

SSA group
code of

**ETHICS
& CONDUCT**



Don't think
twice,

Always do the
Right Thing!





Message
from our **Founder
& Chair**
of the **Board
of Directors**

SSA Group has always placed a priority in the principles of ethics, integrity, and transparency in all relations. We have developed a **Code of Ethics and Conduct** based on these values that offers guidance for internal and external decisions made by employees, service providers, suppliers, and customers.

Consistently seek to adopt management practices based on a high level of excellence and best market practices; this Code will help us to disseminate our culture of doing the right thing in any situation, contributing to SSA Group's growth and consolidation throughout the years.

It is of utmost importance that our employees and partners read, understand, and practice the rules set forth herein. We are able to rely on the support of a highly trained team that is working to ensure the guidelines contained in this Code are consistently put into practice.

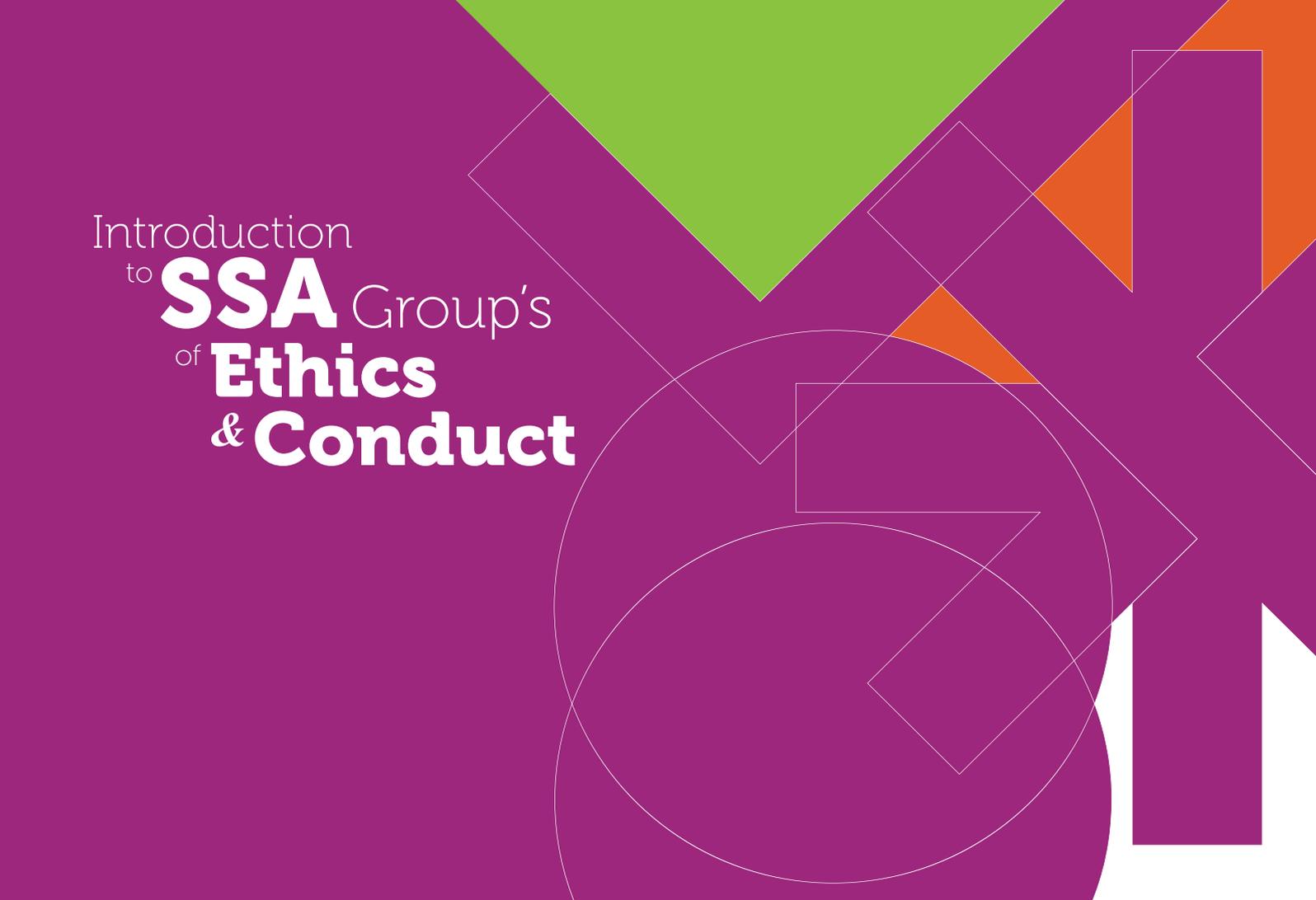
This will allow us to foster increasingly respectful, humane, and healthy relationships and create a workplace environment in which everyone feels welcome. It is important to remember that we are all responsible for **doing the right thing!**

We hope to count on your support in implementing the guidelines set forth in our Code.

