



**Animal Welfare Policy**

**DESTINATÁRIOS:** All Company team members in Brazil.

**1. PURPOSE**

To define the criteria and responsibilities for guaranteeing animal welfare in the operations of JBS in Brazil.

**2. RESPONSIBILITY FOR COMPLIANCE**

It is incumbent on all areas involved mentioned in this document to be responsible for complying with this normative instruction.

**3. GENERAL PROVISIONS**

- 3.1. This document is added to the other animal welfare policies and programs drawn up and carried out by the business units of JBS in order to define the rules and responsibilities of those involved;
- 3.2. Animal welfare programs under the responsibility of the units involve adapting processes and adopting good practices, in addition to monitoring, training and documentation at every phase of the value chain;
- 3.3. All actions and initiatives undertaken by the various operations of JBS are aligned with the five fundamental freedoms of animals as defined by the Farm Animal Welfare Council (FAWC), namely: freedom from thirst, hunger and malnutrition, freedom from pain, illness or disease, freedom from discomfort, freedom to express the natural behavior of the species and freedom from fear and stress;
- 3.4. Each protein chain is served in accordance with best global practices and its peculiarities;
- 3.5. JBS maintains an Animal Welfare Committee consisting of specialists in the fields of sustainability, quality, animal welfare, livestock farming, origination and corporate communication, which is responsible for setting the guidelines that enable this topic to constantly evolve within the Company;
- 3.6. JBS habitually submits a transparent annual report about its key projects and highlights in this area, such as its targets and the results of its animal welfare indicators;
- 3.7. Practices like cloning and genetic engineering are not adopted in the Company's supply chain.

**4. PROCEDURE**

4.1. Operations

- 4.1.1. All JBS business units in Brazil have multidisciplinary teams specializing in each animal species, in addition to professionals responsible for the topic at the corporate level;
- 4.1.2. It is incumbent on these teams to ensure compliance with the policies and procedures required by the animal welfare programs, draw up and enhance the Company's practices and develop the technical specifications for mandatory adoption by the suppliers of bovine raw materials, in compliance with Brazilian



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legislation and that of the countries to which our products are exported and in accordance with the codes of the clients;

- 4.1.3. The professionals comprising these teams must be trained and submit to constant enhancement;
- 4.1.4. The integrated producers and contractors that provide poultry and pigs, as well as the cattle suppliers, must have access to technical instruction, support or training on the animal welfare guidelines, procedures and policies for the purpose of raising awareness, so that they adopt these practices on their properties;
- 4.1.5. Every JBS unit must have teams to oversee the implementation of the Animal Welfare Policy, from the evaluation of the facilities and equipment, to training programs for continuous monitoring of the procedures. Plant management teams must provide the conditions for the implementation of the policy;
- 4.1.6. All professionals involved in contact with animals in our operations must receive specific training on animal husbandry, humane slaughter and maintenance of the equipment and facilities for the animals;
- 4.1.7. All operations of JBS in Brazil must abide by the country's legislation and technical standards, as well as the principles of animal freedoms and humane slaughter;
- 4.1.8. Units accredited to export can adopt religious slaughter guidelines that respect the cultural characteristics and diversity of the markets where JBS operates.

4.2. Evaluation and certifications

The Company's animal welfare programs must be evaluated using key performance indicators (KPIs) audited both by internal teams and by third parties, as well as by domestic and overseas market clients.

4.3. Control

- 4.3.1. The Company reserves the right to monitor the animal welfare control process in the upstream stages of processing, encouraging its suppliers of bovine raw materials to adopt good practices across the entire supply chain;
- 4.3.2. Poultry, pig and cattle breeding includes both in-house and outsourced operations. In both cases, the health and safety of the animals must be given priority;
- 4.3.3. To ensure that its suppliers adopt good practices, the Company may undertake technical visits and provide manuals, procedures and policies, in addition to carrying out audits and trainings;
- 4.3.4. At JBS, the animals are transported in the Company's own or outsourced vehicles designed to ensure animal welfare, and driven by specialist and qualified drivers;
- 4.3.5. The distances or journey times between the ranches and poultry farms and the units must be planned to ensure these are the fastest in order to provide the animals with greater comfort;
- 4.3.6. Drivers must receive training in the procedures of the safety contingency plan in the event of emergencies or accidents when the animals are being transported;



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- 4.3.7. The animal welfare directives of JBS in Brazil for outsourced drivers are included in the respective service agreement;
- 4.3.8. The live cargo transport routine must be measured using indicators such as density and driver qualification, among others, as a way of ensuring the adoption of proper practices;
- 4.3.9. JBS is committed to constantly investing in improvements to its facilities, in the acquisition of the best animal transportation vehicles and modern equipment available on the world market and in training teams of specialists deployed at the plants to accompany the reception of the animals and to ensure their welfare until the time comes to process them;
- 4.3.10. The JBS Ethics Line, the complaints channel of JBS, is equipped to receive complaints on all fronts, including irregular practices involving the principles of animal welfare.

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