

# Compliance Policy

Version 1 - 2023

## 1. Objective

This Policy is aligned and supplementary to the requirements of the SLC Agrícola's Code of Ethics and Conduct, regarding the provisions of Brazilian Law no. 12.846/2013 and other national and international laws and regulations applicable to the theme. The Compliance Policy establishes SLC Agrícola's Integrity Program, the guidelines and rules for this activity and for the Compliance System.

## 2. Scope

This Policy is applicable to all employees of SLC Agrícola, its controlled companies and affiliates.

## 3. Definitions

- **Law 12.846/2013:** Anti-corruption law - Provides for the administrative and civil liability of legal entities for the practice of acts against the national or foreign government and other measures.
- **Federal Law 12.529/2011:** Competition Defense Law - Structures the Brazilian Competition Defense System; provides for the prevention and repression of infractions against the economic order; amends Law no. 8.137, of December 27, 1990, Decree-Law no. 3.689, of October 3, 1941 - Code of Criminal Procedure, and Law no. 7.347, of July 24, 1985; repeals provisions of Law no. 8.884, of June 11, 1994, and Law no. 9.781, of January 19, 1999; and makes other provisions. Amended by Federal Law no. 14.470/2022.
- **Decree 11.129/2022:** Regulates Law no. 12.846, of August 1, 2013, which provides for the administrative and civil accountability of legal entities for the practice of acts against the national or foreign government. Revoked Decree 8.420/2015.
- **Integrity Program:** Set of internal mechanisms and procedures for integrity, audit and incentive to report irregularities and in the effective application of Code of Ethics and Conduct, Policies and guidelines with the objective of detecting and remedying deviations, fraud, irregularities and unlawful acts practiced against the public or private administration, national or foreign.
- **Role of Compliance:** It is implemented through the management of the Integrity Program and the development and maintenance of processes related to Compliance issues.
- **Compliance:** Compliance with laws, regulations, Code of Ethics and Conduct, internal Policies and Procedures.
- **Risk:** Risk is represented by the possibility that an event will occur and negatively affect the achievement of objectives.
- **Compliance Risk:** Risk of legal and/or regulatory sanctions because of non-compliance with legal and regulatory requirements, the Code of Ethics and Conduct, internal Policies and Procedures.
- **Due Diligence:** it is the procedure by which a documentary and Partner check is made of the legal and business characteristics of the supplier to be contracted.
- **Whistleblower Channel:** Communication channel to report practices or situations that do not comply with the legislation, the Code of Ethics and Conduct and the internal guidelines and rules of SLC Agrícola. The Whistleblower Channel is external, the whistleblowers can remain anonymous and the information received is treated with confidentiality.
- **Corruption:** Any and all actions that imply suggestion, offer, promise, concession or request, requirement, acceptance or receipt of undue advantages, of a financial nature or not.

- **Fraud:** an intentional act committed by one or more individuals, including managers, those responsible for governance, employees or third parties, involving the use of falsehood to obtain an unfair or illegal advantage.
- **Money laundering:** The crime of money laundering is characterized by a set of commercial or financial operations that seek the incorporation of illicit resources, assets and amounts in the economy of each country. It is the transformation of money originating in illicit activities, i.e., “dirty money” into money with a lawful appearance, i.e., “clean money”.
- **Unlawful act:** any act that is contrary to the legislation.
- **Retaliation:** any act of persecution or revenge practiced due to reports or manifestations of doubts, suspicions or challenges of possible violations of this Policy or illegal and unethical actions;

## 4. Integrity Program

SLC Agrícola's Integrity Program is based on our **Big Dream** and our **Values**. They are the elements that inspire and provide coherence in our performance. They are essential and must always be present in the actions and in the daily lives of all employees.

### OUR BIG DREAM

Positively impact future generations, being a world leader in efficiency in the agricultural business and respect for our planet.

### OUR VALUES

- **Passion for what we do:** We believe that those who have passion for what we do are committed, engaged and possess quality in everything they do.
- **Integrity:** We seek integrity through unquestionable, ethical and coherent conduct.
- **Long-lasting relationships:** We must have long-lasting relationships with our customers, investors, suppliers, employees, society and government and always show the utmost respect for people.
- **Sustainable results:** We must generate sustainable results by being economically viable, socially just and environmentally responsible.

