

A photograph of three people standing outdoors in a rural setting with green hills and trees in the background. On the left is a man wearing a blue long-sleeved shirt and a blue hijab. In the center is a woman wearing a white long-sleeved shirt and a white hijab. On the right is an older man wearing a dark blue polo shirt with white stripes on the collar and a wide-brimmed straw hat. The image is framed by large orange abstract shapes on the left and right sides.

SUSTAINABILITY REPORT 2024

 **AURORA
COOP**

ABOUT THE REPORT

Aurora Coop's 2024 Sustainability Report is the cooperative's first reporting cycle, reinforcing its commitment to transparency and structured disclosure of information on sustainability management and performance. Starting this year, Aurora Coop will adopt an annual reporting cycle, allowing affiliates, cooperative members/integrated members, employees, customers, financiers, partners, and other stakeholders to continuously monitor the cooperative's progress, challenges, and commitments. [GRI 2-3](#)

This report covers the period from January 1 to December 31, 2024, following the same time frame as the Annual Management Report, ensuring harmonization of accounting and management information. The entities considered in this report are the same as those included in Aurora Coop's consolidated financial statements, ensuring consistency in the presentation of data and the scope of the report. [GRI 2-2 | GRI 2-3](#)

As this is the first sustainability report, there are no revisions to information contained in previous publications. The data presented was collected based on Global Reporting Initiative (GRI) standards and represents the cooperative's performance within its current organizational structure. [GRI 2-4](#)

In this first year, no independent external verification was carried out. However, Aurora Coop remains committed to the accuracy, integrity, and reliability of the information presented by using recognized data collection and analysis methodologies. [GRI 2-5](#)

With this publication, Aurora Coop reaffirms its commitment to sustainability, responsible governance, and the development of agro-industrial cooperativism, promoting a business model that integrates innovation, competitiveness, and positive social impact.

We hope this report will also inspire new opportunities for collaboration and shared growth. Thank you for reading and participating in this journey!



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Neivor Canton



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Marcos Antonio Zordan



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A WORD FROM THE LEADERSHIP

GRI 2-22

The publication of our first Sustainability Report is a major step in consolidating Aurora Coop as an organization committed to integrating sustainability into its business strategy. To this end, in 2024, we structured an integrated approach based on actively listening to our strategic audiences, results-oriented planning, and shared responsibility.

This movement took shape from a participatory materiality analysis process through which we identified and prioritized the issues that concentrate the main impacts of our activities and the opportunities for greater contribution to sustainable development. Based on these themes, we have established commitments and strengthened our governance, which includes the Sustainability Committee and the creation of the Sustainability Area, directly linked to the Presidency, ensuring alignment between senior management and the execution of ESG strategies on all fronts of the cooperative. As part of this process, we also developed our Sustainability Policy with guidelines that govern the cooperative's relationships with internal and external audiences and must be applied in all interactions.

This journey is connected to our role as a cooperative system with a presence in various territories in Brazil and abroad, and to our close relationship with the cooperatives affiliated with the Aurora Coop system, rural producers, local communities, employees, customers, and other relevant audiences. We reaffirm our commitment to environmental responsibility with initiatives for the efficient

use of natural resources and waste management strategies that promote circularity and prevent negative impacts on the environment.

With the same focus on responsible resource management, we began to direct our actions toward improving water management. Actions in the water dimension include optimizing consumption, promoting reuse, and seeking innovative solutions for wastewater treatment. At the same time, we have defined guidelines for advancing the energy transition, which is already on Aurora Coop's agenda, assessing the diversification of the matrix, constantly monitoring efficiency levels, and deepening our understanding of the impacts of climate change on the business model.

In the social sphere, we remained focused on valuing people, a central aspect of our cooperative identity. We established ongoing commitments to compensation and benefits programs, promoting safe working conditions, respecting human rights, and intensifying training initiatives focused on a more equitable, ethical, and integrated organizational culture. This same commitment extends to occupational health and safety, with guidelines aimed at consolidating a preventive culture supported by protocols, controls, and ongoing training.

Our focus on the integrity of our production chains has also guided the strengthening of our high standards of product quality and consumer confidence. We have adopted a strategic

guideline to intensify investments in production chain management, maintaining a focus on food safety and animal nutrition quality in accordance with the requirements of the markets we serve. As an extension of this same logic of responsibility, we are committed to the continuous adoption of practices that ensure animal welfare through improvements in housing, nutrition, and management systems.

Similarly, our territorial activities will continue to be guided by ongoing dialogue with communities and the implementation of sustainable projects that generate mutual value, involve local producers, and contribute to strengthening regional economies. This commitment is at the heart of our business model and strengthens the cooperative identity that sets us apart.

Our history as a central cooperative, formed by agricultural cooperatives with different profiles, has taught us that sustainable development is only possible when it is aligned with the realities of the countryside, the vocations of the territories, and the needs of those who produce. Therefore, the structural advances

achieved in 2024 show that sustainability is part of our long-term vision, not as a parallel theme, but as a cross-cutting guideline in our decisions, strategies, practices, and relationships within the large productive ecosystem that is the Aurora Coop system.

This report therefore represents our commitment to transparency, active listening, and continuous improvement. We will remain mobilized to consolidate sustainability in all our processes and relationships, with the conviction that this is the path to generating shared prosperity, preserving resources for future generations, and expanding our contribution to sustainable development.

Neivor Canton Aurora Coop President



1. AURORA COOP PROFILE

In this chapter:

About us:

presents the history, cooperative identity, organizational structure, and main results for 2024.

Value chain:

explains how Aurora Coop operates in the agro-industrial sector, from production to marketing.

