



May 21, 2019

Re: Swedwatch article about Jorge Acosta dated May 14

To Whom It May Concern

We have read the Swedwatch article about the legal situation of Mr Acosta in Ecuador and would like first to clarify that there is no connection between Dole and the individual who filed the complaint against Mr. Acosta or with Mr. Acosta himself.

While we are not involved in and cannot comment on Mr. Acosta's legal situation, Dole unequivocally supports the principle of free speech for all people, including Mr. Acosta's right to express his opinions. This does however not constitute any endorsement of Mr. Acosta's controversial views or actions. Dole has embraced industry dialog as a constructive way to resolve those differences including with critical voices. An example of this commitment is the participation of Dole in the World Banana Forum, the main multi-stakeholder forum of the banana industry.

Dole's operates under a Code of Conduct, which clearly establishes the company's policy to respect workers freedom of association, non-discrimination, equal rights, and maintaining a positive and respectful workplace. Dole provides the means for employees and other stakeholders to report misconduct, raise issues, or simply ask questions through the Dole Integrity Hotline, an integrated telephone, web and database suite of tools that allow individuals to share their concerns with Dole, with the assurance that all reports are confidential and may be made anonymously.

In 2011, Dole's banana division in Ecuador, signed a Collective Bargaining Agreement (CBA) with "Comité de Empresa de Trabajadores de la Compañía Megabananas", a union affiliated with FENACLE, Ecuador's national agro-industrial workers and small farmers' federation.

Currently, approximately 1,000 workers and employees of Dole in Ecuador, representing approximately 50% of the labor force, are affiliated to one of the three worker organizations of the company (*Comite de Empresa de los Trabajadores de la Compañía Megabanana S.A., Sindicato de Trabajadores de la Finca Maria Jose y Banaloli, and Comité de Empresa de Logistica Bananera S.A.*) Management works closely with workers representatives in matters relating to workers' health, safety, and labor conditions.

Xavier Roussel
Vice President of Marketing and Sustainability
Dole Food Company