The requirements established under the Integrity Program constitute an unwavering commitment to ethics and integrity throughout the Company's operations and business activities. SLC Agrícola's Integrity Program was developed based on the following premises:

- Commitment and support from senior management;
- Compliance with regulatory requirements;
- Mitigation of business risks;
- Dissemination of a culture of Internal Controls and Compliance;
- Prohibiting unlawful acts;
- Reduction of financial losses;
- Prevention of damage to the Company's reputation and image;
- Continuous monitoring.

Our **Integrity Program** includes a set of measures aimed at **preventing, detecting** and **correcting** inappropriate practices in the Company's operational and business activities, which include, but are not limited to, corruption and fraud. The culture of Internal Controls and Compliance, ethical principles and proper corporate governance practices are the basis of these pillars.

- **PREVENTION:** the **prevention** pillar seeks **to prevent** the involvement of the Company, employees and third parties in any illegal acts (corruption, fraud, among others) and/or conduct that may negatively affect the image and reputation of SLC Agrícola. The management of processes that allow effective prevention occurs through risk assessment actions, Code of Ethics and Conduct, Compliance Policies and Procedures, training, communication and due diligence. As well as the performance of Compliance and development of the themes provided in the Compliance System.
- **DETECTION:** the **detection** pillar seeks **to identify** possible attitudes or actions that may be in disagreement with legal and regulatory provisions, with the Code of Ethics and Conduct and with Policies, Procedures and other internal documents. It is performed through internal control processes and the availability and management of the whistleblower channel.
- **Correction:** the **correction** pillar seeks **to correct** the nonconformities and misconduct identified. Corrections can occur through action plans with periodic monitoring or through disciplinary measures that vary according to the severity of the detected act, observing the guidelines of the Investigations and Disciplinary Measures Policy. It is corrected through the management and development of investigation processes and disciplinary measures and monitoring and reporting.

To achieve the purpose of the Program, it is essential for all stakeholders to adopt, in their daily lives, an ethical and incorruptible posture, preventing the Company's involvement in illegal acts, to maintain its image and reputation integrity and high standards of conduct.

The **mechanisms** that compose and shape the pillars of prevention, detection and correction are configured in actions or processes of the Integrity Program. They are continuous, observe the premises for the development of the Program and are determined in the sub-items below.

#### 4.1. Risk assessment

It comprises the analysis of events that may interfere with the achievement of the Company's objectives.

The development of the risk assessment process must comply with the guidelines and rules of the Risk Management Policy. In this context, the steps include: i) construction/updating of the risk map; ii) assessment and classification of the identified risks, considering the impact and probability of occurrence; iii) definition of the risk response; iv) monitoring of the risk matrix.

The Compliance risk matrix must be reviewed every two (2) years.

Within the scope of risk assessment, the responsibilities of Compliance, as a second line of defense, and the responsibilities of all SLC Agrícola's departments, as a first line of defense, include:

SECOND LINE OF DEFENSE COMPLIANCE	FIRST LINE OF DEFENSE ALL DEPARTMENTS/BUSINESS UNITS
Support in defining the methods for risk management.	Periodically assess potential Compliance risks in business development.
Support in defining the compliance risk appetite.	Identify and assess the risks linked to the business, determining effective controls to mitigate these risks.
Identify, assess, and monitor compliance risks with an appropriate discernment between the Company's exposure to risks and proposed business activities.	Notify the Compliance area when identifying new risks related to Compliance risks.
Develop indicators to manage compliance risks.	
Develop annual Compliance planning including Compliance risk assessment processes and activities and development of Compliance audits	

## 4.2. Code of Ethics and Conduct, Compliance Policies and Procedures

It corresponds to the formalization of the company's stance with regard to behavioral issues, business practices and processes.

Ethical and integrity conduct should be the basis of all our actions, with the Code of Ethics and Conduct being the main means by which the fundamental principles are expressed and the definition of the meaning of integrity and expected conduct. It may not cover all everyday situations, and it is the duty of all employees to seek support from the specialist areas in case of doubts. The Compliance Policies and Procedures are supplementary to the premises of the Code of Ethics and Conduct addressing the rules, controls and responsibilities in the conduct of the processes related to the Integrity Program.

Within the scope of the Code of Ethics and Conduct, the Compliance Policies and Procedures, the responsibilities of Compliance, as a second line of defense and the responsibilities of all SLC Agrícola Departments, as a first line of defense, include:

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<sup>1</sup> Model of the three lines of defense:

**FIRST LINE:** the first line exists to defend the company against any weaknesses it may have. It is composed of the business areas and responsible for processes.

