

CODE OF ETHICS AND CONDUCT



We are guided by our BIG DREAM to positively impact future generations, through global leadership in agribusiness and respect to the planet.

We believe that those who have a PASSION FOR WHAT THEY DO are committed and do it with the utmost quality, preserving the INTEGRITY of SLC and the individual through ethical, consistent and unquestionable conduct. These attitudes, together, generate LASTING RELATIONS and respect among all stakeholders, producing SUSTAINABLE RESULTS that are economically viable, socially fair and environmentally responsible.

We all know
the difference
between
right and wrong.

**Ethics is
what's right.**

A WORD FROM OUR SHAREHOLDERS

Throughout its existence, SLC, through its employees, has managed to create an invaluable asset: a reputation for integrity and high standards of business conduct. This reputation, built by many people over so many years, is reflected in each of the operations we carry out.

SLC is, now more than ever, dynamic, globalized and customer driven. What hasn't changed is the fact that integrity remains the foundation on which we build our business success — the quality of our products and services, our honest relationship with customers, suppliers, the government and, especially, with each other.

SLC's search for competitive excellence begins and ends with our commitment to legal and ethical conduct, which has made us leaders in the markets where we operate.

We ask each member of the SLC community to make a personal commitment to follow our Code of Ethics and Conduct so that we can maintain our moral commitment, our solid posture and reputation. To help us along this path, we have a series of guidelines that address the main points related to integrity. All employees



must comply not only with the text of these guidelines, but also the spirit.

All employees must also maintain the culture of observing each guideline and law contained herein, as they are extremely important to our activities. All concerns regarding appropriate conduct must be addressed promptly, with care and respect.

We are all privileged to work for one of the best companies in the country. With so many variants, we must, every day and in every way, seek to preserve and strengthen the company as a whole. That way, those who follow us will be able to understand what has been responsible for building SLC's success for over 75 years: our commitment to total and absolute integrity.

We are counting on you to follow this path.

Best regards,

Jorge Luiz Logemann

Edward Logemann

INDEX

- INTRODUCTION 7**
- BUSINESS MANAGEMENT AND PROFESSIONAL CONDUCT 8**
 - 1. Legal Compliance..... 8
 - 2. Relationship with Third Parties 10
 - 2.1. *Government and Political Parties* 11
 - 2.2. *Suppliers* 13
 - 2.3. *Competitors* 15
 - 2.4. *Customers* 17
 - 2.5. *Community* 17
 - 3. Donations and Sponsorships..... 18
 - 4. Conflicts of Interest..... 20
 - 4.1. *Gifts and Entertainment* 22
 - 4.2. *Data Protection, Assets and Information* 23
 - 5. Accounting and Financial Statements..... 26
 - 6. ESG Principles 27
 - 6.1. *Respect for the Planet* 28
 - 6.2. *Social Responsibility* 28
 - 6.3. *Corporate Governance*..... 29
- PERSONAL CONDUCT 30**
 - 1. Attitude..... 30
 - 2. Internal Relations 32
- INTEGRITY AND COMPLIANCE MECHANISMS 33**
 - 1. Violations of the Code of Ethics and Conduct 34
 - 2. Confidentiality, Non-Retaliation and Whistleblower Protection 35



INTRODUCTION

Ethical and honest conduct is the basis of all our actions. Our Code of Ethics and Conduct expresses our fundamental principles and defines the meaning of integrity.

We are all responsible for creating the company we want. All employees¹ must be familiar with this Code and other procedures or regulations, available at their Operating Unit, on the intranet or on the website of the SLC Group and each of its companies. Access the QR Code on the side and learn more.



¹ For the purposes of this Code, the term employee is used in a generic manner, including board of directors, board of executive officers; management; employees; seasonal workers, apprentices and interns.

Managers are obligated to ensure compliance with them, transmit their content to their employees and set an example for the entire organization.

