



CODE OF *ETHICS*

zilor
Energy and Food

Biorigin
Art in Natural Ingredients

CODE OF ETHICS - ZILOR AND BIORIGIN

S U M M A R Y

1 MESSAGE FROM ZILOR'S PRESIDENT page 4	6.4 COMPANY IMAGE AND SOCIAL MEDIA page 19
2 ZILOR'S BUSINESS PHILOSOPHY page 6	6.5 RECORDS AND PROTECTION OF ZILOR AND BIORIGIN'S INFORMATION page 19
3 BIORIGIN'S BUSINESS PHILOSOPHY page 6	6.6 FINANCIAL AND ACCOUNTING INTEGRITY page 20
3.1 GENERAL GUIDELINES page 8	6.7 CONFLICT OF INTEREST page 20
4 COMMITMENT OF EACH EMPLOYEE page 8	6.8 GIFTS AND HOSPITALITY page 22
5 CREATING A HEALTHY WORK ENVIRONMENT page 9	6.9 FIGHTING CORRUPTION AND MONEY LAUNDERING page 23
5.1 HUMAN RIGHTS page 9	6.10 PROTECTION OF PERSONAL DATA page 24
5.2 RESPECT FOR THE EMPLOYEE page 9	7 BUILDING ETHICAL RELATIONSHIPS page 24
5.3 CHILD OR FORCED LABOR AND SLAVERY page 10	7.1 RELATIONSHIP WITH CUSTOMERS page 24
5.4 DIVERSITY AND EQUAL OPPORTUNITIES page 10	7.2 RELATIONSHIP WITH SUPPLIERS, PARTNERS, AND SERVICE PROVIDERS page 25
5.5 MORAL AND SEXUAL HARASSMENT page 10	7.3 RELATIONSHIP WITH PUBLIC AUTHORITIES AND REGULATORY BODIES page 26
5.6 HIRING RELATIVES page 11	7.4 RELATIONSHIP WITH THE PRESS page 26
5.7 AFFECTIVE RELATIONSHIP page 12	7.5 RELATIONSHIP WITH UNIONS AND PROFESSIONAL ASSOCIATIONS page 26
5.8 VOLUNTEER WORK page 12	7.6 RELATIONSHIP WITH OTHER COMPANIES IN THE SAME SECTOR page 26
5.9 HEALTH AND SAFETY page 12	7.7 RELATIONSHIP WITH THE COMMUNITY page 26
5.10 ENVIRONMENT page 14	8 ZILOR AND BIORIGIN'S ETHICS PROGRAM page 26
6 WORKING WITH INTEGRITY page 16	8.1 ZILOR AND BIORIGIN'S CODE OF ETHICS page 26
6.1 COMMITMENT AND RESULTS page 16	8.2 ETHICS CHANNEL page 27
6.2 USE OF COMPANY RESOURCES page 17	
6.3 INFORMATION SECURITY AND CONFIDENTIALITY page 18	



1. MESSAGE FROM ZILOR'S PRESIDENT

Fabiano José Zillo



To all Employees at Zilor and Biorigin,

We are a Brazilian multinational enterprise and one of the main companies in the agro-industrial sector in the country, with a principle to build ethical, honest, and transparent relationships with our audiences. This Code of Ethics aims to guide our decisions, ensuring that our business conduct is aligned with the highest standards of governance. Learning, understanding, and applying the Zilor Code of Ethics is essential for building our company's reputation. We have more than 75 years of entrepreneurship experience, guided by the values we share. We are committed to transparency,

equity, accountability, and corporate responsibility, as well as the guarantee of human rights within the scope of our operations.

As society is continuously and rapidly evolving, the Zilor Code of Ethics must guide the way in which we do business. This is why you are receiving the 4th edition of the Zilor Code of Ethics. We are a fundamental part of this exercise to continuously strengthen the Zilor Corporate Culture in the relationship with our various audiences. Doing the right thing is a part of who we are!

