

|   |                                |
|---|--------------------------------|
|  <b>SOCIAL<br/>RESPONSIBILITY<br/>POLICY</b> | VERSION PRS 1.0                |
|   | APPROVAL DATE<br>08/31/2020    |
|   | NEXT REVIEW DATE<br>08/30/2021 |

## 1. PURPOSE

Act with social responsibility is Marfrig Global Foods' commitment. Aware of the positive impact it may achieve through its operations - as the global leader in hamburger production and the world's second largest animal protein company - the Company is publicly committed to several issues related to the subject, establishing clear purposes and goals to contribute to the communities surrounding the operations and to community as a whole. The initiatives are divided into three approaches:

- i. **Domestic public:** creating professional development opportunities, in accordance with applicable laws and human rights;
- ii. **Value chain:** complying with human rights principles and contributing effectively to the supplier's socioeconomic development; and
- iii. **Communities:** developing private social investment (ISP) projects, such as Institute Marfrig Fazer e Ser Feliz Social Responsibility in Brazil, and promoting philanthropic actions, such as donations and campaigns to mobilize and engage the domestic public in specific causes.

The conduct on the business with social responsibility also contributes to strength and create value for the Company's strategic intangible assets, such as human and intellectual capital, as well as social and relationship, sharing gains with the different public with which Marfrig relates in the performance of its activities.

## 2. DEFINITIONS

**Human capital** - sum of the value that Marfrig professionals may contribute to business, through technical knowledge, experiences, skills, behaviors and personal expertise.

**Intellectual capital** - knowledge achieved and accumulated in the Company with the potential to produce value for the organization. It includes experiences, information and research, among other initiatives acquired, improved and transformed into know-how over the years.

**Social and relationship capital** - set of relationships established with employees, suppliers, communities and other partners, to create bonds of trust, positively impact and foster sustainable business growth.

**Company:** Marfrig Global Foods S.A., its subsidiaries and the companies

|   |                                |
|---|--------------------------------|
|  <b>SOCIAL<br/>RESPONSIBILITY<br/>POLICY</b> | VERSION PRS 1.0                |
|   | APPROVAL DATE<br>08/31/2020    |
|   | NEXT REVIEW DATE<br>08/30/2021 |

controlled by it and/or managed.

**Private Social Investment (ISP)** - planned, monitored and systematic voluntary transfer of private resources to social, environmental and cultural projects of public interest. It differs from assistance actions because it focuses on planning, monitoring and evaluating projects; in a strategy focused on the impact and social transformation sustainable results; and to promote community engagement in the development of the action.

**Stakeholders** - controllers, shareholders, directors and the Company's committees members.

**Social Responsibility** - Marfrig's continuous commitment to contribute to socioeconomic development and, consequently, to a better quality of life of its public. In this sense, it comprises actions and investments in human capital and in relations with other stakeholders and local communities.

**Third parties:** various entities and individuals acting on behalf of a company, including, but not limited to, agents, consultants, sales representatives, customs agents, resellers, subcontractors, franchisees, lawyers, accountants or similar intermediaries.

### 3. OBJECTIVES

---

The objectives of this Responsibility Policy are:

- i. Establish principles and guidelines for Social Responsibility actions and initiatives to ensure the Company's sustainable performance in the short, medium and long terms.
- ii. To be a reference for the development of Social Responsibility projects, actions and initiatives developed in all Marfrig units, in the different countries where it operates.
- iii. Establish parameters to manage intangible assets directly related to Social Responsibility, covering human and intellectual capital, in addition to social and relationship capital.
- iv. Indicate practices and processes to prevent and mitigate negative social impacts resulting from the Company's activities, and enhance the operation positive effects.
- v. Guide awareness, communication and monitoring programs on the commitments assumed by Marfrig in the social sphere, involving employees and the value chain links to best practices.

|   |                                |
|---|--------------------------------|
|  <b>SOCIAL<br/>RESPONSIBILITY<br/>POLICY</b> | VERSION PRS 1.0                |
|   | APPROVAL DATE<br>08/31/2020    |
|   | NEXT REVIEW DATE<br>08/30/2021 |

#### 4. PUBLIC

---

It applies throughout the value chain, regardless of geographic location. It is also applicable to all Company's employees, Stakeholders and Third Parties acting on their behalf.

