



# Human Rights

Corporate Policy

Versão Inglês/ English Version

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# OBJECTIVE

Establish guidelines regarding procedures related to respect, awareness, and protection of human rights at BRF S.A. and its subsidiaries, in any country ("BRF" or "Company"), in other Business Partners, who act on behalf or benefit of the Company.

For the purposes of this policy, capitalized terms and their variations will have the meanings attributed to them in the Glossary.

# CONFIDENTIALITY STATUS

This is a public Policy.

# APPLYCABILITY

This Policy applies to all Employees, as well as any Business Partner, located in Brazil or abroad. All Business Partners must guarantee that the acts conducted on behalf of BRF and/or that are related to the execution of the business signed or that they intend to sign with BRF meet the same standards of integrity and respect for human rights expected of BRF Employees.





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# ROLES AND RESPONSIBILITIES

All Business Partners must guarantee that the acts conducted on behalf of BRF and/or that are related to the execution of the business signed or that they intend to sign with BRF meet the same standards of integrity and respect for human rights expected of BRF Employees. Therefore, the responsibility for compliance with and respect for human rights is shared among everyone, regardless of position or function.

The Compliance Department and other areas monitor human rights, with the responsibilities assigned herein, supported by the Board of Directors and Advisory Committees, which supervise and monitor compliance with and respect for human rights in the company's operations. BRF and its value chain, according to responsibilities assigned in its Internal Regulations.



## COMPLIANCE DEPARTMENT

- I.** Clarify doubts related to this Policy;
- II.** Establish procedures necessary for its implementation;
- III.** Disseminate, inclusive por meio de treinamentos e comunicações, as regras aqui contidas;
- IV.** Disseminate, including through training and communications, the rules contained in this document; and
- V.** Adopt preventive detection and remediation measures and act immediately when human rights violations are identified in its operations or its value chain.



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## SUSTAINABILITY DEPARTMENT

- i. Ensuring the development of BRF's business sustainably;
- ii. Ensuring compliance with the guidelines set out in BRF Sustainability Policy n° 14.21.001; and
- iii. Promoting initiatives aligned with the UN Sustainable Development Goals ("SDGs") relating to human rights.

## PURCHASING, COMMERCIAL AND AGRICULTURAL DEPARTMENTS

- i. Report to the Compliance Department about potential violations, concerns, or suspected violations of human rights in the BRF value chain;
- ii. Ensure that the Company's Business Partners comply with the guidelines contained in this Policy and other procedures relating to responsible and sustainable purchasing; and
- iii. Analyze and consider compliance with obligations related to human rights aspects during the process of hiring Business Partners.

## HUMAN RESOURCES DEPARTMENT

- i. Ensure that the selection criteria for all decisions related to people management at BRF are transparent, without any types of discrimination in the exercise of their functions, thus considering individual competence and performance;
- ii. Ensure that all categories of BRF Employees have the same rights, regardless of their contractual type (short hiring or temporary), with special attention to vulnerable groups and minorities;
- iii. Ensure that in the candidate selection process, all profiles within the technical and behavioral skills established for the position will be considered and any form of discrimination will not be permitted, whether due to race, social class, origin, religion, age, disability, gender, marital status, sexual orientation, membership of trade unions or associations and political parties. All BRF employees must have equal conditions to compete for internal vacancies as long as they meet the minimum requirements for candidacy; and
- iv. Ensure that Employees work of their own free will and are hired under equal conditions and that they are not prevented from leaving if they wish, as well as ensuring that all contracts are in a language that the Employee understands.



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## CIEX ENGINEERING AND ENVIRONMENTAL DEPARTMENT

- i.** Establish guidelines and a management system to ensure compliance with environmental regulatory issues applicable to BRF's activities to guarantee the preservation of the environment;
- ii.** Establish tools and guidelines that guarantee the adequate Performance of Water and Effluent Treatment Plants, as well as rationalize the use of natural resources (Water, Forests, Electricity, and Cold Generation);
- iii.** Develop projects to sustain the Company's growth with efficiency and productivity, perpetuating BRF's activities so that, in addition to producing quality food, it continues to generate employment and income in the communities where it is located.

