

1. OBJECTIVE

Guide the Company's positioning in terms of protecting human rights and valuing diversity and inclusion, establishing general guidelines to ensure compliance with these pillars and guarantee compliance with existing standards and legislation in all of our operations and value chain.

2. APPLICATION

This policy applies to employees and service providers, other interested parties and companies affiliated and controlled by M. Dias Branco.

3. RESPONSIBLE MANAGERS

Vice-presidency of Administration, Development and Sustainability
People, Management and Sustainability Department
Communication, Culture and Sustainability Management
Culture and Organizational Climate Management

4. DESCRIPTION

4.1. Introduction

This Policy establishes M. Dias Branco's commitment to protecting human rights, diversity and inclusion, as well as encouraging the value chain to adopt good practices. This document is aligned with the mission, vision and values and reinforces the commitments made in the Compliance Policy, the Code of Ethics, and the Sustainability Policy (MDB.SUS.PL.0001).

4.1.1. Human Rights Concepts

- **Human Rights:** according to the UNITED NATIONS ORGANIZATION (OUN), Human Rights are rights inherent to all human beings, regardless of race, gender, nationality, ethnicity, language, religion or any other condition. They include the right to life and freedom, of opinion and expression, to work, to education, among others.

4.1.2. Diversity and Inclusion Concepts

- **Diversity:** is the set of cultural, biological, social, economic characteristics, among others, that make each individual a unique being. In the business context, it is related to the representation of different groups that make up society in the workforce.

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- **Inclusion:** is the appreciation and insertion of populations that, for historical and social reasons, face barriers in society and in companies, providing an inclusive and participatory environment, where everyone has the possibility of expressing themselves and being represented.
- **Discrimination:** occurs when there is an adverse attitude towards a certain characteristic, violating a person's rights, based on reasoning without adequate knowledge on the matter, making it unfair and unfounded. Use of non-objective and bias-based criteria for decision making.

4.2. Principles

The principles that guide this policy are listed below, in alignment with the United Nations (UN) Global Compact and the UN Guiding Principles on Business and Human Rights.

The Global Compact disseminates ten universal Principles, derived from the Universal Declaration of Human Rights, the International Labor Organization Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development and the United Nations Convention Against Corruption. Organizations that become part of the Global Compact commit to following these principles in their day-to-day operations:

Human rights:

- *Companies must support and respect the protection of internationally recognized human rights.*
- *Ensure that you do not participate in violations of these rights.*

Work:

- *Companies must support freedom of association and the effective recognition of the right to collective bargaining.*
- *The elimination of all forms of forced or compulsory labor.*
- *The effective abolition of child labor.*
- *Eliminate employment discrimination.*
- *Promote human and organizational development.*
- *Develop organizational culture so that the work environment is physically and psychologically safe.*
- *Provide an environment and conditions for teams to work towards and aligned with the Organization's purpose .*

Environment

- *Companies must support a preventive approach to environmental challenges.*

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- *Develop initiatives to promote greater environmental responsibility.*
- *Encourage the development and dissemination of environmentally friendly technologies.*

Anti-corruption

- *Companies must combat corruption in all its forms, including extortion and bribery.*

We fully share the fundamental values and principles recognized in Brazil and internationally, such as:

- a) Federal Constitution;
- b) Universal Declaration of Human Rights of the United Nations;
- c) Guidelines and conventions of the International Labor Organization.

In addition, we observe the themes of the **Sustainable Development Goals in Brazil by the ONU**, which promote good practice guidelines for Human Rights, Diversity and Inclusion, such as: ODS 3 - Health and well-being, ODS 5 - Gender equality, ODS 8 - Decent work and economic development, ODS 10 - Reduced inequalities, ODS 11 - Sustainable cities and communities, ODS 16 - Peace, justice and effective institutions and ODS 17 - Partnerships and means of implementation.

4.3. Guidelines

We seek, through our management practices, to make our commitment to human rights, diversity and inclusion increasingly effective.

Our values, our Code of Ethics and our policies and strategies are based on respect for the dignity and value of each person. This policy directs its efforts to human rights, diversity and inclusion, encompassing the working relationships that M. Dias Branco maintains with its employees and interested parties.

The Company values management methodologies that consider the various stakeholders. Through a methodological process of Assessment of Business Impacts on Human Rights, which identifies the themes with the greatest impact, considering the perspective of stakeholders and the company's value chain, the following guidelines were defined:

- *Prohibition of child labor and the protection of the rights of children and adolescents throughout our value chain;*
- *Prohibition of forced and/or slavery-like labor throughout our value chain;*
- *Adoption of disciplinary measures in cases of harassment and abuse in our operations;*

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- *Freedom of union association, collective bargaining and complaint mechanisms available to our employees and interested parties;*
- *Respect for the hours worked, salaries and benefits of our employees and service providers;*
- *Guarantee of a safe and healthy workplace for our employees and service providers;*
- *Inclusion and development of people with disabilities;*
- *Promotion of Age Diversity in our operations;*
- *Promotion of gender equality in our operations;*
- *Promotion of racial equity in our operations;*
- *Respect for LGBTQIA+ rights.*
- *Respect for other minority groups ;*
- *Conflict management with traditional communities;*
- *Establishment of mechanisms for complaints related to human rights, diversity and inclusion;*
- *Transparency in reporting related to complaints.*
- *Carrying out campaigns and educational actions, with the aim of eradicating unacceptable behaviors related to issues inherent to diversity.*

Strengthening the content of this Policy is the Code of Ethics, which presents the main guidelines related to the conduct of business and the behavior expected of all those who interact with M. Dias Branco, internally and externally.

