

BRF in the fight against Covid-19



If we are part of the whole, we are also

## responsible for it.

Amidst these unprecedented pandemic times, we are keenly aware of our responsibility: **serving** thousands of families without giving up the **health** and **safety** of those involved in this process.

Offering safe work conditions for our personnel and other members of our chain is part of our commitment. And supporting the communities where we operate is our duty a way of giving back for the trust in our work.

Nobody wins anything alone. So, we're in this together. To keep on doing #OurPartForTheWhole.

2

# OUR RESPONSIBILITY **FROM FARM TO FORK.**

More than 117 countries. Over 100,000 employees. Our brands are present in the lives of millions of families and we are aware of our responsibility in this. For this reason, and not only at the present moment, we have three non-negotiable commitments: Safety, Quality and Integrity.

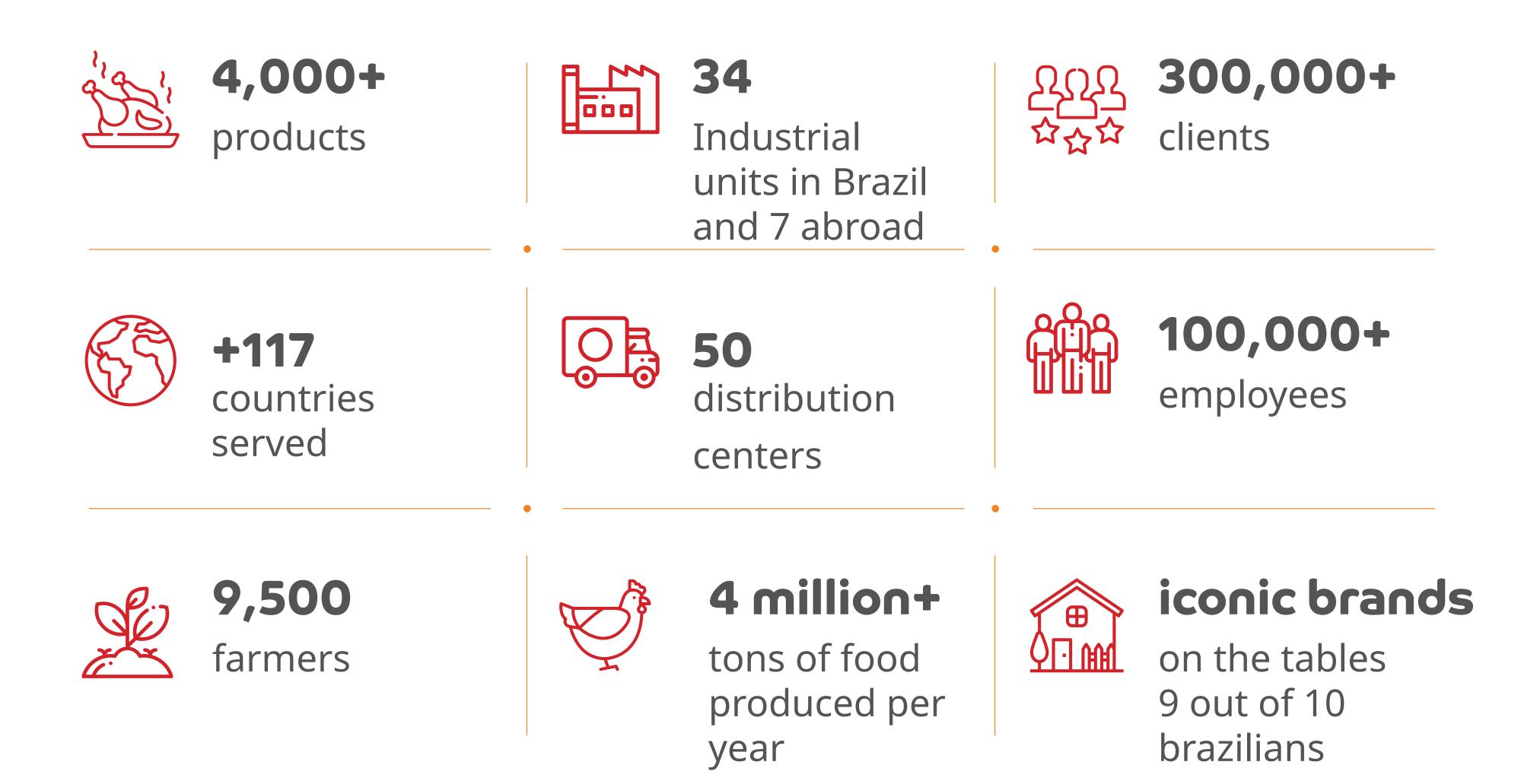
## Our purpose is our greatest calling: a better life