#### 5. CONTENT

---

##### 5.1. GOVERNANCE

---

The Board of Directors defines strategies related to Social Responsibility. The execution of social responsibility actions is distributed among four areas of the Company:

**Human Resources:** responsible for the management of human and intellectual capital, taking care of people, labour relations and donation and collection campaigns.

**Sustainability:** coordinates actions to ensure compliance with human rights throughout the value chain and the supplier's socioenvironmental development, enhancing social and relationship capital.

**Purchase Board:** executes the criteria established for Responsible Purchasing, ensuring that the raw material purchased complies with the good practices of human rights adopted by the value chain.

**Social Responsibility Board:** coordinates private social investment actions, managing and monitoring the projects development to strengthen Marfrig's social and relationship capital.

##### 5.2. REFERENCES

---

The directions and guidelines presented in this document are in compliance with the Company's ethical and legal standards, expressed in the Code of Ethics and Conduct and other internal regulations. In addition, they are built based on global good practices references, materialized in the following initiatives:

**Global Agreement:** the world's largest corporate sustainability movement, to which Marfrig is signatory, led by the United Nations (UN) to mobilize companies to adopt good practices related to 10 universal

|   |                                |
|---|--------------------------------|
|  <b>SOCIAL<br/>RESPONSIBILITY<br/>POLICY</b> | VERSION PRS 1.0                |
|   | APPROVAL DATE<br>08/31/2020    |
|   | NEXT REVIEW DATE<br>08/30/2021 |

principles in the areas of Human Rights, Labour, Environment and Anti-Corruption.

**2030 Agenda:** action plan established from UN for the nations and companies' sustainable development, translated into the establishment of the Sustainable Development Goals (SDGs), which establishes clear goals in important areas for community and the planet.

**Guiding Principles on Business and Human Rights:** developed from UN based on current human rights standards to implement the "protect, respect and remedy" framework. In this sense, it establishes the States obligation to protect human rights, the company's responsibility to respect them and the need for adequate and effective resources in case of non-compliance by corporations.

### 5.3. COMMITMENTS

---

Marfrig is committed to adopt the best Human Rights practices, which is why it rejects behaviors and practices that do not comply with laws, regulations and better references regarding Human Rights, and the Social Responsibility actions adopted by the Company reinforce these commitments.

In this sense, both in its operations and to engage the value chain, it adopts practices aimed at:

- i. Eradicate child labour
- ii. Eliminate forced or compulsory labour
- iii. Remove the practice of discrimination, in all its forms
- iv. Discourage gender violence
- v. Restrain children and adolescent's sexual exploitation
- vi. Value diversity and inclusion
- vii. Prevent involvement and/or support to human trafficking

### 5.4. WORK RELATIONSHIP

---

To protect fundamental human rights, the work relationship between Marfrig, its direct and outsourced employees comply with the International Conventions recognized by the International Labour Organization (ILO), ratified in the countries in which it operates.

|   |                                |
|---|--------------------------------|
|  <b>SOCIAL<br/>RESPONSIBILITY<br/>POLICY</b> | VERSION PRS 1.0                |
|   | APPROVAL DATE<br>08/31/2020    |
|   | NEXT REVIEW DATE<br>08/30/2021 |

Designed to develop and enhance its human capital with short, medium and long-term actions and protect its intellectual capital, the work relationship shall:

- i. Identify, prevent, mitigate and take responsibility for subjects related to human rights.
- ii. Offer constant training to support employees in their professional development journey.
- iii. Foster collaborative environments, open to dialogue and exchange of experiences.
- iv. Ensure a safe and healthy work environment, taking appropriate measures to prevent accidents and damage to the worker's health;
- v. Ensure all the worker's rights, as established in the current federal law and in Collective-Bargaining Agreements;
- vi. Adopt working hours in accordance with current federal law, Collective-Bargaining Agreements and Social Responsibility rules;
- vii. Guarantee remuneration and benefits in accordance with the provisions of the Collective-Bargaining Agreements;
- viii. Ensure that employees have the right to union membership and collective bargaining, without resulting in any negative consequences for the worker and/or retaliation by the company.
- ix. Adopt measures to discourage and eradicate child labour.

