

**Company Name** BRF  
**Industry** Agricultural Products (Supply Chain and Own Operations)  
**Overall Score (\*)** 13.4 out of 100

Theme Score	Out of	For Theme
1.2	10	A. Governance and Policies
1.6	25	B. Embedding Respect and Human Rights Due Diligence
3.8	15	C. Remedies and Grievance Mechanisms
1.3	20	D. Performance: Company Human Rights Practices
2.7	20	E. Performance: Responses to Serious Allegations
2.9	10	F. Transparency

(\*) Please note that any small differences between the Overall Score and the added total of Measurement Theme scores are due to rounding the numbers at different stages of the score calculation process.

Please note also that the "Not met" labels in the Explanation boxes below do not necessarily mean that the company does not meet the requirements as they are described in the bullet point short text. Rather, it means that the analysts could not find information *in public sources* that met the requirements *as described in full* in the CHRB 2019 Methodology document. For example, a "Not met" under "General HRs Commitment", which is the first bullet point for indicator A.1.1, does not necessarily mean that the company does not have a general commitment to human rights. Rather, it means that the CHRB could not identify a public statement of policy in which the company commits to respecting human rights.

## Detailed assessment

### A. Governance and Policies (10% of Total)

#### A.1 Policy Commitments (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.1.1	Commitment to respect human rights	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>Met: General HRs commitment: The company states that 'BRF respects, protects and fulfils the enjoyment of human rights, internationally agreed and provided for in both national and international legislation applicable to the Company and People'. [Code of Ethics and Conduct, May 28, 2015]</li> <li>Met: UNGC principles 1 &amp; 2: The company is a signatory of the UNGC since 2011. Furthermore, the Company state 'in 2017 we reaffirmed our commitment to the principles of the Global Compact of the United Nations, intimately associated with our business.' [Annual and sustainability report 2016, March 20th, 2017: <a href="http://ri.brf-global.com">ri.brf-global.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>Not met: UNGPs: CHRB has not identified any documents in the public domain which provide all the information required to meet this indicator</li> <li>Not met: OECD: CHRB has not identified any documents in the public domain which provide all the information required to meet this indicator</li> </ul>
A.1.2	Commitment to respect the human rights of workers	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>Met: UNGC principles 3-6: The Company indicates that "Created to encourage companies to adopt policies for corporate social responsibility and sustainability, we have been signatories to the UNGC since 2011." [Annual and sustainability report 2018, May 2019: <a href="http://brf-global.com">brf-global.com</a>]</li> <li>Not met: Explicitly list All four ILO for AG suppliers: The Code of Conduct for suppliers contains statements on child labour, non-discrimination, forced labour,</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>and freedom of association. No evidence found on respecting the right to collective bargaining, the Company indicates that suppliers shall 'assure the right of employees to be members of class associations and workers unions and to organize themselves into entities of their own choice, without retaliation, under the terms established in the applicable standards.' [Code of conduct for suppliers, 2018: <a href="http://brf-global.com">brf-global.com</a>]</p> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Explicit commitment to All four ILO Core: No evidence