



Dear Dolers,



As we continuously embark our journey towards becoming a world class organization fulfilling the Dole Promise, we acknowledge the importance of our employees as partners in achieving our vision and mission. At Dole Philippines, Inc., our people are what makes our culture and our organization great – we are working hard to make the company a great place to work for everyone.

That's why I will be asking for your feedback via a confidential employee survey next week. I want to hear from you directly about what you think is working and what we can do better.

The survey will ask you questions about how you feel about your job, our leaders, and your colleagues. There will also be a few questions about your personal characteristics. Your responses are completely confidential—we will only see answers in groups, never by individual. They will be used to determine our path forward based on your recommendations and ideas.

We've hired an independent third party called Great Place to Work to conduct this survey. They're the global authority on workplace culture and have been in this business for 30 years. Companies all over the world trust them to conduct the same survey we'll be taking, so I know they're trustworthy.

The survey will be open from November 14 – November 28, 2022. This will only take about 15 minutes of your time. I really want to know what you think and would appreciate it if you would take the time to complete it.

Thank you,

Reynaldo C. Doria
VP and Managing Director
Dole Philippines, Inc.

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☎ +63 83 500 2500 | 📍 @dolefilcareph | www.dolesunshine.com

9504 Polomolok, South Cotabato, Philippines

Dole Philippines, Inc.

