WELCOME BACK!

This is the second edition of the Corporate Responsibility and Sustainability (CR&S) Newsletter. In the last edition, we presented some initiatives to be developed at the beginning of this year.

As planned, Dole carried out a water footprint assessment of bananas and pineapples produced in Costa Rica and Honduras. The results were presented at Fruit Logistica in Berlin last February and will be communicated in a later edition of our newsletter.

Currently, Dole is transitioning to a global Information Technology (IT) tool that compiles key sustainability indicators from each division. These indicators will include several parameters and environmental sustainability factors, such as use of fertilizers, consumption of water and consumption of energy – particularly fuel and electricity – to name a few. Dole’s IT department is finalizing a few security-related aspects, and once they are settled, we will launch the tool and begin training users in each division.

Also approaching fruition is Dole’s new CR&S website. It is now in its testing phase, and a launch is planned in the coming days. This website will be fully integrated into the dole.com website, with a look and feel similar to that of our corporate site. The CR&S site will focus on our four pillars of sustainability (carbon footprint, water management, soil conservation and packaging), but will also present new case studies and videos highlighting specific CR&S initiatives implemented by Dole’s worldwide divisions. There will also be a section concentrating on metrics, aimed at reporting Dole’s performance in the key areas of sustainability, as defined by the Company. This section will be updated regularly with key indicators extracted from our new IT tool.

The CR&S department is also reviewing the Company’s certification strategy for specific divisions. Such review is due to a few customers’ increased demand for consumer labels to say that our products comply with certain international CR&S standards, including Fairtrade and, more importantly, Rainforest Alliance.

Sylvain Cuperlier
Vice President of Worldwide Corporate Responsibility & Sustainability
DOLE AND MEDSHARE PARTNER TO DELIVER MEDICAL SUPPLIES TO LATIN AMERICAN COMMUNITIES

Last December, Dole shipped its sixth 40-foot container of medical equipment for needy communities in South and Central America.

The supplies includes ultrasound equipment, hospital beds, centrifuges and generators, and smaller implements such as crutches, walkers, needles, gauze, syringes and surgical drapes. It was all provided by the nonprofit organization MedShare and shipped free of charge from Dole ports in the United States via Dole Ocean Cargo Express. The containers are delivered to municipal governments and nonprofit organizations that run small public-health clinics in Ecuador and Honduras.

COORDINATING MEDICAL MISSION TO THE PHILIPPINES

At the beginning of the year, Dolefil hosted the latest of three medical missions to the Philippines.

Coordinated in partnership with the Philippine Medical Society of Florida, Mahintana Foundation and the Mt. Matutum Health Care Foundation, the week-long mission was led by a team of 10 doctors and six nurses. Together, they provided medical and surgical care to residents of the provinces of South Cotabato, Sarangani and in General Santos City, Philippines.

The Dolefil missions have evolved to not only provide medical care in the Philippines, but to coordinate the treatment of patients with more complex needs in the United States.

Supplies for the mission were transported for delivery by Dolefil container vans ahead of the medical team along with hospital equipment being donated to public hospitals in the province.
PHILIPPINE DEPARTMENT OF LABOR AND EMPLOYMENT ANNOUNCES OFFICIAL RESULTS OF DOLEFIL TRADE UNION CERTIFICATION ELECTION

On March 1, 2011 the Department of Labor and Employment of the Philippines proclaimed the results of the February 22, 2011 trade union Certification Election held at Dolefil.

Over 97% of Dolefil’s 3,876 registered voters participated in the secret ballot election. Of these voters, 75% decided to elect LEAD.PH as the new union. Meanwhile, AK-NAFLU-KMU, which had represented Dolefil’s workers since 2001 and was supported by some internationally campaigning organizations, received less than 25% of the votes.

On the basis of the election results, LEAD.PH was certified by the Department of Labor and Employment as the sole and exclusive bargaining agent.

This Certification Election gives a clear answer to a long intra-union dispute between the two groups regarding legitimacy for workers’ representation.

THIS JUST IN...

WITHIN DAYS OF THE HORRIFIC TSUNAMI AND EARTHQUAKE THAT LEFT MOST OF JAPAN IN RUINS, DOE JAPAN DONATED 10 MILLION YEN (US $118,000) TO THE JAPANESE RED CROSS SOCIETY TO ASSIST WITH THOSE IMPACTED BY THE NATURAL DISASTER.
Messages on Dole’s pineapple hang tags now prompt European consumers to visit www.dole-news.com (available in Dutch, English, French and German) to discover the company’s best practices for sustainability in pineapple production in Costa Rica.

Several initiatives will be presented on a rolling basis throughout 2011. This first round of information leverages photos and videos to present Dole’s forest conservation and biodiversity protection initiatives:

Furthermore, the website contains general information on pineapple production and presents the Dole farms in which our Costa Rican pineapples are cultivated.