ESG Journey:

describes the evolution of sustainability at Aurora Coop throughout 2024.

1.1. About us

Cooperativa Central Aurora Alimentos, known as Aurora Coop, is one of Brazil's leading agro-industrial cooperatives, operating throughout the country and with a significant presence in several international markets. Founded in 1969 in Chapecó (SC), the cooperative is based on the cooperative model, structured to generate economic and social development for thousands of rural families and the communities where it operates. [GRI 2-1](#)

Our history and evolution

Aurora Coop, as a central cooperative, was born from the strategic union of eight individual agricultural cooperatives with the initial goal of adding value to the production of its members, strengthening them economically, ensuring access to more competitive markets, and driving collective growth. Over more than five decades, it has expanded its operations, diversified its product portfolio, and become a benchmark in the production and industrialization of animal proteins (poultry and pork) and dairy products. Currently, the central cooperative has 14 affiliated cooperatives, directly representing more than 87,000 producer families. Since its foundation, it has remained faithful to the universal principles of cooperativism, especially those that led to the creation of Aurora Coop—voluntary membership, democratic management, economic participation of affiliated cooperatives, inter-cooperation, and interest in the community—in addition to being guided by shared growth and a commitment to the sustainable development of the communities and regions in which it operates. [GRI 2-2](#)





Our business model

Aurora Coop's organizational identity is based on the universal principles of cooperativism, a model of social and economic organization guided by collective interests and the common good. In this model, the benefits generated are shared among the cooperative members and reinvested in strengthening the cooperative and promoting improvements throughout the production chain, as decided by the members themselves.

Cooperatives around the world are guided by seven universal principles:

1. Free and voluntary membership
2. Democratic management
3. Economic participation of members
4. Autonomy and independence
5. Education, development and information
6. Intercooperation
7. Interest in the community



Aurora Coop acts as a central (or second-degree) cooperative, forming a cooperative system that operates on two levels, with first-degree or single-member cooperatives as affiliates. The central cooperative differs from its affiliates in that it brings together only single-member cooperatives and not producers or individuals directly. The model is structured as follows:

- farmers and individuals first join individual cooperatives (local cooperatives);
- individual cooperatives join together to form a central cooperative (in this case, Aurora Coop), creating an organization with expanded technical, productive, and financial capacity to meet the social and economic objectives of its members;
- Thus, the center indirectly belongs to the growers associated with the affiliates, ensuring that strategic decisions always remain aligned with their interests.

Functions and responsibilities of Aurora Coop as a central cooperative in the agricultural sector

Aurora Coop's business model, its role as a central cooperative goes beyond industrialization and commercialization. It operates in all essential stages of the production chain. Its responsibilities are described below.

- **Production intake:** ensures that cooperative members receive continuous and regular payment for their production, regardless of market fluctuations, providing economic security and financial predictability for the producer families.
- **Primary logistics:** coordinates the direct transport of production (poultry, pork, and milk) from farmers to industrial units. This ensures quality, health safety, proper handling, and compliance with international animal welfare standards from the source.
- **Production industrialization:** processes the raw materials supplied by growers from affiliated cooperatives, transforming them into finished products whose quality is recognized by the domestic and international markets.
- **Trading:** enables these products to be placed on the market, negotiating and securing contracts in Brazil and in various countries abroad.
- **Distribution:** integrated logistics structure that ensures efficient delivery of products to domestic and international markets, with extensive geographic coverage and guaranteed quality standards all the way to the end consumer.
- **Promotion of rural production:** specialized technical assistance, support for genetic improvement, innovation and technology programs, training for producers in entrepreneurship and rural property management, among others.



The value of cooperativism for farmers

The value of the cooperative business model is centered on helping small and medium-sized farmers to achieve what they would not be able to do individually: industrializing products, accessing global markets, and competing fairly. By organizing themselves cooperatively and relying on a structured central organization, small and medium-sized farmers are able to achieve scale, improve their income, and gain prominence in the global food chain.

Aurora Coop's business model, implemented in the form of vertical integration, has a direct and positive impact on the rural communities and families involved. Among the main benefits are:

- generating stable and fair income for cooperative producers, strengthening the permanence of families in the countryside and regional development;
- job creation and stimulation of the local economy, boosting the development of related sectors in the regions where the cooperative operates;
- democratic distribution of economic results, since profits are returned directly or indirectly to growers and affiliated cooperatives;
- easier access to international markets, allowing growers to increase their income and maximize the economic impact of their activities.

Our organizational guidelines

Purpose Caring for each individual to bring prosperity for all

Mission Providing excellent food, fostering prosperity in the countryside and in the city

