

MARFRIG GLOBAL FOODS S.A.
CNPJ/ME 03.853.896/0001-40
NIRE 35.300.341.031
Publicly-held Company

MINUTES OF THE BOARD OF DIRECTORS' MEETING
HELD ON AUGUST 31, 2020

Date, Time and Venue: Board of Directors' Meeting of Marfrig Global Foods S.A. ("Company") with head office at Avenida Queiroz Filho, No. 1560, Block 5, Sabiá Tower, 3rd floor, Room 301, Vila Hamburguesa, São Paulo/SP - ZIP Code: 05319-000, held by video conference on August 31, 2020 at 10 a.m.

Attendance: In attendance the effective members of the Board of Directors, Messrs. Marcos Antonio Molina dos Santos – Chairman of the Board of Directors, Marcia Aparecida Pascoal Marçal dos Santos, Rodrigo Marçal Filho, Alain Emilie Henry Martinet, Antonio dos Santos Maciel Neto, Roberto Silva Waack, Herculano Aníbal Alves and Roberto Faldini.

Board: Chairman: Mr. Marcos Antonio Molina dos Santos. **Secretary:** Mr. Heraldo Geres.

Agenda: 1) To resolve on the change of the Financial and Risk Management Committee name and its Internal Regulations consequent adjustment; **2)** Creation of Sustainability Policies, Social Responsibility, Stakeholders Engagement, and Extra-Audit Services Contracting; **3)** Discussion and resolution regarding the update of the works in the Compliance area.

Resolutions: After analyze and discuss the items on the agenda, the members of the Company's Board of Directors, by unanimous vote, decided to **1)** change the "Financial and Risk Management Committee" name to "Financial Committee" and exclude from its Internal Regulations (**Annex I**) the duties regarding risk management, since the Statutory Audit Committee, established in 2019, according to the Securities Commission Instruction No. 509/2011, to evaluate and monitor the Company's risk exposures. Subsequently, the members of the Board of Directors, in order to adopt the best corporate governance, sustainability and social responsibility practices, decided to approve **2)** the following policies: i) Sustainability Policy (**Annex II**); ii) Social Responsibility Policy (**Annex III**); iii) Engagement with Stakeholder Policy (**Annex IV**); and iv) Extra-Audit Services Contracting Policy (**Annex V**), which, pursuant to ICVM No. 381/2003, provides for the disclosure of information on services other than external audit provided by the independent auditor. All the documents mentioned (**Annexes I to V**) are available on the Company's Investor Relations website

[\(https://ri.marfrig.com.br/\)](https://ri.marfrig.com.br/), in addition to the EmpresasNet system of the Securities and Exchange Commission of Brazil. Mr. Mauricio Manfredini, the Company's Chief Compliance Officer, **3)** made available a presentation, in order to update the members of the Board of Directors on the progress of the department's work, highlighting that **a)** the 2020 cycle of Compliance training will reach all southern cone units and includes the following themes and policies: **i)** Code of Ethics and Conduct; **ii)** Anti-Corruption and Prevention of Money Laundering and Financing of Terrorism; **iii)** Conflicts of Interest; **iv)** Competition; **v)** Gifts, Presents, Entertainment and Hospitality; **vi)** Relation and Communication with Public Officials; **vii)** Donations, Sponsorships and Contributions; and **viii)** Social Media Use. He also informed that the referred themes are subject to continuous monitoring by the Compliance Department; **b)** the Compliance risk matrix was reviewed and updated, which also includes actions to mitigate the determined risks, and this revised matrix presented to the Board of Directors, **c)** about the reporting channel, it was informed that the reports recorded on the channel were analyzed and resolved by the Ethics and Compliance Committee, and that they were presented, in summary form, to this Board.

Closing: There being no further business to discuss, this meeting was closed, from which these minutes were drawn up, read, approved and signed by all those Directors in attendance. **Signatures: Board: Chairman:** Marcos Antonio Molina dos Santos; **Secretary:** Heraldo Geres. **Members of the Board of Directors:** Marcos Antonio Molina dos Santos - Chairman of the Board of Directors, Alain Emilie Henry Martinet, Antonio dos Santos Maciel Neto, Herculano Aníbal Alves, Marcia Aparecida Pascoal Marçal dos Santos, Roberto Faldini, Roberto Silva Waack and Rodrigo Marçal Filho.

