

# CODE OF ETHICS & CONDUCT OF MARFRIG GLOBAL FOODS S.A. (Version 1.3 – approved on August 2021)

MARFRIG GLOBAL FOODS S.A.

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## Message from Leadership

Marfrig is a leading global beef producer and the world's largest beef patty producer. To ensure professionalized management, it adopts solid sustainability and corporate governance policies and practices to uphold its commitment to ethical conduct and integrity in all relations that it cultivates.

The purpose of this Code of Ethics and Conduct is to present the behaviors that Marfrig expects from its employees, effectively translating what it believes to be the most appropriate attitudes in the conduction of its business activities as well as professional conduct in its relations with all stakeholders.

This document, which is applicable to all Marfrig employees, aims to reaffirm unrestricted compliance with all laws and regulations applicable to its activities.

Miguel de Souza Gularte, CEO of Marfrig

## Mission, Vision and Values

The guidelines presented in this Code represent the set of expectations regarding the acceptable and prohibited behaviors and practices to be adopted when conducting business with Marfrig Global Foods (Marfrig).

Marfrig aims to develop its businesses in line with its Mission, Vision and Values and in accordance with the strategy defined by its Management. Therefore, it is essential that we reflect regularly on:

### Marfrig's Mission

Mission	To supply the best protein globally by forging long-term relationships with our consumers and by creating high quality and safe products, driven by our aspiration to offer the best products to our clients.
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### And Marfrig's Vision

Vision	To be recognized as the world's best proteins company.
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Marfrig expects ALL its employees, officers, directors, shareholders and third parties (e.g., suppliers, clients, business partners, service providers) to be committed to upholding its ethical and integrity guidelines.

Refer to this material regularly to remember our ethical principles and standards of integrity. That is what we value!

Our values are: Focus on the Client, Simplicity, Transparency, Respect, Excellence and Entrepreneurship. Marfrig's employees, officers and directors must always act in accordance with our values.

<b>Values</b>
1) Focus on the Client
We are fully committed to our internal and external clients and embrace their priorities as ours.
We put all our effort and passion into what we do to serve our clients in all stages of the production chain.
We act with integrity and do what is right with regard to our products and procedures.
2) Simplicity
We employ clarity, objectiveness and simplicity in taking decisions in order to facilitate all our processes. The idea of "less is more" permeates all that we do.
3) Transparency
We don't conceal our problems. Our behavior and conduct are aimed at helping us learn from our mistakes in order not to repeat them. We encourage dialogue with our stakeholders, which helps us to foster trust and to improve as professionals and individuals.
4) Respect
We treat everyone the way we want to be treated. We are guided by our ethical principles and are constantly motivated to develop our relationships.
5) Excellence
We constantly strive to offer innovative solutions and pursue excellence in all that we do. We develop these capacities across the entire organization to build the loyalty of our internal and external clients.
6) Entrepreneurship
We are aware of the market scenario in which we operate and adapt ourselves to it. We perform our tasks with passion and know how to recover resiliently in the face of adversity. We have a sense of ownership and carefully manage our processes, productivity and resources. We are alert to adapt quickly to needs, problems and opportunities.

Marfrig's Code of Ethics and Conduct is a commitment to its values and to its obligation to act ethically and with integrity in its relations with all stakeholders (e.g., employees, officers, directors, shareholders, clients, suppliers, regulatory agencies, governments and society).

Marfrig also is a signatory to the United Nations Global Pact and to the Ethos Institute Business Pact for Integrity and Against Corruption. By implementing its values and principles, it fosters mechanisms to promote human rights, fair work, respect for the environment and the prevention of corruption.

**Marfrig's Code of Ethics and Conduct is therefore OUR commitment to acting ethically and with integrity.**

## **Workplace**

A good workplace is associated with the productivity, motivation and health of all professionals. At Marfrig, maintaining an adequate workplace is a key value, and all employees, officers, directors and third parties are expected to reflect this concern. Accordingly, Marfrig encourages everyone to keep their workplaces clean, organized and in compliance with the company's rules for the use of its facilities.

