

 <b>Marfrig</b> <b>SOCIAL RESPONSIBILITY POLICY</b>	VERSION 4.0
	APPROVED ON 27/08/2024

## 1. PURPOSE

Marfrig Global Foods has undertaken a commitment to operate in a socially responsible fashion. Being aware of the positive impact it can have through its operations - and since it is a global leader in the production of hamburgers as well as the world's second-largest animal protein producer – the Company undertakes publicly to commit to several Social Responsibility issues, establishing clear goals and targets to assist the communities – both those surrounding our unit and those affected by Marfrig's activities – and society as a whole. These initiatives can be broken down into three types:

- i. **Internal audience:** by generating professional development opportunities and by respecting human rights and the legislation in force;
- ii. **Value Chain:** by upholding the principles of human rights and by effectively contributing to the social and economic development of suppliers; and
- iii. **Communities:** by promoting private social investment (PSI) projects such as, in Brazil, the social accountability-oriented *Instituto Marfrig Fazer e Ser Feliz*, and promoting philanthropic activities such as donations and campaigns, in order to mobilize and engage our internal audience in specific causes, and by acting in sustainable development agendas clearly focusing on the supplier chain, promoting enhanced and more inclusive production conditions.

Running the business in a socially responsible way also helps strengthen and create value for the Company's strategic intangible assets such as human and intellectual capital as well as social and relational capital, sharing the gains with a whole range of target audiences with which Marfrig relates in performing its activities.

## 2. DEFINITIONS

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

**Human Capital** – the sum total of the value that Marfrig's professionals can add to the business through their technical know-how, experience, competencies, behaviors and personal skills.

information and research, as well as other initiatives, that are acquired and enhanced and transformed into know-how over the course of many years.

**Intellectual Capital** – the know-how attained and accumulated within the Company, with the potential to produce value for the organization. This covers experiences,

**Private Social Investment (PSI)** – is the voluntary passing-on of private resources in a planned, monitored and systematic fashion to social, environmental and cultural projects of interest to society at large. It differs from charitable actions in that it is concerned with the planning, monitoring and evaluation of projects; it means having a strategy centered on the sustainable results of social impact and transformation; and encouraging community involvement in the development and execution of the action. In Marfrig specifically, these resources are preferably ploughed back into the ecosystem in which we operate, enabling participatory preparation and implementation of public policies and collective agendas for sustainable development.

**Social and Relational Capital** – all relationships consolidated with employees, suppliers, communities and other partners, in order to create links of trust, to have a positive impact on, and to foster, sustainable growth in business.

**Social Responsibility** – a constant commitment, on the part of Marfrig, to making a contribution to social and economic development, and subsequently a better quality of life for the target audiences with which it relates. It therefore encompasses actions and investments in human capital and in relationships with other stakeholders and local communities.

**Stakeholders** - the Company's controllers, shareholders, and members of the Board and Committees.

**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.

### **3. OBJECTIVES**

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The Goals of this Social Responsibility Policy are:

- i. To establish guidelines and principles for Marfrig's Social Responsibility initiatives in order to ensure the Company's short-, medium-, and long-term sustainable operations.
- ii. To be a benchmark for the accomplishment of Social Responsibility projects, actions and initiatives carried out in all of the units of Marfrig, in all of the countries where the Company is present.
- iii. To introduce parameters for managing intangible assets that are directly related to Social Responsibility, covering human and intellectual capital as well as social and relational capital.

- iv. To identify practices and processes intended to prevent and mitigate negative social impacts resulting from the Company's activities, and potentiate the positive consequences of the operation.
- v. To provide guidance to awareness-raising, communications and monitoring programs concerning the social commitments assumed by Marfrig, engaging employees and links in the value chain to best practices.

#### **4. TARGET AUDIENCE**

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The guidelines contained here are to be followed, in all of the operation's geographical locations, by all the Company's employees who may be involved in social responsibility activities aimed at the internal audience, communities and the value chain. They are also to be followed by Stakeholders and Third Parties acting on behalf of Marfrig.

