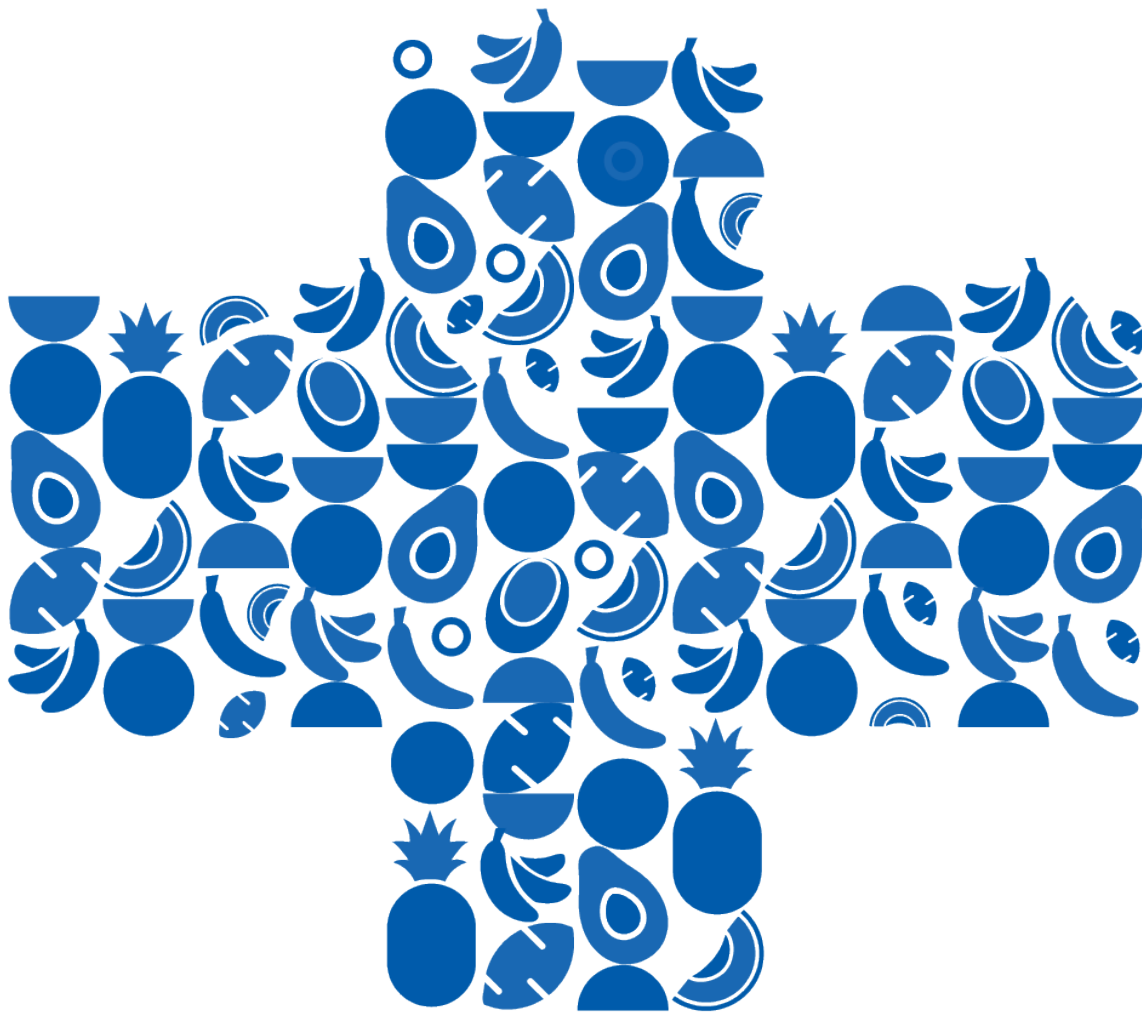




Global Health and Safety Policy



INTRODUCTION

Fyffes is committed to providing safe and healthy working conditions for our employees (permanent, fixed-term, temporary or agency) and visitors to our premises. Fyffes will adopt appropriate practices and controls to prevent human life, health, and welfare threats in our operations and supply chain.

