In the last edition of our newsletter, we talked about the upcoming launch of our new CR&S website. The site is now available at [www.dolesustainability.com](http://www.dolesustainability.com).

This website is now fully integrated into Dole’s Corporate website. It also specifically emphasizes Dole’s four pillars of sustainability (Carbon Footprint, Water Management, Soil Conservation and Packaging) in addition to Dole’s environmental and labor practices as well as our community programs.

You are invited to send us videos and case studies illustrating some of your CR&S programs, which can be then added to our “explore” section, featuring some specific programs implemented by our divisions at the local level.

In addition, we have developed a dedicated section concentrating on metrics, where the results of our carbon and water footprint assessments have been posted. This section will be updated on a regular basis, following the gathering of additional information aimed at measuring our performance in the sustainability area.

Please note that the website will be available in other languages, including German and Spanish, in the future.

In the last edition, we also announced the transition to a global Information Technology (IT) tool compiling key sustainability indicators from each division. The tool has been selected and all technical considerations finalized between the tool provider and our IT department. Zakir Siddiqi in Westlake Village is the IT project manager. In addition, Roberto Vega is currently listing, for each division, the already existing Key Performance Indicators (KPIs) related to sustainability. He will then define with the divisions the ones to be reported in priority into the database.

This tool will help the divisions to measure and then improve their performance. At the global level, it will also help the Company to harmonize the information to be collected, strengthen its reporting, and when possible, set global objectives aimed at improving our overall performance.

The department will dedicate most of the end of this year to the implementation of this tool and to the training of the database users. The objective is to have the tool fully operational by the beginning of 2012 in some selected business units. The rest of the operations will be gradually added. The tool will then also allow us to collect information from the supply chain.

Sylvain Cuperlier
Vice President of Worldwide Corporate Responsibility & Sustainability
DOLE SIGNS COLLECTIVE BARGAINING AGREEMENT WITH ECUADORIAN BANANA UNION

At the end of July, Ubesa, Dole’s banana division in Ecuador, signed a Collective Bargaining Agreement (CBA) with “Comité de Empresa de Trabajadores de la Compañía Megabanaanas”, a union affiliated with FENACLE, Ecuador’s national agro-industrial workers and small farmers’ federation. The agreement was signed at Megabanaana, a Dole-owned banana farm employing around 500 workers located near Babahoyo in the province of Los Ríos.

The negotiations with the workers’ representatives which started in January concluded with the signing of the two-year Collective Bargaining Agreement.

In addition, Ubesa’s senior management was invited to speak at COLSIBA’s 11th conference held in Guayaquil from August 15 to 17. COLSIBA is the Latin American Coordination of Banana Unions, with members in Colombia, Costa Rica, Ecuador, Guatemala, Honduras, Nicaragua, Panama and Peru.

EVENT WITH NORWEGIAN CUSTOMERS AND UNIONS IN COSTA RICA

Following the signing of an agreement in February between Dole and the Costa Rican unions (see our past edition), an event bringing together Dole/Standard Fruit de Costa Rica, COSIBA (Costa Rican unions), Bama (Norwegian customers), LO (Norwegian unions), HSH (Norwegian Employers Organization), the International Labor Organization and the Minister of Labor of Costa Rica took place in Costa Rica on August 23 and 24.

During this event, Renato Acuña, Dole Fresh Fruit International’s President, delivered a speech focusing on Corporate Responsibility and Sustainability. In his comments he highlighted the fact that all stakeholders (workers representatives, companies, retailers) must work together to support responsible companies like Dole and pressure those actors who do not comply with basic standards. He also stressed the importance of the economic component of sustainability, which also requires decent prices from the market.
EMERGENCY AID FOR THE VICTIMS OF THE FLOODS IN THE PHILIPPINES

After the flash flood which took place in Davao City, Philippines, on June 29 affecting 12,500 families, destroying hundreds of houses and killing over 30 people, the Mahintana Foundation - funded by Dole Philippines - was tapped by the Lutheran World Relief Philippines Office to spearhead the relief operation in five communities of Davao City.

The Foundation distributed health kits, school kits, rice, noodles, mineral water mats and first aid assistance to thousands of families.

WHEELCHAIR CAMPAIGN AT DOLE U.S. FOR THE PHILIPPINES

Since 2008, Dolefil and the Mahintana Foundation, Inc. have worked closely with municipal health officers and social workers to identify local persons with disabilities and provide them with wheelchairs.

