

Company Name BRF
Industry Agricultural Products (Supply Chain and Own Operations)
Overall Score 14.2 out of 100

Theme Score	Out of	For Theme
1.9	10	A. Governance and Policies
2.7	25	B. Embedding Respect and Human Rights Due Diligence
3.5	20	C. Remedies and Grievance Mechanisms
3.3	25	D. Performance: Company Human Rights Practices
2.8	20	E. Performance: Responses to Serious Allegations

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 2022 Methodology document for the sector concerned. 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	2	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Met: General HRs commitment: The Company states in its Human Rights policy that 'BRF respects, complies with, and works in defence of internationally recognized human rights, repudiating any activity that violates universal human rights and complies with international standards, such as the Universal Declaration of Human Rights and the Guiding Principles on Business and Human Rights'. [Human Rights Corporate Policy, 13/09/2021: brf-global.com] Score 2 <ul style="list-style-type: none"> Met: Commitment to the UNGPs: As indicated above, the HR policy states that the Company complies with international standards such as the UNGPs. [Human Rights Corporate Policy, 13/09/2021: brf-global.com]
A.1.2.a	Commitment to respect the human rights of workers: ILO Declaration on Fundamental Principles and Rights at Work	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Not Met: Company has a commitment to the ILO Core: The Company has provided comment/source to CHRB regarding this indicator. However, no general statement committing to respect the ILO Declaration was found in a suitable source for policy statements under CHRB's revised approach. [Human Rights Corporate Policy, 13/09/2021: brf-global.com] Not Met: Company has an explicit commitment to All four ILO Core: The Human Rights Policy includes commitments regarding non-discrimination, child labour and forced labour. In relation to freedom of association and collective bargaining, the policy states that it 'fully recognizes and respects the right to free association, organization, and collective bargaining through unions, associations, professional associations, political organizations, and incorporated entities, if they are exercised within the legal limits'. All Employees are free to exercise their rights to form

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>and/or join unions or not to do so and to bargain collectively. Employees' rights to freedom of association and collective agreements are recognized and respected'. It is not clear whether it is committed to respect these rights in all contexts and locations (i.e. alternative mechanisms for those countries where there are legal restrictions to the exercise of these rights), as the Company indicates that it respects this right 'if exercised within legal limits'. Its Transparency Manual includes a similar provision with respect freedom of association and collective bargaining: 'The Company recognizes and fully upholds the right to freedom of association and collective bargaining through unions, professional associations, political and other organizations, provided those rights are exercised within legal and ethical bounds'. However, it is not clear whether the Company requires to respect those rights in all contexts, as it indicates 'exercised within legal and ethical bounds'. In these cases (companies referring to local laws in freedom of association and collective bargaining), companies are expected to require alternative mechanisms or equivalent workers bodies where the right to freedom of association and collective bargaining is restricted under law. [Human Rights Corporate Policy, 13/09/2021: brf-global.com] & [Transparency Manual, 2020: canalconfidencial.com.br]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Company expect suppliers to commit to ILO Core: It is not clear if the Company requires suppliers to commit to respecting the human rights that the ILO has declared to be fundamental rights at work. See below. • Not Met: Company explicitly list All four ILO for suppliers: The Company's Code of Conduct for Business Partners indicates: 'Business Partners must respect the hiring of worker with minimum legal age [...] Business Partners must not restrict freedom of their workers [...] what can be characterized as forced labor and/or analogous to slavery. [...] not tolerating any kind of harassment, discriminatory treatments [...] Business Partners must ensure their workers' right to affiliate to trade unions and unions and to organize collectively in entities of their choice, without retaliation'. Human Rights policy, when referring to business partners, states: 'Business Partners must guarantee the right of their employees to join trade associations and unions and to organize collectively in entities of their choice, without retaliation'. However, it is not clear that 'to organize collectively' is the same as to respect the right to collective bargaining, as to organize could be understand as the right to freedom of association. [Code of Conduct for Business Partners, 09/2021: brf-global.com] & [Human Rights Corporate Policy, 13/09/2021: brf-global.com]
A.1.2.b	Commitment to respect the human rights of workers: Health and safety and working hours	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"> • Met: Commitment to respect H&S of workers: The Company indicates in its Sustainability Policy: 'Safety is a non-negotiable commitment for BRG. Through the Occupational Health and Safety (OHS) Management System, the behavior expected of all employees and contractors is established, i.e., fostering a sustainable OHS Culture and reflecting all of the principles listed in the OHS Governance, Health, Safety and Environment (HSE) Policy [...], which standardizes the guidelines, tools and control measures for health and safety in the activities where it applies. The Company is committed to managing any and all risks to the physical integrity and health of its employees, contractors and visitors at its workplace'. [Sustainability Policy, 11/2020: brf-global.com] • Not Met: Respect ILO labour standards on working hours or Commits to 48 hours regular work week: The HR policy states that 'The working hours for all Employees are reasonable. Employees will not be required to work more than the regular hours and overtime permitted by the law of the country where the Employees are employed. If the employment contract allows for contractual overtime, the Employees will expressly agree with them'. However, no evidence found of the Company explicitly committing to respect ILO conventions on working hours or that publicly states that workers are not required to work more than 48 hours as regular working week (maximum of 60 including overtime), and that overtime is consensual and paid at a premium rate. [Human Rights Corporate Policy, 13/09/2021: brf-global.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Expect suppliers to commit to H&S of their workers: The Code for suppliers indicates: 'Business Partners must meet the applicable legislation about Occupational Health and Safety at Work during their activities and keep an environment that ensures basic conditions of health and safety to their workers, as well as performing trainings and preventive measures against accidents and diseases, providing IPE (Individual Protective Equipment) and CPE (Collective Protection Equipment)'. [Code of Conduct for Business Partners, 09/2021: brf-global.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not Met: Expect suppliers to commit to ILO labour standard or to 48 hours regular work week: As above. The Human Rights policy also applies to business partners: 'The working hours for all Employees are reasonable. Employees will not be required to work more than the regular hours and overtime permitted by the law of the country where the Employees are employed. If the employment contract allows for contractual overtime, the Employees will expressly agree with them'. However, no evidence found of the Company explicitly committing to respect ILO conventions on working hours or that publicly states that workers are not required to work more than 48 hours as regular working week (maximum of 60 including overtime), and that overtime is consensual and paid at a premium rate. [Human Rights Corporate Policy, 13/09/2021: brf-global.com]
A.1.3.a.AG	Commitment to respect human rights particularly relevant to the industry – land, natural resources and indigenous peoples' rights (AG)	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"> • Not Met: Respect land ownership and natural resources as set out in VGGT: The Human Rights policy states that 'The land rights of communities, including indigenous peoples and "quilombolas", will be respected and protected. All dealings for your property or land, including the use of and transfer thereof, will adhere to the principles of freedom, prior informed consent, transparency, and contract disclosure'. However, no specific commitment found to respect rights as set out in VGGT. [Human Rights Corporate Policy, 13/09/2021: brf-global.com] • Not Met: Respect land ownership and natural resources as set out in The IFC Performance Standards: See above. No commitment found to respect rights as set out in IFC Performance Standards [Human Rights Corporate Policy, 13/09/2021: brf-global.com] • Not Met: Respecting indigenous peoples' rights or ILO Convention No.169 or UN Declaration: The Human Rights policy states that 'The land rights of communities, including indigenous peoples and "quilombolas", will be respected and protected. All dealings for your property or land, including the use of and transfer thereof, will adhere to the principles of freedom, prior informed consent, transparency, and contract disclosure'. However, no specific commitment found to respect indigenous rights (not only land rights but other as the right to manifest, practice, develop and teach their spiritual and religious traditions, customs and ceremonies; the right to maintain, protect, and have access in privacy to their religious and cultural sites; among others), or a commitment to respect ILO Convention 169 or UN Declaration. [Human Rights Corporate Policy, 13/09/2021: brf-global.com] • Not Met: Expecting suppliers to make these commitments [Human Rights Corporate Policy, 13/09/2021: brf-global.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Respecting the right to water • Met: Company's policy commits to obtain FPIC: The HR policy states that 'All dealings for your property or land, including the use of and transfer thereof, will adhere to the principles of freedom, prior informed consent, transparency, and contract disclosure'. [Human Rights Corporate Policy, 13/09/2021: brf-global.com] • Not Met: Expecting suppliers to make these commitments <p>: Although the Human Rights policy covers business partners and includes commitment to FPIC, no evidence found on commitments to right to water. [Human Rights Corporate Policy, 13/09/2021: brf-global.com]</p>
A.1.3.b.AG	Commitment to respect human rights particularly relevant to the industry – vulnerable groups (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"> • Not Met: Women's rights: Although the Company has established a diversity strategy, including actions related to women such as: 'By 2025, a goal of 30% women in high leadership, according to the Equity is a Priority commitment, of the UN Global Compact. [...] Affirmative action: definition of quota (50%) for women in the internal career acceleration program – Develops [...] Lead as a Woman – career acceleration journey of women mapped as successors in the company globally. The initiative was launched in 2021 and consists of: a) 3 meetings with market experts on the topic of gender equity; b) technical and soft skills training; c) assessments and d) mentoring', no statement committing to respect women's rights was found in a suitable source for policy statements under CHRB's revised approach. [Diversity - web, N/A: brf-global.com] • Not Met: Children's rights: Although the Company's Human Rights Policy includes a prohibition of child labour, no statement committing to respect children's rights was found in a suitable source for policy statements under CHRB's revised approach. [Human Rights Corporate Policy, 13/09/2021: brf-global.com]

