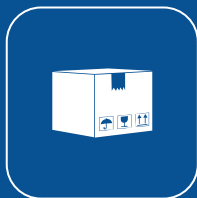




# Supplier Code of Conduct

We dream of an ever better and prosperous world. Therefore, we take care of our planet with practices that respect the environment and society, creating conditions for people to realize their full potential, promoting the growth of M. Dias Branco and everyone with whom we relate, together.



[www.mdiasbranco.com.br](http://www.mdiasbranco.com.br)

## **MESSAGE FROM THE CEO**



*M. Dias Branco seeks to make its commitment to ethics and sustainability of its business effective through management based on macro trends in the market. For this, we share the Supplier Code of Conduct, developed based on our internal policies, regulatory requirements, and subsidies for global voluntary initiatives, in order to ensure the perfect alignment of our suppliers with the conduct and strategy of M. Dias Branco.*

*We encourage our suppliers to adopt practices aimed at a more sustainable future, adopting the best social and environmental practices, within their activities' outreach. Especially actions that seek to develop the surrounding communities, encouraging environmental preservation, and social justice.*

*M. Dias Branco supports and encourages sustainable practices and requires that its suppliers remain engaged in improving the efficiency and sustainability of their operations, based primarily on the guidelines of this Code.*

*We believe in solid relationships that contribute to the development of our mission of offering food for the good of society and people's happiness, based on measures that ensure business sustainability. Therefore, we rely on our suppliers to adopt socially fair, environmentally responsible and economically viable practices.*

**Ivens Dias Branco Júnior**  
CEO

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# Relationship between supplier and M. Dias Branco

Suppliers must carry out their activities in accordance with the highest standards of ethical behavior, establishing transparent bonds and good coexistence among employees.

## Legislation

M. Dias Branco's suppliers must comply with all applicable laws and regulations in force in the country in which the supplier and the Company operate.

## Anti-corruption

Suppliers may not practice or tolerate any form of corruption, extortion, fraud or any illegal practices in any aspect of their business and must ensure that the conduct of their business is guided by the highest standards of integrity, legality, responsibility and transparency. All suppliers must follow the Anti-Corruption Policy available on the Company's website.

### Suppliers cannot (examples):

(i) finance, fund, sponsor or otherwise subsidize the practice of unlawful acts provided for in the legislation and/or in this Policy;

(ii) use an interposed private individual or legal entity to hide or conceal their real interests or the identity of the beneficiaries of the acts performed;

(iii) hinder the investigation or inspection activities of Government Authorities, bodies, entities or Public Agents, or intervene in their performance, including within the scope of regulatory agencies and inspection bodies of the national financial system;

(iv) falsify documents, expense reports, financial records, brands or products, and structuring transactions in order to defraud the approval processes and other internal controls;

(v) engage in misappropriation, embezzlement, corporate espionage and/or other unfair and anti-competitive practices;

(vi) promise, offer, authorize or make Facilitator Payments on behalf and/or for the benefit of the Company;

(vii) promise, offer, authorize or provide, directly or indirectly, Things of Value to a Public Agent or a third party related to it (e.g.

Close Member of Public Agent) in order to:

(a) influence or reward an act or decision of such Public Agent (or in return for such act or decision);

(b) induce the Public Agent to do or omit any act;

(c) induce the Public Agent to use its influence to affect or influence, for the benefit of the Company, any decision, act or resolution;

(d) guarantee personal gain that could impact the Company's interests;

(e) obtain confidential information about business opportunities, bids or the activities of competitors;

or (f) secure any Improper Advantage.

Individuals and entities subject to this Policy are also prohibited from promising, offering, authorizing, providing or receiving, directly or indirectly, things of value to or from an individual or legal entity in the private sector, in order to secure any improper advantage.

## Gifts and other offers

The concession, offer, promise and/or receipt of commissions, benefits, gifts, treats and other offers that may generate a conflict of interest, or which are intended to improperly influence any commercial decision of M. Dias Branco or may result in an undue advantage to the Company, its Employees or Third Parties.

Tourist trips, courses not linked to the activity, luxurious gifts, loans and personal favors are some examples of advantages that must not be granted.