Offering ever tastier practical good-quality food to people around the world.

We firmly believe that our essence is what brought us here and what will take us forward:



4





#### #OurPartForTheWhole

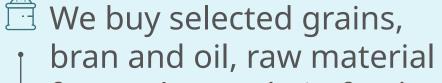
• Serafina Corrêa

5

The industry is **key**. And the chain is a **vivid, long and complex one**.

Before they get to our tables, **our products go through an actual transformation path**, since the field. To ensure the supply of households during this pandemic, **this path cannot stop. Our care for the people can't stop either: the preventive and contingency actions taken at BRF to fight COVID-19 involve the thousands of employees, farmers, suppliers and clients** that are the links in this chain.

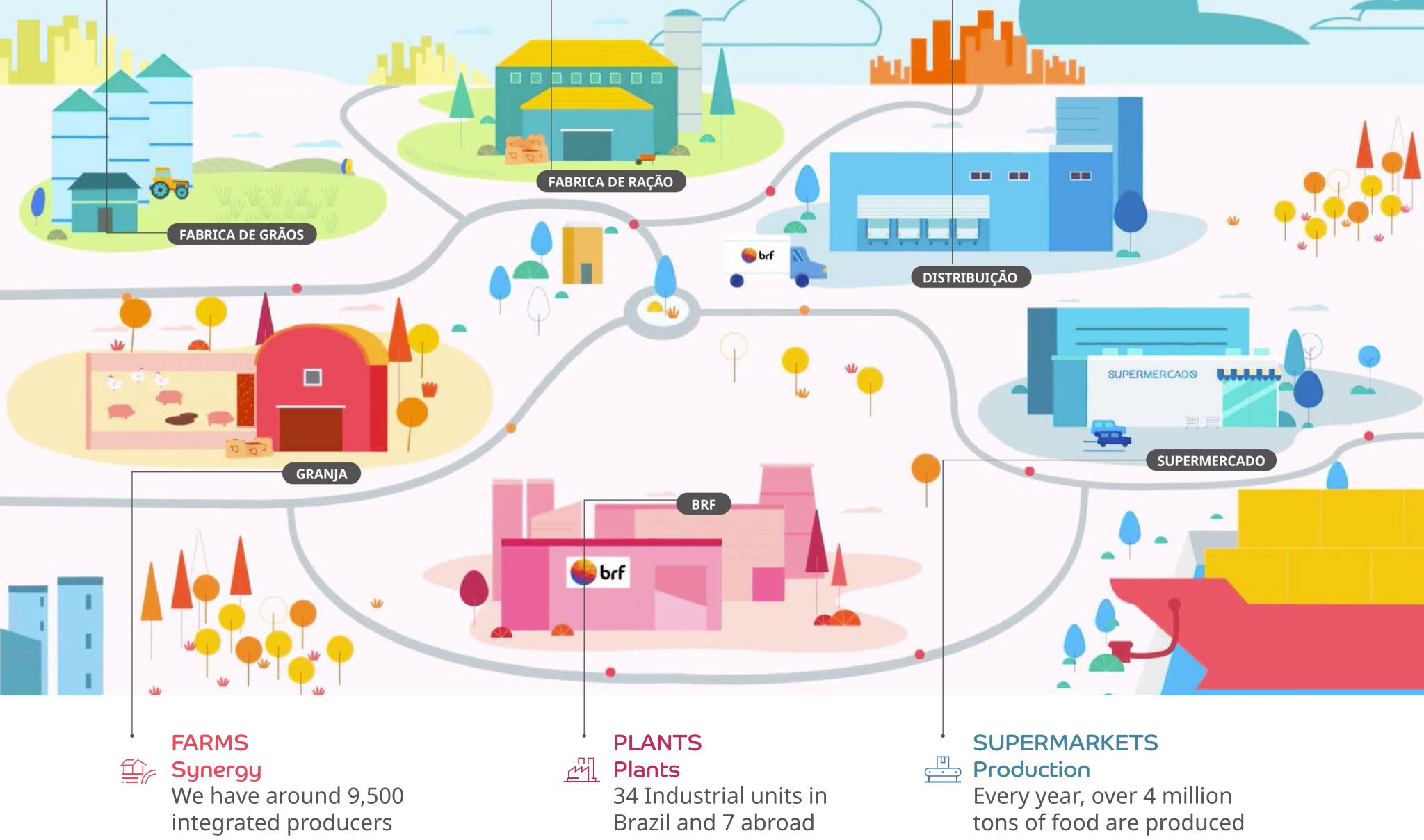
GRAINS



for poultry and pig feed



animal food of high nutritional quality produced in 24 plants DISTRIBUTION Constitution We have 50 logistics centers and partners



and sold at points of sale

6

How are we doing #OurPartForTheWhole

**TAKING CARE OF OUR PEOPLE** 

Permanent Monitoring Committee

National Consent Decree on Covid-19	10
Getting to and leaving work	11
Personal protective equipment	12
Social distancing	14
Cleaning	16
Employee testing and active search	17
Communication to advise and raise awareness	18
New contact channels	19

### SUPPORTING THE COMMUNITIES, THE MARKET AND THE INDUSTRY

Community donations

Support to small-scale retail

23

7

21

## TAKING

# CARE OF OUR PEOPLE

Permanent Monitoring Committee

#### What is it and why it has been created:

Multidisciplinary committee set up in January 2020, before the pandemic, to monitor the evolution and impacts of COVID-19 and anticipate company-wide actions to protect people and ensure supply to the population.

#### Main duties:

- Monitor the evolution of Covid-19 worldwide and across Brazil, in the regions where we are present;
- Streamline our decision-making so we can take the right actions to preserve the health of employees, their families and all those who are part of the company's production chain;