Sincerely,

José Carlos Garrote de Souza

Founder and Chair of SSA Group's Board of Directors



Introduction
to **SSA** Group's
of **Ethics**
& **Conduct**

What is a Code of Ethics and Conduct?

SSA Group's Code of Ethics and Conduct is a document that establishes standards for managing company operations and directs decisions and actions carried out by all SSA Group professionals, service providers, suppliers, and business partners with regards to their performance in order to foster an ethical and transparent coexistence.

To whom does this Code apply?

SSA Group's Code of Ethics and Conduct applies to all individuals that have an impact on and are impacted by our business activities: SSA Group, which currently comprises São Salvador Alimentos Participações S.A. and its subsidiary São Salvador Alimentos S.A., as well as to employees, youth apprentices, interns, permanent and temporary corporate officers, members of the Board of Directors, committees, and Audit Committee, if applicable, as well as customers, suppliers, production partners, service providers, representatives and third parties maintaining direct or indirect relations with SSA Group.

Lead by example during your day-to-day work routines.

- Read the Code
- Seek to develop an understanding of the Code
- Consult the Code whenever in doubt
- Adhere to the guidelines set forth under the Code during day-to-day activities and decision-making processes.

Once you have an in-depth understanding of the Code, it is important that it be disseminated. We are all responsible for behaving in an ethical manner.





& Belief & Commitments

We conduct our business activities with focus on our **Beliefs and Commitments**, with support from our cultural management and corporate governance structure.

Belief

Beliefs are a translation of what makes us move. They guide **what we do, how we do it** and, above all, **why we behave the way we do.**



Establish **SSA Group** as a global reference in sustainable and innovative food production in order to bring about **transformation.**

Commitments

This guide is centered on three specific commitments. Our commitments are what has allowed SSA Group to obtain success and are non-negotiable items that we will not cast aside as we move towards establishing our Group as a global reference in food production.

 <p>DOING WHAT'S RIGHT</p>	 <p>DOING THINGS RIGHT</p>	 <p>DOING THINGS TOGETHER</p>
<p>Doing what is right is the right way of doing things. We act on what we promise and do not shy away for our responsibilities.</p>	<p>Doing things right means offering simplified and efficient services. We seek to act with a sense of urgency and a high level of quality, because it is our way of doing things.</p>	<p>Doing things together means placing value in individuals. We take care of and trust in others. We persevere when faced with challenges and celebrate our achievements.</p>



Acting with Integrity

SSA Group expects that its managers, employees, and third parties commit themselves to complying with existing legislation and guidelines for ethics and transparency provided for in this Code, as well as in our manuals, policies, regulations, and compliance standards.

Best Practices in the Workplace Environment

SSA Group expects that its managers, employees and third parties exercise mutual consideration and respect. Any form of violence or intimidation in the workplace is prohibited in order to ensure that such spaces remain safe and healthy places to work.

We expect to establish respectful relationships that are free from aggression, discrimination, and intimidation.

We are committed to preventing unprofessional situations or situations that negatively interfere with our work. We therefore **we do not tolerate the following acts:**

- The use of offensive words, whether spoken, written or indicated through means of gestures;
- Transmitting false or inaccurate information that may be considered an insult, slander or defamation;
- Any form of hostility, ridicule or humiliation of others;
- Any act of harassment or physical violence, whether committed in the workplace or in other areas;
- Any type of discrimination or conduct that runs contrary to the preservation of human rights.

Workplace Harassment

Workplace harassment exposes workers to abusive situations that involve repetitive and prolonged inhumane and unethical conduct during the discharging of an employee's work duties, thereby affecting their dignity and/or physical and/or mental integrity.

Sexual Harassment

Sexual harassment may consist of acts, insinuations or forced physical contact in which obliging such advances represents a clear condition for maintaining employment or influences career development, promotions, loss of professional performance, humiliation, insult or intimidation.

Diversity

Diversity

SSA Group welcomes diversity and ensure that all candidates, employees and third parties are given the same opportunities regardless of ethnicity, nationality, age, gender, religion, disability, sexual orientation or other characteristics.

We believe that different perspectives broaden our world view and allow us to create an increasingly diverse, rich and culturally significant workplace environment. SSA Group treats all employees and third parties equally and does not tolerate any form of prejudice and discrimination in any relationships that we maintain with the public, whether customers, suppliers, providers or employees.

Labor

Child and Forced Labor

SSA Group conducts its business activities in a manner that is guided by the principles of integrity, human dignity, zero tolerance for prejudice and harassment, respect for life and freedom. As a result, we reject any activities that violate Brazilian labor laws.

We seek to preserve our direct employees and third parties' right to a safe and healthy work environment, supervising and ensuring that forced labor, labor analogous to slavery, and the use of child labor is soundly rejected.

What is child labor?

Child labor involves any illegal situation involving the exploitation of children and adolescents under the age of 14, in which such individuals work in exchange for money or false benefits.

What is forced labor?

Forced labor refers to any situation in which individuals are coerced into working through the use of violence or intimidation.

