



Dole



**SUSTAINABILITY
REPORT**

2023

Let's keep sowing together





Content

Messages from our executives	Message from our chairman	5
	Message from our director	7
	Message from Dole's Corporate Social Responsibility Manager	9
CHAPTER 1 About us	Our essence	11
	Our contribution to society and the planet	12
	Participatory management	13
	We promote human rights	14
	Our contribution to Sustainable Development Goals	15
	Our corporate governance	16
	Transparency and accountability	18
	Acknowledgements	19
CHAPTER 2 What we do	Health: The first step to well-being	23
	Education: The path to development	35
	Community development: The route to equality	40
	Environment: A better world for everyone	48
CHAPTER 3 Who makes it possible	Our sponsors	53
	Our human team	56
	Our suppliers and partners	58
CHAPTER 4 How we do it	Financing and use of resources	63
	Sustainable internal management	65
CHAPTER 5 How this report was prepared	About this report	71
	GRI content index	74



A MESSAGE FROM
OUR CHAIRMAN

GRI (2-22)



Iván Wong Chang
CHAIRMAN OF THE BOARD
OF DIRECTORS, DALE

**OUR PROGRAMS
FOCUS ON PROTECTING
AND PROMOTING
FUNDAMENTAL RIGHTS
LIKE HEALTH AND
EDUCATION.**

For more than 22 years, through DALE, we have developed an associative management model between Dole and its producers. This model has sustainably transformed the social reality of the banana sector in Ecuador. This unique and successful model is essential to the sustainability of DALE and its programs.

Our collaborative work generates large-scale effects. DALE has become a partner that positively changes Dole and its fruit suppliers' due diligence processes of social and environmental impacts.

Our programs focus on protecting and promoting fundamental rights like health and education, seeking to positively impact farm workers, their families, and their communities surrounding Dole operations. Recognizing that the lack of opportunities and rural poverty can lead to human rights abuses, we focus on strengthening local skills and empowering communities to advocate for their rights.

Our collaborative work with public and civil society organizations amplifies our impact and has enabled us to be agents of change.

I am satisfied with the results of our programs and projects in 2023. I invite you to celebrate with us our management achievements, which contribute to the sustainable development of the banana industry in Ecuador.



A MESSAGE FROM **OUR DIRECTOR**

GRI (2-22)



María Eugenia Castro
CHIEF EXECUTIVE OFFICER, DOLE

Our firm purpose of generating positive impacts on the lives of farm workers, their families, and banana communities motivates us year after year to design new programs, renovate initiatives, and create more strategic alliances.

In 2023, we continued to promote our recipients' right to health. We emphasized launching the new medical dispensary on the María Paula farm, Milagro sector, Guayas province, and a mobile medical unit in Los Ríos area. These initiatives improved Dole farm workers' and producers' access to primary health care.

Partnerships have been fundamental to our work in education. Three years ago, we began collaborating with the United for Education (*Unidos por la Educación*) Foundation, which led us to become members of its board of directors in 2023 and actively participate in its work for education.

In community development, we continue advancing in human rights promotion. We foster culture, offer training, and create spaces for developing, monitoring, and controlling rights. In our entrepreneurship program, we developed a second technical training module for entrepreneurs of projects initiated in previous years, strengthening their skills and businesses.

In the environmental area, one of our most recent courses of action, we continue to reinforce initiatives to ensure that our interventions promote the right to a clean, healthy, and sustainable environment.

In brief, this report reflects another year of our work. This is possible thanks to the contribution of Dole and its producers and to the collaborative work with several organizations with which we share a joint mission: to promote a decent life and a better future for workers and communities surrounding Dole operations.

**WE CONTINUE
ADVANCING IN HUMAN
RIGHTS PROMOTION.
WE FOSTER CULTURE,
OFFER TRAINING,
AND CREATE SPACES
FOR DEVELOPING,
MONITORING AND
CONTROLLING RIGHTS.**



A MESSAGE FROM
**DOLE'S CORPORATE SOCIAL
RESPONSIBILITY MANAGER**

GRI (2-22)



Sandra Lima Cedeño
CORPORATE SOCIAL RESPONSIBILITY
SENIOR MANAGER, DOLE

Imagine a world where social development constantly celebrates innovation and sustainability. At Dole, we don't just imagine this world; we help build it. For decades, we have ensured the development of programs that seek to sustainably contribute to the social and environmental well-being of workers, their families, and their communities.

DALE has been our central mainstay in this mission. Thanks to our work in Ecuador, we benefit more than 15,000 workers annually and indirectly impact around 45,000 people in more than 170 communities through our health, education, community development, and environmental programs.

We appreciate the support of our producers, partner organizations, collaborators, and other stakeholders who have joined our cause to maximize our social impact.

At Dole, we are pioneers in our region's banana and pineapple sectors, championing a way of working aimed at excellence and sustainability across the value chain. Through DALE, together, we invest more than two million dollars annually in different Corporate Social Responsibility programs, transforming challenges into opportunities, empowering communities to lead their path to change, and contributing to a transformation with purpose.

We have dared to dream big and to act with firm steps. The results have been extraordinary, but there is room to build much more. We hope this report inspires and motivates you to continue with us in this sustainable evolution.

**AT DOLE, WE ACT
ACCORDING TO OUR
CONVICTION BECAUSE WE
WANT TO GENERATE WELL-
BEING FOR EVERYONE
AND BUILD A MORE
SUSTAINABLE WORLD.
THIS IS THE GUIDELINE
LEADING OUR PURPOSE:
SUSTAINABLE FOOD FOR A
SUSTAINABLE WORLD.**

CHAPTER 1 About us

Our essence

[GRI 2-6][GRI 2-23]

Our DNA has embodied a critical task for us for over 22 years: to sustainably transform the social and environmental reality of farm workers and their families, communities, and other stakeholders related to the banana sector in Ecuador.

Our creation responds to the purpose of being the executive branch of Dole's social responsibility strategy. Dole is committed to producing and exporting bananas and other fresh fruits, with operations in several Latin American countries.

Most of the farms intervened are in the provinces of Los Ríos, Guayas, Manabí, El Oro, and Santa Elena. They produce conventional, organic, Orito, purple bananas, and plantains. Our actions also benefit the workers of Dole's private port, Bananapuerto, and its community of Trinitaria Island.

Vision

In DALE, we believe that everyone has the right to a decent life. Our programs contribute to this end, providing real choices for a better world.

DALE in numbers



Social investment by line of action



Our contribution to society and the planet

We are committed to the sustainable transformation of social reality in the banana sector.

[GRI 2-6][GRI 2-24]

Banana cultivation is the most important agricultural activity in Ecuador's economy. This sector and related companies employ more than one million families in the country.

At DALE, we have worked for 22 years to positively impact farm workers, their families, and the communities associated with producing fruit that Dole exports from Ecuador. In addition, we have sought to be a benchmark in the social responsibility management of the Ecuadorian banana industry.

Our impact focuses on four main lines of action: health, education, community development, and environment. Likewise, to ensure changes and the development of local capabilities, we incorporate correlated training processes in all our programs.

Lines of action

Health	Education	Community development	Environment
<p>OBJECTIVE Contribute to preserving the health of workers, their families and communities.</p> 	<p>OBJECTIVE Help to assuring quality education for students of educational institutions in the areas of influence of Dole and its producers.</p> 	<p>OBJECTIVE Generate social development through participatory processes in communities.</p> 	<p>OBJECTIVE Support producers in mitigating their environmental impacts and raise environmental awareness in the communities associated to Dole's fruit production.</p> 

Training

At the beginning of the year, each line of action's work plans, goals, and programs are drawn up. At the end of the year, we report to our benefactors, Dole and its producers, on how management performed according to the plans and objectives set. This is the primary tool for evaluating and monitoring our progress.

Chapter 2: **What we do** details the programs' results for each line of action and stakeholders' participation in the design, evaluation, and program changes.

Participatory management

[GRI 3-3][GRI 2-25]

At DALE, we ensure that our programs' impact meets our recipients' needs.

Our strategy aims to positively intervene in Dole's sectors of influence, promoting this intervention with civil society organizations and the public to address and respond to the identified needs.

We have a direct dialogue with those involved, which allows us to correct erroneous actions and manage processes that ensure service quality. In addition, we have evaluation processes to guarantee the satisfaction of needs and the programs executed.

Stakeholder participation in program stages

- Diagnosis**
We start each program with an analysis to define its baseline. We use participatory approaches that involve the community, managing community diagnoses to identify problems and needs.

- Design**
We use surveys, meetings, and working groups to invite fruit suppliers, workers, their families, communities, and civil society organizations to share ideas and raise specific needs.

- Implementation**
We maintain a constant and open dialogue with the parties involved throughout the project implementation process. For this, we use surveys, interviews, community consultations, and meetings with public sector and civil society organizations.

- Communication/Monitoring**
We organize "Coffee and Share" meetings with producers and their representatives to get feedback about the programs. We monitor progress through visits, conferences, working groups, and reinforcement workshops with farm workers, their families, communities, and organizations.

- Evaluation**
We visit families, communities, and civil society organizations to monitor and verify program implementation.

We promote human rights

[GRI 3-3][GRI 2-23]

Dole's Code of Ethics and Business Conduct, policies, and values govern our actions in our relationships with all our stakeholders. Our commitment to promoting and respecting human rights is embodied in these corporate instruments and materializes in each program.

Our four lines of action are primarily focused on the advocacy and promotion of:

- ▶ The right to life, liberty, and security of the person.

- ▶ The right that no one shall be subjected to torture or cruel, inhuman, or degrading treatment or punishment.

- ▶ The right to a standard of living adequate for the health and well-being of the individual and his family, particularly food, clothing, housing, medical care, and necessary social services.

- ▶ The right of infants to special care and assistance.

- ▶ The right to education shall be free, at least in the elementary and fundamental stages.

- ▶ The right to a safe, clean, healthy, and sustainable environment.

We know that human beings are part of nature, and our rights are interrelated with our environment. Environmental harm interferes with the enjoyment of our rights, such as the right to life, health, food, water, and sanitation. With a healthy environment, we can live decently. For this reason, as part of our human rights promotion, we work for environmental care and promote sustainable development.

On the other hand, knowing that lack of opportunities and rural poverty contribute to human rights abuses, we focus on strengthening local community skills and capacities. Our goal is to empower populations as active advocates of their rights.

In addition, we work closely with other public and civil society organizations to amplify our impact and scope.

This has allowed
us to participate in transformative changes in the banana sector, especially in our circle of influence.

Our contribution to Sustainable Development Goals

For more than two decades, we have implemented various programs that have contributed to the sustainability goals we have set ourselves as humanity to face global challenges and ensure a sustainable future for all.

Below is a list of the programs we have implemented during the last eight years (2015 - 2023), highlighting their direct contribution to the current Sustainable Development Goals (SDGs) established by the United Nations.

Through these efforts, we actively contribute to eradicating poverty, environmental protection, and improving education, quality of life, and opportunities for farm workers, their families, and banana communities.

Line of action	Initiatives	1	2	3	4	5	6	8	9	11	12	17
HEALTH	Primary healthcare			3.8 3.4								
	Specialty care			3.2 3.8								
	Occupational health			3.9				8.8				
	Preventive health			3.3 3.4 3.5 3.7								
		Healthcare in children's centers and educational institutions			3.4 3.3							
		Nutrition		2.1 2.2								
	Technical health training schools			3.4 3.3				8.8				
	EDUCATION	Construction and support of educational centers				4.1 4.a 4.2						
Scholarships					4.1							
Student volunteering												
COMMUNITY DEVELOPMENT	Family and community development training	1.2										
	Social infrastructure				4.2 4.a				9.1	11.5		
	Socioeconomic growth							8.3				
	Skill development in farms							8.3 8.8				
	Human rights promotion					5.1 5.2						
ENVIRONMENT	Environmental care promotion						6.6				12.8	
	Environmental infrastructure						6.2				12.8	
	Waste management and use										12.5	
Partnerships with different public, private, national, and international institutions												17.17

Note: The number in each box refers to the objective and goal impacted by our projects (example: 6.6 - objective 6, goal 6).