Various aspects are considered to ensure a healthy workplace, which include valuing people, respect, non-discrimination and even safe and healthy working conditions. These topics are addressed herein and are fully aligned with our values.

Marfrig is firmly committed to sustainable development, with this commitment materialized through the values and principles that guide its operation. These include, but are not limited to, respect for the environment, adopting fair operational practices, promoting human rights, improvements to working, employment and income conditions, good corporate governance practices, combatting all forms of corruption, responsible relations with clients and consumers, socio-economic inclusion and reducing social inequality.

## **Occupational Safety**

At Marfrig, people safety comes first, which demands a firm commitment to complying with all rules ensuring occupational safety practices. To mitigate the risks inherent to its operations, Marfrig continuously reviews its safety procedures, provides personal protective equipment (PPE), administers training regularly and has highly qualified professionals to orient and supervise the application of occupational safety measures. Therefore, it is important to follow all safety rules without any deviations.

Remember, ensuring safety is everyone's responsibility! Irrespective of the area of operation, accidents, such as those occurring in the workplace, when off premises but while at the service of the Company or even when commuting between home and work, must be reported

immediately to your immediate superior and/or to the Human Resources Department. Learn about your unit's specific rules, participate in training programs and be proud of respecting all occupational safety rules.

**"How can I learn more about our occupational safety rules?"  
Contact the Occupational Safety team at your unit.**

## **Harassment and Intimidation**

Marfrig is committed to offering a workplace in which everyone is treated with dignity, equality and respect.

Harassment refers to behaviors considered offensive, immoral and (frequently) illegal. The Company considers unacceptable any actions that can be construed as offensive, intimidating, discriminatory or any other kind of harassment.

- **Moral Harassment:** Exposing people to humiliating or awkward situations on a repetitive and prolonged basis while they are performing their work activities;
- **Sexual Harassment:** Embarrassing or pressuring an individual to obtain sexual advantages or favors by using their superior hierarchical position in the exercise of their job, position or function.

All employees must maintain relationships based on respect with each other, while fostering inclusion and diversity in all work relations.

Marfrig does not tolerate any discrimination based on gender, sexual orientation, religion, race, culture, nationality, social class, age or physical characteristics. All employees must be treated fairly with respect to their differences, with no forms of discrimination tolerated.

## **Child and Forced Labor**

Marfrig repudiates any form of labor that does not comply with the labor laws of Brazil or of the other countries where it operates, and demands the same from its suppliers and third parties. We are signatories to the National Pact to Eradicate Slave Labor, which includes the commitment not to do business with any individuals or legal entities that figure on the Employer Registry established by Ordinance 540/2004 of the Ministry of Work and Employment (slave labor "blacklist").

Accordingly, the Company does not tolerate any violations of humane labor rights and conditions and does not enter into and/or maintain

business relations with third parties that adopt unacceptable and/or unlawful work practices involving children and adolescents or practices akin to forced labor, as well as the sexual exploitation of minors and human trafficking.

### **Environmental Responsibility**

Marfrig's operations have a strong connection to the environment, which is why, but not the only reason, conserving the environment receives dedicated efforts and investments. Marfrig encourages its employees, officers, directors, shareholders and third parties to mitigate negative impacts on the environment through actions to raise awareness, change habits and implement new technologies. This topic demands individual and collective commitment.

Marfrig also is committed to procuring and/or financing only cattle products from sources that do not appear on the list of areas banned by the Brazilian Institute of the Environment and Renewable Resources (IBAMA) (IBAMA Ordinance 19 of July 2, 2008 and Executive Order 6,321 of December 21, 2007).

### **Social Responsibility**

Marfrig is a global company that works proactively to benefit local communities through its activities and to foster a fairer society by creating jobs and incentivizing social responsibility programs and philanthropic projects, always in compliance with the Internal Policy on Donations, Sponsorships and Contributions available on its intranet.