## BRF EMPLOYEES AND BUSINESS PARTNERS

- i.** Know, respect, and disseminate the guidelines defined in this Policy;
- ii.** Report any concern or suspected violation of universal human rights occurring in the Company's operations or its value chain;
- iii.** Comply with BRF's commitments to social, labor and environmental pacts relevant to its business, following the terms contained in BRF's policies and procedures; and
- iv.** Comply with global commitments related to Environmental, Social, and Governance ("ESG") aspects, connected to the Company's 2030 agenda.





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# GUIDELINES

BRF is committed to respecting, raising awareness, and promoting all human rights internationally recognized as relevant to its operations and its entire value chain, in line with the Guiding Principles on Business and Human Rights of the United Nations (“UN”), the International Declaration of Human Rights (consisting of the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights) and the principles relating to fundamental rights enshrined in the International Declaration of Human Rights International Labor Organization (“ILO”) on Fundamental Principles and Rights at Work.

BRF adheres to the Organization for Economic Co-operation and Development (“OECD”) Guidelines for Multinational Companies. Additionally, the company is a signatory of the UN Global Compact and actively participates in initiatives aimed at advancing the objectives outlined in the Sustainable Development Goals (“SDGs”).

Likewise, BRF expects its Business Partners to commit to respecting human rights, declared by the ILO as fundamental rights at work, and to meet national and international standards on human rights issues.

The Company also adopts control mechanisms capable of preventing, detecting, mitigating, and remedying the risks of adverse impacts and potential human rights violations in BRF’s activities and throughout the entire value chain. To this end, the Company makes its Transparency Channel available to the internal and external public, to report any suspicion or concern of human rights violations inside and outside BRF operations.





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## 5.1 HUMAN RIGHTS

BRF respects, complies with, and works in defense of internationally recognized human rights, repudiating any activities that violate them. Moreover, the Company complies with national and international standards on human rights issues.

### 5.1.1. Right to Non-Discrimination

BRF works to ensure that work environments are inclusive, respectful, and welcoming for all people, with relationships based on honesty and respect, always seeking initiatives that strengthen pillars such as racial and gender equity and inclusion of people with disabilities and migrants/refugees. In this way, BRF's commitment to equal opportunities unfolds in a series of affirmative inclusion actions.

As established in the BRF Transparency Manual, there is no room in the Company for abuse of power, harassment, aggression or offensive and discriminatory behavior in all its forms: religion, race, color, ethnic origin, economic condition, training, education, appearance, illness, nationality, social origin, age, gender, marital status, sexual orientation, belief, philosophy of life, political ideology, language, pregnancy, disability or physical and/or mental limitation, acting especially to protect the rights of Employees more vulnerable to discrimination.

Among the groups vulnerable to human rights violations in BRF's activities and throughout the entire value chain, the following stand out: women, people with disabilities, children and adolescents, migrants, local communities,

including Indigenous peoples, traditional communities, and Black people. In this way, BRF is committed to respecting, raising awareness, and promoting the rights of these groups, as well as requiring that its Business Partners also have the same commitment and conduct in their operations, to ensure maximum protection for them and non-tolerance to any violation. Equity in the workplace is one of the Company's priorities, which always seeks to act inclusively, by helping to develop training and opening up opportunities for everyone, without any type of discrimination.

All BRF Employees and BRF Business Partners must be treated with respect and dignity, and no type of harassment, whether physical, sexual, psychological, verbal, abuse, or otherwise, intimidation, will be tolerated. Moreover, everyone must be guaranteed fair treatment, without any discrimination, including hiring, compensation, promotion, discipline, dismissal, or retirement.

## Right to Fair Payment

Employees will be offered a compensation package that includes wages, which are paid on time and in full, overtime pay, benefits, and paid leave that meets or exceeds applicable legal minimum standards or applicable industry standards. BRF follows current legislation and is committed to paying Employees in full, regularly, and within the agreed period.