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			<ul style="list-style-type: none"> • Not Met: Migrant worker's rights: The Company has provided comments to CHRB regarding this indicator. However, this document or its content has not been found in publicly available sources. • Not Met: Expects suppliers to respect at least one of these rights: Although the Company's Human Rights Policy, that applies to Business Partners, includes a prohibition of child labour, no statement committing to respect children's rights was found in a suitable source for policy statements under CHRB's revised approach. On the other hand, its Code of Conduct for Business Partners include a no discrimination provision. However, no reference to women's, children's or migrant workers' rights was found. [Human Rights Corporate Policy, 13/09/2021: brf-global.com] & [Code of Conduct for Business Partners, 09/2021: brf-global.com] Score 2 <ul style="list-style-type: none"> • Not Met: CEDAW/Women's Empowerment Principles • Not Met: Child Rights Convention/Business Principles • Not Met: Convention on migrant workers • Not Met: Expecting suppliers to respect these rights: The Company has provided comments to CHRB regarding this indicator. However, evidence was not material.
A.1.4	Commitment to remedy	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: The Company commits to remedy: The Company indicates in its Transparency Manual: 'Act immediately to address identified violations of this Transparency Manual and take measures to prevent, detect and remediate any gaps or misconduct'. However, this document is not considered a suitable source for policy statements under CHRB's revised approach. In addition, it is important to clarify, that remedy has a focus on the victims and how to remedy adverse impacts on these individuals / communities. Grievance mechanisms, due diligence or monitoring process does not imply a commitment to remedy. [Transparency Manual, 2020: canalconfidencial.com.br] • Not Met: Company expect suppliers to make this commitment: The Company has provided additional comment/source to CHRB regarding this indicator. However, evidence was not material. Score 2 <ul style="list-style-type: none"> • Not Met: Collaborating with other remedy initiatives: The Company has provided additional comment/source to CHRB regarding this indicator. However, evidence was not material. • Not Met: Work with suppliers to remedy impact: The Company has provided additional comment/source to CHRB regarding this indicator. However, evidence was not material.
A.1.5	Commitment to respect the rights of human rights defenders	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Zero tolerance attacks on HRs Defenders (HRDs): The Company has provided additional comment/source to CHRB regarding this indicator. However, evidence was not material. • Not Met: Company expect suppliers to make this commitment: The Company has provided additional comment/source to CHRB regarding this indicator. However, evidence was not material. Score 2 <ul style="list-style-type: none"> • Not Met: Work with HRD to create safe and enabling environment

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 <ul style="list-style-type: none"> • Met: Board level responsibility for HRs: The Board has a 'Quality and Sustainability Committee' within the board of directors. Its duties include: 'assessing social, environmental, economic, and quality topics in the business model [...] updating compliance with [...] specific standards for food safety, sustainability [...]'. Sustainability policy and topics include human rights. [Integrated Annual Report 2020, 2021: brf-global.com] & [Sustainability Policy, 11/2020: brf-global.com] • Not Met: Describe HR expertise of Board member Score 2 <ul style="list-style-type: none"> • Not Met: Speeches/letters by Board members or CEO: The Company has provided additional comment/source to CHRB regarding this indicator. However, evidence was not material.

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.2.2	Board responsibility	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"> • Not Met: Board/Committee review HRs strategy: The duties of the Board's Quality and Sustainability committee include assessing social topics in the business model and updating compliance with standards for sustainability. In addition, the Company indicates that 'every 45 days, the Quality and Sustainability Committee holds a meeting with three BRF board members and one external guest to discuss strategies on the subject'. The Integrated Report 2021 states that 'In addition to the Quality and Sustainability Committee, connected directly to the Board of Directors, we have an Executive Committee on Sustainability, designed to further strengthen our governance in this area. Made up of BRF executives and an external consultant, this body is wholly dedicated to ESG issues'. [Integrated Annual Report 2020, 2021: brf-global.com] & [Integrated Report 2021, 2022: brf-global.com] • Not Met: Examples/trends re HR discussion in the last reporting period: The Company reports that in 2021 it launched the Sustainable Grain Purchasing Policy: "another high point of the year was the publication of our Sustainable Grain Purchasing Policy." This Policy was approved by the Board of Directors. In addition, in its 20F Form 2021: 'With respect to governance practices, we seek to maintain a clear link between ESG targets and our variable compensation programs, especially for the senior executives that are driving our long-term strategy. New policies are already in place to ensure that we comply with human rights, sustainability and the sustainable purchase of grains moving forward'. No evidence found, however, on human rights topics discussed at board level during last reporting period. [Integrated Report 2021, 2022: brf-global.com] & [20F Form 2021, 2022: api.mziq.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets both requirements under score 1 • Not Met: How affected stakeholders/HR experts informed discussions
A.2.3	Incentives and performance management	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"> • Not Met: Incentives for at least one board member: The Company indicates: 'The amount of variable compensation paid to each executive officer in any year pursuant to our profit sharing plan is primarily related to financial and non-financial results such as EBIT, leverage, net income and quality. It is also based on an assessment of individual performance of each officer conducted by the CEO and members of Board of Directors'. However, no evidence of at least one Board member having an incentive or performance management scheme linked to an aspect of the Company's human rights policy commitment. On the other hand, the Company reports in its 20F Form 2021: 'With respect to governance practices, we seek to maintain a clear link between ESG targets and our variable compensation programs, especially for the senior executives that are driving our long-term strategy. New policies are already in place to ensure that we comply with human rights, sustainability and the sustainable purchase of grains moving forward'. However, it is not clear whether a this compensation program applies to a Board member, as only senior executives are mentioned. [Formulary 20-F – 2019, 24/04/2020: s3.amazonaws.com] & [20F Form 2021, 2022: api.mziq.com] • Not Met: At least one key HR risk, beyond employee H&S <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Performance criteria made public • Not Met: Review of other board performance criteria
A.2.4	Business model strategy and risks	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"> • Not Met: Board process to review bussiness model and strategy: The Company indicates in its Policy of ERM: 'The Board of Directors has a fundamental role in the development of Risk Management culture in the Company, as well as in the implementation of a robust process of integrated Risk management.' However, no further information was found describing the process to review business model and strategy for inherent risks to human rights at board level or a board committee. [Corporate Policy of Enterprise Risk Management, 2020: api.mziq.com] • Not Met: Describe frequency and triggers for reviewing: The Company indicates in its Integrity System Corporate Policy: 'The Company has a methodology for evaluation the risks related to its business, which is divided in the following groups; Strategic Risks, Regulatory Risks, Financial Risks, Operational Risks and more than fifty other categories. The "Ethical Behavior" and "AntiCompetition, Corruption, Money Laundering & Human Rights Violation" are two of BRF's risk categories.' However, no further information was found detailing the frequency

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			and triggers for the business model review to respond human rights risks. [Integrity System Corporate Policy, 2021: brf-global.com] Score 2 <ul style="list-style-type: none"> • Not Met: Meets both requirements under score 1 • Not Met: Example of actions decided