This Policy implements the Fyffes Principles to health and safety. We manage our approach to safety through 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 various countries, cultures, and ways of doing business. While we respect these 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 responsibly wherever we operate.

Health and safety are everyone's responsibility, and we must look out for one another's physical and mental wellbeing in the workplace to achieve our vision of zero accidents.

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



Helge H. Sparsoe
Fyffes Chief Executive Officer

POLICY

Fyffes will provide safe and healthy working conditions to prevent work-related injuries and ill health, eliminating and controlling hazards to reduce Occupational Health and Safety risks for all our employees, visitors, and contractors. We will adhere to meet or exceed national legislation and adopt applicable standards on health and safety.

Through effective management and training, we are committed to continually improving our health and safety management systems to achieve our health and safety objectives. All employees and contractors must be responsible and actively participate in ensuring the success of our health and safety programs by working in line with policies and procedures to protect their health and safety and that of their peers.

Fyffes will continue to enhance our health and safety culture through the identification and control of risks in a prioritised fashion, evaluating the established controls and protocols, and improving communication, networking and training around health and safety.

SCOPE

This Policy applies to executives, directors, managers, supervisors and employees (whether permanent, fixed-term, temporary, contractors or agency) of Fyffes as well as visitors to its premises, 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 will know the health and safety expectations at work through regular communication and updates on our objectives.

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

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

Fyffes is committed to working with suppliers and key stakeholders to find preventive activities that help reduce occupational hazards.

RESPONSIBILITIES OF FYFFES PEOPLE

Everyone in Fyffes operations must ensure that operations continually improve their performance in health and safety.

All employees should familiarise themselves with Fyffes Health and Safety policies and procedures, including

understanding what constitutes prohibited conduct that may cause accidents, illnesses, or fatalities, and communicating these to suppliers and subcontractors.

Our employees are expected to actively participate in the continuous improvement of the system by reporting on unsafe conditions and activities and contributing to improvement projects to control those risks.

Our employees should not undertake a task if their safety or health is at risk.

Employees shall also observe the following duties:

- a. To take reasonable care of their health and safety and that of the other people who may be affected by what they do or not do
- b. To cooperate with health and safety measures and initiatives
- c. To use work items provided by Fyffes correctly, including personal protective equipment, following training or instructions
- d. Not to interfere with or misuse anything provided for health, safety and welfare purposes
- e. To report at the earliest opportunity injuries, accidents or dangerous occurrences at work, including those involving the public and participants in activities organised at Fyffes premises

RESPONSIBILITIES OF DIRECTORS, MANAGERS AND SUPERVISORS

Directors, managers, and supervisors have special obligations to ensure that employees follow health and safety policies and procedures to:

- a. Create a safe, healthy, and harmonious work environment, with significant hazards properly controlled and free of prohibited behaviour and conduct that could cause an accident. To achieve this environment, directors, managers and supervisors must act as role models to maintain only the highest standards of conduct and vigilance
- b. Communicate the current policy to all Fyffes employees, ensure that they take relevant mandatory courses and listen to employees' concerns about health and safety
- c. Address, report and escalate health and safety incidents and alleged incidents caused due to prohibited behaviour or conduct in line with this Policy
- d. Ensure that incidents of prohibited conduct are quickly addressed through the appropriate channels
- e. Ensure there is no retaliation against any employee or external stakeholder reporting a safety or health concern
- f. Assess health and safety hazards and implement preventive measures accordingly to achieve a control status for significant risks

ACCOUNTABILITY AND RESPONSIBILITIES AT FYFFES

The responsibility for health and safety at work falls on the manager of each operation and every individual in every 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.

Fyffes Human Resources department is responsible for the strategic development and implementation of our health and safety programs, fostering a culture of safety consciousness, risk mitigation, and respect for human rights throughout the organisation.

Fyffes consistently monitors risks of chemical, physical or biological substances in operations and supply chain and takes appropriate measures to avoid exposure to chemical, physical or biological substances.

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
- Potential risks and hazards arising from operations are managed properly
- 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 at their work.