If you identify, suspect or know of deviations or violations related to any of the requirements of this Code, immediately report it through the relevant channels to verify the reported facts: **Contato Seguro - 0800 648 6306** or **<https://www.contatoseguro.com.br/pt/slcagricola/>**

Reports received will be handled by a loss prevention Committee, with total confidentiality, retaliation being prohibited. If proven, there will be, as a consequence, corresponding disciplinary measures, in addition to the punishments provided for by law

Our Code applies to all employees, at all hierarchical levels of SLC. In addition to employees, this Code defines our expectations of third parties² with whom we interact. Everyone must adhere to the guidelines in this document and behave with the utmost level of integrity.

² Third parties: comprise all audiences with which the company interacts, including, but not limited to, customers, suppliers, whether consultants, service providers in general, among others.

The Code may not cover all everyday situations. Therefore, when in doubt, consult your immediate manager or specialists in the area.



BUSINESS MANAGEMENT PROFESSIONAL CONDUCT

We conduct our business guided by the utmost standards of ethical and professional conduct. For responsible and sensible decision making, always keep in mind:

- Our values;
- Knowledge of laws, regulations and internal policies and procedures;
- The assessment of possible conflicting interests;
- Knowledge of all the important facts.

1 LEGAL COMPLIANCE

We understand compliance with current laws and regulations as an essential aspect of affirming our ethical standards. We maintain policies and procedures to prevent and combat all forms of corruption. We observe and comply with the provisions of Federal Law no. 12.846/2013 (Anti-Corruption Law), as well as the laws that deal with money laundering and/or terrorism financing, fraud and other illegal or criminal acts.

Because of its operations, our company is subject to legal and regulatory requirements that are as numerous as they are complex. Therefore, everyone must read this Code very carefully, understand and ensure that the operations of the activities in which they are involved are conducted strictly in compliance with the law.

Violation of laws can seriously damage the reputation of SLC and its employees, even subjecting them to legal action. Leaders must fully support each employee in this responsibility and provide the necessary resources to comply with it.

Compliance with the law and care for our reputation must provide for the conduct below. Therefore:

You should



Know and fully comply with the laws and other applicable regulatory requirements;



Reflect on the obligation to comply with laws, always bearing this responsibility in mind and ethics as a premise;



Respect all forms of diversity, personal dignity, privacy and the rights of all human beings. Therefore, any type of discrimination, racism, moral or sexual harassment is prohibited;



Strive to maintain and promote SLC's good reputation;



Act transparently, honestly and in accordance with the company's interests and society's well-being, considering behaviors of bribery and corruption as unacceptable;



Respect copyrights by not reproducing, distributing or altering materials without the owner's permission. Do not copy, install or use software in a way that violates the license agreement;



Avoid any type of conduct that could constitute abuse or restriction of free competition.

You should not



Practice or tolerate businesses or operations that may contribute to the materialization of illegal or criminal acts, such as corruption, money laundering, terrorism financing and/or fraud, in violation of legal provisions;



Promote or engage in any activities that could be characterized as money laundering;



Discriminate against any person, whether due to gender, race, color, ethnicity, social status, religion, age, marital status, sexual orientation, political or philosophical beliefs, permanent or temporary physical characteristics, disability, nationality or for any other reason.

Discriminate against any person, whether due to gender, race, color, ethnicity, social status, religion, age, marital status, sexual orientation, political or philosophical beliefs, permanent or temporary physical characteristics, disability, nationality or for any other reason.

Due to the complexity of some laws, questions about any legal obligation must be immediately clarified with the competent areas or with specialized consulting.

2 RELATIONSHIP WITH THIRD PARTIES

We deal fairly and ethically with all the audiences we interact with.

We develop, maintain and continuously improve practices of prevention, monitoring and combating acts of corruption, which include, but are not limited to deviations, fraud, irregularities and illegal acts practiced against public and private administration, national or foreign, in compliance with the provisions of Law 12.846/2013.

We do not tolerate the acceptance, offer, concession or promise of concession, whether by employees or third parties, of any undue advantages or favors, directly or indirectly, either in the relationship with the government or with private companies.