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	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Score of 1 on A.1.2.a: See indicator A.1.2.a • Met: Senior responsibility for HR implementation and decision making: The Company indicates that 'in 2021, the Sustainability Department integrated a dedicated vice-presidency in the company'. 'The direct involvement of senior management (Vice Presidency of Institutional Relations, Reputation and Sustainability) reflects the importance of this topic. We have an Executive Sustainability Committee that is fully dedicated to ESG issues'. Sustainability Policy and plan include human rights. [Integrated Annual Report 2020, 2021: brf-global.com] Score 2 <ul style="list-style-type: none"> • Not Met: How it assigns Day-to-day responsibility: The Company indicates in its Sustainability Policy: 'To include sustainability in its decision-making processes, the Company has a Vice Presidency of Sustainability, and a Quality and Sustainability Committee that reports directly to the Board of Directors. At the management level, there are centers dedicated to the environment, animal welfare, social responsibility and institutional relations, with specific treatment to each of these topics.' Although the Company indicates that there's a sustainability department, no further details found. [Integrated Annual Report 2020, 2021: brf-global.com] & [Sustainability Policy, 11/2020: brf-global.com] • Not Met: Day-to-day resources and expertise allocation in own ops • Not Met: Resources and expertise allocation in the supply chain
B.1.2	Incentives and performance management	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Senior manager incentives for human rights: The Company discloses targets defined as priorities for the variable pay of executives. It includes targets related to packaging, women in leadership positions, traceability and water consumption reduction. In addition, it reports in its 20F Form 2021: 'With respect to governance practices, we seek to maintain a clear link between ESG targets and our variable compensation programs, especially for the senior executives that are driving our long-term strategy. New policies are already in place to ensure that we comply with human rights, sustainability and the sustainable purchase of grains moving forward.' However, no further information was found to see if human/labor rights were included. It is not clear if water target takes into consideration access to water for communities, and women indicator is related to leadership positions only. [Integrated Annual Report 2020, 2021: brf-global.com] & [20F Form 2021, 2022: api.mziq.com] Score 2 <ul style="list-style-type: none"> • Not Met: At least one key HR risk, beyond employee H&S: The Company has provided additional comment/source to CHRB regarding this indicator. However, evidence was not material. • Not Met: Performance criteria made public • Not Met: Review of other senior management performance
B.1.3	Integration with enterprise risk management	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: HR risks is integrated as part of enterprise risk system: The Company describes its risk management system. According to its Integrity System Policy: 'The Company has a methodology for evaluation the risks related to its business, which is divided in the following groups; Strategic Risks, Regulatory Risks, Financial Risks, Operational Risks and more than fifty other categories. The "Ethical Behavior" and "AntiCompetition, Corruption, Money Laundering & Human Rights Violation" are two of BRF's risk categories. The process of mapping risks is performed periodically as per CN 02.4.004 - Risk Management Manual in order to identify potential new risks, from changes on laws or from internal changes on the Company, as the admission on new markets, interactions with public agencies, among others.'

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			<p>[Integrated Annual Report 2020, 2021: brf-global.com] & [Integrity System Corporate Policy, 2021: brf-global.com]</p> <ul style="list-style-type: none"> • Not Met: Provides an example <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Audit Ctte or independent risk assessment: The Company indicates in its Transparency Report 2021: 'The Company has a variety of risk mitigation resources, which include periodic assessments carried out by independent, internal and external audits, involving BRF's governance bodies.' However, no further information found describing how it assesses the adequacy of the enterprise risk management system(s) in managing human rights. [Transparency Report 2021, 2022: brf-global.com]
B.1.4.a	Communication /dissemination of policy commitment(s) to workers and external stakeholders	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"> • Not Met: Score of 1 on A.1.2.a: See indicator A.1.2.a • Met: Communicates its policy to all workers in own operations: The Company states that 'in 2020, 100% of employees were trained on the Transparency Manual. We quickly migrated in-person training to an online version and managed to provide 16,000 hours of actions related to integrity'. Training is assumed to take place in workers' language. [Integrated Annual Report 2020, 2021: brf-global.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Communication of policy commitments to stakeholder • Not Met: How policy commitments are made accessible to audience: Although the Company publishes its policies on its website, no further information describing proactive communication activities was found, including how these are made accessible to its intended audience. [How we operate - website, N/A: brf-global.com]
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"> • Not Met: Meets ILO requirement for suppliers on A.1.2.a: See indicator A.1.2.a • Met: Steps to communicate policy commitments to supply chain: As indicated below, in order to subcontract, both a BRF manager and the outsourced must agree and accomplish the terms of the Code for partners. It also states that suppliers are made aware of the code and have to agree to it by explicitly accepting the terms of the code for business partners. [Integrated Annual Report 2020, 2021: brf-global.com] & [Code of Conduct for Business Partners, 09/2021: brf-global.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: How HR commitments made binding/contractual: The Company states that 'all producers are aware of and agree to this commitment by accepting the terms contained in the BRF's Code of Conduct for Business Partners'. [Code of Conduct for Business Partners, 09/2021: brf-global.com] & [Integrated Annual Report 2020, 2021: brf-global.com] • Met: Company requires suppliers to cascade down to their suppliers: The Code for partners states that 'subcontracting of the offered services by Business Partners can only occur after written approval of BRF manager responsible for the contract. Outsourced must agree and accomplish the terms of this Code and the Partners must keep mechanisms to monitor their outsourced in relation to the guidelines previewed in this code'. [Code of Conduct for Business Partners, 09/2021: brf-global.com] & [Integrated Annual Report 2020, 2021: brf-global.com]
B.1.5	Training on Human Rights	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"> • Not Met: Scores at least 1 on A.1.2.a: See indicator A.1.2.a • Met: How workers are trained on HR policy commitments: The Company states that 'in 2020, 100% of employees were trained on the Transparency Manual. We quickly migrated in-person training to an online version and managed to provide 16,000 hours of actions related to integrity'. Transparency manual contains human rights commitments. [Integrated Annual Report 2020, 2021: brf-global.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Trains relevant managers including procurement • Not Met: Score of 2 on A.1.2.a: See indicator A.1.2.a • Not Met: Meets both requirements under score 1 • Not Met: Trains suppliers to meet company's HR commitment • Not Met: Disclose % trained
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"> • Not Met: Scores at least 1 on A.1.2.a: See indicator A.1.2.a • Not Met: Monitoring implementation of HR policy commitments across global ops and supply chain: The Company states that 'we have the Chain Monitoring Program in place [...]. Through this program, we also engage our partners in

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>complying with the business strategy'. It states that 100% of new suppliers are screened using social and environmental criteria (includes code for suppliers) and that approximately 96% of 'suppliers of high and medium criticality in the Food category [...] were in accordance with internationally recognized standards and certifications by the GFSE (Global Food Safety initiative)'. In addition, in its Human Rights Corporate Policy, it indicates: 'BRF reserves the right to assess its Business Partners through Reputation Analyzes and continuous monitoring, as it assumes the responsibility to identify and address any adverse impacts, actual or potential, with which it may be involved, directly or indirectly, because of its activities or business relationships. In this sense, BRF conducts the Due Diligence process in its potential and current Business Partners, before signing and/or renewing contracts, business agreements, donations, and sponsorships, as well as granting them powers, via power of attorney, to ascertain any risks associated with such Business Partners. Additionally, periodically, the Company consults Public Lists of the Ministry of Labor and Employment, IBAMA (Instituto Brasileiro do Meio Ambiente e dos Recursos Naturais Renováveis), and the Transparency Portal – CEIS (Cadastro Nacional de Empresas Inidôneas e Suspensas) List, to identify the inclusion of any partners in these lists and address them to negotiations with the areas involved in the process of hiring the Company'. No details found, however, on how monitors compliance with human rights commitments in its own operations. [Integrated Annual Report 2020, 2021: brf-global.com] & [Human Rights Corporate Policy, 13/09/2021: brf-global.com]</p> <ul style="list-style-type: none"> • Not Met: Proportion of supply chain monitored: The Company indicates in its Transparency Report 2021: 'In 2021 more than 6.5 thousand due diligences were performed on Business Partners, with the renewal of more than 500 due diligences referring to high-risk contracts for the Company.' In addition, according to its Integrated Report 2021: 'In 2021, more than 98% of our 6,316 suppliers were selected using social and environmental criteria, exceptions were made for concession operators and public service organs, suppliers with their own Codes of Conduct and critical suppliers (in these cases, specific approval flows and handling are adopted). During the negotiation and effective periods of the contract, we evaluate the entire chain in relation to matters such as Compliance, Environment, Social, and Code of Conduct, especially high impact suppliers.' However, it is not clear the proportion of suppliers that are actually being monitored (above it is indicated that 96% of high and medium criticality, however, it is not clear the proportion of the supply chain that this figure represents). [Integrated Report 2021, 2022: brf-global.com] & [Transparency Report 2021, 2022: brf-global.com] • Not Met: Describe how workers are involved in monitoring <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Score of 2 on A.1.2.a • Not Met: Describes corrective action process • Not Met: Disclose findings and number of corrective action
B.1.7	Engaging and terminating 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"> • Met: HR affects selection of suppliers: The Company indicates most of its suppliers are screened against environmental and social criteria during onboarding and states: 'As part of the onboarding process, the Compliance department conducts due diligence on commercial suppliers posing a high reputational risk to the Company, including searches of legal proceedings and official blacklists. We also conduct corruption and fraud due diligence on target companies and business units in mergers and acquisitions (M&A)'. Moreover, it states: 'All supplier agreements contain provisions on social and governance matters related to compliance, as well as references to our Code of Conduct, good social and environmental practices and our commitment to fighting corruption. They also contain provisions on subcontracting and mitigating risks for child labor and forced labor'. [Integrated Report 2019, 12/05/2020: brf-global.com] • Met: HR affects on-going supplier relationships: The Code for business partners states that 'BRF reserves the right at any moment to verify if the Business Partners are obeying the rules previewed in this Code. In case it is verified actions or omissions that breach any disposition here described, BRF can demand correction action is taken for the Partners or declare the contract terminated at exclusive criteria of BRF, depending on the severity of the violation'. [Code of Conduct for Business Partners, 09/2021: brf-global.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describe positive incentives offered to respect human rights • Not Met: Working with suppliers to meet HR requirements

