

	VERSION PBEA03
	APPROVAL DATE 5/26/2020
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1. PURPOSE

- This policy establishes guidelines related to animal welfare, one of the pillars of the company's sustainability platform.
- The document presents rules and definitions in accordance with the ethical, legislative principles and requirement of our clients, and is directed to the Company's employees, Third Parties and Stakeholders.
- Animal welfare deals with the principles and conditions necessary for the application of the guidelines in all processing units and operations.

2. DEFINITIONS

Company: Marfrig Global Foods S/A, its subsidiaries and the companies controlled and/or managed by it;

Animal welfare: It is the state of a given organism during its attempts to adjust to its environment (Broom, 1996);

Five Freedoms:

Physiological freedom: absence of hunger and thirst;

Environmental freedom: adapted constructions;

Sanitary freedom: absence of disease and injuries;

Behavioral freedom: possibility to express normal behavior and;

Psychological freedom: absence of fear and diestress¹.

¹Diestress: negative, intense stress that the animal cannot adapt to and suffers from

	VERSION PBEA03
	APPROVAL DATE 5/26/2020
	NEXT REVIEW DATE 5/26/2021

Conflict of Interest: A conflict of interest will be characterized by any situation in which an individual or legal entity, with any form of business relationship with the Company, is involved in the decision-making process in which he/she/it has the power to influence and/or direct the result, ensuring a gain and/or benefit for oneself/itself, for some member of his/her family, or for some Third Party with which he/she/it has any kind of involvement, or is in a situation that may interfere with the ability to be exempt from judgment.

Confidential Information: Company data or information (even if not owned by the Company, but received by reason of a business opportunity, for example) or if given or is employee information protected by Law 13.709/18 (General Data Protection Law "LGPD"), or furthermore data developed by the Company and that the Employee and the Interested Parties become cognizant of in any way, including, but not limited to, information of a technical, commercial, financial, legal, strategic, technological, know-how, designs, models, data, records, specifications, reports, compilations, analyses, forecasts, studies, reproductions, summaries, communications, formulas, patents, financial and economic data, information related to customers, current or potential suppliers, financial operations, business plans, financial statements or plans, marketing strategies and other businesses, contracts, existing or future products and any other information owned by the Company disclosed in confidence to the Employee and the Interested Parties.

Interested Parties: Controllers, shareholders, officers and members of the Company's committees.

	VERSION PBEA03
	APPROVAL DATE 5/26/2020
	NEXT REVIEW DATE 5/26/2021

Related Parties: Any person, individual or legal entity, that **a)** directly or indirectly, through only one or more intermediaries: i) exercises de facto or shared control, are controlled or are under the common control of the Company; or ii) in any way holds significant influence over the Company; **b)** are affiliates of the Company, pursuant to Law No. 6.404/1976 – Brazilian Corporations Law (“Lei das S.A.”); **c)** are considered key persons for the Company, that is, those who hold positions of management in the Company, its subsidiaries or its controllers; **d)** can exercise material influence, that is, those who have authority and responsibility for the planning, direction and control of the Company's activities, directly or indirectly, including any manager (Board of Directors; Advisory Committees to the Board of Directors; Statutory Board of Directors; and other non-statutory Officers); **and)** the Company has the possibility to contract under conditions other than those of independence that characterize transactions with third parties outside the Company.

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

Targets and indicators:

The Company must report some of the indexes and evolution of the area annually in the sustainability reports and on the website, always seeking transparency of information, which is one of its values.

3. PURPOSE

	VERSION PBEA03
	APPROVAL DATE 5/26/2020
	NEXT REVIEW DATE 5/26/2021

- Establish minimum commitments and guidelines on animal welfare aimed at ensuring the application of best management practices, providing safety, respect and welfare to animals at all stages of the operation.

4. TARGET PUBLIC

- Applies to all Company units, regardless of geographic location;
- Therefore, this policy is applicable to all employees of the Company, Suppliers, Third Parties and Interested Parties acting on the Company's behalf.

5. CONTENT

- The animal is one of the most important factors for the Company and, therefore, commitments, guidelines and procedures that ensure its well-being are integral parts of Marfrig's management model in all its operations, regardless of their geographical locations;
- Marfrig maintains an animal welfare program that aims to implement and maintain procedures to ensure continuous improvement in all stages of management, seeking to guarantee the necessary adaptations to meet the five freedoms inherent to animals (physiological, environmental, sanitary, behavioral and psychological);
- Aiming to proportion positive well-being, structures are designed that favor proper management with respect to animals, as well as the necessary training for all professionals involved with the topic;

	VERSION PBEA03
	APPROVAL DATE 5/26/2020
	NEXT REVIEW DATE 5/26/2021

- Pre-slaughter and slaughter management comprises practices adopted in rural properties, transportation and the processes in the production units;
- The set of technical, scientific and legislative measures and guidelines implemented through the procedures carried out are designed to mitigate suffering and ensure better treatment of animals, consistent with the various stages.

• **Attributions in the Animal Welfare Program**

Marfrig's Animal Welfare Program aims to ensure the effectiveness of the following processes in all production units in the countries in which it operates:

Rural properties:

1. Guidance regarding animal welfare principles;
2. Technical visits, required as of the slaughter results, to evaluate the structures and management of animals;
3. Availability of technical materials and assistance, aiming at awareness-raising and implementation of this policy's guidelines.

Transportation:

1. Conducting regular training of the drivers responsible for animal transport;
2. Guidelines for the maintenance and/or exchange of truck bodies and vehicles;
3. Verification of the animal density, handling conditions and behavior.

