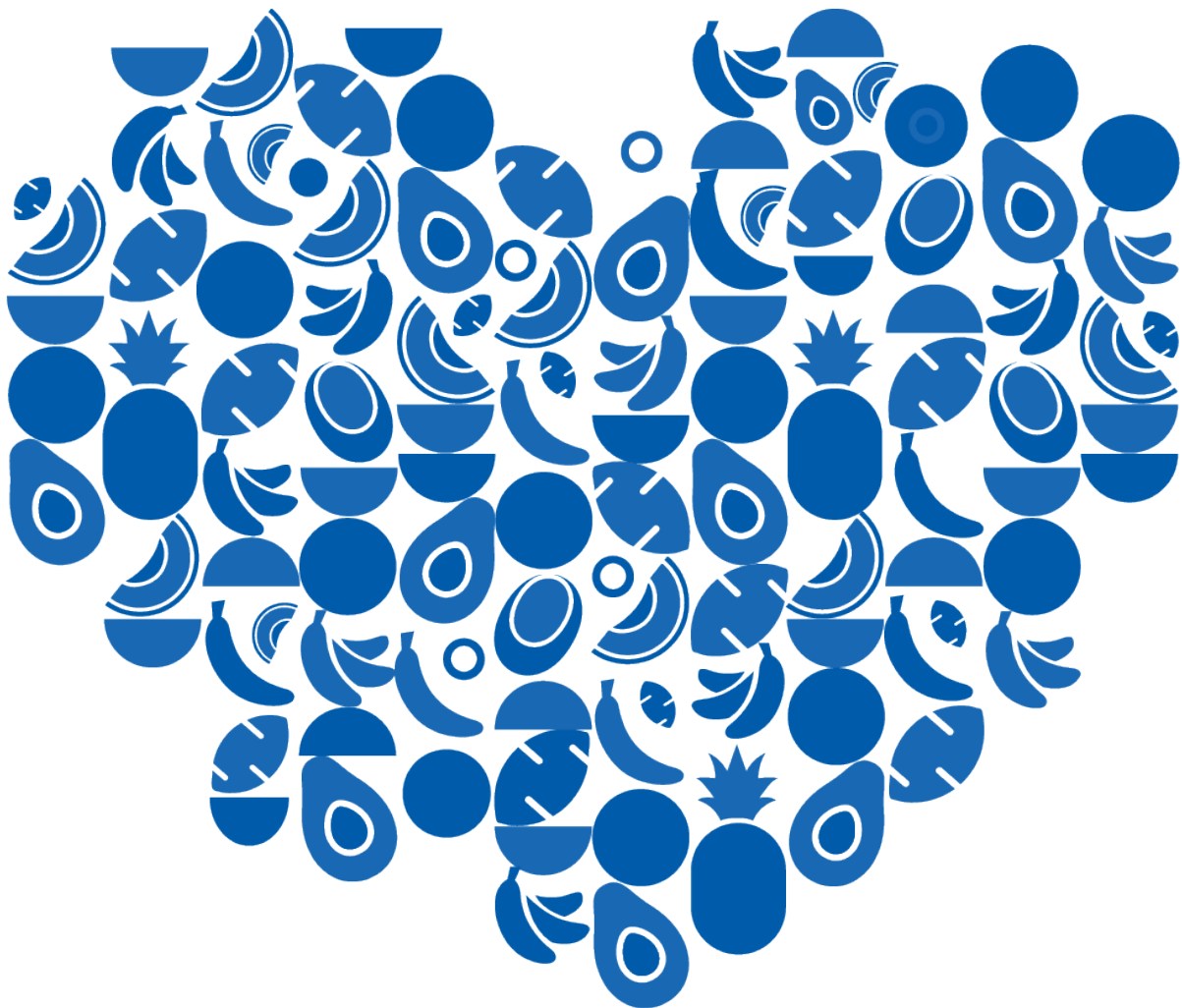




Global Child Labour Policy, Monitoring and Remediation Protocol



INTRODUCTION

Fyffes is against all forms of exploitation of children, and we are firmly committed to actions to eradicate child labour from our agricultural supply chains, in line with the Fyffes Principles, our Global Human Rights Policy and Statement and our Modern Slavery Statement. Millions of children around the world are trapped in child labour, depriving them of their childhood and education, risking their health, safety and condemning them to a life of poverty.

We constantly monitor compliance on human and labour rights through frequent site visits and internal and external audits, and many of our certifications require vigilant monitoring of potential child labour throughout our own operations and supply chain.

