



BUSINESS GLOBAL POLICIES

Animal Welfare Policy

JBS is committed to high animal health and welfare standards that promote the well-being of the livestock and poultry under our care. Animal welfare is embedded in our culture because it is the right thing to do. We continually strive to improve our welfare efforts using new technologies and implementing best practices that meet and exceed regulatory requirements and industry guidelines.

We have established and implemented animal welfare programs across our global business to promote the humane treatment of animals in our supply chain. Our animal welfare programs are guided by the internationally recognized Five Freedoms and set forth appropriate practices, controls, training and documentation. The humane treatment and handling of animals under our care is addressed through Standard Operating Procedures (SOPs), verification programs, audits and process improvements designed to advance animal welfare and product quality.

Community Engagement Policy

JBS is committed to supporting the communities where we live and work. We strive to be a good neighbor and community partner. We embrace the important role we play in our communities and believe we cannot truly be the best in all that we do without contributing to the health and prosperity of the communities in which we operate. We encourage our team members to be active in the community, and we have a long history of partnering with a wide variety of non-profit and charitable organizations in our communities. We also support social initiatives such as Hometown Strong community investment program and Better Futures community college program in the United States and the Germinare Institute in Sao Paulo, Brazil, that foster the development of future leaders.

Deforestation-free Supply Chains Policy

JBS is committed to deforestation-free supply chains that protect high-value ecosystems, as well as fostering conservation and sustainable use of forests to improve the quality of life of people who live there. We do not condone illegal deforestation and we are dedicated to advancing traceability across our businesses to assure our suppliers are meeting our policies. We recognize that eliminating deforestation from our supply chains is central to reducing greenhouse gas emissions and tackling climate change.



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Diversity, Equity and Inclusion Policy

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. 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. 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.

Environment and Biodiversity Policy

JBS is committed to the responsible stewardship of the natural resources required to produce our products and feed millions of families around the world. Our stewardship efforts focus on doing more with less by maximizing our efficiencies and incorporating best practices into our day-to-day activities and across our operations. Through the implementation of environmental management programs and continually improving environmental performance at our facilities, we strive to prevent pollution and protect the environment. All our operations are managed in accordance with environmental laws and regulations.

Our vision is to be an industry leader in sustaining air, water and land by minimizing the resources needed to produce quality food products and reducing the waste generated during our production processes. We continuously strengthen our environmental commitment and evolve our approach to meet new demands, while meeting the needs of our team members, customers, stakeholders and the communities in which we live and work. We promote a model of continuous improvement and recognize that environmental protection, natural ecosystems and biodiversity, and resource conservation provide value and security to current and future generations.

Food Waste Mitigation Policy

JBS is committed to meeting the food and nutritional needs of a growing global population in a sustainable manner. We strive to do more with less by maximizing the efficient use of our natural resources and incorporating the latest technologies, innovations and best practices across our food



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production systems. Through the relentless pursuit of operational excellence, our teams will seek out food loss reduction opportunities and implement corrective actions to avoid waste.

Human Rights Policy

JBS is committed to human rights in accordance with the UN Guiding Principles on Business and Human Rights. 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.

We do not tolerate discrimination or unsafe working conditions and are committed to providing a safe working environment for our team members. 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. 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.

Packaging and Recycling Policy

JBS is committed to reducing, reusing and recycling the maximum amount of materials and minimizing or eliminating waste to landfills, while researching alternative materials and techniques to minimize environmental impact. We believe in the concept of a circular economy, enabling more packaging to be reused or recycled. We explore alternative materials that offer recyclability and technologies that allow us to reduce the amount of packaging needed, while still maintaining strict product safety requirements. In our day-to-day operations, we will continue to improve recycling opportunities and reduce overall waste generated by utilizing innovative technologies and optimizing performance.

Responsible Raw Material Sourcing Policy

JBS is committed to responsible sourcing and to promoting transparency in our business. All our contracted suppliers have been reminded about our Supplier Code of Business Ethics and Conduct which



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requires them to follow all applicable laws and regulations. We also endeavor to establish long-term relationships that contribute to continued progress in our sourcing programs.

Team Member Health and Safety Policy

JBS is committed to providing a healthy work environment and safe working conditions for our team members. We do not tolerate unsafe working conditions and strive to control or eliminate all workplace hazards and reduce the number of work-related injuries and illnesses across our facilities. By implementing robust procedures, governance and management strategies to ensure the adoption of best practices, we aim to continuously improve health and safety performance. In addition, we comply with all applicable legislation and regulations.

Water Use Policy

JBS is dedicated to the responsible stewardship of the natural resources required to produce our products and feed millions of families around the world. Companywide, our approach to water stewardship is defined at the corporate level, but goals and targets are set by each facility to ensure ownership and accountability. We work closely and collaboratively with federal, state and local municipalities to address complex issues and jointly develop solutions. Finally, every facility invests capital annually to make sure it stays in alignment with and committed to our Environmental Policy while appropriately addressing local challenges. Water plays an important role in producing safe food. This necessitates its everyday use so we are meeting the highest food safety standards. To ensure that our water conservation efforts do not interfere with food safety, we work cross-functionally with our environmental, engineering, operations and food quality and safety teams when designing and implementing these strategies.



Gilberto Tomazon
JBS Global CEO

August 05th, 2021