



CODE OF ETHICS AND CONDUCT



SUMMARY

I. CHIEF EXECUTIVE OFFICER'S LETTER

II. INTRODUCTION OF THE CODE OF ETHICS AND CONDUCT

II.1. WHAT IS THE CODE OF ETHICS AND CONDUCT

II.2. WHO MUST FOLLOW THIS CODE

III. MISSION, VISION, AND VALUES

III.1. MISSION

III.2. VISION

III.3. VALUES

IV. GENERAL GUIDELINES AND COMMITMENTS

IV.1. LABOR RELATIONS AND HUMAN RIGHTS

IV.2. PROTECTING THE ENVIRONMENT AND FIGHTING CLIMATE CHANGE

IV.3. ACTIVE PARTICIPATION IN SOCIETY

IV.4. RESPECT FOR COMPETITIVE PRACTICES

IV.5. USE AND PROTECTION OF GOODS, INDUSTRIAL, INTELLECTUAL PROPERTY AND PROTECTION OF COMPANY SECRETS

V. RULES, POLICIES AND PROCEDURES TO MITIGATE RISKS

V.1. ANTI-CORRUPTION AND PUBLIC SECTOR RELATIONSHIP POLICY

V.2. GIFTS, INVITATIONS AND HOSPITALITY POLICY

V.3. COMPETITION RELATIONS POLICY

V.4. CONFLICT OF INTEREST POLICY

V.5. THIRD PARTY HIRING POLICY

V.6. HARASSMENT PREVENTION POLICY

V.7. PERSONAL DATA PROTECTION POLICY

V.8. RISK MANAGEMENT POLICY

VI. HOW TO APPLY THE CODE OF ETHICS AND CONDUCT

VI.1. VIOLATIONS REPORTING

VI.2. ETHICS COMMITTEE

VI.3. PERIODIC REVIEW

VI.4. CONSEQUENCES MANAGEMENT

VII. FINAL DISPOSITIONS

VIII. REVISIONS RECORD

APPENDIX I - TERM OF COMMITMENT

APPENDIX II - CONFLICT OF INTEREST QUESTIONNAIRE



I. CHIEF EXECUTIVE OFFICER'S LETTER

We are the fruit of the dream of two brothers. We have grown for years, with obstinate work, overcoming daily challenges, with the mentality of delivering the best to society. We constantly look to the future, believing in honest work, in people and in the ethical values, that are the foundations of our organization.

Desiring to perpetuate our values, our commitment to ethics and the integrity of our actions, we have prepared this Code of Ethics and Conduct, which must be observed by all our employees, regardless of the position or function they occupy and the unit in which they are allocated, as well as by all third parties, suppliers, subcontractors, consultants and service providers of any nature.

Our Code is not a reference material, but a working tool, as it provides valuable guidance on how to proceed in a work situation. To continue to evolve, we are confident that our Code of Ethics and Conduct will help us build an organization dedicated to integrity and quality in everything we do.

Honest work got us this far and it is with honesty, ethics, compliance with laws and best practices of conduct that we will continue to follow our path of example and success. This is how we work and build our history, every day.

Paulo Richel Neto



II. INTRODUCTION OF THE CODE OF ETHICS AND CONDUCT

II.1. WHAT IS THE CODE OF ETHICS AND CONDUCT

A Code of Ethics and Conduct is a set of norms and rules that aim to guide and discipline the behavior of a group of people, considering the principles contained therein.

Rivelli's Code of Ethics and Conduct forms part of the Company's Integrity Program and will serve as Rivelli's commitment to its employees, customers, consumers, suppliers, shareholders, stakeholders, public authorities and society in general, to act in an ethical, professional and transparent way and on the basis of strict legality.

II.2. WHO MUST FOLLOW THIS CODE

This Code is applicable to all employees, directors, managers, and, in general, to all people who are part of the organization, regardless of their position or function, including its senior management. Its application extends to interns, apprentices and trainees, service providers, suppliers, business partners, consultants and third parties, as well as our competitors, public bodies, and entities with which Rivelli has some type of interaction, in order to become a standard of internal relationship and with your public of interest.

III. MISSION, VISION, AND VALUES

III.1. MISSION

Produce and supply quality food in a sustainable way, generating opportunities for society and the company.

