

Corporate Policy - PTC	Issue Date: <b>7/30/2021</b>
<b>Sustainability</b>	Identification: <b>PTC.005</b>
	Version - <b>03</b> Review with update: <b>8/21/2023</b>
Approval: Board of Directors	Classification of information: <b>Public</b>

## 1. PURPOSE

To establish principles and guidelines that guide our actions and commitments aligned with the objectives of sustainable development, in order to integrate this agenda into the Company's business strategy, contributing to the preparation of action plans based on the key areas of action, and the establishment of measurable objectives to ensure effectiveness of actions and achievement of positive results for all parties involved.

## 2. APPLICATION

It applies to the entire the Carrefour Brazil Group and stakeholders

## 3. ACRONYMS AND DEFINITIONS

*Food Transition* - the company's global movement with the objective of offering fresh food in an accessible way to our customers with the objective of promoting healthier diet, coming from a sustainable and responsible chain.

Agenda 2030 – initiative led by the United Nations with the aim of eradicating poverty, protecting the environment and ensuring that people achieve peace and prosperity. There are 17 Sustainable Development Goals (SDG's) established in this agenda.

Company – Carrefour Brazil Group

ESG - Environmental, Social and Governance

Farm Animal Welfare Committee (FAWC): Created in 1967 in England, which established the set of the “five freedoms” of animals, translated from the ideal state of physical and mental well-being.

SDG - Sustainable Development Goals

UN - United Nations Organization

## 4. GENERAL GUIDELINES

The Carrefour Group leads a global movement to offer a concept that eating should not be just consuming something out of habit and/or a basic need, but rather be part of an experience in which “eating well” is a complement to “living well”, providing access to quality food at affordable prices.

We recognize as essential the adoption of responsible and sustainable business practices, aligned with the Sustainable Development Goals (SDG's) established by the United Nations, and committed to the principles and goals of the Paris Agreement to face climate change. We are dedicated to conducting our business in ways that minimize our environmental impact, promote social well-being and contribute to economic prosperity in an ethical and transparent manner.



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Carrefour's commitment to offering healthy food in an accessible way comprises, in practice, a set of initiatives that stimulate a continuous and permanent process of transition to a healthier, sustainable and conscious diet.

Therefore, the Company created this movement that supports consumers in the food transition, producers in changing production processes and, thus, the transformation of society. Changing the world through food is only possible if everyone has the possibility to choose healthy, sustainable and nutritious food. The nutritional quality and environmental footprint of a food depend on many factors, including its production chain. For this, the Carrefour Brazil Group invests in items with a traceable origin, seeking to know where and how they have been produced or cultivated and demanding compliance with ethical and sustainable standards and norms.

In view of this global strategy, the Carrefour Brazil Group reinforces the importance of having in the entire ecosystem - retail, wholesale, medicines, fuels, financial and real estate systems - the commitment of all stakeholders in the process to lead the changes necessary to face the dilemmas related to the context of social and environmental responsibility and governance. Our commitments to Human Rights and Environmental Protection are anchored in the main documents of the International Labor Organization (ILO) and other UN agreements such as the Global Compact (GC), Sustainable Development (SDG's) and the Guiding Principles on Business and Human Rights (UNGP).

The prioritization of the Sustainable Development Goals, necessary for directing the company's strategic sustainability actions, is based on the construction of Materiality, described in detail in the Strategic Materiality Manual. Also relevant is the process of active listening to all stakeholders, through which opportunities for engagement and more appropriate direction of the business arise. Engagement with the various actors in our ecosystem is described in more detail in the Stakeholder Engagement Policy.

The activities developed to fulfill these goals and objectives are monitored and later disclosed in the Sustainability Report, emphasizing transparency and accountability to society.

The Carrefour Brazil Group recognizes its responsibility to contribute to a fairer, more equitable and sustainable world. To this end, the ESG agenda was revisited and is now anchored on three main pillars, which reflect its commitment to addressing crucial issues of society and the environment:

#### **Pillar 1- Combating Hunger and Inequalities:**

The Carrefour Brazil Group recognizes the urgency of tackling hunger and social inequalities in our society. To address these challenges, the company focuses on:

- Donations – Emergency Actions to Combat Hunger: Carrefour Brazil is committed to acting quickly in emergency situations of hunger. Through partnerships with local and government organizations, the company mobilizes resources, food and assistance to support communities in times of crisis.
- Development and Social Inclusion: the Carrefour Brazil Group believes that sustainable development and social inclusion are fundamental to combating the underlying causes of hunger and inequalities. The company invests in training and education programs for vulnerable communities,



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promoting access to education and health services, and creating economic and development opportunities.