**SECOND LINE:** The second line is composed of professionals who support the first line of defense. At this point we talk about the area of controls, including Compliance, Quality, Processes and Risk Management. The second line supports the first and ensures that its work is developed, supporting and seeking compliance in policy enforcement and risk management.

**THIRD LINE:** this line concerns internal auditing. Area that makes independent assessments of the other two lines of defense and reports to the governance and management bodies.

SECOND LINE OF DEFENSE COMPLIANCE	FIRST LINE OF DEFENSE ALL DEPARTMENTS/BUSINESS UNITS
Develop and keep duly updated the set of Compliance Policies and Procedures, which support the Compliance topics	Participate as a member in the development of Compliance Policies and Procedures, as well as, of the Code of Ethics and Conduct (when required).
Promote and participate in periodic reviews of the SLC Group's Code of Ethics and Conduct.	Ensure all relevant processes, procedures and manuals under its responsibility are documented and aligned to Compliance requirements and other rules applicable for managing processes and documents.

### 4.3. Training and Communication

Training so that each employee understands the objectives, rules and their role to ensure the success of the Integrity Program. Dissemination of high standards of integrity and conduct, through the dissemination of compliance culture, in compliance with the principles and guidelines established in the SLC Agrícola's Code of Ethics and Conduct.

Annual training and communication plans will be developed, covering matters inherent to Compliance activities, necessary to form a culture of prevention of illegal acts, risk management and for the increase of the internal control environment.

The Code of Ethics and Conduct, as well as the main aspects of the Integrity Program, must have training available to all employees of the Company.

In the scope of training and communication, the responsibilities of Compliance, as a second line of defense and the responsibilities of all SLC Agrícola's departments, as a first line of defense, include:

SECOND LINE OF DEFENSE COMPLIANCE	FIRST LINE OF DEFENSE ALL DEPARTMENTS/BUSINESS UNITS
Develop and contribute to education programs that ensure that the entire staff is aware of Compliance risks and the obligations related to the activity performed.	Participate in the Compliance training provided.
Disseminate the culture of integrity, promoting awareness and emphasizing the commitment and engagement of each employee in the implementation of the Integrity Program.	Ensure that all employees on the team are adequately trained and aware of Compliance risks relevant to their activity and applicable internal controls.
Develop, together with the specialist areas in each of the topics, an annual training and communication plan	Establish a corporate culture that encourages appropriate behavior and adherence to SLC's Code of Ethics and Conduct guidelines, where employees feel safe and comfortable talking and giving feedback.

### 4.4. Due Diligence

It comprises the risk assessment of third parties, whether suppliers, customers, mergers/acquisitions processes, among others, seeking to avoid exposure of the Company in these relationships.

In this assessment and in the monitoring of third party risks, different public and private databases are consulted, which allow assessment of the exposure that the relationship with a certain third party may bring, whether in the strategic, financial, operational Compliance and ESG (environmental | social | governance). These checks on public and private databases are carried out with the support of a third-party risk management tool and comprise, but are not limited to:

- National Registry File of Companies Not in Good Standing (CEIS);
- Registry of Impeded Non-Profit Private Entities (CEPIM);
- National Registry of Sanctioned Companies (CNEP);
- National Registry of Civil Convictions for Acts of Administrative Misconduct of the National Council of Justice (CNJ);
- List of Companies that are Ineligible or Not in Good Standing with the Federal Audit Court;
- Dirty list of slave labor of the Ministry of Labor and Social Security (MTE).

According to the risk classification, for cases where the start or maintenance of the relationship is chosen, controls can be established, which mitigate them.

In the scope of Due Diligences, the responsibilities of Compliance, as a second line of defense and the responsibilities of all SLC Agrícola’s departments, as a first line of defense, include:

SECOND LINE OF DEFENSE COMPLIANCE	FIRST LINE OF DEFENSE ALL DEPARTMENTS/BUSINESS UNITS
Provide appropriate methodology and tools to assess third party risks, in the scope of Compliance.	Ensure that contracting occurs in accordance with internal rules and always after performing third-party Due Diligence.
Assess those third parties classified as high risk indicating the appropriate controls for risk mitigation, as well as indicating the non-start or continuity of the relationship, when necessary.	Perform the initial assessment of the third party to be contracted.
Develop and maintain Code of Ethics and Conduct for third parties.	Contribute to analysis and investigation processes, whenever invited, if willing to do so.

