

kt group																			
		Del Monte risk assessment of human rights and decent working conditions:  Risk assessment country of origin											ndier						
	Raterial Country of origin	Freedom of association Contract Working hours Forced LaboriNumen trafficking		Siment country of origin  Discrimination	Health and safety at work	WageInstrumeration	Third party verification	Raw material from Preedom of associa	on Contractivorking hours	Forced laborihuman	Risk assessment of trafficking Child labor	Discrimination	Health and safety at work	Wagehenuneration	Third party verification	Third party production	Total risk assessment of product:	Action plan:	
Del Monte	503 DM Ananas Krossad Spack i Julos 34230g/8 Kenya	Yes - bo labor union in place with an actin Collective Bargaring Agraement. Both of the Collective Bargaring Agraement. Both of the Collective Bargaring Agraement. Indeed, the Collective Bargaring Agraement.	No- National Identification Card Birth Certification are prerequiste requirements to	Measures undertaken include: eleborate non- decrimination policy communicated to all employees, regular training provided and active speak-up/white	The company conducts continous trainings and has impleces robust. Safety and Health management syste including standard safe operating procedures, safety	In line with Collective Bargaining Agreement and well above all published Government mini	the State of Sedex (SAETA) and Amfort SEDEX (SAETA) and Amfort SEDEX and its sudded annually to writy Compliance to Ethical Trade Initiative (ETI) Code, Statiness Social	Not represented by a Kenya however, they have a	670 permanently temporarily employed. Serv. Name Old Morris Business Code of Conduct that inc of Working hours and Remunerations	houlder ance with Maniforing	No workers under the age of 15. National ident cand fürth Certificates are prerequiste require employement by any service provider who reg-	fication It is a randatory requirement for service providers to have non-discrimination policies;	Del Monte Safety and Health ny. Del management policy coversiapply	Senice Provider Management System is in pla ensure compliance with Del Monte Business C Conduct that include Montering of Working to	ace to Sub-contractors are regularly inspoted by Go Code of Labour Office and also by extension they're p ours of the scope Audited during ETI, BSCI and Global GAP Audite.	nut mert	Lowrisk	N/A	
								Not represented by a	670 permanently temporarily employed. Serv	holder									
Del Monte	111 DM Ananashitar 3-pack i juice 3x230g/6 Kanya	207 Personnerel Employee, 2725 Seasonal Employee, Porcad and bonded bloor in Del Mo yes - loo labor unions in place with an active Colicine Europeaned. 2016 Temporary Employees. Observine in solutiony and different in the Collective Europeaned for both Del Collective Europeaned for both Del Unions.  2017 Personnerel Employee, 2725 Seasonal Employee, Porcad and bonded bloor in Del Mo pension in problems (Speak-up- different in the Collective Europeaned for both Del Victoria.  2017 Personnerel Employee, 2725 Seasonal Employees, Porcad and bonded bloor in Del Mo pension is problems (Speak-up- different in the Collective Europeaned for the Del Victoria.	n of Certificates are prerequists requirements to employement in DMRC.	regular training provided and active speak-up/whistle blowing procedures are in place	Including standard safe operating procedures, safety and health Risk assessments.	and well above stipulated Government mini- sage .		Kanya however, they have a representative in place	Management System is in place to ensure or Del Monie Business Code of Conduct that inc of Working hours and Remunerations						ace to Sub-contractors are regularly inspoted by Go- Code of Labour Office and also by extension they're profits acops Audited during ETI, BSCI and Clobal GAP Audits.		Lownisk	N/A	
		200 erphyses. At ourtime is voluntary and in line with Basic Conditions of Employment  Policies and Procedures, ETI Base						Workers are free to	tor union, we 15 Employees. All overtime is voluntary and in cloud flore of Employment any labor Coops who are dealing apart from industrial	ath tresh					We writy proof that sub-contractors are third party writted		Lowrisk	N/A	
		Yes, Solderif, AFLDWU Unions 2000 employees. All overfine is voluntary and in line with Basic Conditions of Employment						their countries and th	fears are opens from years from years gating are gating as gating	o work	es This is prohibited from the law. No workers and				Yes, they are inspected by Labour Inspection		Lownisk	N/A	
Aonte	540 DM Ananassióver 3-pack i juice 3620g/0 Kanya	Yes - two labor unions in place with an active Collective Barpaining Agreement (Proplyses). Centre in a clearing and defined in the Collective Barpaining Agreement for but Maria Collective Barpaining Agreem	No-National Identification Card Birth Certificates are prerequiste requirements to employement in DMRL.	Measures undertaken include: eleborate non- discrimination policy communicated to all employees, regular training provided and active speak-up/whistle	The company conducts continous trainings and has impleces robust. Safety and Health management syste including standard safe operating procedures, safety.	In line with Collective Sargaining Agreement and well above stipulated Government mini- wage.	risa Yex: Del Morte is a member of Sedex (SMETA) and Amfor innum BSCI and is audited annually to writy Compliance to Ethical Trade Initiative (ETI) Code, Business Social	Not represented by a Kenya however, they have a representative in place	usuals 7 hours due to high temperatures.  600 permanently femporarily employed. Serv. Manual Service System is in place to ensure or Dail Monte Susteme Code of Conduct that he of Working hours and Remunerations	houlder ance with Monitoring	No workers under the age of 15. National ident Card/Sirth Certificates are prerequiste require employerant by any service provider who reg	Ication this a reandatory requirement for sensor providers to have non-discrimination polic telly. Monte has applier verification system in	Del Monte Safety and Health ny. Del management policy coversiapply I place. contractors on site.	Service Provider Management System is in place and compliance with Del Monte Business Conduct that include Monitoring of Working to	ace to Sub-contractors are regularly inspired by Go lode of Labour Office and also by estension they're pours ours of the scope Audited during ETI, BSCI and Global GAP Audits.	net osert	Lowrisk	NA.	
		Yes, Solderit, AFLDWU Unions 2000 employees. All overfire is voluntary and in line with Policies and Procedures, ETI Base Lanc Conditions of Employment				Basisc Wages rates are determined by Las IPIG pay 40% more than precribed rate		South Africa Yes, represented by Audit third pary comp	tor union, we 15 Employees. All overtime is voluntary and in Conditions of Employment	with Basic No use of labor agenci	es Not allowed to be employed under the age of 1				We writly proof that sub-contractors are third party writled		Lowrisk	N/A	
Sonte	1970 DM Perakkuwipale X-lasa 415gx504 prk Greece	D Personnelly emplyane  On the property emplyane  Workers are then to exroll to any usion  Cheffirm in requised by the emplyane and approached by the deen nocessarry and many are.  Required and foliary in paged commissions. The controlled and faelal, the controlled and faelal controlled and fael	ordaries on the age of 18 are employe oras) and there are strict controls to ensure none	d, MR monitor, control and correct behaviors that are no permissible in the workplace. Guidelines have been se	Every year there are multiple trainings on health and safety issues. What is more, employees are informed	Everyone is paid according to the national collective agreement and above, depending	Yes, inspecied by independent companies. Certified gon Auditors such as Einst & Young, Interior also audited our	South Africa Yes, represented by	tor union, we 15 Employees. All overtime is soluntary and in ties in uself. Conditions of Employment	with Basic No use of labor agenci	es Not allowed to be employed under the age of 1	Policies and Procedures, we have proof	We audit third party connactors to	Sasis and Minimum wages are regulated by L.	We writy proof that sub-contractors are third party writed	1	Lowrisk	NA.	