### **Diversity and inclusion**

Marfrig repudiates any form of discrimination, which is why it values diversity and fosters a harmonious and neutral workplace where everyone can feel good and develop their maximum potential irrespective of their race, color, gender, nationality, age and religion. It also does not tolerate any discrimination of people based on disabilities, marital status, sexual orientation or other characteristics. In parallel, it works to foster diversity and the inclusion of minorities in our workplace.

### **Freedom of Association and Right to Collective Bargaining**

The right to freedom of association and collective bargaining is respected by Marfrig, which values the participation of employees without any type of discrimination and complying with all agreements.

## Meritocracy

All decisions affecting our employees, officers, directors, shareholders and third parties are based on meritocracy, and no kind of evaluations without clear and objective criteria supporting the decisions taken is permitted.

## Conflict of Interests

A situation of conflict of interest occurs when an employee, officer, director or shareholder has interests that differ from those of Marfrig. A conflict of interest is characterized when an individual or legal entity that has any kind of business dealings with Marfrig or any of its subsidiaries is involved in a decision-making process in which they have the power to influence and/or guide the outcome of the decision, thereby obtaining any gain and/or benefit for themselves, any member of their family or any other third party with which they have any type of involvement, or further, are in a situation that could interfere in their capacity for impartial judgment.

Situations of conflict of interest can adversely affect decision-making in Marfrig's operations, which is why its employees, officers and directors must remain attentive to identify and inform any situations of conflict of interest. Shareholders also must report situations involving conflicts of interest and abstain from voting in discussions on topics in which they have conflicts. The rules established by Marfrig were implemented to ensure transparency for shareholders, investors and the general market and to promote the equitable treatment of suppliers and clients. See more details in the Policy on Related Party Transactions and Conflicts of Interests.

Note that a situation of conflict of interest does not necessarily have to involve any damages or losses for Marfrig or any associated financial gain.

Various situations can involve a conflict of interest. Some examples follow:

**"What do I do if I suspect that I could be in a situation that poses a conflict?" Contact your immediate superior to communicate any potential conflicts of interest and also send an email to the Compliance Department ([compliance@marfrig.com.br](mailto:compliance@marfrig.com.br)) informing them of the situation. The Compliance Department will evaluate the extent of the conflict of interest and which measures should be taken, if any.**



## Family Relations

Hiring family members is highly related to the topic of conflict of interests, as well as to meritocracy. We orient our employees, officers, directors and shareholders to monitor the existence of employees with family members within their reporting hierarchy. Any cases of family relations must be identified and reported to the Human Resources Department, which will monitor these professionals.

## Relations with Competitors

With regard to relations with Competitors, Marfrig supports fair competition and a fair business environment. Loyal and fair competition is essential for maintaining a transparent and prosperous market. Marfrig's competitors must be treated with respect, and our employees, officers, directors and business partners must remain attentive to avoid acting in a way that adversely affects fair competition. Practices involving competitors that are prohibited include:

- Negotiating, colluding, manipulating or adjusting, jointly with competitors, prices, services, production, sales, market segmentation, or adopting uniform commercial conduct among competitors;
- Hindering the creation, functioning or development of competing companies, suppliers or acquirers or financiers of goods and services;
- Impeding access by competitors to sources of inputs, raw material, equipment or technology, as well as distribution channels.

To learn more about the practices accepted by Marfrig, see the Competition Policy.

**"I believe we have a conduct problem related to our relations with competitors. What do I do? Inform the Compliance Department ([compliance@marfrig.com.br](mailto:compliance@marfrig.com.br)) and do not forget the Marfrig Whistleblowing Channel.**

## Privacy

Marfrig expects its employees, officers, directors and business partners remain to maintain a firm commitment to the privacy of the personal and/or confidential information of any individual or legal entity, including Marfrig.

Personal data is information related to an identified or identifiable person, such as: name and surname, residential address, e-mail

address, identification document number, medical data, etc. Personal information may not be shared without the individual's consent, and any access to personal information must have a valid reason.

Some information, although not personal, is confidential and must be treated with caution to avoid unauthorized persons or organizations from gaining access and its disclosure to the public. Information related to the Company's business strategy, agreements or performance must be treated with extreme caution.