SLC is committed to cooperating with anti-corruption initiatives and expects the same commitment from all employees and stakeholders with which it interacts.

2.1 GOVERNMENT, PUBLIC EMPLOYEES AND POLITICAL PARTIES

To defend SLC's reputation, we are all responsible for maintaining a dignified relationship with public bodies, state-owned companies, autarchies, mixed capital companies and others linked to the government. Therefore:

You should



Respect the applicable legislation and the ethical principles of this Code in the relations established with the direct and indirect government in general;



Establish relationships with authorities, politicians and civil servant guided by ethics, professionalism and transparency, immediately reporting to the company any form of pressure, offer or request by a civil servant contrary to these principles;



Refuse any offer of gifts, or any kind of advantage, financial or otherwise, in addition to reporting it immediately to the responsible forums, through the whistleblower channel;



Act in such a way as to prevent the company's operations from being used as a means to carry out or facilitate acts of corruption, money laundering, terrorism financing, fraud of any kind or other illegal activities;



Cooperate with any external investigation or audit, or any regulatory examination or request for information.

You should not



Offer gifts, hospitality or any kind of advantage, financial or otherwise, to any public or political agent, to people related to them, in return for private benefits or benefits for the company;



Use an intermediary, an individual or legal entity to conceal or hide the interests or identity of anyone who may benefit from any illegal acts committed;



Carry out agreements or prior arrangements with competitors or with associations representing competitors whose purpose is to defraud the competitive nature of procedures involving direct and indirect government;



Use company funds, facilities, agencies or other means to support, directly or indirectly, any candidate or political party;



Promise, negotiate, offer, authorize or receive bribes of any nature, including facilitating payments;



Hold meetings, talks or other types of interactions with civil servants without prior authorization from the Executive Board

Granting any benefit, whether a donation of gifts or any other to government officials or to charities associated with government officials, can be interpreted as a bribe or as a way of influencing a decision in favor of the company. If you have any questions regarding anti-corruption legislation, before any contact with national or foreign civil servants, consult the specialist areas.

SLC does not carry out any political activity, however, it may, through its Executive Board and whenever it deems convenient, come out publicly on issues that are relevant to its interests.

To learn more about this matter, see SLC Agrícola's Policy on Preventing and Combating Corruption.

2.2 SUPPLIERS

Our suppliers³ are strategic partners for carrying out our business. We adopt objective and impartial selection and hiring criteria, with no margin for favoritism.

The ethical and transparency principles that guide our relationship determine that

we must not obtain or grant any advantage through the misuse of courtesies or other commercial inducements.

We expect our suppliers to act in accordance with the principles outlined below:

- Comply with all applicable laws;
- Prohibit acts of corruption;
- Engage in the implementation of mechanisms to combat corruption, fraud, money laundering, cartel and other illegalities along with the government;
- Respect the basic human rights of employees;
- Prohibit slave labor and child labor;
- Respect the basic human rights of employees;
- Act in accordance with applicable local and international standards relating to environmental protection;

³ A supplier is understood to be any and all third parties with which SLC has a business relationship. This definition includes those suppliers who act on behalf of the company.

- Promote, within its supply chain, compliance with these requirements

Likewise, we expect each employee to assist in their monitoring. For this:

You should



Use moderation and common sense to avoid damage to the reputation of the company or its employees;



Assess the qualifications and reputation of third parties, including verification of possible involvement in corruption cases and practices of fraud, before entering into contracts;



Refuse any kind of favor, gifts or advantages offered by people or organizations that do or seek to do business with SLC, except promotional gifts that have no commercial value and that do not cause embarrassment for the employee or for the company, of compliance with internal policies and procedures;



Whenever possible, seek to hire suppliers that have an integrity program in place;



Establish integrity and anti-corruption clauses in signed contracts;



Ensure that suppliers understand our company principles and align with them;



Monitor the activities of suppliers, especially those classified as high risk, in order to ensure that they comply with the principles of ethics and integrity;



Maintain the secrecy and confidentiality of business information and personal data to which they have access.