Regards,



2. ZILOR'S BUSINESS PHILOSOPHY

Zilor is guided by an ethical conduct that is based on the values that define its principles and determine its mission and purpose. The company seeks profitability combined with a commitment to the socio-environmental development of the regions where it operates.

Mission: It is our reason for being. Our mission is to build wealth and promote the well-being of society by transforming innovative and natural agricultural resources into food and energy.

Purpose: It is what we do. We think of, develop, and provide smart solutions by using sugarcane.

Principles: What we believe in. Our principles include:
Committed relationships with our customers, employees, and shareholders;
Work, growth, and future expectations;
Integrity;
Austerity;
Continuous learning;
Social responsibility;

Knowing where we belong;
Knowing where others belong;
Loyalty;
Innovation.

3. BIORIGIN'S BUSINESS PHILOSOPHY

Biorigin is guided by an ethical conduct and based on the values that define its principles and determine its mission and purpose.

Mission: It is our reason for being. Our mission is to become the main supplier of valuable natural ingredients to our customers.

Purpose: It is what we do. We mobilize skills, and through biotechnological processes, we create innovative ingredients originating from natural sources. We are committed to increasing the value of products for our customers.

Principles: What we believe in. Our principles include:

Integrity; Loyalty; Social responsibility;
Commitment to the future; Continuous learning; Creative effort; Partnerships.





3.1. GENERAL GUIDELINES

Zilor employees who work at the industrial and agricultural units and offices, as well as Biorigin employees, in Brazil and abroad, at all hierarchical levels (collectively, “Employees”) must carry out their activities in accordance with the rules set forth in this Code of Ethics, including in the event of relationships with third parties.

Zilor and Biorigin conduct their business in compliance with the laws and regulations in force that are applicable to them, and the Employees must also make sure that their actions are in line with the regulations to which they are subject.

4. COMMITMENT OF EACH EMPLOYEE

Zilor and Biorigin expect Employees to act and maintain relationships based on the conduct described in this Code of Ethics, and guide the activities of all those they relate to, including third parties.

We count on our Employees to always act in accordance with the legislation in force in the countries where Zilor and Biorigin operate, based on ethical and integrity standards, respect for people, the business setting, health, safety, and the environment.

Additional commitments from those who take on a leadership role at Zilor or Biorigin include: Understanding the guidelines and ensuring the teams comply with the Code of Ethics;

Creating an environment that is beneficial to the promotion of standards of ethical behavior;
Being receptive to Employees who wish to ask questions
and express their concerns;
Clarifying expectations and reinforcing the proper use of the Code of Ethics;
Being a role model for the Employees, including by complying with the Code of Ethics;
Ensuring that your team’s Employees are aware of the Ethics Channel and how to use it.

5. CREATING A HEALTHY WORK ENVIRONMENT

5.1. HUMAN RIGHTS

Zilor and Biorigin believe that, for a work environment to be adequate, human rights must be absolutely respected. Zilor and Biorigin understand that each and every person has the right to life, liberty and security, and they promote these concepts in their work environment.

For Zilor and Biorigin, everyone is entitled to equitable and satisfactory conditions when conducting their activities, and Employees’ rights to rest, reasonable working hours, and periodic paid vacations must be respected.

Zilor and Biorigin will always be advocates of equality, non-discrimination, freedom of belief and opinion, as well as other guiding principles of human rights.

5.2. RESPECT FOR THE EMPLOYEE

The treatment among all Employees must be fair and cordial. Communication in the work environment must be clear and truthful, focused on results and aiming for the efficiency of operations.

Zilor and Biorigin are committed to creating a healthy environment for everyone, in compliance with local legislation, standards, conventions, and collective labor agreements.



5.3. CHILD OR FORCED LABOR AND SLAVERY

Zilor and Biorigin do not adopt and, therefore, do not tolerate the use of child labor, as well as the exploitation of labor in conditions similar to slavery or forced labor throughout the business chain. Both companies seek, for their relationships, companies and people that adopt measures to eliminate these conditions, and they do not accept practices that do not respect human dignity.