found of a explicit commitment to each ILO core labour standards</li> <li>• Met: Respect H&amp;S of workers: The Company states that "Through the Health, Safety, and Environment program (HSE) and its global policy, implemented in 2006, we developed and carried out actions that enable safe behavior and value life in our operations. We extend our health and safety management practices to all stakeholders, through control and/or influence actions, when appropriate." [Annual and sustainability report 2018, May 2019: <a href="http://brf-global.com">brf-global.com</a>]</li> <li>• Met: H&amp;S applies to AG suppliers: The Code for suppliers contains requirements and guidelines on health and safety [Code of conduct for suppliers, 2018: <a href="http://brf-global.com">brf-global.com</a>]</li> </ul>
A.1.3.AG.a	Commitment to respect human rights particularly relevant to the industry - land and natural resources (AG)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not met: Respect land ownership and natural resources</li> <li>• Not met: Respecting the right to water: The Company is committed to reducing its impact on water and expects its supplier to use water rationally. However, this was found in an annual report. No evidence found of a formal commitment to respect the right to water.</li> <li>• Not met: Expecting suppliers to respect these rights</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Voluntary Guidelines on Tenure Rights</li> <li>• Not met: IFC Performance Standards</li> <li>• Not met: FPIC for all</li> <li>• Not met: Zero tolerance for land grabs</li> <li>• Not met: Respecting the right to water</li> <li>• Not met: Expecting suppliers to respect these rights</li> </ul>
A.1.3.AG.b	Commitment to respect human rights particularly relevant to the industry – people’s rights (AG)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not met: Women's rights</li> <li>• Not met: Children's rights</li> <li>• Not met: Migrant worker's rights</li> <li>• Not met: Expects suppliers to respect these rights</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: CEDAW/Women's Empowerment Principles</li> <li>• Not met: Child Rights Convention/Business Principles</li> <li>• Not met: Convention on migrant workers</li> <li>• Not met: Expecting suppliers to respect these rights</li> </ul>
A.1.4	Commitment to engage with stakeholders	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not met: Commits to stakeholder engagement</li> <li>• Not met: Regular stakeholder engagement</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Commits to engage stakeholders in design</li> <li>• Not met: Regular stakeholder design engagement</li> </ul>
A.1.5	Commitment to remedy	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not met: Commits to remedy: The Company indicates that "Our global operation implies responsibilities that go beyond mitigation of the negative impacts of the operation. The purpose of our actions is to establish a long-term relationship with communities, creating a positive and inclusive agenda aimed at developing solutions that promote local development." However, no specific statement of commitment to remedy found in public policies. [Annual and sustainability report 2018, May 2019: <a href="http://brf-global.com">brf-global.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Not obstructing access to other remedies</li> <li>• Not met: Collaborating with other remedy initiatives</li> <li>• Not met: Work with AG suppliers to remedy impacts</li> </ul>
A.1.6	Commitment to respect the rights of human	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not met: Zero tolerance attacks on HRs Defenders (HRDs)</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
	rights defenders		Score 2 • Not met: Expects AG suppliers to reflect company HRD commitments