You should not



Maintain commercial and personal ties that may influence decision-making and compromise exemption;



Offer any kind of favor, gifts or improper advantages;



Under no circumstances use suppliers as intermediaries to carry out any illegal activity or that contradicts the requirements of this Code of Ethics and Conduct;



Fix or exert influence on resale prices and imposing illegal restrictions on commercial counterparties.

Suppliers, including service providers that perform any type of activity on SLC's premises must comply with internal guidelines and respect pre-established policies regarding social responsibility, the environment and occupational health and safety.

SLC Agrícola employees can find more information on this subject in the Internal Relations with Suppliers Procedure and in the Purchasing Policy.

2.3 COMPETITORS

We understand that the relationship with competitors is essential and healthy when supported by high standards of ethical conduct. We conduct our relationships in order to avoid any attitudes that contribute to the limitation, falsification or any other form of action that may harm free competition and free enterprise and that contributes to the formation of cartels⁴.

⁴ Cartels are agreements between competing companies to fix prices, allocate customers or territories, or manipulate bids.

Thus, our relationship with competitors requires transparency and accountability. For this

You should



Ensure fair competition and not engage in activities or businesses that are harmful to the consumer, the government or society;



Maintain the confidentiality of any competitor data you may have access to.

You should not



Establish relationships with competitors, aiming at agreements regarding prices, production capacities, market sharing, sales territories or production programs;



Adopt any attitudes that eliminate healthy competition;



Establish agreements with competitors in order not to compete, restricting business with suppliers, presenting fictitious offers in the context of proposals or sharing customers, markets, territories or production programs;



Obtain and use confidential competitor information.

The participation of employees in any type of trade association, on behalf of the company, will depend on prior authorization from the Executive Board.

SLC Agrícola employees can find more information on the subject in the Internal Relations with Competitors Procedure.

2.4 CUSTOMERS

SLC's success is due to the quality of its products and services, but, above all, the quality of its relationships with its customers. All transactions with customers must be conducted in legal and ethical terms.

Our quality assumptions assume complete satisfaction. Therefore:

You should



Be permanently focused on the needs of customers, with commitment and willingness to satisfy them



Respect and protect the confidentiality of non-public confidential information of customers and investors, among others

You should not



Access or use customer information, except for proper business purposes;



Discriminate, exclude or restrict customers by gender, culture or ethnicity, race or color, social status, religion, age, marital status, sexual orientation, political or philosophical beliefs, permanent or temporary physical characteristics, disability, nationality, or for any other reason

2.5 COMMUNITY

Encouraging the development of our communities has always been at the foundation of SLC. We operate in the locations where we are present, directing our efforts towards the development of people, assistance entities and communities, preferably using education as a means to generate opportunities

and possibilities of transformation in people's lives. Therefore:

You should



Encourage ethics and transparency in the projects of institutions and individuals with which we interact.

You should not



Neglect or hinder local development;



Use the relationship with communities as acts of electoral propaganda or as a means to obtain undue advantages (corruption) from a civil servant or private entity, in a veiled manner or not

3 DONATIONS AND SPONSORSHIPS

Our premise is to encourage the development of the communities where we are present, in a responsible and transparent manner.

Donations must follow strict criteria with observance of applicable laws and be duly formalized, in a transparent manner, allowing the reason and destination to be identified at any time. They must comply with this Code and other internal procedures or regulations and may only be carried out with consent, and must not occur through deposits in private accounts.

We do not make donations to individuals, organizations that represent a risk to our reputation, parties, candidates for public office, religious institutions

and any institution that poses a risk of improper application of the donated resource.

All contributions in the form of sponsorship must be transparent, based on a written contract, have a legal business purpose and be adequate to the compensation offered. Therefore:

You should



Ensure transparency, accountability and good faith in making donations and sponsorships on behalf of SLC;



Ensure that SLC makes donations and sponsorships for the benefit of the community and to improve society, as a way of exercising our corporate citizenship.

