

 MARFRIG ANIMAL WELFARE POLICY	VERSION PBEA09
	DATE OF APPROVAL 30/07/2021

1. PURPOSE

- Recognizing animals as sentient beings, The present policy aims to establish guidelines for animal welfare, one pillar of the Company's sustainability platform.
- The document sets forth the rules and definitions in compliance with our ethical and legal principles and the demands of our customers, and its target is the Company's employees, Third parties, and Stakeholders.
- Our **Management commitment and policy** is to address animal welfare with the principles and conditions needed for applying the guidelines throughout all our units of processing and operations, taking into consideration the five freedoms. The five freedoms are:
 1. Physiological freedom;
 2. Environmental freedom;
 3. Animal health freedom;
 4. Behavioral freedom;
 5. Psychological freedom.

2. DEFINITIONS

Company: Marfrig Global Foods S.A., its affiliates, and companies controlled and/or managed by it;

Animal Welfare: Is the state of a given organism as regards its attempts to cope with its environment (Broom, 1996);

Physiological freedom: freedom from hunger and thirst;

Environmental freedom: freedom from living in discomfort - adapted premises;

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Health-related freedom: freedom from disease and injury;

Behavioral freedom: freedom to express normal species behavior;
and

Psychological freedom: freedom from fear and distress¹.

Conflict of Interests: A conflict of interest is any situation in which a natural person or legal entity, having any kind of business with the Company, is involved in a decision-making process in which they have the power to influence and/or direct the results, ensuring a gain and/or benefit for themselves, or for any member of their family, or for any third-party with whom they may be involved in any way, or one that is in a situation in which they may interfere in their impartiality of judgment.

Confidential Information: Confidential information is Company data or information (even if not owned by the Company, but which the Company may have received as a result of a business opportunity, for example) or also data or information concerning their employees and protected by Law no. 13,709/18 (General Data Protection Act - Portuguese acronym: "LGPD"), or even data developed by the Company and that the Employee or Stakeholder comes to learn of by some manner, including, but not restricted to, technical, commercial, financial, legal, strategic, technological information, know-how, designs, templates, data, registries, specifications, reports, compilations, analyses, predictions, studies, reproductions, summaries, communications, formulas, patents, financial and economic data, information on clients, suppliers, whether current or potential, financial operations, commercial plans, financial statements or financial plans, marketing and other business strategies, contracts, existing or

¹ Distress: in Portuguese, means intense negative stress with which the animal cannot cope, leading to suffering

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future products, and any other Company-owned property disclosed in confidence to the Employee and to the Stakeholder.

Stakeholders: The Company's controllers, shareholders, and members of the Board and Committees.

Related Parties: Related parties are any natural person or legal entity that a) through only one or more intermediaries directly or indirectly: i) exercises de facto or shared control, or is controlled by, or under the shared control of the Company; or ii) somehow holds significant influence over the Company; b) is an affiliate of the Company, in accordance with Law no. 6,404/1976 – the Corporations Act (known in its original Portuguese name as Lei das Sociedades Anônimas ("Lei das S.A."); c) is deemed a key staff-member for the Company, in other words, one of those in an administrative role in the Company, or in its subsidiaries, or its own controlling companies; d) may exert important influence, in other words, one who possesses authority and responsibility for directly or indirectly planning, directing and controlling the Company's activities, including any administrator (Board of Directors; Advisory Committees to the Board of Directors; Statutory Directorate; and other Non-statutory Directors); e) whom the company may hire in conditions other than the independence that characterizes the Company's transactions with extraneous Third Parties.

Third parties: A range of entities and individuals acting on behalf of a company, including - without being limited to - agents, consultants, sales representatives, customs agents, dealerships, contractors, franchisees, lawyers, accountants or other similar intermediaries.

Targets and indicators:

Among its principal values, the Company stands by transparency of information, always pursuing **Governance and Management**, whereby on our website and in our reports we annually report on:

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1. **Animal welfare reports;**
2. **Animal welfare policy** (herein);

Our targets and indicators are related to results from end-to-end Animal Welfare processes.

3. **Animal welfare indicators;**
4. **Animal welfare commitments;**
5. **Sustainability report.**

For more information, click on the links provided on the aforementioned topics.

3. OBJECTIVE

- To set forth the animal welfare commitments and guidelines in order to ensure **Innovation and Leadership** in the application of best handling practices, affording the animals safety, respect and welfare at all steps of the operation, for all own-brand products as well as those of other traded brands.

4. TARGET AUDIENCE

- This policy applies to all the geographies and species that are — or may come to be — part of our value chain. Marfrig and subsidiaries are present into the following countries in which it operates: Brazil, Argentina, Uruguay and the United States; the following species and geographies are covered:
 1. Beef cattle;
 2. Dairy cattle;
 3. Broiler (chickens and turkeys);
 4. Laying hens;
 5. Pigs;

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- 6. Fish;
- 7. Sheep.