## A.2 Policy Commitments (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.2.1	Commitment from the top	0.5	The individual elements of the assessment are met or not as follows: Score 1 • Met: CEO or Board approves policy: The code of ethics contains a general commitment to human rights and a specific commitment on child labour. The code has been approved by the Board of Directors • Not met: Board level responsibility for HRs Score 2 • Not met: Speeches/letters by Board members or CEO
A.2.2	Board discussions	0	The individual elements of the assessment are met or not as follows: Score 1 • Not met: Board/Committee review of salient HRs • Not met: Examples or trends re HR discussion Score 2 • Not met: Both examples and process
A.2.3	Incentives and performance management	0	The individual elements of the assessment are met or not as follows: Score 1 • Not met: Incentives for at least one board member • Not met: At least one key AG HR risk, beyond employee H&S Score 2 • Not met: Performance criteria made public

## B. Embedding Respect and Human Rights Due Diligence (25% of Total)

### B.1 Embedding Respect for Human Rights in Company Culture and Management Systems (10% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.1.1	Responsibility and resources for day-to-day human rights functions	0	The individual elements of the assessment are met or not as follows: Score 1 • Met: Commits to ILO core conventions • Not met: Senior responsibility for HR Score 2 • Not met: Day-to-day responsibility • Not met: Day-to-day responsibility for AG in supply chain
B.1.2	Incentives and performance management	0	The individual elements of the assessment are met or not as follows: Score 1 • Not met: Senior manager incentives for human rights • Not met: At least one key AG HR risk, beyond employee H&S Score 2 • Not met: Performance criteria made public
B.1.3	Integration with enterprise risk management	0	The individual elements of the assessment are met or not as follows: Score 1 • Not met: HR risks is integrated as part of enterprise risk system Score 2 • Not met: Audit Ctte or independent risk assessment
B.1.4.a	Communication /dissemination of policy commitment(s) within Company's own operations	1	The individual elements of the assessment are met or not as follows: Score 1 • Met: Commits to ILO core conventions • Met: Communicates its policy to all workers in own operations: The Company states that "the Internal Communication area improved communication channels in 2016, adapting tools to assist people with visual impairment, thus ensuring equal access to information. In 2017, we established the inclusion of subtitles in all global and internal videos as a policy, in order to assist people with hearing impairment. All types of communication and training are available in the local languages. In Brazil, we have English and French translators in all units where we have employees from Haiti and Senegal to make sure that training and communication reach and include these groups". [Annual and sustainability report 2018, May 2019: <a href="http://brf-global.com">brf-global.com</a> ] Score 2 • Not met: Commits to all 4 ILO core conventions • Not met: Communication of policy commitments to stakeholder • Not met: How policy commitments are made accessible to audience

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.1.4.b	Communication /dissemination of policy commitment(s) to business relationships	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not met: Commits to all 4 ILO core conventions for suppliers</li> <li>• Not met: Communicating policy down the whole AG supply chain</li> <li>• Met: Requiring AG suppliers to communicate policy down the chain: The Company states in the code of conduct for suppliers that "The destination of this material is the Supplier, who shall execute the Instrument of Notification and Agreement, returning it to BRF, following the instructions of its relationship area." The Code of Conduct for suppliers to be signed by every supplier states that 'As a Supplier of BRF and/or its subsidiaries [...] I will disclose this Code to my representatives, collaborators, suppliers and contractors that render services to BRF.' [Code of conduct for suppliers, 2018: <a href="http://brf-global.com">brf-global.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Met: How HR commitments made binding/contractual: The Code of Conduct for suppliers states that 'BRF expects that its Suppliers be pledged with the search for an ethical and responsible administration, based upon the requirements of this Code, and requests the formalization of the Instrument of Notification and Agreement [...]' [Code of conduct for suppliers, 2018: <a href="http://brf-global.com">brf-global.com</a>]</li> <li>• Not met: Including on AG suppliers</li> </ul>
B.1.5	Training on Human Rights	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not met: Scores at least 1 on A.1.2</li> <li>• Not met: Trains all workers on HR policy commitments</li> <li>• Not met: Trains relevant AG managers including procurement</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Score of 2 on A.1.2</li> <li>• Not met: Both requirements under score 1 met</li> </ul>
B.1.6	Monitoring and corrective actions	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not met: Scores at least 1 on A.1.2</li> <li>• Not met: Monitoring implementation of HR policy commitments</li> <li>• Not met: Monitoring AG suppliers</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Score of 2 on A.1.2</li> <li>• Not met: Describes corrective action process</li> <li>• Not met: Example of corrective action</li> <li>• Not met: Discloses % of AG supply chain monitored</li> </ul>
B.1.7	Engaging business relationships	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not met: HR affects AG selection of suppliers</li> <li>• Met: HR affects on-going AG supplier relationships: The Supplier Code of Conduct states that 'The compliance of the requirements contained in the document in question shall be monitored and evaluated periodically by BRF and the non compliance thereof will result in the application of disciplinary measures and/or fines established in the labour, civil or penal legislation, as the situation may require, up to including the termination of the business relationship between the parties.' [Code of conduct for suppliers, 2018: <a href="http://brf-global.com">brf-global.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Both requirement under score 1 met</li> <li>• Not met: Working with AG suppliers to improve performance</li> </ul>
B.1.8	Approach to engagement with potentially affected stakeholders	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not met: Stakeholder process or systems</li> <li>• Not met: Frequency and triggers for engagement</li> <li>• Not met: Workers in AG SC engaged</li> <li>• Not met: Communities in the AG SC engaged</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Analysis of stakeholder views and company's actions on them</li> </ul>