All BRF Employees receive fair remuneration, without any discrimination or privileges, and in balance with market practices, as this is one of the ways to create a more inclusive society, benefiting the entire economic chain in which BRF is inserted. The allocation of people to their respective positions will reflect their technical and behavioral skills, training, and experience, according to the requirements and particularities of each position.

Likewise, Business Partners must comply with applicable labour legislation, as well as offer equal conditions of hiring, remuneration, access to training, and promotion to their employees. Employees of Business Partners must receive salaries and benefits following applicable legislation. In this way, BRF reserves the right to conduct audits to verify compliance with such obligations and possible violations practiced by its Business Partners, may give rise to contractual and legal penalties, as well as lead to contractual termination.





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## Combat forced Labor, Child Labor and Slavery

All work is conducted voluntarily, based on freely agreed and documented terms. Child labor and exploitation, as well as activities conducted in degrading conditions, similar to slavery, are not permitted. BRF strictly prohibits and takes measures to prevent any situations inconsistent with respect for the life and integrity of workers. These include but are not limited to, exhaustive working hours, unjust remuneration, forced labor, debt bondage, as well as any forms of mental and physical coercion, slavery, and human trafficking.

Only professionals aged 18 (eighteen) years or over will be hired as permanent BRF employees. The minimum age may vary only for hiring a young apprentice, as long as the legal prerequisites for working in unhealthy, dangerous, or painful locations are met.

BRF Business Partners must also respect the hiring of workers of minimum legal age and must comply with all requirements set out in law for work between 16 and 18 years old, however, when services are involved to be conducted on BRF's premises, these must observe the same minimum age of 18 years as practiced by BRF. Moreover, Business Partners must ensure that there is no sexual exploitation of children in their operations, following the basic standards of the International Labor Organization ("ILO") and the principles of the United Nations Global Compact.

Business Partners must not restrict the freedom of their employees through withholding documents, exhausting working hours, physical punishment, harassment, and degrading working and housing conditions – which can be characterized as forced labor and/or similar to slavery. Moreover, the partners guarantee that they will not use production units that use work similar to slavery or unpaid work.

BRF requires, through contractual clauses, that its Business Partners prohibit the use of child labor and any types of employment practices that may be interpreted as equivalent to forced labor or analogous to slavery. In this way, BRF reserves the right to conduct audits to verify compliance with such obligations and possible violations practiced by its Business Partners, may give rise to contractual and legal penalties, as well as lead to contractual termination.

## Working Hours

Working hours for all Employees are reasonable, observing the guidelines and working hours limits described in the document No. 06.4.022 - Relações com o Trabalho (Labor Relations). Employees will not be required to work more than the regular hours and overtime hours permitted by the law of the country where the Employees are employed. If the employment contract allows contractual overtime, Employees will expressly agree to it.



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## Freedom of Association and Freedom of Expression

As established in the BRF Transparency Manual and the Code of Conduct for Business Partners, the Company recognizes, respects, and expects its Partners to also fully comply with and respect the right to free association, organization, and collective bargaining through unions, associations, class entities, political organizations and constituted entities, as long as they are exercised within legal and ethical limits. Freedom of expression is respected and encouraged, in its most diverse manifestations, as long as it is exercised responsibly, ethically, and within legal limits.

All Employees are free to exercise their rights to form and/or join unions or to refrain from doing so and to negotiate collectively. Employees' rights to freedom of association and collective agreements are recognized and respected. Employees are not intimidated or harassed when exercising their rights to join or not join any organization.

Business Partners must guarantee the right of their employees to join trade associations and unions and to organize collectively in entities of their choice, without retaliation.





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## Health and Security

Safety is one of BRF's non-negotiable commitments. As provided for in BRF Corporate Sustainability Policy n. 14.21.001 and in Corporate Policy Golden Rules in OSH n. 20.4.001 through the Occupational Health and Safety Management System ("OHS"), the expected behaviors of all BRF Employees and its Business Partners are established, which reflect all the principles listed in OSH Governance, Health, Safety and Environmental Policy ("HSE") and the elements contained in the Occupational Health and Safety Pillar, which are global OSH strategies for the Company.

