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1. INTRODUCTION

At Marfrig, sustainability is one of the business' five strategic pillars, alongside financial strength, corporate governance, operational excellence and products/customers. Such protagonism reflects the importance that issues such as respect for the environment, animal welfare, natural resources conservation and human rights, among others, have in conducting its business. By inserting these issues in its management, Marfrig also strengthens and enhances the creation of natural capital value, an intangible asset strategic for the Company.

This commitment to sustainability means that the issues related to it involve all the company's operations and initiatives, a movement that generates a series of real actions reflected in differentiated products for customers and consumers. Additionally, Marfrig acts as an important transformation agent in the production chain, involving suppliers and business partners in an environmentally responsible production agenda, with clear purposes and goals related, among other issues, to fight deforestation and reduce GHG (greenhouse gases) emissions, minimizing the impact of cattle raising on climate change.

In order to establish common guidelines and parameters for initiatives developed in operations distributed in different countries, Marfrig publishes this Sustainability Policy so that the subject is present in the corporate culture and is considered in the decision-making processes. The purpose of this document is also to define commitments and accountability to community, supporting Marfrig's corporate sustainability vision, so that strategies and actions, in this sense, generate long-term value to the public which the company has relationship.

2. OBJECTIVES

The purposes of this Responsibility Policy are:

- (i) Establish principles and guidelines for Marfrig's environmental management processes to ensure the Company's sustainable performance in the short, medium and long terms.
- (ii) To be a reference for environmental initiatives and goals assumed by all operational units.

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- (iii) Establish parameters to prevent and mitigate risks arising from the negative environmental impacts caused by the Company's activities, and enhance the operation positive effects.
- (iv) Adopt criteria for the intangible assets management directly related to business sustainability, especially natural capital.
- (v) Guide awareness, communication and monitoring programs on the commitments assumed by Marfrig in the environmental sphere, involving employees and the value chain links to best practices.

3. SCOPE

The directions and guidelines established in this Policy shall be complied with by all Marfrig Global Foods units' employees, hired by the Company or outsourced, regardless the hierarchical level. Business partners, especially suppliers classified as "critical", should also guide the relationship with Marfrig based on this regulation.

4. DEFINITIONS

Preventive actions - actions and processes adopted, such as monitoring, audits, evaluations and training, among others, covering suppliers, service providers, domestic public and other stakeholders.

Natural capital - concept that integrates the natural resources management, whose availability may impact the company's productivity and results for strategic, operational and financial decision-making.

Greenhouse effect - increase in the Earth's temperature due to heat retention by the gases surrounding the planet, caused by the large amount of gases emission resulting from human activity, mainly carbon dioxide (CO²), methane (CH₄), nitrous oxide (NO₂).

Engagement - a concept that refers to the company's proximity, interaction and dialogue with its public, considering the interests and points of view of these groups or individuals in business management and decision making.

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Critical suppliers - those that, from the sustainability perspective, may cause, through their activities, negative impacts to the environment and community.

Stakeholders - Company's relationship publics (groups or individuals) that may be affected by business activities, or that may influence company decisions.

5. REFERENCES

The directions and guidelines presented in this document comply with the Company's ethical and legal standards, and follow internal regulations. It also considers the Ten Principles of the Global Agreement from United Nations (UN) initiative to which Marfrig is signatory, and the Sustainable Development Goals, established in 2030 Agenda, a universal initiative also led by the UN. In this sense, the actions seek to contribute to ten SDGs:



Fome Zero
Boa Saúde e Bem-Estar
Água Limpa e Saneamento
Energia Acessível e Limpa
Emprego Digno e Crescimento Econômico

Zero Hunger
Good Health and Well-Being
Clean Water and Sanitation
Affordable and Clean Energy
Decent Work and Economic Growth

Consumo e Produção Responsáveis
Combate às Alterações Climáticas
Vida Sobre a Terra
Paz e Justiça e Instituições Fortes
Parcerias em Prol das Metas

Responsible Consumption and Production
Climate Action
Life on Land
Peace, Justice and Strong Institutions
Partnerships for Goals