## B.2 Human Rights Due Diligence (15% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.2.1	Identifying: Processes and triggers for identifying human rights risks and impacts	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not met: Identifying risks in own operations</li> <li>• Not met: Identifying risks in AG suppliers</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not met: Ongoing global risk identification</li> <li>• Not met: In consultation with stakeholders</li> <li>• Not met: In consultation with HR experts</li> <li>• Not met: Triggered by new circumstances</li> <li>• Not met: Explains use of HRIAs or ESIA (inc HR)</li> </ul>
B.2.2	Assessing: Assessment of risks and impacts identified (salient risks and key industry risks)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not met: Salient risk assessment (and context)</li> <li>• Not met: Public disclosure of salient risks</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not met: Both requirements under score 1 met</li> </ul>
B.2.3	Integrating and Acting: Integrating assessment findings internally and taking appropriate action	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not met: Action Plans to mitigate risks</li> <li>• Not met: Including in AG supply chain</li> <li>• Not met: Example of Actions decided</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not met: Both requirements under score 1 met</li> </ul>
B.2.4	Tracking: Monitoring and evaluating the effectiveness of actions to respond to human rights risks and impacts	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not met: System to check if Actions are effective</li> <li>• Not met: Lessons learnt from checking effectiveness</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not met: Both requirement under score 1 met</li> </ul>
B.2.5	Communicating : Accounting for how human rights impacts are addressed	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not met: Comms plan re identifying risks</li> <li>• Not met: Comms plan re assessing risks</li> <li>• Not met: Comms plan re action plans for risks</li> <li>• Not met: Comms plan re reviewing action plans</li> <li>• Not met: Including AG suppliers</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not met: Responding to affected stakeholders concerns</li> <li>• Not met: Ensuring affected stakeholders can access communications</li> </ul>

## C. Remedies and Grievance Mechanisms (15% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
C.1	Grievance channel(s)/mechanism(s) to receive complaints or concerns from workers	1.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Met: Channel accessible to all workers: The company states that "Complaints may be reported to the immediate superior or through the BRF Transparency Hotline, made available by BRF on the corporate intranet and website. Complaints can be reported through phone, website or email. Complaints may also be reported on an anonymous basis" [Code of Ethics and Conduct, May 28, 2015]</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not met: Number grievances filed, addressed or resolved</li> <li>• Met: Channel is available in all appropriate languages: The Company state that 'the BRF Transparency Hotline is available for People, as well as to business partners, contractors, customers and direct or indirect suppliers, 24 hours a day, 7 days a week, every day of the year, in several languages.' [Reporting Complaints and Non-Retaliation Corporate Policy, 08/2018: <a href="http://brf-global.com">brf-global.com</a>]</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> <li>• Not met: Expect AG supplier to have equivalent grievance systems</li> <li>• Met: Opens own system to AG supplier workers: As above [Reporting Complaints and Non-Retaliation Corporate Policy, 08/2018: <a href="http://brf-global.com">brf-global.com</a>]</li> </ul>
C.2	Grievance channel(s)/mechanism(s) to receive complaints or concerns from external individuals and communities	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Grievance mechanism for community: The annual report states that "In order to report any claims regarding ethical non-compliance, we have made available to our audiences (employees, suppliers, contractors, clients, business partners, and the population in general) BRF's Transparency Channel." [Annual and sustainability report 2018, May 2019: <a href="http://brf-global.com">brf-global.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Met: Describes accessibility and local languages: The company state that 'The BRF Transparency Hotline is available, 24 hours a day, 7 days a week, every day of the year, in several languages. [Reporting Complaints and Non-Retaliation Corporate Policy, 08/2018: <a href="http://brf-global.com">brf-global.com</a>]</li> <li>• Not met: Expects AG supplier to have community grievance systems</li> <li>• Met: AG supplier communities use global system: as above [Reporting Complaints and Non-Retaliation Corporate Policy, 08/2018: <a href="http://brf-global.com">brf-global.com</a>]</li> </ul>
C.3	Users are involved in the design and performance of the channel(s)/mechanism(s)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not met: Engages users to create or assess system</li> <li>• Not met: Description of how they do this</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Engages with users on system performance</li> <li>• Not met: Provides user engagement example on performance</li> <li>• Not met: AG suppliers consult users in creation or assessment</li> </ul>
C.4	Procedures related to the mechanism(s)/channel(s) are publicly available and explained	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not met: Response timescales</li> <li>• Not met: How complainants will be informed</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Escalation to senior/independent level</li> </ul>
C.5	Commitment to non-retaliation over complaints or concerns made	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Public statement prohibiting retaliation: The Code of ethics states that 'BRF strongly condemns any form of retaliation against complainants who have reported a complaint in good faith and with responsibility, even if the complaint proves not to be genuine'. [Code of Ethics and Conduct, May 28, 2015]</li> <li>• Met: Practical measures to prevent retaliation: 'Complaints may also be reported on an anonymous basis, as far as permitted by the local legislation of the country'. [Code of Ethics and Conduct, May 28, 2015]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Has not retaliated in practice</li> <li>• Not met: Expects AG suppliers to prohibit retaliation</li> </ul>
C.6	Company involvement with State-based judicial and non-judicial grievance mechanisms	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not met: Won't impede state based mechanisms</li> <li>• Not met: Complainants not asked to waive rights</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Will work with state based or non judicial mechanisms</li> <li>• Not met: Example of issue resolved (if applicable)</li> </ul>
C.7	Remedying adverse impacts and incorporating lessons learned	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not met: Describes how remedy has been provided</li> <li>• Not met: Says how it would remedy key sector risks</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Changes introduced to stop repetition</li> <li>• Not met: Approach to learning from incident to prevent future impacts</li> <li>• Not met: Evaluation of the channel/mechanism</li> </ul>

