

**CODE OF CONDUCT FOR
BUSINESS
PARTNERS**

**minerva
foods**

MESSAGE FROM THE PRESIDENT

Dear supplier, service provider, customer and other business partners.

Minerva S.A. understands and recognizes the importance of establishing an ethical business partnership so that sustainable, quality, tasty and nutritious products reach the tables of millions of people around the planet.

Through this Code of Conduct for Business Partners, we communicate and establish our expectations for our partners in essential areas, including, but not limited to, adopting ethical conduct, anti-corruption, respecting human rights, the environment, animal welfare, regulations, among other guidelines listed in this document, ensuring compliance with the necessary technical criteria and best ESG (environmental, social, and corporate governance) practices.

This Code is a guide and its purpose is to direct the behavior and actions of our business partners. All recipients shall review, understand, agree with, apply and replicate the guidelines listed here in their day-to-day activities. It plays an essential role in our strategic objectives, both in the short or long term.

Together with the **Code of Ethics - Guide of Conduct**, our policies and other documents, this Code is part of the Minerva Foods Integrity Program created to prevent and detect risks, applying corrective measures in case of breach.

This Code reflects fundamental values and our determination to conduct business in a transparent, fair and responsible manner, seeking partners who respect their agreements, accept the good international practices and comply with current law. Your support is essential if we are to promote an increasingly honest, ethical, fair and sustainable business environment.

Fernando Queiroz
CEO of Minerva S.A.



Summary

1. INTRODUCTION	04
2. APPLICATION AND PURPOSE	05
3. PURPOSE AND VALUES	06
4. INTEGRITY	07
<i>Anti-corruption</i>	07
<i>Relationship with public agents</i>	07
<i>Prevention of money laundering and terrorism financing</i>	08
<i>Conflict of interests</i>	08
<i>Giveaways, gifts, entertainment and hospitality</i>	09
<i>Defense of free competition</i>	09
5. HUMAN RIGHTS	10
<i>Slave labor</i>	11
<i>Child labor</i>	11
<i>Labor relations</i>	12
<i>Diversity and inclusion</i>	12
<i>Community</i>	12
<i>Occupational safety</i>	13
6. SAFETY AND SECURITY	14
<i>Environment</i>	14
<i>Animal welfare</i>	15
<i>Food quality and safety</i>	16
<i>Access to premises</i>	17
<i>Information security</i>	18
<i>Privacy and data protection</i>	19
<i>Asset Protection</i>	20
<i>Subcontracting</i>	20
<i>Providing relevant information</i>	20
7. WHISTLEBLOWER CHANNEL	21
8. FINAL PROVISIONS	22



1. INTRODUCTION

Minerva S.A (also referred to as “Minerva Foods” or the “Company”) is the largest beef exporter in South America and one of the leading producers in the high-quality segment in the region. The Company is the leading beef exporter in South America and operates in the production and sale of beef and sheep meat, the processing of slaughter by-products and the processing of several proteins. In addition to its core business, because it is always attentive to market opportunities, in accordance with its purpose and values it also operates in other businesses, such as electricity trading and the carbon credit market. It is a publicly traded Brazilian company with a significant presence in Brazil, Argentina, Australia, Colombia, Paraguay and Uruguay, accessing markets in more than 100 countries on five continents.

With a global presence, present in the houses of millions of consumers around the world, the Company seeks to create more and more connections between people, food and nature.

Minerva Foods has a non-negotiable commitment to respecting the laws of the countries where it operates and to our **Code of Ethics** **Guide of Conduct** and believes that it must encourage the adoption of commercially upstanding, sustainable and responsible

practices. It also understands that the sustainability of our business depends on maintaining the ecosystems that ensure agricultural production and, through its ESG agenda (environmental, social and corporate governance) and its **Commitment to Sustainability**, it adopts measures to combat climate change, protect forests, care for people and animal welfare, which should extend to its business partners.