The Company is committed to managing any risks to the physical integrity and health of its Employees, Business Partners, and visitors who are at its workplace. The commitment to Security comprises a global management system with rules applicable to all Employees and Business Partners. Employees are authorized not to perform any task when safety conditions are impaired or in disagreement with the Company's rules, with the right to refuse being guaranteed.

All Employees and other people who enter the Company's facilities are adequately informed about the dangers inherent in the workplace and are provided with information and personal protective equipment to avoid such risks. All personnel who enter BRF facilities or

handle products are correctly informed about the correct actions to take if a health and safety incident occurs.

Business Partners must comply with laws, standards, procedures, and good practices related to Occupational Health and Work Safety during their direct activities and subcontracting, ensuring adequate working conditions and trained professionals to perform their activities safely, following the nature of its activities and with legislation, correctly using personal protective equipment (PPE) and collective protection measures (EPC), whenever indicated and necessary.

The Company repudiates any discriminatory or violent acts inside and outside its premises and relationships. Therefore, human rights aspects related to personal and property security are provided for in the policies and procedures specific to the competent areas.



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## Right to Land and the Environment

The right to land and natural resources of local peoples and communities, including Indigenous peoples and quilombola community members, will be respected and protected. All negotiations regarding their properties or land, including the use of and transfer thereof, will adhere to the principles of freedom, prior informed consent, transparency, and contract disclosure. Environmental guidelines must be followed as established in the Health, Safety, and Environment Policy ("HSE") and the procedures relating to the Operational Excellence System - Environment Pillar and Asset Management Pillar, environmental control tools and measures, and energy efficiency, in the operations where they apply.

On this topic, it is noteworthy that BRF adopts several mechanisms to better assess and address land rights risks in its supply chain. Thus, critical chains such as, for instance, water and effluents, waste, packaging, energy, forests, grains, use of palm oil, and greenhouse gases, will have human rights aspects provided for in the policies and procedures specific to the competent areas.

Business Partners must comply with environmental legislation and the requirements of competent agencies and must commit to adopting all necessary measures to prevent, mitigate, and remediate environmental damage in their activities.





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## IDENTIFICATION, ASSESSMENT AND MITIGATION OF RISKS

BRF has a Risk Map, periodically reviewed, which, among other categories, specifically foresees the risk of “Violation of Human Rights.” Thus, based on the identification of risks, action plans are drawn up and implemented with complementary preventive and mitigating controls, to reduce exposure to risks and adverse impacts, real or potential, with which it may be involved, directly or indirectly, as a result of its activities or relationships with its Business Partners.

Possible violations of human rights, in turn, can be identified through direct verification, in response to allegations reported via the Transparency Channel; or Reputational Analysis – Due Diligence in Business Partners or Targets in M&A Projects; or audits; or even, through benchmarking.

### Transparency Channel

In response to complaints about human rights violations received through accessible channels, BRF is dedicated to conducting thorough investigations with independence, caution, and responsibility. These investigations are conducted in a fair, impartial, and balanced manner while upholding the presumption of innocence. Additionally, the process ensures full defense and allows for a thorough examination of contradictions. The investigation process includes ensuring protection for the whistleblower and confidentiality in investigating the facts.

The BRF Transparency Channel can be used by BRF Employees, Business Partners, customers, public agents, or anyone who wishes to report a suspicion or concern. The channel data is contained in a contractual clause and is widely disseminated to the internal and external public.

Moreover, the Transparency Channel is available to receive complaints 24 hours a day, 7 days a week, every day of the year, in the main languages of the locations where BRF operates. It is possible to register a concern or make a Report via telephone, website, or electronic form.





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## Reputational Analysis – Due Diligence

BRF reserves the right to evaluate its Business Partners through Reputational Analysis – Due Diligence and continuous monitoring, as it assumes responsibility for identifying and treating any adverse impacts, real or potential, with which it may be involved, directly or indirectly, because of its own activities or commercial relationships.

