

AMIREIA PAJOARA®

**CODE OF CONDUCT
OF THE BUSINESS PARTNER**



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AMIREIA PAJOARA®

INITIAL CONSIDERATIONS

Amireia Pajoara is the pioneer in the industrial production of Amireia in Brazil. It currently exports to 5 (five) continents, meeting the nutritional and food safety requirements of major industries, formulators and livestock farmers all over the world.

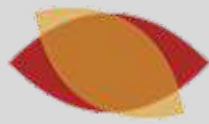
Founded in 1996 in Campo Grande/MS, in the west of Brazil, the most developed region in the country's livestock sector, Amireia invested in cutting-edge research and created Amireia 200 S, a unique product with high manufacturing technology that meets the herd's protein supplementation needs via Non-Protein Nitrogen (NPN), increasing the digestive capacity of ruminants and minimizing production costs, as well as providing safety for use throughout the year, since it is a source of Protected NNP.

Amireia Pajoara's performance in the market requires transparent, upright standards and compliance with the relevant laws and legislation. We value our reputation and credibility and the ethical principles that guide our actions and contribute to maintaining our image as a solid and reliable company in the eyes of all stakeholders, i.e. our clients, business partners, employees, authorities, regulatory bodies and society in general.

Amireia Pajoara believes that it must share its values and principles, guiding its business partners on the bases that guide their relationships, in order to ensure compliance with good governance, ethics and transparency practices, which is why it has created this Business Partner Code of Conduct, based on its own Code of Conduct.

By receiving this Code of Conduct, business partners are aware that they must conduct their activities in a manner consistent with the following guidelines and with Amireia Pajoara's Anti-Bribery and Anti-Corruption Policy.

This code can also be accessed on the company's website, www.amireia.com.br.



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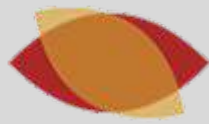
BUSINESS INTEGRITY

Business partners must, in carrying out their activities, adopt honest, dignified conduct, strict compliance with applicable laws, respect for human rights, the environment and society's ethical standards. In their business actions, business partners must comply with all applicable laws and regulations relating to their activities, observing the highest standards of honesty and integrity, avoiding the occurrence of situations that may appear suspicious.

This responsibility also involves taking the appropriate measures when they become aware of irregularities practiced by business partners that could compromise Amireia Pajoara's name or interests. Business partners must also ensure the selection of their business partners, who must act in compliance with current legislation relating to their activities, especially Law No. 12.846/2013 (Anti-Corruption Law).

Business partners must also conduct procedures to verify the practices of their business partners, requiring them to comply with the principles and values of this Code of Conduct. Business partners are responsible for any losses arising from the practices and actions of their business partners that may fall or will fall on Amireia Pajoara. All matters concerning Amireia Pajoara or the relevant stakeholders of Amireia Pajoara must be treated with secrecy, confidentiality and protection of intellectual property rights.

Access to Amireia Pajoara's information and that of Amireia Pajoara's relevant stakeholders must be limited to people who need to receive the information for the purposes of carrying out their activity, and must restrict its use to specific service provision purposes. Amireia Pajoara does not accept the practice of any act related to corruption and strives for meritocracy and fair competition in the markets. Business partners are prohibited from promising, offering, authorizing or giving, directly or indirectly, any undue payment or advantage to a public or private sector agent, or to a third party related to them, which could influence any act or decision to promote their own interests or those of Amireia Pajoara.



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WORKING ENVIRONMENT

Amireia Pajoara demands cordiality, trust, respect, dignity and honesty in relations between its members and the members of its business partners, regardless of any hierarchical position, job title or function. These behaviors must also be observed in relations between members of the business partners in the workplace.

No person may be subjected to abuse or harassment of any kind. Within the scope of the contract with business partners, harassment or threats of any kind, especially sexual and moral harassment, are not tolerated. Amireia Pajoara's business partners must not engage in acts of prejudice or discrimination against people, whether based on race, color, gender, ethnicity, social class, age, physical characteristics, nationality, disability, marital status, sexual orientation, union membership, party affiliation or political conviction.

Amireia Pajoara respects and promotes human rights and its activities in commercial labor relations. Relationships with business partners require respect for human rights and strict compliance with labor legislation. Amireia Pajoara's business partners must not allow or condone the use of forced and/or child labor, the sexual exploitation of children and adolescents and human trafficking in any process related to their activities.

Amireia Pajoara will not enter into or maintain a business relationship with business partners who use irregular and/or illegal child and adolescent labor practices or subject their employees to degrading conditions or conditions analogous to slave labor. Amireia Pajoara's business partners must provide their employees with decent working conditions in terms of working hours, health and safety, always respecting labor legislation.

