



Compliance Initiatives

May 2024



Compliance Milestones 2017

JUN

Marcelo Proença nominated as **Global Compliance Director**, reporting **directly to JBS Board of Directors**

JUL

Launched JBS Compliance Program called **“Always do it Right”**



AUG

Restructured the department **hiring new team members**



OCT

Contracted Deloitte to develop a software to **automatize the Third Party Due Diligence process**

DEC

Implemented an outsourced and independent **Ethics Line (24/7)**



Installation of 7 Ethics Committees, one for in each Business Unit in Brazil and one to oversight the whole Compliance Program called **Institutional Compliance Committee**

Compliance Milestones 2018

MAR

A new **Global Code of Conduct and Ethics** and a **Code of Conduct for Business Associates** approved by the Board of Directors



APR

JBS became a signatory of the Business Pact for Integrity Against Corruption. This pact is one of Ethos Institute initiatives.



Hired a **Head of Ethics and Compliance for JBS USA**

AUG

In-person Code of Conduct **Training for C-Level:** Board Members, Presidents and Directors

OUT

Launched **Conflict of Interest survey** for Managers, Directors and Presidents
Conflict of Interest form was pointed as a mandatory document for new hires in onboarding process

DEC

Training Cycle 2018 completed with **more than 115 thousand employees trained** on the Code of Conduct guidelines

Compliance Milestones 2019

FEB

Launched **Compliance News**, a newsletter dedicated to Compliance initiatives, for all team members in four languages: Portuguese, Spanish, English and Italian

MAR

Risk Assessment updated for all Business Units in Brazil
Implemented **20 compliance controls**



MAY

Anti-Corruption training in Brazil for 100% of the administrative office employees, including presidents and directors



JUL

Launched **JBS Compliance webpage**

AUG

Code of Conduct Training in Brazil for 100% of the employees (including presidents/directors)

1º Compliance Day occurred at JBS headquarter in Brazil



SEP

Third Party Training Project started with business units

OCT

Compliance communication new campaign for Ethics Line

Conflict of Interests Global Policy published

NOV

Due Diligence Policy published

Code of Conduct and Ethics training completed with **more than 116,000 employees trained**

Numbers 2019

- **116.650 team members** (including members of the Board of Directors and advisory committees) **trained on the Code of Conduct and Ethics**
- **16.075 team members** (administrative and leadership) **trained on Anti-Corruption**
- **2.512 complaints received** by JBS Ethics Line
- **1.860 reputational analysis** (due diligence) were carried out
- **2.100 internal processes were evaluated or monitored**
- **More than 45 hours of interviews as part of our Risk Assessment process updated**
- **Pointed by Leaders League Magazine as “The Best Compliance Department”**

Compliance Milestones 2020

JAN Contracted Deloitte to **improve and upgrade** the due diligence software

MAR Launched **Global Anticorruption Policy**

ABR **Compliance Program** checked by Internal Audit

MAY **Training Cycle 2020 started with specific Compliance trainings**

- **Anti-corruption**
- **Antitrust**
- **Conflict of Interests**

JUN **Codes of Conduct and Ethics update** approved

SEP **Training Cycle 2020 launched the Code of Conduct and Ethics Training**



OCT 2^o wave of **Conflict of Interests survey** with Managers, Directors, Presidents

DEC **Business Associate Code of Conduct** training started to **Third Parties**

Numbers 2020

- **115,702 team members** (including members of the Board of Directors and advisory committees) **trained on the Code of Conduct and Ethics**
- **42,297 team members** (administrative and leadership) **trained on Anti-Corruption, Antitrust, Conflict of Interests**
- **2,909 complaints received** by JBS Ethics Line
- **4,976 reputational analysis** (due diligence) were carried out
- **2,475 internal processes were evaluated or monitored**
- **1,280 conflict of interest forms received for evaluation**
- **97% adherence** in audit on best Compliance practices **carried out by an independent company**