Freedom of Association

SSA Group recognizes and respects the right to freedom of association, whether with trade unions, professional associations, political parties or any other entities constituted for lawful purposes.

Use of Company Resources

Preservation of our work community is associated with high level of discipline and efficiency and placing value in the individual. We therefore expect that our managers, employees and third parties behave in a manner that reflect these concerns, by ensuring that our work environment remains clean, organized and complies with existing standards for the use of our facilities.

SSA Group's assets are strictly intended for professional use. In order to add value to our business and optimize available resources, our assets must be protected and all resources conserved. We therefore **do not tolerate** the following acts:

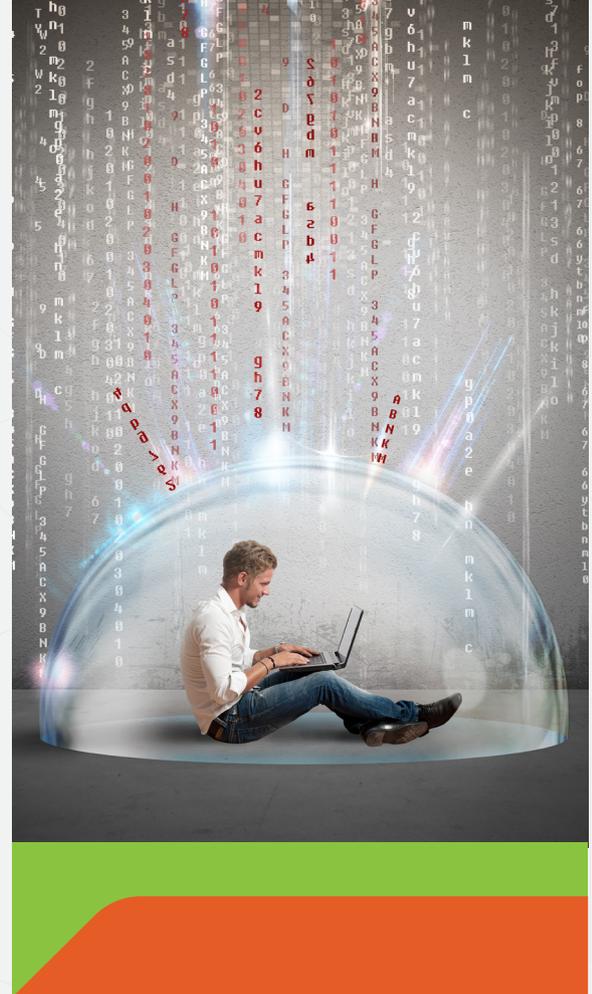
- Disposal of goods in a manner that violates the company's policies;
- Incorrect, negligent or reckless use of company resources and equipment;
- The destruction or disposal of resources or assets in an incorrect or illegal manner;
- Accessing or downloading pirated products using company equipment;
- The removal of materials and/or equipment from the company's premises without
- the appropriate authorizations;
- Depredation of any movable or immovable assets or property.

Protection

General Personal Data Protection and Information Security Act

SSA Group adheres to the guidelines set forth in Brazil's **General Personal Data Protection Act (LGPD), Federal Law no. 13.709/2018.**

This law was enacted to protect the fundamental rights of freedom and privacy and each individual's right to freely develop their character. The Law provides for the processing of personal data carried out through physical or digital media.



SSA Group processes institutional information (those related to its business activities) with a high level of secrecy and confidentiality, to ensure that it is not used to the detriment of our managers, employees, third parties, customers and suppliers. We therefore expect employees to commit themselves to maintaining the confidentiality of the information that is in our possession.

Information Security is characterized by the preservation of the following aspects:

- **Confidentiality** - assurance that information is only made accessible to authorized persons;
- **Integrity** - safeguarding the accuracy, consistency and completeness of information and processing methods;
- **Availability** - guarantee that information is made available and accessible to authorized individual and entities as needed.

What is information security?

Information security refers to the protection of a series of information, whether of a confidential nature or not, in order to preserve their value for an individual or company.

We expect all employees to commit themselves to maintaining the confidentiality of the information in our possession.



Recommendations

We have therefore implemented specific recommendations for our employees:

- Protect any and all confidential information belonging to the company, such as personal data, internal reports, strategic data and information on our industrial processes;
- The company's equipment and network must only be used for to carry out corporate activities;
- The use of the Internet for personal reasons during working hours is prohibited;
- Each user is responsible for access to websites. Accessing any webpages that include inappropriate content is prohibited;
- The displaying, storage, distribution, editing or recording of sexually explicit material using company resources is prohibited;
- The use of corporate email to send messages that may compromise the SSA Group's image in relation to its customers and the community as a whole and/or that may result in pecuniary and financial damage to the company is prohibited;
- Do not execute or open links or attached files from unknown or suspicious senders;
- Private files (music, movies, photos, etc.) must not be written using the company's network drivers and equipment;
- The purchasing and/or installation of software, systems or technology services must be approved by the IT department in advance;
- The use of illegal (unlicensed) software is strictly prohibited. The IT Management area may uninstall, without prior notice, any and all software for which a usage license has not been provided in accordance with Federal Law 9.609, of February 19, 1998 (the Software Act).