- **Generation of Income and Employment:** as part of its commitment to society, Carrefour Brazil seeks to contribute to the generation of income and employment. This includes fostering local entrepreneurship, creating decent employment opportunities and promoting sustainable supply chains.

### **Pillar 2 - Inclusion and Diversity:**

Carrefour Brazil recognizes the value of diversity and is committed to creating an inclusive and equal environment for all. Its priorities include:

- **Combating Racism:** Carrefour Brazil is actively engaged in combating racism in all its forms. The company works to promote diversity and racial representation in its workforce, develop acceleration programs and promote equal opportunities. In addition, education is an essential pillar to promote inclusion and diversity. Through partnerships with schools and educational organizations, the company seeks to create opportunities for learning and development.
  - **Gender Equity:** Carrefour is committed to developing female leadership, as well as accelerating representation in the company's leadership positions and combating wage differences or other forms of discrimination.
  - **Inclusion of People with Disabilities:** the company is dedicated to creating accessible spaces and opportunities for people with disabilities. This involves adapting its facilities as well as developing workplace and community inclusion policies.

### **Pillar 3 - Protection of the Planet and Biodiversity:**

Carrefour Brazil recognizes its environmental responsibility and seeks to contribute to the protection of the planet and biodiversity through various actions in its direct operations and in conjunction with its supply chain:

- **Critical Chains and Combating Deforestation:** the company is committed to adopting sustainable practices in its supply chains, especially with regard to deforestation. This includes promoting sustainably sourced products and engaging with suppliers to ensure responsible practices.
- **Climate Change:** the Company has a decarbonization strategy that seeks to reduce its carbon footprint and promote awareness of issues related to climate change. This includes actions related to energy efficiency, mitigation and improvement of refrigeration systems, optimization of the use of transport in addition to mobilizing the chain to reduce Scope 3, promoting sustainable practices among its stakeholders.
  - **Circular Economy:** the company applies circular economy concepts based on the logic of reduction, reuse, recovery, regeneration, reabsorption and recycling of materials. In this pillar, the Company operates on two main fronts: its own label packaging strategy and reverse packaging logistics.
  - **Zero Landfill and Combating Food Waste:** Carrefour Brazil works to reduce food waste in its operations, collaborating with food donation organizations and implementing waste management strategies.

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Transparency and governance are premises that support the strategy of these pillars and the Company's commitments

By prioritizing these actions, Carrefour Brazil Group seeks not only to positively impact society and the environment, but also to be an example for other companies, inspiring the adoption of responsible practices and contributing to a better future for all.

#### 4.1 Good corporate governance practices

Based on the best Corporate Governance practices, the Carrefour Brazil Group adopts a governance model based on transparency, fairness, accountability and corporate responsibility, complying with the guidelines of the market in which it operates. It maintains on its website the Corporate Policies, Statutes, Codes and Reports that give transparency to all its activities.

The Sustainability Report is prepared annually, which presents the Group's position on major themes related to ESG issues. The report is prepared based on globally recognized methodologies for this type of publication, such as the *Global Reporting Initiative* (GRI) and the Sustainability Accounting Standards Board (SASB), which aims to provide transparency to the way in which the organization allocates its capital to generate value over time and also allowing diagnosis of the contribution of the Carrefour Brazil Group to the achievement of the goals established by the UN Agenda 2030.

The Sustainability Report also brings the main economic and financial highlights of the Group. Such data, in full, can be consulted in the financial statements, which follow the international financial reporting standards (IFRS) issued by the International Accounting Standards Board (IASB) and are externally audited.

In addition, the Group formalizes commitments and short, medium and long-term goals linked to the Company's strategic pillars and that influence part of the variable compensation received by employees.

Given the importance of the subject, the relationship with stakeholders is detailed in the Policy for Engagement with Stakeholders, covering the entire process of engaging them in the businesses of the Carrefour Brazil Group.

##### 4.1.1 Access, quality and food transition strategy

Promoting the food transition also means offering food in a democratic way, at a fair and affordable price. And taking into account the different ways of accessing products, considering existing technologies, new needs and the new routine of consumers. Being present anytime and anywhere through the stores, website, app and multi-format delivery is the great challenge of the Carrefour Brazil Group.

As a strategy to promote food quality, The Carrefour Brazil Group works to:

- Increase the supply of fresh products;
- Prioritize supply from local producers;



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- Engaging suppliers to adopt the best social and environmental practices;
- Develop the production and availability of healthy products;
- Raise the quality of Carrefour products – own brand;
- Progressively train employees for these new challenges;
- Preserving biodiversity by promoting responsible practices.

#### 4.1.2 Combating all forms of corruption

The Carrefour Brazil Group has a firm and well-defined position on issues related to ethics and integrity in all its areas of activity. Our relationships are guided by respect and transparency, working hard to prevent and combat all forms of corruption, fraud, bribery and illegality.