It is based on these guidelines that Minerva Foods has developed this Code of Conduct for Business Partners (“Code”), a document that provides general guidelines on the relevant aspects of each topic to ensure that all the activities of the Company and for its benefit, i.e. its value chain, are always based on ethics, integrity, respect for human rights, the health and safety of our employees and providers of goods and services, environmental, labor, data protection and animal welfare laws and rules.





2. APPLICATION AND PURPOSE

Business Partners are entities, individuals or organizations with whom Minerva S.A. relates or will relate in a collaborative manner to achieve common goals or mutual benefits, whether they are suppliers, customers, distributors, representatives or consultants, in all the locations in which it operates.

The provisions of this Code apply to all Minerva S.A. businesses and companies.

The purpose of this Code is to reinforce the attitude and commitments desirable during business, to guide and encourage everyone in the value chain to follow local and international laws, to adopt good business practices and the minimum guidelines set forth hereinafter, considering that building and maintaining effective relationships with business partners is essential for the growth and sustainability of our business.



3. PURPOSE AND VALUES

This Code is in accordance with the purpose and values of Minerva Foods.

OUR PURPOSE

“ *Creating*
connections
between **people,**
food *and*
nature ”

OUR VALUES

They are the fundamental basis for us to achieve our purposes and results, namely:



RESULT-DRIVEN

We are tireless in striving for better results.



COMMITMENT

We act with dedication and a sense of ownership in everything we do.



SUSTAINABILITY

We contribute to the conservation of the planet, the prosperity of people and the animal welfare.



INNOVATION

We seek what is new or the continuous improvement of processes and products to add value to the whole chain.



RECOGNITION

We value professionals for their contributions, aligning their needs with the company's needs.



4. INTEGRITY

Anti-corruption

Corruption is any act of corrupting someone by offering something to obtain an advantage.

The Company does not tolerate any form of corruption, such as extortion, bribery, transnational bribery, influence trade, insider trading, fraud, misappropriation, abuse of power or position, in an attempt to influence business or obtain any advantage.

Our business partners are not allowed to request, receive, offer, promise, pay or deliver an undue advantage to a public or private agent. The mere offer or promise of anything of value or other undue retribution is a violation of this Code, regardless of whether it is accepted or whether the intended results are obtained. It is also forbidden to make facilitating payments for the development of activities, or even to grant commissions, bonuses or payments of any kind as a way of inducing or rewarding any advantage obtained before or during the agreement.

Our business partners must take all necessary actions in compliance with national and foreign laws and other regulations on the subject to prevent any misconduct in their activities and in their relationship and supply chain.

Check out [Minerva Foods' Anti-Corruption Policy](#).



For the partnership to perform well, we expect our partners to conduct their activities with integrity, promoting an ethical culture in the organization, respecting their employees, the community and the environment.

We recommend that our partners also replicate these conducts in their chain of relationships.

Relationship with public agents

Contact with public agents must be guided by the principles of ethics, professionalism, transparency and legitimacy, and it is recommended that contact, provided it is authorized, should involve at least two representatives and be made during business hours, through conventional channels and in professional environments.

No business partner is authorized to engage in acts of corruption on behalf of Minerva S.A. when dealing with public agents.

Likewise, relationships with national or international institutions must be conducted in compliance with the enlisted principles, local regulations and the specific international practices of each of the countries concerned.



Prevention of money laundering and terrorism financing

The Company does not accept money laundering, financing, funding or sponsorship practices that may in any way support the commission of illegal acts of the financing of terrorism, nor does it accept that its transactions or any other related activity be used for these purposes.

Our business partners must not use Minerva S.A. resources for this purpose, nor must they adopt practices to prevent and combat money laundering and the terrorism financing when conducting their business.

Our business partners must also adopt internal procedures and controls to combat money laundering and terrorism financing. Check out [Policy for the Prevention of Money Laundering and Terrorism Financing of Minerva Foods.](#)

Conflict of interests

A conflict of interests is any situation in which a person loses the impartiality of their professional activities due to several interests (e.g. financial, private, socio-affective, family, political, etc.) impacting processes and any decision-making to the prejudice of the Company's interests, losing the necessary independence by primarily seeking to benefit themselves or those close to them. We expect our partners not to use their influence to favor themselves or those close to them, nor to use insider information to which they have access inappropriately. Nor should they misuse the Company's resources for private gain. These are examples of situations that could create a conflict of interest.