Vision Be recognized as a leading food cooperative in Brazil and worldwide

Values Ethics, quality, trust, cooperation, sustainability, and simplicity



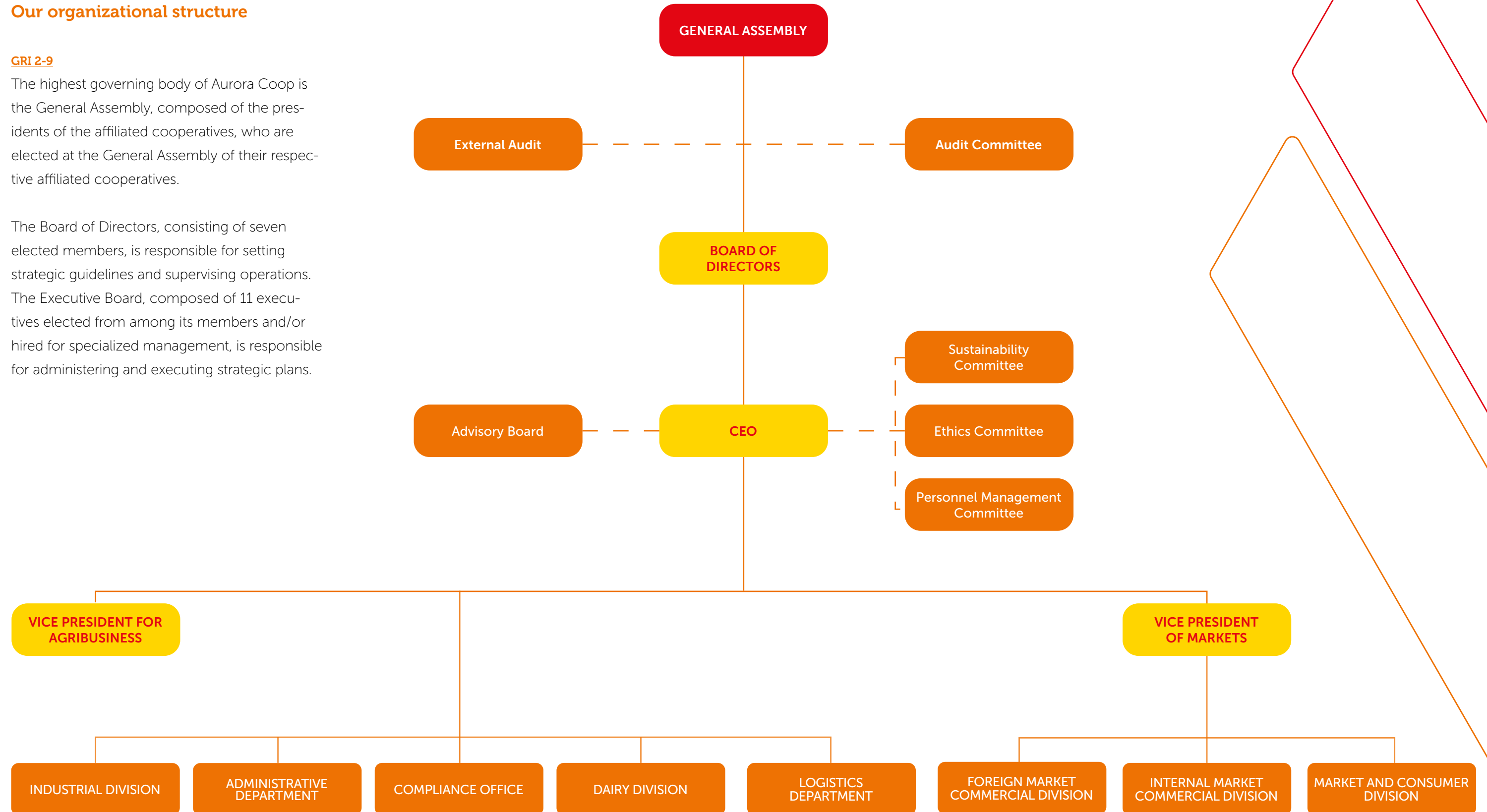


Our organizational structure

GRI 2-9

The highest governing body of Aurora Coop is the General Assembly, composed of the presidents of the affiliated cooperatives, who are elected at the General Assembly of their respective affiliated cooperatives.

The Board of Directors, consisting of seven elected members, is responsible for setting strategic guidelines and supervising operations. The Executive Board, composed of 11 executives elected from among its members and/or hired for specialized management, is responsible for administering and executing strategic plans.





In addition, Aurora Coop has advisory committees, including the Sustainability Committee, which is currently being restructured to strengthen the management of environmental, social, and governance commitments. These mechanisms ensure transparency, integrity, and a decision-making process aligned with the interests of cooperative members and other stakeholders.

Learn more about Aurora Coop's governance structure at Governance Structure

Key products and markets

GRI 2-6

Aurora Coop operates in the production and marketing of animal proteins and dairy products, with activities throughout the production chain, from primary production to industrialization and distribution. The portfolio includes:

- **Pork and poultry** - Fresh and seasoned products, including special cuts and seasoned cuts for everyday use, marketed under the Aurora, Aurora Premium, Nobre, and Alegria brands.
- **Processed meat products** - Processed pork and chicken products, such as fresh and smoked sausages, ham, cured meats, hot dogs, bologna, breaded and battered products, hamburgers, among others, marketed under the Aurora, Aurora Premium, Aurora Bem Leve, Nobre, Peperi, and Alegria brands.
- **Dairy products** - UHT milk, cheese, yogurt, and other dairy products sold under the Aurora brand.
- **Fish** - Frozen cuts of tilapia and cod sold under the Aurora brand.
- **Pasta and vegetables** - Fresh and frozen pasta, as well as processed vegetables sold under the Aurora brand.
- **Animal nutrition supplements** - Products for pig feed marketed under the Top Aurora Coop brand.





The cooperative serves both the domestic and foreign markets, consolidating its position as one of the main exporters in the sector. In 2024, it opened a commercial unit in Itajaí, Santa Catarina, to strengthen its international operations and has plans to expand to Shanghai, China.

Market Division:

Domestic Market

- Represents 63.6% of revenue and 64.4% of volume produced.
- 756 items sold.
- Approximately 145,000 customers distributed throughout the country.
- Operates in five regions and 40 sales regions in Brazil.
- Main products sold: chicken, pork, dairy products, processed foods, raw materials for agriculture and livestock, pasta, vegetables, fish.
- Main sales channels: wholesale, conventional self-service, national self-service, regional self-service, Aurora distributor, food service, institutional, resellers, retail.

