



**Animal Welfare Policy**

**RECIPIENTS:** All Company employees in Brazil.

**1. PURPOSE**

Define criteria and responsibilities for promoting animal welfare in JBS operations in Brazil.

**2. RESPONSIBILITY FOR COMPLIANCE**

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

**3. GENERAL PROVISIONS**

- 3.1. This document supplements the other animal welfare policies and programs developed and implemented by JBS business units and aims to define rules and responsibilities for the parties involved;
- 3.2. Animal welfare programs within business units include facility and process adjustments, adoption of best practices, monitoring, verification, training, and implementation of corrective and preventive actions, when necessary, at all stages of the value chain;
- 3.3. All actions and initiatives conducted by different JBS operations align with the five domains model, an animal welfare concept proposed by Mellor & Reid (1994). These domains are:
  - Nutrition;
  - Environment;
  - Health;
  - Behavior;
  - Mental states.
- 3.4. Each protein chain is served according to global best practices and their specificities;
- 3.5. JBS has an Animal Welfare Committee composed of specialists from the Sustainability, Quality, Animal Welfare, Agriculture, Sourcing, and Corporate Communication areas, responsible for establishing guidelines to ensure that the matter is constantly evolving within the Company;
- 3.6. JBS provides annual and transparent reports of its main projects, highlights in the field, and the goals and results of animal welfare indicators.

**4. PROCEDURE**

- 4.1. Operation
  - 4.1.1. All JBS business units in Brazil must have specialized multidisciplinary teams for each animal species, including dedicated professionals in their corporate team;
  - 4.1.2. These teams must ensure compliance with the policies and procedures required by animal welfare programs, develop and improve Company practices, and establish technical specifications mandatory for meat suppliers, under Brazilian law and that of the countries to which our products are exported, and according to customers' requirements;



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- 4.1.3. Team members must receive continuous training and development;
  - 4.1.4. Every JBS unit must have teams to oversee the implementation of the Animal Welfare Policy, which includes facility and equipment assessment, training programs, and continuous monitoring of procedures. The Industrial management must support the implementation of the policy;
  - 4.1.5. All professionals interacting with animals in our operations must receive specific training on animal handling, humane slaughter, and equipment and facility maintenance;
  - 4.1.6. All JBS operations in Brazil must comply with national laws, technical standards, and principles of animal freedom and humane slaughter;
  - 4.1.7. Export-qualified units may adopt religious guidelines for slaughter to respect cultural characteristics and the diversity of markets in which JBS operates;
  - 4.1.8. Integrated producers and third-party suppliers of poultry, swine, and cattle must have access to technical guidance, support, or training on animal welfare guidelines, procedures, and policies to raise awareness and implement these practices in their farms.
- 4.2. Assessment and certifications
- 4.2.1. The Company's animal welfare programs must be evaluated through key performance indicators (KPIs), audited internally and by third parties, and evaluated by domestic and export customers.
- 4.3. Control
- 4.3.1. The Company reserves the right to monitor animal welfare control processes, including in the pre-processing stages, engaging meat suppliers to adopt best practices throughout the supply chain;
  - 4.3.2. Raising poultry, swine, and cattle involves internal and third-party operations. In both cases, animal health and safety must be prioritized;
  - 4.3.3. To ensure that suppliers adopt best practices, the Company may conduct technical visits, provide manuals, procedures, and policies, conduct audits, and offer training;
  - 4.3.4. At JBS, animals must be transported in vehicles designed for animal welfare, driven by specialized and trained drivers, whether in JBS's own fleet or third-party fleet;
  - 4.3.5. Distances or travel times between rural properties, farms, and production units must be planned to ensure the quickest routes to provide animal comfort;
  - 4.3.6. Drivers must receive training on the procedures of the safety contingency plan for cases of emergencies or accidents during animal transportation;
  - 4.3.7. Animal welfare guidelines of JBS in Brazil for third-party drivers are included in their respective service contracts;



**NORMATIVE INSTRUCTION**

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- 4.3.8. Livestock transportation routine must be managed using indicators such as density and skilled driver, among others, to promote the adoption of appropriate practices;
- 4.3.9. JBS is committed to constantly investing in facility improvements, acquisition of top-tier equipment available in the global market, such as animal transportation vehicles and other equipment, and training of specialized teams to ensure animal welfare from their arrival to their processing;
- 4.3.10. JBS' Ethical Line, the Company's reporting channel, is prepared to receive reports from all fronts, including irregular practices related to animal welfare principles.

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