## D. Performance: Company Human Rights Practices (20% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.1.1.a	Living wage (in own agricultural operations)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>Not met: Pays living wage or sets target date: The Company does not describe how they determine what a living wage should be. [Annual and sustainability report 2018, May 2019: <a href="http://brf-global.com">brf-global.com</a>]</li> <li>Not met: Describes how living wage determined</li> </ul> Score 2 <ul style="list-style-type: none"> <li>Not met: Paying living wage</li> <li>Not met: Definition of living wage reviewed with unions</li> </ul>
D.1.1.b	Living wage (in the supply chain)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>Not met: Living wage in supplier code or contracts: The Supplier Code of Conduct does not contain a commitment to living wage, although it states that 'workers shall be paid appropriately, following the minimum criteria established by law or by the workers' unions, with the payments made on time, plus other legal benefits, without wage deductions due to disciplinary issues' [Code of conduct for suppliers, 2018: <a href="http://brf-global.com">brf-global.com</a>]</li> <li>Not met: Improving living wage practices of suppliers</li> </ul> Score 2 <ul style="list-style-type: none"> <li>Not met: Both requirements under score 1 met</li> <li>Not met: Provides analysis of trends demonstrating progress</li> </ul>
D.1.2	Aligning purchasing decisions with human rights	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>Not met: Avoids business model pressure on HRs (purchasing practices)</li> <li>Not met: Positive incentives to respect human rights (purchasing practices)</li> </ul> Score 2 <ul style="list-style-type: none"> <li>Not met: Both requirements under score 1 met</li> </ul>
D.1.3	Mapping and disclosing the supply chain	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>Not met: Identifies suppliers back to manufacturing sites (factories or fields)</li> </ul> Score 2 <ul style="list-style-type: none"> <li>Not met: Discloses significant parts of SP and why</li> </ul>
D.1.4.a	Prohibition on child labour: Age verification and corrective actions (in own agricultural operations)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>Not met: Does not use child labour: The company states that they are signatories 'of pacts and voluntary initiatives covering corporate responsibility aspects - such as fighting degrading or slave/child labour'. However, no evidence found on guidelines on verifying age.</li> <li>Not met: Age verification of job applicants and workers</li> </ul> Score 2 <ul style="list-style-type: none"> <li>Not met: Remediation if children identified</li> </ul>
D.1.4.b	Prohibition on child labour: Age verification and corrective actions (in the supply chain)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>Not met: Child Labour rules in codes or contracts</li> <li>Not met: How working with suppliers on child labour</li> </ul> Score 2 <ul style="list-style-type: none"> <li>Not met: Both requirements under score 1 met</li> <li>Not met: Analysis of trends in progress made</li> </ul>
D.1.5.a	Prohibition on forced labour: Debt bondage and other unacceptable financial costs (in own agricultural operations)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>Not met: Pays workers in full and on time</li> <li>Not met: Payslips show any legitimate deductions</li> </ul> Score 2 <ul style="list-style-type: none"> <li>Not met: How these practices are implemented and monitored for agencies, labour brokers or recruiters</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.1.5.b	Prohibition on forced labour: Debt bondage and other unacceptable financial costs (in the supply chain)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>Not met: Debt and fees rules in codes or contracts</li> <li>Not met: How working with suppliers on debt &amp; fees</li> </ul> Score 2 <ul style="list-style-type: none"> <li>Not met: Both requirements under score 1 met</li> <li>Not met: Analysis of trends in progress made</li> </ul>