#### **5. CONTENTS**

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##### **5.1. GOVERNANCE**

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The definition of social responsibility strategies falls to the Board of Directors. The execution of social responsibility actions is shared among four areas in the Company:

**Human Resources:** responsible for managing human and intellectual capital, taking care of personnel, labor relations, and donation and fundraising campaigns.

**Sustainability:** the department coordinates actions to ensure respect for human rights throughout the value chain, and the social and environmental development of suppliers, potentiating social and relational capital.

**Purchasing Directorate:** to put into practice the criteria laid down for Responsible Purchasing, making sure that raw materials purchased observe best practices in human rights as adopted by the value chain.

**Social Responsibility Directorate:** to coordinate private social investment actions, managing and overseeing ongoing projects so as to strengthen Marfrig's social and relational capital.

##### **5.2. REFERENCES**

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The guidelines and instructions presented herein comply with the Company's ethical and legal standards as expressed in its Code of Ethics and Conduct, and related internal normative acts. Furthermore, they have been drafted on the basis of global best practices, embodied in the following initiatives:

**Global Compact:** the world's largest corporate sustainability movement – to which Marfrig is a signatory – headed by the United Nations Organization (UNO) aiming to engage companies to adopt best practices in regard to 10 universal principles of Human Rights, Labor, the Environment and Anti-

Corruption.

**Agenda 2030:** an action plan set up by the United Nations Organization for the sustainable development of nations and corporations, made concrete by the establishment of sustainable development goals (SDGs), and laying down clear targets in areas of crucial importance for society and the planet.

**Guiding Principles on Business and Human Rights:** drawn up by the UNO and based on current human rights standards, they seek to implement the “Protect, Respect and Remedy” framework. The Principles make it mandatory for States to protect human rights, and it is the responsibility of businesses to respect them and devote sufficient and effective resources to them when these rights are infringed by corporations.

### **5.3. COMMITMENTS**

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Marfrig is committed to adopting best human rights practices: the company repudiates any behavior and practices that fail to respect Human Rights laws, standards and best benchmarks; the Company’s Social Responsibility actions reinforce these commitments.

It therefore, both in its operations and in its engagement of the value chain, adopts practices that aim to:

- i. Eradicate child labor
- ii. Eliminate forced or compulsory labor
- iii. Prevent discriminatory practices in all their forms
- iv. Combat gender-based violence
- v. Curb the sexual exploitation of children and adolescents
- vi. Value diversity and inclusion
- vii. Prevent involvement in and/or support for human trafficking

### **5.4. LABOR RELATIONS**

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In order to protect fundamental human rights, Marfrig’s labor relations with its direct and third-party employees are aligned with international conventions recognized by the International Labor organization (ILO), and are ratified in the countries where the Company operates.

Labor relations, in order to develop and potentiate the Company’s human capital by short-, medium-, and long-term actions, and protect its intellectual capital, must:

- i. Identify, prevent, mitigate and take responsibility for human rights-related matters.
- ii. Provide continual training so as to support employees on their professional development journeys.

- iii. To foster collaborative environments that are open to dialog and the exchange of experiences.
- iv. To make sure that working environments are safe and healthy, taking suitable measures to prevent accidents and harm to employees' health;
- v. To guarantee all workers' rights as laid down in current federal legislation and in Collective Working Agreements and Covenants;
- vi. To adopt a working day in compliance with current federal legislation, Working Agreements and Covenants, and standards of Social Responsibility;
- vii. To guarantee remuneration and benefits in compliance with those established in Collective Working Agreements and Covenants;
- viii. To ensure employees have the right to freedom of association and collective bargaining, without this leading to any negative consequences for the employee and/or retaliation by the company.
- ix. To take steps to combat and eradicate child labor.