To learn how to protect the information and personal data of the Company or third parties, access the Information Privacy Policy. Remember that Marfrig also has a disclosure policy for Material Information that applies to persons who, due to their position, function or job at the Company, may come to have access to information related to the Company's Material Information, as well as officers, directors and shareholders.

### **Intellectual Property**

In their day-to-day activities, Marfrig's employees, officers and directors may come to have access to information and data related to its business activities that are confidential and for internal use only, and may not be shared with competitors and third parties except when expressly authorized by their immediate superior. Information considered the intellectual property of Marfrig (or granted by business partners) include trademarks, patents and software developed internally. Marfrig counts on the commitment of its employees, officers and directors to keeping such information confidential. Adopting precautions to safeguard intellectual property protects the investments made in creating and developing this intellectual property.

**"How do I know which information is considered Marfrig's intellectual property? "Consult the Compliance Department ([compliance@marfrig.com.br](mailto:compliance@marfrig.com.br)) to confirm that you are adopting the appropriate level of confidentiality of any information considered intellectual property.**

### **Use of Privileged Information**

In the performance of their activities, Marfrig employees may gain access to non-public information that could influence investor decisions to buy or sell securities. Marfrig prohibits employees from obtaining, using, reproducing or disclosing any facts, data or privileged information not yet disclosed to the market for their benefit or that of third parties.

## **Use of Company Resources**

The resources made available by Marfrig to its employees, officers and directors, such as equipment, systems, software, materials, machinery, etc., are provided for the purposes of performing the tasks related to their business activities and must not be used for the benefit of themselves or third parties. Accordingly, they are prohibited from installing on Marfrig's computers any software that has not been authorized by the Information Technology Department or from downloading any content not related to the performance of their tasks at the Company. Also prohibited is using Marfrig's storage, distribution, editing or recording recourses, as well as its network, for pornographic, discriminatory or other illicit content or activities. Marfrig is the owner of the resources provided and reserves the right to monitor their use.

Storage devices, such as flash drives, memory cards, removable/external drives, etc., must be used in accordance with Marfrig's Information Technology policies.

## **Provisions on Anticorruption, Bribery and Facilitating Payments**

All Marfrig employees, managers, shareholders and business partners must comply with Anticorruption Law 12,846 of August 1, 2013, the United States Foreign Corrupt Practices Act ("FCPA"), the United Kingdom Bribery Act of 2010 ("UKBA"), and any other law applicable to the countries where it has operations, as well as the Company's internal rules and regulations, such as the Marfrig Anticorruption Policy, which must guide our day-to-day activities.

We expect Marfrig employees, managers, shareholders and business partners to be fully aware they are not allowed to offer or receive any undue advantage or facilitating payments. Facilitating payments are payments offered to government agents to ensure or facilitate an action or public service that the Company has a legitimate right to receive.

## **Money Laundering and Terrorism Financing**

Money laundering refers to the practice of concealing the source of money or property so as to make it appear legal. Meanwhile, the financing of terrorism helps criminals to obtain assets, goods or financial resources to practice terrorism as their main, secondary or even potential activity. In other words, acts "intended to provoke social or generalized terror, exposing people, properties, public peace or public safety to danger."

Marfrig conducts its businesses transparently and lawfully, and its employees, managers, directors, shareholders and business partners must register and provide evidence of all financial operations.

For more details on the topic, read Marfrig's Money Laundering and Terrorism Financing Prevention Policy at [www.marfrig.com.br/compliance](http://www.marfrig.com.br/compliance).

## **Transactions with Related Parties**

In general, transactions with related parties are transactions with controlling companies/persons, shared managers, subsidiaries, affiliated companies or persons in management positions at the Company or at its subsidiaries or those of its controlling shareholders. To ensure transparency in transactions with related parties, Marfrig established the Policy on Related Party Transactions and Conflicts of Interest that establishes the rules to be observed by employees, managers, directors and shareholders in such transactions to ensure competitiveness, compliance, transparency, equitable treatment and compliance with the quality standards of the Company.