[GRI 2-9][GRI 2-10][GRI 2-11][GRI 2-12][GRI 2-13][GRI 2-15][GRI 2-16][GRI 2-19][GRI 2-23][GRI 2-26][GRI 405-1]

Our corporate governance

Our highest governance body is the Board of Directors, composed of representatives of Dole and its fruit suppliers. Its functions include monitoring and managing our impacts. The members of our Board of Directors perform their roles pro bono to support our purpose. Ninety-two percent of our directors are non-executives⁽¹⁾.

Its primary roles include ensuring the fulfillment of our purpose, controlling and monitoring the due diligence of our impacts, and effectively managing our resources. Annually, this body approves strategies, objectives, work plans, and their corresponding budget.

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Board of Directors members:
 Javier Villacís, María Alegría Molina, Norman Zea, Freddy Navarro, Juan Falquez, Luis Vernaza, Sandra Lima, Iván Wong, María Eugenia Castro, Fausto Cabrera, Vincent Durin.

Board of Directors

Iván Wong Chang
 CHAIRMAN
 Seniority as Board member: 4 years
 DOLE

María Alegría Molina Plaza
 VICE-CHAIR
 Seniority as Board member: 4 years
 DOLE

María Eugenia Castro Gregor
 EXECUTIVE DIRECTOR
 DALE

Javier Villacís Sotomayor
 FIRST MAIN MEMBER
 Seniority as Board member: 12 years
 DOLE

Sandra Lima Cedeño
 FIRST ALTERNATE MEMBER
 Seniority as Board member: 2 years
 DOLE

Freddy Navarro Castillo
 SECOND MAIN MEMBER
 Seniority as Board member: 2 years
 DOLE

Luis Vernaza Alvear
 SECOND ALTERNATE MEMBER
 Seniority as Board member: 20 years
 DOLE

Manuel Lozano Ávila
 THIRD MAIN MEMBER
 Seniority as Board member: 2 years
 PRODUCER

Juan Falquez Salcedo
 THIRD ALTERNATE MEMBER
 Seniority as Board member: 2 years
 PRODUCER

Hillary Pardo Valdiviezo
 FOURTH MAIN MEMBER
 Seniority as Board member: 1 year
 PRODUCER

Fausto Cabrera Andrade
 FOURTH ALTERNATE MEMBER
 Seniority as Board member: 1 year
 PRODUCER

Vincent Durin Cornet
 FIFTH MAIN MEMBER
 Seniority as Board member: 1 year
 PRODUCER

Norman Zea Camino
 FIFTH ALTERNATE MEMBER
 Seniority as Board member: 9 years
 PRODUCER

¹ The only executive member of the Board of Directors is the Director, who does not have a vote in decision-making.

In the selection process of the Board of Directors members, the following parameters are considered:

- a) For Dole executives, their participation in business strategic areas associated with the management of economic, social, and environmental impacts.
- b) Producers' vast experience and knowledge of the banana business are supported by the years they have managed their businesses.

The Chairperson and members of our Board of Directors oversee the identification, elimination, prevention, and mitigation of impacts.

Our Executive Director reports directly to the Board of Directors. She is responsible for implementing our programs and ensuring management is internally accountable and aligned with our principles.

The Executive Director and her team implement the strategy and action plans to ensure due diligence of the organization's positive and negative impacts. She engages priority stakeholders through actions that generate active listening in different program development phases. In addition, she carries out dialogue processes with priority audiences to engage them.

Strategy and management results are part of the agenda of the Board meetings.

The Executive Director holds quarterly meetings with the Chairman of the Board of Directors for approvals, decision-making, communication of critical concerns, review of strategy progress, budget, and due diligence management of impacts.

Dole's values, Code of Business Conduct and Ethics⁽³⁾, and supplementary policies are mandatory for all our managers, employees, volunteers, partners, and suppliers⁽⁴⁾.

The commitments stated in these documents are based on intergovernmental instruments such as the Declaration of Human Rights. From DALE, through our observance of this code, we are committed to promoting and protecting all human rights among Dole's stakeholders, who are also our audiences: shareholders, customers, suppliers, producers, competitors, communities, and employees.

Annually, all our collaborators, fruit producers, and essential suppliers ratify their understanding and observance of the Code and submit a conflict-of-interest statement.

Furthermore, we share with everyone the responsibility to prevent, correct, and, if necessary, report suspected violations to the Code of Business Conduct and Ethics.

To report a concern, visit:
www.DoleIntegrity.com

To learn about Dole's code of conduct, visit the following link: QR



³ Approved by the highest governance body, the Board of Directors of Dole plc.
⁴ Employees receive the Code of Business Conduct and Ethics in their onboarding. Suppliers and business partners get it at the beginning of our commercial relationship.

Transparency and accountability

[GRI 3-3] [GRI 2-29]

Ensuring the integrity of our actions and managing financial resources is vital to our work. Through transparency and accountability, we have built and sustained the trust of our benefactors and partners over the years.

At DALE, we recognize the importance of responding to information demands about our management practices and resource allocation. For this reason, we maintain open and constant communication with Dole and its producers, recipients, and partners. We aim to understand and meet their main expectations regarding our management.

Our Board of Directors and DALE's Executive Director oversee, control, evaluate, and approve our investments, work plans, and results. We regularly share activity reports with our benefactors.

In addition, we publish extensive information on our performance through this report each year, based on an analysis of material issues and dialogues with our main stakeholders.

To assess the impact of DALE's actions on our audiences, we use tools to understand their level of knowledge about standard programs and projects shared through dissemination channels. In addition, we request their opinion on managing all kinds of resources.

The communication channels

we use for these purposes are detailed below:

Relationship with our stakeholders

CORPORATE OFFICE	Channel: activity and investment reports. Frequency: permanent.
BOARD OF DIRECTORS, DALE	Channel: meetings. Frequency: three times a year.
BOARD, DOLE ECUADOR	Channel: activity and investment reports. Frequency: monthly.
FRUIT SUPPLIERS	Channel: sustainability report Frequency: annual.
DOLE EMPLOYEES	Channel: Notinotas magazine Frequency: monthly
WORKERS OF FRUIT SUPPLYING FARMS	Channel: onboarding meetings Frequency: every time a new farm is included or upon update request.
FRUIT CARRIERS	Channel: meetings with industry executives Frequency: upon request
COMMUNITIES OF INFLUENCE	Channel: community participatory management meetings to make a diagnosis Frequency: annual
PUBLIC ORGANIZATIONS	Channel: sustainability report Frequency: annual
CIVIL SOCIETY ORGANIZATIONS	Channel: sustainability report Frequency: annual
DOLE CUSTOMERS	Channel: sustainability report Frequency: annual
SERVICES AND SUPPLIES PROVIDERS	Channel: sustainability report Frequency: annual

Acknowledgments

Our stakeholders' recognition of our social labor motivates our work. Throughout 2023, we were acknowledged for our:

Outstanding altruistic work in the Pasaje canton -recognition by the local Municipal GAD.

Support to the promotion and reinforcement of education -recognition by the Vicente Piedrahita Educational Unit in the province of Los Ríos.

Donation of musical instruments to provide comprehensive education to students -recognition by Fiscal Educational Unit Replica Guayaquil.

Outstanding, selfless contribution to the Martina Carrillo Afro-Ecuadorian Women's Association of Guayaquil.

Valuable contribution to education through the project Shaping Lives (*Formando Vidas*) -recognition by the San Juan Educational Unit in the province of Los Ríos.

Exceptional support to the Toys for Tots program of the marine security guard unit during the activity held in 2023 at the U.S. Consulate General in Guayaquil.



CHAPTER 2

What we do



Health, THE FIRST STEP TO WELLBEING

[GRI 3-3] [GRI 203-2]

For more than two decades, we have protected and promoted the right to health of farm workers, their families, and communities in the banana sector.

Through our programs, we provide quality health care and strive to ensure equitable access for all recipients. This commitment significantly impacts individual and public health and drives our communities' economic growth and development.

Our management is based on two approaches:

Offer primary care, specialty, and preventive health services to reduce the morbidity rate associated with diseases that can be prevented or controlled with proper attention.

Guide, advise, and ensure that producers and farm workers have a safe work environment.

Healthcare programs monitoring

In medical consultations, we closely monitor patients' health. This allows us to determine whether a patient requires additional attention or should be referred to the critical cases program.

Regarding occupational health, if we detect any risk related to an occupational disease, we do complete laboratory examinations or specialized imaging tests.

We set annual goals to improve our healthcare services. We evaluate everything from the quality of the attention provided to training results on farms. Each month, we review our progress in meeting the objectives.

Lessons learned

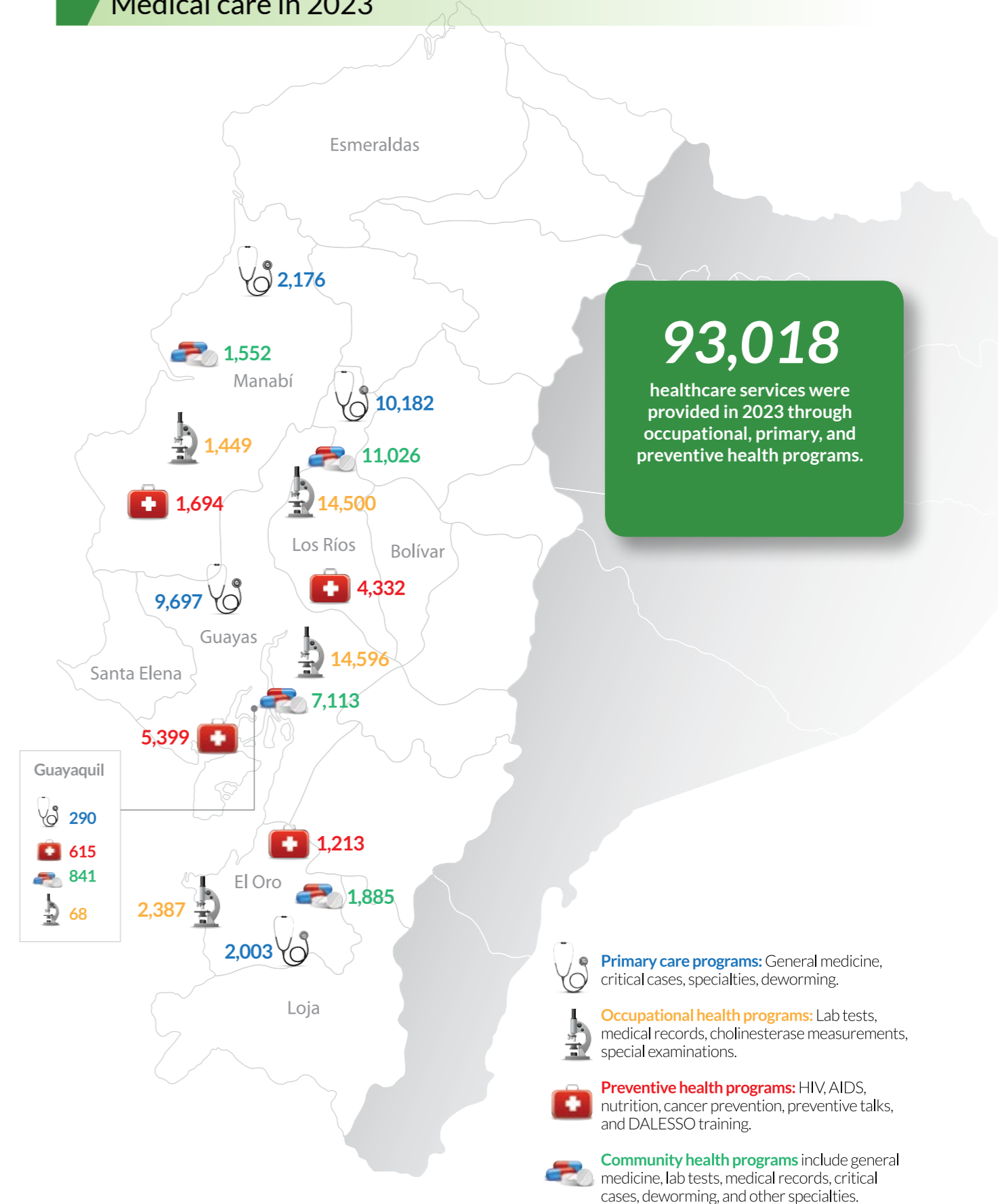
Over the years, we have identified that preventive messages delivered to workers through talks, training, conversations, etc., are better assimilated when the structure of the intervention puts formality aside and opens to more entertaining or playful options. Therefore, in 2022, we modified the structure of the talks and implemented more practical workshops so that workers enjoy learning.