You should not



Request or accept donations from third parties in a way that leads to the understanding that compliance is a requirement for doing business with the company;



Promise, offer or make contributions for the purpose of securing unjustified competitive benefits;



Contribute to events organized by people or institutions with objectives that are incompatible with our business principles and/or that may damage our reputation;



Make donations or sponsorships, on behalf of SLC, as a way to replace a political contribution.

4 CONFLICT OF INTERESTS

We conduct our actions so as to avoid conflicts of interest⁵, whether real, potential or apparent. We hope that all employees and other stakeholders with whom SLC relates to act honestly and ethically, avoiding conflicts of interest in their personal and professional relationships.

Some examples of situations that can be configured as conflicts of interest are:

- Existence of relatives in the same hierarchical reporting line;
- Existence of close relatives in decision-making positions in public bodies;
- Employees with a second job;
- Employees with a relationship with competing companies;
- Employees with relatives in competing companies;
- Relatives of employees with decision-making power in companies with a business relationship with SLC;
- Employees with equity interest in a third-party company that has a relationship with SLC
- Disclosure or use of privileged information, for one's own benefit or that of third parties, obtained as a result of the activities carried out.

If you have relatives, direct⁶ and/or indirect, or relationships with people who work in an organization that has a relation with SLC (competitor, suppliers, customers, partners, among others), formally communicate this situation to the company, which reserves the right to analyze it.

⁵ Conflict of interests may occur when, due to a private interest, an employee may be influenced against the company's principles, making an inappropriate decision or failing to fulfill their professional responsibilities.

⁶ Direct relatives are the following: spouse, children, parents, siblings and aunts and uncles; and indirect: in-laws, sons-in-law and daughters-in-law.

All employees are hired on an exclusive dedication basis. Any other paid activity must be communicated and duly approved by the Executive Board. The employee has the duty to inform the manager, through formal processes, about the existence of a potential conflict of interest.

If you have friends, relatives, or other personal or business relationships with individuals who act as government officials or who are related to a government official, carefully consider whether those relationships create a conflict of interest with your responsibilities at the company. Therefore:

You should



Avoid situations that could represent a conflict of interest;



Communicate, through the competent channels, any situations that may result in a conflict of interest;



Ask for help whenever there are doubts about the classification or not of a situation as a conflict of interest

You should not



Disclose or make use of privileged information, obtained as a result of the activities carried out, for private benefit or that of third parties;



Participate in activities that may harm the company's reputation;



Give or receive gifts that could create or appear to be a conflict of interest. Gifts should not be used as a form of compensation or reward for professional performance

Conflict of interest situations may exist in many other situations, not described in this Code. For this reason, ask for help whenever there is the slightest doubt as to whether or not it qualifies. One way to assess whether you have a conflict of interest situation is to consider whether a reasonably well-informed person would conclude that your interest in a matter could in any way influence your decision or performance in your role at the company.

SLC Agrícola employees can find more information on the subject in the Internal Conflict of Interest Procedure.

4.1 GIFTS AND ENTERTAINMENT

SLC's reputation depends on everyone's integrity. Some forms of relationships or commercial practices can be understood as means of influencing decision makers, with devices aimed at circumventing rules, or they can be interpreted as illicit means of facilitating business, both in relations with the public and private sectors.

The company only allows promotional gifts to be received, which have no commercial value and which do not cause embarrassment for the employee or for SLC, in accordance with specific internal policies and procedures.

Gifts, whether prizes, trips, tickets to concerts, sporting events, shows, meals, among others, can only be granted if they are in accordance with internal policies and procedures and with applicable laws, and if they do not appear to be in misconduct or bad faith.

The company expects each employee to act with care and diligence in all their relationships. For this:

You should



Maintain relationships, with different audiences, guided by ethics, professionalism and respect;



Refuse any benefits that may lead to ties or commitments harmful to the company's integrity, unless, within the limits allowed and documented in our internal procedures;



Follow the premises of this Code and the internal rules in case of acceptance or concession of gifts, presents and hospitality.