III.2. VISION

To grow with solidity and profitability, seeking attractive markets, strengthening the brand and building the company's perpetuity with professional management.

III.3. VALUES

WORK: Success depends on dedication.

HONOR: Fulfilling commitments is an obligation.

ENTREPRENEURSHIP: Challenges lead to innovative attitudes

ETHICS: Honesty and transparency. do what's right.

PERSEVERANCE: If it didn't work the first time, innovate and do it again.

RESPECT: The sense of justice must prevail.

PARTNERS: Build authentic and trusting relationships.



PEOPLE: Create opportunities for personal and professional growth.

IV. GENERAL GUIDELINES AND COMMITMENTS

IV.1. LABOR RELATIONS AND HUMAN RIGHTS

At Rivelli, the management of human resources and relationships between employees are always based on respect for people's dignity and rights. All people who work and provide services for Rivelli must be treated with mutually respect by management, coordination, or direction.

In labor relations, any abuse of authority and any offensive or intimidating conduct, including sexual and moral harassment, is strictly prohibited.

Rivelli repudiates any type of discriminatory behavior based on race, ethnicity, gender, religion, sexual orientation, union membership, political ideas, convictions, social origin, family situation or disability. This rule applies to relationships within the company, in its organizational decisions, as well as in the relationship with customers and partners.

Rivelli does not condone any form of child or forced labor, nor does it impose working conditions that violate current legislation or international agreements. For that matter, Rivelli does not contract companies that do not comply with these obligations, nor does it acquire their products or services.

The company also has programs aimed at hiring apprentices and people with disabilities, in order to achieve social inclusion.

The principle of human dignity is honored, seeking interaction with the valorization of work, in order to achieve personal and professional development.

IV.2. PROTECTING THE ENVIRONMENT AND FIGHTING CLIMATE CHANGE

Respect for the Environment is a basic principle of Rivelli. We always aspire to achieve the highest standards of sustainability and our employees and partners must be involved in this awareness.

Rivelli operates in a way that always protects and conserves the Environment, focusing on reducing possible environmental impacts, using technologies and resources that reduce the impacts of our activities on nature and people, aiming to contribute so that future generations may have a preserved environment within sustainable development in a coherent and ethical manner.

IV.3. ACTIVE PARTICIPATION IN SOCIETY



Rivelli, as part of the responsibility assumed in communities in which it operates, supports, and encourages many social commitments. Aiming to giving back to society part of what it offers, Rivelli intends to generate value through projects and initiatives that improve the environment.

The Company encourages all its employees, directors, and managers, as well as its partners, to contribute and collaborate in the development of communities in which it operates, both personally and on behalf of the company.

As an example of our participation, we have: Rivelli Challenge Race; Christmas Caravan; Field Day; internship programs and the hiring of apprentices and people with disabilities.

IV.4. RESPECT FOR COMPETITIVE PRACTICES

Anticompetitive conduct is divided between (a) agreements between competitors and (b) agreements with suppliers, distributors, and customers. The first one refers to agreements and adjustments between competitors. In other words, conversations, information exchange, pricing, and practices between companies, such as trusts and cartels. The second ones are part of production line itself (from the creation of the chicken to the final product) and occur between agents who develop their activities in different segments of the production chain.

In addition to being prohibited by Rivelli's rules, the restrictions imposed above are listed as criminal in current legislation, especially Law nº. 12.529/2011.

Furthermore, the following conducts are also considered infractions by the legislation mentioned above:

- Limit, distort or in any way impair free competition or free enterprise;
- dominate a relevant market for goods or services;
- arbitrarily increase profits; and
- abusively exercise a dominant position.

Rivelli does not tolerate any of these practices, and individuals who practice them are subject to disciplinary sanctions, as well as legal punishments.

IV.5. USE AND PROTECTION OF GOODS, INDUSTRIAL, INTELLECTUAL PROPERTY AND PROTECTION OF COMPANY SECRETS

Rivelli provides the necessary means so that everyone can perform their duties adequately.

Rivelli repudiates any intentional or deliberate action to use its assets, goods, or resources inappropriately, with a misuse of purpose, or with a lack of care.



Likewise, any equipment, computer, and communication systems that Rivelli makes available to its employees must be used exclusively for the development of their work activity, unless expressly authorized to the contrary.

