



Introduction

The Third-Party Code of Ethics and Conduct of Marfrig Global Foods S.A. establishes the guidelines on the appropriate way of conducting business.

It applies throughout the value chain, regardless of geographic location. As such, this policy applies to all the third parties of the Company, including Marfrig Global Foods S.A., its branch offices and companies controlled and/or managed by it.

Integrity is what guides our relations and our dealings with all stakeholders. Thus, the guidelines in this Code refers to the expected behavior, as well as acceptable and prohibited practices while doing business with the Company.

As such, the Company expects all third parties to be committed to collaborating with the ethical and integrity guidelines of Marfrig.

The Third-Party Code of Ethics and Conduct of Marfrig is a commitment to the company's values and to the ethical and integrity commitments undertaken by third parties.

The provisions in this Code do not replace contractual clauses and, wherever applicable, stricter rules prevail.

Occupational Safety

At the Company, the safety of people is a priority and hence it is important that there exists the commitment to following the standards designed to establish safety practices at the workplace. Third parties must comply with all the laws, standards, practices and procedures related to the subject. They must also provide the necessary resources to preserve the integrity and safety of their employees and/or contractors according to the nature of their activities and applicable laws. To mitigate the risks inherent to operating activities, the Company expects its vendors to constantly review their safety procedures, provide personal protective equipment (PPE), conduct periodic training and have professionals to guide and supervise the application of safety measures. Hence, it is important that safety standards are respected without any deviance.



Marfrig encourages its contractors to give their employees the same treatment given to direct employees with regard to working conditions and compensation, always in accordance with applicable laws.

Ensuring safety is everyone's job!

Harassment and intimidation

Harassment refers to behavior that is considered offensive, immoral and often illegal. The Company repudiates actions that are offensive, intimidating, discriminatory or any other type of harassment, and does not tolerate any act related to harassment or intimidation by its Third Parties and their representatives.

Third Parties must treat all their representatives and employees with respect and dignity. No employee shall be subjected to intimidation, corporal punishment, threats, abuse of power, violence or harassment of any kind.

Child labor and forced labor

Marfrig repudiates any type of work that does not comply with the labor laws of Brazil and the countries where it operates, and expects the same from its suppliers and third parties. We are signatories to the National Pact to Eradicate Slave Labor in Brazil, which includes the commitment to not do business with individuals or legal entities included in the Register of Employers established by Decree 540/2004 of the Ministry of Labor and Employment (slave labor "dirty list").

As such, the Company will not allow third parties to violate human rights and working conditions and will not sign and/or have business relations with third parties that use irregular and/or illegal work practices involving children and adolescents or practices similar to forced labor, sexual exploitation of children and youth and human trafficking.

Sustainability and Environmental Responsibility

Marfrig's activities are largely related to the environment and, not only because of that, its conservation is a question of dedication and investments. The Company encourages third parties to strive to mitigate their negative impacts on the environment through actions



aimed at raising awareness, changes in habits and use of technology. This is an issue that requires individual and collective commitment.

Hence, it is essential that third parties consider launching initiatives that involve ecologically sustainable development in the regions where they operate in order to reduce the environmental impact of their inputs, operations, products and services.

Marfrig has a rigorous process for acquiring raw materials (cattle) from sources that are not included in blacklists issued by authorities. Thus, it is the duty of third parties to comply with the Company's internal standards.

Social responsibility

Marfrig actively contributes to make sure the communities where it operates benefit from its activities, by creating jobs and encouraging social responsibility programs, and expects its third parties to share these values, thereby contributing to the formation of a just society.

Legal obligations

Marfrig encourages Third Parties to honor and recommend their suppliers/subcontractors to honor the timely and correct payment of their tax, labor and social security obligations.

In this regard, Third Parties must act in accordance with applicable laws, including, but not limited to, compliance and respect for health, human rights, environment and local laws, including tax and anti-corruption laws.

Diversity and inclusion

At the Company, we value diversity and promote a harmonious and neutral work environment where everyone can feel good and develop their potential to the maximum, regardless of race, color, gender, nationality, age, religion, requiring special needs, marital status and sexual orientation, among others. In parallel, we strive to expand diversity and include minorities in our work environment.

Hence, Marfrig expects the same commitment from third parties and values social inclusion in both the work environment and outside it.



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Conflict of interests

Conflict of interest situations may affect decision making in business. As such, the Company expects third parties to be alert to situations that may characterize a possible conflict of interest and to report such cases.

A conflict of interests arise when an individual or legal entity that has any form of business dealings with Marfrig or any of its subsidiaries is involved in a decision-making process in which they have the power to influence and/or guide the outcome of the decision, thereby obtaining any gain and/or benefit for themselves, any member of their family or any other third party with which they have any type of involvement or are in a situation that may interfere in their capacity for impartial judgment.

The rules established by the Company were implemented to ensure transparency and promote equal treatment of suppliers and clients.

Relations with competitors

With regard to relations with competitors, Marfrig supports the promotion of fair competition and the maintenance of a balanced business environment. Fair and just competition is essential to ensure a transparent and prosperous market. The Company expects its partners to treat their competitors with respect and according to competitive best practices, and never act in order to undermine fair competition.

Provisions on anticorruption, bribery and facilitating payments

Marfrig does not tolerate corruption in any form and is committed to doing business with transparency, integrity and in compliance with applicable laws, valuing conduct based on ethical principles and values, wherever it operates.

The Company expects from third parties the same commitment and the awareness that offering or receiving undue advantages or facilitating payments is not allowed.



Money laundering and financing terrorism

The Company is strongly committed to preventing the use of its operations for money laundering or any activity that facilitates money laundering, financing terrorism or other criminal activities.

It is essential that third parties with whom the Company has relations comply with practices to prevent and combat money laundering and preventing terrorism.

Gifts, presents, entertainment and hospitality

Offering and/or receiving gifts, presents, entertainment and/or hospitality must always be done transparently and in accordance with the rules established in the relevant Marfrig policy in order to protect and safeguard the image and credibility of the Company.

All third parties can contact the Company whenever they have any doubts.

Third parties are prohibited from offering and/or receiving any type of gifts, presents, entertainment and/or hospitality on behalf of Marfrig, whether these are intended for/originating from public officials or private agents.

Whistleblowing channel

Marfrig's whistleblowing channel receives reports of non-compliance with the rules described in this document, as well as suspicious-looking businesses, misconduct, bribery, attempted bribery, leakage of information that could compromise the integrity of the Company and impartial selection of suppliers, fraud and others.

The channel can be accessed by third parties through the following channels:

Phone: 0800 223 1000

Website: www.marfrig.com.br/compliance

Email: etica@marfrig.com.br

 Marfrig THIRD-PARTY CODE OF ETHICS AND CONDUCT	VERSION CET 1.1
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Agreement to the Code of Conduct

We hereby declare that we have received, read and understood the Third-Party Code of Ethics and Conduct of Marfrig (Version 1.1). We also declare that we know and accept the guidelines in the document and that all its contents will be passed on to our employees and representatives.

Company: _____

CNPJ: _____

Representative: _____

Position: _____

Date: _____

Signature: _____