- The policy is also applicable to all the Company's Employees, Suppliers, Third-Parties and Interested Parties acting in the name of the Company.

5. CONTENTS

- Animals are one of the most important factors for the Company, and therefore, the commitments, guidelines and procedures ensuring animal welfare are part and parcel of the Marfrig Management model in all its operations, regardless of geographical location;
- Marfrig keeps up an animal welfare program that aims to introduce and perform procedures to ensure the constant pursuit of improvement at all steps of handling, aiming to ensure the necessary adaptation to meet the five freedoms inherent to animals (physiological freedom, environmental freedom, animal health freedom, behavioral freedom and psychological freedom);
- In order to provide positive welfare, facilities are designed to favor suitable handling with respect for animals, and the necessary capacity-building for all professionals involved in the matter;
- Pre-slaughter and slaughter handling include practices carried out on the farm itself, during transportation, and in all processes in the production units;
- The entire body of technical, scientific and legislative measures and guidelines carried out by means of procedures seek to mitigate suffering and ensure the best handling of animals at each step of the process.

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• **Animal Welfare Program — Duties**

Marfrig's Animal Welfare Program aims to ensure that the following processes at all its production units, in all the countries where it operates, are performed with transparency and effectiveness:

On the Farms:

Marfrig is concerned for the practices performed on farms, which are the starting-point of the whole process. The Company therefore interacts with suppliers by means of:

1. Providing guidance as to animal welfare principles;
2. Carrying out technical visits, requested on the basis of slaughter results, to assess the premises and animal handling practices;
3. Making **technical and supplementary materials** available in order to raise awareness and introduce the Company's guidelines concerning this policy.

Transport:

For Marfrig, the transportation step of the animals is of the utmost importance because it reflects our commitment to the current Legislation and to best animal welfare practices. We list below the types of engagement that we foster with our haulage company partners:

1. We carry out periodical training courses for the drivers entrusted with the animal transportation;
2. We provide guidelines for the maintenance and/or the replacement of bodywork and vehicles;
3. Checking the on-board density, handling conditions, and behavior displayed by the animals.

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Manufacturing industry:

In our manufacturing activities, we attend zealously to the rational handling of the animals, taking into consideration such important factors for ensuring humane handling as:

1. The maintenance of good structural repair, good practices, rational handling, attention to the animals' physical, mental and psychological health;
2. Training initiatives;
3. Ensuring sufficient space for the housing of the animals (they must be able to lie down, stand up, and walk freely);
4. Guarantees of the quality and supply of clean and sufficient water for all animals, and food, when necessary;
5. Remodeling the physical structure so as to favor handling, and to meet the physiological and behavioral needs of the animals, as well as the working conditions of employees;
6. The purchase of equipment to help make sure stunning is effective, and guarantee prolonged unconsciousness, which results in animal safety and welfare, and in improved working conditions for our employees;
7. Performing rational handling and humane slaughtering;
8. Performing religious slaughter in accordance with mandated humane practices.

▪ Rules and Guidelines Governing all Animal Welfare professionals

- The scope of animal welfare enforcement practices encompasses:
 1. Top management;
 2. Employees;
 3. Third-parties and/or interested parties.

- The guidelines must be able to identify situations and apply the Company's recommendations;
- All the Company's slaughterhouse units, in order to ensure the Animal Welfare Area's rules and guidelines, must:
 - 1- Adhere to the awareness-raising campaigns carried out regularly, above all the tribute to World Animal Day, celebrated on October 4;
 - 2- Employ a trained professional who is exclusively responsible for the Animal Welfare Area;
 - 3- Follow the recommended stocking densities, which gives animals the right to lie down, rise, move about, and have access to feed, when the waiting time exceeds the number of hours laid down in legislation;
 - 4- House the animals in appropriate lairage, with non-slip flooring, pens sanitized with every change of lots, clean drinking troughs with copious good-quality water for as long as the animals remain in these locations;
 - 5- Prioritize the use of flags when leading or driving animals, or other recommended methods;
 - 6- Prioritize live-animal transport within internationally recommended standards, working on practices that are founded upon scientific principles so as to adapt such standards to regional circumstances and contexts;
 - 7- Load only those animals capable of walking;
 - 8- Use effective and humane methods of stunning that ensure prolonged unconsciousness for 100% of the animals slaughtered, while taking into strict consideration the specificities of religious guidelines when there is a need to meet this requirement;