The Code of Conduct is reviewed periodically, as well as the Code of Conduct for Suppliers, both of which are used as guidelines for the expected conduct of employees and business partners.

In the event of violation of the rules provided for in these Codes and other documents and regulations of the Carrefour Brazil Group, registration must be made on the Reporting Channel. This is managed by an external and independent company and available to all audiences, guaranteeing anonymity and non-retaliation to whistleblowers.

The Anti-Corruption and Influence Peddling Prevention Policy describes the guidelines for preventing all forms of corruption, complying with the guidelines of Brazilian legislation (Law 12846/2013 and Decree No. 11129/2022) of international legislation (Sapin II Law) and other rules and regulations.

#### 4.1.3 Fair operating practices

At the Carrefour Brazil Group, business and activities are conducted freely and fairly, without unfair negotiations or attempts to harm our competitors or free competition.

The Policy of Compliance with the Brazilian Legislation for the Defense of Competition sets out the guidelines that must be followed by the Company. No situation that is or could appear to be an alignment with competitors will be tolerated. Therefore, any type of agreement or sharing of strategic information, price alignments, markets or geographic zone with our competitors is prohibited.

#### 4.1.4 Employee's health and safety

Take care of the health and safety of everyone who is part of the Carrefour Brazil Group ecosystem is a priority. In addition to complying with all the legal provisions to which we are subject, we work continuously to have the best safety standards in all our business units, always aiming at **commitment** to the continuous improvement of performance in Health and Safety, with compliance with applicable legislation and standards, such as the Regulatory Standards (NR's) provided for in the CLT and with a preventive

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approach to hazards and risks. Specific guidelines on the subject are contained in the Health, Safety and Environment Policy and in the People Management Policy.

The Company works continuously with communication in systematic disclosures to interested parties, taking into account the particularities of each audience, adapting the form and language used.

Security issues in our processes and everyone's awareness and commitment is essential, so these rules are non-negotiable. Everyone must know the specific safety guidelines for the activity they carry out and use the equipment provided by the Carrefour Brazil Group.

#### 4.2 Combating hunger and inequality

On the social issue, commitments were established so that the Company could contribute to a more just and egalitarian society, through structuring or emergency actions, development and inclusion and generation of employment and income.

Investments and expansion plans in Brazil increasingly reflect the conviction that we must act as agents of transformation. We are responsible for this role, as our activities influence a vast value chain: we lead food consumption in all layers of society, serving millions of families, generating jobs and income, whether directly or indirectly.

##### 4.2.1 Solidarity campaigns

In line with the guideline of promoting healthy eating, our work seeks to mobilize our customers and employees, engaging them in fundraising and volunteering campaigns.

The Carrefour Brazil Group, through partnerships, has projects linked to food production, food education, professional training and income generation, social mobilization, sports and care for public spaces.

##### 4.2.2 Responsible relations with the community

At Carrefour Brazil Group we have the vision that business can contribute to a balanced and fairer society.

The impacts on society in general are always considered, especially the community surrounding the establishments and the supply chain, ensuring the maintenance of a peaceful and respectful relationship.

Positive opportunities for the community are evaluated, as well as the permanent and recurring structuring of innovative solutions to prevent, mitigate, compensate or neutralize the negative impacts possibly generated. More guidelines and actions related to the relationship with the community in the Policy of Engagement with Stakeholders.

Philanthropic donations and sponsorships must reflect such transparent and positive attitude towards the community, to promote benefits and opportunities. The Carrefour Brazil Group's actions are preferably aimed at combating hunger and encouraging food transition, healthy eating (healthiness), education,



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culture, sports, promoting sustainability, diversity, social inclusion, professional qualification and well-being of the population.

All donations and sponsorships must, however, be evaluated and authorized by the Compliance area of each Business Unit and follow the guidelines of the Anti-Corruption and Stakeholder Engagement Policies.

#### 4.3 Diversity and inclusion

The Carrefour Brazil Group values and celebrates diversity, as each person is unique and individually makes up the strength and brand of the Company.

Internal processes are designed to promote and ensure equal opportunities without distinction as to any characteristics, history or identity of individuals.

The Company is committed to hiring, including and unconditionally respecting all people, especially women, black people, LGBTQIA+, people in refugee situations, immigrants and people with disabilities. Concerns and commitments revolve around confronting and combating racism, violence against women, prejudice and discrimination in any of its forms and natures.

Acts of discrimination of any kind, based on gender, race, religion, sexual orientation, political opinion, origin, class or social status, nationality, place of birth, age, pregnancy, illness, disability, health condition, genetic predisposition, lifestyle, or any other individual characteristics are not tolerated, and if confirmed, are subject to disciplinary action.