Amireia Pajoara's business partners must pay their employees fairly, with dignity and based on objective evaluation criteria, promoting all legally determined benefits. Amireia Pajoara requires its business partners to strictly comply with labor legislation and observe the collective bargaining agreements in force, without this implying the establishment of any link with Amireia Pajoara.



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HEALTH, SAFETY AND THE ENVIRONMENT

Care for safety, health and the environment is always fundamental. Business partners must contribute to ecologically sustainable development, continually seeking to reduce the environmental impact of their inputs, operations, products and services.

In the same way, business partners must guarantee the full safety of their members and compliance with applicable occupational health and safety and environmental legislation and standards.

INTERNAL COMMUNICATION

It is the responsibility of Amireia Pajoara's business partners to disclose the existence of this Code of Conduct and its provisions, carry out periodic training and disseminate the values contained herein to their own members and respective business partners, ensuring that the ethical principles mentioned herein are effectively practiced throughout their company and its value chain.

Amireia Pajoara may conduct specific training on anti-bribery and anti-corruption policies and procedures for business partners, or may monitor the conduct of such training carried out directly by business partners or professionals hired by them, in order to ensure understanding, comprehension and compliance with the ethical principles and values of this Code of Conduct.

MONITORING AND EVALUATION

Amireia Pajoara monitors the development, improvement and performance of its business partners in relation to compliance with the contract and the principles set out in this Code of Conduct. The purpose of the evaluation is to support management improvement and strengthen the partnership relationship. Therefore, business partners must contribute to Amireia Pajoara in the evaluation referred to in this item, providing information and participating in meetings when requested.



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VIOLATION OF THE CODE OF CONDUCT

All Amireia Pajoara business partners must comply with the rules of this Code of Conduct. If it is proven that a business partner or one of its employees has not complied with the provisions of this Code, Amireia Pajoara reserves the right to take the measures it deems necessary to defend its interests, always taking into account the seriousness of the violation.

If the business partner, through its employees or any of its members, suspects or becomes aware of a violation of any aspect of this Code of Conduct, or of Amireia Pajoara's policies and procedures of which it has been made aware, it must inform Amireia Pajoara's Board of Directors and the Whistleblower Channel.

Through this channel, business partners or any interested party can report suspicions, facts or occurrences in which there is evidence of non-compliance with the laws and other aspects of this Code of Conduct.

All reports will be analyzed, governed by confidentiality and independence, guaranteeing the anonymity of the communication and security in the investigation. Any retaliation against a business partner who, in good faith, reports concerns about illegal conduct or conduct that does not comply with the rules set out in this Code of Conduct, or about an actual or suspected bribery attempt or violation of Amireia Pajoara's anti-bribery and anti-corruption policies, is not permitted and will not be tolerated.



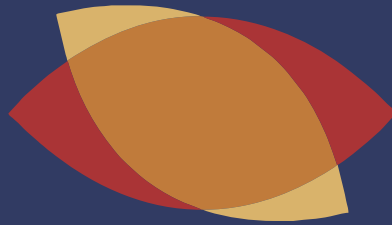
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ANNEX I: ANTI-BRIBERY AND ANTI-CORRUPTION POLICY

Amireia Pajoara, through its Anti-Bribery and Anti-Corruption Policy, seeks to:

- Ensure that managers, employees and business partners observe requirements not only of the Anti-Bribery and Anti-Corruption Laws, but also Amireia Pajoara's anti-bribery and anti-corruption policies and procedures, in order to guarantee that the highest standards of integrity, legality, ethics and transparency are adopted when conducting business;
- Demand compliance with anti-bribery and anti-corruption laws, as well as with any legal, regulatory or contractual requirements pertinent to its activities;
- Have a zero-tolerance approach to bribery and other acts of corruption, emphatically prohibiting its directors, employees and business partners from paying or receiving bribes;
- Ensure that no manager, employee or business partner is retaliated against or penalized due to delay or loss of business resulting from their refusal to negotiate, offer, promise, receive, enable, pay, authorize or provide bribes;
- Encourage people to report in good faith or on the basis of a reasonable belief in trust, to the relevant communication channels, any issues relating to indications of improper conduct, whether by directors, employees, public officials or business partners, without fear of reprisal;
- Record, analyze and investigate any reports related to bribery or corruption, adopting preventive controls to avoid their occurrence and corrective controls to avoid their repetition;
- Explaining to each person the consequences, defined in their disciplinary process, of not being in compliance with the laws and regulations and with Amireia Pajoara's own requirements, established in its anti-bribery and anti-corruption policies and procedures;
- Ensure a continuous and updated process of awareness and training in its anti-bribery and anti-corruption policies and procedures, emphasizing the obligation and commitment of each person to ethics, integrity, transparency, honesty and exemplarity.

This Policy applies to all managers, employees and business partners with whom Amireia Pajoara has or will have any kind of relationship.



AMIREIA PAJOARA®

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