



HUMAN RIGHTS

CORPORATE POLICY

Human Rights Corporate Policy

English Version

1. OBJECTIVE

Establish guidelines regarding procedures related to the protection of human rights in BRF S.A. and its subsidiaries, in any country ("BRF" or "Company"), in other Business Partners, acting on behalf of or for the benefit of the Company, respecting the other internal BRF rules, as well as national and international legislation, to ensure that human rights are respected throughout all BRF's operations and its chain, generating a positive social impact.

For purposes of this Policy, capitalized terms and variations thereof shall have the meanings ascribed to them in the Glossary.

2. APPLICABILITY

This Policy applies to all Employees, as well as to any Business Partner, located in Brazil or any other country. All Business Partners must ensure that acts performed on behalf of BRF or that are related to the execution of the business entered or that they intend to enter with BRF meet the same standards of integrity and respect for human rights expected of BRF's Employees.

3. ROLES AND RESPONSIBILITIES

The responsibility for the integration of human rights in BRF's operations is carried out by its Senior Management, as well as by the Company's Key Persons, such as the Supply, Grain, Agriculture, Human Resources, Compliance, and Sustainability areas. Thus, the organization is clear about its attributions to guarantee transparency and respect for universal human rights, regardless of position or function held.

3.1 COMPLIANCE AREA

It is the responsibility of the Compliance Area to (i) Clarify doubts related to this Policy; (ii) Establish procedures necessary for its implementation; (iii) Disseminate, including through training and communications, the rules contained herein; (iv) Adopt preventive detection and remediation measures and act immediately when it identifies human rights violations in its operations; and (v) Keep this Policy updated.

3.2 PURCHASE, COMMERCIAL AND FARMING AREAS

The Purchasing, Commercial and Farming areas are responsible for: (i) Communicating potential human rights violations in BRF's value chain to the Compliance area; (ii) Ensure that the Company's Business Partners comply with the guidelines contained in BRF's policies and procedures regarding sustainable procurement; and (iii) Analyze and consider, during the process of hiring Business Partners, the fulfillment of obligations related to human rights aspects by potential partners, who must comply with current legislation, as well as social, labor and environmental pacts relevant to their business.

3.3 SUSTAINABILITY AREA

It is the responsibility of the Sustainability area to (i) Ensure the sustainable development of BRF's business; (ii) Ensure compliance with the guidelines outlined in BRF's Sustainability Policy no. 14.21.001; (iii) Foster initiatives aligned with the UN Sustainable Development Goals related to human rights.



3.4 HUMAN RESOURCES AREA

It is the responsibility of the Human Resources area to (i) Ensure that the selection criteria for all decisions related to the management of teams and people at BRF are transparent, to avoid discrimination in the exercise of their functions, thus considering individual competence and performance; (ii) Ensure that all categories of BRF Collaborators have the same rights, regardless of their contractual modality (short contract or temporary), with special attention to vulnerable groups and minorities; (iii) Ensure that in the candidate selection process all profiles will be considered within the established capacities for the position and no form of discrimination will be allowed, whether by race, social class, origin, religion, age, disability, gender, marital status, sexual orientation, membership in trade unions or associations and political parties. All BRF Employees must have equal conditions to compete for internal vacancies if they meet the minimum requirements for candidacy; and (iv) Ensure that Employees work of their own free will and are hired under equal conditions and that they are not prevented from leaving if they so wish, as well as ensuring that all contracts are in a language that the employee understands.

3.5 EMPLOYEES AND BUSINESS PARTNERS

It is the responsibility of BRF's Employees and Business Partners to (i) Know, respect and disseminate the guidelines defined in this Policy, as well as participate in the training to which they are called and report to the Transparency Channel or the Compliance area any suspicion or concern of violation of human rights, the applicable law, the Transparency Manual, this Policy or other BRF policies; (ii) Comply with and enforce all the principles of this Policy, as well as report any violation of universal human rights that occurred in the Company's operations; (iii) Regarding BRF Business Partners, they must conduct their operations with honesty, integrity and transparency, with respect for the interests and human rights of their employees; (iv) Business Partners must also respect BRF's

commitments to social, labor and environmental pacts relevant to their business, in accordance with the terms contained in Code of Conduct for BRF Business Partners, the Sustainability Policy and the Sustainable Purchasing Policies; and (v) Furthermore, BRF Business Partners must respect the global commitments related to the Environmental, Social and Governance ("ESG") aspects, connected to the Company's 2030 agenda.

