



Seara's Sustainable Grain and Oil Sourcing Policy

RECIPIENTS: All Seara employees.

1. PURPOSE

The Sustainable Grain and Oil Sourcing Policy establishes Seara's guidelines for the promotion and development of its main grain and oil supply chains, free from deforestation and focusing on promoting the conservation of native vegetation and the sustainable use of productive areas in Brazil.

2. COMPLIANCE RESPONSIBILITY

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

3. SCOPE

Seara's Sustainable Grain and Oil Sourcing Policy applies to all employees and grain and oil business partners (grain corn, meal, soybeans and soy oil, palm oil) throughout the Brazilian territory.

4. ROLES AND RESPONSIBILITIES

- 4.1. Seara's Sustainability Board is responsible for proposing, updating, and reviewing this policy, seeking alignment with best market practices, as well as providing training and education to the target audience;
- 4.2. According to the scope defined in item 3, leaders are responsible for disseminating the information provided in this policy to stakeholders and clarifying any doubts, engaging internal employees and grain and oil suppliers to comply with the terms described, and establishing the necessary procedures for the policy's implementation, as well as ensuring that their direct and indirect grain and oil business partners comply with the guidelines described in this document;
- 4.3. Seara employees and grain and oil business partners must comply with the guidelines established in this document.

5. GUIDELINES

- 5.1. Seara undertakes to ensure a responsible grain and oil supply chain, according to the Company's commitments, and the monitoring of grains and oils from direct and indirect suppliers;
- 5.2. Seara does not tolerate illegal deforestation and is dedicated to improving monitoring in its businesses, engaging and committing suppliers according to this policy and the Company's other guidelines;
- 5.3. Therefore, Seara employees and business partners must:
 - 5.3.1. Respect the Company's commitments regarding deforestation (<https://jbs.com.br/sustentabilidade/metas-globais>) and the [Business Partner Code of Conduct](#);



Seara's Sustainable Grain and Oil Sourcing Policy

RECIPIENTS: All Seara employees.

- 5.3.2. Comply with applicable Brazilian environmental legislation;
- 5.3.3. Not be included in the Official Dirty List of Slave Labor, respecting human rights and paying attention to local and traditional communities;
- 5.3.4. Comply with legal obligations, especially regarding child labor, contributing to its eradication;
- 5.3.5. Since a "zero deforestation" policy has been adopted within the Amazon Biome since July 2008, the sourcing and sale of soybean in areas with native vegetation suppression and conversion into productive areas will not be carried out;
- 5.3.6. Regarding the sourcing of grains and oils in any other biome, do not trade with areas that have illegal deforestation and conversion into agricultural production areas;
- 5.3.7. Do not source and trade grains and oils from producers and areas included in the embargoes lists of the Brazilian Institute of Environment and Renewable Natural Resources (IBAMA), Chico Mendes Institute for Biodiversity Conservation (ICMBio), and State Environmental Secretariats (SEMA), when available;
- 5.3.8. Do not source and trade grains and oils from producers that overlap with conservation units, indigenous lands, and quilombola territories or fail to comply with current environmental legislation.
- 5.4. For indirect suppliers, Seara's Sustainability Board will classify risk areas defined by Seara, monitor their radius of influence, and contractually require compliance with the socio-environmental protocol and environmental declaration;
- 5.5. All suppliers may undergo third-party audits for data verification and monitoring certification.

6. GOALS

- 6.1. Seara's Sustainability Board must monitor 100% of direct supplier grains, ensuring zero deforestation in the Amazon Biome and zero illegal deforestation in other biomes by December 2023;
- 6.2. Monitor 100% of indirect suppliers, ensuring zero deforestation in the Amazon Biome and zero illegal deforestation in other biomes by December 2025.

7. TRANSPARENCY AND REPORTING

- 7.1. To continuously improve engagement with the public and stakeholders, Seara will maintain high transparency of processes and the development of goals achieved by disclosing qualitative and quantitative indicators in its Annual Sustainability Report;
- 7.2. These indicators will mainly include the total volume and percentages monitored, by product and biome, the results for deforestation indicators and other non-compliances, the progress of compliance, compliance with established goals, and the percentages of non-compliances that required actions and follow-up by the Sustainability team and Seara's ESG Executive Committee, which will be composed of:



NORMATIVE INSTRUCTION

IN-SEARA-SUS-0180
June 27, 2023
Review: 00

Seara's Sustainable Grain and Oil Sourcing Policy

RECIPIENTS: All Seara employees.

- Seara's President;
 - Seara's Executive Supplies Officer;
 - Seara's Executive Sustainability Officer.
- 7.3. Seara's Executive ESG Committee will meet every quarter and will be responsible for:
- Validating new socio-environmental projects;
 - Approving ESG-related policies and procedures.
- 7.4. Committee resolutions will be formalized in meetings and the Sustainability Board will manage negotiations.

Joao Francisco Almeida de Freitas Campos
Seara's President

Arene Trevisan
Seara's Executive Supplies Officer

Jose Antonio Ribas Junior
Seara's Executive Sustainability Officer