I certify that this is a true copy of the minutes drawn up in the proper book.

São Paulo, August 31, 2020

Heraldo Geres
Secretary

Annex I

CHARTER OF THE FINANCIAL COMMITTEE ADVISING THE BOARD OF DIRECTORS

I – THE FINANCIAL AND RISK MANAGEMENT COMMITTEE

1. The Financial Committee (“Committee”) is a statutory advisory body directly connected to the Board of Directors, governed by applicable laws and regulations, as well as the Bylaws of Marfrig Global Foods S.A. (“Marfrig” or “Corporation”) and this Charter (“Charter”).

2. The purpose of the Committee is to ensure that the Corporation’s operations are conducted in such a manner as to safeguard and add value to its assets and optimize the return on investment in the long term. The Committee shall support and advise the Board on establishing the general guidelines of activities and on decisions involving strategic issues, in accordance with the laws, ethics and internal controls of the Corporation.

II – COMPOSITION

3. The Financial and Risk Management Committee will have at least three (3) and a maximum of six (6) members, who may or may not be shareholders, all of them elected by the Board of Directors for a term of office that will coincide with the term of office of the directors, and reelection is permitted. Committee members will remain in office until the investiture of newly elected members. The Chairman of the Board of Directors reserves the right to participate in the meetings and decisions of the Financial and Risk Management Committee.

4. The Financial and Risk Management Committee will be coordinated by a director of the Corporation. The coordinator will have the casting vote in case of a tie in Committee deliberations. All members of the Committee shall have the knowledge, skills and experience required to exercise their functions, as per the discretionary assessment of the Board of Directors.

5. Committee members will take office after signing the respective Instruments of Investiture, which will be filed at the registered office of the Corporation.

6. In case of any vacancy, the Board of Directors shall appoint the respective substitute within thirty (30) days.

III – DUTIES AND RESPONSIBILITIES

7. Following are the responsibilities of the Financial and Risk Management Committee:

- To periodically examine the investment and financing plans of the Corporation;
- To examine the impact of the transactions contracted on the capital structure of the Corporation;
- To determine the parameters used to monitor the preservation of predetermined liquidity and capital structures;
- To execute and implement the decisions required by the Board of Directors;

8. In addition to the responsibilities established in the article above, the Committee must:

- I. Strive to uphold the interests of the Corporation within the scope of its duties;
- II. Analyze the reports issued by regulatory agencies about the Corporation on matters within the powers of the Committee;
- III. Observe the confidentiality of subjects and matters discussed at the Committee; and
- IV. To conduct, at least once a year, a self-assessment of its activities and identify possibilities for improvement in its functioning.

9. Committee members are subject to the Bylaws and the Code of Ethics and other compliance instruments of the Corporation, as well as the duties and responsibilities of managers established in the laws and regulations in force, wherever applicable.

10. Committee members may receive compensation in addition to that received as a director of the Corporation.

IV – MEETINGS

11. The Committee will meet preferably every quarter and whenever called by any of its members or at the request of the Board of Directors.

12. Calls for meetings will be made in writing preferably at least three (3) days in advance, by e-mail or any means that enables proving the receipt of call notice by the recipient, and must contain the agenda and be accompanied by the documentation related to the agenda.

13. Meetings will be held with the presence of the majority of members, and decisions are taken by the majority of those present.
14. Committee meetings will be held, preferably, at the registered office of the Corporation or in another venue provided it is specified in the call notice.
15. Committee members can participate in meetings through conference call, videoconference or any other means that ensures their identification and simultaneous communication with the others attending the meeting. In such cases, Committee members must ensure that the matters discussed will not be heard by unauthorized third parties. Committee members participating in the meetings as mentioned above are deemed present at the meetings and must sign the corresponding minutes.
16. Committee members with actual or potential conflict of interest with any of the matters to be discussed must withdraw from the meetings during the period when such matters are discussed.
17. The Committee must preferably prepare an annual calendar of meetings.
18. The Committee can invite to its meetings Executive Officers, executives and internal and external employees of the Corporation who have relevant information or whose matters on the agenda are pertinent to their area of operations.
19. Minutes of the meetings will be drawn up and, after signed by the members present, will be filed at the registered office of the Corporation. The minutes drafted in the form of a certificate (true copy) and signed by one of the Committee members will have the same legal effects as those signed by all the members of the Committee.

