



THIRD PARTY CODE OF ETHICS AND CONDUCT

VERSION 12
Approved in August 2024





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PRESENTATION

Marfrig Global Foods S/A presents its Third-Party Code of Ethics and Conduct with the guidelines about the proper posture in conducting business.

It applies throughout the value chain, regardless of geographic location. Thus, this policy is applicable to all third parties of the Company, encompassing Marfrig Global Foods S/A, its subsidiaries and the companies controlled and/or managed by it.

Integrity is what guides our relationships and our actions with all stakeholders. Accordingly, the guidelines presented in this Code are a set of expectations of behavior, acceptable and prohibited practices in conducting business with the Company.

For this reason, the Company expects that all third parties are committed to collaborating with Marfrig's ethical and integrity guidelines.

Marfrig's Code of Ethics and Conduct for Third Parties is the company's commitment with ethics and integrity in its Third Parties relationships.

The provisions of this Code do not replace contractual clauses, the stricter rules being applicable.



OCCUPATIONAL SAFETY

At the Company, the safety of people is a priority and that is why it is essential that there is a commitment to meet the standards that aim to establish safety practices at work. Third parties must comply with all laws, rules, practices, and procedures related to the subject. In addition, they must provide the necessary resources to preserve the integrity and safety of their employees, according to the nature of their activities and the legislation. For the risks inherent in the operational activities to be mitigated, the Company expects its third parties to continually review its safety procedures, provide personal protective equipment (PPE), conduct periodic training and have professionals to guide and supervise the application of safety measures. That is why it is important that safety standards are respected without deviation.

Ensuring safety is everyone's job!

HARASSMENT AND INTIMIDATION

Harassment refers to behavior that is considered offensive, immoral and (often) illegal. The Company considers actions that are offensive, intimidating, discriminatory or any other type of harassment unacceptable, and does not agree with the practice of any act related to harassment or intimidation carried out by its Third Parties and their representatives.

Third Parties must treat all their representatives and employees in a respectful and dignified manner. No employee shall be subjected to intimidation, corporal punishment, threats, abuse of power, violence or harassment of any kind.



CHILD AND FORCED LABOR

The Company repudiates any type of work that does not comply with Brazilian labor laws and the countries in which it operates, as well as requiring the same positioning from its suppliers and third parties. We are signatories to the National Pact for the Eradication of Slave Labor, which includes a commitment not to trade with individuals or legal entities that are included in the Employers' Register instituted by Ordinance No. 540/2004 of the Ministry of Labor and Employment ("dirty list" of slave labor).

Therefore, the Company does not admit that Third Parties violate human rights and working conditions and will not enter into and/or maintain business relations with Third Parties that use irregular and/or illegal work practices involving children and adolescents and practices similar to forced labor and sexual exploitation of children and youth and human trafficking.

SUSTENTABILITY AND ENVIRONMENTAL RESPONSIBILITY

Marfrig's activities are closely related to the environment, and not only for this reason, its conservation is a matter of dedication and investment. Third parties related to the Company must work to ensure that their negative environmental impacts are prevented, eliminated, reduced, and/or mitigated through awareness-raising actions, habit changes, and technology application. This is a topic that requires individual and collective commitment.

In this regard, it is essential that third parties consider adopting initiatives that involve the ecologically sustainable development of the regions where they operate, aiming to reduce the environmental impact of their inputs, operations, products, and services.

Marfrig has a rigorous process for acquiring raw materials (cattle) from sources that are not included in sanction lists issued by authorities. Thus, it is the duty of third parties to comply with the Company's internal standards.

SOCIAL RESPONSABILITY

The Company actively contributes so that the communities where it operates are benefited from our activities. The Company works by generating jobs, encouraging social responsibility programs and expects its third parties to consolidate these values, contributing to the construction of a just society.





LEGAL OBLIGATIONS

Marfrig encourages its Third Parties to comply with and recommend to their suppliers/subcontractors the timely and correct payment of their tax, labor, and social security obligations, as well as to pay their employees fair and market-compatible salaries.

In this context, Third Parties must operate in compliance with applicable laws, including, but not limited to, compliance with and respect for health, human rights, the environment, and local legislation, including fiscal, tax, and anti-corruption laws.

DIVERSITY AND INCLUSION

At the Company, we value diversity and seek to provide a work environment where everyone is treated with dignity, equality, and respect, where everyone can feel conformable and develop their full potential.

We repudiate all forms of discrimination or prejudice of any nature, whether based on gender, culture or ethnicity, race or color, social status, religion, belief, age, marital status, sexual orientation, gender identity, family situation, nationality, political or philosophical convictions, genetic or health condition, permanent or temporary physical characteristics, disability, nationality, or for any other reason. We respect human rights and encourage a diverse and increasingly inclusive work environment. Therefore, Marfrig expects its third parties to show the same commitment, valuing social inclusion in and outside the workplace.

CONFLICT OF INTERESTS

Conflict of interest situations may jeopardize business decision making. Therefore, the Company expects its third parties to be alert to situations that may characterize a possible conflict of interest and to report such occurrence.