When necessary, for organizational and productive reasons or in the exercise of legal control and surveillance duties, Rivelli may inspect and monitor the use of these means.

In case of doubts about the use of the Company's assets, the employee should seek Controllershship and Compliance team, which will clarify the best practices.

Rivelli respects industrial property, intellectual property rights, and likewise demands that such rights and Company secrets are respected.

All Rivelli employees, directors and administrators may not use materials or goods protected by industrial property rights that are owned by others, protected with copyright, without the explicit authorization of their owner, as established by the Intellectual Property Law. Likewise, they cannot use the same materials and goods when they are property of Rivelli, for purposes other than those for which they are intended.

Rivelli must also ensure the protection of commercial and industrial secrets, both its own and those of third parties, to which it has legitimate access.

Examples of Rivelli Assets: Company Money; Company Products; Time at work and work product of employees; computer systems and programs; telephones; Wireless communication devices; Photocopiers; Company Vehicles; Confidential/patented information; Company trademarks, Company Image, among others.

V. RULES, POLICIES AND PROCEDURES TO MITIGATE RISKS

V.1. ANTI-CORRUPTION AND PUBLIC SECTOR RELATIONSHIP POLICY

Rivelli does not admit any form of violation of the Anti-Corruption Law (Law nº 12.846) in all its relationships, and is also a signatory of the Ethos Institute's Business Pact for Integrity and against Corruption, and adopts all the necessary actions and procedures so that the people who integrate its structures and with whom conducts business propagate good business ethics practices, combating corruption, seeking to eradicate illegal, immoral and unethical practices.

Our Employees, Managers and Third Parties must never offer or grant, to any Government Authority or Related Government Authority, any advantage, monetary or not, aiming to influence decisions that affect the company's business, or to obtain confidential information about business opportunities, bids, or competitors' activities.



Rivelli is always committed to conduct its business without admitting any personal favor or for third parties, never resorting to any act of active or passive corruption, as well as fraud.

Rivelli does not tolerate or accept any favoring from third parties in exchange for performing an act inherent to its functions and also does not facilitate any abusive act that can be understood as real or presumed influence.

Rivelli is committed to maintain an open and fluid dialogue with different Public Agencies and to provide the necessary information within the established time.

With the independence that may be required for the legitimate exercise of the right of defense, Rivelli must maintain an attitude of collaboration and maximum availability towards the administrative authorities during their inspections or verifications.

Everyone must respect the Law and know the legislation that rules relations with Public Authorities.

Any act of corruption practiced at any hierarchical level of our company will be considered a direct and very serious violation of this Code of Ethics and Conduct, without prejudice to the punishments foreseen in Brazilian legislation.

Rivelli has a Whistleblower Channel to investigate, impartially, eventual occurrences, with total transparency and ethics in its relationships and conduct.

V.2. GIFTS, INVITATIONS AND HOSPITALITY POLICY

Rivelli does not tolerate the granting and receiving of gifts, souvenirs, and favors, as well as personal benefits or advantages, in order to obtain privileges in the relationship with third parties (suppliers, service providers, public agents).

The granting or acceptance of courtesies can only occur in accordance with the current institutional rules and policy on gifts, presents and souvenirs.

It is forbidden to request or accept gifts and entertainment or favors that have more than a symbolic value, from people who do or seek to do business with Rivelli and who may, in any way, compromise the ability to make commercial decisions in an impartial and objective way. Likewise, it is prohibited to offer such gifts or favors to such persons.

Rivelli does not accept offering money, gifts, facilitations, gifts and/or trips to a public agent or third parties to influence their decision. Improper payments include anything other than a symbolic amount given to anyone to obtain preferential treatment.



Modest get-togethers involving business discussions are generally considered appropriate if they are previously approved by the hierarchical superior. This includes meals and business trips, snacks before or after business meetings, occasional sporting, and cultural events.

Any form of entertainment or gifts that could result in a feeling or expectation of personal obligation shall not be accepted from suppliers, customers or third parties. This applies equally to the giving and receiving of entertainment and gifts, as well as the giving of gifts to suppliers, vendors, customers, or any government official.

The hierarchical superior must always be informed about gifts and entertainment given and received. A gift is not always something tangible, it can also be offered in the form of services, favors or other valuable things.

V.3. COMPETITION RELATIONS POLICY

Rivelli prohibits any action or agreement that may restrict free competition or commercial practice that does not respect the current legal framework.