Dole has participated in the Fruit Logistica each year since its inception in 1993, and this year was no different. For the 2011 fair, held in Berlin, Germany, Dole Europe highlighted the Company’s dedication to water conservation by presenting its various best practices that reduce water footprint. The Dole stand focused on four areas of water efficiency:

1. Maximization of rain water use.
2. Implementation of progressive irrigation techniques.
3. Optimization of water use during the packing process – Dole’s “New Millennium Packing Plant” was shown as an example.
4. Special attention to the quality of water returned that is returned to water bodies.

Roberto Vega, Director of Sustainability at Dole, presented these initiatives at the “Water – Making the Most of a Limited Resource” conference.
DOLE PARTICIPATES IN THE GLOBAL SOCIAL COMPLIANCE PROGRAM MEETING IN BRUSSELS

On April 14, Dole participated in a meeting for the Global Social Compliance Program (GSCP), which is the largest coalition of retailers in the world. In addition to Dole, the GSCP’s member roster includes Walmart, Carrefour, Tesco, Ahold, Marks & Spencer, Migros, Delhaize, Auchan, Casino, Woolworths Australia and many other global corporations. In this meeting, GSCP presented their approach to verifying that suppliers’ comply with core labor and social standards.

First, the initiative defined a Reference Code – a code that addresses all labor items to be checked in the supply chain. This Reference Code is not a new certification, but rather a check list that will be used during the evaluation.

Now, the initiative will rely on existing standards in order to assess suppliers' performance against the Reference Code. Each listed item will be compared to existing standards in order to determine if the standard exceeds, fully complies with, partly complies with or does not cover the item. Full compliance of a standard with the Reference Code will NOT be required.

The primary goal of this new process is to avoid duplicating audits according to different labor standards. Over time, however, a similar assessment procedure will be applied to environmental requirements.

Organizations that set such standards will be able to send their applications for the benchmarking process in May. Ahold already announced that they plan to evaluate all of their suppliers against the Reference Code by the end of 2012.

ADDITIONAL AGREEMENT SIGNED WITH COSTA RICAN UNIONS

Prompted by representatives from Bama (a Norwegian Dole customer), LO (Norwegian trade unions) and HSH (the Norwegian employers’ organization), Standard Fruit de Costa Rica reached an agreement with COSIBA, the Coordination of Banana Unions in Costa Rica. Finalized this past February, the agreement states that workers are to be trained by some representatives of the International Labor Organization (ILO) in two farms. The training will focus on the ILO principles and will be sponsored by the Norwegian government.
WORLD BANANA FORUM

In November 2010, Dole participated in several meetings organized by the World Banana Forum (WBF).

The Forum’s Working Group on Sustainable Production Systems and Environmental Impact has created two sub-committees: one focusing on agro-chemical usage (environmental impact only) and the other focusing on the development of an internet-based library aimed at exchanging best practices for sustainable banana production. In January, Standard Fruit de Costa Rica received a delegation of representatives from UGPBAN (the Banana Producers in Martinique and Guadeloupe) and CIRAD (a French research institute) so that best practice information could be exchanged on the ground. The Latin team is planning to visit growers in the French West Indies to see which alternatives have been implemented after the European Union’s ban of aerial spraying.

The Working Group on Distribution of Value is currently performing pilot audits to help develop a method for calculating decent wages in the banana sector.

The Working Group on Labor Rights primarily addresses issues related to female workers and freedom of association. For the 100th anniversary of the International Women’s Day in May, several NGOs and advocacy groups wrote to the major bananas companies, including Dole, requesting that they pay special attention to women and address this issue within the WBF’s framework.

PROMOTING SUSTAINABILITY PROGRAMS AMONG EURO CUSTOMERS

Throughout March, the CR&S team had the opportunity to meet some of Dole’s key customers in Europe to enlighten them on the Company’s sustainability efforts. Those customers include Axfood, a Swedish company interested in adopting a consumer label such as Rainforest Alliance or Fairtrade and ICA, a new customer – also from Sweden – interested in funding a women empowerment program run by the Ecuador’s Dale Foundation. The CR&S team also met with Spar Austria’s CEO to discuss Dole’s reaction to the Bananas!* movie and the work carried-out by the co-funded Mobile Medical Unit in Costa Rica.

The relationship has also been strengthened with Marks & Spencer (M&S) in the United Kingdom. Technical Manager at Dole Fresh U.K. David Alder was invited to present Dole’s water conservation initiatives at M&S’s annual “Plan A” conference. At this 1,200-person event, M&S delved into its new work on soil conservation, water management and pesticide use, among other topics.
**DOLE SEEKS INITIATIVES TO IMPROVE THE IMAGE OF THE PINEAPPLE INDUSTRY IN COSTA RICA**

Following a rather negative newspaper report by The Guardian on pineapple production in Costa Rica, Dole’s CR&S department met with Consumers International, the London-based consumer organization that had commissioned the report.