4. GUIDELINES

This Policy aims to encourage and ensure protection and maximum respect for universal human rights throughout all BRF operations and its value chain, without tolerance for violations of any kind.

All BRF Employees and Business Partners have access to the Transparency Channel, in which they can report any situation of suspicion or concern of violation of their rights, including those related to human rights, as well as the Company's principles and values that occurred throughout of all BRF operations and its value chain, without fear of retaliation. All complaints receive equal treatment and are addressed to remedy any human rights violations inside and outside BRF operations.

4.1 HUMAN RIGHTS

BRF respects, complies with, and works in defense of internationally recognized human rights, repudiating any activity that violates universal human rights and complies with international standards, such as the Universal Declaration of Human Rights and the Guiding Principles on Business and Human Rights. In this way, BRF hopes that all the Company's Business Partners are equally mobilized around this commitment.

BRF is a signatory of the United Nations Global Compact and is engaged in initiatives that contribute to the achievement of the Sustainable Development Goals ("SDGs").



4.1.1 Right to Non-Discrimination

Diversity is at the heart of BRF, which works to cultivate an inclusive work environment with relationships based on honesty and respect, always seeking initiatives in diversity that strengthen pillars such as racial and gender equality and inclusion of people with disabilities, continuing in constant evolution.

As established in the BRF Transparency Manual, in the Company there is no room for abuse of power, harassment, aggression, or offensive and discriminatory behavior in all its forms: religion, race, color, ethnic origin, economic status, education, appearance, illness, nationality, social origin, age, gender, marital status, sexual orientation, belief, philosophy of life, political ideology, language, pregnancy, disability or physical and/or mental limitation, working especially to protect the rights of more Employees vulnerable to discrimination.

Equity in the workplace is one of the Company's priorities, which always seeks to act inclusively, by helping to develop training and opening opportunities for everyone, without any type of discrimination. All Employees are treated with respect and dignity, no Employee will be subject to any physical, sexual, psychological, verbal harassment, abuse, or otherwise intimidation. There will be no discrimination in employment, including hiring, compensation, promotion, discipline, termination, or retirement.

BRF expects its Employees and Business Partners to always respect diversity and not tolerate discriminatory behavior, ensuring fair treatment for everyone, thus establishing a work environment that recognizes the dignity and value of everyone involved in our processes.

4.1.2 Right to Fair Remuneration

Employees will be offered a compensation package that includes salaries, which are paid on time and in full, overtime pay, benefits, and paid leave that meet or exceed the applicable minimum legal standards or applicable industry

standards in force. BRF follows current legislation and is committed to paying Employees in full, regularly, and within the agreed period.

Business Partners must comply with applicable labor legislation, as well as offer equal conditions for hiring, remuneration, access to training, and promotion to their employees. Employees of Business Partners must receive wages and benefits according to applicable law.

All BRF Employees receive fair remuneration, without any discrimination or privileges, and in balance with market practices, since this is one of our ways of creating a more inclusive society, benefiting the entire economic chain in which we operate. The allocation of people to their respective positions will reflect their technical and behavioral skills, education, and experience, according to the particular requirements of each position.

4.1.3 Fighting Forced, Child and Slave Labor

All work is performed voluntarily, based on documented terms, and freely agreed upon. Child labor and exploitation, as well as activities performed in degrading conditions, slavery or analogous to slavery, are not allowed. Any situations incompatible with respect for the lives and integrity of workers - such as exhausting hours, undue remuneration, forced labor, debt bondage - are prohibited and restrained by BRF, as well as any mental and physical coercion, slavery, and human trafficking.