Our competition relations policy seeks, firstly, to prevent and reduce the risk of specific violations of the Competition Law and, secondly, to provide mechanisms for the organization to quickly detect and deal with possible anticompetitive practices.

Rivelli does not condone any sharing of confidential information, competitively sensitive or related to the company's strategies, nor does it enter into agreements with competitors on prices or market division and/or establishment of limits of action regarding territories, products and/or customers.

Rivelli does not encourage or allow its employees to engage in any anti-competitive practice on behalf of the company. The existing legislation and guidelines established in the Competition Relations Policy must be compulsorily respected.

V.4. CONFLICT OF INTEREST POLICY

Any situation that could be interpreted as a “conflict of interest” must be avoided.

There is a conflict of interest when the private interests of employees, directors or administrators are not aligned with those of Rivelli, as they interfere with their obligations or lead them to act for reasons other than the fulfillment of their responsibilities with the Company.

In any commercial decision or operation, Rivelli's directors and employees are obliged to act in companies benefit and not considering private interests, refraining from carrying out any operation or decision when they are in a situation of conflict of interest. In any circumstance that could be interpreted as a conflict of interest, they must report



their situation to the Ethics Committee, without taking any type of action, unless they obtain express authorization in this regard.

Is there a conflict of interest? Can my personal interests interfere with those of the Company? Can they appear that way to others, whether inside or outside the Company?

V.5. THIRD PARTY HIRING POLICY

Rivelli must select its suppliers, considering objective reasons, considering the quality of the product or service, price, reputation, and their environmental and social performance. Likewise, respect for the health and rights of consumers is above any other objective of Rivelli.

To reduce chances of involving the company in cases of corruption or fraud, due to the performance of third parties, appropriate checks must be carried out for hiring and supervising suppliers, service providers, intermediary agents, and associates, among others, especially in situations that represent high risk to integrity.

Before hiring third parties, it must be verified whether the individual or legal entity has a history of involvement in harmful acts against the public administration, as well as whether the business partner, if a legal entity, has an Integrity Program that reduces the risk of irregularities and that is in accordance with Rivelli's ethical principles.

V.6. HARASSMENT PREVENTION POLICY

Rivelli is a company committed to maintaining a workplace free from discrimination, intimidation, and moral/sexual harassment. A healthy working relationship and the preservation of an environment in which respect and ethics are part of daily work and is a fundamental value of Rivelli.

Rivelli condemns all types of harassment, aggression and abuse of power, or any behavior that may be considered offensive, humiliating, discriminatory or that represents a threat to the life or moral and physical integrity of people.

For this reason, Rivelli has a policy to prevent and combat harassment at work, implementing actions that range from raising awareness and producing information about the subject, to organizing a supportive network and monitoring cases of conflict/moral and sexual harassment at work.

V.7. PERSONAL DATA PROTECTION POLICY

Rivelli's personal data protection program seeks to establish and maintain high standards for the gathering, production, reception, classification, use, access, reproduction, transmission, distribution, processing, archiving, storage, elimination,



evaluation or control of information, modification, communication, transfer, dissemination or extraction of personal data, pursuant to Law 13.709/2018

Rivelli respects the requirements and prohibitions foreseen in the General Data Protection Law (LGPD - Law 13,709/2018), as well as the following principles related to data processing, namely: purpose; data integrity; proportionality; reasonableness; data retention and data security.

Besides the Data Protection Policy, the policies below are also a part of the Rivelli's Data Protection Program:

- Privacy Policy
- Privacy Notice
- Policy for Handling Requests from Subjects
- Storage and Disposal Policy
- Information Security Policy
- Security Incident Response and Contingency Policy

V.8. RISK MANAGEMENT POLICY

Rivelli, as a company that seeks its constant evolution, carries out its risk management by adopting the best practices, policies, and methodologies. This allows a better management of acceptable risk limits, minimizing or even eliminating the possibility of negative impacts on Rivelli.

To establish the risk management parameters to be used by the Company, the Risk Management Policy was prepared based on the guidelines present in ISO 37001 and ISO 31000, which help in the construction and improvement of policies and instruments aimed at prevention, detection, and remediation of harmful acts.