Compliance Milestones 2021

JAN

Contracted Deloitte to **improve and upgrade** the due diligence software

MAR

Conflict of Interests survey for Coordinators

APR

Training Cycle 2021 started with **Anti-corruption, Antitrust** and **Labor Antitrust** for key team members

MAY

Launched **Moral and Sexual Harassment and Diversity & Inclusion** trainings

Ethics Line Workshop to HR and Legal Departments

JUN

JBS Brazil adhered to **UN Global Compact – Collective Action in the fight against corruption in Agribusiness**

JUL

Poultry, pork and **cattle ranchers (third parties) teams and employees were** trained in our **Business Partners Code of Conduct**

SEP

ABPA - Brazilian Animal Protein Association **pro bono** participation to improve its Compliance Program

OCT

Ethos Institute Integrity evaluation renewal **increasing** 1 point in the Compliance Program performance reaching **8,6 of 10 points**.

DEC

Code of Conduct and Ethics training completed with **more than 118,000 employees trained**
2º Compliance Day occurred at JBS headquarter in Brazil

Numbers 2021

- **+118.000 team members** (including members of the Board of Directors and advisory committees) **trained on the Code of Conduct and Ethics**
- **+24.000 team members** (administrative and leadership) **trained on Anti-Corruption and Harassment and Discrimination**
- **+170 team members** (administrative and leadership) **trained on Antitrust and Antitrust in the labor sphere**
- **3,032* complaints received** by JBS Ethics Line
- **6,391 reputational analysis** (due diligence) were carried out
- **3.252 internal processes were evaluated or monitored**
- **1,178 conflict of interest forms received for evaluation**
- **+1600 people followed** the **2nd JBS Compliance Day** online and **+12,000** views on the videos
- **+ 9,000** third parties trained on our **Business Partner Code of Conduct**

**Adjustment in the total number of complaints received by the JBS Ethics Line to suit to the independent third-party company platform.*

Compliance Milestones 2022

JAN

Politically Exposed Persons – **PEP control** Implemented

FEB

Compliance director, **Marcelo Proença** participated in **Margarine Sales Convention** with Commercial, trade marketing and logistics team presenting the **Always Do It Right** Compliance Program guidelines and its benefits.

Compliance News celebrated the 3rd anniversary

MAR

Compliance director **Marcelo Proença** participated in **Seara Convention, Friboi Convention** and **Leadership Forums** reinforcing the **Always Do It Right** Compliance Program guidelines and its benefits. Around 800 leaders from all over Brazil participated

APR

Launched **Compliance Communication Campaign** for 2022

Launched the **Agroindustry Anti-Corruption Guidelines** content produced by the **Collective Action in the fight against corruption in Agribusiness**, composed of 17 companies, including **JBS**

MAY

2021 internal and external audits finalized without material issue identified. External audit indicated JBS Compliance Program adherence in **98.2% of legislations and best practices**

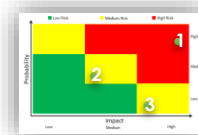
Launched the **Antitrust Global Policy**

JUN

Risk Assessment updated for all Business Units in Brazil

Antitrust training for key team members

Installation of the **Global Compliance Executive Committee**



Compliance Milestones 2022

JUL

Training Cycle 2022 started with **Anti-corruption** training

AUG

Michael Koenig appointed as **Global Ethics and Compliance Director** for JBS

2022 Internal Audit finalized without any material issue identified

JBS's Compliance Director **Marcelo Proença** conducted a training for the Company's collaborators in **MENA** (Middle East and North Africa), where Compliance topics and their importance to the business were discussed, as well as how to manage and execute JBS's Compliance Program. In addition, the program's pillars, policies and our Code of Conduct were reinforced

SEP

2022 external audit finalized without material issue identified

OCT

Launched **Diversity & Inclusion** training for all administrative team members and the **Code of Conduct and Ethics** training for all team members in Brazil

3^o wave of **Conflict of Interests survey** with Managers, Directors, Presidents