Our business partners must inform Minerva Foods of any conflict of interest that they identify as real, potential or apparent, before starting or during the business agreement.

It is essential to maintain transparency in relationships in order to avoid conflicts of interest, as an apparent conflict can be just as damaging as a real one.

For communications related to conflict of interests, the business partner must inform us through the ["Minerva Connection channel"](#).

Check out [Policy for Preventing Conflicts of Interest of Minerva Foods.](#)





Giveaways, gifts, entertainment and hospitality

We understand that it is common practice to use giveaways, gifts, entertainment and hospitality to reinforce the business relationship, however, such practices must be conducted in an appropriate and transparent manner, so that the act is not misinterpreted. They must not be used by partners with the intention of unduly influencing the relationship between the parties, in order to gain advantages or benefit themselves or third parties.

Thus, our employees, respecting our internal regulations, can accept giveaways, gifts, entertainment and hospitality up to the value of one hundred dollars (USD 100.00) per year, but they cannot be accepted during a quotation/negotiation process or when the agreement is close to closing, or in any other situation that could generate a conflict of interest. If the item is received in contravention of internal rules, it may be returned, an internal draw may be held between departments unrelated to the partnership, or it may be donated to a charitable organization.

The delivery of giveaways, gifts, entertainment or hospitality must take place in a transparent manner so that it is not interpreted as corruption or a conflict of interests.

The receipt and granting of gifts to any person, whether a public agent or not, must comply with applicable national and foreign laws. Business partners may also not offer or accept giveaways, gifts, entertainment and hospitality on behalf of Minerva S.A. in situations that contravene the rules set forth above.



Defense of free competition

Business partners must conduct their business in compliance with antitrust law in order to maintain an ethical, transparent and balanced market.

The exchange of sensitive information between competitors must be avoided and dialogues between these companies must take place accompanied by a neutral and ethical intermediary, so that there is no exchange of information or treatment of matters that could influence decision-making on quotations, purchases, negotiations, contractual conditions, production volume, as well as any other shared matter that could interfere with free market competition, including industrial secrets or ideas/innovations developed internally.

The same care must be taken when dealing with associations and trade unions.



5. HUMAN RIGHTS

Partners must be guided by the Universal Declaration of Human Rights in order to follow standards of conduct that respect the inalienable rights of all human beings, regardless of race, color, religion, gender, national or social origin, economic status, or any other condition.

They must also respect the fundamental rights at work defined by the ILO (International Labor Organization):



1
Freedom of association and the effective recognition of the right to collective bargaining;

2
Elimination of all forms of forced or compulsory labor;

3
The effective abolition of child labor;

4
Elimination of discrimination in respect of employment and occupation;

5
Occupational safety and health.



Slave labor

The business partner must not use, support, allow or participate in any form of labor that could be considered forced or analogous to slavery, such as: work or service demanded of an individual under threat of any penalty for which he or she has not volunteered; restricting the employee's freedom in any way; using unpaid or underpaid or unregulated labor; using payment methods that deprive the worker of any real possibility of leaving his or her job; withholding personal documents; imposing recruitment fees; conditioning excessive working hours on exhausting work; suppressing legally provided labor rights; applying physical punishment or any other degrading labor conduct.



We advise our partners to consult any public lists of sanctions published by the competent authorities in each location so as not to maintain relationships with companies and people who adopt this illegal practice.

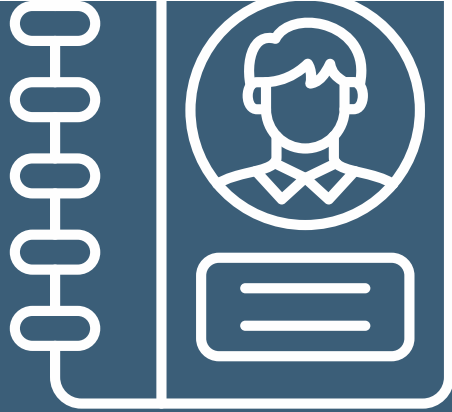
Child labor

The partner must protect the rights of children and adolescents and may not employ workers without observing the legal minimum age for employment in each location, the age of completion of compulsory education or any other specified exception and must always observe the ILO's basic standards on minimum age for admission.