It is prohibited:

- i. Involvement and/or support the use of corporal, psychological punishment or coercion and verbal abuse;
- ii. Any type of discriminatory action in the company's activities, by race/color, age, gender, religion, sexual orientation, disability, social class, nationality, place of birth or any other individual characteristics.
- iii. Any practice of moral and sexual harassment.

#### **5.4.1 Gender equality**

Marfrig defends gender equity, in which men and women receive equal treatment and have the same opportunities for professional growth and development. To promote fair, balanced and even more inclusive work environments, it is committed to making real progress in this subject, these efforts include:

|   |                                |
|---|--------------------------------|
|  <b>SOCIAL<br/>RESPONSIBILITY<br/>POLICY</b> | VERSION PRS 1.0                |
|   | APPROVAL DATE<br>08/31/2020    |
|   | NEXT REVIEW DATE<br>08/30/2021 |

- i. Promote discussions within the scope of the Board of Directors and Board of Executive Officers to constantly improve actions related to promote equity between men and women.
- ii. Sensitize leaders to the gender equality challenges
- iii. Adopt goals related to diversity, making the subject a priority for leaders.
- iv. Promote women's empowerment policies.
- v. Contribute to equity in parental leave, ensuring paid leave (maternity, paternity or adoption), a benefit that may be extended to same-sex marriage and single-parent families, under the terms of the applicable laws.
- vi. Measure, document and publish in Marfrig's Annual Sustainability Report and other communication channels, the progress made in promoting gender equality.

#### **5.4.2 Child sexual exploitation**

Marfrig repudiates any and all behavior associated with sexual and/or gender violence. In this sense, it is committed to prevent children and adolescent's sexual exploitation, a criminal practice that uses minors under the age of 18 in paid sexual activities. Sexual exploitation is a human rights violation and crime under article 244 of the Child and Adolescent Statute. Whoever commits it is subject to a penalty of four to ten years of imprisonment, in addition to the payment of a fine. Besides the legal proceedings, any Marfrig professional involved in this practice, including third parties, will be immediately dismissed.

As the child and adolescent's sexual exploitation usually occurs in places far from major cities and on highways, activities associated with transport or travel and/or temporary displacement of individuals to remote locations should be monitored with greater attention. Thus, the actions adopted by Marfrig to prevent this practice shall:

- i. Inform, mobilize, sensitize and summon all employees, including third parties, to participate in efforts to defend children's and adolescents' rights.
- ii. Promote the awareness of truck drivers working for the company, in order to make them aware of their role as agents to protect children's and adolescents' rights on Brazilian highways.
- iii. Strongly prohibit the use of operations areas of influence for this type of violation.
- iv. Ensure that all employees, including third parties, whose functions require temporary displacement and travel to any location, are

|   |                                |
|---|--------------------------------|
|  <b>SOCIAL<br/>RESPONSIBILITY<br/>POLICY</b> | VERSION PRS 1.0                |
|   | APPROVAL DATE<br>08/31/2020    |
|   | NEXT REVIEW DATE<br>08/30/2021 |

aware of Marfrig's position on the subject, and of the penalties foreseen for professionals who get involved in this crime.

Marfrig encourages its employees, including third parties, to report any type of child sexual exploitation. Reports may be made through the Company's Whistleblowing Channel (HelpLine) by calling 0800-223 1000, e-mail [etica@marfrig.com.br](mailto:etica@marfrig.com.br) or website [www.marfrig.com.br/compliance](http://www.marfrig.com.br/compliance)), available from Monday to Thursday from 8:00 a.m. to 6:00 p.m. and Friday from 8:00 a.m. to 5:00 p.m. or Dial 100, the Federal Government channel to receive reports of Human Rights violations, available 24 hours a day, 7 days a week. Both channels are toll-free and accept anonymous reports.