The following are forbidden:

- i. Involvement in, and/or support for, the use of physical or psychological punishment, or coercion or verbal abuse;
- ii. Any type of discriminatory action in the Company's activities owing to issues of race/color, age, gender, religion, sexual orientation, disability, social class, nationality, provenance or any other individual characteristics.
- iii. Any kind of sexual or moral harassment.

#### **5.4.1 Gender equality**

Marfrig advocates equality of gender, whereby men and women receive equal treatment and enjoy the same opportunities for growth and professional development. To foster fair, balanced, and above all inclusive working environments, the Company strives to obtain concrete advances in this matter — efforts that include:

- i. Encouraging discussion within the scope of the Board of Directors and Executive Board so as constantly to enhance actions regarding the promotion of equality between men and women.
- ii. Sensitizing leaders to the challenges of gender equality
- iii. Adopting diversity-related targets, making the issue a priority for leaders.
- iv. Promoting women's empowerment policies.
- v. Contributing to equality in parental leave, ensuring paid leave (maternity, paternity or adoption), a benefit that

may also cover homo-affective couples and single-parent families, in accordance with the relevant legislation.

- vi. Measuring, documenting and publishing, in the annual report on sustainability and other communications channels within Marfrig, all progress obtained in promoting gender equality.

#### **5.4.2 Child Sexual Exploitation**

Marfrig repudiates any and all behaviors associated with sexual violence and/or gender-based violence. Within this context it commits to combating the sexual exploitation of children and adolescents, a crime which consists of exploiting under-18s in paid sexual activities. Sexual exploitation is an infringement of human rights and a crime characterized in article 244 of Brazil's Charter of Children and Adolescents. Offenders are liable to a prison sentence of four to ten years and a fine. In addition to the lawsuit, any Marfrig employee or third party involved with this type of practice will immediately be dismissed from the company.

Because the sexual exploitation of children and adolescents usually takes place at locations remote from major urban centers, and on highways, the transportation or travel activities and/or the temporary movements of individuals to remote sites must be scrutinized with greater attention.

Actions taken by Marfrig to combat the practice, therefore must:

- i. Inform, mobilize, sensitize and call upon all employees, including third parties, to participate in efforts to defend the rights of children and adolescents.
- ii. Foster awareness-raising among truck drivers working at the service of the company, so as to sensitize them to the role that they could play as agents to protect children's and adolescents' rights on Brazilian highways.
- iii. Categorically ban areas of operational influence from being used for this type of violation.
- iv. Ensure that all employees and collaborators, including third parties, whose duties demand movements and temporary journeys to any location, are aware of Marfrig's stance concerning this issue, and of the sanctions provided for professionals becoming involved with this crime.

Marfrig encourages its employees and collaborators, including third parties, to denounce any form of child sexual exploitation. Reports may be phoned in to the Company Helpline, on 0800-223 1000, e-mail [etica@marfrig.com.br](mailto:etica@marfrig.com.br) or website [www.marfrig.com.br/compliance](http://www.marfrig.com.br/compliance)), which operates from Monday to Thursday from 08:00 to 18:00, and

Friday from 08:00 to 17:00, or by using **Disque 100**, the Federal Government's hotline for reports of Human Rights violations, operating 24/7. Both are toll-free and accept anonymous tip-offs.

## **5.5 COMMUNITIES**

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In its activities and operations Marfrig aims to contribute towards the well-being of communities, including those located around its operations, and those impacted by the Company's activities. It therefore encourages the setting-up and promotion of relevant projects in the range of countries in which it operates; they must comply with the following parameters:

- i. Effectively to contribute to the strengthening and enabling of Marfrig's social and relational capital.
- ii. To prioritize enabling social investments that converge with public policies.
- iii. To contribute to the participatory construction and/or execution of public policies and/or collective agendas for sustainable development.
- iv. To ensure that local actors, such as non-governmental organizations and community dwellers' groups, have agency, whenever possible and applicable.
- v. To foster and provide the means for the appropriate engagement of communities in the actions undertaken.
- vi. Whenever possible and applicable, to consult with communities in the definition of social investment.
- vii. To continue all dialogs with communities, offering this target audience accessible communication channels and ensuring that consultations brought forward by the communities are addressed and managed appropriately.
- viii. To make sure that social information of concern to the communities is disclosed and disseminated, when relevant.
- ix. To take part in Councils and Committees (or similar bodies), whenever possible or suitable, to debate local development.
- x. To identify and evaluate impacts generated in the community resulting from these social responsibility activities, with special attention to the risk of the infringement of human rights.
- xi. To introduce processes and routines intended to mitigate or minimize possible negative impacts, adopting solutions to solve them immediately, in the event they occur.
- xii. To provide the actions that we have taken, and their corresponding results, with publicity and transparency, at least annually, by means of a

Sustainability Report, and possibly by using Marfrig's communications channels.

### **5.5.1. Marfrig Social Responsibility Institute**

In Brazil, the *Instituto Marfrig Fazer e Ser Feliz*, a non-profit, operates to promote actions intended to foster social assistance, culture, education, health, food security and the practice of sports.

In line with the commitments it has entered into, and its strategy of causing a positive impact on communities located around its operations, Marfrig focuses its efforts on children who are socially vulnerable, enrolled in public schools in the municipalities where the Company is present. It provides them with a range of physical and intellectual development programs, through sporting and leisure activities, fostering citizenship and respect for the environment.

In order to maximize the contribution of this private social investment (PSI) or other initiatives that may come to be put into practice in the same format, the following processes and routines should be adopted; they should include:

- i. Frequently and recurrently assessing the results and outreach of the initiatives.
- ii. Defining social investments on the basis of the actual results of the initiative, making sure that there is a positive impact that can be generated within the communities.
- iii. Carrying out audits of the results and of the management of the projects; and
- iv. Adopting criteria to maintain these projects in the long-run, enabling the initiatives to achieve financial and organizational self-sufficiency.

### **5.5.2. Campaigns and Donations**

In order to support the communities where it is present, and in the countries where it operates, Marfrig carries out the following activities:

- i. Internal campaigns to mobilize and engage the internal audience with specific causes, such as fundraising, and donations of food and toys.
- ii. Financial donations, donations of food or material for a range of causes within Brazil and overseas. Efforts along these lines should engage local partners such as non-governmental organizations (NGOs) and business partners, whenever possible.

### **5.5.3. Management**

The Social Responsibility activities must be performed on the basis of clear scenarios addressing the impacts of business on the communities



surrounding the operations – above all those concerning human rights, identifying the direct and indirect risks, and by adopting clear goals and targets, including:

- i. Defining actions to prevent negative impacts.
- ii. Monitoring the efficacy of measures to prevent and control impacts.
- iii. Making sure there are mechanisms for the participation and control by community representatives at all steps that involve the prevention plans.
- iv. Remediating any impact that cannot be avoided, through transparent and participatory remediation programs.
- v. Rendering accounts to all stakeholders on the measures taken to address the impacts in its activities.
- vi. Creating and adopting indicators that use metrics allowing the monitoring, assessment and communication of the performance and outcomes of the initiatives and, when necessary, corrective measures to be taken.
- vii. Disseminating transparent results, disclosing them annually in the Marfrig Sustainability Report, and possibly other communication channels within Marfrig, using on-line and off-line platforms.

## **5.6. VALUE CHAIN**

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Marfrig is committed to sustainable development and the preservation of biomes and aims to achieve deforestation and conversion-free production by 2025. Although this issue has an environmental appeal, it is directly linked to social themes. By enabling livestock-breeders to achieve a more sustainable production model, woods and forests also end up being preserved.