Healthcare services provided in 2023 by region

Programs	Los Ríos	Guayas	Manabí	El Oro	Guayaquil	Total
Primary	10,182	9,697	2,176	2,003	290	24,348
General medicine	8,997	8,435	1,904	1,630		20,966
Critical cases	25	28	3	10		66
Specialty care	1,160	1,234	269	363	290	3,316
Occupational	14,500	14,596	1,449	2,387	68	33,000
Lab tests	5,734	6,058	597	1,036		13,425
Medical records	4,765	5,175	574	866		11,380
Cholinesterase measurements	3,624	3,085	120	422		7,251
Special examinations	377	278	158	63	68	944
Preventive	4,332	5,399	1,694	1,213	615	13,253
Vaccination			1,172			1,172
Sexual health	1,104	1,622	120	584	21	3,451
Nutrition	71	99		44	99	313
Cancer prevention	210	356	20		264	850
Preventive health education	2,947	3,322	382	585	231	7,467
Community health	11,026	7,113	1,552	1,885	841	22,417
General medicine	9,108	5,917	1,291	1,379	427	18,122
Critical cases	14	14	3	7		38
Specialty care	1,678	1,029	258	235	161	3,361
Lab tests	115	78		135	135	463
Medical records	111	75		129	118	433
Total	40,040	36,805	6,871	7,488	1,814	93,018

Medical care in 2023



Program: Primary healthcare

We guarantee the human right to health through primary care services and emergency support.



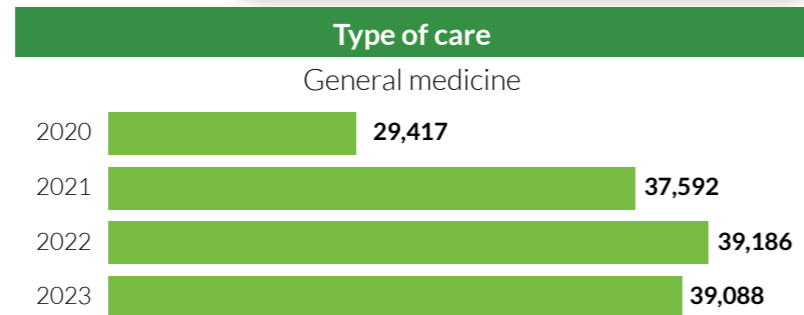
General medicine

In 2023, we inaugurated the "María Paula" permanent medical dispensary in the canton of Milagro to deliver care to surrounding communities and the workers of two large farms of the Orodelti group (Mateo and María Paula).

We also implemented a new mobile medical facility, UMM Central 2, to deliver primary care services to farms in Los Ríos area.



2023	
Type of patient	General medicine
Employee	20,966
Spouse	2,942
Child	8,858
Parent	1,196
Other / community	5,126
Total	39,088



Emergency support

Our mobile clinics deliver medical care directly to communities hit by natural disasters. In addition, we provide medicines and water bottles to affected families.



Program: Specialty care

We contribute to reducing premature mortality due to non-communicable diseases by providing attention to specialties and critical cases.



Specialty care

In 2023, we held two optometry journeys in the community of Trinitaria Island, offering eye exams and distributing glasses to patients who needed them.



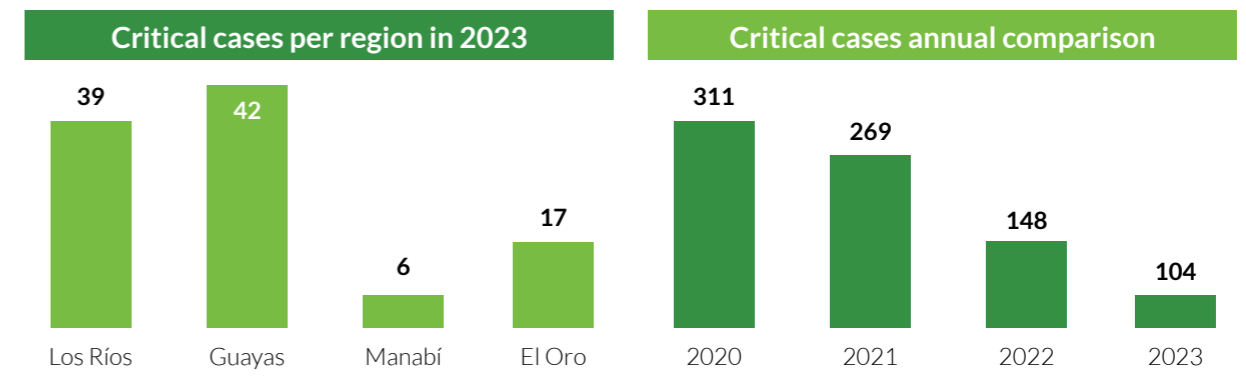
2023		Type of service	2020	2021	2022	2023
Type of patient	Specialties	Odontology	1,508	3,360	4,128	3,077
Employee	3,316	Dermatology	1,294	2,459	1,259	3,503
Spouse	888	Optometry	1,114	1,860		97
Child	1,743	Cardiology	145	210		
Parent	201	Total	4,061	7,889	5,387	6,677
Other / community	529					
Total	6,677					

Critical cases

We detect cases requiring surgery or consulting with a specialist through our dispensaries' healthcare services.

We work with hospitals, clinics, laboratories, and imaging centers in different areas to address these cases.

In addition, we partner with Smile Operation Foundation (*Operación Sonrisa*) to help low-income children with craniofacial malformations, emphasizing cleft lip and palate.



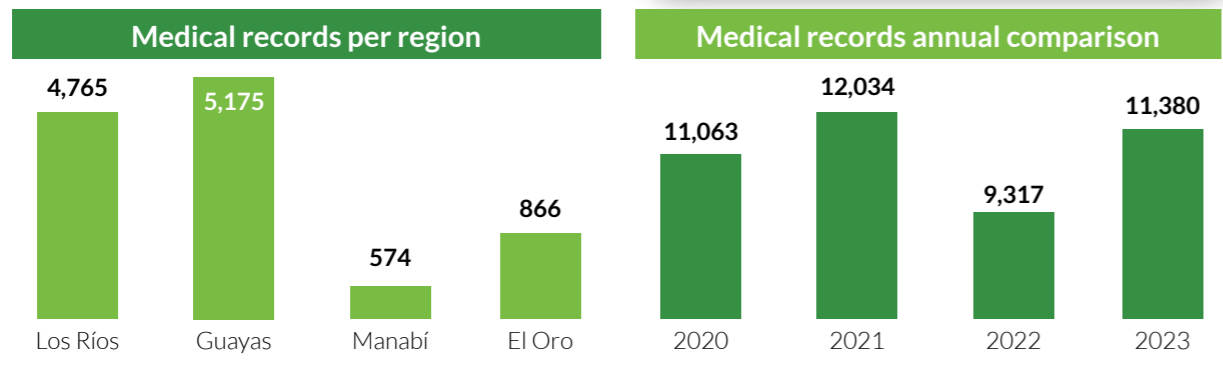
Program: Occupational health

We help prevent and detect diseases that could occur due to farm workers' exposure to workplace factors.

Medical records

As part of our work, we keep employees' pre-occupational medical examination records and annual medical records.

11,380
medical records created in 2023.



Special occupational exams and cholinesterase measurements

We do annual special examinations to determine the risks farm workers face according to their jobs.



Type of exam	2020	2021	2022	2023
Cholinesterase measurements	3,305	6,345	5,341	7,251
Standard chest x-rays	21			
Lumbosacral X-rays	38	27		
Audiometries	237	318	264	221
Spirometries		277	224	194
Ultrasounds		644	428	529
TOTAL	3,601	7,611	6,257	8,195

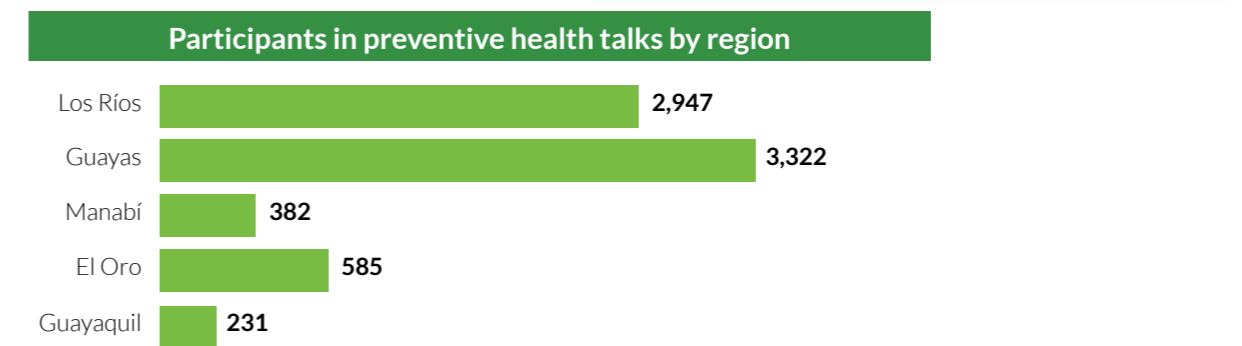
Program: Preventive health

We encourage a preventive health culture and support good habits for a healthy life.

Preventive health education

In 2023, 363 talks were given on first aid, alcohol and drugs, sexual and reproductive health, and health surveillance.

7,467
people participated in preventive health talks in 2023.



Cancer prevention

We have a particular prevention project for the early detection of reproductive health issues in women. This offers a chance for timely treatment in cases of severe findings. In 2023, we did 850 Pap smears and breast scans.



Patients treated by region



HIV – AIDS prevention

Through this program, we aim to contribute to reducing HIV-AIDS incidence and prevalence through the prevention, guidance, and support, promotion of non-discrimination, and respect for the rights of people affected by or living with HIV.

In 2023, 3,400 people participated in our talks. In addition, we did 51 HIV diagnostic tests.

Vaccination

In 2023, we held nine vaccination journeys in Nueva Esperanza and Amanda Renata farms in Manabí, together with the Ministry of Public Health.

People were vaccinated against influenza, hepatitis B, yellow fever, diphtheria, and tetanus.

1,172
doses applied.



Health in childcare centers and educational institutions

Through our health programs, we care about keeping children and young people healthy and happy. In 2023, we assisted 1,267 children and youths in 25 educational institutions and child development centers through medical and specialty journeys.

Type of attention	People served
General medicine	128
Lab tests	463
Medical records	433
Dentistry	218
Optometry	25
Total	1,267

Program: Nutrition

We promote good eating habits and healthy lifestyles.

Program Feeding yourself with care (*Aliméntate con afecto*)

This program focuses on mothers and teachers at child development centers in areas of influence by promoting good eating habits and adequate early childhood care, contributing to children's psychomotor and neurological development.

We offer training to create new healthy eating and affectionate care habits, emphasizing good personal hygiene, food handling, and conservation practices.

The topics addressed include child nutrition, healthy eating, and preparing nutritious beverages and foods. During the year of this report, a total of 313 people attended 16 talks.

Fruit donation

To promote fruit consumption and improve family nutrition, we delivered bananas in coordination with organizations such as the Society for the Protection of Children and Tenencia Política de Pimocha (Los Ríos), among others. These partnerships reinforce our donation work, targeting those who need it most.

31,850 banana boxes delivered in 2023.



Program: Health technical training schools

225
graduates in nine years.

DALESSO school

For nine years, through our DALESSO school, we have trained representatives of Dole's farms and independent producers on implementing risk prevention practices focused on the reality of the banana sector, seeking a safe work environment for all.