Institutional information belonging to SSA Group must always be disclosed with the support and approval of the Marketing department and only the Group's CEO and directors are authorized to respond on behalf of the company. All internal and external communications provided by the SSA Group must provided with complete information, thereby ensuring transparency is provided with the due level of confidentiality.

Employees are therefore responsible for maintaining the company's good image and its assets. It is therefore important to refrain from disclosing information regarding our professional activities and taking photograph or filming within the production and similar areas without prior authorization.

At work

Safety and Health at Work

SSA Group values respect and compliance with all occupational health and safety legislation and standards, which serve to protect our managers, employees and third parties from accidents or occupational illness. Furthermore, the company offers such individuals guidance in properly executing their day-to-day activities.

In order to guarantee the safety of all employees and third parties, we must be aware of and respect the occupational health and safety standards provided by the Specialized Service in Occupational Safety and Medicine - SESMT and participate in all training sessions, workshops, and other events held by the company.

In order to preserve the physical integrity of our employees and guarantee a safe workplace environment, **the following acts are prohibited:**

- The possession, use and distribution of illegal substances on company premises;
- The consumption of alcoholic beverages;
- The exercise of professional activities under the influence of alcohol or any other hallucinogens or narcotics;
- Smoking on company premises.

Which substances are prohibited in the workplace?

Alcoholic beverages, cigarettes, drugs, narcotics, hallucinogens and any other substance that alters an individual's cognitive function.



Additionally, SSA Group does not allow individuals to carry firearms or Tasers on its premises, with the exception of employees and service providers holding the necessary legal clearance and that are duly identified, such as security guards and armed escorts.

Compliance

What is compliance?

Compliance means acting in accordance with laws, standards, and regulations, whether internal or external.

SSA Group does not tolerate behavior that violates determined legal requirements. Our company culture and behavior is focused on compliance with existing laws, standards, regulations, and the production of safe, authentic food products that adhere to legal requirements and quality standards required by the SSA Group. We therefore require that all managers, employees and third parties fully comply with such documents.

SSA Group has therefore established an Ethics and Compliance Committee that seek to:

- Monitor compliance with the provisions set forth in this Code of Ethics and Conduct and other company standards;
- Evaluate and investigate complaints received regarding conduct that violates SSA Group policies;
- Implement the necessary disciplinary measures in cases involving duly proven improper practices or forward them together to the Board of Directors with an analysis report through means of the Audit Committee, depending on the specific case.



Fraud, Corruption and Bribery

SSA Group consider the principles of ethics, transparency and reliability to be the foundation of honest and careful work. Ethics therefore extends beyond mere respect for laws: it represents the starting point for all decision-making processes.

Our managers and governance bodies are made aware of and require ethical conduct from employees and third parties. As a result, in addition to the prohibitions provided for under Federal Law No.12.846, of August 1, 2013 ("Anti-Corruption Act"), the practice of fraud, corruption and bribery is strictly prohibited at the SSA Group.

What is fraud?

Fraud constitutes an irregular act carried out in order to distort information, data or events in a manner that provides third parties with improper or damaging gains.

What is corruption?

Corruption involves providing payment or receiving amounts or benefits in order to obtain an undue advantage. Corruption may involve representatives from government bodies, service providers, suppliers, customers, and carriers.

What is bribery?

Bribery is the act of providing payment or offering an advantage (gifts, meals, travel, etc.) to a representative from the government, government agency or the private sector in order to perform an illegal act.

Não admitimos:

- Any conduct that can be considered fraudulent;
- Providing privilege to or favoring public representatives, suppliers or service providers;
- Taking advantage of system failures for one's own benefit.

Practical examples:

- Favoring a particular supplier during contracting processes in exchange for personal benefits;
- Making changes to inventories registered under the company's system;
- Adding hours worked for the purpose of earning overtime pay;
- Modifying data from a report in order to omit or tamper with certain information;
- Offer some form of compensation (cash, goods or services) to ensure that a specific party performs an act that must not be carried out or fails to act in a manner in which it should within the scope of its specific function;
- Offer any form of advantage, financial or otherwise, to a government official;
- Take possession of company assets and carry out their illegal sale;
- Replace an ingredient or part of a high-value product with another ingredient or part of a lower-value product, without providing the appropriate notification to consumers and competent bodies;
- Fraudulent and intentional substitution, dilution or additions to a product or raw material for the purpose of earning profit, increasing the apparent value of the product or reducing its cost of production;



Important!

If you witness an act of fraud, corruption or bribery, or feel intimidated or are encouraged to practice such an act, contact the Ethics and Compliance Committee, or file a report through our Ethics Channel.

