

## **DEL MONTE PACIFIC LIMITED GROUP HUMAN RIGHTS POLICY**

Del Monte recognizes the responsibility of business to respect human rights in all aspects of its operations. We expect our employees, suppliers and contractors to adhere to the same human rights principles. We do not tolerate human rights abuses and violations and shall enforce this zero tolerance policy for any human rights violations that our operations might come across.

Del Monte recognizes an opportunity to promote human rights in the various areas where it makes positive contributions to society. Del Monte respects the legitimate role of civil society organizations and human rights defenders in promoting rights, and in working with businesses to prevent and mitigate human rights abuses.

### **Policy Statements**

We will develop and implement robust and effective policies and procedures for respecting and promoting human rights within the organization and within the sphere of our influence, as follows:

1. **Integration of Respect for Human Rights in the Company's Processes and Culture.** Respect for human rights within Del Monte and across our operations will be built into the existing policies, contractual obligations and the working culture of the company, including risk-assessment, reporting obligations, discipline and staff performance objectives.
2. **Responsibility to Prevent or Mitigate Human Rights Impacts.** Our responsibility to respect human rights shall include efforts to:
  - a. Avoid causing or contributing to adverse human rights impacts through our own activities, and address such impacts when they occur;
  - b. Prevent or mitigate adverse human rights impacts that are directly linked to our operations, products, services, or business relationships, even if we have not contributed to those impacts.
  - c. Respect international human rights law, regardless of the capacity or willingness of the state to enforce it.
3. **Due Diligence on Human Rights Impacts.** We shall implement a comprehensive human rights due diligence process to proactively identify, prevent, mitigate and account for how we address our actual and potential impacts on human rights shall form part of our operations, products, services and our business relationships. This entails the following:
  - a. Being guided by the sphere of influence principle. We will identify and analyze stakeholders with political, contractual, economic and geographic proximity. We will conduct thorough contextual risk assessments before starting new, or expanding existing, projects or operations.
  - b. Engaging in meaningful consultation with potentially affected groups and other relevant stakeholders, respecting the right to self-determination of indigenous peoples and the right to participation of the communities where we operate.
  - c. Setting up processes to enable remediation of any adverse human rights impacts we cause or to which we contribute.
  - d. Ensuring that human rights due diligence processes are done prior, as well as on a regular and ongoing basis, recognizing that the human rights risks may change over time as the business

enterprise's operations and operating context evolve.

- e. Integrating the findings from our human rights impact assessments across relevant internal functions and processes, and taking appropriate action, as may be required.
  - f. Tracking the effectiveness of our responses and actions based on appropriate quantitative and qualitative indicators and by drawing feedback from both internal and external sources, including non-governmental organizations (NGOs) and affected stakeholders.
  - g. Communicating our human rights assessment externally, particularly when concerns are raised by or on behalf of affected stakeholders. When our operations pose risks of severe human rights impacts, we should report formally on how we address them.
4. **Zero Tolerance.** We shall not authorize, tolerate, or knowingly ignore human rights violations committed by our employees or any persons we have business relationship with nor shall we provide assistance or encouragement that has a substantial effect on the perpetration of human rights abuses.
  5. **Engagement with Communities.** We will consult concerned stakeholders on matters affecting their rights and well-being, respecting the right of indigenous peoples to give or withhold their free, prior and informed consent regarding the use of their land and natural resources. We shall engage communities: respecting their cultures, developing courteous relationships, and honoring consent-giving processes.
  6. **Promotion of Human Rights.** We shall actively participate in collaborative initiatives nationally and locally in the promotion of business and human rights through education, advocacy and capacity development for our employees and the communities and stakeholders we work with.
  7. **Adherence to the Rule of Law.** We commit to the basic tenets of good governance and to the rule of law, informed by applicable domestic laws and, above all, international human rights laws.
  8. **Transparency.** Transparency and honesty shall be our defining principles in monitoring, evaluating and reporting on our human rights and sustainability policies and practices (including mitigation and remediation measures), publically as well as to international, national and local auditing bodies.
  9. **Remediation Mechanism.** We will provide access to remedy by implementing a safe, accessible and effective operational-level grievance mechanism for individuals and communities who may be adversely impacted by our operations. This mechanism will make it possible for grievances to be addressed, and adverse impacts remediated early and directly, thus preventing harms from compounding and grievances from escalating. Where reprisals against human rights defenders or project stakeholders are identified, we will respond effectively to protect the life and integrity of those at risk.
  10. **Respect for Civic Space.** We shall not tolerate threats, harassment or attacks against human rights and environmental defenders. Stakeholders must be able to engage freely with us and our business partners, whether to provide feedback or to raise concerns. We will act to prevent and respond to any instance of reprisals, and expect our business partners to do the same.