Foreign Market

- Responsible for 36.4% of revenue and 35.6% of volume produced.
- 320 items sold.
- Approximately 350 customers from more than 80 countries distributed across 13 major commercial regions, including Africa, North America, Asia, and Europe.
- Main products sold: chicken, pork, and dairy products.
- Key sales channels: distributors, processors, trading companies, and retailers.





Agricultural and Livestock Production

- Egg Distribution Center
- Pig Farm
- Hatchery
- Grain Storage Unit
- Gene Dissemination Unit

Agroindustrial Processing and Production

- Feed Mill and Storage
- Industrial Poultry Slaughterhouse
- Industrial Pork Slaughterhouse
- Industry
- Dairy Units

Commercial and Market

- ☆ Logistics Center
- ★ Distribution Center
- ★ Corporate Commercial
- ★ Commercial Unit



Domestic
Market

Foreign Market



Santa Catarina



Chapecó



Head Office



Highlights

Aurora Coop continues to grow and strengthen in the agro-industrial sector, consolidating its position as one of the leading cooperatives in the country. The figures achieved reflect the strength of the cooperative model, production efficiency, and commitment to the quality of the products and services offered. In addition to boosting the regional economy, the cooperative generates jobs, invests in staff training, and expands its operations in the domestic and international markets. The following are Aurora Coop's main results for the year 2024:

AURORA COOP SYSTEM

14 
affiliated cooperatives

19 
thousands
of collaborators from
affiliated cooperatives

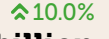
87 
thousands
associated families

46 
thousands
Aurora coop
collaborators

HIGHLIGHTS 2024

GROSS OPERATING INCOME

R\$ **24.9**  14.2%
billion

R\$ **15.7**  10.0%
billion
Domestic Market

R\$ **9.1**  23.7%
billion
Foreign Market

NET INCOME

R\$ **22.8**  13.5%
billion

SURPLUS

R\$ **880.5**  13.5%
million

TURNOVER

63.6 % Domestic
Market

36.4 % Foreign
Market

VOLUME PRODUCED

64.4 % Domestic
Market

35.6 % Foreign
Market

PARTICIPATION IN THE WORLD TRADE

21.6 % of Brazilian
pork exports

8.4 % of Brazilian
chicken meat
exports



3rd food supplier company in Brazil²

10th brand in the domestic market, with a penetration rate
of 77% of Brazilian households³

Notes: ¹ Percentage growth (+) or percentage decrease (-) in relation to 2023.

² According to Nielsen.

³ According to the Kantar Brand Footprint Brasil.