#### 4.5. Identification of non-conformities

It comprises the set of mechanisms for identifying regulatory, internal or external non-conformities.

Non-conformities can be identified through Compliance risk assessment processes, Compliance audits, reports or complaints made directly to the Compliance area or registered in the Company's Whistleblower Channel.

For Compliance risk assessment and Compliance audits, a work plan must be prepared that includes the scope to be evaluated.

In the scope of the identification of non-compliances, the responsibilities of Compliance, as a second line of defense and the responsibilities of all SLC Agrícola’s departments, as a first line of defense, include:

SECOND LINE OF DEFENSE COMPLIANCE	FIRST LINE OF DEFENSE ALL DEPARTMENTS/BUSINESS UNITS
Conduct risk assessment processes and audits to verify the adherence of processes and controls.	Assess the information and data collected and indicate whether the standards have been met.
Develop, and may also apply, compliance tests to verify the level of adherence to the internal and external regulations.	Monitor the implementation of the open points, according to the action plan established.
Validate and monitor the implementation of the action plans established for any non-conformities of Compliance.	

#### 4.6. Whistleblower Channel

Reports of concerns related to illegal practices, misconduct and/or violations of the Code of Ethics and Conduct, Policies, Procedures and other internal documents must be reported directly to the Whistleblower Channel or directly to the Compliance department.

The Whistleblower Channel represents the availability of a form and means of communication that ensures the anonymity of the whistleblower, the confidentiality and secrecy of the information received and processed. The reports received will be processed by the Loss Prevention Committee, with total confidentiality, guarantee of anonymity and prohibition of retaliation.

In the scope of Whistleblower Channel, the responsibilities of Compliance, as a second line of defense and the responsibilities of all SLC Agrícola's departments, as a first line of defense, include:

SECOND LINE OF DEFENSE COMPLIANCE	FIRST LINE OF DEFENSE ALL DEPARTMENTS/BUSINESS UNITS
To make available mechanisms that ensure confidentiality and secrecy in handling complaints, as well as non-retaliation for the whistleblowers.	Report any irregularities that come to their attention, providing as much information as possible to start an investigation.
Encourage whistleblowing.	Maintain confidentiality about any matters that may come to light through the investigation process.
Ensure proper management of the Whistleblower Channel, maintaining the credibility of the Channel before all audiences.	

#### 4.7. Investigations and Disciplinary Measures

Based on this Policy, applicable laws, the Code of Ethics and Conduct, other policies and procedures in force at SLC Agrícola, the practice of illegal or unethical behavior, fraud and other irregularities to the Private and/or Public Administration, national or international, by an administrator, employee or contracted third party is punishable and will result in disciplinary measures.

To investigate the allegations, reports, suspicions and manifestations, the investigation procedure is adopted with the purpose of ascertaining the truth and taking the appropriate measures, both to correct the fact and to prevent it from being repeated.

In the scope of investigations and disciplinary measures, the responsibilities of Compliance, as a second line of defense and the responsibilities of all SLC Agrícola’s departments, as a first line of defense, include:

SECOND LINE OF DEFENSE COMPLIANCE	FIRST LINE OF DEFENSE ALL DEPARTMENTS/BUSINESS UNITS
Conduct investigations regarding potential inappropriate conduct related to Compliance issues, whenever required by the Loss Prevention Committee or requested by the Compliance department itself	Provide all relevant information and cooperate in conducting investigations, whenever required.
Develop and implement data-based analyses and other tools to carry out actions related to the pillars of the Integrity Program.	Maintain confidentiality about any matters that may come to light through the investigation process.
Assist in the investigation process by defining the requirements of confidentiality and secrecy, as well as non-retaliation for the whistleblower.	
Recommend disciplinary measures, subject to the provisions of the Investigations and Disciplinary Measures Policy.	

#### 4.8. Monitoring and reporting

Constant process to identify whether the pillars and dimensions of the program are working as planned, as well as periodic reporting to stakeholders of issues related to the Integrity Program and Compliance.

Each year, an Annual Compliance Report must be prepared and delivered, to be presented to the Company's Executive Board, the Statutory Audit Committee and Board of Executive Officers containing the results of the previous calendar year, and including:

- I - the systematic monitoring of the Integrity Program of SLC Agrícola; II - the conclusions of the examinations carried out; and
- III – recommendations regarding possible deficiencies, with the establishment of improvement schedules, when applicable.