Health Initiatives Log

Program	2004 to 2020	2021	2022	2023	Total
Primary	638,715	37,081	21,056	24,348	721,200
General medicine	389,915	20,159	18,903	20,966	449,943
Covid-19 care	1,164	808			1,972
Critical cases	4,050	159	140	66	4,415
Specialty care	80,857	4,429	2,013	3,316	90,615
Deworming	162,729	11,526			174,255
Occupational	309,459	33,187	26,389	33,000	402,035
Laboratory tests	133,620	13,542	10,815	13,425	171,402
Medical records	112,662	12,034	9,317	11,380	145,393
Cholinesterase measurements	58,574	6,345	5,341	7,251	77,511
Special examinations	4,603				
		1,266	916	944	7,729
Preventive	290,869	14,159	10,551	13,253	328,832
Vaccinations	66,918		202	1,172	68,292
Sexual health	112,583	2,601	2,290	3,451	120,925
Nutrition	16,731	1,278	370	313	18,692
Cancer prevention	26,771	3,683	340	850	31,644
Preventive health education	67,866	6,597	7,349	7,467	89,279
Community health	594,912	23,308	24,815	22,417	665,452
General medicine	377,784	17,433	20,283	18,122	433,622
Laboratory tests	9,681	815		463	10,959
Medical records	9,393	745		433	10,571
Critical cases	1,925	110	8	38	2,081
Deworming	76,003	745	1,150		77,898
Specialty care	100,772	3,460	3,374	3,361	110,967
Preventive health education	19,354				19,354
Total	1,833,955	107,735	82,811	93,018	2,117,519





Education: The path to development



[GRI 3-3] [GRI 203-1]

Our commitment to education is reflected in our actions to improve the learning environment of children and adolescents by building, supporting, and conserving educational center infrastructure.

Through our programs, we significantly impact education in our country. We contribute to reducing teacher absenteeism, guaranteeing greater stability and consistency in education. In addition, students tend to stay in the education system longer, which translates into greater school retention. Finally, we impact academic performance, as adequate infrastructure and quality services act as motivational and functional catalysts.

Before starting our work, we identify specific needs and requirements through school visits and conversations with principals and teachers. These diagnoses give us a detailed understanding of the challenges and help us establish adequate support and coordination lines.

The community's participation in this process is essential, as they contribute a workforce to maintain and adapt facilities.

10,531
students from
38
institutions were
benefited.

Education programs monitoring

Once our support to educational centers ends, we closely and continuously follow up with their leaders.

Education projects		2023
Own education centers	Actions	2
Support to other education centers	Actions	19
<i>Shaping Lives</i>	Participants	103
<i>United for Education</i>	Recipients	2,855
TOTAL		2,979

Program: Partnership for better education

Own educational centers

We provide quality education in our institutions, Vicente Piedrahita and Ecuador País Amazónico, located in Los Ríos and Guayas, respectively. Students learn about technological systems and have leisure spaces for cultural and sports activities.

The Ministry of Education supports these educational centers, providing the teaching staff and methodology. At DALE, we are in charge of the annual maintenance of facilities and guaranteeing physical security on the premises.

In 2023, in addition to annual maintenance, we installed nets in the Beginners 1, 2, and first-grade classrooms of the educational unit Ecuador País Amazónico⁵ to prevent birds from accessing the classrooms.

We also delivered Montessori didactic material and training to the teachers of Beginners 1, 2, and first grade of primary education in this school.

Number of students in our institutions.

504

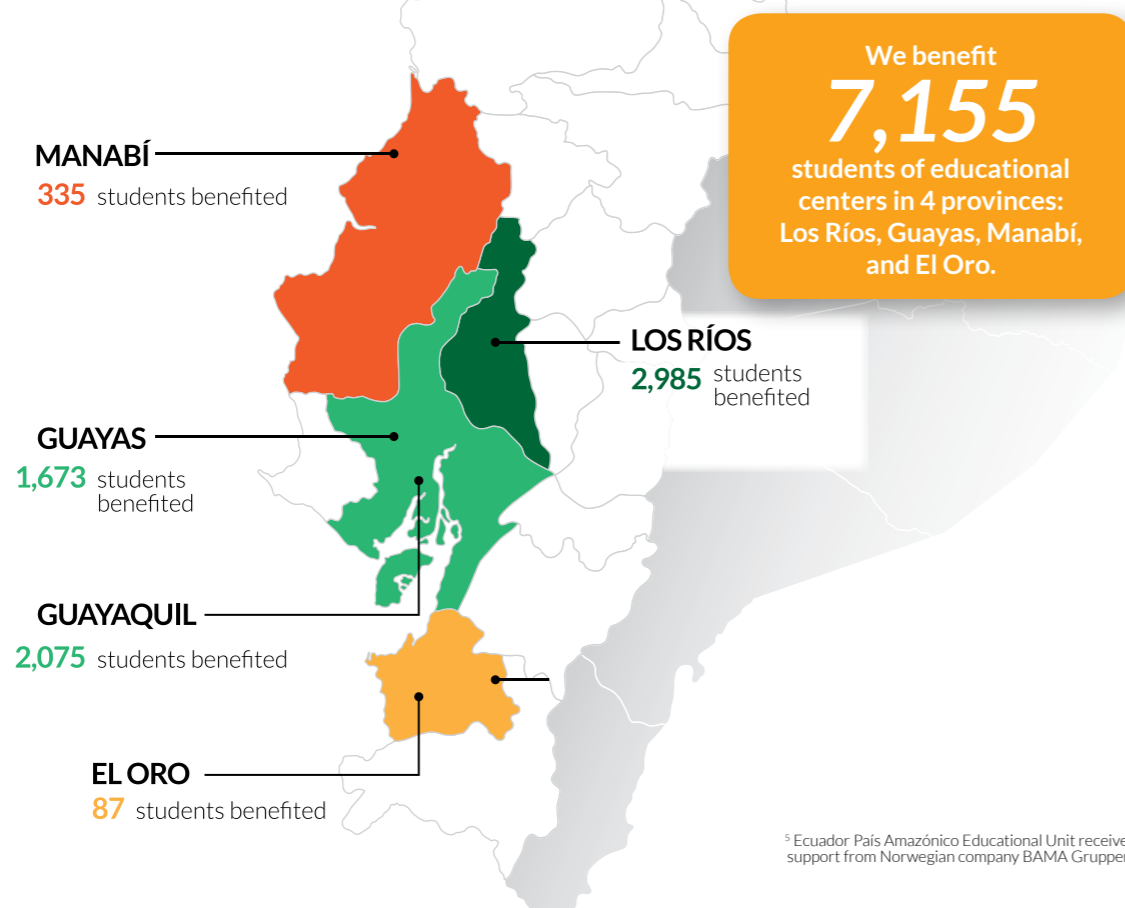
at Vicente Piedrahita Educational Unit in Los Ríos

499

at Ecuador País Amazónico Educational Unit in Guayas.

Support to other educational centers

We collaborate with institutions in rural and marginal-urban areas close to Dole and its producers. We have open conversations with teachers and parents to understand their needs. This engages the community and encourages residents to commit to working with us to improve the infrastructure of educational centers and keep them in good condition.



⁵ Ecuador País Amazónico Educational Unit receives support from Norwegian company BAMA Gruppen.

Shaping Lives (Formando Vidas) program

Through 32 hours of on-site training, we provide second-year high school students with the necessary tools for their integral development. We explore personal growth, leadership, social issues prevention, rights, empowerment, and social activism. We want to support their path to personal fulfillment.

Lines of program:

- Life skills
- Group development and organization
- Education from communication
- Change agents challenge

In 2023,

103

students of educational centers Ecuador País Amazónico (Guayas), Vicente Piedrahita, and San Juan High School (Los Ríos) participated in this initiative.

United for Education (Unidos por la Educación)

We work with the United for Education Foundation (Fundación Unidos por la Educación—UxE) to promote quality education. Our approach includes improving educational institutions' infrastructure, teaching methods and providing training for teachers, parents, and community members.

In our three years of collaboration with this organization, we have observed how their work significantly impacts our purpose. For this reason, we are honored to serve on the United for Education's Board of Directors since 2023.

Outstanding actions in 2023:

- We defined the intervention in Tarqui school, in Los Ríos, and in Sargento Gabriel Solís school in Trinitarian Island.
- We supported the transformation of 14 schools in the province of Guayas into satellite schools, providing them with didactic material, furniture, books, specific material, digital resources, and Internet.

Educational Initiatives Log

Programs	2001 to 2020	2021	2022	2023	Total
Partnership for better education	178	103	840	2,979	4,100
Highschool scholarships	40				40
Student volunteering	64				64
TOTAL	282	103	840	2,979	4,204





Community development: The route to equality

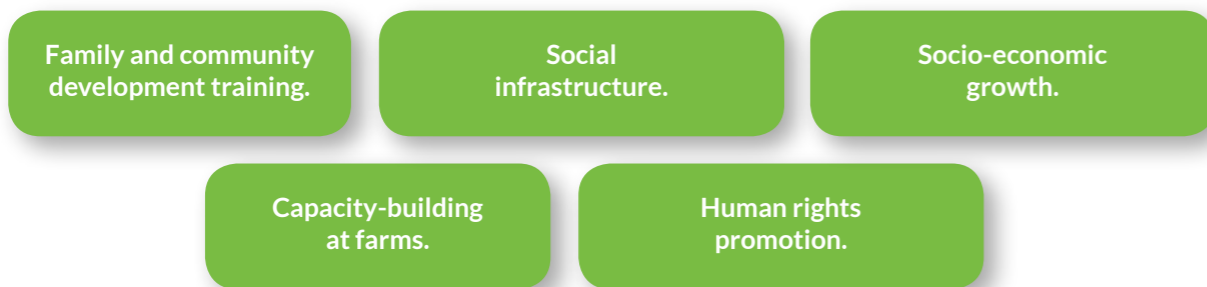


[GRI 3-3] [GRI 203-1] [GRI 203-2]

The communities near Dole farms, their producers, and Bananapuerto face unmet basic needs, which results in shortcomings that impact their human rights.

Our strategy focuses on generating a comprehensive positive impact for these communities. In collaboration with public and social sector organizations, we aim to empower them through training, tools, and spaces to fulfill their fundamental rights. In this way, we contribute to the progress and improvement of their quality of life.

We benefit populations through five lines of action:



Community development projects

Projects	2023	
Participative diagnosis	Participants	245
Community infrastructure upgrading	Actions	8
Children centers' improvement	Actions	7
Entrepreneurship promotion	Participants	104
Organizational managers	Attendances	284
Rights-focused education	Attendances	1,800
Community Advocacy training	Attendances	144
TOTAL		2,592

Program: Family and community development training

Participatory community management

Our programs focus on continuous improvement through our stakeholders' inclusion and participation. From the beginning, we collaborate with communities in a diagnostic phase to identify their challenges and needs, which provides us with a solid foundation for developing effective action plans. This collaboration continues throughout our programs, fostering participatory management that empowers the community to actively implement solutions after our intervention. This year, 245 people participated in dialogues to update general information about their communities.

Program: Social infrastructure

We support repairs and improvements of spaces for the common good.

Community infrastructure upgrading

We work closely with residents and leaders to implement projects that promote local development and improve community living conditions.

Our work begins by listening to the needs of community members, improvement committees, and other organizations. We work together to make a meaningful and lasting impact on the well-being of all.

We enhance community areas and provide paint, building materials, equipment, and furniture.



5,648
recipients
in 2023.

Children centers' improvement



In 2023, we supported the infrastructure upgrading of two Child Development Centers (CDI, per its Spanish acronym) in the province of Guayas. We helped with their physical transformation and provided comprehensive support to families for the development of children in their first years of life.

We also provided necessary resources to other CDIs to ensure these facilities can offer adequate care and support to minors.

361
recipients.

7
Child Development Centers (CDI).

GUAYAS

- Tesoritos de San Antonio Child Development Center
- Estrellitas del Mañana Child Development Center.

EL ORO

- Aprender Jugando Development Center.