In May, employees in Dole’s North America business units launched a fundraising campaign to collect money for the purchase of additional wheelchairs. The goal was to collect employee contributions for 500 wheelchairs, with Dole matching this effort.

At the end of the campaign, Dole received money from both employees and friends of Dole employees to purchase 559 chairs. With the Company’s additional contribution, this means that well over 1,000 individuals, their families and their communities will be transformed!
DOCE’S PARTNERSHIPS WITH CHARITABLE ORGANIZATIONS

Every year, Dole Ocean Cargo Express (DOCE) partners with many charitable organizations and provides free shipping for over 100 containers of goods to Dole’s various ports of call in Latin America.

On behalf of organizations like Hunger Plus, MedShare and World Vision, DOCE ships food, books, bicycles, clothing, wheelchairs, tools, school supplies, playground equipment, medical equipment, and other items essential to poor communities.

Last year, one container was completely filled with shoes!

Legend: Hand-cranked vehicle from the charitable organization P.E.T.

TWO INAUGURATIONS IN ECUADOR

On August 23, the Dale Foundation inaugurated its fourteenth clinic in Ecuador. The clinic is located in La Victoria farm, in the Guayas area. Three hundred families or 1,500 people coming from the La Victoria and Nazareth farms will benefit from the new structure.

Legend: Peter Gilmore, Managing Director of Dole UBESA and President of the Board of the Dale Foundation and Maria Eugenia Castro, Executive Director of the Dale Foundation, at the inauguration of the new unit.

On August 16, the Dale Foundation inaugurated a new classroom, completing thus the building of the Ecuador País Amazónico school. The school was first built in 2008 and financed by Dole and Bama (Norwegian customers). Today, the school has a total capacity of 350 children.

Legend: Representatives from Dole, the Dale Foundation, Dole Fresh Fruit North America, Bama, Banana Link (British NGO) and the Community at the Inauguration.
DOLE HOSTS SUMMIT SHOWCASING LATEST INNOVATIONS IN SUSTAINABILITY

In June, Dole hosted more than 30 academics, researchers, members of NGOs, opinion leaders and Costa Rican officials during a three-day sustainability summit in Costa Rica. Participants were given full access to several Dole facilities, where presentations and field demonstrations emphasized the Company's latest innovations and research efforts in water management, soil conservation, carbon footprint reduction and waste handling.

Included in the trip were site visits to El Muelle Pineapple Plantation, Rio Frio Banana Farm and its New Millennium Packing Plant, one of Fundecor’s reforestation and conservation project and the Dole Chile Container Vessel at the Port of Moín. The itinerary was constructed to highlight Dole’s efforts in reducing the carbon and water footprints in pineapple and banana production from farm to retailer.

The program concluded on June 13 with a panel discussion on corporate responsibility and sustainability. Dole project partners, such as the Rainforest Alliance, Soil & More and Østfold Research, presented existing projects that are monitoring and improving the way Dole executes farming in Costa Rica.

DOLE PRESENTS AT THE GLOBE 2011 SUSTAINABILITY SUMMIT IN COSTA RICA

Members from the Dole Corporate Responsibility and Sustainability team remained in Costa Rica after the sustainability summit, since they were invited to speak at the GLOBE conference on the interse of business and the environment. The GLOBE 2011 event focused specifically on Latin America. The Dole team presented the pros and cons of using sustainability as a competitive advantage and Dole’s program on sustainable water management.

Given the interest that both presentations received, the Dole representatives have already been invited to speak again at the GLOBE 2012 Summit, which will be attended by over 10,000 people in Vancouver, Canada.
In May, Dolefil received the Grand KAPATID Award from the Employers Confederation of the Philippines (ECOP). The award recognizes companies excelling in industrial relations, quality and productivity, social accountability, strategic visioning and partnering for business and job survival.

Dolefil also received Two “Best Picture” awards in this year’s CSR Week Photo Competition organized by the American Chamber.

In addition, WRAP (Worldwide Responsible Accredited Production) just awarded Gold Status to Dolefil following its certification process.

WRAP is a labor certification. There are three levels of certification, namely Silver, Gold and Platinum. Platinum status can only be achieved after 2 years of Gold level certification.
DOLE’S CERTIFICATIONS IN THE FIELD OF SUSTAINABILITY

Certifications are tools demonstrating that companies comply with certain standards. The certification is granted (or not) following the carrying out of an audit done by an external, independent, third-party. This independence gives credibility to the whole process.