- Based on the view of experts, support our decisions on technical grounds;
- Each unit has its Committee for the deployment of additional actions.

In addition to BRF executives, the infectious disease physician

9

**Dr. Esper Kallas** participates with us in our committees and forums.



## National Consent Decree On Covid-19



MINISTÉRIO PÚBLICO DO TRABALHO

TERMO DE AJUSTAMENTO DE CONDUTA Nº 25/2020

PROMO 000569.2011.12.000/3 - 25

Às 10h30min do dia 23 de abril de 2020, o MINISTÉRIO PÚBLICO DO TRABALHO, por intermédio do Projeto Nacional de Adequação das Condições de Trabalho em Frigoríficos, renovado pela Portaria 502/2020 - presentados pelos Procuradores do Trabalho que subscrevem o presente; e, BRF S/A, pessoa jurídica de direito privado, inscrita no CNPJ/MF nº 01.838.723/0001-27, com sede à Rua Jorge Tzachel, nº 475, Bairro Fazenda, na cidade de Itajaí, Estado de Santa Catarina, por seus representantes legais e procuradores habilitados, firmam o Termo de Ajustamento de Conduta, na forma do artigo 5º, parágrafo 6º, da Lei nº 7.347/85 e artigo 113 da Lei nº 8.078/90, conforme abaixo aduzido

CONSIDERANDO que em 11 de março de 2020 a Organização Mundial de Saúde (OMS) decretou estado de pandemia em razão de níveis alarmantes de contaminação e gravidade do coronavírus, causador de doenças como a COVID-19, bem como em razão do estarrecedor nível de inação diante da situação;

CONSIDERANDO a declaração de estado de transmissão comunitária do coronavírus -COVID-19 em todo o território nacional, conforme disposto na Portaria 454 MS/GM, de 20/03/2020

CONSIDERANDO a expedição do Decreto Federal n. 10.282/20, regulamentador da lei n. 13979/20 acerca da qualificação das atividades tidas como

To ensure actions that can protect the health and safety of our employees and all those involved in our production chain, we have taken on a commitment to the Labor Prosecution Office by signing a **National Consent Decree on Covid-19**.