## **5.5 COMMUNITIES**

---

Marfrig seeks, through its activities and operations, to contribute to the well-being of the communities where it operates and to the socioeconomic development of the locations that house its operations. To this end, it encourages the creation and promotion of relevant projects in the different countries in which it operates, which must meet the following parameters:

- i. Develop actions and projects that effectively contribute to strengthen and enhance Marfrig's social and relationship capital.
- ii. Prioritize structural social investments that converge with public policies.
- iii. Contribute to participative built and/or public policies implementation and/or collective sustainable development agendas.
- iv. Emphasize local actors, such as non-governmental organizations and residents' groups, whenever possible and applicable.
- v. Promote and provide means for communities to engage appropriately in the actions undertaken.
- vi. When possible and applicable, consult with communities to define social investments.
- vii. Maintain dialogue with the communities, offering communication channels accessible to this public and ensure that the consultations sent by them are answered and managed appropriately.
- viii. Ensure that interest social information to communities is disclosed and disseminated, where appropriate.
- ix. When possible or applicable, participate in Councils, Committees (or similar) to discuss local development.

|   |                                |
|---|--------------------------------|
|  <b>SOCIAL<br/>RESPONSIBILITY<br/>POLICY</b> | VERSION PRS 1.0                |
|   | APPROVAL DATE<br>08/31/2020    |
|   | NEXT REVIEW DATE<br>08/30/2021 |

- x. Identify and evaluate the impacts generated in the community resulting from the Social Responsibility activities undertaken, with special attention to the risks of violating human rights.
- xi. Establish processes and routines to mitigate or minimize any negative impacts, adopting solutions to resolve them immediately, if they occur.
- xii. 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.

### **5.5.1. Marfrig Social Responsibility Institute**

In Brazil, the Marfrig Fazer e Ser Feliz Institute, a non-profit organization, works to promote social assistance, culture, education, health, food security and sports.

In line with the commitments assumed and with the strategy of positively impact the communities surrounding the operations, it focuses on children in situations of social vulnerability, enrolled in public schools in municipalities where the Company is present. It provides them with a series of physical and intellectual development programs, through sports and leisure activities, fostering citizenship and respect for the environment.

To maximize the contribution of this private social investment (ISP) initiative and others that may be developed in the same manner, processes and routines should be adopted, including:

- i. Frequently and recurrently evaluate the initiatives results and scope;
- ii. Define social investments based on the initiative concrete results, ensuring the positive impact they may generate in communities;
- iii. Conduct audits on the results and management; and
- iv. Adopt criteria that support the projects in the long term, creating conditions for the initiatives to have financial and organizational self-sufficiency.

### **5.5.2. Campaigns and Donations**

To support the communities in which it operates, and in the countries where it is present:



|   |                                |
|---|--------------------------------|
|  <b>SOCIAL<br/>RESPONSIBILITY<br/>POLICY</b> | VERSION PRS 1.0                |
|   | APPROVAL DATE<br>08/31/2020    |
|   | NEXT REVIEW DATE<br>08/30/2021 |

- i. Internal campaigns, to mobilize and engage the internal public in specific causes, such as fundraising, food and toys.
- ii. Financial, food or material donations for different causes, in Brazil and abroad. These efforts should involve local partners, such as non-governmental organizations (NGOs) and business partners, whenever possible.

### **5.5.3. Management**

Social Responsibility actions shall be developed based on clear scenarios about the business impacts on the communities surrounding the operations - especially those related to human rights, identifying direct and indirect risks, and the adoption of clear purposes and goals, which comprises:

- i. Define actions to prevent impacts
- ii. Monitor the effectiveness of prevention and control measures for impacts
- iii. Ensure mechanisms for community representatives' participation and control, in all stages involving prevention plans
- iv. Remedy impacts that could not be avoided through transparent and participative repair programs
- v. Report to all stakeholders on the measures taken to face their activities impacts.
- vi. Create and adopt indicators, with metrics that allow evaluate the initiatives performance and making corrections, when necessary.
- vii. Provide transparency and publicity to the results, disclosing them annually in the Marfrig Sustainability Report and, eventually, in other Marfrig communication channels, on on-line and off-line platforms.