#### 4.4 Protecting the planet and biodiversity

The environmental responsibility of the Carrefour Brazil Group is instructed by the guidelines and commitments assumed, guided by the goals of the Sustainable Development Goals - SDG, in particular:

- SDG - 6 Potable Water and Sanitation, aims to ensure the availability and sustainable management of potable water, such as actions to improve water quality, reduce pollution and dumping and minimize the release of chemicals and hazardous materials, in addition to increase the recycling and reuse of products and corporate waste, for reuse, in their cycle or in other production cycles, or other environmentally appropriate final destination.
- SDG 7 - Accessible and Clean Energy, aims to promote the use of viable, sustainable and modern energy sources, with an increased share of renewable energies in the energy matrix of the Carrefour Brazil Group, and the expansion of infrastructure that uses low-consumption, sustainable and clean energy.
- SDG 13 - Action against global climate change, adopting measures to combat climate change and any impacts of the Group's operations on the climate, through education, awareness, engagement of people and optimization of processes for mitigation, adaptation, reduction of impact and early warning of climate change.



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- SDG 14 - Life in the water, aims to conserve and sustainably manage the oceans, seas, marine resources and food for sustainable development, with prevention and reduction of marine pollution of all types.
- SDG 15- Terrestrial Life, aims to protect, recover and promote the sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, halt and reverse soil degradation and halt the loss of biodiversity.

#### 4.4.1 Sustainable production chains

##### 4.4.1.1 Combating deforestation

The Carrefour Brazil Group seeks to act as a transformation agent, continually evaluating its processes and engaging suppliers to adopt production practices that minimize social and environmental impacts and respect principles related to environmental conservation. Always attentive to complying with legal requirements in all service units, activities and products, we work with a focus on prevention and quick responses in emergency cases.

Our forests strategy is centered on 3 essential pillars, which are supported by governance and transparency actions, and reflects a solid commitment towards environmental and social sustainability:

- **Free Deforestation Value Chain:** We are committed to achieving a deforestation-free value chain. This includes risk mitigation actions and due diligence, as well as making strong commitments to our suppliers. The Carrefour Brazil Group focuses on the raw materials most present in its inputs, such as Brazilian beef, wood and paper, palm and soy oil, considered to be of greater risk in its production process.
- **Incentives for Bioeconomy and Alternatives to Animal Protein:** We recognize the importance of promoting more sustainable food practices. Our strategy includes increasing the assortment of plant-based and bioeconomy-sourced products at our units, as well as promoting the adoption of regenerative agriculture practices in our value chain, with a direct social impact. These actions aim to contribute to fair remuneration and encourage the development of local communities.
- **Protection of Biodiversity and Forests:** We are committed to investing significantly in preserving biodiversity and forests. To this end, we will allocate substantial resources to finance landscape projects related to the bioeconomy and sustainable production of commodities. This will strengthen our contribution to forest conservation and the promotion of responsible agricultural practices.
- **Ensuring animal welfare:** the Carrefour Brazil Group develops a program aimed at improving animal welfare in its production chains. In collaboration with its stakeholders and NGO's specializing in animal welfare, the Company has defined its criteria and ensures that they are included in the specifications.
- **Respect for health, safety and human rights in the supply chain:** the Carrefour Brazil Group assesses the social and environmental compliance of its suppliers and promotes social responsibility practices throughout its value chain.
- **Support to the local economy:** the Group has a system that includes business volume in local purchases and develops partnerships with small producers.



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Since 2010, the Carrefour Brazil Group has supported initiatives to combat deforestation throughout Brazil. The Company is a signatory of conventions and protocols in defense of the environment, fight against climate change and defense of biodiversity, which allow the continuous production of food and environmental safety of the planet. In addition, the Carrefour Brazil Group has committed to zero deforestation as part of the Consumer Goods Forum (CGF).

To support practical actions towards effective fight against deforestation, the Carrefour Brazil Group created the Forests Committee, responsible for collecting and analyzing strategic decisions and for suggestions and evaluations of integrated actions that allow working to strengthen the environmental, social and governance agenda in Brazil. The committee, of an advisory nature, has the exclusive objective of guiding the Carrefour Brazil Group in the strategy of preserving forests with a focus on reducing the impact in relation to the Group's activities, to, in a free and independent manner, suggest guidelines for effective actions that can be adopted by the Company, relying on renowned specialists in the themes of climate change, science, traceability and bioeconomy.