V. MISCELLANEOUS

20. The Board shall define periodically the specific activities to be performed by the Committee.
21. To exercise its functions, the Committee may require the hiring of external experts and have access to information that may be necessary to perform its activities.
22. The recommendations of the Committee are not binding, and the Board of Directors of the Corporation is responsible for taking the decisions based on studies and proposals presented by the Committee.

23. This document must be disclosed on the website of the Corporation after its approval by the Board of Directors.

Annex II

	VERSION PS 1.0
	APPROVAL DATE 08/31/2020
	NEXT REVIEW DATE 08/30/2021

1. INTRODUCTION

At Marfrig, sustainability is one of the business' five strategic pillars, alongside financial strength, corporate governance, operational excellence and products/customers. Such protagonist 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.
- (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.

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 Limp
Emprego Digno e Crescimento
Econômico

Consumo e Produção Responsáveis

Combate às Alterações Climáticas
Vida Sobre a Terra

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

Responsible Consumption and
Production

Climate Action
Life on Land

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.
- 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 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 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.

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.

Annex III

 SOCIAL RESPONSIBILITY POLICY	VERSION PRS 1.0
	APPROVAL DATE 08/31/2020
	NEXT REVIEW DATE 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 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.

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 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.

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:

- 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 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 or website 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.
- 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:

- 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.

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 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.
- 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.

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

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.

ANNEX IV

 ENGAGEMENT WITH STAKEHOLDERS POLICY	VERSION PES 1.0
	APPROVAL DATE 08/31/2020
	NEXT REVIEW DATE 08/30/2021

1. Purposes

This policy guides and establish guidelines to be observed in the development of strategies and actions designed to promote the engagement of the publics with which Marfrig Global Food has a relationship with the activities and actions undertaken by the Company. It also determines criteria to adopt practices that encourage the dialogue with the stakeholders, in a way to bring new perspectives to the business management.

2. Scope

The guidelines and directions presented in this Policy must be observed by all professionals of Marfrig Global Foods that interact with the publics with which the Company has a relationship in their work routines. It includes direct employees, without distinction between hierarchical levels, and service providers. The preparation, update and dissemination of this policy, in turn, is under the Sustainability and Corporate Communication Board' responsibility.

3. Organizational principles

The engagement efforts of the stakeholders in Marfrig Global Foods are focused in communication and relationship strategies and actions developed by different corporate areas. Designed to accountability and creation of dialogues with different publics, the initiatives must be supported by the following principles:

- i. Observing the guidelines established in this Policy and in the Code of Ethics, in addition to other organizational rules and principles of the Company, such as the Social Responsibility and Sustainability Policies.

- ii. Being developed in order to add to the compliance with the Strategic Planning.
- iii. Establishing coherent, uniform dialogues and in line with the institutional commitments of Marfrig, ensuring listening channels to the relationship publics.
- iv. Maintain and defending the Company's image and reputation.
- v. Adjusting the messages, languages and channels to the different publics.
- vi. Adopting a cooperative conduct between areas, without distinction of hierarchical levels.
- vii. Being in line with the Mission, Values and Vision, which express the position and commitments assumed by the Company before the publics with which it relates:

Mission

To globally provide the best protein and establish long-term relationships with consumers, creating high quality and safety products.

Vision

To be recognized as the best global protein company:

- grow with customers, suppliers and partners through innovative products and operate in the best markets;
- promote the Company's development and create value to the shareholder;
- keep employees stimulated and committed to serve all the production chain with operational excellence, in a sustainable manner; and
- respect the community in which it is inserted.

Values

1) Focus on the Customer

Full commitment with internal and external customers.

Attention and passion in what it does, when serving customers in all stages of the production chain.

Act with integrity and make what is right in relation to the products and procedures.