### **5.6. VALUE CHAIN**

Marfrig is committed to sustainable development and the preservation of biomes, and is committed until 2030, to achieve deforestation-free production. Although this issue has an environmental appeal, it is directly related to social issues. Support for cattle farmers to help them develop more sustainable production is reflected in the preservation of woods and forests.

|   |                                |
|---|--------------------------------|
|  <b>SOCIAL<br/>RESPONSIBILITY<br/>POLICY</b> | VERSION PRS 1.0                |
|   | APPROVAL DATE<br>08/31/2020    |
|   | NEXT REVIEW DATE<br>08/30/2021 |

The commitment to fight deforestation is established by the Marfrig Verde+ Plan, developed in partnership with the non-governmental organization Sustainable Trade Initiative (HDI), which establishes strategies, goals and practical actions related to production, conservation and inclusion, which covers:

- i. Encourage the entire chain to assume a sustainable development commitment and forests preservation, involving them in an environmentally and socially responsible production agenda, with clear purposes and goals.
- ii. Establish a closer connection with the supply chain, which goes beyond commercial relations, in order to contribute and enable solutions that result in economic stability for producers to mitigate the deforestation risks.
- iii. Lead the reintegration program for blocked producers, making it possible for them to meet the company's sustainability criteria again.
- iv. Execute a technical assistance, intensification and restoration network program through pasture improvement, genetic improvement and animal nutrition.
- v. Coordinate, together with the financial institutions, the establishment of credit adequate to the cattle farmer's needs.
- vi. Promote connections with other members of the production chain - producers, government, sector's companies, civil community, customers, investors and banks to support responsible practices.
- vii. Involve partners in the development of robust inclusive systems, including adequate technology, advanced genetics and fair credit, offering to producers the increase of productivity, creating income for families and less need to convert areas of native vegetation to pastures.

#### **5.6.1. Local suppliers**

Due to the its business features, Marfrig acquires raw material from producers located in areas close to the operating units. In this sense, Marfrig encourages actions to:

- i. Strengthen the capacity and opportunities offered to local suppliers.

|   |                                |
|---|--------------------------------|
|  <b>SOCIAL<br/>RESPONSIBILITY<br/>POLICY</b> | VERSION PRS 1.0                |
|   | APPROVAL DATE<br>08/31/2020    |
|   | NEXT REVIEW DATE<br>08/30/2021 |

- ii. Assess the local community potential and mission, encouraging the development of other value chains that may be benefited with the Marfrig's direct suppliers' performance.

### **5.6.2. Human Rights**

Marfrig adopts real actions to ensure respect for Human Rights in its supply chain, which include the following routines and practices:

- i. Prohibition to purchase raw materials from suppliers that have a record of forced or compulsory labor (included in the "Dirty List" released by the Ministry of Economy's Labour Inspection Secretariat).
- ii. The Company's annual external audits to verify and certify, among other practices and procedures, the social purchasing control system effectiveness.

### **5.6.3. Socioeconomic Development**

Marfrig's Social Responsibility actions in its value chain also include:

- i. Financially support business partners, such as the #TMJMarfrig program, launched in July 2020 to support more than 5 thousand micro and small business from all over Brazil, in the food service segment, formed by bars, restaurants, cafeterias, bakeries and steakhouses, businesses that were severely affected by the economic crisis generated by Covid-19 pandemic. The #TMJMarfrig extended the invoices maturity and increased the credit limit for purchases by partner clients by up to three times.

## **5.7. RESPONSIBILITIES**

Marfrig employees, including direct and third parties, shall know and ensure compliance with this Policy. Professionals involved in Social Responsibility actions shall incorporate the guidelines established in this document into their routines. They shall also participate in the Social Responsibility training programs that may be offered, striving to use the guidelines provided. The leaders shall disseminate this Policy's principles and guidelines among their teams.

|   |                                |
|---|--------------------------------|
|  <b>SOCIAL<br/>RESPONSIBILITY<br/>POLICY</b> | VERSION PRS 1.0                |
|   | APPROVAL DATE<br>08/31/2020    |
|   | NEXT REVIEW DATE<br>08/30/2021 |

## **6. GENERAL PROVISIONS**

---

When there are potential conflicts between the Company's internal rules and guidelines, employees shall guide their conduct considering the most restrictive rule or guideline. The Social Responsibility and Sustainability and Corporate Communication Boards are responsible for proposing changes to this policy to the Board of Directors whenever necessary.

Employees, suppliers or other stakeholders who observe any deviations from this Policy guidelines, may report the fact to [sustentabilidade@marfrig.com.br](mailto: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.

## **7. CONFIDENTIALITY STATUS**

This is a public policy.