Only professionals aged 18 (eighteen) years old or more will be hired as permanent employees of BRF. The minimum age may only vary for hiring a young apprentice, provided that the legal prerequisites for working in unhealthy, dangerous, or painful places are met.

The Business Partners must respect the hiring of workers with the minimum legal age and must comply with all the requirements provided by law for work between 16 and 18 years old, however, when involving services, to be performed on BRF's



premises, the Business Partners must observe the same minimum age of 18 as practiced by BRF. In addition, they must ensure that their operations do not involve sexual exploitation of children and adolescents, by the basic standards of the International Labor Organization (“ILO”) and the principles of the United Nations Global Compact.

Business Partners must not restrict the freedom of their employees through retention of documents, exhausting working hours, physical punishment, harassment, and degrading conditions of work and housing – which can be characterized as forced and/or slave-like labor. Additionally, the partners guarantee that they will not use production units that use slave or unpaid labor.

4.1.4 Working Hours

The working hours for all Employees are reasonable. Employees will not be required to work more than the regular hours and overtime permitted by the law of the country where the Employees are employed. If the employment contract allows for contractual overtime, the Employees will expressly agree with them.

4.1.5 Freedom of Association and Freedom of Expression

As established in the BRF Transparency Manual, the Company fully recognizes and respects the right to free association, organization, and collective bargaining through unions, associations, professional associations, political organizations, and incorporated entities, if they are exercised within the legal limits and ethical. Freedom of expression is respected and encouraged, in its most diverse manifestations, if it is exercised responsibly and ethically, and within legal limits.

All Employees are free to exercise their rights to form and/or join unions or not to do so and to bargain collectively. Employees’ rights to freedom of association and collective agreements are

recognized and respected. Employees are not intimidated or harassed in exercising their rights to join or not join any organization.

Business Partners must guarantee the right of their employees to join trade associations and unions and to organize collectively in entities of their choice, without retaliation.

4.1.6 Health and Safety

Safety is one of BRF’s non-negotiable commitments. As provided for in BRF Corporate Sustainability Policy no. 14.21.001, through the Occupational Health and Safety Management System (“OHS”), the expected behaviors of all BRF Employees and Business Partners are established, which reflect all the principles listed in the OHS Governance, Health, Safety and Environment Policy (“HSE”) and the elements contained in the Occupational Health and Safety Pillar, which are global OHS strategies for the Company.

The Company undertakes to manage all risks to the physical integrity and health of its Employees, Business Partners, and visitors who are in its workplace. The commitment to safety comprises a global management system with rules applicable to all Employees and Business Partners. The Employee is authorized not to perform any task when the security conditions are impaired or in disagreement with the Company’s rules, being guaranteed the right to refuse.

All Employees and other people who enter the Company’s facilities are adequately informed about the dangers inherent in the workplace and are offered information and personal protective equipment to avoid such risks. All personnel entering the premises or handling products are properly informed of the correct actions to take if a health and safety incident occurs.

Business Partners must comply with applicable legislation on occupational health and safety at work during their activities and maintain an environment that guarantees basic health and safety conditions for their employees, as well

as carry out training and preventive measures against accidents and diseases, providing PPE (Personal Protection Equipment) and CPE (Collective Protection Equipment).

The Company rejects any discriminatory or violent acts within and outside its premises and relationships. Thus, the aspects of human rights related to personal and property security are provided for in the policies and procedures of the competent areas.

4.1.7 Right to Land and Environment

The land rights of communities, including indigenous peoples and “quilombolas”, will be respected and protected. All dealings for your property or land, including the use of and transfer thereof, will adhere to the principles of freedom, prior informed consent, transparency, and contract disclosure.

The environmental guidelines must be followed as established in the Health, Safety and Environment Policy (“HSE”) and the Environmental Elements of the Sustainability Pillar of the Operational Excellence System (“OES”) and in the Environment Pillar Environment of the +Excellence Program that standardizes guidelines, tools, and environmental control measures, in the operations where they apply.