GUAYAQUIL

- La Sirenita Child Development Center
- Nueva Esperanza Child Development Center
- Santa Rosa de Lima Child Development Center
- Risas y Sueños Child Development Center.

Program: Socio-economic development

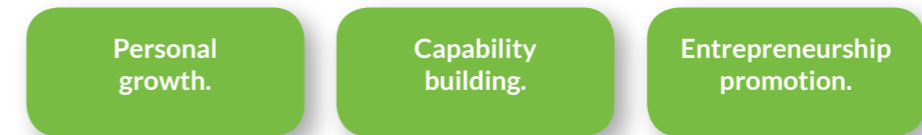
We train community members, farm workers' families, and banana port employees in productive activities to help them generate income.

Entrepreneurship promotion

Our entrepreneurship initiative includes training in technical skills, personal development (self-esteem and communication skills), business administration, costs, customer service, and marketing.



Training pillars



In 2023, we implemented a beauty entrepreneurship project in the GAD of San Juan (Los Ríos), with the participation of the families of workers from their farms, independent producers, and community members.

In addition, we carried out two cooking and pastry projects in which we used our export products (bananas and plantains) as the main ingredients of recipes. This program was developed at the Comprehensive Municipal Care Center CAMI 3 on Trinitaria Island.

We also followed up and monitored ventures from previous years through visits, counseling, and continuous support, which led to the development of a second technical training module for these entrepreneurs.

Participants show their skills and present their business results in our entrepreneurship program training sessions. This allows us to analyze projects and evaluate their growth potential to identify which ventures will receive seed capital.



Program: Capability building in farms

Organizational managers

This program is for the leaders of organic banana associations and cooperatives related to Dole and farm committee members. It aims to reinforce knowledge and develop technical, organizational, and social skills for business leadership.

Throughout the year, we encourage the creation of employee committees to implement activities for the well-being of farm workers and to detect community issues that we address. The training program includes three modules:



Organizational management	Social management	Technical management
Reinforces skills like motivation, teamwork, human development, self-esteem, leadership, time management, and communication.	Training on defining mission, vision, values, and strategic objectives. It offers conflict-solving tools, negotiation techniques, and emotional intelligence.	Participants learn to make a participatory diagnosis. Key issues and needs are identified, a planning matrix is created, and the proposed projects are presented in an assembly with farm workers.

After the training, the plans and programs presented are monitored and followed up.



Program: Human Rights promotion



We inform and sensitize people about their human rights.

Rights-based education

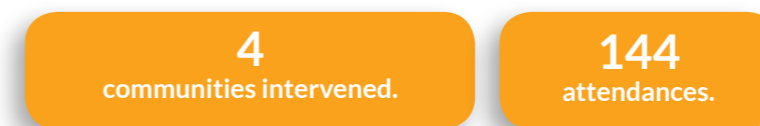
Through workshops, we promote a culture of gender equality and equity among farm workers and students. We use group exercises to stimulate learning, encourage better coexistence, and eradicate violence among staff and their families.



Furthermore, we renewed our agreement with the Cantonal Council for the Protection of Rights of Pasaje canton this year.

We conducted a training program in collaboration with representatives of four communities in El Oro area. We discussed citizen participation, community advocacy, rights and gender approaches, violence prevention, reinforcement of family coexistence, and laws and procedures for the attention and restitution of rights.

Members of advocacy groups become managers for promoting, defending, and monitoring citizens' rights. They are responsible for reporting any breach or imminent violation threat of rights to competent authorities.



Community Development Initiatives Log

Programs	2004 to 2020	2021	2022	2023	Total
Family and community development training	9,137	915		245	10,297
Social infrastructure	492	32	16	15	555
Socioeconomic development	166	186	89	104	545
Capacity building in farms	2,585	1,212	304	284	4,385
Human Rights promotion	8,909	959	960	1,944	12,772
TOTAL	21,289	3,304	1,369	2,592	28,554





Environment: A better world for everyone

2,135

people trained in environmental education, waste management and utilization.

76

trainings in farms, communities, and education centers.

10

biosafety stations were built, and

10

bins for plastic packaging were delivered

► Fostering environmental awareness [GRI 3-3]

The operations of Dole and its producers, as well as Naportec's port activity, impact water, soil, and biodiversity, among other things. At DALE, we aim to contribute to the practices and controls of these organizations to eliminate, mitigate, and compensate for their environmental impacts.

Our programs in this area focus on educating farm employees and community residents on environmental protection, natural resource conservation, and adequate and rational use of water resources. We also provide them with tools to enhance the natural environment.

As a result, our recipients develop greater knowledge about the topics we address and can make informed and responsible decisions.

We periodically monitor environmental infrastructure programs to assess the use and effectiveness of the goods delivered. If necessary, projects are adjusted.

Moreover, we annually review our training content to ensure a curriculum according to our recipients' needs.

► Environmental projects

Projects	2023	
Environmental education	Attendances	1,270
Tree planting (talks)	Attendances	326
Tree planting (trees planted)		190
Biosafety stations implementation	Recipients	10
WASH Water and sanitation systems improvement	Recipients	4
Recycling (talks)	Attendances	451
Recycling (bins for plastic packaging delivered)		10
Composting	Attendances	88
TOTAL		2,349

Program: Environmental care promotion

We raise awareness and promote environmental protection and natural resource conservation activities.



► Environmental education

We hold talks in communities, academic centers, and farms through our educational program. These address environmental and natural resources conservation, water resources protection and quality, reforestation, and tree care.

In communities	In educational centers and farm
<ul style="list-style-type: none"> • 4 hours of training • 2 hours of tree planting in areas close to tributaries 	<ul style="list-style-type: none"> • 8 hours of training • 2 hours of tree planting

Furthermore, through informative talks, we continue raising awareness among farm workers and neighboring communities about conserving water resources and quality. In this way, we promote the responsible use of this vital liquid.

Results

→

24

talks on farms.

→

776

attendances.

► Tree planting

Through this initiative, we seek to reduce environmental impacts and educate the community about the importance of protecting natural areas by planting endemic trees in educational centers, communities, Dole's farms, and the farms of its producers.

Before this activity, participants are trained on the importance of protecting the environment, planting trees, and how to take care of them.

2

participating educational centers.

326

participants in the planting activity.

190

trees planted.

1 farm

6 communities

Los Ríos, Guayas and El Oro.

Program: Environmental Infrastructure

We support environmental protection through infrastructure design and building.

► Biosafety stations

In 2023, we delivered ten biosafety stations, each consisting of a toilet cabin, an outdoor sink, a shoe washer, and a footbath system to help prevent diseases.

These facilities include a self-cleaning biodigester that filters toilet cabin water, obtaining clear, treated, and odor-free water that can be reused, for example, to water gardens.

The biodigester efficiently replaces the traditional septic tank system, complying with national technical regulations INEN2 and biodigester wastewater quality and international guidelines such as NOM-006-CONAGUA-1997.

The project aims to contribute to environmental care and water resource conservation and provide workers with easy and quick access to toilets and hand washing facilities.

In three years, we have built 40 biosafety stations in Guayas, El Oro, and Los Ríos.



► WASH, improving water and sanitation systems

We provide materials and tools for water systems and sanitation to support two communities, one educational center, and one CDI.



Results

10
recipient farms.

3 zones:
Los Ríos, Guayas, El Oro.

10
toilet cabins and biodigesters delivered.

Program: Waste management and utilization

We encourage the adequate management and use of organic and inorganic waste through capacities and skills building.



► Recycling and composting

We continue to advance in these projects with the support of the Association of EARTH University Graduates (AGEARTH, per its Spanish acronym).

Through practical and experiential education, we seek to raise awareness about the importance of classifying common waste into organic and inorganic and reusing organic waste for composting.

In addition, we encourage plastic packaging collection for subsequent recycling, providing bins to farms, communities, and educational centers, if necessary.

Results of the adequate disposal of common waste

10 bins for plastic packaging were delivered to 10 farms in Los Ríos and Guayas.

451 attendances to 15 talks about the adequate management and disposal of everyday waste in farms and communities.

Composting results

1 farm,
88
attendances to 8 talks

Environmental Initiatives Log

[GRI 2-4]

Programs	2005 to 2020	2021	2022	2023	Total
Environmental care promotion ⁽⁶⁾	6,977	3,322	2,208	1,786	14,293
Environmental infrastructure		18	12	14	44
Waste management and use		1,216	1,820	549	3,585
TOTAL	6,977	4,556	4,040	2,349	17,922

⁽⁶⁾ Data published in previous years have been updated with the number of trees planted.

CHAPTER 3

Who makes it possible

Our sponsors

Thanks to the commitment and contribution of Dole and its producers in Ecuador, each program we execute is feasible and sustainable through their donations for each banana box exported.

This contribution system is unique in the country since it integrates the company and its supply chain. This is a distinguishing factor in international markets and essential for business sustainability.

► Dole and its producers

Dole is a market-leading producer and distributor of several varieties of bananas and pineapples. It has vertical operations in Guatemala, Honduras, Costa Rica, and Ecuador, where organic and conventional fruits are grown on their farms. In addition, it has strategic partnerships in Mexico and Colombia to reinforce its presence in the region.

Through its commercial relationship with independent producers, Dole sources fruit from several Latin American countries, such as Guatemala, Honduras, Costa Rica, Ecuador, Colombia, and Mexico.

Dole's commitment to sustainability drives every aspect of its business. It leads more than 30% of the global organic banana market and 80% of the organic pineapple market.

Also, it contributes to the professional development and improvement of the quality of life of its employees and the communities where it operates.

► Bananapuerto

It is Dole's logistical branch. It offers ship loading and unloading services, streamlining the transport and export of bananas and enhancing Dole's logistics chain. Currently, Bananapuerto provides freight forwarding services to Dole and other companies.

Through its operating company, Naportec, Bananapuerto donates to DALE for each container.



Dole's Sustainability Manifesto

[GRI 2-23]

We are Dole Frutas Frescas, part of a large global company that has delivered fresh and healthy products from the countryside to consumers for more than a century. Thanks to the fertile lands of Mexico, Guatemala, Honduras, Costa Rica, Colombia, Ecuador, and Peru, we have fed thousands of families for over 120 years. Today, more than 23,000 talented minds and hands benefit from direct employment, plus another 100,000 indirect workers.

Our corporate purpose is achieved insofar as we:

- Take care of the natural resources where our products are grown and help protect the planet.
- Respect the people who grow, harvest, pack, and distribute the products that will go a long way to homes.
- Produce, transport, and distribute healthy, safe, and sustainable food.

