



CODE OF CONDUCT

FOR BUSINESS PARTNERS OF BRF

1. Introduction

By means of this Code of Conduct for Business Partners ("Code"), BRF, as well as its subsidiary companies in Brazil and abroad, denominated singly or together "BRF" or "Company", reaffirms its commitment with responsible management and sustainability, including but not limiting, to the adoption of better practices and upright behavior, social and environmental issues and minimal standards to be followed by all its business partners, including suppliers, service providers, intermediaries and integrated producers (individually "Business Partner" and collectively "Business Partners").

2. Objective and Coverage

The objective of this document is to establish the directions that must be followed by all Business Partners that relate to BRF, to stimulate and guide the adoption and the fulfillment of the applicable legislation, social and environmental and upright practices in their operations.

This document is applicable to all Business Partners of BRF, and for this reason the conditions here disposed must be interpreted as guidelines included in the agreements entered by the Company.

3. Guidelines

I) Legal Compliance

The Business Partners of BRF must perform their business according to applicable legislation to their business in the countries where they operate.

II) Anti-bribery and Anti-corruption

The Business Partners must comply with the applicable national and foreign laws about anti-bribery and anti-corruption. Besides, they must not offer, pay, ask, or accept bribery, including facilitation payments for their own benefit or BRF's benefit. They must also implement prevention mechanisms to fight corruption and fraud in their activities.

III) Prevention of Money Laundering and Fight against Financing of Terrorism

Business Partners must identify, understand, and adopt measures to mitigate the money laundering risks and terrorism financing to which they are exposed, according to their business model and structure. Furthermore, they must always provide the registration, bank and, ownership data to BRF, as well inform the Company, in case of any change, in order to keep the adequate registration according to the applicable law.

IV) Integrity in Business

Business Partners must conduct their business with ethics and integrity. Performing business and commercial transactions with integrity and transparency, keeping precise accountancy registrations in strict compliance with national and international applicable laws.

Business Partners must avoid any transactions, business or situations that may generate or characterize conflict of interests in relation to BRF staff. When faced with a conflict situation, the Partners must report this situation to BRF by means of the Transparency Channel.

V) Defense of free Competition

Business Partners must compete fairly and conduct their business aligned with free competition principles and according to the applicable legislation of competition defense. They must not allow exchange of information or deal with matters that may influence approval decisions, price, purchases, contracting or terminating existing contracts.

VI) Importation and Exportation Control

In the scope of commercial activities, Business Partners must follow the national and international legislation about importation and exportation of goods, services, and information, as well embargoes and sanctions applicable to each case.

VII) Employment Contract and Hiring Practices

Business Partners must fulfill the applicable labor legislation, as well offering equal hiring conditions, without any distinction or discrimination, promote fair and dignified remuneration, access to training and promotion of their workers. Business Partners' employees must receive salaries and benefits according to the applicable law, as well the terms in the collective labor instruments (collective agreements), court decisions and, conduct adjustment term (TAC) perhaps existing. They must also ensure that they pay labor charges, social security contributions and taxes related to the payroll. They must also ensure, when it is demanded, the execution of the work by qualified and certified worker, under the risk of assessment for irregular exercise of the profession.

VIII) Human Rights

Business Partners must ensure protection

and the maximum respect to the workers' interests and universal human rights through their operations and value chain, without any tolerance for violations of any kind, to generate a positive social impact.

IX) Child Labor

Business Partners must respect the hiring of worker with minimum legal age and must ensure that in their operations there is no sexual exploitation of children and adolescents according to the basic rules of ILO (International Labor Organization) and the principles of United Nations Global Compact.

X) Work Analogous to Slavery

Business Partners must not restrict freedom of their workers by means of retention of documents, exhausting journey, physical punishment, harassment and degrading and working housing conditions - what can be characterized as forced labor and/or analogous to slavery. They must also ensure that they will not use production units that use slave work or unpaid.

XI) Discrimination, Diversity, and Inclusion

Business Partners must propitiate a work environment that respects diversity and inclusion, considering all profiles within the capacity established for the job, not tolerating any kind of harassment, discriminatory treatments, in reason of physical or intellectual disability, origin, ethnicity, color, religion, belief, gender, age, sexual orientation, identity or gender expression, social status, pregnancy, marital state, union membership or political affiliation, or any other criteria disposed on the current legislation.

XII) Freedom of Affiliation

Business Partners must ensure their workers' right to affiliate to trade unions and unions and to organize collectively in entities of their choice, without retaliation.

XIII) Freedom of Expression

Business Partners must respect and motivate freedom of expression in its most diverse manifestations, if exercised with ethical and responsibility and within legal limits.

