



MODERN SLAVERY STATEMENT

MARFRIG GLOBAL FOODS S/A is committed to comply with the provisions of the UK Modern Slavery Act 2015. This statement reaffirms our commitment to combat the issue of modern slavery and human trafficking in any part of our business and supply chain.

OUR BUSINESS

Marfrig Global Foods S.A. is a multinational company operating in the retail and food service industries in Brazil and around the world, through its subsidiaries.

The Corporation's activities include the production, processing, further processing, sale and distribution of animal proteins (beef, lamb and poultry) and a variety of other food products, such as breaded products, ready-to-eat meals, fish, frozen vegetables and desserts, among others.

Marfrig currently operates processing units, distribution centers and commercial offices in Brazil and in other countries located in South America, North America, Europe, Oceania and Asia.

The company carries on business in the UK through its subsidiary called Weston Importers.

OUR POLICIES

Marfrig Group Corporate Responsibility Program includes the most rigorous standards of ethical conduct, which are based on Marfrig Group values, local regulations and the international workplace norms of International Labour Organisation (ILO).

Our responsible sourcing program is based on systems and controls to mitigate the risk of modern slavery and human trafficking in our supply chain.

Labour standards at Marfrig operation sites are managed via SEDEX, one of the world's largest collaborative platform on responsible sourcing. The platform stores information on ethical and responsible practices covered by the International Labour Organisations (ILO) Conventions, ETI Base Code, SA8000 and industry specific codes of conduct.

The platform also includes the Sedex Member Ethical Trade Audit (SMETA) information, driving improvements in the company labour standards.

Marfrig Global Foods is at the forefront of the campaign against modern slavery or human trafficking in our supply chains.

Since 2014, Marfrig Global Foods has been associated with the National Pact Institute for the Eradication of Slave Labour (InPACTO) in Brazil, which is an alliance of companies, civil society organizations and workers' organizations with the objective of uniting the private sector and Brazilian civil society organizations in the prevention and eradication of slave labour in the supply chains.

Marfrig is also a member of the United Nations Global Compact since 2020.

DUE DILIGENCE PROCESSES

As part of our initiative to identify and mitigate risk we have the following systems in place to:

- (a) Identify and assess potential risk areas in our supply chains;
- (b) Mitigate the risk of slavery and human trafficking occurring in our supply chains;
- (c) Monitor potential risk areas in our supply chains; and
- (d) Protect whistleblowers.

SUPPLIER ADHERENCE TO MODERN SLAVERY

We have zero tolerance to slavery and human trafficking. To ensure all those in Marfrig Global Foods supply chain and contractors comply with our values and the Modern Slavery Act, we are rolling out a supply chain compliance program which includes risk assessment.

Marfrig also improves its Compliance practices directly involving its third-party management, introducing the Third-Party Code of Ethics and Conduct mandatorily for all its partners. The document brings together the values and guidelines that must be followed in all commercial activities with the Company, including the commitment to fight any form of slavery and human trafficking. For Marfrig, it's not only important that all our third-party chain is aware of our ethics practices, but also observe the guidelines established as a way to strengthen out integrity culture.

In 2022, Marfrig has developed a supplier socio-environmental risk map which identifies geographical areas with different risk levels of forced or child labor. This approach allows Marfrig to prioritize and monitor suppliers in high-risk areas.

TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we shall continue to provide training to our staff.

In 2022, a total of 21.733 employees completed Marfrig's Compliance Training Program which includes Human Rights.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 December 2023.



MARFRIG GLOBAL FOODS S/A
Rui Mendonça Junior
Chief Executive Office