marketing team;
 - i. Never speak to media on behalf of Fyffes unless you are an authorised spokesperson or you are being supported by an authorised spokesperson during the interview;
 - j. All authorised spokespeople at Fyffes must undertake media training;
 - k. Employees should conduct themselves appropriately on all internal communications channels, including MS Teams, Skype and email.
 - l. Employees who are invited to speak at conferences, should inform the Director of Corporate Affairs before accepting and once agreed on participation should share the content of their presentation seven days before the event.
 - m. Be aware of the various options and internal channels available to report misconduct or for external stakeholders to report misconduct (including the Fyffes Ethics Hotline fyffes.ethicspoint.com); and
 - n. Respect confidentiality and fully cooperate with those responsible for investigating reports of misconduct as outlined in the Fyffes Principles Grievance Procedures.
- a. Know your stakeholders. A stakeholder is someone who perceives themselves to have an interest or concern in our business or operations, not the other way around;
 - b. Role model the behaviours outlined in 'Responsibilities of Fyffes employees' above;
 - c. Communicate the present policy to all Fyffes employees, ensure that they take relevant training courses, and act as a resource for Fyffes employees and external employees, such as contractors or consultants;
 - d. Address, report and escalate alleged incidents of misconduct. Where local policy does not provide for a reporting procedure, please refer incidents to the HR personnel for discussion;
 - e. 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;
 - f. Ensure that all discussions, communications and actions are handled with discretion, sensitivity and confidentiality; and
 - g. Ensure appropriate action is taken to protect Fyffes employees from retaliation.

RESPONSIBILITIES OF MANAGERS AND SUPERVISORS

Managers and Supervisors have special obligations to prevent and deter misconduct and must:

MISCONDUCT

Employees who behave improperly toward stakeholders or in how they communicate may face disciplinary action. The failure of a manager or supervisor to address any known or suspected act of misconduct may also face disciplinary measures up to and including dismissal.

RESPONSIBILITIES OF FYFFES

Fyffes will provide media, social media and communications training as appropriate.

Fyffes will ensure that timely and appropriate action is taken when misconduct is reported.