It must respect local law on the possible employment of adolescents and working conditions to maintain a level appropriate to the full physical and mental development of the young person.

The business partner must ensure that there is no sexual exploitation of children and adolescents in its operations, in accordance with basic ILO standards and the principles of the United Nations Global Compact.





Labor relations

Our business partners must comply with all the labor and social security obligations provided for in the law of each location or other regulation governing the subject, such as decent pay, working hours, vacations, acceptable working and living conditions, other labor charges, freedom of association and collective bargaining, among others.

Business partners may not discriminate in employment — including in hiring, compensation, promotion, discipline, dismissal or retirement — on the basis of race, caste, gender, gender identity, sexual orientation, color, national origin, age, mental or physical disability, health conditions or diseases, pregnancy, breastfeeding, religion, union membership, marital status, veteran status or political opinion/affiliation. They must develop fair recruitment processes, without imposing any kind of charges or fees.

No worker may be subjected to physical, moral, sexual, psychological, verbal harassment, disrespect, or any other form of abuse or embarrassment by another worker or by anyone acting as an agent of the business partner.

Diversity and inclusion

Discriminatory conduct or segregation based on race, color, nationality, language, gender, religion, age, sexual orientation, origin, ethnicity, disability, political conviction, function or any other personal characteristics is prohibited.

The business partner must maintain respect and fair treatment in all situations involving people and must not act in a discriminatory manner.

The business partner must guarantee a working environment free of discrimination, providing equal conditions for all employees, without retaliation, repudiating intimidation, threats, physical or moral violence, sexual or moral harassment, and other forms of abuse of its employees.

Community

Business partners must respect traditional communities, such as indigenous peoples, in the locations where they are located, their culture, customs, way of life and traditional livelihoods. They must also manage and/or mitigate the impacts generated and contribute to the development and generation of value in the region.

The partners undertake not to carry out activities that involve invading or exploiting indigenous lands, quilombolas or other protected communities, respecting their territorial and cultural rights.

Partners must maintain a respectful relationship, without violence or threats, with forest, land and human rights defenders. Non-compliance is not tolerated.



Occupational safety

If access to Minerva S.A.'s facilities is necessary and when it is in accordance with the transaction to be formalized between the parties, its service providers are provided with the necessary means to carry out their duties, which must be maintained by them.

The business partner must provide its employees with a safe and healthy working environment that complies with the law and other occupational health and safety regulations, preventing accidents and damage to health.



In carrying out its activities, it must also comply with all local laws and regulations on individual and collective health and safety, as well as complying with the procedures and rules on health, occupational safety, the environment, food safety and social responsibility established by the company, follow the procedures for integration and release of services through specific work permits, develop the mandatory control programs, carry out periodic training on health and safety in the workplace, provide personal protective equipment (PPE) and collective protective equipment (CPE), and pay the charges and additional health and safety risks, where applicable, thus preventing accidents and occupational illnesses.

The trading, possession or use of illegal drugs and alcoholic beverages is prohibited on Minerva Foods' premises, as well as the exercise of professional activity in an altered or intoxicated state.

When identifying a possible health or safety risk situation, or in cases of possible accidents or consolidated accidents, business partners must stop the activity and inform the person in charge, who will notify the Company's Health and Safety area.

In the event that there is no answer and the problem persists, the case must be informed to the **"Minerva Connection channel"**.





6. SAFETY AND SECURITY

Business partners must adopt procedures to mitigate risks, promote compliance and create a safe and reliable environment, maintaining environmental balance, food quality and the safety of our assets.

Environment

We require our business partners to conduct their activities and services in compliance with applicable regulations, using natural resources without harming the environment. They must be proactive in developing the necessary initiatives to avoid, mitigate and/or repair risks and impacts resulting from their activity, such as lack of water, waste generation, pollution of rivers, soils, atmosphere and degradation of forests and other ecosystems.