NOV

JBS contributing to the initiative of the Comissão de Compliance e Integridade (CCI), a group of Câmara de Comércio Brasil-Canadá (CCBC) sponsored and participated in the book "**Compliance: Fundamentals and Sectoral Applications**". **Marcelo Proença**, JBS's Compliance Director contributed writing about Training and Communication

More than **2,000 leaders** trained by the Compliance Director, Marcelo Proença, in the **Leadership Forums**, reinforcing compliance guidelines for an increasingly upstanding and positive environment

DEC

Code of Conduct and Ethics training completed with **more than 130,000 employees trained**

Published the Non-Retaliation Policy, Global and Local Compliance Policies and reviewed the **Global Anti-Corruption & Anti-Bribery Policy** and **Gifts, Entertainment and Hospitality Policy**

Numbers 2022

- **+ 130.000 team members** (including members of the Board of Directors and advisory committees) **trained on the Code of Conduct and Ethics**
- **+ 30.000 team members** (administrative and leadership) **trained on Anti-Corruption and Diversity and Inclusion**
- **+ 160 team members** (administrative and leadership) **trained on Antitrust**
- **+ 2.000 leaders** participated in **Conventions and Leadership Forums** and addressing and reinforcing topics related to integrity and to the pillars of our **Always Do It Right** program
- **3,444 complaints received** by JBS Ethics Line
- **6,307 reputational analysis** (due diligence) were carried out
- **5,893 internal processes were evaluated or monitored**
- **1,512 conflict of interest forms received for evaluation**

Compliance Milestones 2023

FEB

Added the 22nd category of risky third parties subject of Due Diligence
Implemented automatic **due diligence for non-Brazilian third parties**

Investiture of the **HR Executive Corporate Director** as a member of the **Institutional Ethics Committee**

Marcelo Proença, Compliance Director participated as a **member of the ABA Compliance Committee**, in the 1st Meeting of the National Board of Directors of 2023, with the presence of members of the ABA National Board of Directors, Superior Council, Compliance Committee, Fiscal Council and Presidents of Committees

MAR

Marcelo Proença, Compliance Director and Company executives participated in the **Confraternity, organized by Friboi** to cattle farmers to **disseminate JBS Compliance Program and best practices in compliance for the Agribusiness value chain, reinforcing our commitment to conduct the business ethically and with integrity**

Due Diligence, Government Relationship and Conflict of Interest policies revised

Global policies published in **Spanish version**

Review of all **risk third party categories** for Due Diligence purposes

MAY

External audit carried out by an independent auditors, increasing **from 98.2% to 99.2% of adherence**

Specific training on **Relationship with Public Agents** for JBS leaders, with the participation of the Compliance Director, **Marcelo Proença**, the **Institutional Relations Director, Carlos Cidade**, and the former **Minister of Planning and CGU Valdir Simões**

JUN

Training Cycle 2023 started with **Conflict of Interests** training

Compliance Milestones 2023

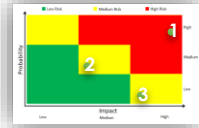
AGO

Launch of **Anti-Corruption** training for all administrative team members in Brazil

2023 Internal Audit finalized without any material issue identified

Launched the **Merge & Acquisition Global Policy**

Risk Assessment 2023 updated



SEP

Renewed the integrity assessment with the **Ethos Institute**, increasing the evaluation score

Beginning of **the Conflict of Interest Research**, including Coordinators

Launch of the **Code of Conduct and Ethics** training for all team members in Brazil

OCT

Beginning of the **Conflict of Interest Survey** to Coordinators and other specific areas/department.