We conduct regular Human Rights Impact Assessments (HRIA)¹ using methodology based on the UN Guiding Principles on Business and Human Rights. These Assessments tell us that child labour is a salient human rights risk in our business. Although we have yet to identify any incidence of child labour in our own operations, there is a higher risk of child labour with suppliers, in particular smallholder farms. In addition, it is such a serious risk that continued focus on this issue is important. Our Global Child Labour Policy and Remediation Protocol ensures we can act swiftly and sensitively in the best interest of the child in any potential case.

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



Helge Sparsoe
Fyffes Chief Executive Officer

¹Please refer to our Human Rights Policy for more details on our Human Rights Impact Assessments Approach and Methodology.

CHILD LABOUR DEFINITION

The classification of specific work as child labour is influenced by factors such as the child's age, the nature and duration of the work, the conditions in which it is carried out, and the goals set by each country.

The International Labor Organization (ILO) defines child labour as “work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development.”

Not all work done by children should be classified as child labour. According to the ILO, it refers to work that:

- is mentally, physically, socially or morally dangerous and harmful to children; and/or
- interferes with their schooling by: depriving them of the opportunity to attend school; obliging them to leave school prematurely; or requiring them to attempt to combine school attendance with excessively long and heavy work².

Fyffes also recognises Children’s Rights, as a broader concept as defined in the UN Convention on the Rights of the Child (CRC), recognising the diversity of ways in which business affects children.

The Convention on the Rights of the Child (CRC) recognises every child’s right, “to be protected from economic exploitation and from performing any work that is likely to be hazardous or to interfere with the child’s education,” or that is likely to harm the child’s health or, “physical, mental, spiritual, moral or social development.”

This protocol contains two sections:

1. Child Labour Policy
2. Child Labour Remediation Protocols
 - 2.1 Child labour within our own operations
 - 2.2 Child labour within our supply chain

SCOPE

This Policy and Protocol applies to all employees and suppliers and defines a set of operational principles to prevent child labour and procedures on how to respond if child labour is ever encountered and applies to all children in all work situations in our own operations and that we are linked to via our supply chain. This includes permanent, temporary, or casual labour, whether directly or indirectly (i.e. via agencies) employed by the management of the workplace, as well as children who have been trafficked or sold into work.

1. CHILD LABOUR POLICY

Minimum Age

Fyffes minimum age of employment is 16 years of age or over the age for completion of compulsory education or the country legal working age, whichever is higher.

In addition, employees under 18 are not employed in any form of hazardous work conditions, as defined by the ILO as Hazardous work is defined in the ILO Conventions as: “work which, by its nature or circumstances in which it is carried out, is likely to jeopardise the health, safety or morals of children” (Article 3(1) of Convention No. 138 and Article 3(d) of Convention No. 182.).

Examples of hazardous work for young workers³ can include, but is not limited to:

- Work with dangerous machinery, equipment and tools
- Work which involves manual handling or transport of heavy loads
- Working with the application of agro-chemicals
- Heat stress

Fyffes, through its Global Health and Safety Committee identifies ‘hazardous work’ through its health and safety assessments.

Responsibilities of Fyffes

1. Fyffes is committed to keeping our business free of child labour as defined above. Fyffes ensures this Policy is communicated to all employees and suppliers, through its Supplier Code of Conduct.
2. Fyffes applies the Convention on the Rights of the Child (CRC) to consider the overall rights of the child comprehensively, in addition to child labour. Fyffes will also apply Relevant ILO conventions (C138-Minimum Age Convention, 1973 + C182-Worst Forms of Child labour).
3. Fyffes assesses its overall risk of exposure to child labour, in the context of the agricultural sector, the nature of the work performed and the geographies where we have operations through our Human Rights Impact Assessments (HRIA).
4. Fyffes undertakes a review of its business in relation to UNICEF’s Children’s Rights in Business approach.

² International Labor Organization (ILO), “What is child labour”, available at <https://www.ilo.org/topics/child-labour/what-child-labour>

³ ‘Young workers’ are over the minimum age of 16 but below 18. They are still considered “child labour” under ILO Conventions Nos. 138 and 182 if the work they do is hazardous.

Due Diligence

Fyffes is an international company with a footprint in many different countries, whose prevalence of child labour and modern slavery vary from very little risk to high risk. Fyffes acknowledges four main resources for risk assessment: US Department of State's Country Reports on Human Rights Practices⁴, the ILO Sweat and Toil app and the Global Slavery Index⁵ and the UNICEF Children's Rights in the Workplace Index⁶ and in addition, Fyffes conducts in-depth human rights due diligence on its own operations, as well as many of its suppliers, taking a risk-based approach.