D.1.5.c	Prohibition on forced labour: Restrictions on workers (in own agricultural operations)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>Not met: Does not retain documents or restrict movement</li> </ul> Score 2 <ul style="list-style-type: none"> <li>Not met: How these practices are monitored for agencies, labour brokers or recruiters</li> </ul>
D.1.5.d	Prohibition on forced labour: Restrictions on workers (in the supply chain)	1	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>Met: Free movement rules in codes or contracts: The Supplier Code of Conduct to be signed by the suppliers states suppliers should "Not to restrain the freedom of the worker by retaining documents." [Code of conduct for suppliers, 2018: <a href="http://brf-global.com">brf-global.com</a>]</li> <li>Not met: How working with suppliers on free movement [Code of conduct for suppliers, 2018: <a href="http://brf-global.com">brf-global.com</a>]</li> </ul> Score 2 <ul style="list-style-type: none"> <li>Not met: Both requirements under score 1 met</li> <li>Not met: Provides analysis of trends demonstrating progress</li> </ul>
D.1.6.a	Freedom of association and collective bargaining (in own agricultural operation)	1	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>Not met: Commits not to interfere with union rights / Steps to avoid intimidation or retaliation: The Company do not explicitly commit to not interfere with the right of workers but the "follow the labour law of each of the countries and, when there is an entity representing the workers, collective bargaining agreements are 100% observed." [Annual and sustainability report 2018, May 2019: <a href="http://brf-global.com">brf-global.com</a>]</li> <li>Met: Discloses % covered by collective bargaining agreements: The Company states that "In Brazil, 100% of the employees are covered by collective bargaining agreements and represented by the Labor Union (71 Unions, 70 agreements and collective bargaining agreements). Abroad, we follow the labor law of each country and, in case there is an entity representing the workers, collective bargaining agreements are 100% observed." [Annual and sustainability report 2018, May 2019: <a href="http://brf-global.com">brf-global.com</a>]</li> </ul> Score 2 <ul style="list-style-type: none"> <li>Not met: Both requirements under score 1 met</li> </ul>
D.1.6.b	Freedom of association and collective bargaining (in the supply chain)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>Not met: FoA &amp; CB rules in codes or contracts</li> <li>Not met: How working with suppliers on FoA and CB: The Company does not mention supplier requirements regarding freedom of association nor collective bargaining. However, the Company states that suppliers should assure "the right of the employees of class associations and workers unions and to organize themselves into entities of their own choice, without retaliation, under the terms established in the applicable standards". [Code of conduct for suppliers, 2018: <a href="http://brf-global.com">brf-global.com</a>]</li> </ul> Score 2 <ul style="list-style-type: none"> <li>Not met: Both requirements under score 1 met</li> <li>Not met: Provides analysis of trends demonstrating progress</li> </ul>
D.1.7.a	Health and safety: Fatalities, lost days, injury rates (in own agricultural operations)	1	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>Met: Injury Rate disclosures: The Company reports the lost-time injuries and the lost-time injury rates for the last three years [Annual and sustainability report 2018, May 2019: <a href="http://brf-global.com">brf-global.com</a>]</li> <li>Met: Lost days or near miss disclosures: The Company reports the total number of lost days for the last three years [Annual and sustainability report 2018, May 2019: <a href="http://brf-global.com">brf-global.com</a>]</li> <li>Met: Fatalities disclosures: The Company reports the number of fatalities for the last three years [Annual and sustainability report 2018, May 2019: <a href="http://brf-global.com">brf-global.com</a>]</li> </ul> Score 2 <ul style="list-style-type: none"> <li>Not met: Set targets for H&amp;S performance</li> </ul>