Zilor and Biorigin only hire children under the age of 18 under the legal terms of an apprenticeship contract,



in compliance with the guidelines of the Child and Adolescent Statute. Rules on work hours and overtime must comply with legislation and collective labor agreements.

5.4. DIVERSITY AND EQUAL OPPORTUNITIES

Zilor and Biorigin value diversity and establish an environment in which Employees can express their ideas with respect, trust and integrity.

Prejudice and discrimination based on race, religion, gender, color, age, special needs, sexual orientation, ethnicity, national origin, pregnancy, marital status, political affiliations, union membership, medical condition, or other legally protected conditions are not acceptable by us and should not occur in our workplace.

Opportunities for the recruitment of professionals and promotion of Employees are equal and take into account the skills necessary for the performance of the role.

5.5. MORAL AND SEXUAL HARASSMENT

Zilor and Biorigin condemn and fight all forms of harassment or abusive behavior. We do not tolerate in our workplace: Situations or conduct that could be interpreted as moral harassment, such as slander, offensive jokes, and conduct or manifestations that may cause evidenciado no contato físico ofensivo, solicitações de favores de ordem sexual,



humiliation or embarrassment; and sexual harassment, evidenced in offensive physical contact, requests for sexual favors, or comments of a sexual and/or discriminatory nature.

5.6. HIRING RELATIVES

The hiring of Employees' relatives at Zilor or at Biorigin is permitted, provided that there is no real or potential conflict of interest and that the hired professionals are subjected to a selection process under equal conditions along with other candidates.

Upon being hired, new Employees must not work in the same area as his/her relative; there

must be no direct subordination between them; and such Employees cannot hold a position in which one may have an opportunity to influence the progress or performance of the other Employee.

In case of hiring a large number of rural workers, if there is a possibility that family members will be working in the same planting area, the Employees involved in the respective hiring must communicate this situation to the responsible Zilor manager prior to the hiring process.

5.7. AFFECTIVE RELATIONSHIP

The affective relationship between Employees, whether at Zilor or Biorigin, is not prohibited; however, there can be no hierarchical subordination relationship between those involved. Situations that could result in an actual or potential conflict of interest should be reported to the immediate leader for due analysis and guidance.

5.8. VOLUNTEER WORK

Zilor and Biorigin recognize the importance and value of practicing volunteer work for the development of people and communities. Voluntary social responsibility activities during working hours are allowed, provided they are promoted by Zilor and/or Biorigin.

5.9. HEALTH AND SAFETY

Zilor and Biorigin offer a healthy and safe work environment and take measures to preserve the physical integrity of Employees. Both companies value the lives of their Employees and expect everyone to fulfill the following commitments:

Respect the legislation regarding the subject, contracts, collective labor agreements, and

regulatory standards for different work activities;

Properly use the Personal Protective Equipment (PPE) and follow all guidelines received;

Carry out all necessary training, dedicating to learning about routines and taking responsibility for them;

Communicate to the respective leader and to the Occupational Health and Safety department any situation of danger or that threatens the physical integrity of Employees and other people in the workplace;

Respond, upon request, to the call of the Occupational Health and Safety department to update periodic exams;

Do not show up for work under the influence of alcohol, illicit drugs or any other substance that impairs your thinking, concentration, and reflexes.





5.10. ENVIRONMENT

Zilor and Biorigin are committed to conducting their business with respect for the environment, complying with the laws and the National Environmental Policy, as well as the rules and other determinations of regulatory and inspection bodies that apply to us. Within the scope of their duties, Employees are responsible for:

Contributing to the proper transportation, handling, and storage of chemical and related products, as well as the correct disposal of waste, especially those that can cause damage to health and nature;

Ensuring that emissions and effluents are treated according to what was established by legislation and regulatory bodies;