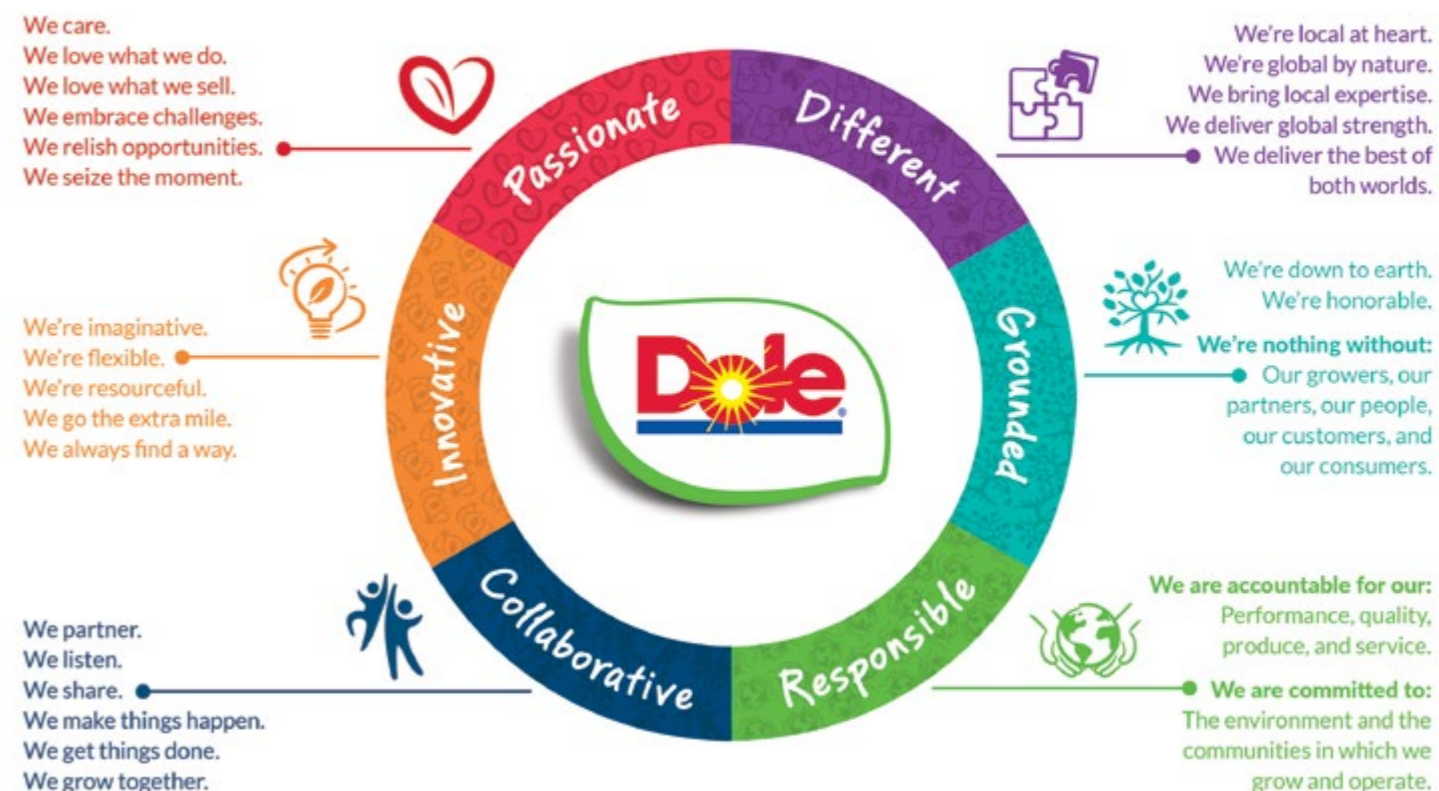
Our purpose:
Sustainable food for a sustainable world:

- We generate wellbeing
- We protect nature
- We grow safe and healthy products

We are leaders in the banana and pineapple businesses, championing a way of working for excellence and sustainability across the value chain. Our success has also been possible because we foster development and contribute to the well-being of the communities where we operate. We continuously innovate and improve production processes across the logistics chain to meet our customers' and consumers' needs and expectations. We incorporate alternative technologies to achieve the common good. Dialogue with our stakeholders is essential. Therefore, we promote their responsible participation and communication as part of our sustainability strategy. We are convinced that current and future initiatives will allow us to stimulate work and generate everything necessary to continue evolving as a company, contributing to the development of a more sustainable world.

[GRI 2-23]

Our Values



Our human team

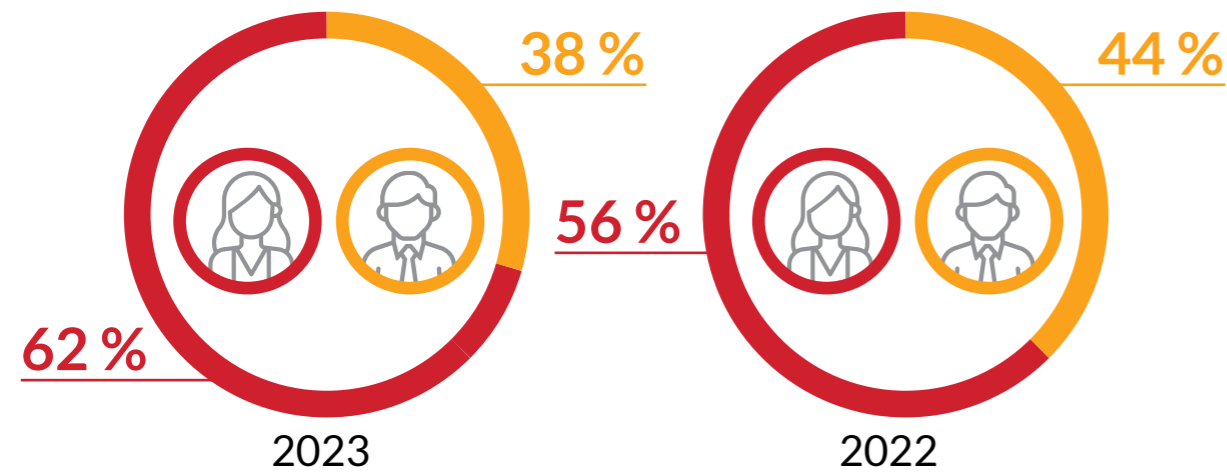
[GRI 2-7][GRI 2-8][GRI 2-20][GRI 2-21][GRI 405-1]

At DALE, we are more than a team. We are a family sincerely united and committed to leaving a lasting mark on our recipients.

Our staff consists of 42 employees ⁷. Of them, 100% have a full-time contract, and 95% have a permanent indefinite contract ⁸. We do not have non-guaranteed hourly employees.

We are committed to diversity in our team: 62% of our staff are women, while 38% are men, both located in the country's coastal region.

Colleagues by gender

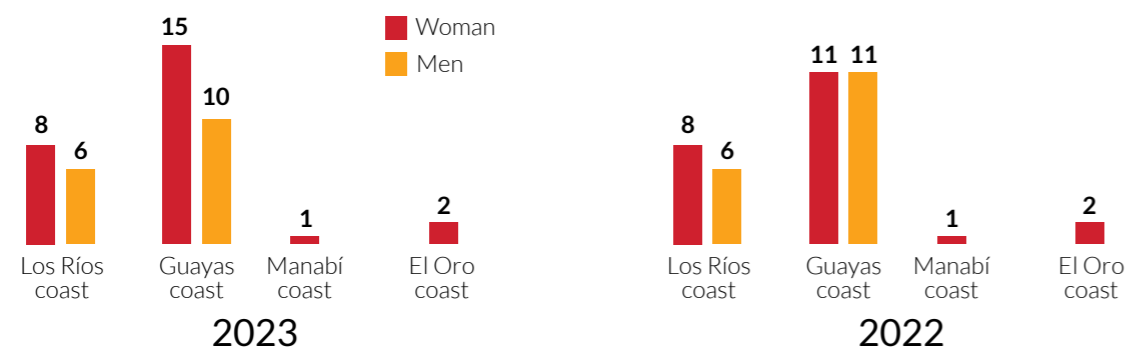


Employees by contract type and gender

Region	2023						2022					
	Indefinite		Temporary		Total		Indefinite		Temporary		Total	
	F	M	F	M	F	M	F	M	F	M	F	M
Total	24	16	2	-	26	16	22	16	-	1	22	17

We promote diversity in our work team and are committed to maintaining an environment where everyone feels valued and respected, regardless of their origin, gender, age, or any other individual characteristic.

Colleagues by region and gender



Colleagues by age and gender

Professional category	2023						2022					
	Under 30 years old		Between 30 and 50 years		Over 50 years old		Under 30 years old		Between 30 and 50 years		Over 50 years old	
	F	M	F	M	F	M	F	M	F	M	F	M
Executive director					2.38%						2.50%	
Supervisors			2.38%	2.38%		2.38%			2.50%	2.50%		2.50%
Doctors	2.38%		11.90%	14.29%	7.14%	4.76%	7.50%		2.50%	10.00%	7.50%	15.00%
Nurses	2.38%		16.67%		4.76%		2.50%		17.50%		5.00%	
Program coordinators			4.76%	4.76%	2.38%					5.00%	2.50%	
Administrative staff	2.38%		2.38%						5.00%			
Technical staff				9.52%						10.00%		
Total	7.14%		38.10%	30.95%	16.67%	7.14%	10.00%		27.50%	27.50%	17.50%	17.50%

Non-employee workers ⁹

We have six medicine and project management professionals who do tasks as required.

Type of worker	Contractual relationship	Type of work performed	2023	2022
			Quantity	Quantity
Professional services	Professional services contract by time or project	Medical services	4	4
Professional services	Professional services contract by time or project	Project management	2	2
TOTAL			6	6

Annual total compensation ratio of the best-paid employee at Dale to the median annual total compensation of all employees ¹¹.

8.11

Ratio of percentage increase in total annual compensation of the best-paid employee at Dale to the median percentage increase in the total yearly compensation of all employees.

1

Salary compensation

Our remuneration system is aligned with Dole Frutas Frescas' Salary Policy ¹⁰, which promotes equity and recognition of the work done, ensuring fair compensation for all our team members.

Salaries are reviewed annually, considering different aspects such as the market or industry, internal equity, and employee performance, according to internal measurement by compliance with the goals and competencies set in the Balance Scorecard.

⁷Data has been collected from year-end payroll information. There were no significant fluctuations in the number of employees for the reporting period.
⁸For more information on the design process of Dole Frutas Frescas' compensation policy, please refer to its sustainability report.
¹¹Data calculated based on 2023 employee payrolls.

Our suppliers and partners

[GRI 2-6]

We acknowledge our suppliers as critical stakeholders in developing our operations and programs. In 2023, 100% of the suppliers we hired were local.

231

local suppliers.

2

foreign suppliers.

Type of purchases	Amount 2023	Amount 2022
Health area	\$ 435,666	\$481,209
Community development area	\$ 75,190	\$58,096
Education area	\$ 252,316	\$238,187
Environment area	\$ 60,133	\$72,218
Administrative expenses	\$ 243,233	\$242,557
TOTAL	\$ 1,066,538	\$1,092,267

Our partnerships

- **Renewal of the agreement with the Cantonal Council for the Protection of Rights of the canton of Pasaje** to promote the integral protection system and implementation of routes and protocols for the restitution of rights in the rural districts of the canton.
- **Cooperation agreement with United for Education (Unidos por la Educación) Foundation.** Since 2022, we have had a strategic alliance with the Foundation and are currently members of its Board of Directors. United for Education is a great business effort that brings together more than one hundred organizations that work to transform education in Ecuador. Through this partnership, schools' infrastructure and academic areas are improved.
- **Cooperation agreement with the Meritorious Society for Childhood Protection (Benemérita Sociedad Protectora de la Infancia),** an institution authorized to receive and distribute banana donations to other organizations, significantly benefiting the community.
- **Alliance with the Cancer Society (Sociedad de Lucha contra el Cáncer – SOLCA, per its Spanish acronym).** Through cervical and breast cancer preventive campaigns, Pap smears and breast examinations are carried out, with prices including special discounts for organizations that benefit the community.
- **Through an agreement with the Municipality of Guayaquil,** we develop health and entrepreneurship training programs with the help and coordination of Comprehensive Municipal Attention Center authorities (CAMI, per its Spanish acronym) of Trinitaria Island and public company DASE.
- **Partnership with the district GAD of San Juan** and, in coordination with authorities, implemented an entrepreneurship training program for the area's and the community's farm workers' families.
- **Heaven for Children (El Cielo para los Niños) Foundation.** This cooperation allows us to help underprivileged people with optical problems such as cataracts, pterygium, and congenital malformations such as cleft lip and palate.
- **Operation Smile (Operación Sonrisa) Foundation.** Through this alliance, we participate in humanitarian medical missions and free reconstructive cleft lip and palate surgeries.

Partnerships that boost our impacts

Thanks to strategic partnerships with various organizations and companies, in 2023, we received service donations and matching funds from other organizations for common-interest projects. These collaborations allowed us to amplify our impact. Synergy with our partners has been critical to achieving common goals and generating positive change in our communities and the environment.