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6. COMMITMENTS

- i. Achieve **zero deforestation** throughout the company's supply chain by 2030, eliminating deforestation in the Amazon biome by 2025, and in the Cerrado, five years later.
- ii. Mitigate the operations impacts on climate change, assuming clear goals to reduce greenhouse gases (GHG) emissions, and adapt activities to that context, managing risks and capturing opportunities.
- iii. Act in accordance with the law in all units and activities, in a transparent manner and totally open to dialogue with its public.
- iv. Adopt a preventive attitude regarding environmental aspects, reducing the natural resources consumption in the company's direct operation, preserving and recovering the biodiversity in the locations where the units operate.
- v. Seek continuous environmental performance improvement, which includes the sustainable use of ecosystem services and natural resources.

7. ORGANIZATIONAL PRINCIPLES

- i. Comply with the guidelines established in this Policy and the Code of Ethics, in addition to other Company's organizational regulations and principles, such as the Animal Welfare and Wood Raw Material Procurement Policy. Marfrig's sustainability actions also include a social and relationship dimension, which the guidelines are established at the Social Responsibility Policy.
- ii. Develop strategies, actions and initiatives that value the health of people, biodiversity and ecosystems, contributing to the Strategic Planning fulfillment and the Company's institutional image strength.
- iii. Comply with the relevance and proportionality principles.

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- iv. Pursue the development of products, processes and/or business models that make it possible to reduce greenhouse gases (GHG) emissions.
- v. Promote and encourage research and technological innovation efforts to reduce GHG emissions in the goods or services production and sale.
- vi. Positively impact the socioeconomic and environmental development of the locations where the operations are conducted.
- vii. Involve executives and employees in efforts to reduce GHG emissions, improve water efficiency and achieve zero deforestation in the value chain through recognitions linked to performance and results, for example, using awards or variable remuneration.
- viii. Manage externalities generated by GHG emissions, adopting suitable alternatives, which may include economic instruments, such as environmental compensation and internal carbon pricing.
- ix. Identify vulnerability risks, managing them to adapt the operation to climate change and the natural resources sustainable management.
- x. Provide publicity and transparency to the actions undertaken and the respective results with a minimum annual frequency, through the Sustainability Report, and eventually, through Marfrig's communication channels.

8. GUIDELINES

Sustainable environmental management is supported by five strategic pillars:

1. Source Control

- i. Management of the raw material source, based on criteria related to the biomes and biodiversity conservation.
- ii. Total traceability of the entire producer's chain until 2030, including direct and indirect suppliers. The tools adopted for this purpose include, and are not limited to, chipping and tagging of cattle, satellite monitoring, rural properties georeferencing, blockchain systems and risk maps design, which intersect vegetation information with data from breeding and raising suppliers, allowing to identify the areas most susceptible to deforestation.
- iii. Disclosure of good practices in the supply chain, covering aspects related to production and working conditions.
- iv. Adoption of strict quality control and food safety, through processes and procedures that reject the use of antibiotics, hormones and controversial substances in raw materials and production.
- v. Responsible purchasing, based on socioenvironmental criteria for hiring service providers or materials and input suppliers. Practices of disrespect for Human Rights, such as slave-like and/or child labor are not tolerated. In the event of occurrences related to such issues, the supply agreement is terminated.

2. Greenhouse Gases (GHG) Emissions:

- i. GHG emissions management based on the process efficiency continuous improvement to mitigate the direct operations impact on climate change.
- ii. GHG emissions management in the value chain, focusing on the purchase of animals slaughter and logistical and transport operations.
- iii. Setting goals to reduce GHG emissions, based on the Science Based Targets methodology.
- iv. Develop medium and long-term plans to compensate and/or neutralize GHG emissions.
- v. Adoption of alternatives to adapt the operation to the risks and opportunities arising from climate change.
- vi. Evaluate, when applicable, economic mechanisms and/or instruments creation or implementation allowing the

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internalization of externalities generated by GHG emissions.