Production & Sales



764,000 tons
produced of fresh pork

↑ 8.3%



740,000 tons
produced of fresh poultry

↑ 11.1%

1,143,000 tons
sold in the domestic market

↑ 9.3%

723,000 tons
sold in the foreign market

↓ 6.5%



28,000 pigs
slaughtered/day

8.028 million
slaughtered/year

↑ 8.8%



1.3 million of poultry
slaughtered/day

343.2 million
slaughtered/year

↑ 7.0%



436,900 tons
processed dairy
products

↓ 3.6%

Our employees



46,846 collaborators
2,510 new job openings

↑ 5.7%

R\$ 3.3 billion distributed
in salaries and benefits

↑ 21%

20,348 women

31% of management
positions held by women

↑ 7.2%

↑ 3.3%

6,599 black employees

4% of management positions
held by Black employees

↑ 18.2%

↑ 33.3%

**1,864 people with
disabilities**

↑ 11.4%

**1.917 outsourced/
contract workers**

↑ 8.7%

358 trainees

↑ 15.5%

**786,300 of training
hours**

↑ 2.4%

**1,384 work-related
accidents:**
with mandatory reporting

↑ 14.7%

GHG Emissions, energy and consumption



107,900 tCO₂e
Scope 1

↑ 22.8%

39,300 tCO₂e
Scope 2

↑ 57.8%

0.065 tCO₂e
for ton produced

↑ 19.0%

7.8 million
of GJ energy consumption

↑ 12.4%

3.5 GJ
per ton produced

↑ 2.5%

2.0 million of m³
of water consumption

↑ 10.5%

87,500 tons
of renewable materials consumed

↑ 18.4%

55.7%
of materials consumed
are recyclable

↑ 10.0%

468,700 tons
of non-hazardous waste generated

↑ 28.6%

268.7 tons
of hazardous waste generated

↑ 19.7%



1.2. Value chain

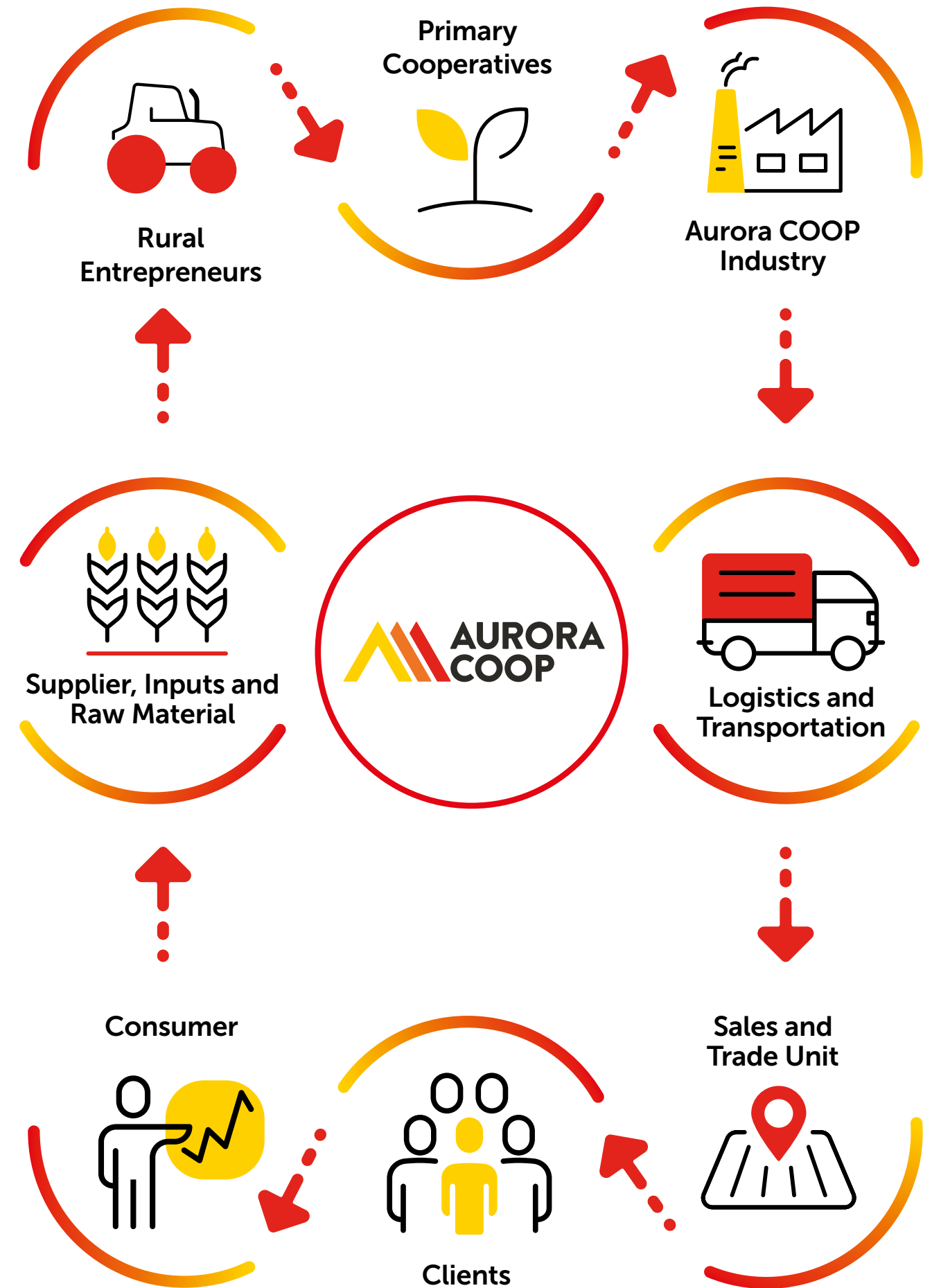
GRI 2-6

Aurora Coop operates in the agro-industrial sector at different stages of the production chain to ensure the quality and competitiveness of products in domestic and foreign markets.

Activities include organizing and promoting all production, which begins on rural properties and goes through the stages of processing, industrialization, marketing, and distribution to ensure that products reach consumers with high quality standards by offering a diversified portfolio that includes pork, poultry, fish, dairy products, pasta, vegetables, and animal nutrition supplements.

The main operations are concentrated in three main stages:

- **Primary production** — Carried out by members of the 14 affiliated cooperatives, responsible for supplying raw materials such as pork, poultry, and milk.
- **Processing and industrialization** — Transformation of raw materials into processed products through specialized manufacturing units strategically distributed throughout Brazil. They are responsible for the slaughter, processing, and industrialization of poultry, pork, and dairy products.
- **Marketing and distribution** — Sale and delivery of products to domestic and foreign markets, ensuring presence in various sales channels.



**14 affiliated cooperatives****More than 10,200 registered suppliers:**

- goods, inputs, materials
- raw material (eggs, chicks, pigs, milk, among others)
- genetics

8 partners with outsourced production³**Third-party warehouses****Service providers**

³ Outsourced production partners: where Aurora-branded products are purchased, which comply with the specifications established by Aurora Coop.

**Inbound
processes****Business
processes****Outbound
processes****The cooperative's structure includes industrial units for animal protein, dairy production, feed mills, among others. Currently, Aurora Coop has:**

- **8 industrial pork slaughtering and processing units** approved for the domestic market and for export, with a total installed slaughtering capacity of 32,057 pigs/day
- **9 industrial poultry slaughtering and processing units**, certified for domestic and foreign markets, with a total installed slaughtering and processing capacity of 1,470,160 chickens/day
- **2 meat processing plants** with a daily processing capacity of 2,180 tons of processed meat
- **1 industrial dairy unit**, producing UHT milk, cheese, spreads, and yogurt
- **7 feed factories**
- **3 storage units**
- **3 own hatcheries**
- **2 third-party incubators**
- **1 egg distribution center, and 1 proprietary poultry farm and integrated partner farms**, which together meet 92.69% of the housing needs
- **3 pig farms and 2 gene dissemination units**
- **27 business units**
- **2 distribution centers and 2 logistics centers**
- **10 distributors**
- **3 corporate units**

• In 2024, they produced 479.4 million eggs, 94.63% of which were used in hatcheries

• In 2024, industrialization reached 436.9 million liters

145,000 clients around the national territory

- 2.9 million of deliveries in 2024

352 clients, in more than 80 countries

- 7 ports used for exports, being 56% of the volume shipped from Navegantes

Distributors and exclusive representatives**Carriers and distributors**



Relationship with members and suppliers

Aurora Coop's strength lies in the vertical integration of its members/integrated partners and its relationship with suppliers, who operate in a structured manner within the supply chain. As a second-degree cooperative, the organization is composed of affiliated agricultural cooperatives, which, through their member farmers, are responsible for supplying most of the raw materials used in production.