The goal of this meeting was to present Dole’s sustainability practices in pineapple production and look for opportunities to correct the image of Costa Rica’s pineapple industry. After Dole and Consumers International agreed that the industry itself should drive any such initiative, Dole offered to approach the Chamber of the Costa Rican Pineapple Producers and Exporters (CANAPEP), to get their views on this.

In March, the same topic was discussed with CANAPEP, who is well-aware that action must be taken to improve the image of the Costa Rican pineapple industry, particularly in Europe. Despite such knowledge, their resources seem to be limited for such an initiative, so Dole may have to explore other options, such as working with Costa Rica’s newly launched sustainability council.

**SNAPSHOT**

In March, Dole Latin America President Jonathan Bass delivered a speech further highlighting Dole’s commitment to sustainability during a dinner of prestigious environmental advocates.

Attendees included former U.S. Vice President and 2007 Nobel Peace Prize recipient Al Gore, representatives of the Costa Rican government, and the U.S. Ambassador to Costa Rica. Bass’ remarks followed Vice President Gore’s presentation on "sustainable economic development and the new global focus" represented the close of a day-long event.
THE CARBON FOOTPRINT OF A DOLE BANANA?

Carbon footprint: the sum of all greenhouse gas emissions (GHG) caused by a product life cycle.

Scope
The following assessment covers the carbon footprint of bananas that are produced on Dole-owned banana plantations in Costa Rica and then distributed in German markets. The study defines the scope of a production chain as beginning with raw material and ending with the product at the retail shelf. It covers these four stages:
1. Farming
2. Packing (including inland transportation in Costa Rica)
3. Shipping
4. Ripening and Distribution

Exclusions
The following sources of emissions are NOT included in this carbon footprint study:
- User (consumer) phase of products, because it has a high level of uncertainty and the estimated emissions during the user phase on an eventual carbon footprint is usually minor.
- Waste/recycling phase due to its high level of uncertainty.
- Land use change is a major source of greenhouse gas emissions worldwide; however, because the methodology of how to allocate it to different products is still under development, it is excluded from this assessment.
- Emissions from the production of capital goods (trucks, airplanes and buildings).
- Traveling of employees to and from normal place of work.
- Transportation of consumers to and from retail.

Results
- The carbon footprint of Dole bananas is 1.124 kg CO$_2$e ("e" for equivalent since all GHG are compared to CO$_2$) per kilo of bananas.
- The majority of emissions are related to overseas transportation.
- Emissions related to fertilizer use have a significant impact on the total carbon footprint of Dole bananas.

Total Carbon Footprint
1.124 Ton CO$_2$e/Ton Banana
1.124 Kg CO$_2$e/Kg Banana

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Farm - 691.74, 62%
Packaging - 89.6, 8%
Transport from packaging facility to terminal - 25.75, 2%
Terminal and port operations - 14.11, 1%
Overseas transport - 137.83, 12%
Ripening - 84.46, 8%
Transport from ripening facility to retail - 26.62, 2%
Extra due to exclusions (5%) - 53.51, 5%
JOEMIL MONTEBON: MAN IN MOTION

Executive Director of Kasilak Development Foundation, Inc. (KDFI), Joemil Montebon is the man behind Dole-Stanfilco’s community programs that have enhanced the quality of life for Dole employees throughout the Mindanao region for over a decade.

Established in March 3, 1997, KDFI is a non-profit social development organization whose goal is “to uplift the socio-economic condition of the communities living in a peaceful and ecologically balanced environment.” The foundation was first developed to manage the P 14M ($320,000) Libuganon River Reforestation Project – benefitting 500 farmers across 500 hectares in Davao del Norte. Because of the project’s success, KDFI began expanding its activities to other nearby areas, and today, it has become Stanfilco’s partner NGO in serving Dole’s areas of operations all over Mindanao.

In the following interview, we catch up with Joemil to learn about KDFI’s contributions to Dole’s development and sustainability programs.

Dole: What’s a typical day for KDFI’s Executive Director?

JM: It’s almost always a day full of meetings. Kasilak is present in various provinces around Mindanao – usually where Dole’s banana farms are located – so I travel almost every week. I need to meet with the staff and institutional partners in order to monitor the progress of assigned tasks and projects. Traveling, in itself, requires at least a half-day’s time per trip. For example, if a meeting starts at nine o’clock in the morning, it entails waking up as early as 4am so I can head to the venue by 5am and make it to the appointment on time.
**Dole: How does KDFI operate?**

JM: KDFI focuses on programs that cover environmental conservation and sustainable farming, livelihood assistance and income augmentation, basic social services, and organizational development. In most cases, these programs are conducted in the provinces of Dole-Stanfilco’s operations.