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.1.8	Approach to engagement with 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"> • Not Met: Stakeholder process or systems to identify and engage with workers/communities in the last two years: The Company indicates in its Transparency Manual: 'We ensure our interaction with all stakeholders is based on ethics and transparency. In our day-to-day activities, we regularly interact with community members, shareholders, investors, federal, state and municipal governments, the media, civil society organizations, direct and indirect suppliers, customers, consumers and employees. Our interaction with these stakeholders is based on good faith, cooperation and mutual transparency.' In addition, according to its Integrated Report 2021: 'In order to be able to present relevant content that is in line with the demands of our stakeholders, we reviewed our materiality matrix in 2021 to be able to identify and provide transparency on the matters that have the greatest impact and influence on our business and for our stakeholders. [...] IDENTIFICATION AND ANALYSIS: mapping of the stakeholders and analysis of internal documents, and sectoral and benchmarking studies for the creation of an initial list of issues that are of importance to the Company;' Although the Company reports stakeholder engagement, and that they have a stakeholder mapping process, no evidence found of a description on how it has identified which are affected and potentially affected stakeholders in the last two years in relation to specific issues (human rights). [Transparency Manual, 2020: canalconfidencial.com.br] • Not Met: Discloses stakeholders that HRs may be affected: The Company has provided additional comment/source to CHRB regarding this indicator. However, evidence was not material. • Not Met: Provides two examples of engagement with stakeholders: The Company indicates in its Integrates Report 2021: 'The BRF Institute has entered into partnerships and worked on initiatives focused on education and waste reduction. This is the case of the partnerships established with the 'José Egydio Setúbal Foundation', 'Gastromotiva', 'Prosas' and 'Quintessa', 'Comida Invisível' and 'Mesa Brasil do Sesc' program. The projects approach education from different angles including scientific production, encouragement of innovation, development of knowledge and skills, cultural actions, and engagement of different stakeholders.' However, no further information describing the engagement activities with stakeholders. [Integrated Report 2021, 2022: brf-global.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Analysis of stakeholder views on company's HR issues: The Company has provided additional comment/source to CHRB regarding this indicator. However, evidence was not material. • Not Met: Describe how views influenced company's HR approach

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

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.2.1	Identifying human rights risks and impacts	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"> • Not Met: Identifying risks in own operations: The Company states in its Human Rights Corporate Policy that 'The Company's risk mapping process is carried out periodically to identify any new risks, which will be regulated in specific and specific normative documents, whether arising from legislative changes or internal changes in the Company, such as interaction with Public Authority, new partnerships, and entry into new markets, where there may be particularly high and systemic risks of human rights abuses, thus requiring specific due diligence. This continuous monitoring allows BRF to respond in an adequate and timely manner to identified new risks'. However, no details found on how it is doing so. On the other hand, the Company indicates in its Transparency Report 2021: 'Our Compliance Department conducts reputational analysis of business partners before contracts are signed, with the aim of ensuring integrity in all of the Company's relationships. The analysis includes automated news checks, legal and administrative proceedings, restrictive lists, and checks on the history of harmful acts against the public administration by individuals and companies.' And according its Integrated Report 2021: 'To mitigate the risks of violation of human rights, we conduct due diligence processes on our potential and current business partners, prior to signing and/or renewing contracts, business agreements, donations or sponsorships.' However, no evidence was found describing how the Company identifies human rights risks in its own operations. [Human Rights Corporate Policy, 13/09/2021: brf-global.com] & [Transparency Report 2021, 2022: brf-global.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not Met: Identifying risks through relevant business relationships: See above. Although the Company describes how it screens and conducts "due diligence" in suppliers, this subindicator looks for evidence of a process to identify which are the potential risks it faces. Current evidence seems to focus in screening which suppliers might be risky, rather than identifying which are the risks the Company can be exposed to. Even if the screening informs a broader impact identification process (a due diligence process to identify potential risks and impacts on human rights), no details were found on how this is done. [Human Rights Corporate Policy, 13/09/2021: brf-global.com] & [Transparency Report 2021, 2022: brf-global.com] Score 2 • Not Met: Describe ongoing global risk identification in consultation with stakeholder/HR experts • Not Met: Triggered by new circumstances: See above. Although the Company indicates that 'our compliance department conducts reputational analysis of business partners before contracts are signed', this subindicator looks for evidence of which are the potential risks derived from new markets, businesses or relations, not if a new supplier poses a risk (current evidence is used in indicator b.1.7 related to performance taken into account in potential relationships). [Integrated Report 2021, 2022: brf-global.com] & [Transparency Report 2021, 2022: brf-global.com] • Not Met: Describes risks identified: The Company indicates in its Integrated Report 2021: 'The significant risks related to child or forced labor, and work comparable to slavery are found in the livestock farming supply chain and in the commodities chain, both in Brazil and overseas.' However, no description was found of the risks identified in relation to new country operations, new business relationships, new human rights challenges or conflict affecting particular locations, including through heightened due diligence in any conflict-affected areas. [Integrated Report 2021, 2022: brf-global.com]
B.2.2	Assessing human rights risks and impacts	0	<p>The individual elements of the assessment are met or not as follows: Score 1</p> <ul style="list-style-type: none"> • Not Met: Describe process for assessment of HR risks and discloses salient HR issues: The Company indicates in its Integrated Report 2021: 'To mitigate the risks of violation of human rights, we conduct due diligence processes on our potential and current business partners, prior to signing and/or renewing contracts, business agreements, donations or sponsorships. [...] We also regularly consult the Public Lists published by the Ministry of Labor and Employment, the Brazilian Institute for the Environment and Renewable Natural Resources (Ibama) and the Transparency Portal - the National Register of the Disreputable and Suspended Companies (CEIS), as a means of identifying the inclusion of any partners which possibly appear on these lists and to consider negotiations by the areas involved in the procurement process'. However, no description of the assessment process of human rights risks identified, including factors taken into account (such as social, economic, geographical, etc.) to determine salient human rights risks. [Integrated Report 2021, 2022: brf-global.com] • Not Met: How process applies to supply chain: The Company has provided additional comment/source to CHRB regarding this indicator. However, evidence was not material. • Not Met: Public disclosure of the results of HR assessment: The Company has provided additional comment/source to CHRB regarding this indicator. However, evidence was not material. [Integrated Report 2019, 12/05/2020: brf-global.com] Score 2 • Not Met: Meets all requirements under score 1 • Not Met: How it involved affected stakeholders in the assessment: The Company has provided additional comment/source to CHRB regarding this indicator. However, evidence was not material.
B.2.3	Integrating and acting on human rights risks and impact assessments	0	<p>The individual elements of the assessment are met or not as follows: Score 1</p> <ul style="list-style-type: none"> • Not Met: Action Plans to mitigate risks: The Company has provided additional comment/source to CHRB regarding this indicator. However, evidence was not material. This indicator looks for an action plan to face the salient human rights risks assessed in the due diligence process. • Not Met: Description of how global system applies to supply chain: The Company has provided additional comment/source to CHRB regarding this indicator. However, evidence was not material. The Company reports on isolated actions, however no action plan to face salient human rights risks in the supply chain was found. • Not Met: Example of actions decided on at least 1 salient HR issues: The Company indicates in its Integrated Report 2021: 'The companies acquired in the pet segment were both evaluated in relation to their human rights records.' However,

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>no example of specific actions taken or to be taken on at least one of its salient human rights issues as a result of assessment processes in at least one of its activities/operations was found. [Integrated Report 2021, 2022: brf-global.com]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Not Met: Involve stakeholders in decisions about actions: The Company has provided additional comment/source to CHRB regarding this indicator. However, evidence was not material.
B.2.4	Tracking the effectiveness of actions to respond to human rights risks and impacts	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"> • Not Met: System for tracking or monitor if actions taken are effective: The Company has provided additional comment/source to CHRB regarding this indicator. However, evidence was not material. • Not Met: Lessons learnt from checking system effectiveness: The Company reports on its website: 'Immigrants currently total more than 5,000 positions in BRF in Brazil, mostly Haitians, Senegalese and Congolese. This makes BRF one of the leading immigrant/refugee employers in the country. The process of including this public in the BRF began a few years ago and involves several internal and external actors, such as organizations and local governments, in order to ensure the safe transit of these immigrants, with a holistic look at the Universal Declaration of Human Rights. In 2019, we started a partnership with the UN Migration, com a Operation Welcome of the Brazilian Government and with the BRF Institute, for the hiring of Venezuelan immigrants, reinforcing our social commitment to the development of our workforce. [...] In 2021, BRF created the function of translator in its operational units, where there is a greater population of immigrants – most of them do not speak Portuguese. The translator is responsible for facilitating communication between Portuguese speakers and others, in addition to translating the main communications of the company. ' However, no further information was found in order to see how this action is a consequence from a lesson learnt from checking the effectiveness of the action plan put in place to face salient human rights risks. [Diversity - web, N/A: brf-global.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets both requirements under score 1 • Not Met: Involve stakeholders in evaluation of actions taken
B.2.5	Communicating on human rights impacts	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"> • Not Met: Provides two examples of comms with stakeholders: Although the Company communicates with affected stakeholders through different engagement actions, no example of communication with affected stakeholders regarding specific human rights impacts raised by them or on their behalf was found. [Integrated Report 2021, 2022: brf-global.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Describe challenges to effective comms and how it is working to address them: In addition, it reports: 'As a Brazilian company, with more than 90 nationalities within our operating framework, we recognize diversity, multi-cultural wealth and plurality as inherent aspects of our culture. We seek to establish an inclusive and welcoming environment and we encourage constructive dialogs that support our contribution to a more just society and our commitment to respect for every individual. We have a zero tolerance policy for any type of discrimination. In addition to this, we believe in the importance of adopting affirmative policies of inclusion, represented by our public commitments and actions. [...] Our diversity and inclusion agenda also involves the inclusion of immigrants, who hold more than 5,000 positions at BRF, most of whom are Haitians, Venezuelans and Senegalese. In this area, since 2019, we have been involved in a partnership with UN Migration and the Brazilian Government as part of the 'Welcome Operation', with the direct involvement of the BRF Institute and the Human Resources department, designed to hire Venezuelan immigrants. In 2021, we developed actions designed to actively listen to immigrants, in order to understand their needs, aspirations and challenges, with the aim of developing an assertive action plan. In the same year, we established a translator position at our operating units where there is a high concentration of immigrants, in order to facilitate communication between Portuguese speakers and other employees. Also in 2021, we started integrating the Companies with Refugees platform, an initiative of the UN's Refugee Agency (ACNUR). Furthermore, through the BRF Institute, we invested R\$ 400,000 in Unicef's 'Super Panas' project, that aims to ensure that migrants and refugees, especially children and adolescents, have access to safe leisure spaces. The project involves a team of more than 170 educators, psychologists and assistants'. The company is working to address a communication