## **Compliance**

Compliance means acting in accordance with all internal and external laws, standards and rules. All employees, managers, directors and shareholders must comply with the applicable laws, standards and rules, and third parties must be aware of and fully comply with Marfrig's Compliance guidelines.

This Code of Ethics and Conduct presents a non-exhaustive list of the conduct guidelines that Marfrig expects to be observed. Compliance with all rules must be verified proactively and, whenever necessary, consulting the Compliance Department.

The Company also has a Compliance Program that includes detailed descriptions of all the responsibilities of Marfrig's Compliance Department.

## **Gifts, Entertainment and Hospitality**

While conducting their activities, Marfrig employees, managers, directors and shareholders may encounter situations in which gifts, entertainment, hospitality and/or other business courtesies in general are offered as a sign of esteem and gratitude. Similarly, there are cases in which the Company offers gifts, entertainment hospitality and and/or other business courtesies to third parties. In both cases, it is critical that the offer or receipt be transparent and protect the Company's operations, image and credibility.

Marfrig has guidelines for offering and receiving gifts, entertainment, hospitality and/or other business courtesies that orient employees, managers, directors and shareholders on how to act in these situations. Everyone must be aware of and observe the rules established in the Policy on Gifts, Entertainment and Hospitality and always consult it whenever necessary.

The main aspects and principles to be observed when offering or receiving gifts include:

1. Government agencies – Offering and/or receiving any kind of gift, entertainment hospitality and/or other business courtesies is prohibited;
2. Private entities – Gifts, entertainment, hospitality and/or other business courtesies must be reasonable in their nature, quantity and value and therefore may not be luxurious or extravagant compared to standards. The acceptable maximum value of the gifts, entertainment, hospitality and/or other business courtesies offered and/or received is defined in the internal policy; however, such practice should not occur frequently (more than once in a 12-month period) and must comply with the following criteria:
  - a. Our employees, managers, directors and shareholders are prohibited from soliciting any gifts, entertainment, hospitality and/or other business courtesies;
  - b. Said persons also are prohibited from influencing, directly or indirectly, the results of any operations related to the business;
  - c. Said benefits must be offered and/or received without any implicit or explicit obligation, reciprocity, benefits or exchange of favors, and not for any purpose involving corruption or bribery;
  - d. No item may be offered and/or received from any person with direct and/or indirect authority over transactions, contracts and/or pending regulatory decisions related to Marfrig's business activities;
  - e. Any item must be offered and/or received openly and transparently;
  - f. Items must preferably be offered and/or received from entities instead of directly to/from individuals;
  - g. No gratuity may take the form of money or gift vouchers;
  - h. They also may not contain any sexual or obscene content;
  - i. Remember to always consider the context in terms of culture, laws and regulations, as well as our internal policies and procedures and those of the third parties;

- j. Any business courtesy must be reported to the Compliance Department, regardless of its value.

**“I received a business courtesy. What do I do?” Determine if it complies with the Policy on Business Courtesies. If permitted, document and register the courtesy. If not permitted, politely refuse the courtesy and inform that we have restrictions whose purpose is to strengthen the transparency of our actions.**

## **Social Media**

Social media is part of our lives and we are increasingly interconnected. However, Marfrig's employees, managers and directors must strive to protect the Company's image on social media.

When you reveal that you are a Marfrig employee, manager or director, your image becomes associated with the Company, and it is important to take all precautions required to prevent your posts from affecting Marfrig's image. The Policy on Social Media provides comprehensive guidelines and rules for using this communication means, with key points to keep in mind, which include:

- Being aware that you represent the Company when you mention Marfrig as your workplace;
- Only authorized professionals can speak on Marfrig's behalf;
- Do not publish or disclose images of Marfrig's facilities;
- When publishing images of meetings of professionals outside the workplace, remember to exercise judgment and not expose other Marfrig employees;
- Do not post or comment any information about Marfrig's employees, managers, directors, clients or suppliers, as well as about the Company itself.

