

CODE OF  
ETHICS AND CONDUCT  
FOR THIRD PARTIES

2023 – Revision 01







**SLC Agrícola**, founded in 1977 by the SLC Group, produces cotton, soybean and corn, in addition to working with cattle raising, integrating crop-livestock. It also owns SLC Sementes brand, which produces and sells soybean and cotton seeds. It was one of the first companies in the sector with shares traded on the Stock Exchanges, becoming a benchmark in its segment.

We are guided by our **big dream** of “Positively impact future generations, being a world leader in efficiency in the agricultural business and respect for our planet”.

## Our Values

We believe that those who have a passion for what they do are committed and do so with the highest quality, preserving their integrity through ethical, coherent and unquestionable conduct.

These combined attitudes generate lasting and respectful relationships between all stakeholders, producing sustainable results that are economically viable, socially fair and environmentally responsible.



**Introduction** Page 4

**1 Integrity in Relationships** Page 5

- 1.1 Legal Compliance 6
- 1.2 Conflicts of Interest 8
- 1.3 Gifts and Entertainment 9
- 1.4 Data protection and confidentiality 10
- 1.5 Antitrust 11

**2 Labor Practices** Page 12

**3 Human Rights** Page 13

**4 Respect for the Planet** Page 14

4.1 Social Responsibility 14

**5 Integrity and Compliance Mechanisms** Page 15



# Introduction

We treat all publics with whom we interact with fairly and ethically. We continuously develop, maintain and improve **practices for preventing, monitoring and combating acts of corruption**, which include, but are not limited to misconduct, fraud, irregularities and unlawful acts committed against the public and private administration, national or foreign, in compliance with the provisions of Law 12.846/2013.

The **Code of Ethics and Conduct for Third Parties**<sup>1</sup> seeks to establish the rules that guide ethical, fair, responsible and transparent performance. The aspects presented here are aligned with the premises of SLC’s Code of Ethics and Conduct.

We expect third parties and other stakeholders with whom we interact to act by observing the premises of this document and to extend these criteria to their entire value chain.



Code of Ethics and Conduct for Third Parties

<sup>1</sup>Third parties: Any individual or legal entity that seeks to make or maintain a business relationship with SLC Agrícola.



# Integrity in Relationships

We conduct our business guided by the utmost standards of ethical and professional conduct.

SLC Agrícola expects third parties to adopt the same conduct and act in accordance with **the principles outlined below**:

- Comply with all applicable laws;
- Prohibit acts of corruption;
- Engage in the implementation of mechanisms to combat corruption, fraud, money laundering, cartel and other illegalities against the public administration;
- Respect the basic human rights of employees;
- Prohibit slave labor and child labor;
- Take responsibility for the health and safety of its employees;

- Act in accordance with applicable local and international standards relating to environmental protection;
- Promote, within its chain of third parties, compliance with the requirements presented in this Code.

Third parties, including service providers that perform any type of activity on the premises of SLC Agrícola, **must comply with the internal guidelines and respect the premises of this Code**. Therefore, the following are core guidelines for integrity in relationships.

If SLC Agrícola confirms that there has been a violation of this Code, the third party may be required to implement a remediation plan or, in certain circumstances, the relationship between the parties will be suspended or terminated.



## Legal Compliance

We understand compliance with current laws and regulations as an essential aspect of affirming ethical standards.

We expect third parties to have internal processes that ensure that the **company is regularly incorporated and has all the necessary licenses, documentations, certificates and other registrations from the competent agencies** to exercise its activities.

The third parties are responsible for immediately informing SLC Agrícola of any event that may compromise its regularity.

### Anti-corruption and Preventing Money Laundering

We expect all third parties to observe and comply with the provisions of Federal Law no. 12.846/2013 (Anti-corruption Law), as well as the legislation that addresses money laundering and/or the financing of terrorism, fraud and other illegal or criminal acts. As well as adopt procedures that prevent the practice of any and all conduct and/or act that may result in violation of this legislation, especially with regard to combating any form of bribery, extortion, kickbacks or other illegal and/or fraudulent practices.





### Personal Data Protection

We expect third parties to ensure compliance with the provisions of the General Personal Data Protection Act (Law 13.709/2018), ensuring privacy of the information of their stakeholders, such as customers, shareholders, employees, third parties and commercial partners. Disclosure, whether intentional or not, of confidential or strategic data that is not in the public domain is prohibited.

Third parties are prohibited from using the trademark and logos of SLC Agrícola without prior authorization from the Company's Communication area.



## Conflicts of Interest

When acting on behalf of or for the benefit of SLC Agrícola, we expect third parties to ensure that a conflict of interest does not exist.

If situations of conflict of interest, both personal and economic, are confirmed, it is the third party's duty to inform the company, including when they involve politically exposed persons or representatives of political parties.

SLC Agrícola **does not authorize its employees to carry out activities that may influence in business decisions.** As early as the pre-contractual phase, any kind of private relationship between third parties and SLC Agrícola's employees must be reported, such as family relationships between third parties, employees and former employees of SLC Agrícola and/or shareholders.





## Gifts and Entertainment

The principles of ethics and transparency that guide our relationship dictate that **we should neither obtain nor grant any advantage through the improper use of any gratuities or other commercial incentives.**

Third parties are prohibited from offering gifts, hospitality or any other kind of financial advantage or not to any public agent or person related to them, when they are acting on behalf of or for the benefit of SLC Agrícola.