#### 4.4.1.1.1 Sustainable beef

To face the challenges in combating deforestation associated with beef production, the Carrefour Brazil Group has a process for approving and monitoring the origin of Brazilian beef based on social and environmental criteria that guide the acquisition of fresh beef sold in stores, in addition to have specific procedures involving the analysis of geomonitoring by satellite images. Thus, all suppliers wishing to have commercial relations with the Group must undergo an approval process, committing to monitor and not tolerate: deforestation and conversion of native vegetation; work conditions analogous to slavery/child labor; environmental embargoes; invasions of indigenous lands and “quilombola” lands and invasions of environmental conservation areas. Meat suppliers also undertake that all producing farms that supply them must have an active registration (Federal CAR) and an environmental license, when applicable.

For homologation purposes, the supplier must adhere to the Carrefour Group's In Natura Beef Responsible Purchase Policy by acknowledging and signing the Term of Commitment for the Supply of Beef, as well as guaranteeing and proving that: it has its own system of traceability and geomonitoring for sociand and environmental analysis of its value chain (producing farms) before establishing the purchase of animals; has a Term of Adjustment of Conduct (TAC) for the meat signed with the Federal Public Ministry in the states involved, when applicable (Legal Amazon); has products of animal origin through plants with a federal inspection seal (SIF); agrees that the farms will be reanalyzed by the Carrefour Brazil Group (by the Group's geomonitoring system) for validation.

All suppliers must be users of the “Boi na Linha” Protocol and guarantee transparency and conservation of biodiversity, through pre-analysis of their purchase and sale processes and the sharing of pre-analyzed data, so that it is possible to carry out the Meat traceability, with information on animals in the direct chain and, as soon as available, indirect supply chain, through integrated geomonitoring mechanisms.

#### 4.4.1.1.2 Soy Traceability

Soybean production in Brazil has a close relationship with deforestation and the conversion of native forest given the concentration of activities in the Amazon and Cerrado biomes, thus being a topic of crucial



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importance in the production chains of the Carrefour Brazil Group. The presence of soy, directly or indirectly, is notable in several products, with its main use being as an ingredient in food, especially in the preparation of feed for the animal products industry. With the aim of mitigating environmental impacts, Carrefour is committed to ensuring that all animal protein sold under its own brand does not come from soy linked to deforestation by 2025. To achieve this goal, the company adopts a comprehensive strategy, seeking local production in deforestation-free areas, promoting full traceability of soy and purchasing soy certified by the Round Table on Responsible Soy Association (RTRS) or by Proterra. The company also adheres to the Brazil's Amazon Soy Moratorium.

#### 4.4.1.1.3 Palm oil and sustainable derivatives

The Carrefour Brazil Group, aware of the environmental impacts of palm oil production, is committed to ensuring sustainability in its supply chains. To achieve this, the company has set the goal of certifying 100% of private label products containing palm oil or its derivatives with the Roundtable on Sustainable Palm Oil (RSPO).

#### 4.4.1.1.4 Sustainable production of wood products and by-products

The Carrefour Brazil Group, recognizing the importance of pulp, paper and wood in packaging and products, and considering Brazil's leadership in these sectors, is committed to making its production chains more sustainable. To this end, the company is committed to ensuring that 100% of sales of the ten priority families of paper and wood under its own brand come from sustainable sources, with Forest Stewardship Council (FSC) certification. In addition, it undertakes to ensure that all paper or cardboard packaging is also certified.

#### 4.4.1.2 Preservation of Ecosystems

The Carrefour Brazil Group aims to make people aware of the importance of biological diversity and the need to protect all ecosystems, investing in initiatives aimed at zero deforestation. In this scenario, as a relevant food retailer and wholesaler, it is our role to offer customers quality food, in line with environmental conservation.

##### 4.4.1.2.1 Sustainable fishing

In addition to all actions to protect the forest and combat deforestation, the company also works to preserve the marine ecosystem through its commitment to sustainable fishing.

The Carrefour Brazil Group is committed to promoting the sustainable production and consumption of marine products in light of the growing global demand for fish, which affects fish stocks. Committed to reducing this impact, the company has set the goal that by 2025, 50% of fish purchases from its own and national brands will come from responsible approaches. This includes fresh, frozen, canned, dried and salted fish. To achieve this goal, the company has adopted measures such as certification by recognized organizations such as the Aquaculture Stewardship Council (ASC) and the Marine Stewardship Council (MSC), in addition to promoting low-impact fishing practices, species diversity, sustainable local partnerships and products in responsible fishing stores. The company also imposes restrictions on

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overexploitation, environmental aggression and capture of endangered species in fisheries, in addition to implementing adequate governance.