Indicator Code	Indicator name	Score (out of 2)	Explanation
			issue that can have impact in workers that are vulnerable to discrimination and forced labour, among other issues. [Integrated Report 2021, 2022: brf-global.com]

C. Remedies and Grievance Mechanisms (20% 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	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> Met: Channel accessible to all workers: The Company has a Transparency Channel for all employees. its Transparency Manual states that 'Consistent with good corporate governance practices, the hotline is independently managed by a third-party firm. This enables reports by employees or external parties to be kept anonymous. Any reports involving the Compliance Department are investigated by the BRF Board of Directors and the audit & integrity committee'. [Transparency Manual, 2020: canalconfidencial.com.br] & [Human Rights Corporate Policy, 13/09/2021: brf-global.com] <p>Score 2</p> <ul style="list-style-type: none"> Met: Channel is available in all appropriate languages and workers aware: The Company provides a website available in seven languages, working 24 hours and every day of the week. The Company indicates that 100% of employees received training based on the Transparency manual. In addition, in its Integrated Report 2021, it indicates: 'We operate our channel for the registration of accusations, complaints and concerns over issues of ethics and compliance with support from a specialist company. Anybody wishing to file a complain can contact us via telephone or e-mail as well as our website, with guaranteed anonymity, should they wish it, 24 hours per day, every day of the year, in the most spoken languages in the locations where BRF operates, in order for their complaint to be investigated by the responsible areas, depending upon the specific nature of each individual case'. [Integrated Annual Report 2020, 2021: brf-global.com] & [Integrated Report 2021, 2022: brf-global.com] Met: Describe how workers in the supply chain have access to grievance mechanism: The Company indicates that business partners should use the same system as states in its Code of Conduct. 'In case a Business Partner identify any infraction, whether by its own actions or omissions, or by its competitors or BRF employees, he/she must contact immediately by the channels'. [Code of Conduct for Business Partners, 09/2021: brf-global.com] Not Met: Expect Suppliers to convey expectation to their own suppliers
C.2	Grievance channel(s)/mechanism(s) to receive complaints or concerns from external individuals and communities	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"> Met: Grievance mechanism for community: The Company indicates that the hotline is also available for external parties and reports. So that, in its Transparency Manual states that 'BRF has a hotline for receiving internal and external reports on any violations of this Transparency Manual, other Company policies, and applicable laws and regulations'. [Transparency Manual, 2020: canalconfidencial.com.br] <p>Score 2</p> <ul style="list-style-type: none"> Not Met: Describes accessibility and local languages and stakeholder awareness: The Company provides a hotline available in several languages, covering all its business partners countries. 'Consistent with good corporate governance practices, the hotline is independently managed by a third-party firm. This enables reports by employees or external parties to be kept anonymous. Any reports involving the Compliance Department are investigated by the BRF Board of Directors and the audit & integrity committee'. It is not clear, however, how external stakeholders are made aware of the grievance mechanisms. In addition, the transparency channel seems to be available in seven languages. It is not clear if this covers all appropriate languages. [Transparency Manual, 2020: canalconfidencial.com.br] Not Met: Communities access mechanism direct or through suppliers: Although the Company's channel is open to external stakeholders, it is not clear if this is made extensive to suppliers' external stakeholders. Not Met: Expect supplier to convey expectation to their own suppliers
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"> Not Met: Engages users to create or assess system: The Company has provided additional comment/source to CHRB regarding this indicator. However, evidence was not material. Not Met: Examples (at least two) of how they do this: The Company has provided additional comment/source to CHRB regarding this indicator. However, evidence was not material.

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Engages with potential or actual users on the improvement of the mechanism • Not Met: Provides user engagement example (at least two) on improvement: The Company indicates in its Transparency Report 2021: 'BRF is committed to protecting from Retaliation any Complainant who, acting in good faith, has made a complaint or is assisting in an investigation, even if, in the end, the Complaint is considered unfounded by the Investigating Area. Therefore, any BRF's Employees or Business Partner that engages in acts of Retaliation may be investigated and subject to the application of the applicable consequences, such as disciplinary measures and dismissal.' However, no further information found describing how this improvement responded to a user engagement. [Transparency Report 2021, 2022: brf-global.com]
C.4	Procedures related to the mechanism(s)/channel(s) are equitable, 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"> • Not Met: Response timescales and how complainants will be informed: The Company indicates that 'When reports are received through any of the available channels, BRF ensures that each case is investigated independently, carefully, responsibly, fairly, impartially and equitably, and that the due-process principles of presumption of innocence, the right to defence and the right to a fair hearing are observed.' In addition, in the Transparency Report 2021, it states: 'Once the investigation is concluded, the reports are communicated to the whistleblowers, if it is possible to contact them. Due to the confidentiality of the investigation, the results remain confidential.' However, no evidence found of response timescales and description of how complainants will be informed. [Transparency Manual, 2020: canalconfidencial.com.br] & [Transparency Report 2021, 2022: brf-global.com] • Not Met: Describe support (technical, financial, etc) available for equal access by complainants: The Company has provided additional comment/source to CHRB regarding this indicator. However, evidence was not material. <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describe types of outcome to complainant through use of mechanism: The Company indicates that 'After the investigation of a report has been completed, the findings may be communicated to the whistleblowers if they are identifiable or have a channel of communication with the Company. However, due to the confidential nature of any investigation, the findings will otherwise remain confidential and will not be disclosed'. On the other hand, the Company reports on the number of complains received, closed (Substantiated, Unsubstantiated) and the penalties established (Warning, Resignation, Suspension). However, it is not clear, which are the types of outcomes to the complainant. [Transparency Manual, 2020: canalconfidencial.com.br] & [Transparency Report 2021, 2022: brf-global.com] • Not Met: Escalation to senior/independent level: The Company indicates: 'The Transparency Channel is managed by a third-party, independent firm to ensure that reports are kept anonymous and confidential'. Moreover, it states: 'All cases are investigated directly by the relevant departments, such as the Compliance, Human Resources or Loss Prevention functions, as applicable. Any reports relating to senior management or the Compliance department are addressed by the Audit & Integrity Committee'. In addition, according its Transparency Report 2021: 'All reports received by the Transparency Channel are carefully analysed and duly handled. The area conducts a preliminary analysis and if there is sufficient information, the investigation is initiated. The case may be sent for analysis by an external consulting firm, at the request of the investigating area. Substantiated reports are handled by a multidisciplinary committee that deliberates on the appropriate disciplinary measures with the support of the areas involved.' However, no evidence found on whether complaints or concerns from workers and external stakeholders may be escalated to more senior levels or independent parties. This needs to be an option for the complainant. [Transparency Manual, 2020: canalconfidencial.com.br] & [Integrated Annual Report 2020, 2021: brf-global.com]
C.5	Prohibition of retaliation for raising complaints or concerns	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"> • Met: Public statement prohibiting retaliation: The Company states that 'BRF strongly condemns any and all forms of retaliation against the whistleblower who has filed a complaint in good faith and with responsibility, even if his complaint proves unfounded, as established in the Corporate Policy of Reporting to the Transparency Channel'. The annual reports indicates that the tool is also available through a website 'to all employees, suppliers, customers and other stakeholders'. [Human Rights Corporate Policy, 13/09/2021: brf-global.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Met: Practical measures to prevent retaliation: The Company indicates that ' It is possible to file complaints by phone, website or e-mail. In countries where legislation permits this, it is also possible to file anonymous reports.' This can be suitable for a practical measures to prevent retaliation. [Human Rights Corporate Policy, 13/09/2021: brf-global.com] & [Integrated Annual Report 2020, 2021: brf-global.com] Score 2 <ul style="list-style-type: none"> • Not Met: Company indicate it will not retaliate against workers/stakeholders • Not Met: Expects suppliers to prohibit retaliation against workers/stakeholders
C.6	Company involvement with state-based judicial and non-judicial grievance mechanisms	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Complainants not asked to waive rights • Not Met: Company does not require confidentiality provisions: The Company has provided additional comment/source to CHRB regarding this indicator. However, evidence was not material. Score 2 <ul style="list-style-type: none"> • Not Met: Will work with state based non judicial mechanisms: The Company indicates: 'It is important to emphasize that complaining may give rise to a legal duty for BRF to report to the competent authorities, depending on the situation identified. In case of impropriety or without enough information for the investigation, the case is registered and filed, following all applicable rules, and can be reopened at any time if there is new information.' However, no statement was found where the Company indicates that it will work with state base non judicial mechanisms. [Transparency Report 2021, 2022: brf-global.com] • Not Met: Example of issue resolved (if applicable)
C.7	Remedying adverse impacts	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Describes how remedy has been provided • Not Met: Says how it would provide remedy for victims if no adverse impact identified Score 2 <ul style="list-style-type: none"> • Not Met: Changes to systems, processes and practices to stop similar impact: The Company indicates in its Transparency Report 2021: 'In 2021, we met the goal previously established of reviewing and updating BRF's compliance policies and procedures. In addition, we worked on the regulation of new topics, such as Export Control, which allows us to map possible risks involved in international transactions more carefully, and Human Rights, bringing together good practices in social, humanitarian, and environmental aspects, directed to all stakeholders with whom we relate: employees, business partners, suppliers, and integrated producers. This initiative is part of a number of actions taken by BRF in 2021 in search of an increasingly sustainable operation'. However, no further information indicating what specific impacts were meant to be solved / prevent through this improvement. This subindicator looks for evidence of changes to systems or processes to prevent a specific adverse impact from repeating in the future. [Transparency Report 2021, 2022: brf-global.com] • Not Met: Describe approach to monitoring implementation of agreed remedy • Not Met: Approach to learning from incident to prevent future impacts
C.8	Communication on the effectiveness of grievance mechanism(s) and incorporating lessons learned	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Number grievances filed, addressed or resolved and outcome achieved: The Company indicates in its Integrated Report 2021: 'In 2021, 3,156 complaints were received through this channel, of which 100% were addressed and 2,345 cases were closed during the period in question. Over the course of the year, 801 registered complaints were also resolved prior to the period covered by the report.' However, no evidence found in relation to the number of human rights grievances and outcomes for different groups of complainants. [Integrated Report 2021, 2022: brf-global.com] Score 2 <ul style="list-style-type: none"> • Not Met: How lessons from mechanism improve management system • Not Met: Evaluation of the channel/mechanism and changes made as result • Not Met: Describes procedures to address delays of outcomes agreed with stakeholders