NOV

Review of third-party risk categories for due diligence purposes

DEC

Publication of all **public Compliance policies** on the **JBS website** in Portuguese, English and Spanish

The conclusion of the **2023 Training Cycle**

Numbers 2023

- **+ 125.000 employees** (including members of the Board of Directors and advisory committees) trained on the **Code of Conduct and Ethics**
- **+ 30.000 employees** (administrative and leadership) trained on **Anticorruption** and **Conflict of Interest**
- **+ 1.000 leadership** trained in **Conventions and Leadership Forums** addressing and reinforcing themes related to integrity and the pillars of our **Always Do It Right** program
- **5.500 reports** received by the JBS Ethics Line, of which the "Behavior deviations" category represents **70%**
- Out of the total reports received by the JBS Ethics Line, **1.062** were **substantiated**
- In due diligence, **19.391 risk analyses** were conducted **for third parties** and **+12.055 analyses** were carried out for their respective **partners**
- **7.228 internal processes** were **assessed** and **monitored**
- **2.002 Conflict of Interest forms** were received for assessment

Compliance Milestones 2024

MAY

Renewed the integrity assessment with the **External Audit Bakertilly**, achieving an **assessment score of 98.6%**.

Renewal of the commitments of the Agribusiness Anti-Corruption **Collective Action - UN Global Compact**.

Completion of the **Action Plans for the 2023 cycle Conflict of Interest Research** by the **Coordinators of the JBS Group and the Origination team of Friboi**.

Tone at the Top

Unrestricted support from senior management and members of the Board

- ✔ Participation in all Compliance events
- ✔ Members of the Ethics Committees
- ✔ Communications, highlight the “Tone at the Top” in Compliance News
- ✔ Participation of the CCO in the Board of Directors meetings
- ✔ Presentation of the **Compliance Program's initiatives and developments to the Advisory Committees**



Codes of Conduct & Ethics



- ✓ **Launched in May 2018 and revised in September 2020**
(Term of Acceptance, Consent and Acknowledge signed annually in the training cycle and/or in onboarding)
- ✓ **In all regions where JBS operates**
- ✓ **In two versions – For team members and for third-parties**
- ✓ **Electronic versions available at Compliance website www.jbs.com.br/compliance**

JBS Compliance Website

jbs.com.br/compliance



[A JBS](#)

[Marcas](#)

[Sustentabilidade](#)

[Compliance](#)

[Qualidade e Inovação](#)

[Imprensa](#)

[Carreiras](#)

[EN PT](#)

[Relação com investidores](#)

[Trabalhe na JBS](#)

[Contato](#)



Compliance

A JBS está empenhada em garantir um ambiente ético, íntegro e em conformidade com as leis aplicáveis no dia a dia dos seus negócios. O Código de Conduta e Ética está alinhado com a Missão e Valores da Companhia



