



BRF S.A.
Publicly-held Company with Authorized Capital
CNPJ 01.838.723/0001-27
NIRE 42.300.034.240
CVM 1629-2

Code of Conduct for BRF Business Partners

1. Presentation

Through this Code of Conduct for Business Partners (“Code”), BRF S.A, along with its subsidiary companies in Brazil and abroad, individually, or collectively referred to as “BRF” or “Company”, reaffirms its commitment to management responsibility and sustainability. This commitment encompasses the adoption of best practices and honest behavior, socio-environmental issues, and minimum standards for all its business partners, including suppliers, service providers, intermediaries, and integrated producers (individually referred to as 'Business Partner' and collectively as 'Business Partners').

2. Objective and Scope

The purpose hereof is to establish the guidelines that must be followed by all Business Partners that have a relationship with BRF, to encourage and guide the adoption and compliance with applicable legislation, integrity, and socio-environmental practices in their operations.

This document applies to all BRF Business Partners, which is why the conditions set out here must be interpreted as guidelines that form part of the agreements entered into by the Company.

3. Guidelines

I) Legal Compliance

BRF Business Partners must perform their business by the legislation applicable to their business, in the countries where they operate.

II) Anti-Corruption and Anti-Bribery

Business Partners must comply with applicable national and foreign anti-bribery and anti-corruption legislation. Furthermore, they must not offer, pay, ask for, or accept bribes, including facilitation payments for their benefit or that of BRF. They must also implement preventive mechanisms to combat corruption and fraud in their activities.

III) Prevention of Money Laundering and Combating the Financing of Terrorism



BRF S.A.
Publicly-held Company with Authorized Capital
CNPJ 01.838.723/0001-27
NIRE 42.300.034.240
CVM 1629-2

Business Partners must identify, understand, and adopt measures to mitigate the risks of money laundering and terrorist financing to which they are exposed, by their business model and structure. In addition, they must always provide their registration and banking data to BRF, as well as inform the Company, in the case of any changes, to maintain adequate records of these, by applicable legislation.

IV) Business Integrity

Business Partners must conduct their business with ethics and integrity, performing commercial transactions with transparency and honesty. It is imperative to maintain accurate accounting records, in strict compliance with applicable national and foreign legislation.

Business Partners must avoid any transactions, businesses, or situations that may generate or characterize conflicts of interest to BRF employees. When faced with a situation of conflict of interest, Partners must report this situation to BRF, through the Transparency Channel.

V) Defense of Free Competition

Business Partners must compete fairly and conduct their business in line with the principles of free competition and by applicable antitrust legislation. They should not allow the exchange of information or deal with matters that could influence decisions regarding approval, quotation, purchases, contracts, or termination of existing contracts.

VI) Import and Export Controls

Within the scope of their commercial activities, Business Partners must adhere to national and international legislation on the import and export of goods, services, and information, as well as the embargoes and sanctions applicable to each case.

VII) Employment Contract and Hiring Practices

Business Partners must comply with applicable labor legislation, as well as offer equal hiring conditions, free from any form of distinction and discrimination, promote fair and dignified remuneration, and access to training and promotion of their employees. Business Partners' employees must receive salaries and benefits by applicable legislation, as well as the terms contained in collective labor instruments (collective agreements or collective conventions), court decisions, and conduct adjustment terms (TAC) that may exist. They must also ensure that they collect labor charges, social security contributions, and payroll-related taxes. They must also guarantee, for the services they require, that they are carried out by people with specific training and/or certification, under the risk of being fined for irregular exercise of the profession.

VIII) Human Rights



BRF S.A.

Publicly-held Company with Authorized Capital

CNPJ 01.838.723/0001-27

NIRE 42.300.034.240

CVM 1629-2

Business Partners must ensure protection and maximum respect for the interests of their employees and universal human rights throughout their operations and their value chain, without tolerance for violations of any nature, aiming to generate positive social impact.

IX) Child labor

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

X) Work Analogous to Slavery

Business Partners must not restrict the freedom of their employees through withholding documents, exhausting working hours, physical punishment, harassment, and degrading working and housing conditions – which can be characterized as forced labor and/or similar to slavery. They must also ensure that they do not use production units that use slave or unpaid labor.

XI) Discrimination, Diversity, and Inclusion

Business Partners must provide a work environment that respects diversity and inclusion, considering all profiles within the technical and behavioral skills established for the position, not tolerating any type of harassment, discriminatory treatment due to disability, origin, ethnicity, color, religion, belief, sex, age, sexual orientation, gender identity or expression, social status, pregnancy, marital status, union affiliation, and political positioning, or any other criteria set out in current legislation.

XII) Freedom of Association

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.

XIII) Freedom of Expression

Business Partners must respect and encourage freedom of expression, in its most diverse manifestations, as long as it is exercised responsibly and ethically and within legal limits.

XIV) Health and Security

Business Partners must comply with laws, standards, procedures, and good practices related to Occupational Health and Work Safety during their direct activities and subcontracting, ensuring adequate working conditions and trained professionals to perform their activities safely, by the nature of its activities and with legislation, correctly



BRF S.A.

Publicly-held Company with Authorized Capital

CNPJ 01.838.723/0001-27

NIRE 42.300.034.240

CVM 1629-2

using personal protective equipment (PPE) and collective protection measures (EPC), whenever indicated and necessary.