D. Performance: Company Human Rights Practices (25% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.1.1.a	Living wage (in own production or manufacturing operations)	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"> • Not Met: Pays living wage or sets target date: The Company indicates 'We offer to our employees all legally required benefits according to each country's laws and in some locations complementary benefits are also offered. We have competitive benefit plans for each office around the world. In Brazil, the main benefits are: [...] basic consumer products granted to employees with salary of up to five times the minimum wage and 80% subsidized by us'. In addition, in its Human Rights Policy, it states: 'Employees will be offered a compensation package that includes salaries, which are paid on time and in full, overtime pay, benefits, and paid leave that meet or exceed the applicable minimum legal standards or applicable industry standards in force.' However, it does not indicate its target timeframe for paying all workers a living wage or that it has achieved paying the living wage (beyond Brazil, where is indicated to be up to five times the minimum wage). Living wage needs to cover for basic needs of employee and dependents, and provide some discretionary income. [Annual Report 2020 20F, 2021: api.mziq.com] & [Human Rights Corporate Policy, 13/09/2021: brf-global.com] • Not Met: Describes how living wage determined: The Company has provided additional comment/source to CHRB regarding this indicator. However, evidence was not material. <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Achieved paying a living wage • Not Met: Definition of living wage reviewed with unions
D.1.1.b	Living wage (in the supply chain)	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"> • Not Met: Discloses timebound target for suppliers to pay living wage or include in code or contracts: The Supplier Code 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'. Similarly, in its Human Rights Policy it states: 'BRF's Business Partners must comply with applicable labor legislation, as well as offer equal conditions for hiring, remuneration, access to training, and promotion to their employees. Employees of Business Partners must receive wages and benefits according to applicable law'- However, no reference to living wage was found, or to a wage that has to cover for basic needs of the worker and his/her family/dependents and provide for some discretionary income. [Code of Conduct for Business Partners, 09/2021: brf-global.com] • Not Met: Improving living wage practices of suppliers <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment of number affected by payment below living wage [Annual Report 2020 20F, 2021: api.mziq.com] • Not Met: Provides analysis of trends demonstrating progress
D.1.2	Aligning purchasing decisions with 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"> • Not Met: Avoids business model pressure on HRs (purchasing practices): The Company has provided additional comment/source to CHRB regarding this indicator. However, evidence was not material. • Not Met: Practices adopted to pay suppliers in line with agreed timeframes: The Company indicates in its Integrated Report 2021: 'we have a procurement policy that includes directives for negotiation, management, analysis and approval, separation of functions, types of purchase and other regulations pertinent to the business in relation to different types of procurement'. However, no further information found describing the practices adopted to pay suppliers in line with agreed timeframes and amounts. [Integrated Report 2021, 2022: brf-global.com] • Not Met: Review own operations to mitigate negative impact: In addition, the Company reports: 'In 2021, in addition to ensuring that 75% of the grains from direct suppliers in the Amazon and Cerrado biomes are tracked, we also launched the Sustainable Grain Purchasing Policy, that reinforces our commitment to the conservation of the environment and to combating deforestation, implementing sustainable solutions to global challenges'. Although, the Sustainable Grain Purchasing Policy requires its business partners to 'Respect human rights, dignity, aspirations, culture, and livelihoods based on natural resources and avoid, minimize and/or compensate for any adverse impacts on local communities', no information was found describing the review of their purchasing practices in relation to potential impacts caused by planning, merchandising and costing. [Integrated Report 2021, 2022: brf-global.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Not Met: Examples of how it assessed, addressed and change purchasing practices: The Company has provided additional comment/source to CHRB regarding this indicator. However, evidence was not material. [Transparency Report 2021, 2022: brf-global.com]
D.1.3	Mapping and disclosing the supply chain	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"> • Met: Identifies direct and indirect suppliers back to manufacturing sites (factories or fields): On its website, the Company indicates it has a traceability process. It indicates in its Integrated Report 2021: 'To ensure that our premises of quality and sustainability are replicated by our suppliers throughout the world, we have a Chain Monitoring Program. From the purchase of the grains through to the freight and logistics services, we monitor our partners to guarantee conduct that is ethical, sustainable, transparent and 100% in line with our objectives. In addition, 'In 2020, BRF's Commodities area entered into a partnership with a company specialized in territorial analysis and traceability. With this, it will be possible to register the territory of our direct grain suppliers and, from 2021, track and monitor based on the main socioenvironmental criteria of the market. We will also maintain, in a systematic way, periodic consultations with the main socio-environmental monitoring lists (embargoes of IBAMA, CEIS, "Dirty List" of the Ministry of Economy, which includes work analogous to slavery and child labor, among others), for the management sustainable and continuous improvement of our suppliers.' [Traceability - web, N/A: brf-global.com] & [Integrated Report 2019, 12/05/2020: brf-global.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Discloses names and locations of significant parts of SP and why: The Company has provided additional comment/source to CHRB regarding this indicator. However, evidence was not material. • Not Met: Discloses which direct or indirect suppliers is involved in higher-risk activities
D.1.4.a	Prohibition of child labour: Age verification and corrective actions (in own production or manufacturing operations)	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"> • Met: Does not use child labour: The Company states in its Human Rights Corporate Policy that ' Child labor [...] are not allowed. Any situations incompatible with respect for the lives and integrity of workers - such as exhausting hours, undue remuneration, forced labor, debt bondage - are prohibited and restrained by BRF [...]. Only professionals aged 18 (eighteen) years old or more will be hired as permanent employees of BRF. The minimum age may only vary for hiring a young apprentice, provided that the legal prerequisites for working in unhealthy, dangerous, or painful places are met.' [Human Rights Corporate Policy, 13/09/2021: brf-global.com] • Not Met: Age verification of workers recruited: See above. It is not clear whether there are processes for age verification of workers recruited. <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Remediation if children identified: The Company has provided additional comment/source to CHRB regarding this indicator. However, evidence was not material.
D.1.4.b	Prohibition of child labour: Age verification and corrective actions (in the supply chain)	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"> • Not Met: Child Labour rules in codes or contracts: The Company states in its Human Rights Corporate Policy that 'The Business Partners must respect the hiring of workers with the minimum legal age and must comply with all the requirements provided by law for work between 16 and 18 years old, however, when involving services, to be performed on BRF's premises, the Business Partners must observe the same minimum age of 18 as practiced by BRF [...] Only professionals aged 18 (eighteen) years old or more will be hired as permanent employees of BRF. The minimum age may only vary for hiring a young apprentice, provided that the legal prerequisites for working in unhealthy, dangerous, or painful places are met'. The Code for partners states that 'Business Partners must respect the hiring of worker with minimum legal age and must ensure that in their operations there is no sexual exploitation of children and adolescents according to the basic rules of ILO (International Labor Organization) and the principles of United Nations Global Compact'. No evidence found of requirement to age verification and remediation programmes in place in case of non-compliance. [Human Rights Corporate Policy, 13/09/2021: brf-global.com] & [Code of Conduct for Business Partners, 09/2021: brf-global.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not Met: How working with suppliers on child labour: The Company has provided additional comment/source to CHRB regarding this indicator. However, evidence was not material. Score 2 <ul style="list-style-type: none"> • Not Met: Assessment of number affected by child labour in supply chain • Not Met: Analysis of trends in progress made
D.1.5.a	Prohibition of forced labour: recruitment fees and costs (in own production or manufacturing operations)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Job seekers and workers do not pay recruitment fee • Not Met: Commits to fully reimbursing if they have paid Score 2 <ul style="list-style-type: none"> • Not Met: How practices are implemented and monitored for agencies, labour brokers or recruiters
D.1.5.b	Prohibition of forced labour: Recruitment fees and 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"> • Not Met: Debt and fees rules in codes or contracts • Not Met: How working with suppliers on debt & fees Score 2 <ul style="list-style-type: none"> • Not Met: Assessment of the number affected by payment of recruitment fees • Not Met: Analysis of trends in progress made
D.1.5.c	Prohibition of forced labour: Wage practices (in own production or manufacturing operations)	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: Pays workers in full and on time: The Company states that 'Employees will be offered a compensation package that includes salaries, which are paid on time and in full, overtime pay, benefits, and paid leave that meet or exceed the applicable minimum legal standards or applicable industry standards in force. BRF follows current legislation and is committed to paying Employees in full, regularly, and within the agreed period'. [Human Rights Corporate Policy, 13/09/2021: brf-global.com] Score 2 <ul style="list-style-type: none"> • Not Met: Payslips show any legitimate deductions: The Company has provided additional comment/source to CHRB regarding this indicator. However, evidence was not material. • Not Met: How these practices are monitored for agencies, labour brokers or recruiters
D.1.5.d	Prohibition of forced labour: Wage practices (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"> • Not Met: Suppliers to pay workers in full and on time in codes or contracts: The Company states in its Human Rights Corporate Policy that 'Business Partners must comply with applicable labor legislation, as well as offer equal conditions for hiring, remuneration, access to training, and promotion to their employees. Employees of Business Partners must receive wages and benefits according to applicable law'. Although suppliers are covered by the Human Rights policies, it is not clear whether the provision of paying in full and on time affects them, as it has a separate paragraph for own operations and those of its business partners. [Human Rights Corporate Policy, 13/09/2021: brf-global.com] • Not Met: How working with supply chain to pay workers regularly and on time: The Company indicates in its Integrated Report 2021: 'All BRF's service providers form part of our post purchase program that is performed by our production units. Every month we check the labor liabilities, licenses, taxes, Employment and Social Security Document (CTPS) and FGTS. We request evidence such as licenses, tax clearance certificates and proofs of tax, social security and fiscal contributions.' However, this action is focused on service providers only. [Integrated Report 2021, 2022: brf-global.com] Score 2 <ul style="list-style-type: none"> • Not Met: Assessment of the number affected by failure to pay directly • Not Met: Provides analysis of trends demonstrating progress

