

October 22, 2009

David Murdock
Chairman and CEO
Dole Food Company
One Dole Drive
Westlake Village, CA 91362

VIA EMAIL

Dear Mr. Murdock,

We are pleased to learn that Dole Food Company Inc. will soon be releasing a \$500 million initial public equity offering (IPO). We commend you and your associates for deciding to make Dole's corporate governance more transparent and accessible to the public by providing institutional investors and individual shareholders with the opportunity to become stakeholders in Dole's policies and practices worldwide.

We would like to take this opportunity to raise some of our human rights and labor rights concerns in relation to Dole's supply chain practices in hopes of contributing to the future long-term success of Dole as a responsible corporate actor. In addition to our concern for those individuals affected by Dole's activities, we are also concerned that alleged breaches of workers' rights throughout Dole's corporate supply chain may impact long term shareholder value.

While Dole claims adherence to high social standards, we are concerned by credible reports such as "The Sour Taste of Pineapple: How an Expanding Export Industry Undermines Workers and Their Communities" and "A Valentine's Day Report: Worker Justice and Basic Rights on Flower Plantations in Colombia and Ecuador" by the International Labor Rights Forum claiming that Dole has pursued management practices that subject many of Dole's workers throughout its global supply chain to sub-standard working conditions.

We are also concerned about the apparently growing use of temporary and subcontracted labor within Dole Food Company's supply chain. Dole's regular workers in the Philippines, Costa Rica and elsewhere are reportedly gradually being replaced by contract workers who have no direct employment relationship with Dole or its subsidiaries.

Reports also allege that workers for Dole Foods, its subsidiaries and its suppliers are confronted with systematic efforts to prevent them from organizing unions or to undermine current unions so that they cannot bargain for better wages and working conditions. In particular, we are concerned by reports such as "Dole: Behind the Smokescreen" by a coalition of European NGOs including Peoples Solidaires and Action Aid and International Labor Rights Forum testimony regarding Dole Philippines' GSP petition to the USTR alleging anti-union activity in Colombia, Costa Rica and the Philippines.

We are also aware that there is a wrongful death suit against Dole Food Company in a California court alleging that the company hired the AUC to provide a number of services in Colombia, including allegedly murdering trade union leaders and intimidating Dole's banana workers.

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We commend Dole for taking some initial steps towards engaging in a constructive process to resolve some of these labor concerns in your supply chain. However, there is still need for Dole to engage in significant, proactive efforts to ensure that workers employed by Dole and its suppliers are able to enjoy decent working conditions and the ability to exercise their full range of rights. Whether or not these allegations are true, they may severely impair the long-term value of the company. We strongly encourage Dole to begin regular, transparent public reporting of its efforts to ensure that international human rights norms are respected and upheld throughout Dole's global operations.

As we are sure you know, responsible companies often work with members of the investment, NGO and labor communities to develop policies, programs and practices to address the types of situations we have described in this letter. As a publicly traded company, Dole will be held to the same levels of responsibility throughout its supply chain as other companies are held. We will be contacting you in the future to arrange a system of communication, cooperation and collaboration so that Dole will be able to address the situations described above and any others which might arise in the future.

As socially responsible investment groups, unions and consumer-awareness organizations, we hope to be able to inform our members, audiences and investors that Dole is responsibly addressing human rights challenges throughout its operations. We hope we can contribute positively to the social and labor policies of Dole and partake in a constructive dialogue.

We look forward to communicating further in the near future.

Sincerely,

Molly Anderson
Principal
Food Systems Integrity

Bama Athreya
Executive Director
International Labor Rights Forum

Joe Bialk
Director of Marketing and Business Development
Veris Wealth Partners

Laura Berry
Executive Director
Interfaith Center on Corporate Responsibility

Judy Byron, OP
Director
Northwest Coalition for Responsible Investment

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Stephen Coats
Executive Director
U.S.-Labor Education in the Americas Project

Gwen M Farry, BVM
Sisters of Charity, BVM

Maude Feral
Director
Peuples Solidaires (in association with ActionAid)

Julie Johnson, CFA
Fresh Pond Capital

Rian Fried
President
Clean Yield Asset Management
Greensboro, VT

Marie J. Gaillac
Corporate Responsibility Coordinator
JOLT, CRI

Edward Gerardo
Director, Community and Social Investments
Bon Secours Health System, Inc.

Karen Hansen
State Director
Ohio Conference on Fair Trade

John Harrington
President
Harrington Investments

Katherine Hoyt
National Co-Coordinator
Nicaragua Network

Barbara Jennings, CSJ
Coordinator
Midwest Coalition for Responsible Investment

Patricia Jurewicz
Associate Director
As You Sow

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Adam M. Kanzer, Esq.
Managing Director & General Counsel
Domini Social Investments LLC

Erin Kliewer
Executive Director
STITCH

Ruth Kuhn, SC
Coordinator
Region VI Coalition for Responsible Investment

Ruth Kuhn, SC
Sisters of Charity of Cincinnati
Chair – SC Corporate Responsibility Committee

Natasha L. Lamb
Equity Analyst
Trillium Asset Management

Todd Larsen
Corporate Responsibility Director
Green America

Fr. Joseph P. La Mar, M.M.
Maryknoll Fathers and Brothers

Patrick McVeigh
President
Reynders McVeigh Capital Management

Ron Oswald
General Secretary
International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied
Workers' Associations (IUF)

Allison Petonic
Chairperson of the Board of Directors
Colombus Jobs with Justice

Edith Rasell, Ph.D.
Minister for Workplace Justice
United Church of Christ and Justice and Witness Ministries

Jeff Rechenbach
Secretary-Treasurer
Communication Workers of America

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Ruth Rosenbaum, TC, PhD
Executive Director
CREA: Center for Reflection, Education and Action

Omar Salazar
Executive Director
ASEPROLA

Jose Schiffino
Trade Unionists in Solidarity with Colombia

Arthur Stamoulis
Director
Oregon Fair Trade Campaign

Brian J. Stefan-Szittai
Program Coordinator
InterReligious Task Force on Central America

Sr. Alice Talone, CBS
President
Sisters of Bon Secours USA

Stephen Viederman
Finance Committee
The Christopher Reynolds Foundation

Jim Vondracek
Managing Director
Chicago Religious Leadership Network on Latin America (CRLN)

Chris Townsend
Political Director
United Electrical Workers Union (UE)

Steve Watrous
Chair, Milwaukee Fair Trade Coalition

James E. Winkler
General Secretary
United Methodist Church, General Board of Church and Society

CC: Sylvain Cuperlier, Vice-President, Director of Corporate Social Responsibility