VI. HOW TO APPLY THE CODE OF ETHICS AND CONDUCT

VI.1. VIOLATIONS REPORTING

Reporting violations of this Code is an act of social and business responsibility. Rivelli offers its employees, directors, and administrators the possibility of identifying any behavior that goes against this Code, with total confidentiality. It is also possible to identify suspected violations of laws, rules, and regulations in force.

The Whistleblower Channel provided by the company is an opportunity to:

- Clarify doubts in relation to Ethics and/or conducts to dubious Codes;
- Communicate concerns about possible facts and conduct by internal and external agents that may negatively affect the company, in some way impairing compliance with its norms, culture, values, image, processes and controls.



To this end, Rivelli provides the following means to enable access to its Whistleblower Channel, available 24 (twenty-four) hours a day, 07 (seven) days a week, uninterruptedly.

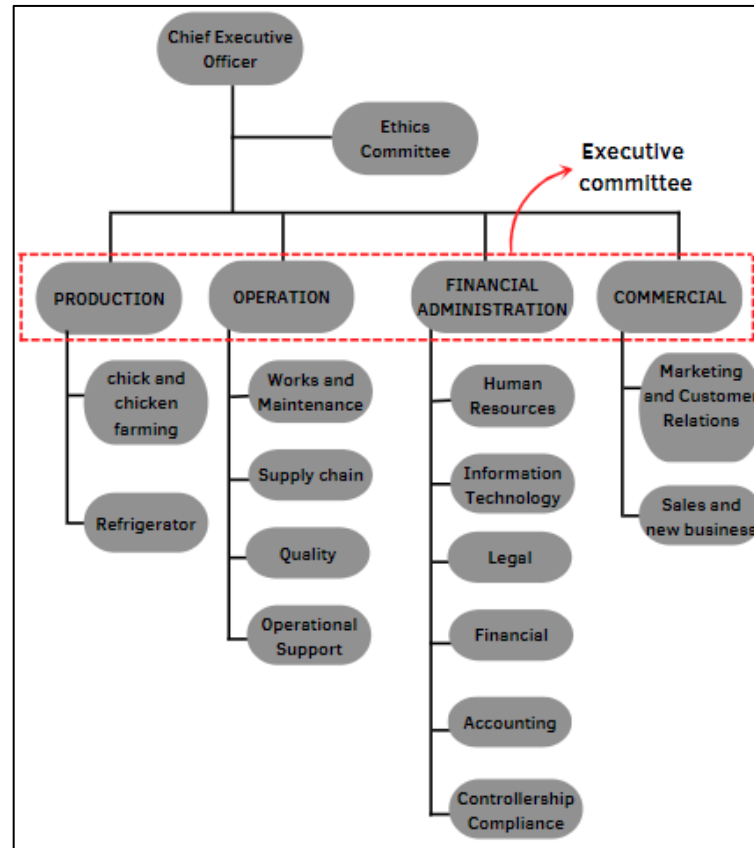
Form	Description
On-line	http://rivelli.ind.br/denuncia/
Physical system - Whistleblower boxes	Reports can be made by filling out a specific form and depositing it in the denunciation urns, available at Rivelli's offices.

There will be no retaliation against an employee, director or third part who has identified a violation in good faith.

Rivelli guarantees, in all possible ways, the protection of whistleblowers, as well as the anonymity of complaints. There will be no retaliation against an employee, director, or third part, regardless of hierarchical level, who has identified a violation in good faith.

VI.2. ETHICS COMMITTEE

The Ethics Committee is a non-statutory body with deliberative powers and aims to monitor compliance with the Integrity Program, the RIVELLI Code of Ethics and Conduct, as well as the Company's policies and other internal rules.



The Committee members report directly to the Chief Executive Officer, thus having independence so that the full exercise of their duties is guaranteed.

The Ethics Committee is made up of the Controllership and Compliance Manager, the Legal Sector Manager, and the Human Resource Manager.

The Controllership and Compliance Management is responsible for calling ordinary monthly meetings, as well as any extraordinary meetings for urgent cases of special relevance.

The Committee is responsible for analyzing the reports received and initiating the investigation process or the search for solutions; evaluate, decide, inform, and deliberate on the strategies and measures necessary to be developed to control risks, implement improvements and take action in the face of situations detected in the analysis; to evaluate the use, or not, of specialists (internal or external) in the actions to be developed.