#### **Proactive Commitment**

- Consent Decree signed on April 23, 2020
- Objective: minimize the risk of contamination by the virus and ensure a healthy work environment for all

essenciais ao atendimento das necessidades inadiáveis da comunidade. "assim considerados aqueles que, se não atendidos, colocam em perigo a sobrevivência, a saúde ou a segurança da população, qualificando entre estas a atividade de produção de alimentos" (artigo 3º, XII do decreto 10.282/20);

CONSIDERANDO que a lei n.13.979/20, ao dispor sobre as medidas para enfrentamento da emergência de saúde pública de importância internacional decorrente do coronavírus - COVID 10, garante "o pleno respeito à dignidade, aos direitos humanos e às liberdades fundamentais das pessoas" (artigo 3º ,parágrafo



MINISTÉRIO PÚBLICO DO TRABALHO

3. REORGANIZAR, ESCALONAR e MODULAR os horários de entradas e saídas, o acesso e interiores de vestiários e refeitórios, de modo a evitar aglomeração de trabalhadores, especialmente em horários de pico, orientando e fiscalizando os trabalhadores para que mantenham distância de 1,5 metro entre si, inclusive, com a eventual adoção de marcações formais do distanciamento, além de garantir o fornecimento de máscaras faciais.

3.1 O mesmo distanciamento deverá ser observado nos períodos de locomoção de trabalhadores, troca de turnos, assim como durante a saída e gozo de pausas térmicas e psicofisiológicas.

4. GARANTIR que as sistemáticas de controle de jornada, de monitoramento da saúde e de entradas e saídas em vestiários e refeitórios não sejam aptas a submeter os trabalhadores a possíveis aglomerações, devendo a empresa garantir a realização de filas que preservem distância de 1,5 metro entre si, inclusive, com a eventual adoção de marcações formais do distanciamento, além de garantir o fornecimento de máscaras faciais.

4.1 ADOTAR medidas de higienização, a cada uso, dos equipamentos de registro de ponto realizado por biometria;

5. ORGANIZAR a prestação de trabalho no setor produtivo na empresa, a fim de que, concomitantemente: a) seja adotada distância não inferior a 1 metro entre empregados; b) demarcação dos postos de trabalho; c) fornecer máscaras de proteção facial que sigam padrões da ABNT, com teste de ensaio em Laboratório acreditado pelo INMETRO, as quais deverão ser substituídas, no mínimo, a cada 3 horas, ou imediatamente quando estiverem úmidas.

5.1 Em relação aos setores em que verificada a inviabilidade técnica de adoção de distanciamento de 1 metro entre os trabalhadores, tais como pendura, recepção de aves, dentre outros, a empresa fornecerá proteção respiratória para particulado PFF2 ou equivalentes, devendo tais equipamentos serem substituídos imediatamente quando estiverem sujos ou úmidos e conforme recomendação dos fabricantes, observados os padrões de reutilização estabelecidos pelo NIOSH, não excedendo 5 usos.

- 42 actions include:
  - social distance within our operations
  - new rules on access to the plants
  - special cleaning of all areas
  - masks provided to the employees
  - remote work

actions to be undertaken by the company.



## Getting to and leaving work

We protect our people while commuting and entering our facilities:





Chartered vehicles running with 50% of passenger capacity to reduce contact as much as possible. Cleanup at the beginning and end of the service. **Identification of seats in chartered transport,** ensuring minimum distance and mapping out where each one sits, in order to enable an active search, if necessary.

11



**Temperature taking** at the entrance to our units. This is done before the employees get on the



## Personal protective equipment

In addition to the Personal Protective Equipment that was part of our safety protocols, the following procedures have been added:



**Masks are now to be worn** in 100% of our administrative, operational and commercial activities, which involves all our employees and third-party contractors either working at our units or out of them.