Any meals offered to employees must be of moderate value and compatible with the people involved and/or the context of their performance, so that the act is not sufficient to improperly influence any business decision.

All suppliers must follow the Giveaways, Gifts, Entertainment and Hospitality Policy available on the Company's website.

## Conflict of interests

A conflict of interest will be characterized when a person is involved in a decision-making process in which their capacity for free judgment may be compromised by the following factors:

- (i) that person has the power to influence the outcome of the decision;
- and (ii) there may be a gain for that person, a Close Family Member, or a third party with whom the person is involved.





## Relationship between supplier and M. Dias Branco

*In the case of the Company, situations involving conflict of interest may also be considered as situations in which the personal objectives of decision makers, for whatever reason, may not be aligned with the Company's objectives in specific matters.*

*Any affective relationship between suppliers and M. Dias Branco employees must be communicated to company's Compliance department. M. Dias Branco employees are not allowed to carry out external activities that influence purchasing decisions. All suppliers must follow the Policy on "Transactions with Related Parties and Other Situations involving Conflict of Interest", which is available on the Company's website.*

### **Confidential Information**

*Suppliers must not disclose or use for their own benefit or that of their company data and/or confidential and strategic information of M. Dias Branco not yet disclosed in the market.*



### **Sustainable purchases**

*Suppliers must have a sustainable procurement policy, in line with M. Dias Branco's sustainability strategy, to direct the relationship with their own suppliers. Thus, we expand engagement, generating value and transforming the entire chain.*

### **Internal requirements M. Dias Branco**

*M. Dias Branco's suppliers that provide services, their employees, subcontractors and agents during the execution of their activities at M. Dias Branco's facilities must comply with all the company's internal regulations, including the Code of Ethics and Policies available on the M. Dias Branco website.*



# Social management

M. Dias Branco supports and encourages sustainable practices and expects its suppliers to engage in improving the efficiency and sustainability of its operations.

Suppliers must support the human rights guidelines, considering the community and its employees, treating them with dignity and respect, according to the aspects described in this section.



## Child or Involuntary Labor

Suppliers must not adopt or support the use of child labor, illegal work by teenagers, work analogous to slavery, forced, compulsory or under arrest, and must seek the suppression of all these forms of work and any irregular and illegal practices.

## Respect for labor legislation, social security legislation and labor relations

Suppliers must remunerate employees appropriately in accordance with applicable wage laws, as well as comply with all applicable labor laws relating to normal working hours, rest periods and overtime established in current laws and union categories, as listed below:



The supplier may not employ workers under 16 (sixteen) years of age, except as an apprentice from 14 (fourteen) years of age, pursuant to Law number 10,097, of 12.19.2000, and the Consolidation of the Laws of the Work.



The supplier may not employ workers under 18 (eighteen) years of age in places that are harmful to their training, their physical, psychological, moral and social development, as well as in dangerous or unhealthy places and services, at times that do not allow school attendance and also at night, this being considered the period between 10 pm and 5 am.



The supplier must request a work permit from the General Immigration Coordination, an agency of the Ministry of Justice and Public Security, to hire foreigners.

## **Prejudice, discrimination and harassment**

Suppliers must recognize and respect individual and cultural plurality and diversity and adopt practices to eliminate discrimination based on race, color, nationality, religion, age, disability, gender, marital status, sexual orientation, ethnicity, sociocultural or any illegal criterion under current legislation. In addition, suppliers must strongly condemn any attitudes of moral or sexual harassment, whether physical or verbal.

## **Freedom of association**

Suppliers must respect the right of workers to join or form unions of their own choosing and to bargain collectively in accordance with the terms of applicable law.



## **Health and safety**

Suppliers must offer their collaborators working conditions in a healthy and safe environment, complying with all standards related to health and safety at work indicated by current legislation, as well as carry out training and preventive measures against accidents and diseases, providing individual safety equipment and adequate protection.



Unidade em Salvador/BA

# Environmental management

It is everyone's responsibility to take care of the environment, paying attention to the sustainable use of natural resources, respect for biodiversity, waste management and air pollution, always guided by environmental legislation and commitments to future generations.