In addition to its partnership with Dole-Stanfilco, Kasilak has built respectful, cooperative and strong partnerships with over a dozen institutions and government units (see table) – an area of importance for the foundation.

**Dole: What have you learned from your five years at KDFI and partnership with Dole? What was it like starting with KDFI?**

JM: I started working with Kasilak in 2005 as a Community Development Officer, assigned to one of Dole-Stanfilco’s zones. Although at the time I had 13 years of experience working with NGOs, it was only through KDFI that I was able to work directly with a corporate partner, Dole-Stanfilco. This has greatly widened my understanding and perspective of business’ role in social and community development.

Since joining KDFI, I have witnessed the organization’s growth. Close to 20 projects, totaling P 580M ($13M), have been implemented and are already benefitting thousands of people in Mindanao.

Contributing to Kasilak’s success is the continuous support, guidance and leadership from Dole-Stanfilco. The work values that Dole-Stanfilco’s management impart, specifically in the areas of stewardship, accountability, and quality control, have helped KDFI build a name within the NGO and donor communities.

Additionally, witnessing Dole’s strong, genuine dedication to corporate responsibility and sustainability has deepened my personal commitment to responsible corporate citizenship.

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**KDFI’s Development Partners**

- United States Agency for International Development (USAID)
- World Bank Civil Society Fund Philippines
- Canadian International Development Authority (CIDA)
- U.S. State Department/ U.S. Embassy Manila
- Catholic Relief Services (CRS)
- German Development Services (DED)
- Dole Philippines, Inc. –Stanfilco Division
- Local Government Units
- MINCODE-Davao City Partnership Access Center (DCPAC)
- National government agencies (Department of Environment and Natural Resources, Department of Health, Department of Education)
- Paglilingkod Batas Pangkapatinan Foundation - Mindanao Environment Forum / Critical Ecosystem Partnership Fund (PBPF-MEF/ CEPF)
- Peace and Equity Foundation (PEF)
- Philippine Business for Social Progress (PBSP)
- Philippine Tropical Forest Conservation Foundation (PTFCF)
- Sarangani Peoples Empowerment and Social Transformation Forum (SPECTRUM)
Dole: Describe sustainability in the projects being assisted or initiated by KDFI.

JM: Sustainability is engaging the project partners, such as the farmers or communities, by encouraging participation in planning, implementing, monitoring and evaluating the program’s progress. It also means taking necessary steps to ensure that other stakeholders, such as local government agencies, can be involved in projects.

Dole-Stanfilco has implemented a great deal of impressive environmental management initiatives, all of which should be made public in order to enhance people’s understanding of a corporate-NGO-community partnership for sustainable development. As for KDFI, we will continue to grow our partnerships and spread knowledge of how to maintain responsible lifestyles.

Dole: Last October, you participated in leadership training in the U.S. What was the training about and how has it benefitted you and Kasilak?

JM: I was nominated by the US Embassy in the Philippines to participate in the International Visitor Leadership Program - Entrepreneurship and Business Management Course for 2010, which was sponsored by the US State Department’s Bureau of Educational and Cultural Affairs. This nomination was due to KDFI’s collaboration with the US Embassy/US State Department, Dole-Stanfilco, communities, schools and local government. Together, we established the English Access Micro-scholarship Program for three Mindanao public high schools and delivered financial aid to 105 underprivileged students in Davao City, General Santos City and North Cotabato.

The training provided invaluable experience in teamwork and diversity. Being in a group of 23 participants from around the world and the only one from the Philippines, I learned about other cultures, discovered novel leadership strategies and gained a better understanding of business from a global standpoint. I was also introduced to a wide range of social development and entrepreneurship approaches, which will ultimately enhance my ability to adapt to new environments. All of these skills will be instrumental in KDFI’s progression and growth over time.

Dole: Are you aware that people see you as a friendly, smiley, warm and accommodating person?

JM: Cheers! If this is true, it’s quite heartwarming. During my years in NGO work, I’ve learned to always show respect and humility. If you possess these two values in both your personal and work lives, you won’t have a problem relating to people from all walks of life.

Joemil Montebon currently serves as a Board Member of the SPECTRUM and sits on the Council of Advisors of MINCODE, a consortium of networks in Mindanao tasked to represent members of the Association of Foundations - Mindanao. KDFI is based in Davao City and can be reached at kasilakfoundation@yahoo.com.
This newsletter has been produced by Dole’s Corporate Responsibility & Sustainability department in Europe, with the support of Suzi Irwin and Natanya Steelman in Westlake Village.

We welcome your contribution to the CR&S newsletter.

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