The masks used internally are PFF2 and/or surgical masks, which are periodically disposed of according to the specifications of regulatory agencies.



In all production posts, there are **masks with respiratory protection** for particulate matter PFF2 and goggles available.

12

## Personal protective equipment

We also provide special PPE for healthcare professionals to apply tests and assist people suspected of being infected with Covid-19:



Healthcare for Covid-19

Outpatient care and rapid testing

13

## Social distancing

Considering social distancing as one of the main measures to avoid Covid-19, we have taken the following actions to protect our employees:

Trips are analyzed according to the level of attention of each region.



Preventive quarantine for all **employees returning from abroad**, regardless of the country of origin. Guaranteed quarantining and/or isolation without loss of salary.



**Preventive leave** granted to employees at **higher risk** people older than 60, pregnant women and people with chronic diseases.



Remote work regime for administrative offices, sales branches and administrative teams based in the distribution centers and operations, in addition to interns and apprentices.



**Early vacation** for those facing logistics issues with children while the schools are locked down.

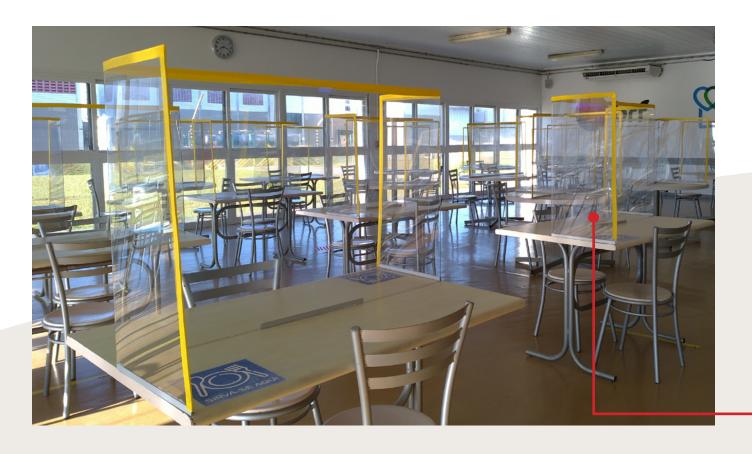


**Restricted participation of** 

employees in events with many people.







## Social distancing

In our operations, where activities cannot stop or be reduced so we can maintain food supply, we have had adjusted our facilities and routines:

### Minimum distance markings to be

respected in resting and leisure areas, and extra leisure areas to guarantee the distance between employees.







### Modifications in the cafeterias, with

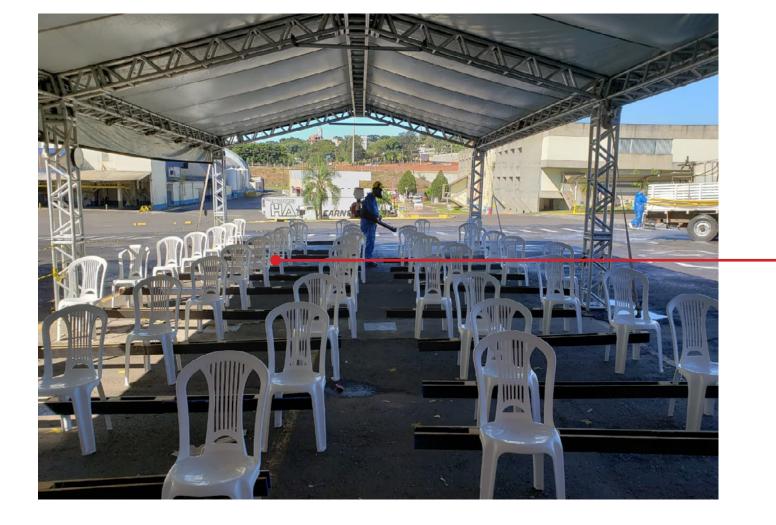
distances in rows, packaged cutlery and utensils, food packed in individual lunch boxes or served appropriately. Alternation of lunch times and field cafeterias to avoid crowds.