They must show respect for communities, biodiversity and natural resources, in particular by recognizing the universal right to water, and by working together with Minerva Foods to promote sustainable development. In addition, we encourage them to have voluntary certifications attesting to their social and environmental practices.



With regard to the acquisition of agricultural commodities and livestock products, they only occur with partner suppliers who meet the socio-environmental criteria stipulated in the [Company's Policy](#), such as:

- **No illegal deforestation or conversion of ecosystems within the perimeter of the supplying property;**
- **The perimeter of the supplying property does not overlap with conservation and/or environmental protection areas;**
- **The perimeter of the supplying property does not overlap with indigenous and/or traditional community areas.**

We also encourage the adoption of environmental analysis practices in the supply chain for inputs and services, prior to formalizing agreements, in order to mitigate inherent risks in the value chain. In the event of incidents and/or events of an environmental nature, the partner must immediately report them to Minerva Foods, through the [“Minerva Connection channel”](#).



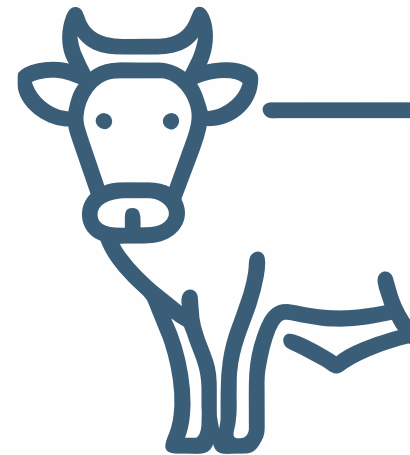
Animal welfare

Minerva Foods ensures that the animals in its supply chain are treated with care, dignity and respect. Our ethical positioning recognizes animals as sentient beings and, therefore, the Company does not tolerate abuse, neglect or mistreatment. This covers all species in our value chain (e.g., cattle, dairy cows, pigs, broiler chickens, laying hens, sheep and fish) at global product production and marketing locations. This is the Company's responsibility to them in the quality production of its food and to its customers, shareholders and other stakeholders.

The Company has a [specific animal welfare policy](#) and a [policy on the use of antibiotics](#) to present global guidelines on the subject. For this purpose, it is necessary for all suppliers who come into contact with the animals to ensure their welfare, guarantee the application of good handling practices and ensure that the animals are slaughtered correctly and without suffering, and are monitored annually via questionnaires.

The use of animals that have been genetically modified, cloned or have used growth-promoting additives, hormones and/or antibiotics in their production chain is not permitted. Prophylactic and metaphylactic use of antibiotics is also not encouraged. The Company strives to adopt processes and procedures that comply with current law and with the requirements of customers' and internationally recognized animal welfare protocols throughout its supply chain. We have signed [Public Animal Welfare Commitments](#) for each species sold by the Company to guide our partners in complying with key animal welfare procedures.

All of the area's results can be accessed through the [Animal Welfare Report](#), a document that communicates the progress made in managing this issue at the Company. We also have an [Animal Welfare Booklet](#) to guide some management practices applied to beef cattle with a view to human and animal welfare, and a [Manual of Good Practices and recommendations for animal welfare in the transportation of cattle](#).





Food quality and safety

The Company strives to adopt processes and procedures that comply with current laws and the requirements established in customers protocols (where applicable) throughout its supply chain.

In addition, the use of any raw material must be backed up by its origin, both in terms of animal supply and in terms of meat raw materials and inputs. For this purpose, it is necessary to know and monitor your suppliers. Our business partners must comply with all laws and meet the good practices and standards required by the sector, always guaranteeing food quality and safety.

This is justified because Minerva Foods has the purpose to offer safe, legal, authentic and quality food products, in compliance with food safety standards.