Critical chains, such as, for example, water, packaging, energy, forests, grains, the use of palm oil, greenhouse gases, will have the human rights aspects foreseen in the policies and procedures of the competent areas.

Business Partners must comply with environmental legislation and the requirements of competent bodies, as well as commit to adopting all necessary measures to prevent and mitigate environmental damage in their activities.

4.2 RISK IDENTIFICATION, ASSESSMENT, AND MITIGATION

In the face of allegations related to human rights violations received through available channels,

BRF undertakes to investigate each case with independence, caution, and responsibility, in a fair, impartial, and balanced manner, observing the presumption of innocence, ensuring full defense and adversary proceedings. The process includes the guarantee of protection to the whistleblower and confidentiality in the investigation of the facts.

BRF reserves the right to assess its Business Partners through Reputation Analyzes and continuous monitoring, as it assumes the responsibility to identify and address any adverse impacts, actual or potential, with which it may be involved, directly or indirectly, because of its activities or business relationships.

In this sense, BRF conducts the Due Diligence process in its potential and current Business Partners, before signing and/or renewing contracts, business agreements, donations, and sponsorships, as well as granting them powers, via power of attorney, to ascertain any risks associated with such Business Partners. Additionally, periodically, the Company consults Public Lists of the Ministry of Labor and Employment, IBAMA (Instituto Brasileiro do Meio Ambiente e dos Recursos Naturais Renováveis), and the Transparency Portal – CEIS (Cadastro Nacional de Empresas Inidôneas e Suspensas) List, to identify the inclusion of any partners in these lists and address them to negotiations with the areas involved in the process of hiring the Company.

The Company’s risk mapping process is carried out periodically to identify any new risks, which will be regulated in specific and specific normative documents, whether arising from legislative changes or internal changes in the Company, such as interaction with Public Authority, new partnerships, and entry into new markets, where there may be particularly high and systemic risks of human rights abuses, thus requiring specific due diligence. This continuous monitoring allows BRF to respond in an adequate and timely manner to identified new risks.



5 REFERENCE DOCUMENTS

- **CE 01.1.100** - *Manual de Transparência BRF / BRF Transparency Manual/ Manual de Transparência BRF.*
- **CE 01.1.102** - *Código de Conduta de Parceiros de Negócio da BRF / Code of Conduct for BRF Business Partners.*
- **CP 14.21.001** - *Política de Sustentabilidade da BRF / BRF Sustainability Policy.*
- **CP 20.4.002** - *Política Corporativa de Saúde, Segurança e Meio Ambiente / Health, Safety and Environment Corporate Policy / Política Corporativa de Salud, Seguridad y Medio Ambiente.*
- **CP 28.1.002** - *Política Corporativa de Denúncias ao Canal de Transparência / Corporate Policy of Reporting to the Transparency Channel.*
- **CN 06.3.003** - *Recrutamento e Seleção de Pessoas* - applicable only to Brazil.
- **CN 06.4.022** - *Relações com o Trabalho (Working Relationships)* - applicable only to Brazil.
- **CN 06.22.021** - *Disciplinary Measures (Banvit).*
- **CN 06.22.027** - *Recruitment and People Selection* - applicable only to External Market.
- **CN 06.22.028** - *Disciplinary Norm - Qatar.*
- **CN 06.22.029** - *Disciplinary Norm - Oman.*
- **CN 06.22.030** - *Disciplinary Norm - Kuwait.*
- **CN 12.4.004** - *Aquisições de Bens e Serviços / Goods and Services Acquisitions.*
- **CN 28.1.008** - *Sistema de Integridade / Integrity System.*

6. FINAL PROVISIONS

This document is valid as from the date of its issue and shall be modified at any time and

discretion. This Policy is effective on the date of its publication, revoking provisions to the contrary. The recipients of this Policy are aware that their non-compliance, as well as non-compliance with the applicable law and other BRF policies, such as the BRF Transparency Manual, may be subject to internal disciplinary procedures, according to the Consequence Policy, without prejudice to any applicable legal measures.