		they deen necessary and many are.  be supervisor and only in urgent circumstances. The variety exchanges to the variety exchange of the proposation and the variety exchanges of all employees are thoroughly controlled and lawful.  OT Demonstrated Profession 2728 Seasonal Demonstrates. Demonstrates the proposation of the large of the profession of the pr	applies for work.	and everyone abides by them.  Measures undertaken include elektronia non-	procedures and amountements about these matters.  The comments conducts conditions testings and has	operfus.	premises in acceptance to the document case which we have received with an A rating and is valid for 2 years.  Year Del Morte is a resember of Series (SMETA) and Anthro	Australia pay com											
Sonte	7304 Del Monte 1/2-pail Ananasskhor 3-pack Kenya	Yes - two later variors in place with an active Collective Bargaining Agreement (Strephyses). Gentlering is clearing and defined in the Collective Bargaining Agreement for the Unions.	No-National Identification Card Birth Certificates are prerequiste requirements to employement in DMRC.	x discrimination policy communicated to all employees, regular training provided and active speak-up/whistle blowing procedures are in place	inplaces robust. Safety and Health management syste including standard safe operating procedures, safety and health Risk assessments.	in line with Collective Bargaining Agreement and well above atipulated Government mini wage .	this simum and its audited armostly to writy Compliance to Ethical Trade Initiative (ETI) Code, Business Social Compliance Initiative and fair labour practices.	Not represented by a however, they have a representative in place	bor union, Name of the American System is in place to ensure or Del Morris Sustemes Gold of Conduct that inc of Working hours and Remunerations	ance with Monitoring No use of labor agenci					ace to Sub-contractors are regularly inspoted by Go Code of Labour Office and also by extension they're p ours of the scope Audited during ETI, BSCI and Global GAP Audite.		Lowrisk	NA.	
onte	7357 Del Monte Ansanabit 3-pack 1/4pell NO Kenya	Yes - No labor unions in place with an active Collective Burgaining Agraement Collective Burgaining Agraement for Collective Burgaining Agraement for Collective Burgaining Agraement for the part of the Collective Burgaining Agraement for the Collective Burgaining Agraement for the part of the Collective Burgaining Agraement for the Collective Burgaining Agraement for the part of the Collective Burgaining Agraement for the part of the Collective Burgaining Agraement for	No-National Identification Card/Birth Certificates are prerequise requirements to	Measures undertaken include: eleborate non- discrimination policy communicated to all employees, regular training provided and active speak-up/whistle	The company conducts continous trainings and has implaces robust. Safety and Health management syste including standard safe operating procedures, safety	In line with Collective Bargaining Agreement and well above atpulated Government mini	ths Text Del Morte is a member of Sedex (SAETA) and Amfor Simum Efficial Trade Initiative (ETI) Code, Business Social	Not represented by a Kenya hower, they have a proposability in the	bor union, Marsa Charles System is in place to ensure on Del Marsa Business Code of Conduct that in- of Workins hours and Remanantations	houlder ance with Monitoring No use of labor agenci	No workers under the age of 15. National ident Card Wirth Certificates are prerequiste require employement by any service provider who reg	It is a mandatory requirement for service write for providers to have non-descrimination polic larly. More has surplier verification water in	Del Monte Safety and Health ny. Del management policy coversiapply i	Service Provider Management System is in pla ensure compliance with Del Monte Business C Conduct that include Monitoring of Working to	ace to Sub-contractors are regularly inspired by Gol Code of Labour Office and also by estimator they're pours ours of the scope Audited during ETI, BSCI and Global GAP Audits.	out swert	Lowrisk	NA.	
onte		Yes, Solderit, AFLDWU Unions 2000 employees. All overfire is voluntary and in line with Policies and Procedures, ETI Base Lanc Conditions of Employment							tor union, we 15 Employees. All overtime is voluntary and in Conditions of Employment						We write proof that sub-contractors are third party writed		Lowrisk	N/A	
nte	F470 DM Ananasbitar 3-pack 1/2 pail NO Kanya	Visc - two labor unions in place with an active Collective Bergating Agreement (Proplymer, 2015 Seasonal Employmer, Percent and should raillow in 2018 Temperary Represent Collective Bergating Agreement for the Collective Bergating Agreement for the Monte Collective Bergating Agreement for t	No- National Identification Card Birth Certificates are prerequiste requirements to	Measures undertaken include: eleborate non- decrimination policy communicated to all employees, regular training provided and active speak-up/whistle	The company conducts continous trainings and has implaces robust. Safety and Health management syste including standard safe operating procedures, safety	In line with Collective Bargaining Agreement and well above stipulated Government mini	Yes: Del Morte is a member of Sedex (SMETA) and Amfor BSCI and is sudied annually to writy Compliance to thical Trade Initiaties (ETI) Code, Business Social	Not represented by a Kenya however, they have a	CO permanently temporarily employed. Services Management System is in place to ensure or Del Monte Business Code of Conduct that inc of Working hours and Remunerations	houlder ance with Monitoring					ace to Code of Labour Office and also by elemation they're pours ours of the scope Audited during ETI, BSCI and Global GAP Audits.		Lowrisk	NA.	
		957 Permanenet Employee, 2728 Seasonal Employees. Forced and bonded labour in Del Mo		Measures undertaken include: eleborate non-	The company conducts continous trainings and has			Not represented by a			Audied by CNRO.  No workers under the age of 18. National ident Card Mich Certificates are reservoids services.	fication It is a randatory requirement for senior	Del Monte Safety and Health	and Fair Remunerations.  Service Provider Management System is in plantage compliance, with Dat Monte Resistance Communications of the Communication of the	Global GAP Audits.  ace to Sub-contractors are regularly inspoled by Go  orde of Labour Office and also by advancing the bar.	out.			
_	7528 Del Monte 1 Opall SE Taco Ananasbitar 3p Kenya	Yes - teo labor unions in place with an active Collective Bargatining Agreement active Collective Bargatining Agreement (Licza.			inplaces robust. Safety and Health management syste including standard safe operating procedures, safety and health Risk assessments.		Yer: Del Norte is a member of Sedex (SAETA) and Anforders from SSCI and is audised annually to wortly Compliance to Stricts' Trade Initiative (STI) Code, Sustness Social Compliance Initiative and fair labour practices.	Kanya hower, they have a representative in place	bor union, Name Collegement System is in passes to ensure or Dal Monte Business Code of Conduct that inc of Working hours and Renunerations						ace to Sub-contractors are regularly inspoled by Go code of Labour Office and also by editoration they've prours of the scope Audited during ETI, BSCII and Clobal GAP Audite.		Lownisk	NA.	
		Yes - No labor unions in place with an active Collective Bargaining Agreement for players, 2785 Seasonal England and 2810 Temperature (Englands and Agreement for both Collective Bargaining Agreements for both Chicas.						Not represented by a however, they have a representative in place	bor union, Name Cell System is in place to ensure co- cell Moreia System is in place to ensure co- cell Moreia Sussiessa Code of Conduct that in- of Working hours and Remunerations	ance with Monitoring No use of labor agenci	es Cardiffer Certificates are prenequiste require employement by any senice provider who reg. Audited by DMC.	write for brily to have non-discrimination policity. Monte has supplier verification system in	bel Monte Safety and Health management policy coverslapply of place.	o all  conduct that include Monitoring of Working to and Fair Remanerations.	ace to Sub-contractors are regularly inspired by Gol Code of Labour Office and also by estimator they're pours ours of the scope Audited during ETI, BSCI and Global GAP Audits.	part	Lowrisk	NA	
tonia	20518 Del Monte Anansabitar i julce 3000gsG Kenya	Yes - teclabor unions in place with an active Collective Stargesting Agreement of Union to Earlies Collective Stargesting Agreement of Unions in the Collective Stargesting Agreement of Unions.  2019 Temporary Employees, Coverine in welstery and operation is prohibited. Speaking operation is prohibited. Speaking operation is prohibited. Speaking operation in prohibited. Speaking operation is prohibited. Speaking operation in prohibited. Speaking operation is prohibited. Speaking operation in prohibited. Speaking operation is prohibited. Speaking operation is prohibited. Speaking operation in prohibited. Speaking operation is prohibited. Speaking operation in prohibited. Speaking operation is prohibited. Speaking operation in prohibited. Speaking operation is p		Measures undertaken include: eleborate non- discrimination policy communicated to all employees, regular training provided and active speak-up/whistle	The company conducts continous trainings and has inplaces robust. Safety and Health management syste including standard safe operating procedures, safety	In line with Collective Stargaining Agreement and well above stipulated Government mini	ota office of Sedex (SAETA) and Anford of Sedex (SAETA) and Anford office audited annually to welly Compliance to Othical Trade Initiative (ETI) Code, Business Social	Not represented by a Kenya however, they have a representative in olde	670 permanently temporarily employed. Services history faces.  Management System is in place to ensure on Del Mante Business Gode of Conduct that inc. of Workshoppers and Services permanent force.	houlder ance with Monitoring	No workers under the age of 13. National Ident Card/Sinh Certificates are prerequiste require employement by any service provider who rea	fication it is a randatory requirement for service provides to have non-discrimination policity. More have recover services and the contract of the contract o	Del Monte Safety and Health management policy coverniapply to blace, contractive on sile	Sensice Provider Management System is in ph ensure compliance with Del Monte Business C Conduct that include Monitoring of Working by	ace to Sub-contractors are regularly inspoled by Go Code of Labour Office and also by editorsion they're prours of the acope Audited during ETI, BSCII and Global GAP Audite.	out owers	Lownisk	NA.	