Access to premises

With regard to the access of business partners to the company's premises, Asset Security acts as the first point of contact for partners who physically visit its units and access its premises. The Company strictly follows the concepts set out in local law, its own internal procedures and those of related areas, and its conduct is always based on the principles of reasonableness and proportionality in its actions, in order to safeguard the Company's assets, as well as the human capital present in its operations, always considering this capital as the main asset to be considered in cases of crisis management.

The behavior expected of business partners is mutual, in addition to strict compliance with the standard procedures that will be passed on by the areas responsible for hiring, such as People and Management, Workplace Safety, among others, such as respect for the initial identification processes, as well as cordiality and cooperation in these operational procedures, which follow specific rules and standards for the type of work/reason for access to the company's premises.

For everyone's health and safety, in the Minerva Foods' facilities of it is forbidden to:



- Possess or carry weapons of any kind, except for trained and qualified professionals and only for authorized purposes;



- Using cell phones and/or electronic devices inside the factory;



- To film or photograph the Company's internal areas without prior authorization from the Corporate Communication area;



- To carry out propaganda, exhibitions, presentations or similar actions of a political, religious or biased nature on Minerva Foods' premises.



Information security

Information is an important business asset for Minerva S.A. and, therefore, maintaining its confidentiality, integrity and availability is indispensable for maintaining the Company's business, regardless of the physical or digital format of these assets.

Partners undertake to follow good market practices and fully adopt the following items:

- **Comply with Minerva Foods' Information Security Policy;**
- **Use secure processes, carrying out risk assessments on an ongoing basis and implementing measures to mitigate vulnerabilities;**
- **Ensure effective control of access to information, not sharing access and not using shared or generic users;**
- **Train and make staff aware of good information security practices;**
- **Implement reasonable techniques and defense mechanisms against cyber-attacks or social engineering;**
- **Have a process for managing security incidents and notify Minerva Foods via e-mail at data.protection@minervafoods.com.**





Privacy and data protection

Minerva Foods respects the privacy of natural persons and values the transparent use and processing of personal data, identified or identifiable, limited to the situations necessary to fulfill its purposes, through appropriate and secure means.

Business partners must comply with the relevant law of each country in which Minerva Foods is located or in which personal data is processed, respecting the right to privacy of natural persons, undertaking to comply with the following items:



- **To process the necessary Personal Data in an appropriate manner and for the purposes agreed between the parties;**

- **Protect Personal Data from improper access or processing;**

- **Avoiding the risk of leaks or other internal failures that could cause damage to the Data Subjects;**

- **Maintain a privacy and personal data protection program, compatible with its business model and the law of its country of operation;**

- **Comply with Minerva Foods' data protection policy;**

- **Ensure that natural persons are able to exercise their privacy rights in the manner provided for in the law of each country;**

- **Promote the processing of personal data in a transparent manner, disclosing the purpose to the holders of personal data when necessary;**

- **Carry out international data transfers only in cases necessary for the fulfillment of previously defined contractual activities and as permitted by the law of each country.**

- **Comply with all legal and regulatory obligations of the countries in which it processes data, within the stipulated deadlines;**

- **Inform Minerva Foods within the legal period of their country of operation, via e-mail to data.protection@minervafoods.com, of any suspected or confirmed privacy incidents affecting natural persons and the Company's databases.**



Asset Protection

Assets, whether tangible or intangible, are important elements of the Company, so partners must protect them against any incident. The business partner is responsible for the proper use, maintenance and protection of the Company's assets to which it has access to.

It is forbidden to use and/or mention the name, brand, logo or any other property of Minerva S.A. without prior and express authorization from the Company's Communications area.



No business partner is authorized to post content on behalf of Minerva S.A. without prior express authorization.

Business partners may not disclose, copy, share or store confidential information about Minerva Foods that they have access to, and must keep it confidential, even after the relationship has ended.

The sharing and use of assets and real property without prior express authorization is forbidden and must only be used for the development of agreed professional activities, with care, and for the exclusive benefit of the Company.

All information produced or received by partners as a result of professional activity that has been contracted by the Company, is owned by Minerva Foods.

All information stored on servers (owned, rented or in the cloud), computers, tablets, cell phones or other electronic devices provided by the Company are owned by the Minerva Foods.