VI.3. PERIODIC REVIEW



The Rivelli Code of Conduct enters into force as soon as it is approved by the company's Senior Management, and is applicable until its updating, revision or derogation is approved.

The Ethics Committee is also responsible for the continuous improvement of this Code, carrying out a periodic review of it and proposing changes for its approval.

For such purposes, this Code will be reviewed annually, with the introduction of amendments when deemed appropriate. Rivelli will duly notify employees, directors, and third parties of any significant changes, as well as its business partners.

VI.4. CONSEQUENCES MANAGEMENT

The Rivelli Ethics Committee is responsible for the effective management of this Code, for inquiring about infringements and for defining the measures to be adopted in the event of non-compliance.

Violation or non-compliance with this Code and the practice of any criminal action, in the exercise of Rivelli's business activity, constitutes a fault that will be sanctioned in accordance with the legislation in force and with the Management of Consequences provided for in Rivelli's Policies, which will always be proportionate to the nature, circumstances and repercussion of each violation of the Code.

VII. FINAL DISPOSITIONS

The Code of Ethics and Conduct is one of the pillars of the Rivelli Integrity Program and aims to clarify and provide guidance on what conduct is expected in all relationships established with the company.

The policies mentioned therein aim, in summary, to guide everyone who maintains any type of relationship with Rivelli on our honest, fair, transparent, and ethical performance, complying with applicable legislation, practicing fair and honest competition and contracting or conducting business only with partners that follow the values of Rivelli.

VIII. REVISIONS RECORD

Revision	Date	Revision Record
0	27.04.2018	First version
01	01.06.2019	Revision nº 01
02	18.12.2021	Revision nº 02



APPENDIX I - TERM OF COMMITMENT

About the Integrity Program and the Code of Ethics and Conduct of Rivelli, free from any defect of consent and will, and under the terms of current legislation, I DECLARE:

- That I received the physical copy of the Code of Ethics and Conduct, I received guidance on its main points and on the Policies that make up the Integrity Program and I was guided through training on how to access the digital copy of all documents.
- That I commit to read the entire content of the Code and not act, if there is any doubt about the guidelines adopted by the Company, without first resolving it with the Internal Controls Area and the Ethics Committee, as well as through the available channels.
- That I must communicate to the Whistleblower Channel all nonconformities of which I am aware, even if it is mere suspicion
- That I will observe the rules contained in this Code, assuming the commitment to follow them in all activities and professional decisions that I make, being aware of the disciplinary measures that I may suffer, based on current labor, civil and criminal legislation.
- That I assume the commitment to disseminate, in the work environment and in the relationships that I maintain due to the employment contract, the guidelines I received on the duty to respect the Company's rules.

Name: _____

Date: __/__/____

Signature: _____



APPENDIX II - CONFLICT OF INTEREST QUESTIONNAIRE

We kindly ask you to fill in the questionnaire below. If you have any questions about the questions below, ask the person responsible for delivering the Code of Ethics before formalizing your answer:

1) Do you have any relatives who work at RIVELLI?

() YES () NO - If yes, please describe:

Name: _____

Degree of relatedness: _____

2) Do you or any of your relatives have a business relationship with suppliers, service providers or competitors of any RIVELLI company?

() YES () NO - If yes, please describe:

Name: _____

Degree of relatedness: _____

3) Do you have a friendship, family relationship or business relationship with any public or political agent?

() YES () NO - If yes, please describe:

Name: _____

Degree of relatedness: _____

4) Have you ever held any position in the Public Administration?

() YES () NO - If yes, please describe:

Where: _____

Which position? _____

5) Do you hold or used hold any position in a company or outside organization (including non-profits, NGOs, foundations, associations, etc.) as a partner, shareholder, consultant, service provider, etc.?

() YES () NO - If yes, please describe:

Name / Company name: _____

Corporate object: _____

Corporate Taxpayer Identification Number ("CNPJ"): _____



Percentage of shareholding: _____

Name: _____

Date: __/__/____ Signature: _____

ELABORATION	REVISION	APROVAL
Maria José Turcheti de Souza (Controllership Manager)	Maria José Turcheti de Souza Juciara Karla Gualberto Alves (Committee Members)	Paulo Richel Neto Marcelo Assunção de Oliveira Vinicius Soares Rodrigues (Board of Directors)