**Floor markings** at places with large flows of people to organize queues and avoid crowds (changing rooms, cafeterias, entrances, HR service desk, outpatient clinic and others).

Acrylic wall partitions on the cafeteria tables and reduced cafeteria capacity, such that each table is placed away from the other.

**Drinkers equipped** with disposable cups.







## Cleaning

The cleaning of production spaces, already strict due to food safety issues, has been improved with extra health procedures. These also include administrative and living areas:

**Stricter cleaning routines** at all of our facilities, especially places of common use, such as handrails.



Provision of greater amounts of alcohol-based hand sanitizer in communal areas (entrances, cafeterias, changing rooms, restrooms, sanitary barriers, leisure areas, resting rooms), for all employees.

Distribution of health kits with **alcohol-based hand** sanitizer for third-party drivers and external sales team.



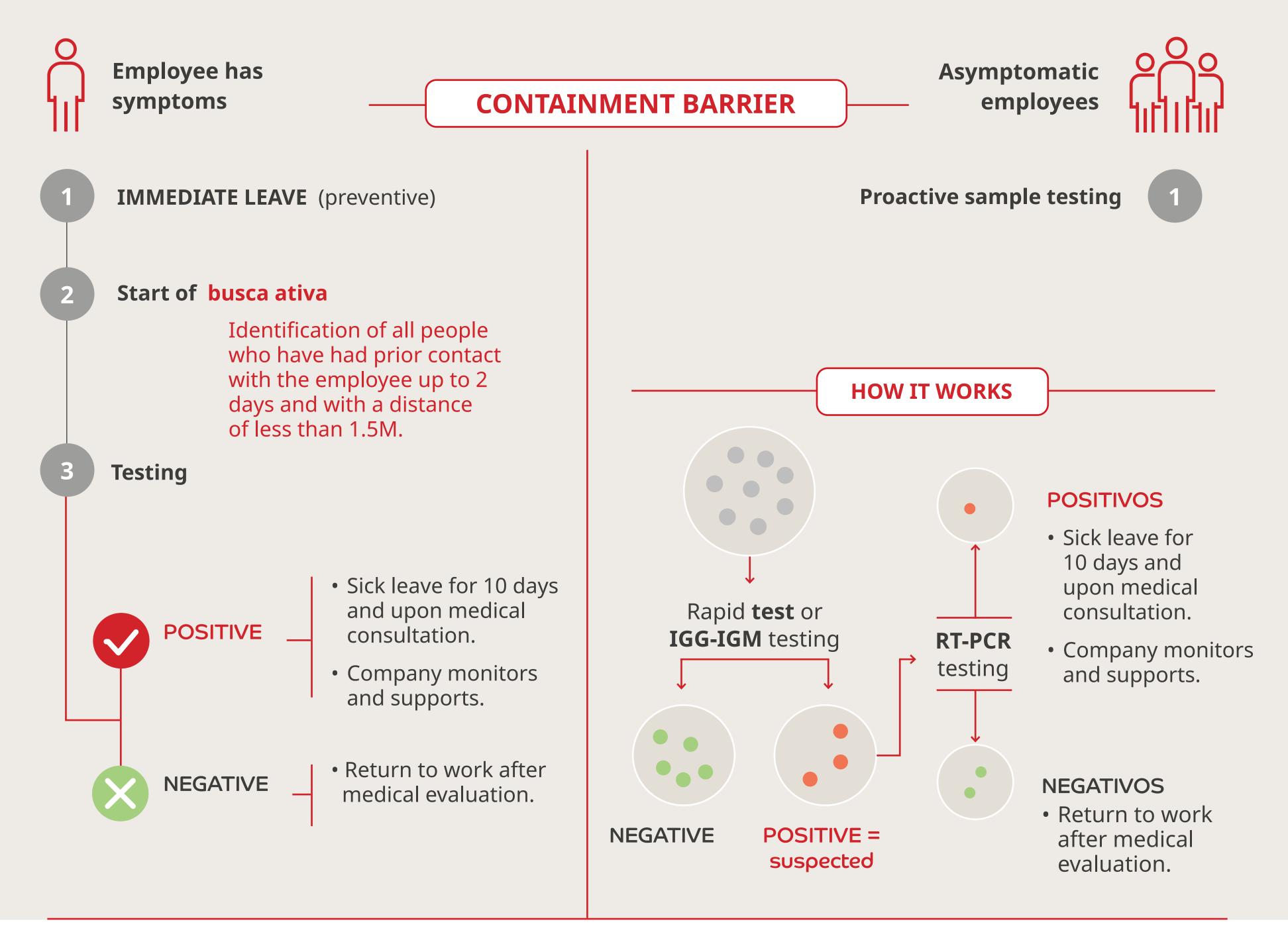




## Employee testing and active search

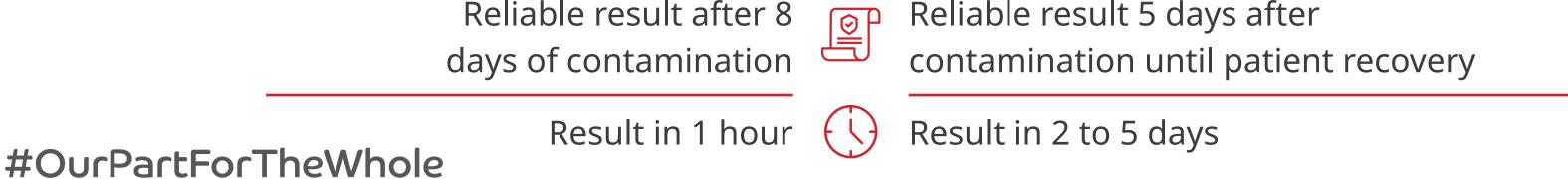
One of the tests is applied to the active search routine and to those suspected of being infected with the virus; the other one is proactively applied by the company to asymptomatic employees in order to anticipate potential situations of the presence of the virus.

17



### **DIFFERENCE BETWEEN THE TESTS**

Rapid test or IgM/igG testing		RT-PCR
It reveals who has had Covid-19	?	Reveals who has Covid-19



## Communication to advise and raise awareness

We have improved awareness-raising about hygiene habits and prevention through the internal campaign Here, We



### Here we take care of each other.

I take care of you You take care of me Take **Care of Ourselves**, sharing knowledge among employees, third-party contractors, partners and integrate farmers. More than **50 pieces are produced in 7 Ianguages** to take information to over **100,000 people in Brazil and** worldwide, encouraging the best health and safety practices to all people involved in our production chain.