Service donations and matching funds 2023

Area	Company/NGO	Detail	Services	Matching funds
HEALTH	Heaven for Children Foundation	Cataract surgeries	\$3,900	
		Pterygium surgery	\$130	
	Operation Smile Foundation	Cleft lip surgery	\$5,000	
		Cleft palate surgery	\$6,000	
SOLCA CAMI Comprehensive Municipal Attention Center	Pap smears		\$1,595	
		Facilities for developing various activities	\$3,300	
	Juanito Bosco Community Center	Facilities for developing an activity	\$25	
COMMUNITY DEVELOPMENT	CAMI Comprehensive Municipal Attention Center	Facilities for developing various activities	\$9,900	
	Juanito Bosco Community Center	Facilities for developing various activities	\$525	
	District GAD of San Juan	Facilities for developing various activities	\$2,100	
	Infocenter of district GAD of Cañaquemada	Facilities for developing various activities	\$480	\$560
EDUCATION	United for Education Foundation	Educational centers improvement		\$300,200
ADMINISTRATION	Banana logistics	Support to different company areas	\$46,800	
TOTAL			\$102,755	\$300,760



CHAPTER 4

How we do it

Financing and use of resources

[GRI 3-3][GRI 201-1]

We acknowledge that our work for our recipients, farm workers, their families, and communities depends on our donor's support. Therefore, it is crucial to avoid any negative impact arising from the diversion of funds or the non-compliance with our donors' will in using resources.

To ensure the effectiveness of our efforts, we have an annual budget plan that we comply with, keeping transparency and coherence with the corporate strategy. Our strategic guidelines are defined in collaboration with Dole and according to the needs identified by donor producers.

One of our core corporate values is responsibility, which guides all our actions. We also comply with Dole's procurement management and resource administration policies.

We mitigate risks through various accountability and control actions and processes. Our Board of Directors approves the annual budget, while the Executive Board regularly monitors its implementation. DALE's Financial Administrative area oversees expenditure control, purchase management, and bank reconciliation, and Dole's Accounting Management monitors resource use monthly.

Our financial management is governed by Dole's accounting systems and policies, which comply with International Financial Reporting Standards (IFRS) ¹². We are also subject to external auditing and reporting processes.

Over **2,5** million revenue.

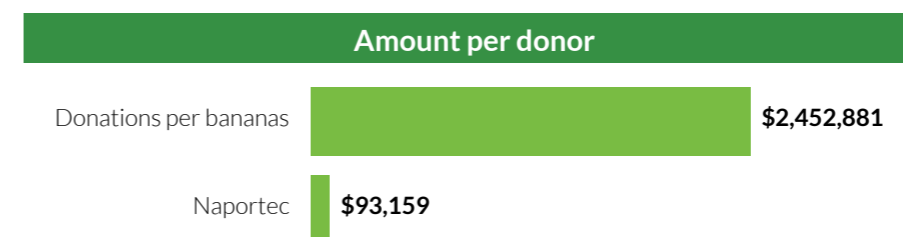
More than **2** million was allocated to programs.

80 % of our program budget was invested in health.

Economic value generated

Our revenue amounted to US\$2,546,040 in 2023. Ninety-six percent of this revenue comes from Dole and fruit producers' donations, while Dole's subsidiary company, Naportec ¹³, contributes the remaining four percent.

Concept	2023	Participation	2022	Participation
Banana donations	\$2,452,881	96 %	\$1,872,429	93 %
BAMA			\$43,260	2 %
Naportec	\$93,159	4 %	\$103,248	5 %
TOTAL	\$2,546,040	100 %	\$2,018,937	100 %



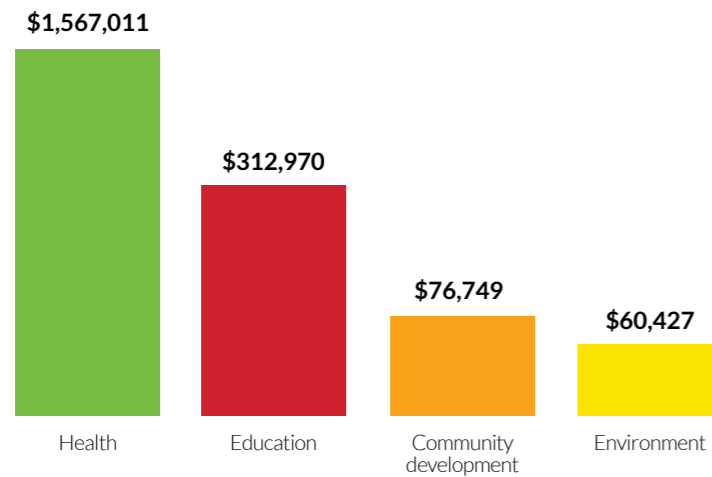
¹²International Financial Reporting Standards are the international accounting standards promulgated by the International Accounting Standards Board (IASB).
¹³Banapuerto's logistics operator.

Economic value distributed

Eighty percent of our budget is allocated to programs, while twenty percent is assigned to operational expenses, such as salaries. As a non-profit organization, we do not distribute dividends to our employees.

Type of expense	2023	Participation	2022	Participation
Operating	\$2,017,157	80 %	\$1,894,457	76 %
Administrative	\$496,613	20 %	\$597,594	24 %
TOTAL	\$2,513,769	100 %	\$2,492,051	100 %

Resources used in programs



Retained economic value

Concept	2023	2022
Revenue	\$2,546,040	\$2,018,937
Expenses	\$2,513,769	\$2,492,051
Retained economic value	\$32,271	-\$473,114

Internal sustainable management

Occupational safety and health [GRI 403-1]

At DALE, our priority is our employees' well-being, and this commitment is reflected in our Occupational Health and Safety Policy.

Our Health and Safety Management System complies with national regulations and covers 100% of our employees.

Medical care is managed by a general doctor specialized in occupational health. He works to prevent employee health problems by performing regular tests to detect possible occupational diseases.

Furthermore, we offer medical care for common symptoms or pre-existing conditions. This service is available throughout the working day, with on-site support from a doctor and a nurse at the head office. Medical support, including telemedicine, is also provided to workers in remote locations to ensure their well-being.

Our management in this regard is subject to constant audits by Ministry of Labor inspectors.

Colleague participation in health and safety [GRI 403-4]

Our employees' involvement in health and safety is essential to ensuring a safe work environment. The company's website offers occupational health and safety information and courses. Internally, training is given, and awareness and information campaigns are shared through emails.

We have a Safety Joint Committee comprising three employee representatives (elected by vote) and three others appointed by the Executive Office, with their respective substitutes. The committee has monthly meetings to promote compliance with the standards and regulations on health and safety at work.

Health and safety training [GRI 403-5]

Our annual occupational health and safety training plan offers continuous education activities for employees to improve their knowledge.

In 2023, we had the following trainings:

- Stroke prevention
- Alcohol and drug use prevention
- First aid
- Sexual and reproductive health
- HIV/AIDS prevention
- Essential nutrition
- Psychosocial risk

Health promotion [GRI 403-6]

Our employees have access to private health insurance. We have partnerships with public health entities to offer the free acquisition and application of vaccines against seasonal diseases such as influenza. Furthermore, we motivate the team to adopt a healthier lifestyle through informative campaigns on good habits and the inclusion of physical activity as a preventive measure to control chronic diseases. We share tips and options that adapt to each person's preferences and physical abilities. Workers have free access to the company gym.

Health and safety indicators [GRI 403-9] [GRI 403-10]

We identify main occupational risks through the Technical Notes for Prevention methodology (NTP, per its Spanish acronym) of Spanish legislation. Hazards that pose a meaningful injury risk with significant consequences include vehicle collisions and contact with infectious microorganisms such as HIV and hepatitis. To eradicate these risks and reduce others, we implement defensive driving awareness campaigns and protocols for using personal protective equipment (PPE) to avoid direct contact with microorganisms. In this report's period, no incidents were associated with these risks. In 2023, there was one workplace accident involving musculoskeletal injuries. To prevent this type of incident, we apply control measures such as delimiting accessible transit areas and putting signage in place to prevent access to inappropriate areas with immovable objects. No occupational diseases, illnesses, or deaths were reported during this period.

Occupational Injuries indicators ¹⁴	2023		2022	
	Number	Rate	Number	Rate
Recordable work-related injuries	1	1.66	-	-
Injuries due to accidents with major consequences	-	-	-	-
Deaths due to accidents at work	-	-	-	-

Environmental management

At DALE, our direct environmental impacts come from consuming natural resources such as paper, water, and energy. We continuously encourage our employees to use these resources responsibly.

Waste management [GRI 306-3]

In 2023, we reinforced the recycling program implemented in our administrative offices. This initiative is essential to promote sustainable practices among employees and foster an environmental responsibility culture in our organization. Infectious waste generated by medical care in our dispensaries is managed through protocols and procedures that comply with environmental regulations.

¹⁴ The number of hours worked in 2023 used to calculate indicators was 120,292. Fees have been estimated for each 200,000 hours worked. Every worker has been included in the calculation of these indicators. There were no accidents with significant consequences in the period covered by this report.

Waste in metric tons ¹⁵

Type of waste	Generated		Not intended for disposal		Intended for disposal	
	2023	2022	2023	2022	2023	2022
Non-hazardous ¹⁶	0.3587	0.8056	0.3587	0.8056	-	-
Hazardous ¹⁷	0.5014	0.7817	-	-	0.5014	0.7817
Total	0.8601	1.5873	0.3587	0.8056	0.5014	0.7817

Our greenhouse gas emissions [GRI 305-1] [GRI 305-2] [GRI 305-3] [GRI 2-4]

We measure and report direct and indirect greenhouse gas (GHG) emissions from our operations, covering scopes 1, 2, and 3. This study's base year is 2019 and focuses on the operations for which we are fully authorized to introduce and implement operational policies, following an operational control approach. The primary greenhouse gas emitted by our operations is carbon dioxide (CO₂). This measurement and reporting process provides us with a detailed view of our emissions, allowing us to identify areas for improvement and develop effective strategies to reduce them and mitigate our impact on climate change. In 2023, we adjusted conversion parameters, which modified the previously reported values.

Direct Emissions (Scope 1) [GRI 305-1]

2023		2022
131.58 tCO ₂ eq	Due to the use of diesel in own vehicles	111.7 tCO ₂ eq
8.97 tCO ₂ eq	Due to the use of gasoline in own vehicles	7.8 tCO ₂ eq
-	Due to fugitive GHG emissions from the use of air conditioning units	2.11 tCO ₂ eq
0.06 tCO ₂ eq	Due to fugitive GHG emissions from the use of fire extinguisher	0.06 tCO ₂ eq

¹⁵ We are updating the 2022 sustainability report information because some data in this chart were not indicated in metric tons.
¹⁶ Cardboard/paper, plastic, glass, aluminum, metal scrap, Tetra Pak.
¹⁷ Biohazardous: hard, sharp, fluids.

Indirect emissions (Scope 2) [GRI 305-2]

2023		2022 ¹⁸
131.58 tCO ₂ eq	Electric power	4.45 tCO ₂ eq

Indirect emissions (Scope 3) [GRI 305-2]

2023		2022
1.24 tCO ₂ eq	Due to business trips and use of taxis	1.79 tCO ₂ eq

Total emissions (tCO ₂ eq)	2023		2022	
	tCO ₂ eq	%	tCO ₂ eq	%
Direct emissions Scope 1	140.61	95.88	121.67	95.12
Indirect emissions Scope 2	4.79	3.26	4.45	3.53
Indirect emissions Scope 3	1.24	0.86	1.79	1.35
Total	146.64	100	127.91	100

¹⁸ We are updating the information about Scope 2 GHG emissions published in the 2022 sustainability report due to a correction in energy consumption data.



CHAPTER 5

How this report was prepared

About this report

[GRI 2-3][GRI 2-14]

Report preparation and validation

This report was prepared according to the Global Reporting Initiative GRI Standards between January 1 and December 31, 2023. Our executive director reviewed and approved the information presented, then subjected it to an internal validation process to ensure its thoroughness and accuracy.