The cooperative's relationship with producers and suppliers is based on commitment, qualification, and sustainable development. Producers receive technical assistance, veterinary support, training and incentives to improve production practices and ensure production quality.

Learn more about support for cooperative members in Value distribution to cooperative members

Aurora Coop maintains strategic partnerships with external suppliers for the procurement of inputs, packaging, ingredients, logistics, and specialized services. The cooperative's supplier network has more than 10,200 registered companies, constituting an efficient and reliable supply model.

Adding value to the agro-industrial chain

Aurora Coop's business model stands out for the added value it brings to its members' production, transforming raw materials into high-quality products for domestic and foreign markets. This process involves innovation, research and development, quality certifications, and investments in industrial efficiency.

Among the main initiatives to add value to the production chain, the following stand out:

- **International certifications and standards:** the cooperative has health certifications that guarantee exports to demanding markets such as Japan, China, the European Union, Canada, and the United States. In 2024, certifications were obtained to export to five new countries, including South Africa and the United Kingdom;
- **Investment in technology and automation:** manufacturing facilities have automated production processes, improving operational efficiency and product traceability;
- **Expansion of global presence:** in 2024, Aurora Coop consolidated new export markets, expanding its operations to countries in Africa and Latin America;
- **Expansion of the product line:** The cooperative's portfolio was expanded with the launch of 141 new products, 53 of which were for the foreign market and 88 for the domestic market.

1.3. Aurora Coop ESG Journey

Advancing sustainability management in our operations means transforming commitments into results that contribute to a more just and resilient future for all.

In 2024, Aurora Coop took a decisive step toward structuring its sustainability management. Using an integrated and planned approach, the cooperative established an ESG Journey to guide the implementation of sustainable practices in all operations and business relationships. This structured path seeks to strengthen governance, define clear commitments, and create an organizational culture increasingly aligned with best sustainability practices.

The first step in this journey was the Materiality Analysis, a detailed assessment that prioritized the impacts of Aurora Coop's operations on the environment, society, and the economy, identifying the most relevant issues for a sustainable strategy.

Based on this data, the Sustainability Policy was formulated and is currently in the process of approval. It establishes guidelines and principles that guide decisions regarding practical activities and the conduct to be adopted in the cooperative's relations with stakeholders.

At the same time, the Strategic Sustainability Plan was developed, a roadmap with guidelines for integrating sustainability in a structured manner into the organization's operations and strategies.

Learn more about the results of this stage in Material topics

Learn more about this document in Sustainability Policies

Learn more in Sustainability Roadmap



Governance ESG was also strengthened by defining processes, structures, and responsibilities to ensure the integration of sustainability into corporate decisions. The established sustainability governance model allows for greater alignment between areas and ensures that this concept is incorporated into the cooperative's management practices.

Learn more about
sustainability governance
in Integrating
sustainability into
strategy

Based on this structured work, the cooperative will continue to improve practices, strengthen positive impact, and consolidate sustainability as a strategic pillar of management.

Governance and Sustainability

Aurora Coop is structuring its sustainability governance based on its consolidated experience in co-operative governance. Responsibility for overseeing ESG issues is shared between the cooperative's executive bodies and technical areas. The Board of Directors is the body that oversees the implementation of strategic guidelines. [GRI 2-10](#)

As provided for in the Bylaws, the Chairman of the Board of Directors also serves as Chief Executive Officer of Aurora Coop, acting directly in management and representing this collegiate body in the decision-making process. Thus, the cooperative's administration is also conducted by an Executive Board, coordinated by the Chief Executive Officer, and supported by various technical areas and specialized committees. Among them, the Sustainability Committee stands out, which plays an advisory and strategic role in consolidating the organization's ESG agenda. [GRI 2-11](#)

Institutional participation and sectoral representation

[GRI 2-28](#)

Aurora Coop maintains a strong institutional presence through active participation in representative cooperative organizations, notably the Organization of Brazilian Cooperatives (OCB) and the Organization of Cooperatives of the State of Santa Catarina (Ocesc). These entities play a strategic role in coordinating the sector, promoting the defense of cooperative interests with public authorities, strengthening governance practices, and promoting cooperative principles at the national and state levels.

In addition, Aurora Coop participates in forums, chambers, and associations that contribute to strengthening Brazilian agribusiness, enabling the exchange of experiences, the development of joint solutions, and technical and political influence on strategic issues for the sector. Among the main organizations of which the cooperative is a member or maintains an active relationship, the following stand out:

- **National Cooperative Learning Service (Sescoop)**
- **Brazilian Micro and Small Business Support Service (SEBRAE)** [Partner in strengthening the Productive Chain Program and developing rural entrepreneurs]
- **National Rural Learning Service of Santa Catarina (SENAR/SC)** [Long-standing partner of Aurora Coop for the development of producers and training of rural producers in electrical safety programs in the field in 2024]
- **Brazilian Dairy Association (Viva Lácteos)**
- **Brazilian Association of Animal Protein (ABPA)**
- **Brazilian Association of Animal Recycling (ABRA)**
- **Commercial and Industrial Association**
- **Brazilian Confederation of Agriculture and Livestock (CNA)**
- **Poultry Association of Rio Grande do Sul (ASGAV)**
- **Union of the Pork Processing Industry of Rio Grande do Sul (SIPS)**
- **Union of the Meat and Meat Products Industry of Santa Catarina (Sindicarnes)**
- **Federation of Agricultural Cooperatives of Santa Catarina (FECOAGRO)**
- **Federation of Agriculture and Livestock of the State of Santa Catarina (FAESC)**
- **Federation of Industries of the State of Santa Catarina (FIESC)**
- **Santa Catarina Institute of Agricultural Health (ICASA)**
- **Recicleiros Institute**



2. ESG STRATEGY AND GOVERNANCE

This chapter presents the guidelines that guide Aurora Coop's actions in sustainability and governance. It describes the cooperative's institutional commitments to ethical conduct, human rights, animal welfare, social and environmental responsibility, and respect for the law. It also details the organization's governance structure and the practices that ensure transparency, active listening, and integrity in management.