Indicator Code	Indicator name	Score (out of 2)	Explanation
			• Not met: Met targets or explains why not
D.1.7.b	Health and safety: Fatalities, lost days, injury rates (in the supply chain)	0	The individual elements of the assessment are met or not as follows: Score 1 • Not met: Sets out clear Health and Safety requirements • Not met: Injury Rate disclosures • Not met: Lost days or near miss disclosures • Not met: Fatalities disclosure Score 2 • Not met: How working with suppliers on H&S • Not met: Provides analysis of trends demonstrating progress
D.1.8.a	Land rights: Land acquisition (in own agricultural operations)	0	The individual elements of the assessment are met or not as follows: Score 1 • Not met: Approach to identification of land tenure rights holders • Not met: Approach to doing so if no recent land deals Score 2 • Not met: How valuation and compensation works • Not met: Follows IFC5 in any state land deals • Not met: Describes approach if no recent land deals
D.1.8.b	Land rights: Land acquisition (in the supply chain)	0	The individual elements of the assessment are met or not as follows: Score 1 • Not met: Rules on land & owners in codes or contracts • Not met: How working with suppliers on land issues Score 2 • Not met: Both requirements under score 1 met • Not met: Provides analysis of trends demonstrating progress
D.1.9.a	Water and sanitation (in own agricultural operations)	0	The individual elements of the assessment are met or not as follows: Score 1 • Not met: Action to prevent water and sanitation risks Score 2 • Not met: Water targets considering local factors • Not met: Reports progress and shows trends in progress made
D.1.9.b	Water and sanitation (in the supply chain)	0	The individual elements of the assessment are met or not as follows: Score 1 • Not met: Rules on water stewardship in codes or contracts • Not met: How working with suppliers on water stewardship issues Score 2 • Not met: Both requirements under score 1 met • Not met: Provides analysis of trends demonstrating progress
D.1.10.a	Women's rights (in own agricultural operations)	0	The individual elements of the assessment are met or not as follows: Score 1 • Not met: Process to stop harassment and violence against women • Not met: Working conditions take account of gender • Not met: Equality of opportunity at all levels of employment Score 2 • Not met: Meet all requirements under score 1
D.1.10.b	Women's rights (in the supply chain)	0	The individual elements of the assessment are met or not as follows: Score 1 • Not met: Women's rights in codes or contracts • Not met: How working with suppliers on women's rights Score 2 • Not met: Both requirements under score 1 met • Not met: Provides analysis of trends demonstrating progress