In this sense, BRF conducts the Reputational Analysis - Due Diligence process on its potential and current Business Partners and Targets in M&A Projects, to determine possible risks on the topic associated with such Business Partners. Additionally, periodically, the Company consults Public Lists of the Ministry of Labor and Employment, Environmental Regulatory Agencies, and the Transparency Portal – CEIS List, to identify the inclusion of potential partners in these lists and addressing them for processing areas involved in the Company's selection process.

## COMMUNICATION AND TRAINING

The guidelines of this Policy are periodically disseminated to the internal and external target audience, through various channels, such as the global portal, website, meetings, emails, posters, wallpapers, corporate TVs, banners, and signs, among others, as detailed in the document 28.1.008.

Moreover, it is important to highlight that the subject of human rights is incorporated into the BRF Transparency Manual, with mandatory training for both senior management members and operational unit employees upon integration. Similarly, human rights are addressed in the BRF Code of Conduct for Business Partners, with acceptance and training procedures embedded within the registration and approval phase for Business Partners.

## REMEDIATION

BRF is committed to remedying adverse impacts on human rights that it has caused or contributed to and collaborates with other initiatives of relevance to human rights in the territories where it operates. The Company undertakes these efforts either directly or in collaboration with partners, aiming to engage relevant stakeholders in the development and execution of remediation actions. There is a steadfast commitment to the principle of non-repetition in addressing and rectifying any identified issues.



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# FINAL DISPOSITIONS

This document is valid as from the date of its issue and shall be modified at any time and discretion.

Individuals violating these rules will be subject to the legal/disciplinary applicable measures, to be determined by the BRF competent administrators.

It will be incumbent upon the editor area to clarify any possible doubts, establish the procedures required for implementation, checking and dissemination of the rules mentioned in this document.

## APPROVALS

Responsible	Area
Elaboration	Global Compliance Board
Revision	Audit and Integrity Committee
Approval	Board of Directors





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# GLOSSARY

## BRF or Company

Refers to BRF S.A., as well as all its subsidiaries, in Brazil or other countries.

## Business Partners

External party, with which the Company has or plans to establish some form of “Business” relationship. For the purposes hereof, the term Business is broadly defined to mean those activities that are pertinent to the purpose of the Company's existence, including, but not limited to, customers, joint ventures, joint venture partners, consortium partners, third-party providers, contractors, consultants, subcontractors, suppliers, integrated companies, vendors, advisors, agents, distributors, representatives, intermediaries, investors, among others.

## Collaborator or Collaborators

These are all people hired by BRF, who work at all levels of the organization, including managers, seniors, executives, directors, employees, internal consultants, interns, apprentices, trainees, home-based workers, part-time and temporary contract workers determined and occasional workers.

## Person or People

All BRF Employees and Business Partners.

## Public Authority

For the purposes hereof, the term Public Authority is broadly defined to include, but not be limited to:

- Bodies of direct, indirect, or foundational administration of any of the Powers of the Federal Government, the States, the Federal District, the Municipalities, the Territory (whether executive, legislative, judiciary, or administrative), public companies, mixed economy companies, or concessionaires public services including local authorities, regulatory agencies, customs, public foundations, notary offices, electricity, water and gas distribution companies, companies with public-private partnership contracts, public schools, public universities, public health facilities, police stations, military entities, local tax offices, issuers of permits, approvals, government licenses, and visas.
- International public organization or any international department or agency (e.g., United Nations (UN), the International Monetary Fund (IMF), the World Bank, etc.).

## Reputational Analysis or Reputational Due Diligence (“DD”)

Procedure included in carrying out reputational research (screening) on Business Partners, who wish to have a relationship or already have a relationship with the Company, through contracts classified by the Compliance Department as High Risk, to understand the degree of risks that, eventually, may be associated with these Business Partners. At DD, information from Judicial Processes, Restrictive Lists, or Negative Media is verified, which provides evidence of violations of current laws and regulations and/or the guidelines contained in the Transparency Manual or BRF's internal Policies and Normative Documents, practiced by BRF Business Partners.



**BRF S.A.**  
Companhia Aberta de Capital Autorizado  
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