JBS Compliance Day

Event held in August, 2019



2nd JBS Compliance Day

Event held in December, 2021

+1600 people participated online

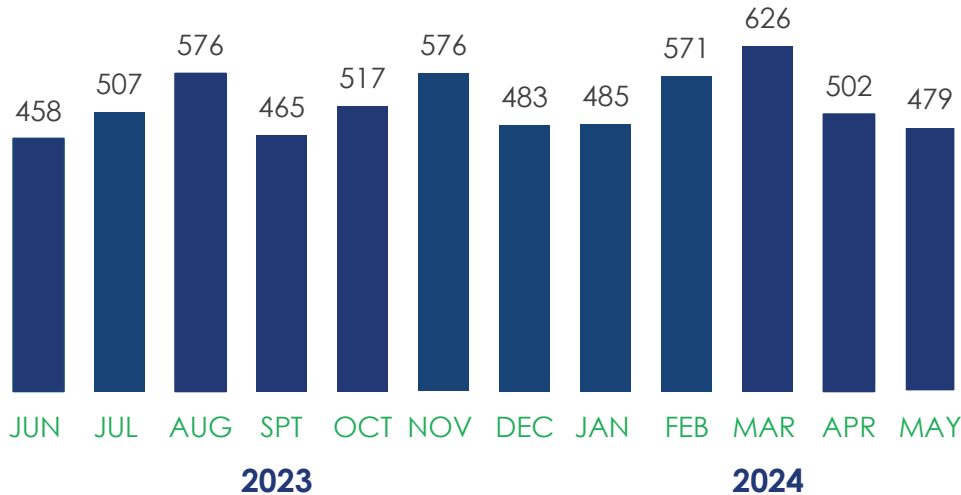
+12,000 views



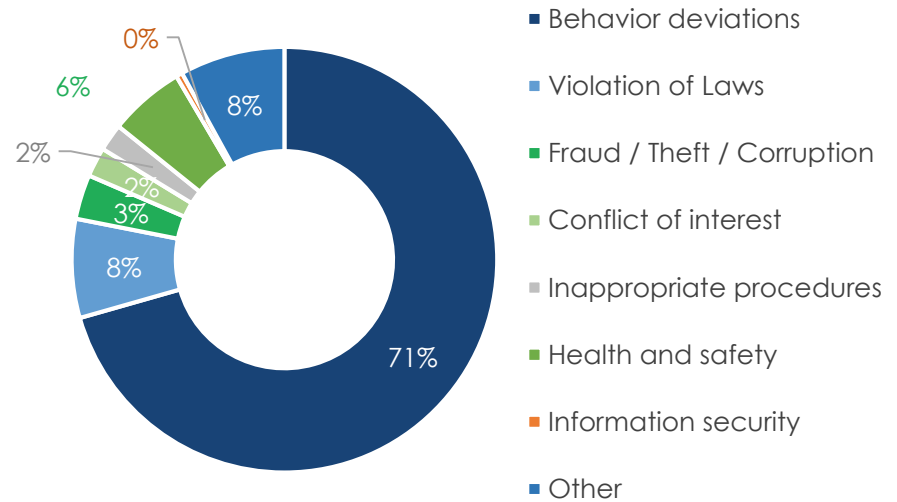
JBS Ethics Line

Channel implemented in December 2017;

Available for employees and third parties, 24 hours a day, 7 days a week, and in 4 languages



CATEGORIES



Governance – Ethics Committees

Board of Directors

Executive Global Compliance Committee

- Board of Director Chairman
- Global Compliance Director
- JBS SA Compliance Director
- Pilgrim's Compliance Director
- J&F Compliance Director

Institutional Ethics Committee

- Brazil JBS SA CEO
- Compliance Director
- Legal Director
- Corporate Administrative and Control Director
- Corporate HR Executive Director
- Business President (rotating position)

Friboi Ethics Committee

Seara Ethics Committee

JBS Couros Ethics Committee

Novos Negócios Ethics Committee

Swift Ethics Committee

Corporate Ethics Committee

- Compliance
- Legal (Director)
- HR (Director)

Compliance External Departments and Resources

In addition to the dedicated Compliance and Governance structure, we have the support of other external departments and resources in the execution of the Compliance Program initiatives.

Internal Departments

Human Resources

- Conducting Internal Investigations on HR-related topics
- Support in the training agenda

Internal Audit

- Compliance Program Auditing
- Test of internal controls
- Policies Review and approval
- Sharing information on non-compliance with the Code of Conduct and Ethics, Global Anti-Bribery and Anti-Corruption Policy and other policies related to the Compliance Program

Legal

- Compliance Program initiatives Support
- Inclusion of a standard integrity clause in third-party contracts
- Sharing information on non-compliance with the Code of Conduct and Ethics, Global Anti-Bribery and Anti-Corruption Policy and other policies related to the Compliance Program