#### 4.4.2 Animal welfare

The Carrefour Brazil Group has established a solid commitment to promoting sustainable practices and encourages the promotion of animal welfare in its value chain, as expressed in its Animal Welfare Policy. These commitments are guided by applicable rules and regulations, as well as the five animal freedoms defined by the Farm Animal Welfare Committee (FAWC):

- Physiological freedom: absence of hunger, thirst or malnutrition. Animals must have access to potable water and adequate food, ensuring their health and vigor;
- Environmental freedom: adequate shelter without climatic or physical stress. It is essential that the animals have a suitable environment and a comfortable resting area;
- Health freedom: absence of suffering, injury or disease. The animals must have access to prevention, rapid diagnosis and adequate treatment;
- Behavioural freedom: allow the expression of natural and specific behaviors for each species. The animals must have adequate space, appropriate environment and coexistence with congeners.
- Psychological freedom: absence of fear or stress. Breeding conditions and practices must not induce psychological distress in animals;

In addition to these fundamental freedoms, the Carrefour Brazil Group has established 10 additional priority objectives in its commitment to animal welfare:

1. Combat antibiotic resistance and ban antibiotic growth factors and growth hormones.
2. Prohibit cloning and genetically modified animals and pursue biological diversity.
3. Transform breeding in cages and restrict animal confinement.
4. Keep stress during transport and slaughter to a minimum.
5. Limit mutilations and optimize systematic pain management.
6. Ensuring adequate nutrition.
7. Require health monitoring.
8. Ban animal testing (for cosmetics and household products).
9. Prohibit animal-derived materials that do not come from farms primarily intended for food production.
10. Improve habitat comfort.

Carrefour seeks to improve the living conditions of animals, ensuring health and food safety, and implementing these commitments through general and specific transversal measures for each production chain:

- 100% of slaughterhouses supplying Carrefour own brand products will be audited with specific animal welfare criteria by 2025;
- By 2025, 100% of our pork will be in compliance with our swine animal welfare policy;
- By 2028, 100% of eggs sold will be adapted to the cage-free system;



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- Prohibition of animal testing for all suppliers of own brand cosmetics and perfumery items and suppliers of cleaning products;
- Prohibition of sales of genetically modified or cloned animals, materials from animals not raised for food (textile and decoration) and exotic meat (kangaroo, zebra, crocodile), both for own brands and national brands.

More details can be found in the Animal Welfare Policy.

#### 4.4.3 Working conditions and human rights

The Carrefour Brazil Group is committed to ethics and transparency in business, having as a fundamental principle respect for labor legislation and human rights in all commercial relations with suppliers and partners, with special attention to the working conditions offered by suppliers, as stipulated in the Code of Ethical Conduct. In all processes, developed within, and in the supply chain, of the Carrefour Brazil Group, situations of violations of human rights are not tolerated, as well as any form of forced, slave, servile or child labor, sexual exploitation, especially of children and adolescents, discrimination, harassment, racism, racial slurs, bullying, physical or psychological abuse. The Company also fully guarantees the right to union association and collective bargaining, as well as the diversity of religious beliefs and political opinions.

Our guiding principles are embodied in the "UN Guiding Principles on Business and Human Rights" and the "International Agreement to Promote Social Dialogue, Diversity and Respect for Fundamental Rights at Work" in collaboration with the UNI Global Union. They are also based on key documents of the International Labor Organization (ILO) and other initiatives of the United Nations (UN), including the Global Compact and the Sustainable Development Goals (SDG's). As an active participant in the Global Compact, the Company adhered to global and national commitments regarding sustainability and respect for human rights, aligning itself with the 2030 Agenda and SDG 8 - "Decent Work and Economic Growth". These foundations, built on the principles of "protect, respect and remedy", offer specific guidelines to ensure due respect for all human beings, while promoting social dialogue and diversity.

Unwavering respect for human rights is ensured for all employees and individuals in our ecosystem. The company maintains strict working conditions throughout the supply chain, demanding respect for human rights through contractual clauses with all business partners. Risk analysis and due diligence are carried out in the supplier registration process, considering established guidelines. This involves the formal analysis of documentation and reputation, with a focus on identifying risks of fraud, corruption, among others. Public lists, such as the Brazil's Slave Labor Dirty List, are also checked, and the presence of suppliers on this list prevents completion of registration.

In cases of non-compliance with contractual clauses (including use of child, slave or similar labor), the contract is immediately terminated for cause and fines are applied. The Company encourages its suppliers to include similar clauses in contracts with subcontractors. In addition, the contracts contain a specific clause that requires the subcontractor to fulfill the obligations established in the main contract, with the contractor responsible for ensuring this compliance.



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For Own Brand direct suppliers, rigorous assessments are carried out in terms of social and human rights parameters during the hiring process, ensuring full compliance with labor standards, including benefits, remuneration, health, safety and respect for human rights.

In addition to legal obligations, we recognize the importance of employees for the Group and, therefore, we invest in safety at work, following the best practices in the market. Our processes are designed to ensure compliance with the law, respecting the rights of all employees and contractors working in our establishments.