Subcontracting

Minerva Foods does not allow the business partner to outsource and/or subcontract without the express prior written authorization of the Company, formalized through the agreement executed between the parties, in which case the original conditions provided for in the agreement are maintained, and the partner is jointly and severally liable for the obligation agreed upon, without prejudice to the right of recourse under the law.

In the event of subcontracting being authorized by the Company, subcontractors must accept and comply with the terms of this Business Partner Code of Conduct, and it is the subcontracting business partner's obligation to monitor and ensure compliance with the guidelines set forth in this Code.

Providing relevant information

All of Minerva Foods' business partners must keep confidential any privileged information to which they have access until such information is disclosed to the public, and are also responsible for the observance of confidentiality by the people related to them, as established in the [Policy for the Disclosure of Relevant Information](#).

Business partners must not discuss privileged information in public places. They may not use, directly or indirectly, any relevant information they have access to in a privileged manner for their own benefit or that of third parties.



7. WHISTLEBLOWER CHANNEL

Any deviations or suspected deviations from this Code must be reported immediately to Minerva Foods through the “Minerva Connection” channel, our communication channel for receiving reports from the internal and external audience.

Designated to receive suggestions, compliments, concerns, complaints and reports from the Company's internal and external audiences, the “Minerva Connection” channel guarantees its users total freedom to express themselves, and security that the reports will be treated with secrecy, impartiality, confidentiality of information and without any type of retaliation, protecting whistleblowers in good faith. Minerva Foods emphasizes that all third parties and its employees can use the “Minerva Connection” channel anonymously if they wish.

Find out more about contacts and how to make a report at:



PT

conexao.minervafoods.com

ES

conexion.minervafoods.com

EN

connection.minervafoods.com



8. FINAL PROVISIONS

The business partner must submit all the documents requested and necessary for the regular operation of its activities and must keep its registration with Minerva Foods up to date in order to maintain the relationship.

We recommend that partners, in addition to complying with the minimum guidelines listed herein, maintain an integrity program, carry out due diligence of their supply chain, communications and training of stakeholders, establish policies and procedures and other actions necessary to establish a culture of integrity.

Minerva Foods has a Compliance department responsible for its Integrity Program and one of its premises is to get to know its business partners in order to mitigate risks and verify the issues addressed in this Code.

Minerva Foods may, at its discretion, directly or through third parties, verify compliance with the guidelines of this Code, make inquiries about the company and its members in public databases and may even request clarifications from business partners.

The Code of Conduct for Business Partners is public and its knowledge is fundamental to maintaining the relationship with Minerva Foods.

All those to whom this Code applies are responsible for respecting the determinations expressed herein and the contractual clauses signed with the Company, with the most restrictive guidelines prevailing.

Failure to comply with any of the provisions described in this Code may result in the termination of the agreed relationship, contractual penalties, as well as the blocking of registrations for possible new hires until proof of regularization, without prejudice to the appropriate legal measures.

Minerva S.A. may review the content of this Code whenever necessary, making the most recent version available to everyone at the following addresses:



[minervafoods.com/ codigodoparceiro](https://minervafoods.com/codigodoparceiro)



minervafoods.com/codigodesocioscomerciales



minervafoods.com/codeofpartner



ACKNOWLEDGMENT OF RECEIPT

I hereby declare that I have received the Code of Conduct for Business Partners of Minerva S.A. (available at: minervafoods.com/codeofpartner).
I declare that I have knowledge of the guidelines set forth in this Code, I undertake to maintain responsible management of my activity and to report any situation contrary to the provisions of this Code through "Minerva Connection".

Name and official ID number of company*: _____
**Document valid for head office and branches*

If registering a company, fill in

Name(s) and official ID number(s) of legal representative(s):** _____

Date: _____

***Proof required by means of articles of association or equivalent document or power of attorney.*

Signature(s):

Prepared by: Compliance

Reviewed by: Ethics and Integrity Committee

Approved by: The Company's Board of Directors

Date of last review: 11/11/2024– Version 01

minerva
foods