You should not



Offer or grant undue advantages, directly or indirectly, to any person or organization, nor take advantage of their position to demand, accept, seek to obtain or promise undue advantages.

4.2 DATA PROTECTION, ASSETS AND INFORMATION

We are all responsible for caring for and conscientiously using company assets and information. We must ensure the protection of personal data to which we have access and keep confidential information confidential⁷.

⁷Confidential information includes, but is not limited to memorandums, notes, lists, records, personal data and other confidential documents, whether in print or digital format.

This information must be delivered to the company immediately after the employment or contract ends, and it is your obligation to protect it even after your employment or contractual relationship ends.

Examples of confidential information are:

- Accounting data, personnel data and business data;
- Data on product or activity diversification;
- Data on capital increase or dividends;
- Various company management indexes;
- Marketing conditions with suppliers or customers.

The company has access to personal data of people inside and outside the organization. This is necessary to administer and manage the operation of our business effectively and efficiently.

We store and process personal data in different ways to fulfill our legal, regulatory and other obligations, such as those obligations established under the General Personal Data Protection Regulation. Personal data will be retained by the company only for as long as is necessary to satisfy a legitimate business purpose or fulfill a legal or regulatory obligation.

SLC provides employees with access to the goods and information⁸ necessary to perform their duties. All intellectual property and its rights belong to the company.

⁸ Goods are considered assets, properties, vehicles, telephones, equipment, software, hardware, among others.
The information includes memorandums, documents and any other data to which the employee may have access.

All of us, when making use of company assets and information, are responsible for observing and adhering to the applicable rules. Therefore:

You should



Use SLC's assets exclusively for professional purposes and in the interest of the company;



Protect and safeguard company assets and information against loss, theft, leaks, misuse and waste;



Ensure the security of information and the conscientious use of the data at your disposal, so as not to infringe the business rights and the rights of each individual;



Maintain confidentiality with regard to internal business matters that have not become public knowledge. This obligation will continue to apply even after the termination of the employment relationship;



Generate accurate and truthful records and reports, whether for external or internal purposes;



Request prior authorization from the company, if you need to carry out external communication or participate in events or live videos in which matters about the company will be discussed.

You should not



Generate or transmit information that incites racial prejudice, glorification of violence or other criminal acts or sexually offensive content;



Make video or audio recordings that relate in any way to the company, without consent from your manager;



Use confidential and/or privileged information for personal purposes, such as buying or selling company stock based on such information, or making recommendations to third parties for this purpose;



Provide information about former employees. These can only be provided by a designated professional from the Human Resources area.

The removal of assets or information from the company's premises without prior authorization may be considered theft or misappropriation.

If the company transfers personal data to other jurisdictions, it must do so in compliance with all applicable data protection laws. Any request for this type of information by a person outside the company, or even by employees who do not need it in their activity, must be immediately reported to the leadership, who will authorize it or not, after analyzing the interests of the company as a whole.

Guidance on the use of information resources is clearly specified in its own internal rules and must be meticulously observed.

5 ACCOUNTING AND FINANCIAL STATEMENTS

The company's bookkeeping is kept in permanent records, in accordance with commercial, fiscal, corporate rules and fundamental accounting principles.

We have accounting control rules and procedures to ensure that assets are protected and used correctly and that financial records and reports are accurate and reliable.

Therefore, the conducts below are expected to keep complete and accurate records. Therefore:

You should



Obey and maintain the required internal controls;

Ensure that accounting records, created by you or under your responsibility, are financial reports, accounting records, research reports, sales reports, purchase reports, expense accounts and other company documents, are complete, accurate, and honestly reflect each transaction, revenue or expense, and are generated in due time and in accordance with applicable accounting rules and standards;



Immediately report any actions that involve fraud, willful errors, false statements or assertions, misreporting of accounting and financial information.



You should not



Make false statements in any company documents, whether publicly disclosed or not;



Defraud or make deliberate mistakes in the conduct of accounting records and financial statements.