The commitment to combating deforestation has been laid down in Marfrig's "Verde+" Plan that has been created in partnership with the non-governmental organization IDH (The Sustainable Trade Initiative), and establishes strategies, targets and practical actions concerning production, preservation, and inclusion, encompassing:

- i. Encouraging the entire chain to adopt a commitment to sustainable development and the preservation of forests, engaging them all in an environmentally and socially responsible production agenda, with clear objectives and targets.
- ii. Entering into a closer connection to the supply chain, going beyond commercial relations, so as to contribute and enable solutions resulting in economic stability for farmers, and thus to mitigate the risks of deforestation.

- iii. Leading a program to restore banned farmers, enabling them to resume compliance with the company's sustainability criteria.
- iv. Putting into practice a program for technical assistance, intensification and restoration by improving pasturage, breeding and animal feeding.
- v. Coordinating, jointly with financial institutions, the construction of a credit scheme suitable for livestock-farmers' needs.
- vi. Liaising with other links of the production chain – farmers, government, industry corporations, civil society, customers, investors and banks - in order to support responsible practices.
- vii. Engaging partners to develop sound, inclusive systems that include suitable technology, advanced genetics, and fair credit, providing farmers with a boost in yield, with income generation for their families, and reducing their need to turn areas of native vegetation into pasture land.

#### **5.6.1. Local Suppliers**

Given the characteristics of its business, Marfrig purchases raw material from farmers located in regions lying close to its operational units. Marfrig therefore encourages actions intended to:

- i. Strengthen capacity and opportunities offered to local suppliers.
- ii. Assess the potential and innate characteristics of the local community, encouraging the development of other value chains that can be enhanced by the operation of Marfrig's direct suppliers.

#### **5.6.2. Human Rights**

Marfrig takes concrete steps to ensure respect for human rights throughout its supply chain, including the following routines and practices:

- i. A ban on the purchase of raw material from suppliers who have a record of forced or compulsory labor (that is to say they are included on the "Dirty List" published by the Ministry of the Economy's Subsecretariat for the Inspection of Labor).
- ii. Annual external audits of the Company in order to verify, and attest to, the effectiveness — among other practices and procedures — of the Company's social control of purchasing system.

#### **5.6.3. Socioeconomic Development**

Marfrig's Social Responsibility actions applied to its value chain also include:

- i. Financially supporting business partners, by way of example, in the #TMJMarfrig program launched in July 2020 to support more than 5,000 small and very small food service entrepreneurs throughout Brazil, encompassing bars, restaurants, diners, bakeries and steakhouses, all of which are businesses that have been hard-hit in the economic crisis brought about by the Covid-19 pandemic. #TMJMarfrig has extended the terms for billing to fall due, and boosted the credit limit three-fold for purchases by partner customers.

## **5.7. RESPONSIBILITIES**

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Marfrig's Employees, including direct and third-party workers, must understand and uphold compliance with this Policy. Professionals involved in social responsibility activities, in turn, must include the guidelines established herein within their routines. They should also take part in any training initiatives on Social Responsibility that may be given, and make efforts to use the guidance that is communicated. Leaders are also to disseminate the principles and guidelines of the present Policy among their teams.

## **6. GENERAL PROVISIONS**

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Whenever potential conflicts are observed in the Company's internal standards and guidelines, employees must conduct themselves in accordance with the strictest among the standards and guidelines. It is the duty of the Social Responsibility Directorate, the Sustainability Directorate and Corporate Communications Department to propose to the Board of Directors any changes to this Policy whenever necessary.

Employees, suppliers or other stakeholders witnessing any failure to comply with the guidelines of this Policy may report the fact to [sustentabilidade@marfrig.com.br](mailto:sustentabilidade@marfrig.com.br)

Failure by employees and suppliers to comply with the guidelines of this Policy shall trigger the application of disciplinary measures in accordance with the gravity of the occurrence.

## **7. CONFIDENTIALITY STATUS**

This is a public policy.