This chapter includes:

ESG guidelines and commitments: presents the Sustainability Policy, the principles that guide the cooperative's activities, and the roadmap structured for 2024.

Governance structure: describes the bodies that make up Aurora Coop's governance system and their respective responsibilities.

2.1. ESG Guidelines and commitments

Aurora Coop reaffirms its commitment to sustainability by structuring strategic guidelines that guide its actions in the environmental, social, and governance (ESG) pillars.

The sustainability governance structure at Aurora Coop follows a model based on the delegation of responsibilities. The Board of Directors defines the guidelines and delegates responsibility for operational management to the Executive Board. Although no specific person has been designated to manage social, environmental, and governance impacts, these issues are addressed across the different areas of the cooperative according to their respective competencies, ensuring the mitigation and monitoring of direct impacts on business activities.

The cooperative has a sustainability department that reports directly to the CEO. This department acts as a coordinating and technical support unit, promoting the integration of sustainability guidelines into corporate strategies and supporting operational areas in implementing actions aligned with the cooperative's commitments. [GRI 2-12 | 2-13](#)

Sustainability Policy

Aurora Coop's Sustainability Policy, developed in 2024, is the main instrument that consolidates institutional guidelines for integrating sustainability into the cooperative's operations and business relationships. Implementation will begin in 2025, and the guidelines of this Policy establish a structured path for strengthening responsible and sustainable practices.

The document defines the guiding principles for conducting activities in an ethical, transparent manner committed to sustainable development. The policy guidelines cover the material topics identified by the organization, such as:

- efficient use of natural resources, prioritizing the reduction of environmental impacts;
- animal welfare and food safety, with guidelines for improving production practices and food safety;



- innovation and technology applied to sustainability, encouraging the adoption of efficient and responsible solutions;
- commitment to human development, promoting a safe, inclusive work environment focused on continuous training.

The policy will be implemented starting in 2025, consolidating sustainability as one of Aurora Coop's strategic pillars.

Integrating sustainability into strategy

Sustainability management at Aurora Coop is being strengthened through a governance structure that seeks to ensure clarity of responsibilities, integrity in decision-making processes, and alignment with best practices. The cooperative understands that sustainability governance must permeate the different levels of management so that strategic decisions consider the social, environmental, and economic impacts.

At Aurora Coop, management is exercised by the Board of Directors, which delegates responsibility for the company's management to the Executive Board, including the preparation and presentation of the Sustainability Report, and the analysis and approval of reported information, including material issues. Thus, issues related to sustainability and formal communication are conducted by the Executive Board under the coordination of the Chief Executive Officer. [GRI 2-14](#)

Sustainability governance is supported by collegiate and technical bodies, such as the Sustain-

ability Committee, which has an advisory and strategic role, as well as technical areas such as Controllershship, Legal, Organizational Strategy, Quality, Engineering, Agricultural Support, People Management, Swine Farming, Poultry Farming, among others, which contribute directly to impact management and the integration of sustainability into day-to-day decisions. ESG-related demands are also analyzed by Technical Committees, such as those for Swine Farming and Dairy Products, whose mission is to discuss and propose solutions aligned with the challenges of the production chain.

Crucial concerns related to strategic issues or sustainability are brought to the highest governance body at the monthly meetings of affiliated cooperatives and are recorded in the minutes. In 2024, 14 communications were recorded on topics such as cooperativism, taxation, expansion projects, flood relief, results and management, Aurora Coop sustainability, rural property insurance, and livestock. [GRI 2-16](#)

To ensure the integrity of decision-making processes, Aurora Coop has specific internal policies and standards for preventing and mitigating conflicts of interest, in line with current legislation and the Bylaws. Conflicts of interest, when identified, are assessed and reported to the parties involved, respecting the principles of transparency and accountability. The legislation and the cooperative's bylaws prohibit cross-participation of members in other management bodies, and any situations involving cross-shareholding with suppliers or related parties are dealt with on a case-by-case basis.

[GRI 2-15](#)

In 2024, Aurora Coop also took important steps to strengthen the Executive Board's collective knowledge on sustainability issues. With support from the National Cooperative Learning Service of Santa Catarina (Sescoop/SC), a specialized consulting firm was hired to support the development of the ESG agenda at the cooperative. This process involved lectures, workshops, and technical meetings with the participation of the CEO and all Executive Directors, promoting a significant expansion of internal knowledge related to sustainability.

[GRI 2-17](#)

This set of measures reinforces Aurora Coop's commitment to consolidating sustainability governance guided by transparent processes, collegial action, and the continuous development of the leaders responsible for driving these commitments as a strategic pillar of the organization.

Sustainability Roadmap

Between 2024 and the first half of 2025, Aurora Coop structured its Sustainability Roadmap with the main objective of reducing the negative impacts of its operations and continuously advancing its contribution to sustainable development. Developed in a participatory manner, the roadmap defines and guides the implementation of the ESG commitments made by the cooperative.

Institutional position on Strategic Sustainability Guidelines

The set of guidelines and priority actions presented below is part of the structuring stage of Aurora Coop's sustainability agenda. Based on strategic thinking and alignment with best environmental, social, and governance practices, the initiatives were defined to guide the next cycles of gradual integration of commitments to our material topics.