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.1.5.e	Prohibition of forced labour: Restrictions on workers (in own production or manufacturing operations)	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"> • Not Met: Does not retain documents or restrict movement: The Company states in its Human Rights Corporate Policy that 'Any situations incompatible with respect for the lives and integrity of workers - such as exhausting hours, undue remuneration, forced labor, debt bondage - are prohibited and restrained by BRF, as well as any mental and physical coercion, slavery, and human trafficking'. It also states that 'business partners must not restrict the freedom of their employees through retention of documents [...]'. However, no explicit requirement found for own operations in terms of movement (personal document retention or requirement to use company provided accommodation). [Human Rights Corporate Policy, 13/09/2021: brf-global.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: How these practices are monitored for agencies, labour brokers or recruiters
D.1.5.f	Prohibition of forced labour: Restrictions on workers (in the supply chain)	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"> • Met: Free movement rules in codes or contracts: The code for business partners states that 'Business Partners must not restrict freedom of their workers by means of retention of documents'. [Code of Conduct for Business Partners, 09/2021: brf-global.com] • Not Met: How working with suppliers on free movement: The Company has provided additional comment/source to CHRB regarding this indicator. However, evidence was not material. <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment of the number affected by retaining docs or restricting movement • Not Met: Provides analysis of trends demonstrating progress
D.1.6.a	Freedom of association and collective bargaining (in own production or manufacturing operation)	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"> • Not Met: Commits not to interfere with union rights / Steps to avoid intimidation or retaliation: The Company states in its Human Rights Corporate Policy that 'All Employees are free to exercise their rights to form and/or join unions or not to do so and to bargain collectively. Employees' rights to freedom of association and collective agreements are recognized and respected. Employees are not intimidated or harassed in exercising their rights to join or not join any organization'. It is not clear whether it is committed to respect the right to freedom of association in all contexts and locations (i.e. alternative mechanisms for those countries where there are legal restrictions to the exercise of these rights), as the Company indicates that it respects this right 'if exercised within legal limits'. Similarly, it indicates in its Transparency Manual: 'The Company recognizes and fully upholds the right to freedom of association and collective bargaining through unions, professional associations, political and other organizations, provided those rights are exercised within legal and ethical bounds.' However, it is not clear whether it is committed to respect the right to freedom of association in all contexts and locations. In these cases (companies referring to local laws in freedom of association and collective bargaining), companies are expected to require alternative mechanisms or equivalent workers bodies where the right to freedom of association and collective bargaining is restricted under law. Although he Company indicates that 100% of its employees in Brazil are covered by collective bargaining agreements (proxy for measures in place), it is not clear whether there's a significant majority of company workers covered. [Human Rights Corporate Policy, 13/09/2021: brf-global.com] & [Transparency Manual, 2020: canalconfidencial.com.br] • Not Met: Discloses % total direct operations covered by collective CB agreements: The Company indicates that in Brazil, '100% of employees are covered by bargaining agreements and represented by workers' unions'. It adds: 'In the various manufacturing units outside Brazil, except in the Middle East, BRF's employees are represented by unions. It is a cultural norm in Middle Eastern countries that employees are not organized collectively'. However, it is not clear the total percentage of the workforce covered by collective bargaining agreements. <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets both requirements under score 1