#### 4.4.4 Relationships with small producers and local producers

The Carrefour Brazil Group wants to promote a positive impact throughout the supply chain, recognizing that boosting the economic inclusion of small suppliers creates job and income opportunities for entire communities, stimulating local growth and the autonomy of family farmers, local producers and traditional populations. To achieve this goal, it is essential to economically train these suppliers, providing them with access to new markets and the necessary support to improve their productivity and competitiveness, encouraging regularity and sufficient quantity for self-consumption and generation of surpluses.

Carrying out registrations and making products available from small suppliers in all regions where the Carrefour Brazil Group operates also guarantees consumer access to these foods. This contributes to raising awareness on the agricultural potential, diversity and natural resources existing in the different regions of the country.

In addition to the social and economic benefits, from an environmental point of view, when working with a small supplier, the Carrefour Group ensures the preservation of biodiversity through the dissemination of the best agricultural practices for food production, respecting, for example, the seasonality of products, valuing products from biomes such as the Amazon, the Cerrado or even the Northeast outlands, cultivated in an ecological way, and promoting the recovery of the native vegetation of the biomes. In addition, physical proximity contributes to the reduction of losses.

By investing in the economic and social inclusion of small suppliers, regional producer cooperatives and riverside, indigenous and “quilombola” communities, the Carrefour Brazil Group is building a more resilient and sustainable supply chain. It is committed to adopting responsible practices, ensuring that its business activity is in line with the principles of human rights, environmental protection and social development.

The Carrefour Brazil Group values and acts directly with regional suppliers and small producers. Physical proximity contributes to the reduction of losses and in these partnerships, often established in long-term contracts, we support the development of the producers' businesses and encourage them to adopt sustainable cultivation practices.

The approximation with cooperatives of regional producers and riverside, indigenous and “quilombola” communities are valued and encouraged, in addition to the sale of fresh food produced in an agroecological way. Social and environmental benefits in the production chain and valuing biodiversity are key points in our business.



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#### 4.4.5 Combating Climate Change

##### 4.4.5.1 Control and reduction of greenhouse gas emissions

The Carrefour Brazil Group has signed a global commitment to walk the path of a low-carbon economy, with the aim of reducing CO2 emissions from Scopes 1 (direct emissions) and 2 (generation of electricity purchased or consumed) by 50% until 2030 and by 70% until 2040, and Scope 3 (indirect emissions) by 29% until 2030.

As a way of managing the goals and results of the decarbonization agenda, the company prepares annual inventories of Greenhouse Gas (GHG) emissions and is always looking for solutions to improve energy efficiency, mitigation and improvement of refrigeration systems, optimization in the use of transport, waste management, in addition to mobilizing the chain to reduce Scope 3.

The Company has a transversal agenda in its Brazilian operations supported by its sustainability strategy. The Group's internal agenda is anchored in actions distributed throughout its operational chain, in all its business segments, strengthening the commitment to the continuous improvement of environmental performance, complying with applicable legislation and standards and with a preventive approach regarding environmental aspects and impacts.

With this, it is possible to evolve in actions related to eco-efficiency in a more assertive way and reduce the impact of our operations on the environment.

##### 4.4.5.2 Circular economy and eco-efficiency

The Carrefour Brazil Group is aligned with the transformation of the paradigms of the sector's operational processes, combating waste and promoting the transition from linear economy to circular economy, through the reduction, reuse, recovery, regeneration, reabsorption and recycling of materials and energy. In this pillar, the Company operates on two main fronts: its own label packaging strategy and reverse packaging logistics.

Packaging is the focus of the Company's action. The various areas of the Carrefour Brazil Group aim to ensure that all of its own brand packaging is made of recyclable, reusable and biodegradable materials by 2025 – a global commitment that meets the engagement necessary to mitigate environmental problems on the planet.

As a signatory to the New Plastics Economy Global Commitment, promoted by the Ellen MacArthur Foundation, new alternatives and solutions are sought and implemented each year. The main actions are directly related to the goals and focus on reducing the use of raw materials, changing non-recyclable packaging and adding recycled content to packaging.

With regard to reverse packaging logistics, the Group follows the National Solid Waste Policy and offers various initiatives for the collection of certain products and/or waste generated by customers. Among the



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initiatives, we have points for receiving packaging in general, batteries, electronics, cooking oil, electronics and coffee capsules.

#### 4.4.5.3 Zero Landfill and Combating Food Waste

The Carrefour Brazil Group established a commitment to be zero landfill by 2025, considering the different types of waste that make up the product portfolio of the retail and wholesale chains. For this item, considering its nature and components, as well as the impact chain, there is a protocol of specific actions for each type of material.

In the case of non-food waste, the company sends the materials to the recycling industry, mostly paper, cardboard and plastic.