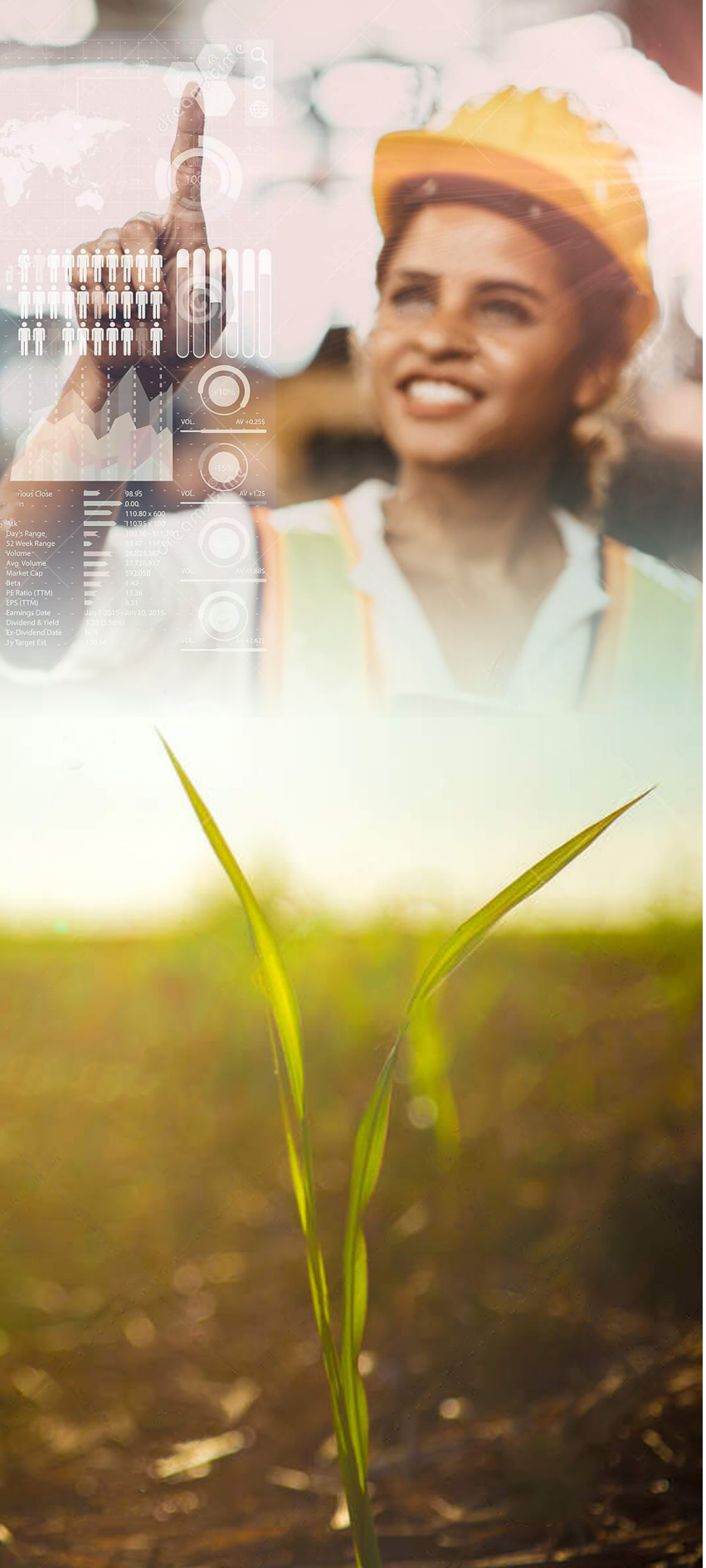
Following the Zilor/Biorigin guidelines in the workplace, as applicable, related to respect and protection of the environment, ensuring that they are complied with;

Transparently managing all information related to the environment that may have an impact on communities or the environment itself;

Offering guidance to business partners and ensuring that they are as careful as Zilor and Biorigin when it comes to this subject.