2) Simplicity

Clarity, objectiveness and simplicity in the decision-making, seeking to facilitate all processes. The idea of "less is more" permeates everything it does.

3) Transparency

Not to hide the issues. Behaviors and conducts aim at learning with the mistakes, so they do not happen again. Motivates dialogues with stakeholders, what help to create trust, in addition to allow improvement as professionals and persons.

4) Respect

Guided by the ethical principles and constantly motivated to develop the relationship.

5) Excellence

Constant incentive to offer innovative solutions, seeking the excellence in everything it does. This capacity is developed by the whole organization, seeking for loyalty of internal and external customers.

6) Entrepreneurship

Attention to the market context, adapting to it. Work with passion in the tasks and know how to recover from adversity, with resilience. Adopt a feeling of owner, caring for processes, productivity and resources. To be alert to anticipate demands, issues and opportunities.

4. General Guidelines

The employees involved in the development of strategies or engagement actions must comply with the following guidelines:

- i. To adopt behaviors based on ethics, transparency, professionalism and respect to the citizens' rights.
- ii. To disclose consistent, true, reliable and accurate information, caring for the Company's reliability.
- iii. To seek the constant improvement of disclosure of information - including data quality, channels, formats and language - in a way to establish an objective and clear communication with all public profiles.
- iv. To check that speeches and concepts in line with the institutional position are being adopted.
- v. To use neutrality in interacting with the different profiles of public, ensuring equal treatment.
- vi. To involve the stakeholders in the efforts used to ensure the sustainable development of the business, seeking cooperation to the social and environmental matters.
- vii. To conciliate different points of view, adopting instruments and processes that encourage and promote collaborative and inclusive formats of creation.
- viii. To host the different opinions and expectations of the publics with which Marfrig relates, considering them in the decision-making, in a way to generate benefits to these stakeholders and to the Company.
- ix. To exercise professional secrecy and keep confidential the strategic information to which they had access during the work routine. Information and data related to the

stakeholders must be used strictly for professional purposes, and must not be disclosed without prior authorization.

5. Specific guidelines

In the interaction with specific relationship publics, Marfrig's purposes are:

- **Investors, shareholders and market professionals:** to ensure access to information related to the economic-financial performance and social and environmental disclosed with transparency, accuracy and integrity, equity and timeliness.
- **Employees (direct and indirect):** to make available information channels exclusive to this public, with updated information on the Company's performance, programs and projects developed, indicators and goals. Also, employee environment work surveys must be performed with employees from all Units, to identify positive and attention points, and creation of action plans designed to maximize the improvement opportunities, and processes of professional performance analysis, offering feedbacks designed to contribute to the development of individuals.
- **Suppliers:** To adopt social and environmental criteria for the qualification, hiring and retention of suppliers, in addition to offering trainings to encourage the adoption of best management practices, so as to contribute to the business sustainability. To perform audits in suppliers considered as critical or in cases of suspected non-compliance with social and environmental criteria, such as the principles established in the Purchase Policy and other guiding documents.
- **Competitors:** to respect competitors, since that loyal competition contributes to the enhancement of the market. Further guidance on this matter can be found in Marfrig's Competition Policy.
- **Civil Community:** to actively participate of the initiatives that promote the enhancement of cattle raising practices and strengthening of the sector, led by Civil Community Associations and Trade Associations.
- **Government and Regulatory Bodies:** to be in compliance with the current laws and regulations, in addition to cooperating with the processes of preparation of public policies related to the cattle raising activity themes.
- **Press:** to establish a close, accessible and permanent relationship with the press, being proactive in the disclosure of information of interest, and agility when activated

by the public, caring for the corporate image and reputation. Caring for the transparency and reliability of the information, to also understand the press as a strategic communication channel with other publics.

