



# CODE OF BUSINESS CONDUCT AND ETHICS

**Version:** 02 (Original)

**Date:** 23/07/2025

**Language:** Portuguese BR

*In case of divergence in the interpretation between versions in different languages, the wording contained in the official version in Brazilian Portuguese shall prevail.*

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## 1 INTRODUCTION

The Code of Business Conduct and Ethics presents the principles that should guide and formalize our behavior towards employees, partners and suppliers in ethical and moral aspects. The code contemplates values, vision, mission and policies that signal and guide a healthy and harmonious environment.

## 2 GOAL

This Code of Ethics and Conduct aims to highlight and at the same time reinforce the ethical values of the entity, in its organizational identity and the principles that guide the conduct of its activities. Based on its structure, whether physical or technical, administrative, the provisions dealt with in this code are closely linked to the entity's commitment to producing employment and income, in its ability to positively influence the desires of society as a whole, allowing it to share all rural wealth in its region equally.

## 3 SPECIALTY AND ATTRIBUTIONS

Recipients interested in this Code should seek from the entity that offers superior standards of quality and production in the food sector from an environment in which enthusiasm and willingness to partner are the primary bases of good business relations. Thus, it is indispensable:

- a. Perform the duties of their function as a food producer and supplier with a high sense of commitment and responsibility;
- b. Fulfill the functions accurately and within the deadlines required in your buying and selling business;
- c. Perform their activities always seeking to overcome challenges;
- d. Seek ideas, suggestions and proposals from the primary sector (rural producer) in order to increase its production with quality and quantity;
- e. Focus on economic and social objectives, not allowing submission to political or economic pressures to divert the institution from its mission;
- f. Take the initiative to recognize the mistakes made, correct them and use them to identify ways to avoid them.

## **4 RELATIONSHIP WITH BUSINESS PARTNERS, SUPPLIERS AND EMPLOYEES**

Initially, the following are common criteria of conduct for all employees, service providers contracted in relation to business partners (brokerage firms, brokers, commercial agents and authorized partners) who act on behalf of the entity and suppliers:

- a. Waive participation in the process of hiring business partners and suppliers, indicated or not, who do not have lawful business conduct in their legal organization;
- b. To demand confidentiality and secrecy from business partners and suppliers in the treatment of business and information to which they may have access at any time;
- c. To require business partners and suppliers to adhere to the same ethical conduct as the Entity and to manage them guided by dignified and upright attitudes represented by compliance with legal, labor, environmental, health and occupational safety requirements;
- d. Select business partners and suppliers using transparent, fair and objective criteria that consider technical compliance, so as not to characterize favoritism of any kind, casting doubt on the integrity of the relationships;
- e. Create humane conditions of comfort and guarantee of social security (INSS) available to the Government, together with its employees;

## **5 COMPLIANCE WITH LAWS, REGULATIONS AND ETHICAL CONDUCT IN RELATIONSHIPS**

This venture and all suppliers must comply with national, county, and federal laws and regulations. We do not condone or accept in our relationships any type of practice of bribery, corruption, immoral transactions, fraud, extortion or similar acts to this.

## **6 CODE OF ETHICS**

We reaffirm our commitment to actively pursue long-term relationships with our suppliers based on responsible business practices and trust in their business. For the purposes of this document, "supplier" means any entity that sells goods or services to an entity.

Commit to corporate governance and integrity: complying with national laws governing its operations, and respecting contractual obligations.

The supplier must ensure the quality of the products and services they provide: complying with quality and safety standards, regulatory requirements and applicable laws; Whenever possible, and as requested, provide product traceability throughout the supply chain.

Maintain labor standards and human rights in its operations: The use of child labor is strictly prohibited according to the current legislation of the country; No use of forced or involuntary labor; All forms of harassment, including sexual harassment, intimidation, and abuse or threat will not be allowed; Recognize the rights of workers; Providing fair wages and benefits that are in line with laws, norms and collective agreements; Compliance with all applicable MTE regulations, national legal requirements and industry standards regarding working time.

Respect the environment: obeying national laws and regulations relating to the protection of the environment.

Suppliers must conduct their business in a manner that honors the local community by: Preventing and adequately addressing any health or safety impact their operations may cause in surrounding communities; respect the rights of indigenous peoples and their cultural heritage; not to participate in or benefit from forced or illegal expropriations.

Ensure compliance by: making its suppliers and subcontractors fully aware of this Code and its significance;

## **7 COMPLIANCE WITH CIVIL, TAX AND COMMERCIAL LAW RULES.**

The Entity, in addition to being guided by its commitment to its business business, complies with all the rules under the terms of the Legislation, whether at the Municipal, State or Federal levels, in its role as a taxpayer of its taxes and contributions;

## **8 TERM AND APPLICATION**

The Entity makes this Code indefinite, as of its disclosure, applicable at the time of its incorporation and in all commercial business at the same time in all locations where it operates.

## 9 GRIEVANCES AND CLAIMS

COOCACER Araguari has a committee of complaints, genders and evaluate and approach, which, in addition to meeting the criteria established by the Rainforest Alliance standard, wants to know your opinion regarding the labor and commercial relationship with our enterprise, for this, we have suggestion boxes available at the central offices and we make available external channels, always seeking the best to serve you.

Middle	Location	Stakeholders	Accountable
SAQ	34-3249-9300 / 34-98868-1333	Workers, customers, community etc.	General Management - Superintendence
Contact us	<a href="https://www.coocaceraraguari.com.br/">https://www.coocaceraraguari.com.br/</a>		General Management - Superintendence

## 10 TECHNICAL RESPONSIBILITY

The Code of Business Conduct and Ethics was prepared by the facilitators of the administration, and was reviewed and later approved by the general director of the organization. This document is fully owned by COOCACER Araguari, and may not be reproduced without express authorization from the Board of Directors and/or Executive Board.

### Prepared by:

#### **CLÉSIO REIS – COOCACER**

Sustainability Department Manager COOCACER Araguari

[gestor.sustentabilidade@coocaceraraguari.com.br](mailto:gestor.sustentabilidade@coocaceraraguari.com.br)

### General Approval

#### **ELIANE CRISTINA – COOCACER**

Executive Director – Legal Representative

[elianecristina@coocaceraraguari.com.br](mailto:elianecristina@coocaceraraguari.com.br)