### **Respect for environmental legislation**

*Suppliers must comply with the requirements of the competent bodies in the processes of obtaining, maintaining and renewing operating licenses, as well as committing to protect and preserve the environment and prevent harmful practices to it. Suppliers must comply with legal, normative and administrative acts related to the area of the environment and related matters, issued by the Federal, State and Municipal spheres, including, but not limited to, compliance with Brazilian Federal Law No. 6.938/81 (National Environmental Policy), Law number 9,605/98 (Environmental Crimes Law) and Brazilian Federal Law No. 12,305/10 (National Policy on Solid Waste).*

*M. Dias Branco also recommends that its suppliers undertake monitoring and engagement actions with their respective suppliers of products and services. The objective is that these also commit to joining efforts to protect and preserve the environment, as well as to prevent harmful practices to the same, in their respective commercial relations.*

### **Emissions and Climate Change**

*Suppliers must control their atmospheric emissions in accordance with the limits established by law for particulate matter, greenhouse gases and other gases, as well as engage and engage their suppliers in risk management, vulnerability analysis and adoption of practices that minimize the impacts on global climate change, where applicable to your supply profile.*

### **Animal welfare**

*If applicable to the supplier's production chain, the commitment to combat any animal abuse is expected, respecting the freedom conducts related to animal production described by the Farm Animal Welfare Committee (FAWC). Thus, the physiological, environmental, sanitary, behavioral and psychological freedom of the animals in its chain is ensured.*





# Compliance with the Supplier Code of Conduct

Making our commitment to business ethics and sustainability effective, our management practices are fully aligned with the guidelines of this code. And to ensure lasting relationships with a positive impact, we count on our suppliers' commitment to this document and to the dissemination of its guidelines.

All suppliers of M. Dias Branco must engage with the guidelines of this Code, in addition to carrying out a wide dissemination among all its employees and third parties, also extending to its suppliers the incentive to adopt sustainable practices.

M. Dias Branco may request, at any time, data, information, licenses, certifications and/or documentation necessary to validate compliance with this Code, if necessary, also reserving the right to carry out due diligence processes and/or face-to-face audits in their suppliers with the same purpose, as long as previously agreed between the parties.

M. Dias Branco may also request clarification from its suppliers in the event of a complaint or any negative information about the topics covered in this Code, as well as whether it protects the right to maintain or not the commercial relationship with its suppliers in the event of non-compliance with any guideline of this document.



## Doubts and Complaints

M. Dias Branco's Ethical Channel is available to internal and external audiences as an exclusive means of communication for reporting doubts, suggestions, criticisms or complaints related to this Code and other Company regulations. Canal Ético is an outsourced service, free and confidential, accessible by telephone, e-mail or the internet, 24 (twenty-four) hours, every day of the week, according to contacts available on the M. Dias Branco website. It is noteworthy that the Ethical Channel guarantees the anonymity of the reporter and that M. Dias Branco does not tolerate any act of threat, intimidation or retaliation against any person who makes a report in good faith.

Violations of this Code, the Code of Ethics or other M. Dias Branco policies may be subject to internal investigation pursuant to the Internal Investigation Protocol and Operation of the Ethical Channel and, depending on the result, the measures provided for in the The Company's Consequences Policy, such as the application of a penalty provided for in the contract and/or contract termination, without prejudice to the applicable legal procedures.



*Guidance regarding M. Dias Branco's Code of Conduct for Suppliers can also be found on the Company's website or with its Procurement area.*

## **Ethical Channel Contacts**



[www.canaldeetica.com.br/mdiasbranco](http://www.canaldeetica.com.br/mdiasbranco)



[mdiasbranco@canaldeetica.com.br](mailto:mdiasbranco@canaldeetica.com.br)



**0800-591-0847**

(de segunda a sexta-feira, das 08h às 17h, e nos demais dias e horários, atendimento por secretária eletrônica)

## **Commitment to the guidelines of this Code of Conduct**



*We thank all our suppliers for the important partnership. We believe that together we can contribute to a more sustainable world, and that is why we count on each one of you to apply the guidelines in this document on a daily basis. Therefore, the continuity of our partnership is subject to compliance with the Code of Conduct for Suppliers, as informed on our portal and in the interactions between our companies.*



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