- **Customers:** to build long-term relationships based on reliability, ethics and trust, offering products that satisfy the needs of each customer profile, and open dialogue to identify potential demands that guide the enhancement of the products. To disclose, in a transparent way, the information regarding the products, with emphasis to aspects related to sustainability and innovation, assets which are Marfrig's differentials. To ensure the customer's privacy, caring for the information collected in the relationship routines is used only for commercial purposes and upon authorization from the subjects. This public should also be offered with simple and effective means to request the interruption in use of their data for commercial purposes.
- **Communities:** to contribute to the social development and welfare of communities in which the operations are inserted with creation of jobs, relevant social assistance programs, in addition to specific campaigns. The Company also uses the private social investment to offer social assistance programs, culture, education, health, food safety and sport practices to children in social vulnerability situation, enrolled with public schools in Brazilian cities in which it is present.

6. Communication Channels

To engage different relationship publics with direct and personalized communications, Marfrig uses on-line and off-line channels, with various dialogue and access alternatives to information about the Company and the business:

- **Website**
Gathers institutional information, publications and news about the activities performed by the Company and about products that it makes available, in the Portuguese, English and Spanish versions.
- **Investors Relation Website**
Institutional website page intended to shareholders, investors and professionals of the financial and stock market. With Portuguese and English versions, it gathers information of interest of this public, making the data on the company and its management, business strategy and financial-economic results, among others, transparent.

- **Customer/Consumer Service (SAC)**

Channel that enables the direct contact between the customers/consumers and the company. The channel offers guidance, clarifies doubts and receive comments, critics and suggestions.

- **Sustainability Reports**

Annual disclosure of information and data on the business strategy and its results in the 12-month period, which also includes the accounting of initiatives and practices related to the respect to the environment, actions to mitigate de environmental impact and social responsibility actions, including goals and results.

- **Interviews to the press**

Statements from Company's spokesperson regarding institutional themes and related to the business, to the printed and electronic media vehicles, both national and foreign.

- **Institutional Representation**

Participation of employees, as Marfrig's representatives, in work groups designed to matters relevant to the operation sector's development and improvement of the adopted practices, with representatives of other companies, governmental bodies or organization of the civil society.

- **Social Media**

Digital environments in which Marfrig keeps profiles and established direct contact channels with the community.

7. Responsibilities

- **Employees:** to know and care for the compliance of this Policy, including in their routines the guidance established herein. They should also participate in the training programs on communication and engagement that may be offered, making efforts to take advantage of the guidance transmitted therein.
- **Leaderships:** to spread, among their teams, the principles and guidelines of this Policy.
- **Product and Business Board:** to evaluate the social, environmental and economic impacts on the planning of new projects/products, or significant changes in the existing ones.
- **Human Resources Board:** to build emotional bonds with the employee, in line with the formal commitments assumed by Marfrig with respect to the human rights. To ensure safe and healthy work environments and opportunities for the professional

development, appreciating diversity, and to ensure dialogue channels and access to information regarding the Company.

- Purchase Board: to include social and environmental assumptions in the hiring criteria, engaging the suppliers in responsible and sustainable business models.
- Investors Relation Board: to ensure to the shareholders, investors and general market the disclosure of information regarding the Company in a timely, full and transparent manner.
- Sustainability and Corporate Communication Board: to preserve the image and reputation of the Company by means of promoting relationship actions and disclosure of information with the press, in a proactive and reactive manner, cherishing the transparency and timeliness. To lead in the organization, the inclusion of topics and processes related to sustainability, ensuring business perpetuity, contributing to a healthy environment, a fair community and the economic and social development of the country.
- Institutional Relations Board: to defend Marfrig's interests in public policies with the executive and legislative branches, in addition to trade associations. To develop an internal relationship with the Company's employees to create interest defense strategies, as well as to support the Company's relationship as a whole and its representatives before the government.
- Commercial Boards: to establish trust relations with customers, seeking alternatives for the production and supply of products to effectively contribute to the growth of business of these partners, performing its attributions in line with the highest ethical standards and free competition principles. To assume the responsibility for the information obtained with customers, keeping it under secrecy and using it exclusively for commercial purposes by authorized professionals, upon authorization of the subjects.
- Marketing Board: to disseminate clear and reliable information on Marfrig's products through the different channels of the Company. To ensure secrecy and privacy to the information obtained from customers through the service channels, limiting the use for commercial purposes, upon authorization. Also, mechanisms for the customer to request the removal of its information from Marfrig's data base must be offered.
- Information Technology Board: to establish effective and reliable processes to ensure the security of customer's information, including mechanisms to request prior authorization to use the data for any purpose other than the commercial one, in

addition to simple and effective means for the customer to request that such use is interrupted. In order to ensure that the data is accessed only by authorized employees and to avoid the undue use of the information, internal or external verification routines must be established. The effectiveness of the security systems established, in a way to avoid access or misappropriation of information by third parties, in turn, must be assured through external audits.