Terrorism

Money Laundering and the Financing of Terrorism

SSA Group is committed to conducting its business activities in a transparent and lawful manner. All financial operations must be duly recorded and proven.

We reject any form of payments and/or illicit receiving of funds and have established disciplinary measures that are to be implemented in proven cases involving the practice of such acts while adhering to our Anti-Corruption Policy.

What is money laundering?

Money laundering involves concealing the origin of cash or assets earned through illicit means in manner that makes it appear legal.

What is the financing of terrorism?

The financing of terrorism means making a contribution to obtaining an asset, good or financial resources with the objective of financing criminals that carry out acts of terrorism (acts committed for the purpose of provoking generalized terror within society).



Conflicts of Interest

Our managers, employees and third parties must be attentive and prepared to identify and provide notice of situations involving a conflict of interest, acting in an impartial manner and discharging their duties without allow their judgment and behavior to be influenced by personal interests that run contrary to those of SSA Group.

What is a conflict of interest?

Situations constituting a conflict of interest arise whenever managers, employees or third parties hold interests that differ from those of the company.

A conflict of interest is constituted whenever any of these individuals make decisions related to the company for their own benefit or that of a family member, friend or any other individual.

Conflicts of interest in practice: Conflicts of interest may occur, for example, whenever an employee provides service to one of SSA Group's competitors, or when an employee contracts a supplier based on a personal relationship and not the provided technical and commercial quality.

Important!

In order for a specific situation to be considered a conflict of interest, it is not necessary that SSA Group suffers a loss, nor that any financial gain arises from the conflict of interest in question.

Family Relationships

Our managers, employees and third parties are advised to monitor family relationships. Cases involving the existing of a family relationship must be reported to the People and Management or contracting department upon the individual in question being hired or when identified.

All situations involving a family relationship will be evaluated and monitored by our Ethics and Compliance Committee.

Related Party Transactions

SSA Group managers and employees receive instructions regarding the monitoring of related parties. Existing cases must be reported to the Compliance and Risk Management Department. The Ethics and Compliance Committee will subsequently analyze all cases on an individual basis.

What are related parties?

Related parties are, in short, individuals or legal entities, with which a company may carry out trade under privileged conditions that represent a deviation from those considered common and standard due to the specific relationships involved or any other form of influence. For more information on related parties, consult the Company's Policy on Transactions with Related Parties and Management of Conflicts of Interest.

I am a related party with the SSA Group. What steps need to be taken?

Notify the Compliance and Risk Management Area and report the situation in question. Being a related party is not an issue in and of itself, but the company will monitor this issue to ensure that the same opportunities and conditions are established for third parties that do not maintain this same relationship.



Gifts

Gifts and Giveaways

SSA Group's managers, employees and third parties may accept gifts that total up to 20% of the current minimum wage in Brazil. Furthermore, they must remain aware of the fact that accepting such a gift must not result in any duty or favor being provided in return.

If any gift or giveaway of a greater value is received under conditions that make refusal impossible, they must be forwarded to the Compliance Department for a subsequent assessment to be carried out and a decision made regarding how to allocate the item(s) in question.

It is important to remember that employees and third parties are prohibited from receiving gifts and giveaways provided in cash. In cases in which gifts are provided, the criterion of the item in question being a company product or an institutional item must be respected. Such gifts must total a maximum amount of up to 20% of the current minimum wage in Brazil.

Enter in contact with the Compliance Department in cases involving questions and concerns.

Important!

The provision of gifts or giveaways to agents or representatives from government bodies is subject to approval from the Compliance Department.

Employees must forward any questions or concerns or exceptions to the limits and provisions set forth in this Code of Ethics and Conduct to the Ethics and Compliance Committee, which will in turn carry out an assessment and make a decision regarding the manner in which the item(s) in question will be allocated.



Donations and Sponsorships

Donations to be made on behalf of SSA Group must be evaluated and approved by the Social Responsibility and Compliance Departments.

Sponsorships to be provided on behalf of SSA Group must be evaluated and approved by the Marketing and Compliance Departments.

Enter in contact with the Compliance Department in cases involving questions and concerns.

Important!

Donations to candidates and political parties are prohibited by law.

Internal Policies

In addition to this Code of Ethics and Conduct, SSA Group currently has several formal policies in place that seek to assist in managing activities and the fulfillment of objectives such as:

- The Disclosure of Information and Securities Trading Policy;
- Policy on Related Party Transactions and Management of Conflicts of Interest;
- Risk Management Policy;
- Management Remuneration Policy;
- Management Nomination Policy.

Our Relationships

SSA Group seeks to ensure that relationships maintained with third parties are guided by ethics, transparency, reliability and respect. We therefore expect our managers and employees to make an effort to uphold these principles at all times.

Customer Relations

SSA Group's customers are companies that acquire and resell our products, as well as the individuals and families that are final consumers of our products. Regardless of the specific category to which they belong, all customers are given the same level of commitment and efficiency.