External Resources

White & Case LLP

- Consulting for the improvement of the Compliance Program

Ernst & Young Consulting

- Consulting for the improvement of the Compliance Program

ICTS/ALIAN

- Provision of services by the JBS Ethics Line

DOT Digital Group

IPRC - Behavioral Risk Research Institute

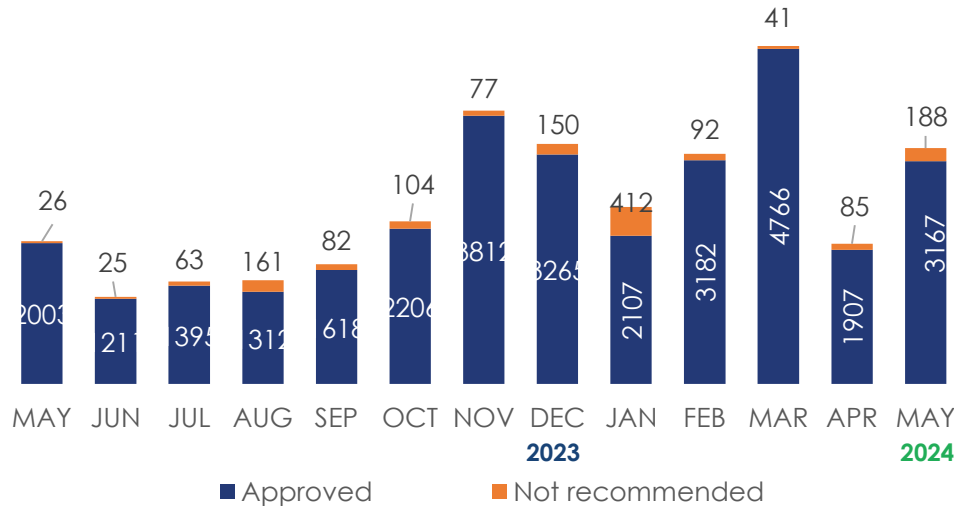
- Support in the production of Compliance training

Lexis Nexis Risk Solutions

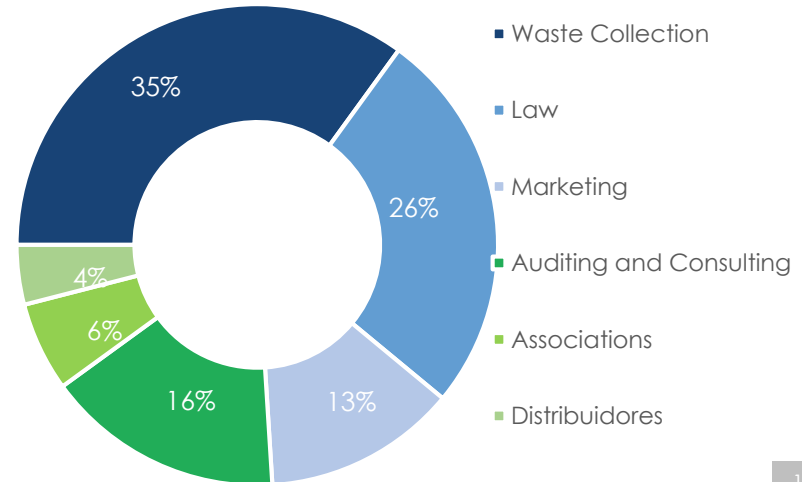
- Support in data analytics services, insights and fraud prevention

Third-Party Due Diligences

Methodology: using a customized tool, automatically checks performed, mainly related to corruption, antitrust, sanctions, human rights and environment issues.



Third- Party categories and percentage not recommended



COMPLIANCE NEWS Edition 12 April 2020 **RIGHT**

COMPLIANCE JOB CHALLENGES

TRANSFORM TO A NEW METHOD!

NEW POLICIES ARE COMING!

COMPLIANCE CHALLENGES ON 2020 CHALLENGE.

JBS ETHICS LINE

COMPLIANCE NEWS Edition 14 February 2020 **RIGHT**

COMPLIANCE AT THE 2020 BEANS CONVENTION

ON THE ISSUES

NEW PHASE OF COMPLIANCE RISK ASSESSMENT

ENDING OF THE JBS ETHICS LINE CAMPAIGN

JBS ETHICS LINE

COMPLIANCE NEWS Edition 14 April 2020 **RIGHT**

ONE MORE GLOBAL POLICY: THE ANTI-CORRUPTION POLICY

TIME AT THE TOP

GUILHERME MOTTA, PRESIDENT OF JBS LEATHER, COMMENTS ON THE RELEVANCE OF COMPLIANCE FOR CONDUCTING BUSINESS

MARBA AND COMPLIANCE, TOGETHER

COMPLIANCE AREA IMPLEMENTED CONTROLS THAT SECURE BUSINESS OPERATIONS

JBS ETHICS LINE

COMPLIANCE NEWS Edition 18 April 2020 **RIGHT**

COMPLIANCE CHALLENGES IN TIME OF CRISIS

BE TRUTHFUL AND BE CONCERNED.