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.1.6.b	Freedom of association and collective bargaining (in the supply chain)	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"> • Not Met: FoA & CB rules in codes or contracts: The Company indicates it demands suppliers in its Human Rights Corporate Policy that 'Business Partners must guarantee the right of their employees to join trade associations and unions and to organize collectively in entities of their choice, without retaliation'. No evidence found in relation to collective bargaining. The Company has provided additional comment/source to CHRB regarding this indicator but evidence was not material. We were unable to find evidence in relation to collective bargaining. [Human Rights Corporate Policy, 13/09/2021: brf-global.com] • Not Met: How working with suppliers on FoA and CB <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment of the number affected by restrictions to FoA and CB in the SP • Not Met: Provides analysis of trends demonstrating progress
D.1.7.a	Health and safety: Fatalities, lost days, injury, occupational disease rates (in own production or manufacturing operations)	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"> • Met: Describes process to identify H&S risks and impacts: The Company states in its Integrated Report that 'We continue to adopt principles, standards, and requirements in line with best international practices, and our activities comply with laws and regulations in all markets where we operate. We have in place indicators, targets, and health and safety at work (OHS) programs developed according to periodic risk assessments, with the direct involvement of our leaders. The measures include establishing OHS goals, systematizing KPIs, monitoring and controlling high potential risks, auditing the units, and governing through committees focused on occupational health and safety issues.' [Integrated Annual Report 2020, 2021: brf-global.com] • Met: Injury Rate or Lost days or Near miss disclosures for last reporting period: The Company indicates in its Integrated Report the rates of Injury Rate selected by region. [Integrated Annual Report 2020, 2021: brf-global.com] • Met: Fatalities for last reporting period: The Company indicates in its Integrated Report the number of fatalities selected by region. [Integrated Annual Report 2020, 2021: brf-global.com] • Met: Occupational disease rate for last reporting period: The Company states in its Integrated Report that 'We had 198 cases of occupational diseases, but there were no records of deaths resulting from occupational diseases.' [Integrated Annual Report 2020, 2021: brf-global.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Set targets for H&S performance • Not Met: Met targets or explains why not or how improve management systems
D.1.7.b	Health and safety: Fatalities, lost days, injury, occupational disease rates (in the supply chain)	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"> • Met: Sets out clear Health and Safety requirements: The Company indicates: 'Business Partners must comply with all Occupational Health and Safety laws applicable to their activities and maintain an environment that provides their employees with basic health and safety conditions, as well as provide them with proper training and implement preventive measures against accidents and illness, providing PPE (Personal Protective Equipment) and CPE (Collective Protection Equipment)'. Moreover, it states: 'The maintenance of an environment that assures the basic health and safety conditions to the worker is quite fundamental, as well as to perform trainings and to have preventive measures against accidents and diseases, providing individual safety and physical protection equipment, following the applicable standards'. [Code of Conduct for Business Partners, 09/2021: brf-global.com] • Not Met: Injury Rate or Lost days or Near miss disclosures for last reporting period: The Company reports in its Integrated Report 2021: 'In 2021, BRF achieved the best safety levels in its entire history, with the lowest number of accidents with or without sick leave, based upon the OSHA. 1,287 injuries (against 1,845 in 2020) were registered, of which 149 (against 234 in 2020) were considered to be serious. The rate of serious injury was 0.78 against 1.26 in 2020.' However, no information with respect suppliers workers was found. [Integrated Report 2021, 2022: brf-global.com] • Not Met: Fatalities rate for last reporting period: The Company reports its fatalities in the last year, however, no information with respect suppliers workers was found. [Integrated Report 2021, 2022: brf-global.com] • Not Met: Occupational disease rate for last reporting period

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> • Not Met: How working with suppliers on H&S: The Company has provided additional comment/source to CHRB regarding this indicator. However, evidence was not material. • Not Met: Assessment of the number affected by H&S issues in the SP • Not Met: Provides analysis of trends demonstrating progress
D.1.8.a	Land rights: Land acquisition (in own production or manufacturing operations)	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"> • Not Met: Approach to identification of land tenure rights holders: The Human Rights policy states that 'The land rights of communities, including indigenous peoples and "quilombolas", will be respected and protected. All dealings for your property or land, including the use of and transfer thereof, will adhere to the principles of freedom, prior informed consent, transparency, and contract disclosure'. In addition, it indicates in its Integrated Report 2021: 'With the new process to establish the traceability of grains, it is also possible to check land areas that overlap onto officially declared indigenous and quilombola lands, with purchases from the areas identified as overlapping in this way being restricted, thus ensuring the respect for life and the use of the land belonging to the traditional communities that occupy these areas.' No details found in relation to a process to identify rights holders, particularly those more vulnerable, and to negotiate with them adequate compensation when dealing for a property or land. [Human Rights Corporate Policy, 13/09/2021: brf-global.com] & [Integrated Report 2021, 2022: brf-global.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: How valuation and compensation works • Not Met: Follows IFC PS 5 in any state land deals
D.1.8.b	Land rights: Land acquisition (in the supply chain)	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"> • Not Met: Rules on land & owners in codes or contracts: The Human Rights policy (which applies to business partners) states that 'The land rights of communities, including indigenous peoples and "quilombolas", will be respected and protected. All dealings for your property or land, including the use of and transfer thereof, will adhere to the principles of freedom, prior informed consent, transparency, and contract disclosure'. In addition, the Company has a Grain Sustainable Purchasing Policy, focused on Brazilian operations, that requires: 'Comply with current legislation in cases of overlapping property to Conservation Units (UC), Environmental Protection Areas (APA), Landless Workers Movement's Settlements, Quilombolas and Indigenous Peoples'. However, no requirements found in relation to a process to identify rights holders, particularly those more vulnerable, and to negotiate with them adequate compensation. [Human Rights Corporate Policy, 13/09/2021: brf-global.com] & [Grain Sustainable Purchasing Policy, 08/2021: brf-global.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: How working with suppliers on land issues • Not Met: Includes resettlement requirements that the supplier provides financial compensation • Not Met: Assessment of the number affected by land rights issues in its SP • Not Met: Provides analysis of trends demonstrating progress

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.1.9.a	Water and sanitation (in own production or manufacturing operations)	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"> • Met: Action to prevent water and sanitation risks: The Integrated Report 2020 states that 'We assess water risks in the locations where we operate in order to understand the specific impacts of our business on these regions and consequently reduce our water consumption and exposure to risks of water shortages in the unit'. Also, the Integrated Report 2021 indicates: 'In order to understand the growth in local demand and gauge our exposure to water scarcity, we analyze the drainage basins in those regions where our industrial activities are located and the characteristics of the use of the local hydro-resources. Through the use of a hydro-vulnerability tool, developed internally using global benchmarks, we take two complementary analytical approaches: an internal operational view, related to our routines and activities; and an external, environmental view, tied to the characteristics of the drainage basins where the enterprises operate, and to the multiple uses of water in the regions. We also take part in local and regional hydro-management discussion forums. The indicators from both the approaches are integrated, thus allowing us to monitor hydro-vulnerability. In 2021, we expanded the tool to our international operations and mapped the industrial units that should be prioritized and monitored. In 2021, around 15,000ML of water was collected from those units representing an average to high level of vulnerability, the majority of which are located in the South of Brazil. All of the Company's units have contingency plans in order to ensure that their activities do not incur significant impacts. Management of this matter is handled at various levels within the Company, from local and regional unit-based committees up to Board level. Since 2020, BRF has had a "Water Steering Committee", made up of senior management and technical areas, to streamline the management of its hydro-resources operations'. [Integrated Annual Report 2020, 2021: brf-global.com] & [Integrated Report 2021, 2022: brf-global.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Water targets considering local factors: Although the Company has established water related targets (pages 133-134) and reports about them in its Integrated Report 2021, it is not clear whether targets considered local factors and needs (water use by communities and other users in the vicinity) [Integrated Report 2021, 2022: brf-global.com] • Not Met: Reports progress and shows trends in progress made: See above [Integrated Report 2021, 2022: brf-global.com]
D.1.9.b	Water and sanitation (in the supply chain)	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"> • Not Met: Rules on water stewardship in codes or contracts: The Company indicates in its Sustainability Policy, that applies to any stakeholder related to BRF: The environmental guidelines must be followed as established in the Health, Safety and Environment (HSE) Policy and in the Environment Elements of the Sustainability Pillar of the Operational Excellence System (SEO) and in the Environment Pillar of the Program +Excellence that standardize the guidelines, tools and measures of environmental control in the operations where they apply. BRF implements practices and initiatives to address environmental aspects related to Water,[...]. In addition, it requires in its Code of Conduct for Business Partners: 'Business Partners must comply with the environmental legislation and the requirements of competent bodies, maintaining throughout the term of the partnership, when needed [...]'. However, no evidence found of specific requirements in relation to access to water and sanitation, including refraining from negatively affecting access to safe water to other water users in the community. [Sustainability Policy, 11/2020: brf-global.com] & [Code of Conduct for Business Partners, 09/2021: brf-global.com] • Not Met: How working with suppliers on water stewardship issues: The Company indicates in its Integrated Report 2021: 'In the value chain, we use our Business Partners' Code of Conduct to provide information on the need to comply with environmental legislation, this involving water usage licenses and their conditions. For our integrated producers, we provide monitoring and orientation services to ensure compliance with the licenses and their conditions on the farms'. However, no further information describing how it is working with suppliers on water stewardship issues, including those requirements from previous subindicator. [Integrated Report 2021, 2022: brf-global.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment on the number affected by lack of access to water and sanitation • Not Met: Provides analysis of trends demonstrating progress

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.1.10.a	Women's rights (in own production or manufacturing operations)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Process to stop harassment and violence against women • Not Met: Working conditions take account of gender • Not Met: Measures and steps to address gender pay gap at all levels of employment: The Company has provided additional comment/source to CHRB regarding this indicator. However, evidence was not material. Score 2 <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Not Met: Provides analysis of trends demonstrating closing gender pay gap
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 <ul style="list-style-type: none"> • Not Met: Women's rights in codes or contracts: Although the Company includes a provision prohibiting harassment and discrimination in all its forms, including gender, no specific requirement to respect women's rights was found in Supplier Code or contract. [Transparency Manual, 2020: canalconfidencial.com.br] • Not Met: How working with suppliers on women's rights Score 2 <ul style="list-style-type: none"> • Not Met: Assessment on the number affected by discrimination or unsafe working conditions • 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 11.38 out of 80 points scored in themes A-D has been applied to produce a score of 2.84 out of 20 points for theme E.

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 2020 Key Findings report and the 2019 technical annex for more details of the research process.

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