

Code of professional conduct for suppliers



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1. Introduction

In its trajectory, **Bem Brasil** has always prioritized transparency, ethics, and proper conduct, establishing strong business partnerships. Hence, the **Code of Professional Conduct** is adopted to foster and align such practices, ensuring sustainable and long-lasting growth and, most importantly, the development of partnerships.



2. Objective

This **Code of Professional Conduct for Suppliers** aims at presenting the guidelines every supplier must follow to keep any kind of relationship with Bem Brasil, such as the provision of services and the supply of products. Furthermore, this document aims to guide **Business Partners** on the expected behaviors during the execution of their activities with the company.

3. Ethical conduct

Each and every supplier must be aware that contracts are monitored and supervised by **Bem Brasil's** Legal team. This is why such business partners shall conduct their activities with ethics and integrity, following the aspects described in this code.

3.1. Business Integrity

Bem Brasil expects its suppliers to be properly established and to hold all necessary licenses, documentation, certificates, and registrations, including any mandatory professional council memberships, required by the relevant authorities to perform their duties. Additionally, any events that may jeopardize their compliance or supply must be reported to the company.

Bem Brasil does not condone any conduct that may undermine the integrity and principles of the **UN (United Nations)**.

Third parties must be aware that contracts with **Bem Brasil** include anti-corruption clauses in compliance with **Law No. 12.846**, which establishes the obligation to adhere to ethical standards and prohibit fraud and corruption practices. Such clauses expressly recommend that business partners adopt an integrity program. They also allow for the possibility of applying sanctions and/or terminating the agreement in cases of non-compliance with integrity requirements during contract execution or in the event of fraud or corruption by the contractor.



3.2. Compliance with the Anti-Corruption Law



Bem Brasil expects its suppliers to be aware of the laws and regulations that establish anti-corruption practices in Brazil, especially **Law No. 12.846/13 – Anti-Corruption Law**. Suppliers shall also adopt procedures to prevent such practices and any conduct and/or acts that may be deemed fraud or corruption, including bribery, money laundering, and illicit commercial practices. Suppliers must fully comply with national and international regulations that prohibit corruption, fraud, money laundering, or illicit payments, and establish means of prevention and monitoring to ensure compliance. **Bem Brasil** does not condone corrupt practices.



It is strictly prohibited for the supplier to offer **Bem Brasil** employees any type of gift or personal benefit that could be considered bribery or corruption of any type. In the relationship with company representatives, one must adhere to the guidelines described in the Gifts, Giveaways, and Hospitality Policy (PLC-ADM-11).



Bem Brasil Alimentos does not tolerate the use of false documents; therefore, suppliers are responsible for ensuring the integrity and reliability of their operations and negotiations, as well as the accuracy and reliability of their accounting records and financial transactions.

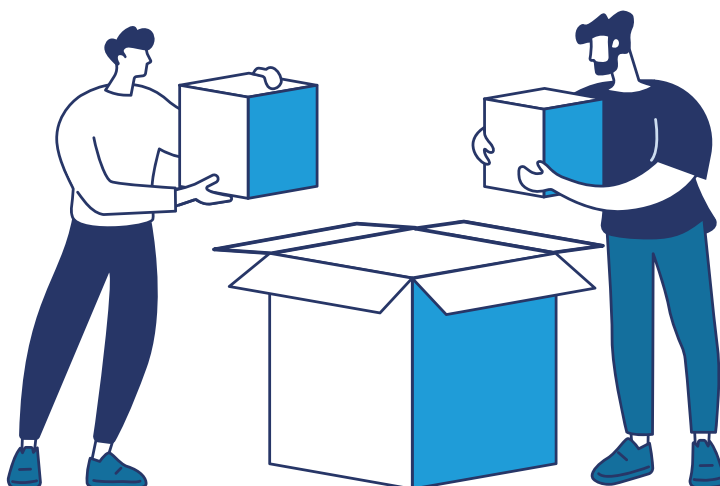


3.3. Conflicts of Interest

Suppliers or service providers shall disclose to **Bem Brasil** any situations in which there may be a conflict of personal or economic interests in their relationship with the company. For more information on the conduct to be adopted in these cases, please refer to the **Conflict-of-Interest Policy (PLC-ADM-10)**.

3.4. Fair Competition

The supplier is responsible for ensuring trustworthy and fair competition, always focusing on meeting clients' needs. Additionally, it is paramount to adopt practices that prevent harm to free competition and the image of competitors.



3.5. Confidentiality

Service providers, business partners, and suppliers are strictly prohibited from disclosing any of **Bem Brasil Alimentos'** confidential information or data.

After contract termination, if the supplier establishes any connection with competitors or companies similar to **Bem Brasil**, confidentiality regarding Bem Brasil Alimentos' information and processes must be maintained.