Certifications can be used by companies for different purposes, including for:
- improving their internal processes
- measuring their performance against internationally-recognized standards
- demonstrating compliance with standards required by customers
- differentiating and adding value to a product, particularly when the certification can be promoted through a seal visible to consumers.

What are the various Sustainability Standards used by Dole?

Environment

In the 1990’s, Dole adopted ISO 14001 as its environmental standard.

Back in 1998, Standard Fruit de Costa Rica was the first agricultural company in the world to receive this certification.

Today, all Dole-owned banana and pineapple divisions (except Hawaii) are ISO 14001 certified. In those divisions, the technical programs towards our independent growers are also included in the scope of the certification.

Labor

At the end of the 1990’s, Dole also started working with labor certifications, like SA 8000. Those certifications demonstrate that our facilities comply with the applicable labor laws and the Conventions of the International Labor Organization (focusing on child and forced labor, discrimination, freedom of association, decent wages, working hours and health and safety).

In 1998, a previously Dole-owned division in Spain was the first agricultural company in the world to receive SA 8000 certification. Today, approximately 25,000 Dole workers are employed in SA 8000 certified farms, mainly in Costa Rica and at Stanfilco in the Philippines. Some other divisions have certifications in place similar to SA 8000, like Dolefil certified according to WRAP (see ‘Snapshot’).
Some markets require the use of additional standards, which Dole has implemented to satisfy its customers.

Organics

Dole’s organic program offers consumers an alternative to conventionally produced fruits and vegetables. Organic farming uses environmentally sensitive or natural remedies instead of synthetic fertilizers and pesticides.

Dole is the world’s largest distributor of organic bananas. Dole’s organic bananas are grown or sourced from Colombia, the Dominican Republic, Ecuador, the Philippines and Peru, and organic pineapples make their way from Costa Rica.

Rainforest Alliance

Rainforest Alliance works to conserve biodiversity and ensure sustainable livelihoods.

The certification is built on the three pillars of sustainability – environmental protection, social equity and economic viability.

Dole’s ISO 14001 certifications comply with the Rainforest Alliance’s requirements. However, some customers in Europe and North America seek to differentiate their products by using the Rainforest Alliance seal (see picture), easily recognized by consumers.

The Dole areas certified to Rainforest Alliance include 3,000 hectares (bananas and pineapples) in Costa Rica and 1,000 hectares (bananas) in Honduras and Ecuador.

Fairtrade

Fairtrade is a movement seeking better deals and improved “fair” terms of trade for farmers so they can enhance their standards of living and plan for their futures.

Consumers are asked to pay a premium price for products carrying the Fairtrade mark. The additional revenue goes back to producers and is used for their economic and social development.

Dole has signed agreements in Europe and North America for the distribution of Fairtrade (conventional and organic) bananas from Colombia, the Dominican Republic, Ecuador and Peru, in addition to Fairtrade pineapples from Costa Rica.

GlobalGAP (formerly known as EurepGAP)

The GlobalGAP (GAP standing for Good Agricultural Practices) standard is primarily designed to reassure retailers that the farms use production techniques aimed at minimizing detrimental environmental impacts of farming operations, reducing the use of chemical inputs and ensuring a responsible approach to worker health and safety, as well as animal welfare.

Supplier certification to GlobalGAP has become a business requirement for most European retailers.
For the third edition of our newsletter, we decided to interview Maria Eugenia Castro, Executive Director of the Dale Foundation in Ecuador.

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**DOLE:** Could you please tell us more about your personal experience with the Foundation, from its creation until now?

I am very pleased to have been part of the cultural change which has affected companies in the way they address social challenges and in their relationship with stakeholders. This change also happened in Ecuador, where we took the initiative, in 2001, to create the Dale Foundation and lead the social change in the banana zones of the country.

Almost all companies have responded to these changes but with different paces: there are companies that implement social programs and others that are socially responsible. Dole Ecuador is definitely in the second group and I believe that the Foundation has played a substantial role.

**DOLE:** What was the main driver for creating the Foundation?

Dale was part of a strategy to implement social programs in the Dole banana production areas in Ecuador since there are many needs in terms of access to basic services in our country. We then grew in areas producing other products and now cover all the areas in which we operate. In 2008, we created Dale Peru, following the same philosophy but adapting the structure to the specificities of our operations there.