Conflicts of interest are characterized by any situation in which a person, whether natural or legal, maintaining any form of business with the Company is involved in a decision-making process in which he has the power to influence and/or direct the outcome of that decision, ensuring a gain and/or benefit for you, for any member of your family, or for any third party with whom you have any type of involvement, or are in a situation that may interfere with your ability to be exempt from judgment.

The rules established by the Company were implemented to ensure transparency and to promote equal treatment with suppliers and customers.

RELATIONSHIP WITH COMPETITORS

Regarding the relationship with competitors, Marfrig supports the promotion of fair competition and the maintenance of a balanced business environment. Fair and just competition is essential for maintaining a transparent and prosperous market. The Company expects its partners to treat their competitors with respect and attention to the best competitive practices, never acting in a way to undermine fair competition.



ANTI-CORRUPTION AND BRIBERY PROVISIONS OR FACILITATING PAYMENTS

The Company does not tolerate corruption in any form and is committed to conducting business with transparency, integrity and in compliance with applicable laws, valuing conduct based on ethical principles and values, wherever the Company operates.

The Company expects from its third parties the same commitment and that they are fully aware that it is not allowed to offer or receive undue advantage or facilitating payments.

MONEY LAUNDERING AND FINANCING OF TERRORISM

The Company is strongly committed to prevent the use of its operations to money laundering or any activity that facilitates money laundering, financing of terrorism or other criminal activities.

It is essential that the third parties with whom the Company has a relationship, comply with practices to prevent and combat money laundering and the prevention of terrorism.

SOUVENIRS, GIFTS, ENTERTAINMENT, AND HOSPITALITY

The offer and/or receipt of gifts, presents, entertainment and hospitality must always be carried out in accordance with the rules established in the Company's own Policy and must always be carried out in a transparent manner, with the objective of protecting and safeguarding the image and Company's credibility.

It is up to all our third parties, in case of doubts, to consult the Company whenever necessary.

Third parties are prohibited from offering and/or receiving any types of gifts, presents, entertainment and/or hospitality, on behalf of the Company, whether these are intended for/coming from public or private agents.

REPORTING CHANNEL

The Company's whistleblowing channel exists to receive reports of situations of non-compliance with the rules described in this document, in addition to suspicious-looking businesses, practices of misconduct, bribery, attempted bribery, leakage of information that could compromise the integrity of the Company and selection impartiality of suppliers, fraud, among others.

The channel can be accessed by third parties through the following channels:



Phone:

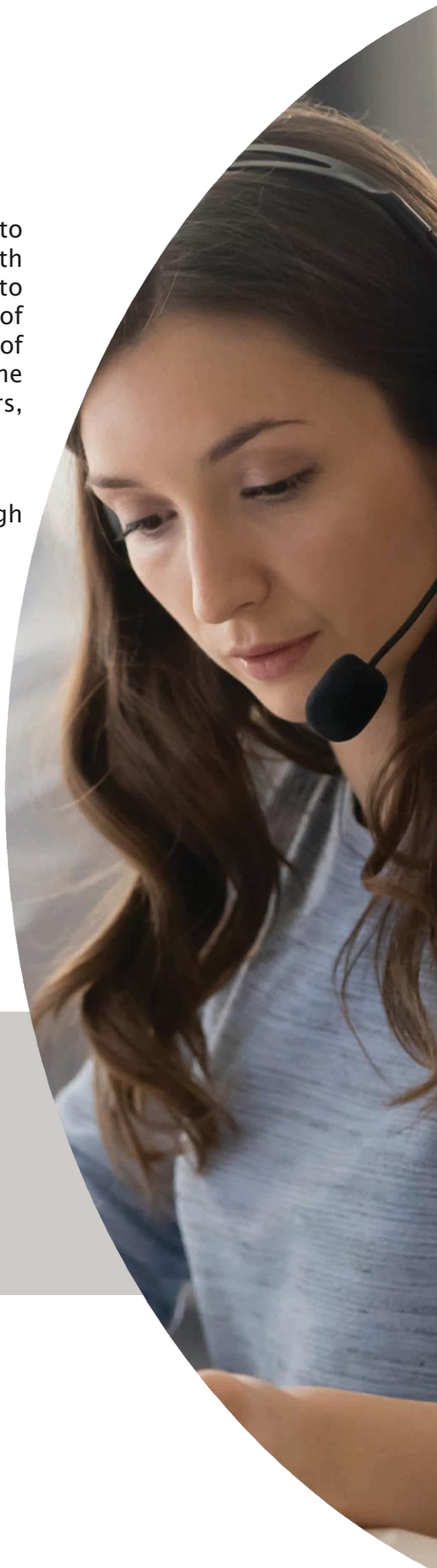
0800-223-1000

Website:

<https://marfrig.com.br/pt/compliance/helpline>

E-mail:

etica@marfrig.com.br



ADHERENCE AGREEMENT

We hereby declare that we have received, read, and understood Marfrig's Third-Party Code of Ethics and Conduct. We also declare that we are aware of and accept the guidelines contained in the document and that all its content will be communicated to our employees and representatives.

Company: _____

Company registration number: _____

Representative: _____

Position: _____

Date: _____

Signature: _____



www.marfrig.com.br