#### **Sharing knowledge!**

Some informational materials are available on our website. Check them out:

#### https://www.brf-global.com/en/about/safety/coronavirus-information/



## New contact channels

We believe that constant communication and accurate sharing of information are also preventive measures, especially at this time. Therefore, we have expanded the dissemination of our internal channels:







#### Hotline

This is an in-company customer service hotline (by phone, website or e-mail) to address questions, complaints and receive suggestions on the company's initiatives on COVID-19.

#### Dr. BRF

Dr. BRF (toll free phone service) — 24x7 medical advice to all workers, employees, family members, third-party contractors and integrated farmers.

#### **Outpatient care**

As a preventive measure, BRF recommends that all employees with fever, runny nose, sore throat and cough go to one of the units equipped with an outpatient service to get medical advice.



#### **Telemedicine program**

For units not equipped with an outpatient clinic, 24x7 medical assistance (doctor appointments and medical advice) for employees and dependents via video calls, Teladoc app or by phone.



### **BRF Support**

Call center with psychologists and social workers available on a 24x7 basis for employees and family members. Confidential service for moments of fear, anxiety, loneliness and other feelings.



# SUPPORTING COMMUNITIES,

BRF IN THE FIGHT AGAINST COVID-19

# THE MARKET AND THE INDUSTRY

BRF IN THE FIGHT AGAINST COVID-19 | SUPPORTING COMMUNITIES, MARKETS AND THE INDUSTRY

## Community donations

In 2021, we announced the donation of an additional **R\$ 50 million to help fight the Covid-19 pandemic**.