**DOLE:** How does the Foundation work? Who finances and manages it?

We have a Board with representatives from the Company and the fruit producers. The Board defines the Foundation’s main lines and approves annual budgets.

In the production areas, the financing is done through a fixed contribution for each fruit box that is exported. The producer pays half of the contribution, and the Company matches it. In other areas like Bananapuerto (the Dole port in Ecuador), the Company makes special contributions.

In order to follow-up on the program’s implementation, we have an administrative office at the Dole Ecuador headquarters in Guayaquil. We also have coordinators in the areas where programs are being implemented.

In Peru, we also have a Board and the financing is similar to that in Ecuador; with a contribution for each box exported.
**DOLE: What are the Foundation’s main priorities?**

Our main focus is the health of our workers, their families and communities. We also have education, development and environmental programs.

Dale Peru works with the producer associations and implements integrated programs ranging from entrepreneurship programs to community development programs. We are also strongly involved in health programs.

**DOLE: How many people work for the Foundation?**

In Ecuador, we have 53 people in total. The health program is the most extensive one, since out of those 53 people, 39 are doctors, nurses or health promoters who work in our clinics and medical units.

Our operation in Peru is much smaller. We only ship about 5% of the Ecuador volume but we still have a team of 4 people. Three of those people are either medical professionals or support people. Our program in Peru fills similar gaps in public services as in Ecuador. Our 1,500 small growers highly appreciate the services provided by the Foundation.

**DOLE: How does the Foundation work with other stakeholders? Who are those stakeholders?**

Our most important stakeholders are the producers who also finance the Foundation. We also developed partnerships with local and international NGOs, local governmental representatives and the communities in which we work.

We developed successful strategic alliances like the one which started four years ago with BAMA GRUPPEN, our Norwegian customer. They support us in the area of Rio Viejo, in the province of Guayas. Thanks to this partnership, we have built a school and we are implementing programs benefiting the community. Over the last four years, we have invested approximately US$ 600,000.
DOLE: Could you mention some of the Foundation’s achievements for which you feel particularly proud?

I feel proud of many things! However, I am particularly proud of having maintained the same philosophy over the last 10 years.

To date, we have provided people with almost 700,000 medical services, which they were not able to receive in the past. As a consequence, the services provided by the Foundation have considerably improved their life.

I also feel proud of the recognition received from the public opinion in general. Today, we are recognized as one of the strongest companies in terms of social responsibility in Ecuador and in Peru.

The creation of Dole Peru has been a great achievement for us too!

Every time I meet a new beneficiary of our programs, every time I see the happy face of a child in one of our schools, every time a woman from our communities thanks us, I think that this day was really worth it for me!

DOLE: In February, you participated in Fruit Logistica, the European fruit fair, in order to present the Foundation’s programs to European customers. How did it go?

It has been extremely important for us to be able to attend Fruit Logistica. It allowed us to receive a new level of exposure and demonstrated the importance that the Company gives to its Social Responsibility programs. We lobbied for new projects. Our participation in those events open doors for future alliances and funding opportunities.
**DOLE: What are the next challenges for the Foundation?**

As we move forward, we have seen that beyond basic medical care, we need to help our workers and their families prevent medical issues from arising. One approach is to promote Dole’s nutrition programs and many of the ideas advanced by the Dole Nutrition Institute. As an example, we have encouraged the development of community gardens in our schools.

We are focusing on subjects like entrepreneurship and already have two programs in place. We support the creation of community associations that create articles to be used in agriculture.

Of importance is also the implementation of programs to promote gender equity through actions and projects empowering women as fundamental actors of families and communities. It is also our objective to attract more women to work in our operations. To this end, we plan to open additional day care centers and improve the existing ones.

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*For more information on the Dale Foundation, please visit www.dolesustainability.com*
Thanks for reading Dole’s CR&S newsletter!

This newsletter has been produced by Dole’s Corporate Responsibility & Sustainability department in Europe, with support from Suzi Irwin in Westlake Village.

We welcome your contribution to the CR&S newsletter.

Feel free to contact the CR&S department at the following e-mail addresses: Sylvain.Cuperlier@dole.com or Roberto.Vega@dole.com

NEW CONTACT DETAILS:
This summer, the department moved from Paris to Hamburg. You will find below our new contact details:

Sylvain Cuperlier/Roberto Vega  
c/o Dole Shared Services Deutschland, GmbH  
Stadtdeich 7  
20097 Hamburg, Germany  
Phone: +49-40-32-9060