8. Impact assessment

The impacts of the engagement strategies and actions in short-, medium- and long-term are verified and managed through:

- i. Specific methods and metrics to follow up and measure the reach of engagement efforts, in on-line and off-line environments.
- ii. Crisis management processes or conflicts with the relationship publics.
- iii. Follow up, assessment and measurement of good practices in the value chain.
- iv. Periodic satisfaction and/or insight surveys.
- v. Identification of the most relevant themes to the stakeholders, from the business sustainability perspective, in a way to give priority to the expectations of these publics in the Company's strategies. The evaluated information, in addition to being used as guidelines for the decision-making and in specific projects, contributes to the definition of indicators to measure the Company's performance in aspects related to sustainability. In this regard, to carry out:
 - a. Materiality analysis that consider the opinions and demands of stakeholders in the operation impacts assessment, consultation which must occur periodically, at least every two years, or when there are significant changes in the operations.
 - b. Studies of externalities generated to the community by the units' operations and by the Company's products.

9. Final Provisions

This Policy becomes effective on the date of its approval by the Board of Directors and revokes any contrary rules and procedures. The Sustainability and Corporate Communication Board is responsible for proposing changes to this Policy to the Board of Directors, whenever required.

Employees, suppliers or other stakeholders that note any breaches of this Policy may report the fact through sustentabilidade@marfrig.com.br

The breach of the guidelines of this Policy by the employees and service providers will lead to the application of liability measures, as per the respective severity of the event.

ANNEX V

 EXTRA-AUDIT SERVICES CONTRACTING POLICY	VERSION PEA 1.0
	APPROVAL DATE 08/31/2020
	NEXT REVIEW DATE 08/30/2021

1. PURPOSE

The purpose of this policy is to establish guidelines for contracting Extra-Audit Services in order to ensure the independence of the Independent Audit contracted by the Company.

2. DEFINITIONS

Independent Audit: It is the contracted company to ensure the credibility of the financial information of a specific entity, when providing its opinion on whether the financial statements prepared by its management represent, in all relevant aspects, its equity and financial position.

Company: Marfrig Global Foods S/A, its subsidiaries, controlled and/or managed companies.

Extra-Audit Services: These are those contracted by the Company from the Independent Audit other than the auditing services of its financial statements.

3. OBJECTIVE

The objective of this policy is to establish guidelines for contracting Extra-Audit services and to ensure that the contracted services do not compromise the independence or put at risk the necessary impartiality of the Independent Auditor.

4. PUBLIC

It applies to the Board of Directors, the Audit Committee and any and all employees involved in all phases of contracting for Extra-Audit services on behalf of the Company.

5. CONTENT

5.1 CONTRACTING OF EXTRA-AUDIT SERVICES

The Company's Audit Committee is responsible for evaluating and approving the contracting of any Extra-Audit services.

The contracting of Extra-Audit services by the Company with the contracted Independent Auditors or any other party related to the Independent Auditors is prohibited in situations that may jeopardize the impartiality and independence of these auditors in the provision of audit services.

Once the Company's Independent Audit has been contracted for the provision of any Extra-Audit Services, the Company shall comply with the provisions of CVM Instruction 381/2003, in particular, regarding the disclosure of the contracted services, whenever the remuneration of these services reaches an equal amount or higher than 5% of the value paid annually by the Company for audit services.

5.2 CONTRACTING OF INDEPENDENT AUDITOR

The Company is prohibited from contracting professionals who have provided audit services or Extra-Audit Services by the Independent Audit company for less than three (3) years.

6. MISCELLANEOUS

When observing potential conflicts between the Company's internal rules/guidelines, the employees must guide their conduct considering the most restrictive rule/guideline.

7. CONFIDENTIALITY STATUS

This is a public policy.