As outlined in this code, everyone must comply with the following guidelines:





6. WORKING WITH INTEGRITY

6.1 COMMITMENT AND RESULTS

Zilor and Biorigin expect all of their Employees to be committed to efficient work and to the results of the organization. To achieve this, everyone must comply with the following guidelines:

Work hours must be accurately recorded and align with norms, conventions, and collective labor agreements;

During the period in which they are in the company or performing their roles, the Employees must dedicate themselves to their professional activities;

All processes carried out in the company must be fair, based on internal policies and procedures previously established by the organization;

Any information recorded must be true. Falsifying records is considered a violation of contractual and legal obligations and will result in the termination of the employment contract and other applicable sanctions;

Any operational incidents or failures must be clearly communicated to the company leaders so they can handle the issues properly.

6.2 USE OF COMPANY RESOURCES

Zilor and Biorigin's assets are for corporate use. These assets, owned by the companies or made available by them, include equipment, vehicles, cell phones, computers, programs, systems, and their information.

To use such resources, each of our Employees must be guided by the following principles:

Promote the conscious use of resources and avoid waste;

Ensure their conservation, safekeeping, and correct use;

Prevent losses, deviations, and material damage;

Always use them in favor of the organization and for the purposes for which they are intended;

Never use any Zilor or Biorigin equipment for any activity that may be considered illegal or unethical, including unauthorized access to any other computer, network, database, or information.

As Zilor and Biorigin respect the copyright and intellectual property of third parties in relation to the various materials used in the development of the work,

only the use of equipment, systems and computer programs acquired and licensed by the organization is allowed.

Unauthorized or illegally obtained copies of any materials, systems and software produced by third parties are not allowed.

Zilor and Biorigin have the right to audit equipment owned by them, in addition to monitoring, restricting, and intercepting electronic mail and other electronic means available in the workplace.



6.3 INFORMATION SECURITY AND CONFIDENTIALITY

Employees are responsible for preserving the confidentiality in their professional activities and protecting Zilor and Biorigin's business information, to which they have access.

No employee is authorized to reveal, outside of the professional scope, facts or information of any nature that they may have learned as a result of their duties, and they must protect information and systems against modification, destruction, or unauthorized access.

Trade secrets, corporate and/or personal records, business plans and proposals, investment plans, customer lists, marketing and sales strategies, as well as technology product differentiation must be kept confidential by Employees who have access to them. Providing this information to third parties will only be permitted by authorized persons.

In order for the work to be safe and confidential, all Employees must:

Keep the passwords for accessing corporate systems and computers or cell phones confidential. Passwords are personal and must not be shared with other

Employees or third parties;

Act with caution when sending messages



and exchanging emails so that there is no information leakage and especially no damages to Zilor and Biorigin's business. No Employee is authorized to use a personal email account to send or receive work information;

Hard copies must be carefully handled and stored to protect the information;

All Employees must sign a Non-Disclosure Agreement, if their role requires them to do so, at the time of their respective hiring.

6.4 COMPANY IMAGE AND SOCIAL MEDIA

Zilor and Biorigin understand that all Employees must be committed to preserving

the reputation of the people and the companies.

Employees must be careful not to harm Zilor or Biorigin's image in their personal expressions, in any way. They must also not post, share, or make comments about the companies on social networks such as

Facebook, Twitter, Instagram or similar, unless the content:

Is officially made available by the company;

Is available on the websites www.zilor.com.br and www.biorigin.net; or

Is part of corporate publications, made

available by the Communication and Social Commitment department.

Creating profiles, pages, and/or notices that involve the name, logo, or make references to Zilor or Biorigin is not allowed.

Doubts or comments about Zilor or Biorigin posted by other people on the Employees' social media profiles should be directed to the Contact Us area on the Zilor or Biorigin website or, even, emailed to the Communication department at comunicacao@zilor.com.br for the necessary clarifications and actions.