3. Animal Welfare:

- i. Respect animal welfare as much as possible, in accordance with the World Animal Protection recommendations and the most stringent international standards for humane slaughter.
- ii. In the handling stages, to guarantee the animals, whenever possible, the five freedoms - physiological, psychological, sanitary, behavior and environmental - determined by the Farm Animal Welfare Council, an independent British council that is a global reference on this issue.
- iii. Manage the subject based on ethical principles and laws and regulations applicable to the markets where Marfrig operates, also meeting the requirements of customers from different countries.
- iv. Work together with suppliers, shippers and employees, to always be in compliance with the best animal handling practices.
- v. Support the decisions and strategies established in the Animal Welfare Policy.

4. Use of Natural Resources:

- i. Promote the conscious consumption of water in the production processes, a practice that should be emphasized because it is an essential input for the production processes, the correct use of which is reflected in the food safety and quality, and in the businesses sustainable growth.
- ii. Promote energy conscious consumption in production processes.
- iii. Pursue energy efficiency, using energy efficient equipment whenever possible.
- iv. Use generation alternatives from clean and renewable sources.

- v. Acquire products derived from wood of sustainable and legal origin, the purchase of items from areas of illegal deforestation, from native forests or suppliers that violate human rights is prohibited, in accordance with the Wood Raw Material Procurement Policy.

5. Effluents and Waste:

- i. Assume environmentally responsible conduct in the effluents and waste treatment and management.
- ii. Allocate the effluents and waste generated in the production process in accordance with the law of each country where the operation exists.
- iii. Promote the recovery of resources related to effluents and waste to generate energy or reuse of effluents.
- iv. Pursue the reduction in the allocation of solid waste for landfills, when applicable.

9. ENGAGEMENT PRINCIPLES

In the relationship and engagement actions and initiatives of the value chain:

- i. Develop actions and initiatives pursuant to the principles complied with by Marfrig to ensure food quality and safety.
- ii. Encourage the adoption of good cattle raising practices to contribute to the rural properties sustainable development and to safer production, with less environmental impacts.
- iii. Contribute to cattle farmers to recognize the challenges imposed by climate change and impacts on biodiversity, such as the increase in temperature and the possibilities of drug resistance, for example, and take measures to adapt production to this reality, mitigating impacts on the environment.
- iv. Encourage the adoption of alternative production and management systems that involve, for example, pastures rotation and the integration of cattle raising systems with forest and agricultural production.
- v. Encourage suppliers to use free livestock breeding methods, with a nutrition consisting predominantly of pasture. The supplementation practice should not be supported if it is not possible to verify the food origin, in accordance with the

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- commitment to purchase products from areas free from deforestation.
- vi. Require from suppliers their operations socioenvironmental regularity, supporting them in obtaining environmental documentation and registration in the National Rural Registration System, when applicable.
 - vii. Establish trust and partnership relationships, including availability to offer technical guidance from the Company's operating units.
 - viii. Incorporate criteria related to climate change (emissions and climate risks management) in the selection and development of suppliers and service providers.

10. RESPONSIBILITIES

To ensure that all employees, including third parties, are aware of the commitments assumed by Marfrig regarding sustainability, the topics are the subject of constant internal communications, in addition to being inserted in the Company's training grids, which allows monitoring the commitment of this public to such principles. Thus, employees and service providers shall participate in the sustainability training programs that may be offered, striving to use the guidelines provided. Everyone should also be aware of and ensure compliance with this Policy, incorporating the guidelines established in this document into their routines. The leaders shall disseminate this Policy's principles and guidelines among their teams.

11. GOVERNANCE

Due to the strategic importance of issues related to Sustainability and global business, the Board of Directors is responsible for the guidelines on this subject. For decision-making, this instance relies on the Sustainability Committee, which promotes discussions and evaluations on issues related to sustainability, defining priorities. The Sustainability Board executes the strategies. Subordinated to the chief executive officer, it analyzes the risks and opportunities related to the subject, and determines the performance goals for the operating units, following the results.

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12. FINAL PROVISIONS

This Policy come into force on the date of its approval by the Board of Directors and revokes any rules and procedures to the contrary. The Sustainability and Corporate Communication Board is responsible for its amendment whenever necessary.

Employees, suppliers or other stakeholders who observe any deviations from this Policy guidelines, may report to sustentabilidade@marfrig.com.br

Failure to comply with this Policy guidelines by employees and suppliers will result in the application of disciplinary measures, depending on the severity of the occurrence.