



Policy No:
WW.M&S.P01.v02.01

Effective date:
1, October 2024

Revision Date:

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Subject: Environmental Policy

Environmental Policy

Dole plc
Dublin, Ireland



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1. PURPOSE

At Dole plc (“Dole”) we recognize our role as custodians of the environment in which we operate, our responsibility to measure, manage and minimize our consumption of precious natural resources, and our impact on the wider ecosystem. In rising to this challenge, we prioritize the conservation of our land, the adoption of stringent environmental protocols across all operations and the integration of sustainable practices into our business model.

Dole is committed to complying with all applicable international and local environmental laws and regulations. This Environmental Policy (the “Policy”) is aligned and complements our Code of Business Conduct & Ethics (“Code”).

2. SCOPE

The Policy applies to all Dole people – directors and employees in every country and every Group¹ entity. The policy applies to Dole owned or managed operations.

As we grow through acquisitions it is important that we all comply with the same rules throughout the extended Dole organization. Acquired businesses are required to adopt this Policy and communicate our values. In the case of joint venture and associate companies, we strongly encourage compliance with this Policy or similar policies which are at least as robust as ours.

3. POLICY

Dole commits to:

1. **Sustainable Farming Practices:** Dole is committed to sustainable agricultural practices on our owned farms, including implementing organic farming, integrated pest management, water conservation, and soil health preservation where appropriate. Our sustainable practices include a range of regenerative practices supporting soil health and precision farming focused on implementing innovative technologies to improve efficiency and reduce impacts.

¹The Dole Group is defined as all companies where Dole plc exercises control over operating and financial policies. Control may occur for example, when Dole plc has (i) more than 50% of the voting rights or (ii) control of the Board of the company through majority representation; or (iii) power to direct activities that impact the entities economic performance. If you are unsure if a company is a Group company, please consult your local Head of Finance.



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2. **Biodiversity protection:** Efforts to protect and enhance biodiversity in farms, including ecosystem protection and particularly for pollinators. Our goal is also to enhance the biodiversity on our farms by implementing monitoring programs, improving connectivity and reforestation where applicable.
3. **Pesticide Reduction:** Minimization of pesticide use through integrated pest management practices, biological controls, and alternative pest control methods to minimize harm to non-target species.
4. **Water Management:** Implementation of water-efficient irrigation systems, water recycling and reuse, and measures and practices to minimize water use and any pollution from agricultural activities.
5. **Energy Efficiency:** Adoption of energy-efficient technologies in farming operations, transportation, processing and distribution facilities to reduce carbon emissions and minimize energy consumption.
6. **Waste Reduction and Recycling:** Strategies to minimize waste generation along the supply chain, promote recyclability of packaging materials, and explore innovative ways to utilize by-products where possible.
7. **Packaging:** reduced use of packaging and particularly fossil fuel-based plastics. Make packaging increasingly recyclable and compostable.
8. **Carbon Footprint Reduction:** Setting targets to reduce greenhouse gas emissions across the entire supply chain, including transportation, refrigeration, and waste management and implement reduction programs.
9. **Supply Chain Transparency:** Commitment to transparency and traceability in sourcing practices, ensuring that suppliers adhere to environmental standards and ethical labor practices.
10. **Community Engagement:** Engagement with local communities to support sustainable development initiatives, provide training and education on environmental stewardship, and contribute to local economies.
11. **Certifications and Compliance:** Obtaining relevant third party-certifications based on need and materiality, and ensuring compliance with environmental regulations in all operating regions.
12. **Continuous Improvement:** Commitment to ongoing monitoring, evaluation, and improvement of environmental performance through regular audits,



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stakeholder feedback, and research into new sustainability technologies and practices.

- 13. Compliance and Accountability:** Ensure compliance with applicable regulations. Encourage feedback and suggestions from employees, suppliers, and stakeholders to continually improve our environmental management efforts.

Feedback can be given to the divisional CSR contact by email or directly to the Chief Sustainability Officer at xavier.roussel@dole.com.

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4. ROLES AND ACCOUNTABILITIES

The table below describes the participation by certain identified stakeholders in overseeing the implementation of the policy.

ROLE R = Responsible; A = Accountable; C = Consulted; I = Informed							
TASK DESCRIPTION AND/OR DELIVERABLE	Dole plc SCO	Dole plc CEO	Dole plc COO	Dole plc Division presidents and General Managers	Division Sustainability Leads	Internal Audit	Dole Corporate function heads
Creates original Policy and modifies the Policy when required.	A / R	I	C	C	C	I	I
Reviews Policy annually.	A / R	I	C	I	I	C	I
Fields inquiries about the Policy.	A / R	I	I	I	I	I	I
Ensures compliance.	R	I	A	R	R/C	I	I
Monitors effectiveness and continuous improvement	A / R	I	I	C	I	C	I
Monitors procedures are put in place by management.	A / R	I	I	C	I	C	I

ROLES AND ACCOUNTABILITIES CHART LEGEND
Responsible Those who do the work to achieve the task.
Accountable The one ultimately answerable for the correct and thorough completion of the deliverable or task, and the one who delegates the work to those <i>responsible</i> . In other words, an <i>accountable</i> must sign off (approve) work that <i>responsible</i> provides. There must be only one <i>accountable</i> specified for each task or deliverable.
Consulted Those whose opinions are sought, typically subject matter experts; and with whom there is two-way communication.
Informed Those who are kept up-to-date on progress, often only on completion of the task or deliverable; and with whom there is just one-way communication.



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5. REFERENCE

Document Type	Ref. No.	Title
Policy	WW.Compliance.P04.v02	Code of Business Conduct & Ethics
Policy	WW.M&S.P01.v01.01	Climate Policy
Policy	WW.M&S.P04.v01.01	Water Policy

6. REVISION HISTORY

Date	Revision No.	Revised by	Description of Change	Approved by	Approval Date
October 1, 2024	01.01	n/a	Initial Creation	Xavier Roussel	October 1, 2024

7. APPENDICES

N/A