The company only allows employees to accept promotional gifts that do not have a commercial value and do not cause embarrassment to the employees, SLC Agrícola or the third party, in accordance with specific internal policies and procedures.



The acceptance, by SLC Agrícola's employees of business courtesies like travels, gifts, courses and similar offered by third parties, to visit and/or participate in events of a technical nature, can only be accepted with prior approval from the Executive Board.

We do not tolerate any coercive business practices to gain an advantage, or harassment of any kind (moral, sexual, racial, political, or religious).



## Data protection and confidentiality

We expect third parties **to ensure the security of information and conscious use of the data at their disposal**, so as not to harm corporate and individual rights.

Disclosure, whether intentional or not, of SLC Agrícola's confidential or strategic data that is not in the public domain, is prohibited. Privileged access to this kind of information cannot be used for one's own benefit or that of a third party.

### Examples of confidential information are:

- Accounting data, personnel data and business data;
- Data on product or activity diversification;
- Data on capital increase or dividends;
- Various company management indexes;
- Marketing conditions with suppliers or customers;
- Search results;
- Personal data of people inside and outside the organization that is accessed by the company for the purpose of effectively and efficiently administering and managing our operations.





## Antitrust

We expect third parties to conduct their relationships with competitors, whether of their business or of SLC Agrícola's business, in such a way as **to avoid any attitudes that contribute to the limitation, falsification or any other form of action that may harm free competition and free initiative** and that contributes to the formation of cartels, such as price fixing, allocation of customers or territories or manipulation of proposals with competitors.







# Labor Practices

SLC Agrícola values an **inclusive and healthy work environment**:

- It encourages dialogue and relationships based on trust, cooperation and mutual respect. We expect all third parties to value and respect diversity of all kinds, personal dignity, privacy and the rights of all human beings.
- It does not tolerate discrimination towards anyone of any nature, whether due to gender, race or color, ethnicity, social condition, religion, age, marital status, sexual orientation, political or philosophical convictions, permanent or temporary physical characteristics, disability, nationality, or for any other reason. It also does not admit acts of violence, harassment, prejudice and undignified working conditions. We expect the same ethical principles from all third parties and the dissemination of these guidelines among its staff.

- It values the health and safety of its employees and third parties who work on its premises. We expect our third parties to know and strictly follow all policies and procedures relating to occupational health and safety.

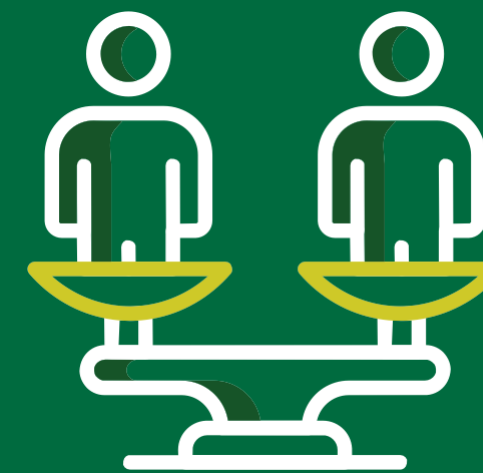
Suppliers, prior to the start of the relationship with SLC Agrícola, undergo an approval process in which technical, administrative, financial, legal, reputational, fiscal, socioenvironmental and governance criteria are evaluated. It is the supplier's responsibility **to register on the supplier portal and make the requested documentation available**. This verification may be revisited at a frequency defined by SLC Agrícola.



It is the supplier's responsibility to keep the documents proving the labor relationship of its employees, as well as the documents proving the legally applicable payments and others it considers necessary to verify the compliance with labor, social security, and occupational health and safety obligations, as agreed upon in a contract entered into between the parties. SLC Agrícola reserves the right to request them at any time during the commercial relationship.

## Human Rights

SLC Agrícola **does not tolerate any form of child labor or slave labor on its premises or operations**, as well as those of third parties. Similarly, it repudiates any act that involves prostitution or sexual exploitation of children and adolescents.





## Respect for the Planet

Third parties must comply with applicable environmental legislation and demonstrate commitment to the **preservation of the environment**. It is a condition for conducting business with SLC Agrícola to comply with all environmental licenses necessary for the company's activity and the product/service.



## Social Responsibility

SLC Agrícola has **ethical and legal commitments of social responsibility** and expects third parties to act, within their business models, whenever possible, promoting the following commitments:

- Promote citizenship;
- Encourage volunteering;
- Promote sustainable development;
- Transparency in activities;
- Knowledge of the company's social and community responsibilities.



# Integrity and Compliance Mechanisms

SLC Agrícola established the Integrity Program with the purpose of contributing to the fulfillment of the Code of Ethics and Conduct's guidelines. Therefore, **it is everyone's duty to support and engage in the activities, processes and controls of this system to keep it effective at all times.**

If you identify, suspect or become aware of misconduct or violations related to any of the requirements of this Code, we ask that you inform us immediately through the relevant channels for the reported facts to be investigated.

Reports received will be handled by a Committee, with total impartiality and confidentiality, and retaliation is prohibited. If proven, corresponding disciplinary measures may occur as a consequence, in addition to the punishments provided for in the legislation. Similarly, SLC Agrícola recommends third parties to maintain efficient mechanisms to register and investigate complaints of any nature.



The report may be made in the following ways:

- 1) Calling directly: **0800 648 6306.**
- 2) On the website: **[www.contatoseguro.com.br/pt/slcagricola/](http://www.contatoseguro.com.br/pt/slcagricola/)**
- 3) Through the **Contato Seguro** app.





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