Stakeholder engagement [GRI 2-29]

This year, we spoke with our priority stakeholders to identify our direct and indirect impacts on them and their main expectations. This feedback is essential to improving our social management model. Below are the stakeholders that participated in our discussions:

Stakeholder	Query method	People consulted
Board members	Interviews	Three managers
Fruit producers	Interviews	Two producers
Naportec's employees	Focus group	Employees
Dole's social workers	Focus group	Three social workers
Farm workers of fruit producers	Focus group	Farm workers of an independent producer
Community	Focus group	Community residents of Trinitaria Island

Materiality analysis [GRI 3-1][GRI 3-2]

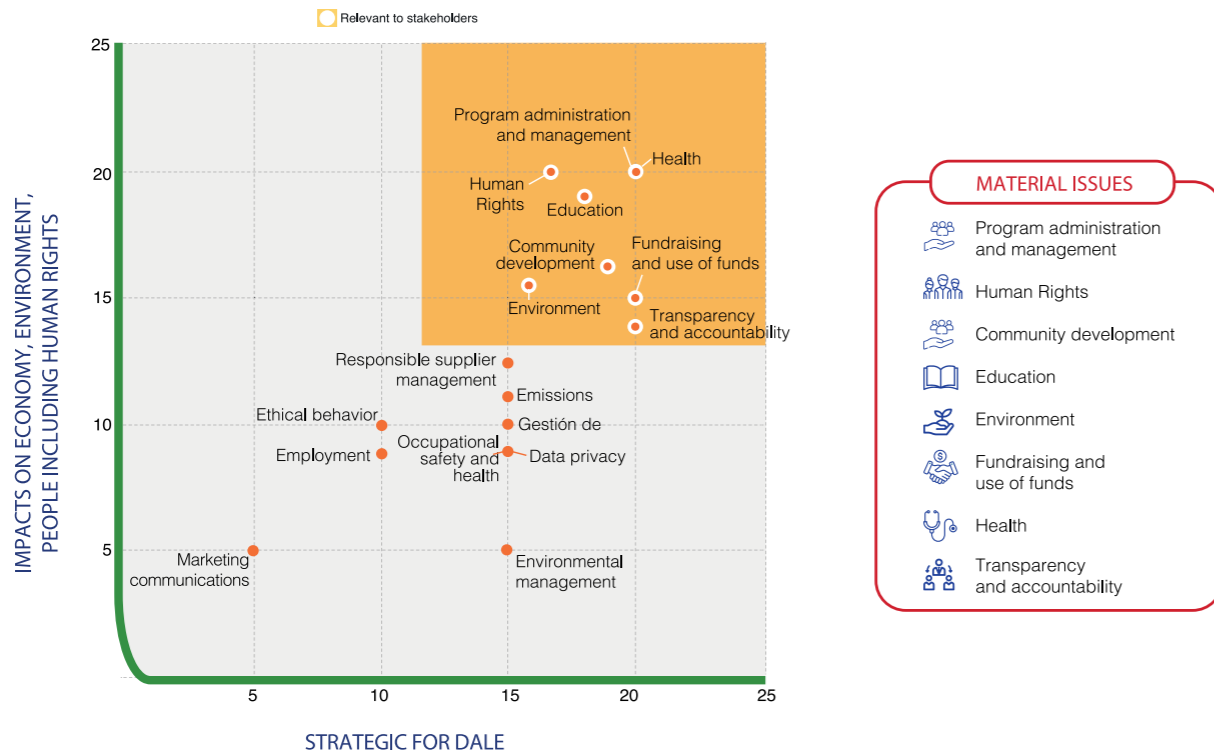
Our analysis process was developed through the following four phases:

- 1 Understanding the organizational context**
 We thoroughly reviewed our strategy, social management, and scope in this initial phase. We also examined essential stakeholders and the sustainability framework, considering local and international standards, such as the Universal Declaration of Human Rights.
- 2 Identifying impacts**
 We assessed our value chain, discussed it with executives and board members, and gathered information through stakeholder dialogues. Through this process, we identified 50 social and environmental impacts, both actual and potential, that affect the economy, the environment, our stakeholders, and human rights.

3 Assessing the relevance of impacts
 We evaluated the identified impacts using a matrix determining the probability and severity of adverse effects and the scope and likelihood of positive impacts.

4 Prioritizing significant impacts
 We classified the impacts identified into material issues, considering the level of importance expressed by stakeholders. Thus, the 50 impacts were consolidated into 17 matters of greater relevance.

MATRIX OF DALE'S MATERIAL TOPICS



Based on the results, we prioritized eight material issues:

1. Health
2. Education
3. Environment
4. Community development
5. Human Rights
6. Fundraising and use of funds
7. Transparency and accountability
8. Program administration and management

We also provide information about the material issues that, according to consultations, are relevant to our stakeholders.



GRI CONTENT INDEX

Dale has prepared the report according to GRI Standards for January 1st and December 31st, 2023.

GRI 1 used Applicable GRI sector standard	GRI 1: Foundation 2021 None	
CONTENT	PAGE NUMBER, URL OR ANSWER	OMISSION
The organization and its reporting practices		
2-1 Organizational details	"Demos Ayuda a los Ecuatorianos DALE, Non-profit organization, Guayaquil, Ecuador"	
2-2 Entities included in the presentation of sustainability reports	DALE	
2-3 Reporting period, frequency and contact point	Page 71, Frequency: annual For questions, opinions, or suggestions: Av. Las Monjas N°10 and Av. Carlos Julio Arosemena (593-2)2980980, ext. 594750. fundacion.dale@dole.com"	
2-4 Restatements of information	Pag. 51, 67-68	
2-5 External assurance	This report has not been corroborated by an independent third party. As part of our internal control processes, Dale constantly reviews and monitors our management indicators included in this report.	
Activities and workers		
2-6 Activities, value chain and other business relationships	Pag. 11-12, 58 During the period covered by this report, there have been no significant changes in our activities, value chain or other commercial relationships.	
2-7 Employees	Pag. 56	
2-8 Workers who are not employees	Pag. 56	
Governance		
2-9 Governance structure and composition	Pag. 16	
2-10 Nomination and selection of the highest governance body	Pag. 16	
2-11 Chair of the highest governance body	Pag. 11	
2-12 Role of the highest governance body in overseeing the management of impacts	Pag. 16	
2-13 Delegation of responsibility for managing impacts	Pag. 16	
2-14 Role of the highest governance body in sustainability reporting	Pag. 71	
2-15 Conflicts of interest	Pag. 16	
2-16 Communication of critical concerns	In 2023 we had no concerns or critical situations to report to the highest governance body.	
2-17 Collective knowledge of the highest governance body	In 2023, we did not carry out actions to increase the collective knowledge, skills and experience of the highest governance body in terms of sustainable development.	
2-18 Evaluation of the performance of the highest governance body	There are no performance evaluation processes of the highest governance body regarding the management's supervision of the organization's impacts on economy, the environment, and people.	
2-19 Remuneration policies	Pag. 16	
2-20 Process to determine remuneration	Pag. 56	
2-21 Annual total compensation ratio	Pag. 56	
Strategy, policies, and practices		
2-22 Statement on sustainable development strategy	Pag. 5, 7, 9	
2-23 Policy commitments	Pag. 11, 14, 16, 54, 55	
2-24 Embedding commitments and policies	Pag. 12	
2-25 Processes to remediate negative impacts	Pag. 13	
2-26 Mechanisms for seeking advice and raising concerns	Pag. 13	
2-27 Compliance with laws and regulations	In 2023, there were no significant non-compliance cases in terms of legislation and regulations, nor have any fines been paid.	
2-28 Membership associations	We are not affiliated with any organization or association.	
Stakeholder engagement		
2-29 Approach to stakeholder engagement	Pag. 18, 71	
2-30 Collective bargaining agreements	We respect the right to freedom of association and collective bargaining. We do not have any type of union or collective bargaining.	

GRI STANDARD

GRI STANDARD	Content	Page numbers, URL, or answer	OMISSION
MATERIAL TOPICS			
GRI 3: MATERIAL TOPICS 2021	3-1 Process to determine material topics	Pag. 71	
	3-2 List of material topics	Pag. 71	
ECONOMIC THEMATIC STANDARDS			
ECONOMIC PERFORMANCE			
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Pag. 63	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Pag. 63	
DALE INDICATOR	Resource allocation	Pag. 64	
DALE INDICATOR	Funding sources by category and the five largest sponsors, as well as the contribution's monetary value	Pag. 63	
ENVIRONMENTAL THEMATIC STANDARDS			
ENVIRONMENTAL CONSERVANCY			
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Pag. 48	
DALE INDICATOR	Mechanisms to receive feedback and complaints about programs and their policies, and to determine the actions to take in response to them	Pag. 13	
DALE INDICATOR	Participation processes of affected stakeholders in the design, execution, monitoring and evaluation of the policy and program actions	Pag. 13	
DALE INDICATOR	Monitoring, evaluating, and learning systems (including methods to measure program effectiveness and impact), resulting changes in programs and how these are communicated.	Pag. 13	
SOCIAL THEMATIC STANDARDS			
COMMUNITY DEVELOPMENT			
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Pag. 40	
GRI 203: INDIRECT ECONOMIC IMPACTS 2016	203-1 Infrastructure investments and services supported	Pag. 40	
	203-2 Significant indirect economic impacts	Pag. 40	
DALE INDICATOR	Mechanisms to receive feedback and complaints about programs and their policies, and to determine the actions to take in response to them	Pag. 13	
DALE INDICATOR	Participation processes of affected stakeholders in the design, execution, monitoring and evaluation of the policy and program actions	Pag. 13	
DALE INDICATOR	Monitoring, evaluating, and learning systems (including methods to measure program effectiveness and impact), resulting changes in programs and how these are communicated.	Pag. 13	
HUMAN RIGHTS			
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Pag. 14	
EDUCATION			
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Pag. 35	
GRI 203: INDIRECT ECONOMIC IMPACTS 2016	203-1 Infrastructure investments and services supported	Pag. 35	
DALE INDICATOR	Mechanisms to receive feedback and complaints about programs and their policies, and to determine the actions to take in response to them	Pag. 13	
DALE INDICATOR	Participation processes of affected stakeholders in the design, execution, monitoring and evaluation of the policy and program actions	Pag. 13	
DALE INDICATOR	Monitoring, evaluating, and learning systems (including methods to measure program effectiveness and impact), resulting changes in programs and how these are communicated.	Pag. 13	

GRI STANDARD	Content	Page numbers, URL, or answer	OMISSION
HEALTH			
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Pag. 23	
GRI 203: Indirect Economic Impacts 2016	203-2 Significant indirect economic impacts	Pag. 40	
DALE INDICATOR	Mechanisms to receive feedback and complaints about programs and their policies, and to determine the actions to take in response to them.	Pag. 13	
DALE INDICATOR	Participation processes of affected stakeholders in the design, execution, monitoring and evaluation of the policy and program actions	Pag. 13	
DALE INDICATOR	Monitoring, evaluating, and learning systems (including methods to measure program effectiveness and impact), resulting changes in programs and how these are communicated.	Pag. 13	
TRANSPARENCY AND ACCOUNTABILITY			
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Pag. 18	
DALE INDICATOR	Accountability channels and mechanisms	Pag. 18	
OTHER NON-MATERIAL TOPICS REPORTED BY DALE TO RESPOND TO STAKEHOLDER CONCERNS			
OCCUPATIONAL HEALTH			
GRI 403:	403-1 Occupational health and safety management system	Pag. 65	
	403-4 Worker participation, consultation, and communication on occupational health and safety	Pag. 65	
OCCUPATIONAL HEALTH AND SAFETY 2018	403-5 Worker training on occupational health and safety	Pag. 65	
	403-6 Promotion of worker health	Pag. 66	
	403-9 Work-related injuries	Pag. 66	
	403-10 Work-related ill health	Pag. 66	
WASTE			
GRI 306: WASTE 2020	306-3 Waste generated	Pag. 66	
EMISSIONS			
GRI 305: EMISSIONS 2016	305-1 Direct (Scope 1) GHG emissions	Pag. 67	
	305-2 Energy indirect (Scope 2) GHG emissions	Pag. 67, 68	
	305-3 Other indirect (Scope 3) GHG emissions	Pag. 67	
DIVERSITY AND EQUAL OPPORTUNITIES			
GRI 405: Diversity and Equal Opportunities 2016	405-1 Diversity of governance bodies and employees	Pag. 16, 56	





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