		Ubiors. Human rights at workplace are in pile Yes, Soldarit, APLDWU Unions. Sold employees. At overfirm is voluntary and in line with Basic Conditions of Employment  Description of Employment  Description of Employment									Audied by CNRC.  Not allowed to be employed under the age of 5						Lowrisk	N/A	
		Yes, Solderi, APLDWUUkions Sacromonia on Appapasson in John Sacromonia on Apparatus					M. SNETA Audia - Annually	South Africa Yes, represented by Audit third pary com			es Not allowed to be employed under the age of 1						Lowrisk	NA.	
_		Yes, Solderit, AFLEWUUhlors 2000 employees. All overtime is voluntary and in line with Policies and Procedures, ETI Base is Base Conditions of Employment							tor union, we 15 Employees. All overtime is voluntary and in Conditions of Employment						We writy proof that sub-contractors are third party writted		Lowrisk	NA.	
		Yes, Soldark, APLDWU Unions 2000 employees. All ownfirms is voluntary and in line with Palicies and Procedures , ETI Base in 2007 Permanent Employee, 2728 Seasonal Employees, Porced and bonded below in Del Mo			Numerous Training on an annual basis  The company conducts continue trainings and has	Basic Wages rates are determined by Law RFG pay 40% more than precribed rate		South Africa Yes, represented by Audit third pary com	tor union, we 15 Employees. All overtime is voluntary and in rises to welly Conditions of Employment  670 permanently famporarily employed. Serv.						We verify proof that sub-contractors are third party verified ace to Sub-contractors are regularly inspoted by Go	nt.	Lowrisk	NA.	
_ '	27997 Del Monte Anamas skivor i julca 220g/24 Kenya	Yes - Ivo labor unions in place with an active Collective Earpaining Agreement Copylayse. Careform is clearing and operation in published Separation Collective Earpaining Agreement for the Collective Earpaining Agreement for the Collective Earpaining Agreement for the International Collective Earpaining Agreement for	No-National Identification Card Birth Certificates are prerequiste requirements to employement in DMRC.	x discrimination policy communicated to all employees, regular training provided and active speak-up/whistle blowing procedures are in place	inplaces robust. Safety and Health management syste including standard safe operating procedures, safety and health Risk assessments.	in line with Collective Bargaining Agreement and well above atipulated Government mini wage .	Yes: Del Morte is a member of Sedes (SMCTA) and Amfort forum BSCI and is audited armsely to verify Compliance to Etical Trade Initiative (ETI) Code, Business Social Compliance Initiative and fair labour practices.	Not represented by a however, they have a representative in place	bor union, Manual Department System is in place to ensure co Del Monte Business Code of Conduct that in- of Working hours and Remunerations	ance with Monitoring No use of labor agenci	es Card'Eirth Certificates are prerequiste require employement by any service provider who reg. Audied by DMCL.	ents for providers to have non-discrimination policity. Monte has supplier verification system in	cy. Del Monte Safety and Heath management policy coverstapply i place.	Service Provider Management System is in pla ensure compliance with Del Monte Business C Conduct that include Monitoring of Working to and Fair Remunerations.	Code of Labour Office and also by extension they're pours of the scope Audited during ETI, BSCI and Global GAP Audits.	aurt	Lowrisk	NA.	
1		Employee has in Nestion to be associated with Listons. There are the Universe with wall Collective Employee and Service of Service and Service of Service	No child labour practiced at the workplace.	We	Health and safety management system is inplace. Designated Manager for ensuring health and safety at	All employees are paid above the legal minu wage. Employ it wages are negotiated through Collective	uman gas	Not represented by a	bor union, 670 permanently temporarily employed. Serv	houlder more with	No workers under the age of 18. National Ident	loation It is a randatory requirement for service	Del Monte Safety and Health	Service Provider Management System is in plantagement and	ace to Sub-contractors are regularly inspired by Go	M.			
	94417 Del Monte Ananas sidoor i julce 905get 2 Kenya	and Alaid Workers (KUCFAW) for	have mandatory requirements like dictaration age with prove before joining employment	n of Non-Descrimination policy is strictly implimented	Across health and safety Audit and Fire Safety Audits are conducted.	al Bargaining Agreement (CBA) Kenya Legal minimum wage is USD 2.5 per and Lowest paid employees in Del Morte Ke Earns USD 4.6 per day	umumi yee Yes: SMETA and BSCI annual audits or day langus	Kanya however, they have a representative in place	Management System is in place to ensure on Del Monte Business Code of Conduct that inc of Working hours and Remunerations	Monitoring No use of labor agenci	es employement by any senice provider who reg. Audited by CNNL.	providers to have non-discrimination polic Monte has supplier verification system in	y. Del	Service Provider Management System is in place of only compliance with Del Monte Business C Conduct that include Maniforing of Working to and Pair Remanurations.	ours of the scope Audited during ETI, BSCI and Global GAP Audits.		Lownisk	N/A	
	11983 Del Monte Ananas skivor i juice 820grl 2 Kenya	acromate retrievals processors (as Factory employees  SET Permanenet Employees, 2728 Seasonal Employees, Yes- two labor unions in place with as 2816 Temporary Employees. Covertine in extenting and considerable of the Collective Europaining Agreement for both Unions.  2816 Temporary Employees. Covertine in extenting and considerable of the Collective Europaining Agreement for both Unions.  1816 Temporary Employees.	No-National Identification Card With Certificates are researched	Measures undertaken include: eleborate non- discrimination policy communicated to all employees.	The company conducts continous trainings and has inplaces robust. Safely and Health management avails	In line with Collective Elementary and well above viscolated Comments	Yes: Del Morte is a member of Sedes (SMETA) and Amfort	Not represented by a	670 permanently/lemporarily employed. Serv. Name Oel Morie Business Code of Conduct that incid Workins hours and Remanestions	houlder ance with Norman of bloom or	No workers under the age of 18. National Ident card@inh Certificates are prerequiste recuirer	ication It is a reandatory requirement for service service providers in house confirmations.	Del Monte Safety and Health	Service Provider Management System is in pla ensure compliance with Del Monte Sustmess C	ace to Sub-contractors are regularly inspoted by Go Code of Labour Office and also by extension they're prours of the scope Audited during ETI, BSCII and Global GAP Audits	net count	Lowrisk	NA.	