In the scope of monitoring and reporting, the responsibilities of Compliance, as a second line of defense and the responsibilities of all SLC Agrícola’s departments, as a first line of defense, include:



SECOND LINE OF DEFENSE COMPLIANCE	FIRST LINE OF DEFENSE ALL DEPARTMENTS/BUSINESS UNITS
Formally report to senior management the main indicators of the area, incidents, risks and controls identified from the Compliance assessments.	Report any and all potential Compliance incidents to the Compliance area, including risk incidents.
Prepare the Annual Compliance Report.	Periodically follow up on the action plans in progress ensuring implementation of the adjustments and/or improvements planned.
Periodically follow up on the action plans in progress.	

## 5. Compliance

Compliance is performed by managing the Integrity Program and developing and maintaining the processes related to each of the Compliance System's topics. Its conduct must be configured as the foundation for the Company's sound and sustainable growth. Compliance must be based on the following assumptions:

- Independent and autonomous management to ensure exemption and impartiality;
- Full access to information and proper confidentiality to perform this function;
- Free and immediate access of Compliance management to senior management forums, including Board of Executive Officers, Statutory Audit Committee, Fiscal Council and Board of Directors;
- Availability of compatible and sufficient resources for the effective performance of the activities related to Compliance;
- Dissemination of high standards of integrity and conduct;
- Protection of the Company's reputation, maintaining the trust of employees, investors, customers, suppliers, and society;
- Effectiveness of corrective measures taken when non-conformities are identified.

## 6. Compliance Processes

SLC Agrícola's **Compliance Processes** are inserted in the **prevention** pillar of the Integrity Program and establish the guidelines and rules, aligned with the premises of the Code of Ethics and Conduct for each one of the following topics. These topics have specific **procedures** that determine the rules, guidelines, controls and responsibilities related to each aspect.

### 6.1. Conflicts of Interest

SLC Agrícola expects its employees to avoid any situation that may generate a conflict between their personal interests and the interests of the Company. Each employee is responsible for analyzing their own situation and immediately reporting any potential conflict of interest that may exist.

The situations that may constitute an actual or potential conflict of interest, as well as the rules, guidelines, controls and responsibilities are defined in an internal procedure.

## 6.2. Relationships with Third parties

The interaction between Compliance department and the departments that have a relationship with third parties is essential to strengthen the Compliance culture. The Code of Ethics and Conduct for Third Parties establishes the rules that guide ethical, fair, responsible and transparent action. The aspects presented in it are aligned with the premises of SLC's Code of Ethics and Conduct.

Contracting a third party must be preceded by an approval process, including a reputational analysis.

The rules, guidelines, controls and responsibilities related to the relationship with third parties are defined in an internal procedure.

## 6.3. Gifts and Entertainment

SLC Agrícola does not allow employees to accept any kind of favor, presents or advantages offered by people or organizations that do or seek to do business with the Company, except promotional gifts that do not have commercial value and that do not cause embarrassment to the employee or the Company. Similarly, employees are not allowed to offer gifts, presents or any kind of financial advantage or not, to any public or political agent, to persons related to them, in exchange for private benefits or for the Company.

The rules, guidelines, controls and responsibilities relating to gifts and entertainment are defined in specific internal policies or procedures.

## 6.4. Donations and Sponsorships

Donations and entering sponsorships must always be made for legitimate reasons, with the highest standard of transparency, integrity, and legality. Any donations and sponsorships must be duly accounted for in the accounting records, through a specific and self-explanatory note of the resources spent.

The key principles for handling donations and/or sponsorships are:

- Benefits may not be granted to obtain any undue advantage;
- The current legislation must be fully complied with, i.e., there must be permission for the act, taxes must be considered, among other legal determinations;
- It cannot generate any negative perception and/or that may affect the image of the Company or employees; and
- The event must be properly accounted for and faithfully represent reality.

Any donation and sponsorship must be previously approved, observing the specific rules and when approved, finalized by signing a contract.

The rules, guidelines, controls and responsibilities related to donations and sponsorships are defined in an internal procedure.