## **Relations with Third Parties**

Marfrig's compliance policies include a document called the Third-Party Code of Ethics and Conduct, which provides guidelines on the appropriate and expected attitudes of its partners when conducting business. Marfrig's purpose in publishing the document is to ensure that its third parties are aligned with its guidelines.

This Code must mandatorily be delivered to all third parties with which we enter into agreements. Marfrig also includes compliance provisions in all its agreements to reinforce its commitment to acting with integrity.

## Whistleblowing Channel

The purpose of Marfrig's Whistleblowing Channel is to receive reports of situations involving noncompliance with the rules described in this document, as well as business conduct involving suspicious appearances, improper conduct, bribery, bribery attempts and information leaks that could compromise the Company's reputation, impartial selection of suppliers, fraud, etc.

When making reports, you may identify yourself or remain anonymous, with all information received treated as confidential, within the limits of the law. Marfrig does not tolerate any form of retaliation against whistleblowers. Whistleblowers who act in good faith should not suffer any type of persecution, sanctions or duress.

Employees, service providers, suppliers and clients can make reports via 0800 toll-free hotline, the website or email:

**Telephone:** 0800-223-1000

**Website:** <https://marfrig.com.br/en/compliance/helpline>

**Email:** [etica@marfrig.com.br](mailto:etica@marfrig.com.br)

The indicators of Marfrig's Whistleblowing Channel are periodically submitted to the Company's Board of Directors for discussion, evaluation and ratification of the tool.

## Sanctions

Enforcement of the rules and guidelines in this Code is mandatory. Noncompliance with any item of this Code of Ethics and Conduct or with the Company's policies and guidelines, as well as the violation of any legal requirements and the Company's internal rules, will result in the applicable disciplinary measures and sanctions.

If you have any suspicion of violations of this Code or of the Company's policies and guidelines, a meticulous analysis of the alleged misconduct will be carried out, and any sanctions will be proportionate to the type of violation, its severity and the responsibility of the employee, manager, director or third party before Marfrig. Infractions, which are classified as being of high, medium or low severity, include:

- Verbal warnings;
- Written warnings, with possible suspension from 1 to 5 days;
- Additional training sessions, when applicable;
- Suspension;
- Termination (with or without cause);

- Filing of civil lawsuits and/or criminal investigations.

Marfrig's third parties must read its policies and act in accordance with the orientations in the Code of Ethics and Conduct for Third Parties. Our third parties also will be subject to sanctions if they do not satisfy said expectations regarding ethical conduct and do not comply with our policies and guidelines, which include measures that range from the termination of agreements to the filing of civil lawsuits.

### **Persons Responsible for the Code**

If you have any questions or comments about Marfrig's Code of Ethics and Conduct, contact the Compliance Department or, if you prefer, use our whistleblowing channel.

For matters related to compensation, benefits and performance appraisal, contact the Human Resources Department.

### **Monitoring**

Compliance with this Code and the full functioning of Marfrig's Compliance mechanisms, including the Annual Training Cycle and the Whistleblowing Channel, is periodically monitored by the Ethics and Compliance Committee, with its provisions submitted for review and evaluation by its members.

Moreover, the indicators produced by the Compliance area and submitted to the Company's Ethics and Compliance are periodically reported to Marfrig's Board of Directors.

### **Control and Training**

This document will be presented and delivered to every new Marfrig employee, manager and director as soon as they join the Company. Moreover, annual training will be administered to all employees, managers and directors to ensure that they are aware of the updated content.



## Declaration of Compliance

I declare that I have read and understood Marfrig's Code of Ethics and Conduct (Version 1.3) and I commit to comply with it in all my activities at the Company or those that impact it due to my actions or omissions.

Name: \_\_\_\_\_

RG: \_\_\_\_\_

Corporate Registration Number: \_\_\_\_\_

Unit: \_\_\_\_\_

Date: \_\_\_\_/\_\_\_\_/\_\_\_\_

Signature: \_\_\_\_\_