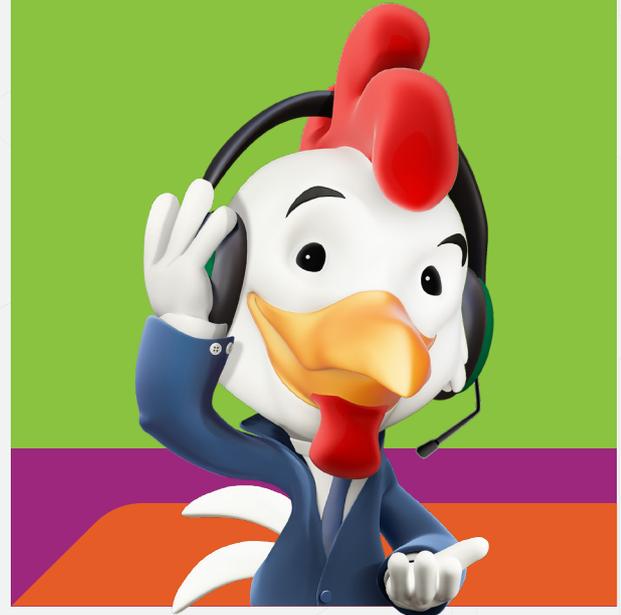
In addition to complying with Federal Law No. 8.078, of September 11, 1990 ("the Consumer Protection Code"), SSA Group actively seeks to guarantee the satisfaction of its customers. We therefore place value in the quality of our products and operational processes and are always open to hearing from customers.

Suggestions, compliments or complaints about our products?

Contact our **SAC - CUSTOMER SERVICE CENTER:**

 **0800 648 9001**

or by email at sac@ssa-br.com



Relations

Relations with Suppliers, Service Providers and Production Partners

Our suppliers, service providers and production partners constitute relevant links within SSA Group's value chain and, in order to maintain transparent and long-lasting relationships, we seek to ensure that our strategies, values and principles are properly aligned at all times. We ensure that the rights and obligations of both parties are preserved and we seek to establish transparent and ethical negotiation processes.



It is therefore essential that solid and long-lasting relationship be established, as well as a sense of mutual trust with each supplier, service provider and production partner, establishing relationships in which value is placed in applying established ethical concepts. We wish to reiterate that we are not subject to any personal promises and advantages under contracting processes.

In a similar manner, we require that all individuals and entities representing SSA Group remain committed to our company culture, ethical and integrity guidelines and develop a familiarity and comply with our internal standards and regulations, including this Code and our Anti-Corruption Policy.

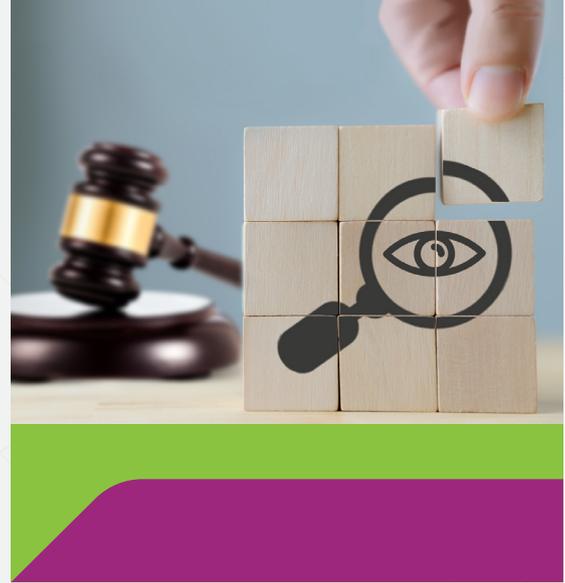
SSA Group has a demanding due diligence process in place for our suppliers, service providers, and production partners in order to ensure that they also adhere to company standards with regards to legislation, ethics and conduct.



Relationships with Competitors

We seek to maintain healthy relationships with our competitors, particularly with regards to combating antitrust practices and maintaining a respectful environment together with our peers.

We prohibit any form of arrangement or agreements with competitors and any unfair competition and espionage practices, while consistently adhering to the provisions contained in Federal Law 12.529/2011, the Antitrust Act.



Relations with Government Bodies

We require that SSA Group managers, employees and third parties maintain ample and transparent relations with government officials and bodies at all times. The following acts are therefore prohibited at SSA Group:

- Offering specific privileges or favors to representatives from government bodies, including for the purpose of benefiting the SSA Group since the practice of acts of fraud, bribery or corruption are always damaging to the company;
- Offering specific privileges, gratuities or personal advantages to any government authority or representatives from government bodies.

Important!