6.5 RECORDS AND PROTECTION OF ZILOR AND BIORIGIN'S INFORMATION

Zilor guides, trains, and monitors its Employees to make sure that all social, accounting, and legal records, as well as internal reports, are filed and presented in accordance with the legislation applicable to each location where it operates. Zilor and Biorigin are the exclusive owners of all material, regardless of its nature, that are developed by their Employees, individually or collectively, during the course of the employment contract or the provision of services. Such materials include: inventions, policies, correspondence, drawings, plans, specifications, works, minutes, computer programs, or other documents resulting from professional activity.

Employees may spontaneously participate in programs conducted by Zilor and Biorigin

for the development of new ideas. In the event of approval of the proposed projects, the Employees, upon prior acceptance, may participate in the execution of the project, at the expense of Zilor or Biorigin, during the work hours and without additional gain, as long as they are aware that the result obtained will not characterize an invention or utility model, pursuant to Law No. 9,279, from May 14, 1996, nor will it entitle them to a patent license or ownership of any property rights.

6.6 FINANCIAL AND ACCOUNTING INTEGRITY

Zilor and Biorigin are transparent about their operations and understand that ethics is fundamental to the preservation of their financial and accounting integrity. Employees who work in these processes are responsible for keeping accurate and truthful records.

Additionally, Zilor and Biorigin adopt the best market practices and prioritize independent auditing of the Financial Statements by employing a third party with credibility in the market and relationships with top financial entities.

6.7 CONFLICT OF INTEREST

A conflict of interest may occur when an Employee favors personal interests over the interests or objectives of Zilor and/or Biorigin. This occurs when an Employee considers his/her particular issues when making a decision that is advantageous for him/her, but is not,

on the other hand, advantageous for Zilor or Biorigin, or that may even cause them losses, including commercial, financial, operational or legal damages.

When there is a mere possibility of a conflict of interest, the situation must be immediately communicated to Zilor or Biorigin.

In order to avoid conflicts of interest, Employees must comply with the following rules:

Avoid situations that involve employment, consulting, or commercial relationships, corporate interests (except investments in the capital market), and association with companies that are customers, competitors or suppliers of Zilor or Biorigin;

Using your position to obtain advantages for you and/or people you are related to, as well as withholding and forging information when hiring third parties or service providers who are close relatives or friends, is prohibited. Zilor and Biorigin Employees are free to carry out professional activities outside their work hours, paid or not, as long as they do not negatively impact their performance. However, such activities:

Must not be carried out during work hours or on Zilor and Biorigin's premises, including the sale of products and services;



Cannot be carried out using Zilor and Biorigin resources, such as office supplies, internet access, vehicles or equipment;

Cannot cause loss or damage to Zilor's business.

KNOWING WHAT TO DO:

Can I work at Zilor or Biorigin and perform another professional activity?

Yes, but this activity must not be performed during your work hours at Zilor or Biorigin; it must not impair your performance at the company; and it must not be related to our suppliers, customers or competitors.

Can a relative of mine be hired at Zilor?

Yes, as long as you do not participate in the hiring of this professional and that he/she is evaluated in a selection process under equal conditions along with other candidates. Also, you will not be able to exercise leadership over that person, work in the same area or hold a position in which one may have an opportunity to influence the progress or performance of the other Employee.

Can I hire a Zilor or Biorigin supplier to provide me with a private service?

Yes, but you cannot use your professional position to gain any advantages when hiring the respective service. This means that you are not allowed to ask for discounts or special conditions based on your position. Even more so, you can never impose the provision of



a particular service for the continuity of the supplier's contract with Zilor or Biorigin. do que isso, você jamais poderá impor a prestação de um serviço particular para a continuidade do contrato do fornecedor com a Zilor ou a Biorigin.

6.8 GIFTS AND HOSPITALITY

The offering or receiving of benefits or advantages, such as leisure travel, gifts, financial compensation, and entertainment tickets, is not allowed. However, receiving institutional gifts that contain the logo of the offering company, commonly given out at meetings, industry events, fairs, among others, is not prohibited.

Any exceptions to the above prohibitions, such as accepting invitations to participate in

games, shows, entertainment events or any other social activities, will only be authorized with the prior approval of the competent Board of Directors.