## 6.5. Facilitation Payments

Facilitation payments are requests or payments, usually of small value, used to accelerate processes or obtain some advantage unlawfully. Such payments are not official and are not part of the processes established by the beneficiary body. Usually, they are also known as "urgency rates". To properly handle requests and/or facilitation payments, SLC Agrícola has established legal limits, as it understands that it is the duty

of all employees to strictly comply with applicable laws and engage appropriately in advance in the processes that may lead to such situations.

If a facilitation/extortion payment is made, the employee must accurately report the event. This report will be assessed by the immediate manager, the Compliance area and the Legal area.

The rules, guidelines, controls and responsibilities relating to facilitation payments are defined in an internal procedure.

## **6.6. Mergers and Acquisitions**

Mergers, acquisitions and corporate restructuring processes should provide for risk assessment. In addition, Anti-Corruption Due Diligence aims to verify compliance with legal requirements, irregularities or unlawful acts committed or the existence of vulnerabilities in the legal entities involved and must be carried out prior to the execution of the transaction. If any non-conformities are identified, they must be assessed, treated and monitored, which may result in the process not being carried out.

After the process is completed, the operations must be the scope of periodic compliance checks with anti-corruption legislation. When necessary, corrective measures should be taken.

The rules, guidelines, controls, and responsibilities related to mergers, acquisitions and corporate restructuring processes are defined in an internal procedure.

## **6.7. Anti-corruption**

SLC Agrícola promotes its business with integrity, transparency, and honesty, therefore, does not tolerate its employees or third parties offering gifts, presents or any kind of financial advantage or not, to public or private government companies, public agents, politicians and/or persons related to them, in return for private benefits for third parties and/or for the Company. The Company undertakes to prohibit any form of bribery, work with legality and transparency in relations with third parties, whether in the public sector or in the private sector and strive for transparency in the information and collaboration in investigations, whenever necessary.

Bribery from individuals and government officials is against the law and SLC Agrícola's Code of Conduct. It is the duty of all employees to comply with anti-corruption laws including, but not limited to, Law no. 12.846/2013 (Clean Company Act), the U.S. Foreign Corrupt Practices Act (FCPA), the U.K. Bribery Act (UKBA).

The guidelines, rules and responsibilities related to preventing corruption are defined in a specific policy that observes the provisions of Brazilian Law no. 12.846/2013 and other national and international legislation and commitments that prohibit bribery, in all its forms.

## **6.8. Fraud Prevention**

SLC Agrícola adopts measures to prevent fraud and protect the quality and integrity of the financial statements. Situations under suspicion or confirmed are handled to determine responsibilities and necessary measures.

Similarly, it repudiates any activities that may be characterized as, or cooperate with, money laundering and terrorism financing practices.

Compliance with anti-money laundering and anti-terrorism laws and regulations requires constant attention to possible alerts that may appear in the course of business, signaling a problem. If alerts are identified, an additional appropriate due diligence assessment will be required.

The phases of money laundering crime comprise the placement, i.e., insertion of dirty money into the economic system, preceded by the concealment phase, which corresponds to making it difficult to trace illicit resources and, finally, integration, i.e., the formal incorporation of assets into the economic system.

The rules, guidelines, controls and responsibilities related to the subject are defined in an internal procedure.

## 6.9. Data Protection

Personal data processing complies with the provisions of the General Data Protection Regulation (Brazilian Federal Law no. 13.709/2018). The Code of Ethics and Conduct determines that personal data may only be processed when necessary and for legitimate, clear, and predetermined purposes.

The Company adopts guidelines that ensure compliance, in a comprehensive way, with rules and practices regarding privacy and personal data protection and is committed to the zeal for privacy and protection of personal data collected in the performance of its activity, promotes transparency about the way in which it processes personal data and adopts protective measures in relation to the risk of a security incident involving personal data.

The data protection guidelines are defined in a specific policy.

## 7. Sanctions

Failure to comply with the rules contained in this policy will result in non-compliance with the company's internal rules and procedures, and the employee may undergo disciplinary measures in compliance with the provisions of the Investigations and Disciplinary Measures Policy.

SLC Agrícola supports and encourages people to report any practices that may violate internal guidelines and rules, this Policy, the Integrity Program, or that are in disagreement with applicable national and foreign laws. The Company ensures anonymity, confidentiality and non-retaliation to the whistleblower. Records must be made to the Whistleblower Channel, which can be accessed by phone, website or app.

- Telephone: 0800 648 6306
- Website: <https://www.contatoseguro.com.br/pt/slcagricola/>
- Through the Contato Seguro app.