	THE PARTY PARTY AND THE PARTY							representative in place	Del Monte Business Code of Conduct that inc of Working hours and Remunerations 570 names and removarily amplicant Services	Monitoring No saw of sales again.							Liwin	~~	
	12162 Del Monte Ananas bitar i juice 560grl 2 Kenya	Yes - two labor unions in place with an active Collective Bargaring Agreement and active Collective Bargaring Agreement for both procedures/Ericky for reporting violat Lixions.	No-National Identification Card Birth of Gertificates are prerequiste requirements to employement in DMSC.	discrimination policy communicated to all employees, regular training provided and active speak-uplishate blowing procedures are in place	irplaces robust Safety and Health management syste including standard safe operating procedures, safety and health Risk assessments.	In line with Collective Bargaining Agreement and well above stipulated Government mini wage .	the man and a state of the stat	Not represented by a Kenya however, they have a representative in place	Management System is in place to ensure of Del Monie Business Code of Conduct that inc of Working hours and Remunerations	ance with Monitoring No use of labor agenci	es Cardiffich Certificates are prerequiste require employement by any senice provider who reg. Audied by DMSC.	tris a mandatory requirement for service providers to have non-discriminisation polic Monte has supplier verification system in	bei Monte Safety and Heath by Del management policy covers/apply i place.	o all  Conduct that include Monitoring of Working to and Fair Remunerations.	ace to Sub-contractors are regularly inspoted by Go- Code of Labour Office and size by extension they're p ours of the scope Audited during ETI, BSCI and Global GAP Audits.	onert	Lowrisk	N/A	
	10703 DeMonteFruktCocktell light syrup227gst2 Greece	23 Permanelly employees Sol (servery) Exprovary employees Outside the employee and approved by Business in conducted in the electric they deen necessary and rang year.  As expressive and only in suggest constitutions. The the approvale and only in suggest constitutions. The	ordaries contains and there are stirt control to ensure nous or stirt control to ensure nous or of 15 is employed or each	kt, NR monitor, control and correct behaviors that are no permissible in the workplace. Guidelines have been a	Every year there are multiple trainings on health and safety issues. What is more, employees are informed to executely via averally short refer to every larger and trainings and trainings.	Everyone is paid according to the national collective agreement and above, depending that in our property and related to the confidence and residence.	Yes, inspected by independent companies. Certified auditors such as Emat & Young, Interlet also sudfed our remains in excentions in the INSY confirms which as	Workers are free to union. Foreign land a Greece coming with transfer	n any labor Coops who are dealing spart from industrial full have permanent and seasonal sorkers (i neach 50 seasonal sorkers) who work 5 hour permanent have also land sorkers for their fails usually 7 hours due to high temperatures.	aith fresh coop can r day. No use of labor agenci	iss This is prohibited from the law. No workers and	Supervisor of each coop is responsible for III. monitoring behaviors and for the complia	Training is a necessary procedur order to eliminate all risks and additionals: there are committee	in Workers are paid according to their contracts.	. Yes, they are inspected by Labour Inspection	n.	Lowrisk	NA.	
		controlled and lawful.			i i	1		their countries and the paid with social contri	670 permanently/temporantly employed. Serv	holder									
	1996 Del Monte Anamashitar i Julca 230g/24 Kenya	Yes - two later variors in place with an active Colective Bargaining Agreement 2021 Temporary Rephysion. Giventine is clearing and defined in the Colective Bargaining Agreement for the Unions.	n of employement in DMRC.	z discrimination policy communicated to all employees, regular training provided and active speak-up/whistle blowing procedures are in place	inplaces robust. Safety and Health management syste including standard safe operating procedures, safety and health Risk assessments.	in the set Coactive bargaining Agreement and well above stipulated Government mini- wage .	inum  BSCI and is audied annually to writy Compliance to Ethical Trade Initiative (ETI) Code, Business Social Compliance Initiative and fair labour practices.	Kenya however, they have a representative in place	Management System is in place to ensure or Del Monte Business Code of Conduct that inc of Working hours and Remunerations	ance with Monitoring No use of labor agenci	es Card'Birth Certificates are prerequiste require employement by any service provider who regulated by CARC.	ents to the service providers to have non-discrimination policity.  Monte has supplier verification system in	y. Del management policy coversiapply i place. contractors on site.	o all ensure compliance with Del Monte Business C Conduct that include Monitoring of Working to and Fair Remunerations.	ace to Sub-contractors are regularly inspired by Go Code of Labour Office and also by elemation they're pours ours of the scope Audited during ETI, BSCI and Global GAP Audits.	part	Lowrisk	N/A	
	1997 DM Ananasmunika mehussa 24s230/145 g Kenya	Yes - bot blor union in place with an action Collective Bargaming Agraement. All the represent Employees, 2728 Seasonal Employees, Proceed and bornded bloour in Del Mo 2016 Temporary Employees, Destina is exclusing used operation in prohibital. Speak-op (block). Collective Bargaming Agraement.	No-National Identification Card Birth Certificates are prerequiste requirements to employement in DMS2.	Measures undertaken include: eleborate non- discrimination policy communicated to all employees, regular training provided and active speak-up/whistle	The company conducts continous trainings and has impleces robust. Safety and Health management syste including standard safe operating procedures, safety	In line with Collective Sargaining Agreement and well above stipulated Government mini wage.	the State of the State of Section (SMCTA) and Anton (SMCTA) and is sudied aroundly to verify Compliance to Etical Trade Initiative (ETI) Code, Business Social Compliance Initiative and fair about practices.	Not represented by a Kenya however, they have a representative in place	bor union, Name Companies System is in place to ensure of Del Morrie Sustems Code of Conduct that inc of Working hours and Renumerations	houlder snos with Monitoring	No workers under the age of 15. National ident Card/Birth Certificates are prerequiste require employement by any service provider who regu-	Ication with for with for providers to have non-discrimination polic larly World has supplier verification system in	Del Monte Safety and Health management policy coversiapply t place.	Senice Provider Management System is in pla ensure compliance with Del Monte Business C Conduct that include Monitoring of Working to	ace to Sub-contractors are regularly inspired by Go Code of Labour Office and also by extension they're pours ours of the scope Audited during ETI, BSCI and Global GAP Audits.	nut ment	Lowrisk	N/A	
	1705 DM Mandariner i juice 12:000g Spain	Yes Employees work 6 hourstday. No use of labor agencies.	No workers under the age of 18.	No measures in place to avoid or eridicate discrimination.	Measures in place to keep workers safe from health a safety hazards.	Regulated in collective bargain	Public Work Inspection, Unions	Spanier Yes	Employees work 8 hours/day.	No use of labor agenc	ies. No workers under the age of 15.	No measures in place to avoid or eridicate discrimination.	Measures in place to keep worker safe from health- and safety haza	Regulated in collective bargain	Publick Work Inspection, Unions	Turkey	Lowrisk	NA.	
4	1913 DM Pers.vip. meh. 12x415/250 g Greece	Workers are here to erroll to any union  More present the property analyses of approach by the greatest of the restriction of the description and approach by the respect to the property of t	ndaries orange over the age of 18 are employed and there are strict controls to ensure none under the age of 18 is employed, or even	Ad, IMR monitor, control and correct behaviors that are no permissible in the workplace. Guidelines have been a and everyone abides by them.	Every year there are multiple trainings on health and safety issues. What is more, employees are informed thequently via e-mails about safety precautions and	Everyone is paid according to the national collective agreement and above, depending their job specifications and work related	Yes, inspecied by independent companies. Certified g on Auditors such as Emat & Young, Intertek also sudied our premises in accordance to the SSCI certificate which we	Workers are free to union. Foreign band is coming with transfer their countries and the	n any labor faces are spers from reach 80 seasonal sockers ( spers from reach 80 seasonal sockers) who sock 8 hour y are galling Farmers have also land sockers for their field	coop can r day. No use of labor agenci o work	es This is prohibited from the law. No workers and	Supervisor of each coop is responsible for 15. monitoring behaviors and for the complia the workers.	Training is a necessary procedur order to eliminate all risks and additionally there are occupations	Workers are paid according to their contracts	. Yes, they are inspected by Labour Inspection	ь.	Lowrisk	NA.	
	12671 Del Norle Tropical Mix 227 gdaß Thalland	Workers not represented by labor union.  Workers not represented by labor union.  Workers not represented by labor union.  The property of the			Measures are implemented to keep workers safe.			paid with social contr	usually 7 hours due to high temperatures.		prevent and No workers under the age of 18. Control proce of labor.				Certified SEDEX,BSCI by BVQI.	Philippines	Lowrisk	NA.	