### E. Performance: Responses to Serious Allegations (20% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
E(1).0	Serious allegation No 1		No allegations meeting the CHRB severity threshold were found, and so the score of 10.73 out of 80 points scored in themes A-D & F has been applied to produce a score of 2.68 out of 20 points for theme E.

### F. Transparency (10% of Total)

Indicator Code	Indicator name	Score	Explanation
F.1	Company willingness to publish information	0.94 out of 4	Out of a total of 51 indicators assessed under sections A-D of the benchmark, BRF made data public that met one or more elements of the methodology in 12 cases, leading to a disclosure score of 0.94 out of 4 points.

Indicator Code	Indicator name	Score	Explanation
F.2	Recognised Reporting Initiatives	2 out of 2	The individual elements of the assessment are met or not as follows: Score 2 <ul style="list-style-type: none"> <li>• Met: Company reports on GRI: The Company states that "Since 2009, we have adopted the GRI methodology, a global benchmark for social and environmental reports". Its Annual and Sustainability Report includes a GRI Content Index. [Annual and sustainability report 2018, May 2019: <a href="http://brf-global.com">brf-global.com</a>]</li> <li>• Not met: Company reports on SASB</li> <li>• Not met: Company reports on UNGPRF</li> </ul>
F.3	Key, High Quality Disclosures	0 out of 4	BRF met 0 of the 10 thresholds listed below and therefore gets 0 out of 4 points for the high quality disclosure indicator. Specificity and use of concrete examples <ul style="list-style-type: none"> <li>• Not met: Score 2 for A.2.2 : Board discussions</li> <li>• Not met: Score 2 for B.1.6 : Monitoring and corrective actions</li> <li>• Not met: Score 2 for C.1 : Grievance channel(s)/mechanism(s) to receive complaints or concerns from workers</li> <li>• Not met: Score 2 for C.3 : Users are involved in the design and performance of the channel(s)/mechanism(s)</li> </ul> Discussing challenges openly <ul style="list-style-type: none"> <li>• Not met: Score 2 for B.2.4 : Tracking: Monitoring and evaluating the effectiveness of actions to respond to human rights risks and impacts</li> <li>• Not met: Score 2 for C.7 : Remedying adverse impacts and incorporating lessons learned</li> </ul> Demonstrating a forward focus <ul style="list-style-type: none"> <li>• Not met: Score 2 for A.2.3 : Incentives and performance management</li> <li>• Not met: Score 2 for B.1.2 : Incentives and performance management</li> <li>• Not met: Score 1 for D.1.1.a : Living wage (in own agricultural operations)</li> <li>• Not met: Score 2 for D.1.7.a : Health and safety: Fatalities, lost days, injury rates (in own agricultural operations)</li> </ul>

## Disclaimer

A score of zero for a particular indicator does not mean that bad practices are present. Rather it means that we have been unable to identify the required information in public documentation.

See the 2019 Key Findings report and technical annex for more details of the research process.

The Benchmark is made available on the express understanding that it will be used solely for general information purposes. The material contained in the Benchmark should not be construed as relating to accounting, legal, regulatory, tax, research or investment advice and it is not intended to take into account any specific or general investment objectives. The material contained in the Benchmark does not constitute a recommendation to take any action or to buy or sell or otherwise deal with anything or anyone identified or contemplated in the Benchmark. Before acting on anything contained in this material, you should consider whether it is suitable to your particular circumstances and, if necessary, seek professional advice. The material in the Benchmark has been put together solely according to the CHRB methodology and not any other assessment models in operation within any of the project partners or EIRIS Foundation as provider of the analyst team.

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As CHRB Ltd, we want to emphasise that the results will always be a proxy for good human rights management, and not an absolute measure of performance. This is because there are no fundamental units of measurement for human rights. Human rights assessments are therefore necessarily more subjective than objective. The Benchmark

also captures only a snap shot in time. We therefore want to encourage companies, investors, civil society and governments to look at the broad performance bands that companies are ranked within rather than their precise score because, as with all measurements, there is a reasonably wide margin of error possible in interpretation. We also want to encourage a greater analytical focus on how scores improve over time rather than upon how a company compares to other companies in the same industry today. The spirit of the exercise is to promote continual improvement via an open assessment process and a common understanding of the importance of the UN Guiding Principles on Business and Human Rights.