There are precautions that may be used to inhibit and prevent illegal acts:

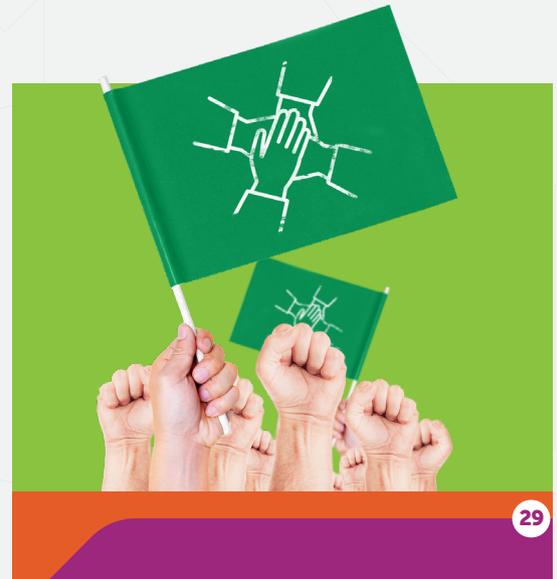
- Maintain a courteous and professional dialog with representatives from government bodies, exclusively addressing matters that are pertinent to the respective contractual purpose;
- Refrain from requesting unofficial favors or help from representatives from government bodies in order to accelerate the fulfillment of requests or address SSA Group's needs;
- Remain neutral with regards to emerging political debates and exercise any ideological and/or partisan opinions exclusively within the personal sphere, thereby avoiding adopting any position that may be linked to the SSA Group itself.

Maintain contact with government bodies through formal means using a minimum of 2 (two) company representatives.

If you have any questions or concerns, please refer to our Government Relations Policy.

Relations with Trade Unions, Professional Associations and other non-governmental organizations

SSA Group respects and recognizes organizations representing members of civil society, trade unions, professional associations and other non-governmental organizations. The company consistently seeks to maintain open and constructive dialogue, thereby ensuring that proper relationships are formed.





Our
Responsibilities

Responsibilities

Our Responsibilities

In addition to a large part of SSA Group's activities being directly related to the environment and the communities in which we maintain operation, social and environmental responsibility represents a significant portion of our core values.

We also carry an enormous level of responsibility with regards to our consumers and therefore adopt strict procedures that ensure the quality, safety, authenticity and legal regularity of our products.

Environmental Responsibility

SSA Group interacts with the environment on a daily basis and believes that, in addition to the need to remain aligned with environmental legislation, preservation of the environment involves a mandatory level of dedication and investment made on the part of the company.

The company is recognized for implementing a wide range of environmental projects, such as the planting of native seedlings, the restoration of natural springs, and waste management and environmental awareness programs.

We encourage and expect our managers, employees and third parties to actively seek to preserve the environment through conscious consumption and waste reduction initiatives.



Social Responsibility

As a major influencer of our local community and region, SSA Group contributes proactively to ensure that the areas in which we maintain operations directly benefit from our activities. We play an active role in seeking to foster a just society by generating jobs and encouraging the implementation social projects, always in a manner that reflects our commitment to ethics and transparency.

Product Liability

SSA Group has always been and will remain committed to the quality, safety, authenticity, and legality of its products, adhering to the strictest national and international standards for quality.

SSA Group guarantees the safety of its products through means of its Quality Assurance Management Systems. We do not tolerate any form of fraud, whether intentional or not, that may affect product safety. Such efforts are the basis for building and maintaining relationships with our customers that are built on trust and a high level of satisfaction.

To ensure that we are able to maintain a high level of quality at all times, SSA Group offers its employees guidance in fully complying with the procedures established under its Food Safety and Quality Policy.





Ethics

Hotline

Ethics Hotline

SSA Group's Ethics Hotline is used to receive complaints regarding a lack of compliance with the duties provided for in this Code, any suspicious situations and business activities, misconduct, acts of corruption or fraud, including during product or production processes, and behaviors that may compromise our image.

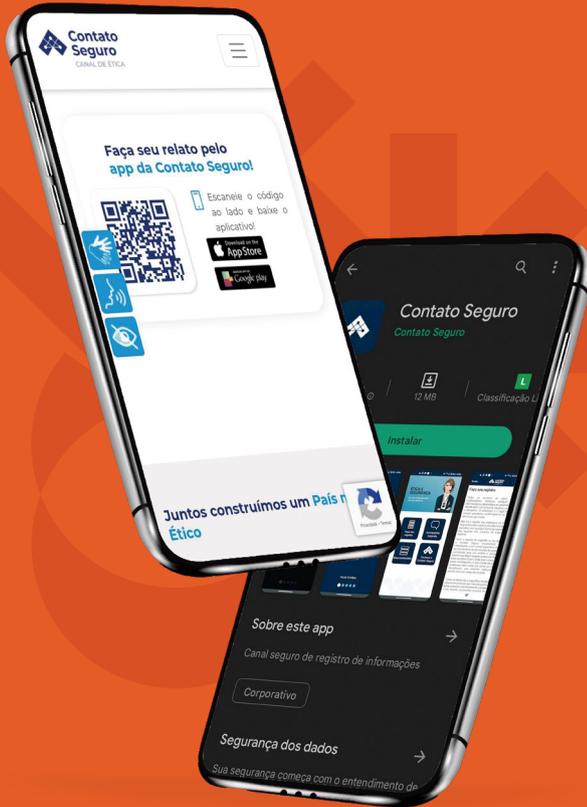
The Hotline is completely independent and open to both internal and external audiences. The anonymity of whistleblowers and confidentiality (to the extent permitted under applicable laws) with regards to complaints is guaranteed in order to prevent potential embarrassment and attempts at retaliation.

