



**Diversity Equity and Inclusion Global Policy**

**RECIPIENTS:** All JBS S.A. personnel, controlled companies and its unlisted subsidiaries.

**1. PURPOSE**

To define the Company's commitments regarding diversity, equity and inclusion.

**2. SCOPE**

All areas involved in the process and mentioned herein are responsible for complying with this policy.

**3. GENERAL PROVISIONS**

- 3.1. JBS is committed to ensuring that all applicants and team members are afforded an equal opportunity in employment without regard to person's race, color, ethnicity, national origin, age, veteran status, gender, religion, disability, sexual orientation or status that is protected by law;
- 3.2. JBS also develops and retains a diverse and inclusive workforce, recognizing that a diverse mix of backgrounds, skills and experiences maximizes our ability to achieve our goals and provides us with a sustained competitive advantage;
- 3.3. JBS will ensure that only legitimate job-related requirements and procedures are used with regard to recruitment, employment, promotion, transfer, discipline including termination, compensation, benefits, demotion, layoff, training, and educational programs.

Gilberto Tomazoni  
Global CEO