	VERSION PBEA03
	APPROVAL DATE 5/26/2020
	NEXT REVIEW DATE 5/26/2021

Industry:

1. Maintenance of the good structural conditions, procedures, rational management, physical, mental and psychological health of the animals;
2. Training;
3. Guarantees of adequate space for the accommodation of animals (lying down, standing up, walking freely);
4. Guarantees of the quality and supply of clean and sufficient water for all animals, and food, when necessary;
5. Carrying out structural adaptations that are favorable to management, obeying the physiological and behavioral needs of animals and working conditions of employees;
6. Acquisition of equipment that helps in the effectiveness of stunning and in ensuring prolonged unconsciousness, which is reflected in the safety and welfare of animals and an improvement in employee working conditions;
7. Conducting rational management and humanized slaughter;
8. Carrying out religious slaughters in accordance with planned humanitarian practices.

▪ **Rules and guidelines applied to all professionals involved with Animal Welfare**

- Practices in animal welfare guarantees are not limited to senior management issues: any employee, Third Parties and/or Stakeholders must be able to identify such situations and apply the Company's recommendations;

	VERSION PBEA03
	APPROVAL DATE 5/26/2020
	NEXT REVIEW DATE 5/26/2021

- Every Company unit must:
 - 1- Adhere to awareness campaigns launched regularly and, mainly, in honor of World Animal Day, celebrated on October 4;
 - 2- Have a trained professional exclusively responsible for the Animal Welfare Area;
 - 3- Use favorable densities for the benefit and comfort of the animals;
 - 4- Prioritize animal transportation within internationally recommended standards, and development of practices based on due scientific findings to adapt these standards to regional conditions and contexts;
 - 5- Use of effective humanitarian methods that ensure prolonged unconsciousness in 100% of slaughtered animals, assuring strict application of the specificities related to religious guidelines when mandatory.

- All Employees, Third Parties and Stakeholders shall perform their duties in a manner that respects the animal and complies with the rules and procedures established in Self-Control Programs;

- All employees must be trained regarding their activities and duties related to animal welfare;

- Marfrig provides for the use of less aversive practices in the management of animals, such as the replacement of the electric prod with other husbandry resources (flags, for example).

	VERSION PBEA03
	APPROVAL DATE 5/26/2020
	NEXT REVIEW DATE 5/26/2021

- All animal suppliers must be committed to meet the criteria established for humanized management, and be in accordance with the animal welfare principles determined by the Company;
- Employees, Outsourced Parties and Stakeholders are expressly prohibited from engaging in acts of abuse or other intentional practices that characterize ill-treatment;
- No Marfrig unit shall:
 - a) slaughter animals derived from cloning;
 - b) slaughter animals from husbandry practices in extreme enclosures compromising the physical, mental and psychological health of the animals.

▪ **Self-Control Program**

The Animal Welfare Self-Control Program refers to the documents in which the Humanitarian Slaughter and Animal Welfare Procedures, records and controls are described, and to the Crisis Management and Animal Supplier Programs, developed, implemented, monitored and verified, in order to ensure the safety, identity, quality and integrity of their products and animal respect, and must be reviewed at least annually.

	VERSION PBEA03
	APPROVAL DATE 5/26/2020
	NEXT REVIEW DATE 5/26/2021

- **Standards and regulations**

When potential deviations between animal welfare standards and internal guidelines of the Company are observed, the employees and those responsible for the segments involved (animal suppliers and animal transport service providers) must be notified so that the appropriate measures are adopted, aiming at correcting the non-compliance with the standard/guideline;

Our third parties must comply with the Company's policies, including the guidelines contained in the Code of Ethics and Conduct. Our third parties are also subject to sanctions in case of non-compliance with these ethical expectations and policies, ranging from contractual termination to the opening of civil proceedings.

- **Encouraging the Animal Supplier Chain**

We encourage and urge our suppliers to:

- Develop animal welfare practices in their processes, regardless of species, following sustainable trends applicable to the topic;
- Promote training, campaigns or other means aimed at raising awareness regarding all forms of animal life to its employees;
- Maintain guarantees to train the team responsible for the management and transportation of animals;
- Adjust and maintain good structural conditions, husbandry quality, health, physical, mental and psychological health of animals in amplitude and characterization of the species;
- Not use animals derived from cloning;

	VERSION PBEA03
	APPROVAL DATE 5/26/2020
	NEXT REVIEW DATE 5/26/2021

- Not use animals derived from raising practices in extreme and tight enclosures that compromise their physical, mental and psychological health;
- Avoid the use of animals from practices involving routine mutilations generated in the field, herein understood to be surgical procedures without the use of anesthetics, such as castration, horn cutting and caesarean sections. These, if applicable, must be performed by a competent technician, and pre- and post-surgical care must be strictly adhere to best practices;
- Use favorable densities for the benefit and comfort of the animals as of their breeding, transportation and accommodation in the industrial plants;
Promote breeding locales that have been environmentally enriched;
- Not use drugs prophylactically, adopting the responsible use of antibiotics, prescribed only by qualified professionals, ensuring **animal health** and food safety;
- Not use prohibited drugs (hormones, for example).

- **Audits and Certifications**

All of the Company's industrial units must be audited and certified in accordance with the NAMI Standards (North American Meat Institute).

6. GENERAL CONDITIONS

	VERSION PBEA03
	APPROVAL DATE 5/26/2020
	NEXT REVIEW DATE 5/26/2021

When potential conflicts between the Company's internal standards/guidelines are observed, employees should guide their conduct considering the most restrictive standard/guideline.

7. CONFIDENTIALITY STATUS

Internal public and external public.