Omissions or exceptions to this Policy must be communicated and resolved by the Executive Board as the case may be.

In addition, seeking to maintain the Company's ethical standards and monitor business relationships with Business Partners, as well as assisting in the prevention and detection of all forms of Corruption, BRF supports and encourages People to report any practices that may represent a violation or potential violation of this Policy, the Integrity System, or that are in disagreement with applicable national and foreign legislation.

Complaints must be made to the Transparency Channel, made available by BRF in the domains below.

Transparency Channel

It is possible to file complaints by phone, website or e-mail. In countries where legislation permits this, it is also possible to file anonymous reports.

When making a report, as much detail as the complainant is aware of should be provided to assist in the investigation.

BRF strongly condemns any and all forms of retaliation against the whistleblower who has filed a complaint in good faith and with responsibility, even if his complaint proves unfounded, as established in the Corporate Policy of Reporting to the Transparency Channel.



BRF, through the Compliance area, undertakes to investigate complaints received independently, cautiously and responsibly, in a fair and impartial manner, and to take appropriate disciplinary and/or legal measures, when necessary.

7. APPROVALS

RESPONSIBLE	AREA
PREPARATION	Global Compliance Board
APPROVAL	Transparency Committee and Board of Directors*

*Approval date: August 12th, 2021.

GLOSSARY

BRF or Company: Refers to BRF S.A., as well as all its subsidiaries, national or international.

Business Partners: External party, with which the Company has or plans to establish, some form of "Business" relationship. For the purposes of this Policy, the term Business is broadly defined to mean those activities that are pertinent to the purpose of the Company's existence, therefore including, but not limited to, customers, joint ventures, joint venture partners, consortium partners, third-party providers, contractors, consultants, subcontractors, suppliers, integrated, sellers, advisers, agents, distributors, representatives, intermediaries, investors, among others.

Employees: All people hired by BRF, who work at all levels of the organization, including managers, seniors, executives, directors, employees, internal consultants, interns, apprentices, trainees, home workers, workers with a time contract part-time and fixed-term and occasional workers.

Key Persons: Those individuals who have authority and responsibility for the planning, direction, and control of BRF activities, directly or indirectly, including any manager (i.e., members of the Board of Directors, members of the Fiscal Council,

external members of the advisory, statutory directors, president and vice presidents, and directors).

People: All BRF Employees and Business Partners.

Public Authority: For the purposes of this Policy, the term Public Power is broadly defined to include, but not be limited to:

- Bodies of the direct, indirect or foundational administration of any of the Powers of the Union, States, Federal District, Municipalities, Territory (whether executive, legislative, judicial or administrative), public companies, mixed economy, or concessionaire of public services including: municipalities, regulatory agencies, customs, public foundations, notary offices, electricity, water and gas distribution companies, companies with public-private partnership contracts, public schools, public universities, public health facilities, police stations, military entities, local tax offices, issuers of permits, approvals, government licenses and visas.

- International public organization or any international department or agency (eg United Nations (UN), International Monetary Fund (IMF), World Bank, etc.).

Reputational Analysis or Reputational Due Diligence ("DD"): This procedure includes reputational screening on Business Partners wishing to establish a relationship or those who already have a relationship with the Company through contracts classified by the Compliance area as High Risk. The screening is intended to assess the degree of risks that may be associated with these Business Partners. The DD analyzes information concerning Legal Proceedings, Restrictive Lists or Negative Media showing indications of violations of the laws and standards in force and/or the guidelines contained in the Transparency Manual or in the Policies and Normative Documents of BRF, practiced by Business Partners.

Senior Leadership: It is the group of Collaborators who are part of the Company's strategic level with the power to establish the policies, goals, and general direction of their organization.

Transparency Channel: The Transparency Channel is an independent channel, managed by an outsourced company and/or by the Compliance area, and allows reports to be sent at any time by

BRF Employees and/or Business Partners, through the various channels of communication available, ensuring the anonymity of the whistleblower whenever he wishes not to identify himself.

