



Human Rights Global Policy

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

1. PURPOSE

To define the Company's global commitments regarding human rights.

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 human rights in accordance with the UN Guiding Principles on Business and Human Rights;
- 3.2. We operate all of our facilities in compliance with labor and human rights laws and adhere to strict internal policies, including our Code of Conduct and Ethics, and programs that provide additional guidance to best serve our team members;
- 3.3. We do not tolerate discrimination or unsafe working conditions and are committed to providing a safe working environment for our team members;
- 3.4. We prohibit forced, trafficked and child labor, and we uphold all applicable wage and hour laws, such as minimum wage and overtime compensation, and all legally mandated benefits. We also respect our team members' rights of association, of joining labor unions and of collective bargaining;
- 3.5. We have a robust governance process to ensure compliance with our human rights policy and expect our partners to adhere to these ethical principles as outlined in our Supplier Code of Business Ethics and Conduct.

Gilberto Tomazoni
Global CEO