	14747 Del Monte Ananas bitar i juice 550gs6 Kenya	control concustures for oue free working.  Yes - bot labor unions in place with an active Collection Employees. Control of Employees, Control of Employees		Measures undertaken include: eleborate non- discrimination policy communicated to all employees,	The company conducts continues trainings and has implaces robust. Safety and Health management syste.	In line with Collective Bargaining Agreement and well above all published Government mini	Yes: Del Morte is a member of Sedex (SMETA) and Amfort from SECI and is sudfled annually to writy Compliance to	Not represented by a Kenya however, they have to	control procedures for over time working.  570 permanently ferraporarily employed. Serv.  Management System is in place to ensure or Del librate Business Code of Conduct that hor	houlder ance with No use of labor agenci	No workers under the age of 18. National ident Card Birth Certificates are prerequiste require	fication It is a reandatory requirement for service write for providers to have non-discrimination polic	Del Monte Safety and Health by Del management policy coversiapply i	Senice Provider Management System is in pla ensure compliance with Del Monte Business C	acce to Sub-contractors are regularly inspoted by Go Labour Office and also by extension they're p of the acope Audied during ETI, BSCII and Global GAP Audie.	not seert	Lowrisk	NA.	
-		Ukiran un under Bergering regionemen au den Bergering der	employement in DMM2.  No-National Identification Card/Birth	blowing procedures are in place  Measures undertaken include: eleborate non-	and health Risk assessments.  The company conducts continous trainings and has	in the with Collective Sergaining Agreement	Compliance initiative and fair labour practices.  Yes: Del Morte is a member of Sedes (SMETA) and Amfort	representative in pilot. Not represented by a	of Working hours and Remunerations		Audied by DMAL.					M.			
	14745 Del Monte Ananas sidvor i juice 550gs6 Kenya	Yes - too labor unions in place with an active Collective Elegating Agreement Employee, 2728 Seasonal Employees. Porced and bonded bloour in Del Mo active Collective Elegating Agreement to the Collective Elegating Agreement for both Unions.  2027 Plearmante Agreement Employee, 2728 Seasonal Employees, Porced and bonded bloour in Del Mo active Collective Elegating Agreements for both Del Collective Elegating Agreements for						Kenya hosever, they have a representative in place	bor union, Name Colombia (Control of Control of Working hours and Remunerations) of Working hours and Remunerations					Senice Provider Management System is in plantage of the compliance with Del Monte Business Conduct that include Montelpring of Working to and Fair Remanerations.		387	Lowrisk	NA.	
	IST42 DM Fruit C Artificial Sweetener 12x400 g Greece	Workers are here to erroll to any union  Morters are here to erroll to any union they deer necessary and reany are.  Assuming a requested by the errollyse and approach by the expension and only in uppert circumstances. The uncling orbidules of all employees are forcupally the first to distinguished prescribers.	ndaries and there are strict controls to ensure none under the age of 15 is employed, or even	xf., IVR monitor, control and correct behaviors that are no permissible in the workplace. Guidelines have been a and everyone abides by them.	Duny year there are multiple trainings on health and safety issues. What is more, employees are informed frequently via e-mails about safety precautions and	Everyone is paid according to the national collective agreement and above, depending their job specifications and work related	Yes, inspected by independent companies. Certified Auditors such as Emel & Young. Intertek also sudied our premises in accordance to the BSCI certificate which we	Workers are free to union. Foreign land a coming with transfer their countries and the	n any labor faces are spers from reach 80 seasonal sockers ( spers from reach 80 seasonal sockers) who sock 8 hour y are galling Farmers have also land sockers for their field	coop can r day. No use of labor agenci o sork	es This is prohibited from the law. No workers and	Supervisor of each coop is responsible for 18. monitoring behaviors and for the complet the workers.	Training is a necessary procedur order to eliminate all risks and additionally there are occupations	Workers are paid according to their contracts	Yes, they are inspected by Labour Inspection	ь.	Lowrisk	NA.	
-		controlled and lawful.						pac we soon core	ution. usually 7 hours due to high temperatures.	ath fresh									
	15744 DM Peach halves Artific Sweetener 12x400g Greece	Workers are then to exred to any union. Buy does noncessary and many are.  Outstrain in required by the employees and approved by the originate and the control to any union. Buy does noncessary and many are.  The approvisor and only in usual circumstances. The description of the throughly controlled and table descriptions are the throughly controlled and table of the properties and other throughly controlled and table of the controlled and table or throughly controlled and tabl	ional) and there are strict controls to ensure none under the age of 15 is employed, or even applies for work.	parminable in the workplace. Guidelines have been as and everyone abides by them.	afety issues. What is more, employees are informed frequently via e-mails about safety precautions and procedures and amouncements about these matters.	<ul> <li>collective agreement and above, depending their job specifications and work related expertise.</li> </ul>	g on Auditors such as Emat & Young, Interfek also audied our premises in accordance to the BSCI certificate which we have received with an A rating and is valid for 2 years.	Workers are free to union. Foreign land a coming with transite their countries and it paid with social contri	spers from yers gating Farmers have also land sorkers for their field usually 7 hours due to high temperatures.	r day. No use of labor agenci o work	es This is prohibited from the law. No workers und	or 15. monitoring behaviors and for the complia the workers.	nce of order to eliminate all risks and additionally there are occupational doctors.	Workers are paid according to their contracts	Yes, they are inspected by Labour Inspection		Lownisk	N/A	
	17109 Del Monte 100% Juice Orange 3x75mil B	Workers not represented by bloor union 200 employees, control procedures in place for overtime Procedures in place to grewent and due of firmed bloor.	lect the No workers under the age of 15. Control procedures in place.	Necessary measures in place to social discrimination.	Measures are implemented to keep workers safe.	Workers are payed, as a minimum, thing as to meet the basic needs.	Third purty writed.	Workers are free to union. Foreign land a coming with transfer their countries and the	n any labor forms are fruit have permanent and seasonal socials ( seach 50 seasonal socials) who work 5 hour respectively who work 5 hour permanent have sign land and section.	coop can r day. No use of labor agenci	es This is prohibited from the law. No workers and	Supervisor of each coop is responsible for 18. Supervisor of each coop is responsible for monitoring behaviors and for the compliants are supplied to the compliants.	Training is a necessary procedure order to eliminate all risks and additionally there are occupations	Workers are paid according to their contracts	. Yes, they are inspected by Labour Inspection	n.	Lowrisk	N/A	
_	17170 Del Monte 100% Juice Pinsapple 3x75ml/3 UK							DBC WE SOCIE COVE	discrete of the control of the contr	-							Lowrisk	NA.	
+		Workers not represented by labor union  200 employees, control procedures in place for overfires working  200 employees, control procedures in place for overfires use of forced labor.						coming with transfer their countries and the paid with social contri Workers are free to	y are getting Farmers have also land versions for their fall usually 7 hours due to high temperatures.  Coops who are dealing apart from industrial to	o work	es. This is prohibited from the law. No workers and	the workers.	additionally there are occupations doctors.  Training is a necessary proyector.	in	ne, way are mape case by Labour dispection				
	17171 Del Monte Fruitni Geldeni/12 UK	Workers not represented by labor union. 200 employees, control procedures in place for overfitte uniform working. Procedures in place to prevent and during use of forced labor.						Greece consignated with transfer their countries and the paid with special contri	years both make permanent and seasons services ( ) spens from years getting Farmers have also land services for their field seasons.	r day. No use of labor agenci o sork	es This is prohibited from the law. No workers and	r 15. monitoring behaviors and for the compile the workers.	order to eliminate all risks and additionally there are occupational doctors.	Workers are paid according to their contracts	Yes, they are inspected by Labour Inspection		Lownisk	NA	
7	F7223 DM Ananas smaksatt med kokos 235g/24 Kenya	Vise - boo labor volores in place with an active Collective Bargaining Agreement (Poplyson, Surviver) as clarified and active Collective Bargaining Agreement for both United Agreement (Associated and other and other active Associated and other active Collective Bargaining Agreements for both Marie (For reporting solid bottom).	No-National Identification Card/Birth Certificates are prerequiste requirements to employement in DMS1.	Messures undertaken include: eleborate non- discrimination policy communicated to all employees, regular training provided and active speak-up/whitele Nesion removal.	The company conducts continous trainings and has inplaces robust. Safety and Health management syste including standard safe operating procedures, safety and health thisk y.	In line with Collective Bargaining Agreement and well above alputated Government mini wage.	the Year Del Morte is a member of Sedex (SMETA) and Amfort BSCI and is audited annually to verify Compliance to Ethical Trade Installate (ETI) Code, Business Social Compliance Installates (ETI) Code, Business Social	Kenya Not represented by a however, they have a representative in niver	CO permanently temporarily employed. Serv. Management System is in place to ensure or Dal Monte Business Code of Conduct that inc	houlder ance with Monitoring	No workers under the age of 15. National Ideal Carditirith Certificates are prerequiste require employment by any service provider who reg. Auditor by CNRCs.	fication It is a randatory requirement for service providers to have non-discrimination polic bify Ubrits has supplier verification avaises in	Del Monte Safety and Health management policy coverelapply I place.	Service Provider Management System is in pla ensure compliance with Del Monte Business C Conduct that include Monitoring of Working to and fair Services.	ace to Sub-contractors are regularly inspoted by Gor lode of ours of the scope Audited during ETI, BSCI and Celebral CASP ***	nd sant	Lowrisk	NA.	