JBS ETHICS LINE

REMEMBER JBS' POLICIES AND PROCEDURES

JBS COMPLIANCE: FINALIST IN A LEADERS LEAGUE'S AWARD

JBS ETHICS LINE

COMPLIANCE NEWS Edition 18 May 2020 **RIGHT**

JBS LEADER, WE COUNT ON YOU

JBS ETHICS LINE

THIRD PARTY REPUTATIONAL EVALUATION SOFTWARE INCREASINGLY MORE INTELLIGENT

GOOD DEEDS ARE GOOD

JBS ETHICS LINE

COMPLIANCE NEWS Edition 17 April 2020 **RIGHT**

IVAN BORGHESE, DIRECTOR OF THE IN NATURA BUSINESS OF BEANS, HIGHLIGHTS THE RELEVANCE OF COMPLIANCE

2020 TRAINING CYCLE

ETHICS AND COMPLIANCE IN THE 2019 ANNUAL AND SUSTAINABILITY REPORT

INSTITUTO ETHOS - FACING THE PANDEMIC WITH SOCIAL RESPONSIBILITY AND SUSTAINABILITY REPORT

JBS ETHICS LINE

COMPLIANCE NEWS Edition 18 April 2020 **RIGHT**

A NEW VERSION OF THE CODES OF CONDUCT IS COMING

HAVE YOU DONE YOUR ANTI-CORRUPTION TRAINING?

DANIEL DE AVILA, EXECUTIVE DIRECTOR OF OPERATIONS AT FIBRO, TALKS ABOUT COMPLIANCE AND EFFICIENCY

3 YEARS OF THE ALWAYS DO IT RIGHT PROGRAM

JBS ETHICS LINE

COMPLIANCE NEWS Edition 18 April 2020 **RIGHT**

COMING SOON: IMPROVED VERSIONS OF CODES OF CONDUCT

WHAT HAS CHANGED?

GLOBAL VALIDITY AND MOBILE VERSION

2020 TRUSTLE

CODE OF CONDUCT TRAINING AND COMPLIANCE

JBS ETHICS LINE

Compliance News

Controls and Monitoring

Implemented to prevent and detect corruption focus on JBS Compliance Program

+980

**Companies and individuals
blocked (Watch List)**



Related direct or indirect
in J&F executives plea-
bargain

+670

**Monitored companies and
individuals (Yellow List)**



Involvement in
suspected and/or non-
compliance activities

18

Preventive and Detective controls

















Follow the money

- ❖ Monitoring of cash in units
- ❖ Payments to Risky Third Parties
- ❖ Payments to individuals
- ❖ Payments to PEPs
- ❖ Related Parties
- ❖ Gifts, Entertainments and
Hospitalities
- ❖ Donations and
Sponsorships

Policies and Procedures

Documents implemented to guide employees in conducting their activities

Policies & Procedures	Status	Scope
Antibribery and Corruption	Published	
Sponsorships		
Donations		
Conflict of Interests		
Gifts, Entertainment and Hospitality		
Due Diligence		
Ethics Line		
Consequences		
Relationship with Government Agents		
Antitrust		
Global Compliance		
Local Compliance		
Non-Retaliation		
Merge & Acquisition		

Stakeholders

Our Compliance Program is monitored by stakeholders

Customers



Auditors and Rating Agencies



Government / Investors



Banking and Insurance



Thank you!

See more at:
www.jbs.com.br/compliance

compliance@jbs.com.br