Worldwide it is estimated 60 percent of all child labourers in the age group 5-17 years, work in agriculture, including farming, fishing, aquaculture, forestry, and livestock⁷. Our first HRIA conducted in 2019 by Business for Social Responsibility (BSR) outlined the risk in the Dominican Republic, where children of undocumented migrant parents, many of Haitian descent, are vulnerable to labour exploitation due to a lack of birth certificate or residency documentation. Child labour risk was also identified as a potential salient risk in Colombia for uncertified plantains smallholder farmer we source from and other exotics fruit suppliers, where we need to enhance our due diligence and oversight.

Identified risks in the supply chain are to be eliminated, prevented or minimised according to their likelihood of occurrence and the severity of the adverse impacts.

RESPONSIBILITIES OF FYFFES EMPLOYEES AND SUPPLIERS

2. CHILD LABOUR MONITORING AND REMEDIATION PROTOCOL

2.1 Fyffes Own Operations Protocol Monitoring

There are several ways in which Fyffes monitors for child labour. All Fyffes operations are audited against the ETI Base Code, and all are covered by a labour rights certification, which include the prevention of child labour. Fyffes own operations undergo internal unannounced audits as well as external audits by certifications and all individual farms and packhouses are required to have concluded in-depth human rights impact assessments (HRIA) by 2027. In addition Fyffes has worked with independent experts to conduct community needs assessments in 100% of the communities surrounding its own operations.

Remediation

1. If a child is found working⁸ on any of Fyffes operations, including on a farm, pack house, corporate office or ripening facility and the child's underage has been confirmed and verified via an identity check, the child will be removed from all work immediately. If the child's identity cannot be verified, it should be assumed a youthful-looking worker is under-age until verifiable evidence to the contrary is provided, the child will be removed from all work immediately.
2. The child should be transferred to a safe place.
3. The contact details of the child's parents/guardian should be obtained.
4. If the child is not with his parent or legal guardian (i.e. if the parent/guardian is responsible for sending the child onto the worksite, but is not present, nor an employee of Fyffes), the human resources (HR) representative or senior manager at the site should contact a parent immediately.
5. Fyffes employees or external auditors encountering child labour in Fyffes own operations should report the matter immediately to HR and/or the most senior manager within that operation. If there is any concern that the HR representative or senior manager were involved in the intentional recruitment of a child, then the matter should be escalated to the Fyffes Ethics Committee (ethicscommittee@fyffes.com) or via the Fyffes Ethics Hotline (<http://ethicshotline.fyffes.com>).
6. The HR representative/senior manager should also notify the relevant local government department and law enforcement if the child is beneath the legal age for work or if it is suspected that the child is the victim of trafficking.

If the child found working has been brought to work by a parent or legal guardian, who is an employee of Fyffes, then the parent/legal guardian should be issued with a written caution and reminded that child labour is not permitted under any circumstances. Fyffes and its subsidiaries will explain to the child the reasons why he/she is removed from work. If this is the second time the parent/guardian has brought the child into the workplace to work, they are likely to face dismissal.

If the child is without parents or guardians, Fyffes will contact a suitable government department or non-governmental organisation (NGO) to assist the child.

⁴ <https://www.ilo.org/ipec/facts/lang--en/index.htm>

⁵ <https://www.state.gov/reports/2023-country-reports-on-human-rights-practices/>

⁶ <https://www.unicef.ch/en/media/4548/download?attachment=>

⁷ <https://www.ilo.org/ipec/areas/Agriculture/lang--en/index.htm>

⁸ For safety reasons, children should not be present on operational sites. If the child is simply visiting the parent, it is not child labour but is still not permitted.

7. If it is suspected that the child is a victim of trafficking, the HR representative or senior manager should speak with the relevant government department or seek advice from a reputable local NGO⁹, regarding next steps.

8. The HR representative or senior manager should contact the [Fyffes Ethics Committee](mailto:ethicscommittee@fyffes.com) (ethicscommittee@fyffes.com). The Ethics Committee is comprised of the Chief Human Resources Officer, the Chief Corporate Affairs Officer, the Chief Legal and Compliance Officer and the Global Director of Compliance.

9. A member of the Ethics Committee will contact Fyffes parent company Sumitomo immediately as is required by Sumitomo's Compliance Policy and Fyffes Grievances Procedure.