KNOWING WHAT TO DO:

Situation 1: A supplier wants to discuss a new contract with Zilor, so he/she invites you to dinner and says that they will pay the bill. In this case, you must thank the invitation and explain that you will not take part, as Zilor and Biorigin do not allow Employees to receive gratuities

Situation 2: A supplier gets in touch and asks for your home address to send a wine to thank you for the work you have been doing together. In this case, you must thank them and tell them that Zilor and Biorigin do not allow Employees to receive gifts. If you have any questions, always talk to your immediate leader.

6.9 FIGHTING CORRUPTION AND MONEY LAUNDERING

Zilor and Biorigin comply with anti-corruption laws, regulations, and policies aimed at fighting or mitigating risks related to corrupt practices, harmful acts, infractions, or crimes against the economic or tax order, "laundering" or concealment of assets, rights and values, against the National Financial

System, the Capital Market, or the national or foreign public administration.

Zilor and Biorigin Employees or suppliers are prohibited from making payments, as a gratuity, or offering any advantages to employees or authorities of any government level (municipal, state or federal) to facilitate services, administrative actions, or even obtaining benefits. Zilor and Biorigin condemn practices that characterize corruption, fraud, or the payment of bribes, actively or passively, in any form. If this occurs, Zilor and Biorigin will take the appropriate legal actions, which may include, but is not limited to, reporting the event to the competent bodies.



6.10 PROTECTION OF PERSONAL DATA

Zilor and Biorigin understand the importance of preserving the privacy of all people with whom they interact, so our Employees have the responsibility to follow the same principles.

Both companies are committed to respecting the guidelines contained in the Brazilian General Data Protection Law (GDPL) and always acting with caution and care when responding to requests from data subjects and other legally defined processes on this topic.

7. BUILDING ETHICAL RELATIONSHIPS

7.1 RELATIONSHIP WITH CUSTOMERS

Zilor and Biorigin understand that their Employees must act with integrity towards their customers, respecting our own conduct guidelines and those of third parties.

All commercial agreements must be based on legally established contracts, and any behavior adopted must be in favor of the security and longevity of our commercial relationships.

7.2 RELATIONSHIP WITH SUPPLIERS, PARTNERS, AND SERVICE PROVIDERS

The relationship between Zilor, Biorigin, and their suppliers, partners and service providers must be guided by transparency, integrity and honesty. Any hiring decision must be based on Zilor and Biorigin's internal policies and procedures, as well as on technical criteria that

reflect the organization's legitimate interests, in accordance with the following rules:

Any negotiation must be conducted by the professionals designated for the respective activity, using the company's official means of communication, with proper records and traceability, and in accordance with specific internal policies and procedures previously established;

The objects of all contracts signed by Zilor or Biorigin must be completely respected;

Zilor and Biorigin condemn any practice of bribery. Offering money or other goods and values to obtain advantages or privileges contrary to law, duty, or morals is a punishable offense;

Undue advantages, obtained through the manipulation of information, intimidation, coercion, constraint, unfair competition practices, or situations that characterize a conflict with the business and the interests of Zilor and/or Biorigin are not allowed; To ensure impartiality and transparency in its transactions, Zilor prohibits employees from participating in any decision-making processes and in the purchase or sale of products, services or energy with companies whose partners or directors are people with whom the Employee has a natural or civil relationship, or whose relationship may characterize a conflict of interest;

Zilor and Biorigin also determine that their suppliers, partners, and service providers must act ethically and with integrity, have socio-environmental responsibility, and comply with the legal requirements applicable to them. Those who fail to do so are subject to exclusion from our business chain.

7.3 RELATIONSHIP WITH PUBLIC AUTHORITIES AND REGULATORY BODIES

Zilor and Biorigin comply with the laws that govern the participation of companies in

political matters and the relations with public authorities and regulatory bodies. Zilor and Biorigin do not make political donations and do not authorize any of their Employees to do so on behalf of the organization. Any contribution to a candidate or political party, if made by an Employee, will be strictly personal.