When conducting activities in which personal data is processed, service providers or suppliers must fully comply with the provisions set out in the **General Data Protection Law (Law No. 13.709/18)** and other pertinent rules to the processing of personal data, insofar as the fit.

3.6. Intellectual Property

Any work conducted for **Bem Brasil**, including intellectual contributions, technical and process improvements, registered trademarks, and inventions of systems, devices, or related items, constitute the intellectual property of the organization, with the rights of use and patenting belonging exclusively to the company.

It is forbidden to copy, share, or distribute any of **Bem Brasil's** information, under penalty of civil and criminal sanctions as provided for in the applicable legislation.

3.7. Image

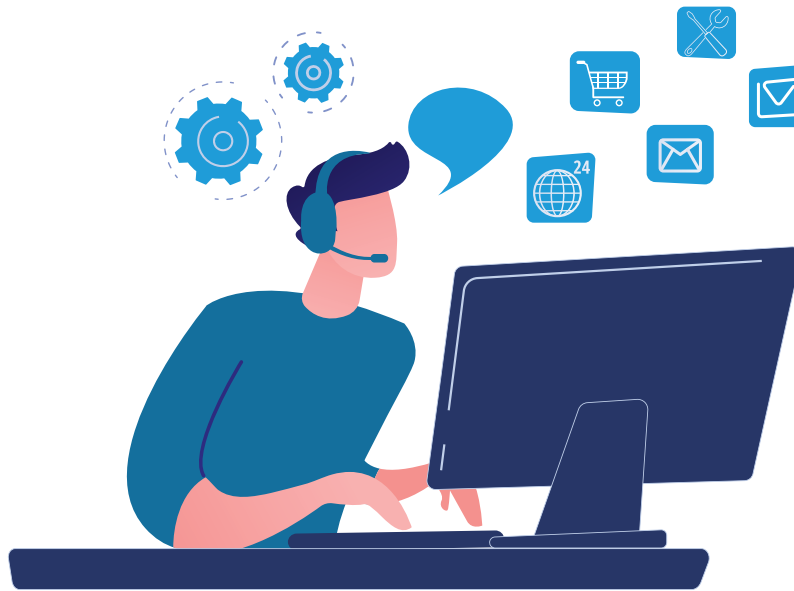
The supplier shall ensure the proper use of **Bem Brasil's** brand by following the Marketing team's guidelines and preserving the company's image, including in digital formats.

4. Legal practices

People are the core of any organization. This is why **Bem Brasil** requires suppliers to adopt practices that foster fair and equal treatment for everyone, respecting human rights, and complying with the provisions of labor legislation.

Bem Brasil's range of business partners must respect human rights and comply with labor and social security legislation.

Suppliers are strictly prohibited from engaging in moral or sexual harassment, as well as any form of abuse. If such behavior is reported, it must be promptly communicated to the Ethics Committee through the Reporting Channel. The following options are available for submitting a report:



Phone: 0800 750 5560;
E-mail: bembrasil@aloetica.com.br;
Website: www.bembrasil.ind.br.

Bem Brasil expects suppliers to provide fair wages in accordance with their employees' working hours (as stipulated in collective agreements or similar arrangements). Additionally, overtime should be compensated appropriately, when applicable.

Bem Brasil encourages its suppliers to offer their employees fair and competitive benefits, along with training in their field of expertise. Training of this nature should include topics such as ethics, integrity, and educational opportunities to support their professional development.

The supplier must ensure that forced or coercive labor does not occur, in compliance with **Law Nº. 10.803/03 – Labor in Conditions Analogous to Slavery** – which amended the **Penal Code** to include penalties for the exploitation of slave labor. Additionally, the supplier must provide its employees with full freedom to terminate their employment with reasonable prior notice.

Suppliers shall respect employees' rights to create, participate in and/or join unions, as well as collective negotiations, ensuring no punishment, discrimination, intimidation or any harmful treatment occurs.

Suppliers shall not employ child labor at any stage of their operations, in compliance with **International Labor Organization (ILO)** standards on child labor and minimum working age.

Suppliers, in their recruitment and hiring processes and commercial relations, must ensure fair treatment. Furthermore, suppliers shall respect differences in gender, race, color, sexual orientation, age, social class, political conviction, religious beliefs, union membership, and/or disabilities.

Bem Brasil expects suppliers to respect the way of life of neighboring communities when conducting their activities. To achieve this, it is essential to implement tools to identify, monitor, and mitigate potential social impacts on the local community.

5. Environmental practices



Environment preservation is a value disseminated by **Bem Brasil's** culture. Therefore, we believe that responsibility for the consumption of natural resources and the management of its impacts should be associated with any company's responsible business strategy and management procedures, regardless of its sector.