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- 9- Use specific, exclusive emergency stunning equipment, for cases where the animal is non-ambulatory (on its own), or for backup , so that all animals will be stunned as rapidly as possible before any pain-causing procedure is initiated. Emergency slaughtering must always be overseen by the responsible Veterinarian;
- All Employees, Third Parties and Interested Parties must work with respect for animals and in compliance with the rules and procedures laid down in the Self-Control Programs;
 - All employees are to be given animal welfare training before commencing their duties and tasks;
 - Marfrig mandates the use of less aggressive practices in animal handling, replacing, for instance, the electric goad by other handling resources (flags, for example);
 - All employees, third parties and interested parties are expressly forbidden to carry out abusive acts (inhumane practices) or other intentional practices characterizing ill-treatment;
 - No Marfrig unit may:
 - a) slaughter animals that have been subject to cloning;
 - b) slaughter animals of breeds that present characteristics with anatomical or metabolic disorders (beef cattle of double-muscled breeds, for example Belgian blue and Piedmontese);
 - c) carry out animal handling with inhumane practices;

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- d) slaughter animals that have been raised in extreme confinement, in closed spaces that jeopardize their physical, mental and psychological health.

▪ **Self-Control Program**

The Animal Welfare Self-Control Program consists of documents in which humane slaughter procedures and animal welfare practices, records and controls are described, and also refers to the Crisis Management, Live Animal, Raw Materials and Ingredients, Supplier Management Program prepared, implemented, monitored and verified in order to ensure the safety, identity, quality and wholesomeness of Marfrig's products, and respect for animals, and are to be reviewed at least once annually.

• **Standards and regulations**

When potential deviations from the Company's animal welfare and internal guidelines are observed, employees and individuals responsible for the areas involved (animal suppliers and animal transport service providers) the company must be notified so that suitable measures can be taken in order to correct the failure to comply with the standard/guideline.

Our contractors are to comply with the Company's policies, including all the guidance given in the Code of Ethics and Conduct. Our contractors are also liable to be assessed, and the applicable sanctions in the event of a failure to comply with the aforementioned ethical and policy expectations, and which range from disqualification, and failed audit processes, to suspension while deviations are being investigated, are to be addressed, if proven, in an action plan. They may only return to the

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supply chain after Marfrig has assessed these actions and found that the situations have been corrected.

- **The Commitment of the Chain of Suppliers**

We prioritize suppliers that are engaged with:

- Carrying out animal welfare practices in their own processes, following sustainable and relevant trends in the matter;
- Carrying out capacity-building, awareness-raising campaigns, or other means of sensitizing their employees to respect all forms of animal life;
- Making sure that the team responsible for animal handling and transport undergoes training;
- Adapting, and maintaining the good structural repair of, facilities in order to facilitate handling and avoid injury to the animals;
- Making sure that sufficient feed and water of good quality are given to all the animals;
- Making sure that sufficient feed and water of good quality are given to all the animals;
- Not using animals from practices that involve on-the-farm physical alteration, which means surgical procedures without anesthesia, such as castration, dehorning, parturition and cesarean sections. If such are applied, they are to be performed by a competent technical expert, and the pre-surgical and post-surgical precautions must strictly adhere to the best practices;
- Not using animals from practices that involve on-the-farm physical alteration, which means surgical procedures without anesthesia, such as castration, dehorning, parturition and cesarean sections. If such are applied, they are to be performed by a competent

technical expert, and the pre-surgical and post-surgical precautions must strictly adhere to the best practices;

- Prioritizing the transportation of animals in accordance with recommended standards;
- Prioritizing the transportation of animals in accordance with recommended standards;
- Not applying routine veterinary drugs for prophylaxis (in other words, non-therapeutic use), but adopting a responsible use of antibiotics, such antibiotics being prescribed only by trained professionals, maintaining **animal health** and food safety;
- Not using banned drugs (hormones, for example);
- All slaughterhouses supplying meat for the preparation of own-brand products are to guarantee animal welfare procedures in their manufacturing activities;
- All slaughterhouses supplying meat for the preparation of own-brand products are to guarantee animal welfare procedures in their manufacturing activities;
- All animal suppliers must be committed to complying with the humane handling criteria and aligned with the Company's animal welfare principles.

- **Auditors and Certification**

All of the Company's industrial units must be audited in accordance with NAMI (North American Meat Institute) standards.

- **Our Commitments**

Marfrig prioritizes the sourcing of raw material for manufacturing its own-brand products, and of ingredients and products from other

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brands belonging to companies that are committed to promoting **Animal Welfare Best Practices** and by engagement with our supply chain, encouraging them to advance their processes through development and cooperation partnerships.

6. GENERAL PROVISIONS

Whenever potential conflicts are observed in the Company's internal standards/guidelines, employees must conduct themselves in accordance with the stricter of the standards/guidelines.

7. CONFIDENTIALITY STATUS

In-house and external audiences.