



## CODE OF ETHICS

### 1.0 MANAGEMENT COMMITMENT

As a company engaged in global trade, Fresh Del Monte<sup>1</sup> is committed to the highest ethical standards in the operation of its global business and the activities of its senior management. This Code of Ethics (this “**Code**”) supplements the Company’s Code of Conduct and Business Ethics Policy (“**FDP Code**”) and applies to (i) the Company’s Chief Executive Officer, the Senior Vice President and Chief Financial Officer, the Vice President, Global Internal Audit, the Chief Accounting Officer or Controller or persons performing similar functions (collectively, the “**Senior Financial Officers**”); (ii) the President and Chief Operating Officer, any other senior vice president or vice president of the Company and any other senior executives designated by the Company (collectively, the “**Executive Officers**”); and (iii) the Board of Directors of the Company (“**Board**”).

In furtherance of their responsibilities to foster a corporate culture of transparency, integrity and honesty, the Senior Financial Officers, Executive Officers, and Board shall:

### 2.0 HONEST AND ETHICAL CONDUCT

Proactively promote an honest and ethical culture that respects and values all employees and encourages compliance with all laws and Company policies. Set the appropriate “tone at the top” by observing the highest ethical standards and by acting with honesty and integrity.

### 3.0 CODES OF ETHICS, LAWS, AND POLICIES

Comply with the letter and spirit of this Code, the FDP Code, Company policies and all applicable governmental laws, rules, and regulations, including all host country laws and regulations, and the requirements of the New York Stock Exchange (“**NYSE**”).

### 4.0 PERFORMANCE OF DUTIES

Act in good faith and in the best interests of the Company and its shareholders, including acting responsibly with due care and diligence in the performance of his or her duties.

### 5.0 CONFLICTS OF INTEREST

Maintain loyalty to the Company and ethically handle actual or apparent conflicts of interest between personal and professional relationships. Disclose to the Audit Committee of the Board any transaction or relationship that reasonably could be expected to give rise to such a conflict.

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<sup>1</sup> The terms “Fresh Del Monte,” “Company,” “we,” “our,” or “us,” refers to Fresh Del Monte Produce Inc. and its subsidiaries, in general, when no useful purpose is served by identifying any particular Fresh Del Monte entity.



## 6.0 COMPANY ASSETS

Refrain from using Company property, information, or position for personal gain.

## 7.0 FINANCIAL RECORDS AND PERIODIC REPORTING

Provide full, fair, accurate, timely and understandable disclosure in all Company reports and documents filed with, or submitted to, the Securities and Exchange Commission and in other communications made by the Company. Comply with all Company standards, policies and procedures designed to promote compliance with the Company's disclosure policy and refrain from knowingly misrepresenting, omitting or causing others to misrepresent or omit any material information in any reports or communications.

## 8.0 REPORTING GUIDELINES

Consult with the Company's Senior Vice President, General Counsel and Corporate Secretary regarding any questions about this Code and promptly contact the Speak Up Line if you believe or know there has been a violation of this Code, or if you are aware of illegal or unethical behavior by any employee, officer, director, or any other person purporting to be acting on the Company's behalf.

## 9.0 PERIODIC CERTIFICATION

Reaffirm his or her commitment to the FDP Code and to this Code on a periodic basis by way of signed acknowledgement on the form provided in [Annex A](#).

## RELATED RESOURCES

Code of Conduct and Business Ethics Policy  
Global Trade Compliance Policy  
Global Anti-Bribery and Anti-Corruption Policy  
Global Vendor Code of Business and Ethics and Conduct  
Records Retention Policy

## REVIEW SCHEDULE

Effective Date	22 November 2022
Policy Owner	Global Ethics and Compliance Committee
Date Last Reviewed	22 October 2024
Date Last Modified	22 October 2024



## ANNEX A

### ***ACKNOWLEDGEMENT:***

I have received and read the FDP Code and this Code. I understand their contents and agree to comply fully with the standards contained therein. I understand that I have an obligation to adhere to this Code and to report any suspected violations of the FDP Code or this Code and that waivers of the FDP Code or this Code with respect to executive officers and directors may be made only by the Board and may be subject to disclosure in accordance with applicable law and NYSE requirements.

Name: \_\_\_\_\_

Date: \_\_\_\_\_