Any Employee who holds or wishes to hold public office or to be a candidate in the elections must notify the organization for an analysis of a possible conflict of interest, and may not use Zilor and/or Biorigin's physical facilities, equipment, materials, and assets for partisan political purposes.



7.4 RELATIONSHIP WITH THE PRESS

The Communication department has a responsibility and is formally designated to interact with the press on behalf of Zilor and Biorigin. When necessary, the Directors or specific Employees may also be appointed to speak on behalf of Zilor and/or Biorigin.

Whenever an Employee is contacted for any interview, comment or clarification to the press, he/she must direct this contact to the Communication department.

Lectures or presentations regarding our business must also be previously aligned with the Communication department.

7.5 RELATIONSHIP WITH UNIONS AND PROFESSIONAL ASSOCIATIONS

Zilor and Biorigin respect the Employees' right to free association and understand that everyone has the option to be represented by legally established entities and to carry out collective bargaining in accordance with current legislation. Both companies always work with the purpose of conducting bargaining that is fair and based on dialogue.

7.6 RELATIONSHIP WITH OTHER COMPANIES IN THE SAME SECTOR

Zilor and Biorigin believe in healthy and ethical competition. They understand that every Employee has a responsibility to respect the competition and not to issue any negative

opinion about the companies' performance. On the other hand, our companies expect to receive the same treatment from those who work in the same business segments.

7.7 RELATIONSHIP WITH THE COMMUNITY

Zilor and Biorigin are committed to social development and sustainability in the areas where they operate. The companies always show respect to the people who live close to their units and work areas, and maintain an open channel for dialogue with the community.

8. ZILOR AND BIORIGIN'S ETHICS PROGRAM

8.1 ZILOR AND BIORIGIN'S CODE OF ETHICS

All Employees are responsible for reading and complying with the Zilor and Biorigin Code of Ethics. If any doubts arise, the employee should contact his/her immediate leader or the P&O department for clarification.

Situations that may not have been contemplated in the document must be communicated to the leader for evaluation.

8.2 ETHICS CHANNEL

The Zilor and Biorigin Ethics Channel is a safe and confidential means of reporting unethical conduct that violates this Code or current legislation. It is available 24 hours a day, 7 days a week.

All information registered in the Channel is received by an independent and specialized company, which ensures the appropriate treatment of each situation without influences or conflicts of interest. Reports can be made anonymously, and if the complainant wishes to communicate his/her name and telephone number, his/her identity will be preserved. The company guarantees the confidentiality of the process and ensures that there will be no retaliation against Employees who make complaints in good faith.

If you wish to comment on any situation that is not in accordance with this document, please contact:

www.canaldeeticazilor.com.br
0800 180 9000

If you file a complaint, write down your access code. With it, you can continue interacting with the analysis team and, if necessary, offer more information.

Deliberative Ethics Committee

Zilor's Deliberative Ethics Committee, supported by the company's Ethics Committee and Senior Management, is responsible for ensuring that the Code of Ethics, internal policies and other standards are complied by all stakeholders. This Deliberative Ethics Committee ensures that all allegations submitted to the Zilor Ethics Line are properly handled.

MAIN RESPONSIBILITIES

- To disseminate the Code of Ethics and enforce it throughout our company;
- To support awareness and promote training on the subject;
- To make decisions about the result of the investigations, check how complaints are handled and implement improvement actions;
- To make decisions on all ethical and conduct issues.

AGREEMENT OF COMMITMENT AND AWARENESS

**I declare that I am aware
of the Code of Ethics and the
Zilor and Biorigin Ethics Channel.**

The Code of Ethics contains essential guidelines for my work and aims to ensure good practices in our company. My signature on this letter is the manifestation of my commitment to the rules and guidelines contained in this document.

Name

Registration number

Role

Location and date

Signature

This letter must be delivered to Zilor's Personnel Administration (P&O) and will be attached to your records.

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