XV) Data Privacy, Confidential Information, and Intellectual Property

Information relating to contracts, negotiations, agreements, and commercial terms must be treated confidentially and disclosed to third parties only with the express authorization of BRF's contracting area and upon signature of a Confidentiality Agreement or equivalent document. Business Partners must protect the personal data of everyone involved in their activities, including suppliers, customers, consumers, and employees. They must also comply with the General Data Protection Law ("LGPD") and applicable information security regulations, when personal data is collected, stored, processed, transmitted, and shared, using them only for the purposes provided for by law, in a legal, transparent, and safe manner. It is prohibited to use BRF's brands, logos, visual identity, and any other intellectual property rights, in whole or in part, without BRF's prior and express authorization.

XVI) Environment

Business Partners must comply with environmental legislation and the requirements of the competent bodies, maintaining throughout the partnership, when applicable: authorizations, licenses, grants, certificates and permits, registration of the property with the CAR (Rural Environmental Registry) and PRA (Environmental Recovery Program), necessary for the regular development of its activities before the competent municipal, state and federal public bodies, proving the respective legal regularity, when requested.

Business Partners undertake to fully comply with technical requirements and conditions, observing the frequency and scope of environmental monitoring required by them, making measuring instruments, equipment, products, and systems available in their activities for their adequate functioning to prevent, reduce, and mitigate the potential environmental impacts of its activities.

Specifically, concerning the use of natural resources – water, energy, steam, fuels, inputs, raw materials, and packaging, BRF Business Partners must guarantee legal origin and rational use, avoid waste and ensure correct disposal, take full responsibility for the appropriate disposal of any type of solid, liquid or gaseous waste.

Business Partners undertake to preserve local biodiversity, not carry out deforestation or suppression of vegetation without prior authorization from the competent environmental agency or use fire for any purpose.

Business Partners must, therefore, adopt all necessary measures to prevent and mitigate environmental damage in their activities, under penalty of being liable for such damage, even if caused by third parties or as a result of unforeseeable circumstances, when they could have been avoided by the protective measures not adopted, being fully and



BRF S.A.
Publicly-held Company with Authorized Capital
CNPJ 01.838.723/0001-27
NIRE 42.300.034.240
CVM 1629-2

exclusively responsible for all damages, of any value and nature (especially environmental damages), resulting from the partnership.

Furthermore, Business Partners must respect livelihoods based on natural resources and avoid, minimize, and/or compensate for any adverse impacts on local communities, not commercialize or produce any raw material originating from areas with restrictions due to the use of work similar to slavery and/or child labor.

XVII) Animal Welfare

BRF establishes guidelines, processes, indicators, and continuous training, respecting the specificities of each location where it operates, whether environmental, cultural, or religious. When applicable to their activities, Business Partners undertake to comply with the requirements established by BRF for animal welfare throughout the production chain from the creation, transport, and slaughter of animals, to respect legal requirements related to Animal Welfare according to the market served. The Company does not tolerate or support any form of mistreatment, whether due to abuse or neglect.

XVIII) Subcontracting

Subcontracting of services offered by Business Partners may only occur after the express written approval of the BRF manager responsible for the contract. Subcontractors must agree to and comply with the terms of this Code and Partners must maintain mechanisms to monitor their subcontractors concerning the guidelines provided for in this Code.

XIX) Auditing

BRF reserves the right to verify at any time whether Business Partners are complying with the rules set out in this Code. If actions or omissions are found to violate any provision described here, BRF may require corrective measures to be taken by the Partners or declare the signed contract terminated at BRF's sole discretion, depending on the severity of the violation.

XX) Gifts and Presents

BRF recognizes that the exchange of gifts is a common cultural practice in many locations where it operates. Therefore, it is permitted to offer gifts and presents, as long as they do not violate applicable legislation (in particular, Anti-Corruption and Anti-Bribery legislation), are offered without any consideration or undue advantage, observing the requirements of the Gifts, Presents and Hospitality Policy of BRF, available on the BRF institutional website^[2].

XXI) Interactions with Public Authority



BRF S.A.

Publicly-held Company with Authorized Capital
CNPJ 01.838.723/0001-27
NIRE 42.300.034.240
CVM 1629-2

To interact with the Public Authorities on behalf of BRF, the Business Partner must have express written authorization from the area responsible for the contract. When making contacts with the Government, if the Business Partner has questions or there is a need for BRF to act, the Government Institutional Relations area should be consulted by email at relacoesinstitucionais@brf.com.

Transparency Channel

The BRF Transparency Channel was created to enable the communication of possible violations of this Code of Conduct, legislation, or BRF policies and procedures. If a Business Partner identifies any infraction, whether due to its actions or omissions or those of its employees, competitors, or BRF employees, it must immediately contact us via the following channels:

Website: **integridade.brf.com (Brazil) / compliance.brf.com (Abroad)**

Telephone: **0800 450 0000**

The Transparency Channel operates **24 hours a day, 7 days a week, and allows reports to be made by anyone and anonymously if desired.** All reports are treated confidentially. BRF condemns any form of retaliation for records made responsibly.

[2] <https://www.brf-global.com/en/about/ethics-and-transparency/how-we-operate/>