With regard to food waste, the Group has a strategy to combat food waste that considers constant reviews of the strategy for purchasing products, manufacturing co-products such as breadcrumbs, in addition to donating food that is totally suitable for consumption, but with unattractive aesthetic conditions for sale, and finally the proper disposal of this waste such as composting and other food recycling solutions.

Another initiative aimed at combating waste is the *Únicos* Program, launched by the Company in 2017, which aims to show that non-standard looking foods have their properties preserved.

All the actions listed above are part of the strategy to achieve the commitment to be zero landfill and fight food waste.

## 5. RESPONSIBILITIES

It is up to all employees of the Carrefour Brazil Group and other stakeholders to comply with the guidelines established in this document.

### 5.1 Collaborators

All employees and third parties acting on behalf of the Carrefour Brazil Group must:

- Comply with the guidelines, principles and protocols mentioned in this Policy;
- Support internal relationship and with all audiences, including other employees, customers, consumers, suppliers, partners, communities surrounding the stores and civil society;
- Participate and ensure the participation of its teams in mandatory training and qualifications regarding this Policy and its performance protocols.

### 5.2 Board of Directors

Responsible for strategic direction, engagement with the various stakeholders, promoting a culture based on transparency, accountability, integrity and ethics, inside and outside the Carrefour Brazil Group.



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The approval of this policy, carried out in accordance with the delegation of authority by the Carrefour Brazil Group, is responsibility of the Board of Directors, as well as the monitoring of its compliance.

### 5.3 Businesses and units of the Carrefour Brazil Group

All businesses and areas of the Carrefour Brazil Group are responsible for following these guidelines, ensuring that all actions aimed at sustainable development are based on compliance with legal aspects, respect for Human Rights, environmental preservation and animal welfare.

## 6. ASSOCIATED DOCUMENTS

Carrefour Brazil Group Code of Ethical Conduct, available at:

<https://ri.grupocarrefourbrasil.com.br/governanca-corporativa/estatutos-politicas-e-codigos/>

Ethics and Social Code for Our Suppliers; available at:

[https://conexaoeticacarrefour.com.br/files/AF2\\_Digital\\_CodigoConduta\\_Fornecedores\\_PT\\_v2.pdf](https://conexaoeticacarrefour.com.br/files/AF2_Digital_CodigoConduta_Fornecedores_PT_v2.pdf)

Anti-corruption and Influence Peddling Prevention Policy, Stakeholder Engagement Policy, Health, Safety and Work Environment Policy, Animal Welfare Policy, among other Corporate Policies of the Carrefour Brazil Group, available at:

<https://ri.grupocarrefourbrasil.com.br/governanca-corporativa/estatutos-politicas-e-codigos/>

Global Commitment to Zero Deforestation, available at:

<https://www.grupocarrefourbrasil.com.br/sustentabilidade/cadeias-criticas/desmatamento-zero>

Declaration of Human Rights, available at:

<https://brasil.un.org/pt-br/91601-declara%C3%A7%C3%A3o-universal-dos-direitos-humanos>

UN Guiding Principles on Business and Human Rights, available at:

[https://www.ohchr.org/sites/default/files/documents/publications/guidingprinciplesbusinesshr\\_en.pdf](https://www.ohchr.org/sites/default/files/documents/publications/guidingprinciplesbusinesshr_en.pdf)

UN Global Compact - Sustainable Development Goals - SDG, available at:

<https://www.pactoglobal.org.br/ods>

## 7. DOCUMENT REVIEW AND UPDATE

This regulation must be reviewed every three years regarding adherence to Policies, Rules, Procedures or whenever significant changes in processes are identified.

## 8. CONSEQUENCE RULES

Deviations from regulations may lead to appropriate disciplinary measures, permitted under current legislation and the internal rules of the Carrefour Brazil Group.

In cases of non-compliance with these guidelines, reports can be made at: CONEXÃO ÉTICA: Website: [conexaoeticacarrefour.com.br](http://conexaoeticacarrefour.com.br) or Telephone: 0800 772 2975

The confidential channel - *Conexão Ética* is managed by an external and independent company, guaranteeing the whistleblower in good faith absolute secrecy and non-retaliation. All communication, to



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the extent permitted by law, will be treated confidentially, with all forms of retaliation against whistleblowers in good faith being prohibited.

## 9. REVISION HISTORY

Date	Version	Change	Responsible
7/30/2021	01	Elaboration of the policy	Sustainability
8/10/2022	02	Document review – No content change	Sustainability
8/21/2023	03	Review, update of the document - Structure, pillars, inclusion of details of environmental responsibility aspects and responsibilities	Engagement

## 10. RESPONSIBLE FOR THE DOCUMENT

Responsible	Version	Name	Area	Position
Approval	03	-----	Board of Directors	-----



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