10. The child should be handed over to the parent or guardian that comes to collect the child ONLY IF they can validate they have custody/guardianship of the child.

11. The HR representative or senior manager should try to identify and understand the causes of the child's presence in the workplace as well as how the management system failed to prevent child labour. If the investigation shows that the reason relates to the additional income needs of the family where the child comes from, management can explore other options, for example substituting another family member who is fit to work.

2.2 CHILD LABOUR WITHIN OUR SUPPLY CHAIN

Monitoring

There are several ways in which Fyffes monitors its supply chain for child labour. All Fyffes suppliers must agree to Fyffes Supplier Code of Conduct and must conform with Fyffes Due Diligence Policy. Fyffes also requires all suppliers to undertake human rights due diligence operations via a self-assessment tool, provided by Fyffes. Using a risk-based approach, Fyffes also works with suppliers to conduct independent in-depth human rights impact assessments (HRIA).

Remediation

1. Fyffes expects all its suppliers to take all necessary measures to prevent child labour in their operations.
2. Fyffes employees or external auditors encountering child labour in Fyffes supply chain should report the matter immediately to Fyffes Compliance Department.

3. Suppliers should follow the steps outlined in the Fyffes Own Operations Protocol above and provide evidence of the actions taken to the Fyffes Compliance Department.

4. The Compliance Department will contact the [Fyffes Ethics Committee](mailto:ethicscommittee@fyffes.com) (ethicscommittee@fyffes.com).

5. A member of the Fyffes Ethics Committee will contact Fyffes parent company Sumitomo immediately as is required by Sumitomo's Compliance Policy and Fyffes Grievances Procedure.

6. If a child labourer is found working on any of Fyffes supply chain sites, Fyffes will immediately cease ordering the respective goods or services from that supplier until evidence is provided that the child has been removed from all work.

REMEDICATION AND MITIGATION ACTIONS

1. Once the child's safety has been confirmed and they have been restored to their family or protective custody, Fyffes will undertake an investigation to ascertain how child labour might have occurred.
2. Fyffes will assemble a remediation team made up of Fyffes employees (including the most senior manager at the site, a human resources representative and a member of the Compliance and Corporate Affairs Departments) as well as a representative from the local child welfare agency or organisation¹⁰.
3. This virtual team will define and implement an appropriate remediation plan, ensuring that the best interest of the child is central, and that parental/guardian consent is obtained¹¹. All actions should be documented in full.
4. The remediation plan will be monitored closely and should be carried out in cooperation with other stakeholders, as appropriate.
5. In the case of a supplier, Fyffes role will be to require the supplier to follow the steps above and Fyffes will hold the supplier accountable for remediation by overseeing the remediation plan.

EFFECTIVENESS OF REMEDIATION AND MITIGATION ACTIONS

The effectiveness of the measures shall be reviewed regularly by Fyffes Corporate Affairs department as part of its ongoing human rights due diligence and will be incorporated into Fyffes Human Rights and Environmental Mitigation Plan.

⁹ See Appendix.

¹⁰ The appropriate agency or organisation will be determined based on local knowledge and in the best interests of the child.

¹¹ There may be circumstances in which the parent or guardian does not place the child's welfare central and in these circumstances, their consent may not be obtained.

APPENDIX

List of reputable NGOs focusing on child labour by country/region:

Ireland:

Blue Blindfold

www.blueblindfold.gov.ie/en/bbf/pages/victim_support_organisations

UK:

UNICEF

www.unicef.org/csr/css/Child_labour_resource_Guide_UK_NatCom.pdf

United States:

End Child Labor

www.endchildlabor.net

Mexico:

Alberto Xicotencati, Casa de Migrante en Saltillo direccion@cdmsalt.org
+52 1 8442 0870

Belize:

Child Development Foundation

www.namati.org/network/organization/child-development-foundation-cdf/

Centro Escolar Mexico Junior College

www.cemjc.edu.bz

Terres Des Hommes

www.terredeshommes.org

Rest of Latin America:

Movimiento Latino Americano y del Caribe de NNATs (MOLACNATs)

molacnatsecretariado.ejecutivo@gmail.com

Save The Children International in Latin America

www.savethechildren.net

Plan International

www.plan-international.org/latin-america

Rest of the World:

Save The Children

www.savethechildren.net

UN HCR

www.ohchr.org/EN/Issues/Slavery/UNVTFCFS/Pages/SlaveryList.aspx