SSA Group does not tolerate any form of retaliation against any person that submits a report or complaint regarding a violation of the Code of Ethics and Conduct in good faith. All complaints are addressed in a quick, reliable and confidential manner and the anonymity of whistleblowers is guaranteed (to the extent permitted under applicable laws).

Any managers, employees or third parties that engage in acts of retaliation will be subject to disciplinary action or company sanctions.

The reports received by our Ethics Hotline will be investigated on a case-by-case basis by our Ethics and Compliance Committee, which will verify the origin and implications of the complaint and deliberate upon applicable sanctions, except in cases involving a complaint brought forth against Corporate Officers or members of the Board of Directors, the Statutory Audit Committee or the Ethics and Compliance Committee itself. In such cases the complaint in question must be forwarded to the Board of Directors together with an analysis from the Ethics and Compliance Committee, which will in turn deliberate upon the applicable sanctions to be implemented.





Have you witnessed any behavior that violates the expected conduct provided for under SSA Group's Code of Ethics and Conduct?

File a report with any of our confidential communication channels!

Telephone:
0800 713 0707

Website:
www.ssa-br.com/compliance/linha-etica

Make your report through the Contato Seguro app:



Important!

It is important that you provide as many details as possible in your report so that we are able to quickly and accurately determine what has occurred.



Violations

of the
code of

**ETHICS
& CONDUCT**

Code

Violations of the Code of Ethics and Conduct

Adherence to the rules and guidelines set forth under this Code is mandatory. Failure to comply with any of the requirements set forth in this Code, established legislation, and our internal rules will result in disciplinary measures and penalties being applied.

Suspected violations of this Code will be carefully analyzed and the corresponding penalties implemented will be proportional to the infraction committed.

Infractions may be subject to application of the following penalties:

- Verbal warning;
- Written warning;
- Suspension;
- Termination of employment contract (without or with just cause);
- Initiation of administrative, civil or criminal proceedings.

All third parties of any kind that have committed confirmed violations of SSA Group's Code of Ethics and Conduct will be subject to the suspension of relationships maintained with the company as well as any other remedial and legal measures applicable under the law and established regulations.





Questions & Concerns

Questions and Concerns

The Compliance Department is responsible for SSA Group's **Code of Ethics and Conduct**. Please contact the department with any questions, comments or suggestions regarding the content of this Code.

Questions or comments regarding the content of this Code?

Contact the Compliance department: compliance@ssa-br.com

Please contact the **People and Management Department** directly with any matter related to remuneration and benefits.

To make a suggestion or compliment or file a complaint regarding our products enter in contact via **SAC - 0800 648 9001** or by e-mail: **sac@ssa-br.com**

Our **Ethics Hotline** can be used to report violations of our **Code of Ethics and Conduct**:

Telephone: 0800 713 0707

Website: www.ssa-br.com/compliance/linha-etica



Training

The background is a solid purple color. In the top-left corner, there is a large green triangle pointing downwards. To its right, there are several overlapping white-outlined geometric shapes: a large circle, a rectangle, and a diamond. Further to the right, there are orange triangles and rectangles, some overlapping the purple background and others overlapping the white-outlined shapes. The overall composition is abstract and modern.

Training

This Code will be presented and delivered to all managers, employees and third parties at SSA Group during contracting.

To ensure that content is disseminated and offer refresher courses, our training and development department will provide company management, employees and third parties with biannual training regarding the guidelines set forth in the Code in person or online/via e-learning.



Adherence Agreement

I hereby declare for all intents and purposes that I have received a complete copy of **SSA Group's Code of Ethics and Conduct** (revision 4, 2023) and I am fully aware of the provisions contained therein. Furthermore, I will seek to comply with such provisions during all activities performed at the company or in cases in which the company may be impacted by an act or omission on my part.

As a result, I am fully aware of the principles, guidelines and concepts set forth under the Code of Ethics and Conduct. I hereby acknowledge and declare that I understand that I will be obligated to strictly comply with the Code as well as all legislation that applies to SSA Group's business activities in all areas in which it maintains operations.

I further declare that I have been informed of the obligation to comply with the Code in all situations and circumstances that are, whether directly or indirectly, provided for in the employment contract that I have signed.

ADHERENCE AGREEMENT

SSA GROUP CODE OF ETHICS & CONDUCT

Name:

RG (ID):

Employment registration:

Unit:

Department:

Date: / /

.....

Signature



Processing Plants #1
Itaberaí - GO



Processing Plants #2
Nova Veneza - GO

Produce food with love
transforms the world.



SCAN THE **CODE** WITH YOUR **PHONE** TO
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