Suppliers are expected to share their commitment to using natural resources accordingly, aiming for their preservation and longevity, according to the following principles:

- **commit to environmental protection;**
- **meet legal and other applicable requirements;**
- **act on continuous improvement and sustainable development to increase environmental performance;**
- **ensure efficient management of existing natural resources within an economic scope of sustainable development;**
 - **prevent pollution;**
- **disclose socio-environmental results and commitments;**
 - **foster environmental education.**

5.1. Environmental compliance

Bem Brasil suppliers shall fully comply with all applicable local, state, national, and international regulations and environmental requirements. For the provision of services or supply of products with **Bem Brasil**, the following is required:

- **Have all environmental certificates needed to run the business;**
- **Be compliant to the environmental regulations applicable to products and services;**
- **Meet social and economic interests, along with business management processes and sustainable strategies;**
- **Water consumption and emissions shall always be within the environmental limits established by the current governmental bodies.**

6. Health, safety, and quality practices

Suppliers must ensure the health and safety of their employees, visitors, contractors, and others who may be affected while performing their roles. Moreover, they must provide high-quality, safe, and effective products and services that are fully compliant with applicable laws and regulations.

Bem Brasil suppliers shall fully comply with all applicable local, state, national, and international regulations and environmental requirements. For the provision of services or supply of products with **Bem Brasil**, the following is required:

- **Have all environmental certificates needed to run the business;**
- **Be compliant to the environmental regulations applicable to products and services;**
- **Meet social and economic interests, along with business management processes and sustainable strategies;**
- **Water consumption and emissions shall always be within the environmental limits established by the current governmental bodies.**

6.1. Occupational Safety

Suppliers must provide their employees with a safe and reliable work environment where they can perform their activities and processes safely, as well as provide personal or collective protective equipment following **Regulatory Standard 06 (NR 6) of the Ministry of Labor**, when applicable.

6.2. Occupational Health

Suppliers and service providers must be fully compliant with **Occupational Health Medical Control Program (PCMSO)**, following **Regulatory Standard 07 (NR 7) of the Ministry of Labor. Employees** are required to undergo necessary medical examinations for hiring, periodic check-ups, job changes, and termination. These examinations must align with the specific requirements of their roles and comply with all relevant legal and medical guidelines.

The supplier must periodically update all documents related to health and safety as required by current legislation.

6.3. Safety of Processes, Products, and Services

Suppliers and service providers must ensure appropriate technical and operational conditions to carry on their activities (infrastructure, machines, equipment, software, human resources, etc.). In addition, they must deliver their products and/or services within the established criteria, specifications, and deadlines.

Suppliers must comply with product safety and identification regulations, following relevant standards, and operate following product handling requirements and/or any specificities.

6.4. Quality Requirements

Suppliers and service providers are responsible for ensuring the safety and quality of the services rendered or products supplied.



7. Practices on governance and management systems

Bem Brasil expects suppliers to implement management systems and maintain an active governance structure to ensure compliance with applicable legislation and promote continuous improvement.

7.1. Accountability and Documentation

Companies that comply with the principles outlined in this **Code of Conduct** are the only ones eligible to partner with **Bem Brasil**. They must have the necessary resources and activities aligned with all applicable regulations.

Non-compliance with the regulations established in this **Code of Conduct** and other **Bem Brasil** policies may result in contract termination, as well as other sanctions outlined herein.

Suppliers and service providers are responsible for submitting or making available, through the platforms used by **Bem Brasil**, any and all documentation required for the service execution, as requested by the company.

7.2. Transparency

Transparent negotiations shall be a reciprocal commitment between suppliers and **Bem Brasil**. As for meeting this agreement, the supplier or service provider shall:

- **act with honesty, dignity, partnership, mutual respect, and collaboration.**
- **ensure information and negotiations are clear whenever signing contracts and amendments.**
- **commit to the accuracy of the information provided and shared, as well as protect such data in accordance with current data protection legislation.**

7.3. Risk Management

Bem Brasil suppliers shall implement effective risk management processes to identify, assess, and mitigate potential business risks regularly.

7.4. Consequence System

In the event of suspected and/or confirmed misconduct, **Bem Brasil** will enforce the provisions outlined in the contract, which may result in termination.

8. Distribution

Electronic: through the document management and control system.

Physical: as recorded in the document management and control system.

9. Attachments

N/A

10. Revision History

Version	Date	Update / Comments	Owner
02	26-JUL-2024	Annual Revision with no updates	26-JUL-2024



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[batatasbembrasil](https://www.instagram.com/batatasbembrasil)



[bembrasilfood](https://www.instagram.com/bembrasilfood)

Rod. BR 452, KM 254 - S/N - Zona Rural
CEP 38170-000 - Perdizes/MG
+55 (34) 3614-5200

Avenida José Jorge Akel, 4.000
Jardim Residencial Bela Vista
CEP 38181-275 - Araxá/MG