XIV) Health and Security

Business Partners must meet the applicable legislation about Occupational Health and Safety at Work during their activities and keep an environment that ensures basic conditions of health and safety to their workers, as well as performing trainings and preventive measures against accidents and diseases, providing IPE (Individual Protective Equipment) and CPE (Collective Protection Equipment).

XV) Data Privacy, Confidential Information, and Intellectual Property

Information related to contracts and commercial terms must be treated confidentially and disclosed to third parties only with the express authorization from the contracting area of BRF by signing a confidentiality agreement. It is prohibited to use brands and logos and any other rights of intellectual property of BRF, totally or partially without previous and express authorization of the responsible areas. Business Partners must protect personal information of everyone with whom make business, including suppliers, clients, consumers, and workers. They must also comply with the requirements of General Data Protection Law and local rules

about information security when personal information is collected, stored, processed, transmitted, and shared, using them only for legitimate business purposes, in a legally transparent and secure way.

XVI) Environment

Business Partners must comply with the environmental legislation and the requirements of competent bodies, maintaining throughout the term of the partnership, when needed: authorizations, licenses, grants, certificates and permits, proper disposal of any type of waste, taking full responsibility, integrally, for its inadequate disposal and subscription of the property at Environmental Rural Register and Environmental Regularization Program, needed to regulate the development of its activities before municipal, state and federal public agencies, proving its legal regularity, whenever it is required.

Business Partners compromise to adopt all the necessary measures to prevent and mitigate environmental damages in their activities, under penalty to answer for such damages, even if caused by third parties or as a result of fortuitous event, when they could be avoided by the non-adopted protective measures, being responsible integrally and exclusively for all damages of any value or nature (in special the environmental ones), arising from the partnership. Furthermore, they compromise to avoid, minimize, and compensate any adverse impact on the local biodiversity arising from the operations, do not carry out deforestation, vegetation clearing without previous authorization of competent environmental agency or use of fire for any purpose.

Besides, Business Partners must respect means of subsistence based on natural resources and avoid, minimize and/or com-

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pensate any adverse impacts on the local communities, do not commercialize or manufacturer any raw material from the restricted areas using work analogous to slavery and/or child labor.

XVII) Animal Welfare

BRF establishes policies, standards, public compromises, processes, indicators, and continuous training, respecting the specifics of each location where it operates, whether environmental, cultural, climatic, or religious. When applicable to its operation, Business Partners compromise to accomplish the guidelines established by the Company for animal welfare in all production chain, from the rearing, transport, and slaughter of the animals. The Company do not tolerate or support any ill-treatment, whether by abuse or negligence.

XVIII) Subcontracting

Subcontracting of the offered services by Business Partners can only occur after written approval of BRF manager responsible for the contract. Outsourced must agree and accomplish the terms of this Code and the Partners must keep mechanisms to monitor their outsourced in relation to the guidelines previewed in this Code.

XIX) Audit

BRF reserves the right at any moment to verify if the Business Partners are obeying the rules previewed in this Code. In case it is verified actions or omissions that breach any disposition here described, BRF can demand correction action is taken for the Partners or declare the contract terminated at exclusive

criteria of BRF, depending on the severity of the violation.

XX) Gifts and Presents

BRF recognizes that the exchange of promotional gifts and presents is a common cultural practice in many locations where it operates. This way, it is allowed to offer promotional gifts and presents, since they do not violate the applicable legislation (in special, anti-corruption and anti-bribery legislation), without any counterpart or undue advantage, observing the requirements of Gifts, Presents and Hospitality Policy of BRF, available on BRF's institutional website¹.

XXI) Interaction with Public Authorities

Interacting with Public Authorities in the name of BRF, Business Partner must have written authorization by the responsible area of the contract. When making contacts with Public Authorities, in case Business Partner is in doubt or there is the need for BRF to act, Institutional Relationship area must be consulted by the e-mail relacoesinstitucionais@brf.com.

Transparency Channel

BRF Transparency Channel was created with the objective to enable the communication of possible violations to this Conduct Code, to legislation or policies, and procedures of BRF. In case a Business Partner identify any infraction, whether by its own actions or omissions, or by its competitors or BRF employees, he/she must contact immediately by the channels:

¹Gifts, Presents and Hospitality Corporate Policy available on: <https://www.brf-global.com/en/about/ethics-and-transparency/how-we-operate>

Website: integridade.brf.com (Brazil) /
compliance.brf.com (Abroad)
Telefone number: 0800 450 0000

Transparency Channel works **24 hours a day, 7 days a week** and allows the complaints to be performed by any person and anonymously if it is desired. All reports are treated confidentially. BRF condemns any form of retaliation against anyone who has made a report in good faith.