Institutions, NGOs, public and private hospitals, secretariats, city halls of the municipalities in which we are present and other public agencies will receive food, supplies and hospital equipment, in addition to other relevant initiatives to combat the virus and support social needs.

In 2020, we directed **R\$ 50 million in donations, which still benefit the population, especially in the cities where we have operations**.



#### Food 1453 tons of food and

more than **4.144 million meals** that will benefit hospitals, social assistance organizations and health professionals.



#### **Research funds**

We are directing more than **BRL 7 million to scientific research funds** that are working on solutions to prevent, diagnose and treat Covid-19.



#### **Containment initiatives**

We donated more than **40,000 Covid-19 tests** in support of the municipalities where we have operations.



### **Hospital supplies**

More than **130 entities**, including more than 80 hospitals and healthcare facilities have received food, tests, thermometers, personal protective equipment, and others.

21

BRF IN THE FIGHT AGAINST COVID-19 **SUPPORTING COMMUNITIES, MARKETS** AND THE INDUSTRY

## **Community donations**

Here we share some of our actions with the communities in the cities where we have operations:



Lucas do Rio Verde – MT



Jataí – GO



Marau e Passo Fundo – RS

3.5 tons of food, 4,000 PPE items and 500 tests for Covid donated to the local health center, Hospital São Lucas and to the local government.

# Hospital Municipal de Nova Mutum SANTA ROSA Administração: Instituto de Saúde Santa Rosa

#### Nova Mutum – MT

1.6 tons of food donated to Instituto de Saúde Santa Rosa the local APAE unit, contributing to the meals for those served by the two institutions.

Three tons of protein to Hospital das Clínicas Dr. Serafim de Carvalho and to the Department of Social Development and Citizen Empowerment of Jataí.

5.6 tons of food to Hospital Cristo Redentor in Marau and Hospital das Clínicas e São Vicente de Paula in Passo Fundo.



#### **Uberlândia – MG**

5.1 tons of protein donated to Hospital Santa Clara, Comunidade Bethania and Associação Membros Grupos pela Vida.



#### Ponta Grossa - PR

Food donated to Hospital Universitário Wallace Thadeu de Mello e Silva (Hospital Universitário de Ponta Grossa).



BRF IN THE FIGHT AGAINST COVID-19 | SUPPORTING COMMUNITIES, MARKETS AND THE INDUSTRY

### Support to small-scale retail

We have joined **Movimento Nós**, in partnership with Ambev, Aurora Alimentos, Coca-Cola Brazil, Heineken Group, Mondelez International, Nestlé and PepsiCo, for the purposes of supporting the economic recovery of small retailers once their operations are authorized.



Together, the companies will invest more than **BRL 370 million**, benefiting more than 300,000 small businesses across **Brazil** — including bars, cafeterias,

#### Prazer, somos o Movimento NÓS.

Uma coalizão de empresas para ajudar os pequenos comerciantes a passar por esse momento.

Serão iniciativas econômicas, comerciais, publicitárias e de segurança que vão reaproximar comerciantes e consumidores e dar impulso para a retomada desses negócios.

Quando o Eu dá lugar ao NÓS a gente entende a importância de estarmos juntos: os pequenos comerciantes, as empresas e os consumidores.

Essa atitude de união é a primeira de muitas. Em breve vamos começar a divulgar informações e iniciativas que vão ajudar todos nós a construir um novo mundo.

Estamos nessa juntos. E é trabalhando, nos entendendo, nos doando, que vamos seguir em frente.

Todos juntos, somos mais fortes. Somos NÓS.

#MovimentoNos -



aurora ambev brf Courcela \* Heineken Mondelez, Nestle \* PEPSICO

bakeries, grocery stores, emporiums and restaurants — which employ about 1 million people and have a positive impact on approximately 3 million lives, including the families of these business owners.





Learn about our initiatives and donations and about how we are taking care of everyone at BRF. Point your camera to the QR Code or visit https://www.brf-global.com/en/about/safety/coronavirus-information/