	17424 Del Monte Ananas Speans i juice 435g/12 Kenya	Ubiors.  100 Johns Harms right at sorticities in in jab  101 Personaeral Employee, 2728 Seasonal Employees, 101 Femporary Employee, Chestreal sociations and 101 Seasonal Employee, Chestreal Seasonal Employee 101 Seasonal E						Not represented by a	of Working hours and Remunerations  670 permanently temporarily employed. Serv.  Name Del Moragement System is in place to emisse or  cell Morking hours and Remunerations.	house with No year of labor years	No workers under the age of 18. National Ident Card/Sirth Certificates are prerequiste require:	fication and to a randatory requirement for sensor providers to have non-derivative.	Del Monte Safety and Health	Senice Provider Management System is in pla ensure compliance with Del Monte Business C	Circlel GAP Audits.  Sub-contractors are regularly inspired by Go- code of Labour Office and also by extension they're pro- ours of the acope Audited during ETI, BSCI and Global GAP Audits.	not seert	Lowrisk	NA.	
		omend in the Collective Bargaining Agreement for both procedures Policy for reporting visit bloom.  One of the Collective Bargaining Agreement for both procedures Policy for reporting visit bloom.  OST Permanent Employee, 2728 Seasonal Employees.  Forced and bonded labour in Diel Mo	employement in DMM2.	leguer training provided and active speak-uplahistic blowing procedures are in place Measures undertaken include: eleborate non-	woulding sancard safe operating procedures, safety and health Risk assessments. The company conducts continues trainings and has	h ins with Criterian Recovery for	Complance Initiative and fair labour practices.  Yes: Del Morie is a member of Sedes (SMETA) and Amfori	representative in place	Lie sents Business Code of Conduct that inc of Working hours and Renumerations for union. GTO permanently/temporarily employed. Serv	holder	empoyement by any service provider who reg Audited by DMRC.  No workers under the age of 18. National Ident	Monte has supplier verification system in fication.	place. contractors on site.	Conduct mer include Monitoring of Working he and Fair Remunerations.  Service Provider Management System is in sk	or the acops Audited during ETI, BSCI and Global GAP Audits.  ace to Sub-contractors are regularly inspoted by Go	nat			
	H279 DM Gold Ansmassièrer i Julea 227g/34 Kenya	Yes - Ivo listor unions in place with an active Colective Europinion Agreement Englishment Confedence Europinion (Agreement Confedence Europinion Agreement Colective Europinion Agreement Colective Europinion (Agreement Colective Europinion Agreements for Inc.).	n of employement in DM92.	decrimination policy communicated to all employees, regular training provided and active speak-uplahistic blowing procedures are in place	inplaces robust. Safety and Health management syste including standard safe operating procedures, safety and health Risk assessments.	and well above stipulated Government mini- wage .	Smart  Education of the much of annually to worky Compliance to Educational Trade Initiative (ETI) Code, Business Social Compliance Initiative and fair labour practices.	Kenya however, they have vi representative in place	bor union, Name College of the College of the College of College	mos with Monitoring	es Card/Sirth Certificates are prerequists require employement by any service provider who reg. Audited by DMRL.	write for providers to have non-discrimination policitarly. Monte has supplier verification system in	ov. Dal management policy coversiapply contractors on site.	o all ensure compliance with Del Monte Business C Conduct that include Monitoring of Working to and Fair Remunerations.	ace to Sub-contractors are regularly inspoted by Go Code of Labour Office and also by extension they're prours ours of the acope Audited during ETI, BSCI and Clobal GAP Audits.	part	Lownisk	NA	
	M250 DM Gold Ananasbitar I julca 230g/24 Kanya	Visc - two labor variors in place with an active Collective Elegating Agreement (Englayer, 2725 Season) Employers, Central and Active Collective Elegating Agreement for the Collective Elegating Agreement for the Collective Elegating Agreement for the Mortes (Collective Elegating Agreement for the Mortes) (Collective Elegating Agreemen	No-National Identification Card With n of Certificates are prerequiste requirements to employement in DMPL.	Measures undertaken include: eleborate non- discrimination policy communicated to all employees, regular training provided and active speak-up/ahistle. Navian reconstruct servi-	The company conducts continues trainings and has inplaces robust. Safety and Health management syste including standard safe operating procedures, safety and health Disk sessions.	In line with Collective Bargaining Agreement and well above stipulated Government mini wage .	the Yes: Del Morte is a member of Sedex (SAETA) and Amfort SSCI and is audited armostly to writy Compliance to Direct Trace Initiative (ETI) Code, Business Social Compliance Initiative and fine-business.	Not represented by a Kenya hosever, they have a representative in place	bor union, Name CTO permanently lamporarily employed. Serv Management System is in place to ensure or Dai Monie Business Code of Conduct that inc	houlder ance with Monitoring No use of labor agenci	No workers under the age of 15. National Ident Card Stirth Certificates are prerequiste require employment by any service provider who reg. Audited by CNRC.	It is a randatory requirement for service sents for providers to have non-discrimination polici larly. Monte has supplier verification system in	Del Monte Safety and Health management policy coverstapply i place.	Senice Provider Management System is in place of all conduct that include Monitoring of Working to and finite Removariant.	ace to Sub-contractors are regularly inspoted by Gol Code of Labour Office and also by extension they're p of the scope Audited during ETI, BSCI and Global GAD Audite	od saet	Lowrisk	N/A	
	H281 DM Gold Ansmassièver i Julea 2x227g/12 Kanya	Ukora.  207 Personaeral Employes, 2720 Sassonal Employes, Proced and bonded bloom of the Viva - No labor unions in place with an 2010 Responsy Deployes. Chestral suctions and question is probled. Operation of the Collection Employers, Chestral in schools and offered to the Collection Employers. Operation is probled. Operation in procedure-Placy for reporting schools and to place of the Collection Employers. Operation is probled. Operation in procedure-Placy for reporting schools are in place.	No- National Identification Card With Certificates are presociate requirements to	Measures undertaken include: eleborate non- discrimination policy communicated to all employees,	The company conducts continous trainings and has implices robust. Safely and Health management syste.	In line with Collective Stargaining Agreement and well above stipulated Covernment mine	Yes: Del Morte is a member of Sedes (SMETA) and Amforting	Not represented by a Kenya housest the house	of Working hours and Remanarations  670 permanently temporarily employed. Sans  Namagement System is in place to ensure or  Market Desir Remains Code of Conduct that inc  of Working hours and Remanarations.	house of labor present	No workers under the age of 15. National Ident card/Sirth Certificates are prerequiste require	fication with for providers to have non-discripting-in-ord- providers to have non-discripting-in-ord-	Del Monte Safety and Health by Del management policy covery/www.	Sensice Provider Management System is in pla ensure compliance with Del Monte Business C	Global GAP Audis.  Sub-contractors are regularly inspoted by Go- lode of Labour Cities and also by editoration they've prours of the acopie Audited during ETI, BSCII and Global GAP Audis.	nut mert	Lowrisk	NA.	