M. Dias Branco repudiates any violation of human rights, diversity and inclusion. We demand that all stakeholders respect these principles and we act preventively, so that all human rights issues are respected, offering a safe and healthy workplace, free from discrimination and harassment, in view of our commitment established through the Code of Ethics .

The company is committed to creating and planning affirmative actions to promote the issues of this policy, informing about the importance of human rights, diversity and inclusion in everyday life and in specific forums with its own employees, as well as with third parties and others business chain partners. The disclosure of results related to Diversity and Inclusion actions and projects takes place through the Annual and Sustainability Report.

4.4 Rules of Respect and Good Coexistence

It is the Company's objective to build an environment based on respect for differences and individualities. Therefore, we have some important recommendations that must be observed by all employees, service providers, other interested parties and companies affiliated and controlled by M. Dias Branco:

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- Don't stereotype, that is, don't assume truths just based on your point of view.
- Do not assume sexual orientation or gender identity based on your observation.
- Do not make jokes about people's characteristics (physical or otherwise).
- Take a stand whenever you are faced with a discriminatory situation.
- Be inclusive in your communication.

Regarding respect for gender identity , the following recommendations :

- Use of social name and pronouns in documents, internal systems and verbal transactions;
- Recommendation that the company name be used in all Company benefit documents;
- Use of the correct pronoun (he/she), according to gender identity;
- Clear communication about permission to use bathrooms according to the person's gender, accompanied by awareness-raising actions for employees and other stakeholders.

4.5 Penalties

Any employee who witnesses non-compliance with any of the above rules has the duty to report such infraction to the Ethics Channel. Furthermore, failure to comply with the rules and guidelines imposed in this document may be considered a real or potential violation of any internal policy or procedure of the Company, subject to the application of disciplinary sanctions based on the Company's Code of Ethics, the Company's Consequences Policy, M. Dias Branco S/A Indústria e Comércio de Alimentos and in Politics Investigation Protocol for Internal Investigation of the Operation of the Ethical Channel.

5. GLOSSARY

Global Reporting Initiative (GRI) - International organization that provides guidelines for preparing Sustainability Reports.

Sustainable Development Goals (ODS) - ONU voluntary global initiative made up of 17 goals that were an agenda of objectives to be achieved by 2030.

ONU Global Compact - Global initiative that includes 10 universal principles in the areas of Human Rights, Labor, Environment and Anti-Corruption to face society's challenges.

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Stakeholders - Interested parties of an organization who are impacted by its operations and also impact the business.

Minorized groups : Groups of people who are socially or historically excluded, minorized and/or underrepresented due to gender, color/race, age, disabilities, affective-sexual orientation or gender identity, among others.

Moral Harassment: Any and all abusive conduct manifested, especially through behaviors, words, acts, gestures, writings that may harm the personality, dignity or physical or mental integrity of a person, endanger their employment or degrade the Desktop.

Sexual Harassment: Law nº. 10,224, of May 15, 2001, introduces the concept into the Penal Code (Decree-Law no. 2,848, of 1940), in the Chapter of Crimes against Sexual Freedom. According to Art. 216-A, it constitutes the crime of sexual harassment "to embarrass someone, with the intention of obtaining sexual advantage or favoritism, the agent taking precedence over his status as hierarchical superior or ancestry, inherent to the exercise of employment, position, or function.

Person with disability: A person with a disability is considered to be someone who has a long-term impairment of a physical, mental, intellectual or sensory nature, which, in interaction with one or more barriers, may obstruct their full and effective participation in society on equal terms with others. people.

Race/Color: Characteristic declared by people based on the following options: white, black, yellow (person of Japanese, Chinese, Korean origin, etc.), brown (mulata, cabocla, cafuza, mameluca - Brazilian ethnic groups, or black mixed race with a person of another color or race) or indigenous (indigenous person or Indian).

Gender: Gender or gender is a range of characteristics belonging to and differentiated between masculinity and femininity. Depending on the context, these characteristics may include biological gender: as the state of being male, female, or an intersex variation.

Gender Identity: it is how the individual perceives themselves, the understanding they have of themselves and how they would like to be recognized. Regardless of their biological sex, a person may have the gender identity of woman, man, or other gender identities (such as non-binary or agender). Gender identity is not conditioned on the approval of third parties, as it is self - identification.

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Sexual orientation: A person's sexual orientation indicates which gender they are attracted to, whether physically and/or emotionally.

LGBTQIA+: Acronym that means lesbian, gay, bisexual, transsexual, queer, intersex, asexual and other groups and variations of sexuality and gender.

Practice of Discrimination: Convention 111 of the International Labor Organization (OIT) of 1958, recommends the formulation of a national policy that eliminates all discrimination in matters of employment, professional training and working conditions on grounds of race, color, gender, religion, political opinion, national descent or social origin and promotion of equality of opportunity and treatment. Convention 100 of the International Labor Organization (1951) advocates equal pay and benefits between men and women for work of equal value. Other aspects on which discrimination often occurs are sexual orientation, appearance, age, regional origin, physical disabilities and special needs.

6. CHANGE HISTORY

Revision	Latest Changes
1	Adding and updating guidelines

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