6 ESG PRINCIPLES

We follow the international ethical principles and ESG criteria, which stands for Environmental, Social and Governance. We contribute to the preservation of natural resources through low-carbon production, reducing emissions of

greenhouse gases that cause climate change. We seek to ensure that our presence in communities makes people's lives better than if we weren't there. We are a corporate citizen, that makes a difference with everyone involved: employees, customers, suppliers, community, government and shareholders.

6.1 RESPECT FOR THE PLANET

We comply with applicable environmental legislation and are committed to preserving the environment. For this, we maintain a Management System that ensures control measures against environmental risks.

There are goals and targets that must be met and aim to:

- Integrate principles of environmental preservation and sustainable development into strategic business decisions;
- Observe and ensure the lowest degree of environmental impact of production processes;
- Comply with legislation and ensure high standards of environmental quality;
- Prevent any occurrence that could harm the environment, employees and/or the community, and if it occurs, it will be communicated to the responsible authorities, in a true and immediate manner, with quick action to correct the problem.

6.2 SOCIAL RESPONSIBILITY

Social Responsibility is a practice incorporated in the management processes and a factor present at SLC. We seek sustainability, since our activities affect everyone who is directly or indirectly linked to us.

This premise is consolidated through the economic-financial soundness of environmental and social activities.

SLC has ethical and legal commitments of social responsibility that must be observed by its employees:

- Promotion of citizenship;
- Encouragement of volunteering;
- Promotion of sustainable development;
- Transparency in activities;
- Knowledge of the company's social and community responsibilities;
- Participation in activities for this purpose whenever possible. If these occur during office hours, the area's leadership must grant prior authorization.

6.3 CORPORATE GOVERNANCE

We observe and maintain good Corporate Governance practices with regard to accounting regulations and public disclosure. It is everyone's duty to ensure transparency in the relationship with all stakeholders, as well as maximizing value creation.

We are committed to putting into practice the business model aligned with the sustainability of the agricultural sector, ensuring balance and strengthening the positive impacts.



PERSONAL CONDUCT

1 ATTITUDE

SLC expects all employees, without exception, to conduct themselves with dignity, honesty and in accordance with the ethical standards of society, in addition to the caution and diligence that every successful professional usually uses to manage their personal finances. For this:

- It invests in the professional development of its employees, contributing to their learning and updating their knowledge. Training is provided on various topics, including technical aspects related to the business, ethics and conduct, leadership, among others. We expect all employees and third parties to participate in the training programs offered to each audience, acting as protagonists in their personal and professional development;
- It promotes an inclusive and healthy work environment. Encourage dialogue and relationships based on trust, cooperation and mutual respect. We expect all employees and third parties to value and respect diversity of all kinds, personal dignity, privacy and the rights of all human beings;
- It does not tolerate discrimination of any person and of any nature, whether due to gender, race, color, ethnicity, social status, religion, age, marital status, sexual orientation, political or philosophical beliefs, permanent or temporary physical characteristics, disability, nationality or for any other reason. Just as acts of violence, harassment, prejudice and unworthy working conditions are not tolerated;

- It promotes the health and safety of its employees and third parties who work on its premises. All employees and third parties must know and strictly follow the policies and procedures relating to health and safety at work.

You should



Build a reputation with caution and respect;



Dress appropriately for the work environment;



Correctly use the uniform, for employees who occupy positions with this requirement;



Be careful with your personal image on social media;



Repudiate discrimination of any kind;



Respect all form of diversity, personal dignity, privacy and the rights of all human beings;



Seek, on trips, for the most economical accommodation, food and transport, using, whenever possible, the hotel network that maintains an agreement with the company.

You should not



Wear short, tight or very flashy and informal clothes;



Negatively expose your co-workers and/or the company where you work on social media;



Be, during working hours and/or in the work environment, under the influence of alcoholic beverages or narcotic substances;



Act inappropriately in get-togethers, trips, events, training courses and business meals, as well as abuse the use of alcoholic beverages;



Carry a weapon of any kind;



Practice or tolerate moral and/or sexual harassment.