+		acree Loactive Bargaining Agreement dirthred in the Collective Bargaining Agreements for both procedures Priority from International Acceptance and Section 2019 to 19 Harman rights also exploses are in pile.  907 Permanenet Employee, 2728 Seasonal Employee.  Perced and broader labour on the Marketing Control of the Collection of the C	employement in DUSQ.	regular training provided and active speak-up/whistle blowing procedures are in place Measures underbiten include: distorate non-	including standard safe operating procedures, safety and health Risk assessments.  The company conducts continues trainings and have	tage.	ultrical Trade Initiative (ETI) Code, Business Social Compliance Initiative and fair labour practices.  Yes: Del Morte is a member of Sedex (SMETA) and Andrew	representative in place	Del Monie Business Code of Conduct that inc of Working hours and Remunerations 670 permanently/temporarily employed. Serv.	nonlaring and a secondarion	employement by any sentice provider who reg. Audited by CMMC.  No workers under the saw of 18. National Manual	Monte has supplier verification system in feation	place. contractors on site.	Conduct that include Monitoring of Working to and Fair Remunerations.  Sensice Provider Management System. In the American	ours of the scope Audied during ETI, BSCI and Global GAP Audie.  ace to Sub-contractors are regularly insocial for Gre	nd.			
		Yes - two labor unions in place with an active Collective Elegating Agreement Agreement Employees, 2728 Seasonal Employees, Forced and bonded bloour in Del No active Collective Elegating Agreement of Mirrad in the Collective Elegating Agreement for both Unions.							bor union, Management System is in place to ensure of Del Monie Business Code of Conduct that inc of Working hours and Renumerations		es Card'Sirth Certificates are prerequiste require employement by any service provider who reg. Audited by DNRC.	write for providers to have non-discrimination polic Monte has supplier verification system in	cy. Del management policy coversiapply of contractors on site.	o all ensure compliance with Del Monte Business C Conduct that include Monitoring of Working to and Fair Remunerations.	ace to Sub-contractors are regularly inspoted by Go Code of Labour Office and also by extension they're pours ours of the acope Audited during ETI, BSCI and Cabel GAP Audits.	part	Lowrisk	NA.	
	H283 DM Gold Ansessekivor i Julius 435g/12 Kenya	Yes - too labor unions in place with a 2015 Permanenet Employee, 2728 Seasonal Employees, 274 Percei and borded labora in Deli No. 2015 Temporary Employees. Contrain is elutatively and operation in prohibited. Speaking and the Collection Emparising Agreements for both Unions.  267 Permanenet Employee, 2728 Seasonal Employees, 2728 Seasonal Empl	No-National Identification Card With Certificates are prerequiste requirements to employement in DMS1.	Measures undertaken include: eleborate non- discrimination policy communicated to all employees, regular training provided and active speak-up/whistle	The company conducts continous trainings and has implaces robust. Safety and Health management syste including standard safe operating procedures, safety	In line with Collective Stargaining Agreement and well above stipulated Covernment mini wage.	this office of Section (SMETA) and Amfort BSCI and is audited armsally to verify Compliance to Ethical Trade Initiative (ETI) Code, Business Social	Kenya Not represented by a hosever, they have a representative in niver	bor union, Management System is in place to ensure or Dail Monte Business Code of Conduct that inc	holider ance with Monitoring	No workers under the age of 18. National Ident Card Strib Certificates are prerequists require employement by any service provider who reg Audied by CMRL.	fication It is a mandatory requirement for service providers to have non-discrimination polici larly Ubrits has supplier serrification avales in	Del Monte Safety and Health management policy coverelapply i place.	Senice Provider Management System is in pla ensure compliance with Del Monte Business C Conduct that include Monitoring of Working to	ace to Sub-contractors are regularly inspoted by Golode of Labour Office and also by extension they've pours of the acope Audited during ETI, BSCI and	of sant	Lowrisk	NA.	
-									of Working hours and Remunerations  Permanent sorker 110 persons.  Temporarily employed 0 person. No information or celebric.	about Procedures in place to detact the use of freeze	prevent and No workers under the age of 18. Control proce	tures in Necessary measures in place to avoid discrimination.	Measures are implemented to keep workers safe.	and Fair Remunerations.  Comply minimum paying by local law.	Castal GAP Audits.  Certified SEDEX,BSCI by BVQ.		Lowrisk	NA.	
	80055 Del Monte Persikohalvor i julice 625gx12 Greece	workers for specialized by most other shapements of product like. The shapement of product like is a format like by workers are has to end to my unto the grant memory analyses.  So Promoting of the product like is a format like by date in accessing of time; and is a majorability the memory analyses and approach by the product like is a format like by the product like and the shapement like is a format like by the product like and the shapement like and the product like and the shapement like and the	ondaries. Only people over the age of 15 are employed and there are strict controls to ensure none	st. MR monitor, control and connect behaviors that are no	Duery year there are multiple trainings on health and safety lauses. What is more, employees are informed	Everyone is paid according to the national collective agreement and above, depending	Yes, impacted by independent companies. Certified gon Auditors such as Email & Young, Interlet sho audited our	Workers are free to union. Foreign land o	contro procedures for over time working.  any labor Coops who are dealing apart from industrial fears are fears are such 80 years from such 80 years from	ath tresh coop can	is a This is prohibled from the law. No workers and	Supervisor of each coop is responsible for	Training is a necessary procedure order to eliminate all risks and	in Workers we need a confine to their	No. Buy we have defined about		Lowrisk	NA.	
		wey osen nocessary and many are.  Be supervisor and only in urgent circumstances. The variety opticals of all employees are thoroughly controlled and lateful. 3D Permanenté employees.	under the age of 15 is employed, or even applies for work.	and everyone abides by them.	requestly its e-mails about safety precludions and procedures and announcements about these matters.	thir job specifications and work related operties.	premises in accordance to the BSCI certificate which we have received with an A rating and is valid for 2 years.	Greace coming with transfer their countries and the paid with social contri	ulion. usually 7 hours due to high temperatures.								LOW-IN.		
	19355 Del Monte Fruktoocktell i julce 825gs12 Greece	Workers are here in oranic busy useful.  Despite oranic busy useful	ndaries Only people over the age of 15 are employed and there are strict controls to ensure none under the age of 15 is employed, or even applies for work.	id, IRR monitor, control and correct behaviors that are no permissible in the workplace. Guidelines have been a and everyone abides by them.	Dury year there are multiple trainings on health and safety issues. What is more, employees are informed thougarity via e-mails about safety processions and procedures and experiences.	Everyone is paid according to the realized collective agreement and above, depending their job specifications and work related specifies.	Yes, inspecied by independent companies. Certified g.on. Auditors such as Emet & Young, Interfelt also audited our premises in accordance to the BSCI certificate which see have received with an America and in certifi	Workers are free to union. Foreign land a coming with transfer their countries and the	cope sho are dealing apart from industrial fault new permanent and seasonal sorkers (a pages from reach 80 seasonal sorkers) who sork 8 hour years gatting.  Farmers have also land sorkers for their field.	coop can r day. No use of labor agenci o work	ies This is prohibited from the lass. No workers and	Supervisor of each coop is responsible for monitoring behaviors and for the complia the workers.	Training is a necessary procedur order to eliminate all risks and additionally there are occupational doctors	Workers are paid according to their contracts.	Yes, they are inspected by Labour Inspection		Lowrisk	NA.	
	19522 Del Monte Pitronhalvor i Juice 825gx12 South Afri	Yes, Soldant, AFUDWU Unions Saic Conditions of Employment Policies and Procedures, ETI Base	Emplyment age is 18 Years, Proof of Identificate required to verify age	Policies and Procudures and Training	Numerous Training on an annual basis	Saste: Wages rates are determined by Law RFG pay 40% more than precribed rate	N. SMETA Audits - Annually	South Africa Yes, represented by	tor union, we 15 Employees. All overtime is voluntary and in	with Dasic No. one of labor several	Set almost to be arrefused under the one of 5	Driving and Drovatores, as hose most	We audit third party connectors to	South and Minimum serves are remissed by I	We writy proof that sub-contractors are third	1	Lowrisk	NA.	