Employees have an image to preserve with third parties. Therefore, they must always offer their best at every moment, acting with courtesy, attention and solicitude towards everyone, in addition to showing serenity, efficiency, optimism and accessibility.

Employees have an image to preserve with third parties⁹. Therefore, they must always offer their best at every moment, acting with courtesy, attention and solicitude towards everyone, in addition to showing serenity, efficiency, optimism and accessibility.

⁹ Social media includes, but is not limited to Facebook, LinkedIn, Instagram, WhatsApp, blog forums, Twitter, e-groups, social media websites or apps, YouTube, Vimeo, among others.

Therefore, it is essential to build a reputation with caution and respect, considering that information is perpetuated in the virtual environment and can have an inappropriate or uncomfortable repercussion for those involved.

2 INTERNAL RELATIONS

Leaders, in order not to compromise their personal image and that of the company, should avoid nasty comments, gestures and love affairs involving colleagues.

SLC values and respects diversity. Therefore, discrimination of any kind is repudiated.



INTEGRITY AND COMPLIANCE MECHANISMS

Our Integrity Program and our Compliance System are established with the purpose of contributing to meeting the guidelines of this Code of Ethics and Conduct. Therefore, it is everyone's duty to support and engage in the activities, processes and controls of this program, in order to keep it constantly effective. The company has an external audit contracted so that, together with its team of internal auditors, it makes the existing processes even more robust, therefore, if invited to contribute, the employee must be willing to do so.

SLC sets up a SCL sets up Loss Prevention Committee to manage the whistleblowing channel, as well as to monitor compliance with the provisions of this Code.

In particular, the prohibition of granting or offering bribes, kickbacks, facilitation payments and any other benefit that constitutes an undue advantage, either directly or through third parties, is emphasized. Any type of fraud, disclosure of false information, formation of a cartel and engaging in illegal activities, such as money laundering, unfair competition and non-compliance with applicable laws and codes, is also prohibited.

Sensitive cases are treated confidentially. Retaliation of any kind is prohibited. Only people who need to know the information should access it. For reports, the principle is always adopted that what matters is the content and not the source, guaranteeing anonymity.

SLC provides periodic training, covering the content of the Code and the importance to comply with it. These trainings are mandatory for all employees.

Compliance department, with the support of the Loss Prevention Committee and the Internal Controls department, are the internal instances responsible for applying this Code.

1 VIOLATIONS OF THE CODE OF ETHICS AND CONDUCT

Violations of this Code will be subject to disciplinary action and/or penalties based on applicable law.

This may result, among other penalties, in a verbal or written warning, dismissal with or without just cause, prosecution, depending on the result of the investigation of the facts. For third parties, sanctions, contractual termination and prosecution may be applied.

It is up to each employee or third party to formally notify the company, through their immediate superior or through the whistleblower channel, whenever they become aware of a possible violation of the terms of this Code. All reports received will be treated with confidentiality and secrecy, with the exception of cases where there is a legal obligation to inform government authorities.

The report can be made in the following ways:

- 1) Communicated to your **immediate manager**.
- 2) Calling directly: **0800 648 6306**.
- 3) Through the website: **<https://www.contatoseguro.com.br/pt/slcagricola/>**
- 4) On the **Contato Seguro app**.

Employees should not abstain when in doubt, but consult an expert.

2 CONFIDENTIALITY, NON-RETALIATION AND WHISTLEBLOWER PROTECTION

All cases are treated confidentially and anonymity is guaranteed. The whistleblower channel is managed by an external and independent company and is available to all employees and third parties. It allows the whistleblower to make their report anonymously or identified. Only people who need to know the information will have access.

Retaliation of any kind is prohibited. Employees will not be punished for making reports. Disciplinary measures may be applied regardless of the hierarchical level of employees who practice or attempt to practice retaliatory acts against whistleblowers. As well as for false allegations made in bad faith.

SLC Agrícola employees can find more information on the subject in the Internal Policy on Investigations and Disciplinary Measures.



www.slc.com.br | www.slcagricola.com.br | www.slcmaquinas.com.br