-	50995 Del Monte Jackhult biter 400grt 2 Thalland	Workers not represented by labor union Temporary employed 0 persons. No information about use of forced labor.  Temporary employed 0 persons union use of forced labor.	nct the No workers under the age of 16. Control procedures in place.	Necessary measures in place to avoid discrimination.	Measures are implemented to keep workers safe.	Comply minimum paying by local law.	Certified SECEX,BSCI by BVQI.	Thailand Workers not regress union	Permanent worker 110 persons.  Temporarily employed 0 person. No informs control procedures for over time working.	about Procedures in place to detect the use of force	prevent and No workers under the age of 18. Control proce place.	tures in Necessary measures in place to avoid discrimination.	Measures are implemented to kee workers safe.	Comply minimum paying by local law.	Certified SEDEX,BSCI by BVQI.	Thailand	Lowrisk	N/A	
-	51331 Del Monte Pouch Pizzassimo 500gs12 Grecce	53 Permanerily employees 50 (permaps) Semporary employees 50 (permaps) Semporary employees 60 (permaps) Semporary employees 60 (permaps) Semporary employees 60 (permaps) Semporary employees 61 (permanerily employees) 62 (permanerily employees) 63 (permanerily employees) 64 (permanerily employees) 65 (permanerily employees) 66 (permanerily employees) 66 (permanerily employees) 66 (permanerily employees) 66 (permanerily employees) 67 (permanerily employees) 68 (permanerily employees) 69 (permanerily employees) 69 (permanerily employees) 69 (permanerily employees) 60 (permanerily empl	ndaries Only people over the age of 18 are employe and there are strict controls to ensure none	st. IRR monitor, control and correct behaviors that are no neutrophic in the workshop.	Duery year there are multiple trainings on health and safety lauses. What is more, employees are informed	Everyone is paid according to the realional collective agreement and above, depending	Yes, impected by independent companies. Certified gon Auditors such as Ernet & Young, Interlet also audited our	Workers are free to	53 Permanently employees 100 (seerage) Temporary employees over and Overfore is requested by the employee and a	Business is conducted wid by the boundaries of labor las	in the strict on (reations), EU charge one the age of 15 are employed, there are strict controls to ensure cross under to 15 is employed, or even applies for work.	and IR monitor, control and connect behaviors	Every year there are multiple train on health and safety issues. What more, employees are informed	ings is  Everyone is paid according to the national columns are also	Yes, inspected by independent companies.  Certified Auditors such as Ernet & Young.		Lowrisk	NA.	
	Jan Norse Pouch Puzzasimo 500gs12 Grecos	20 Personnelle employees  Workers are two to erroll to ay state  Deer deen necessary and many are  they deen necessary and many are  writing scheduled of demployees are throughout and depressed by  define the best of the desired to a state of the demployees are throughout and often a state of the state of the desired and often a state of the desired and often as a state of the state of the desired and often as a state of the state	under the age of 18 is employed, or even applies for work.	ye framos in the vonglace. Guidelines have been a and everyone abides by them.	thequarity via e-mails about safety precautions and procedures and announcements about these matters.	their job specifications and work related expertise.	premises in accordance to the BSCI certificate which we have received with an A rating and its valid for 2 years.	urion they deem not many are.									Lowrisk	NA.	
toria	51332 Dai Monia Pouch Tomato & Basil 500gct2 Grace	Si Permanuelle employees  Oil (seeingis) Response yraphysees and approach by they down noccessivy and many are: working schedules of all employees and approach by excepting schedules of all employees are throughly controlled and bank.	ordaries and there are strict controls to ensure none upder the res of till are employed upder the res of till in research and the research an	ad, 19R monitor, control and correct behaviors that are no permissible in the workplace. Guidelines have been a	Duery year there are multiple trainings on health and after leases. What is more, employees are informed treatment via a provisit whost wife.	Everyone is paid according to the national collective agreement and above, depending that to specifications and another than the collective agreement and above.	Yes, inspected by independent companies. Certified and Auditors such as Emal & Young, Intends also audited our premises in accordance in the STO - auditorial or premises in accordance in the STO - auditorial or and a	Workers are free to Greece union they deem no	53 Permanently employees 100 (swenge) Temporary employees 100 (swe	Business is conducted boundaries of labor las sorking	in the strict in (relations), EU scheme to all of 15 is employed, or even applies for work.	and IRR monitor, control and connect behaviors as age are not permissible in the workplace. Guid	Every year there are multiple train on health and safety issues. What more, employees are informed frequently six events should	ings.  Everyone is paid according to the national collagement and above, depending on their lisb.	Yes, inspected by independent companies. Certified Auditors such as Ernel & Young. Intertels also audited our premises in accorda	noe	Lownisk	NA.	
		working schedules of all employees are horoughly correlated and laudit.  On horoughly and laudit an	applies for work.	and everyone abides by them.	procedures and announcements about these maters.	opriss.	have received with an A rating and its valid for 2 years.	many are.	schedules of all employees are thoroughly on backs.	ed and legislative procedures.	of 18 is employed, or even applies for work.	have been set and everyone abides by the	precadions and procedures and amountements about these mate	apacifications and work related expertise.	to the BSCI certificate which we have received with an A rating and is valid for 2 years.	•			
-	51333 Del Monte Pouch Textured Passata 500gct2 Greece	33 Personance produces Workers are the to error to any various they down necessary and many are.  See produced in a signature by the employee and approach by excellent any particular by the employee and produced by excellent any particular by the employee are throughly considered and land.  If the produces are throughly considered and land.	orderies.  Only people over the age of 18 are employed ional) and there are strict controls to ensure none under the age of 18 is employed, or even works for	d. IPR morklor, control and correct behaviors that are no permissible in the workplace. Guidelines have been a and everyone abides by them.	Every year there are multiple trainings on health and safety issues. What is more, employees are informed througantly via a -malls about safety precautions and reconstructions and	Everyone is paid according to the national collective agreement and above, depending their job specifications and work related expertise.	Yes, inspected by independent companies. Certified g on Auditors such as Email & Young, Intentis also audited our premises in accordance to the BSCI certificate which we have received with	Greece Workers are free to- urion they deem not many are.	roll to any Oscillation of Temporary employees Oscillation in requested by the employee and a spenior and only in urgent circumstances.	Susiness is conducted and by the boundaries of labor las working and international] and	in the strict on [realized, EU]  Chily people over the age of 15 are employed, there are strict controls to ensure consumder to 15 in employed, or even applies for work.	and IR monitor, control and correct behaviors are not permissible in the workplace. Guid have been set and everyone abides him the	that telephone are multiple train on health and safety issues. What more, employees are informed traquently via e-mails about safety are recommended.	Everyone is paid according to the national col agreement and above, depending on their job specifications and work related expertise	Yes, inspected by independent companies. Certified Auditors such as Ernet & Young. Intertek also audited our premises in accords to the ESCI certificate which we have previous	ince d	Lowrisk	NA.	
	51412 Del Monte Ananas Incessad i strap-440grt2 Kenya	Yes - two labor unions in place with an active Collective Elegatining Agreement Complying Collective Elegatining Agreement and differed in the Collective Elegatining Agreements for both Chicks.	n of employement in DMX.	discrimination policy communicated to all employees, regular training provided and active speak-up/whistle blowing procedures are in place	inplaces robust. Safety and Health management syste including standard safe operating procedures, safety and health Risk sasessments.	and well above atipulated Government mini- sage .	imum Ethical Trade Initiative (ETI) Code, Business Social Complance Initiative and fair labour practices.	Kenya hosever, they have a representative in place	Management System is in place to ensure or Dail Monte Business Code of Conduct that inc of Working hours and Remunerations	Monitoring No use of labor agenci	es Card'Eirth Certificates are prerequiste require employement by any service provider who reg. Audited by DARL.	sents for providers to have non-discrimination policity.  Monte has supplier verification system in	cy. Del management policy coverelapply to place.	o all ensure compliance with Del Monte Business C Conduct that include Monitoring of Working to and Fair Remunerations.	ode of Labour Office and also by extension they're pours ours of the scope Audited during ETI, BSCI and Global GAP Audits.	part	Lowrisk	N/A	