The initial priority actions reflect the organization's commitment to progressively assess, structure, and strengthen sustainable practices, while complying with regulatory criteria and technical and economic feasibility. Each topic was addressed with technical rigor and strategic caution, seeking to balance ambition with responsibility.

We emphasize that the initiatives described here do not constitute commitments for immediate implementation, but rather a preliminary strategic direction, which will be further developed through internal analysis, qualified feedback, and the definition of operational milestones for future decision-making.

With this approach, the organization reaffirms its intention to contribute transparently and consistently to sustainable development, recognizing the complexity of contemporary challenges and the role that institutions must play in building lasting solutions.



MATERIAL TOPICS AND COMMITMENTS	STRATEGIC GUIDELINES	INITIAL PRIORITY ACTIONS	CORRELATION WITH THE SDGs
MATERIALS AND WASTE Aurora Coop Commitment: Make efficient use of natural resources by developing and selecting materials with less environmental impact, when possible and available on the market, and implement waste management strategies that promote circularity and prevent environmental contamination Priority for: Affiliated cooperative, Employee, Customer, Community, Consumer, Rural producer, Supplier, Press, Regulatory agency, Sectoral agency, CSO, Capital provider	Selection and development of sustainable materials Waste management and circularity	Develop and select materials that have a lower environmental impact, when possible and available on the market, throughout the entire product life cycle Implement waste management strategies that promote circularity and prevent environmental contamination, considering the feasibility of application	SDGs 12 (Responsible Consumption and Production)
WATER AND EFFLUENTS Aurora Coop Commitment: Improve water resource management through studies on efficiency practices, circularity, and alternative sources, while exploring and evaluating innovations for water and wastewater treatment Priority for: Affiliated cooperative, Board of Directors, Employee, Customer, Community, Consumer, Rural producer, Supplier, Press, Regulatory agency, Sectoral agency, CSO, Capital provider, Government, Union	Water resource management focused on reducing consumption, circularity, and alternative sources Innovations in water treatment and effluents	Improve water resource management by conducting technical studies on efficient consumption practices, promoting water circularity, and assessing the feasibility of adopting alternative sources, with the aim of mitigating the risks of water scarcity Explore and evaluate innovative technologies and approaches for water and wastewater treatment, with a focus on improving water quality	SDGs 6 (Drinking water and sanitation)
ENERGY TRANSITION AND CLIMATE CHANGES Aurora Coop Commitment: Analyze the feasibility of diversifying the energy matrix, identify opportunities for improving energy efficiency, and deepen understanding of the impacts of climate change on the business model Priority for: Board of Directors, Affiliated Cooperative, Employee, Customer, Community, Consumer, Rural Producer, Supplier, Press, Regulatory Agency, Sector Agency, CSO, Capital Provider, Government, Union	Energy matrix diversification Increased energy efficacy Management of emissions and climate risks and opportunities	Analyze the feasibility of expanding the diversification of the energy matrix, with the aim of reducing dependence on conventional sources and increasing the resilience of operations Identify opportunities for improvement in energy efficiency by analyzing processes with potential for optimization and reduction in consumption Deepen regulatory, technical, and strategic understanding of the potential impacts of climate change on the business model	SDGs 7 (Clean and accessible energy) SDGs 13 (Action Against global climate change)
EMPLOYMENT PRACTICES Aurora Coop Commitment: Improve compensation and benefits programs that encourage employee retention and differentiate the cooperative as an employer brand in the region, in addition to promoting safe working conditions and respect for human rights throughout the value chain Priority for: Affiliated Cooperative, Employee, Consumer, Rural producer, Supplier, Press, Sector Agency, CSO, Union	Compensation and benefits Guarantee of adequate working conditions Respect for human rights	Strengthen compensation and benefits programs tailored to regional characteristics Ensure safe working conditions for all employees in all operations Promote respect for human rights in our own operations and encourage their adoption throughout the value chain, in accordance with applicable legislation	SDGs 8 (Decent work and economic growth) SDGs 10 (Reducing inequalities)



MATERIAL TOPICS AND COMMITMENTS	STRATEGIC GUIDELINES	INITIAL PRIORITY ACTIONS	CORRELATION WITH THE SDGs
HEALTH AND SAFETY AT WORK Aurora Coop Commitment: Strengthen the culture of safety through protocols and processes for identifying risks and adopting preventive measures that promote the health and safety of employees and third parties in all operations Priority for: Affiliated cooperative, Board of Directors, Employees, Customers, Consumers, Rural producers, Suppliers, Regulatory agencies, Industry agencies, CSOs, Government, Union	Safety culture	Strengthen the safety culture in all operations	
	Protocols and controls	Improve protocols that ensure the health and safety of everyone involved	SGDs 8 (Decent work and economic growth)
	Ongoing Trainings	Conduct ongoing training to promote the health and safety of everyone involved	
HEALTH AND ANIMAL WELFARE Aurora Coop Commitment: Adopt management practices that promote animal welfare, including comfortable housing systems, adequate nutrition, genetic improvements, and the continuous adoption of innovative alternatives Priority for: Board of Directors Employee, Customer, Community, Consumer, Rural producer, Supplier, Press, Sector Agency, CSOs, Government	Housing	Adopt housing systems that provide comfort and well-being for animals	SGDs 2 (Zero Hunger Sustainable Agriculture)
	Nutrition	Ensure that animals receive adequate nutrition	
	Additives	Promote the prudent use of antimicrobials, while improving health balance, genetic robustness, biosecurity, improvements in environment and management, health, nutrition, as well as the use of probiotic additives, essential oils, and other substitutes	SGDs 3 (Health and Welfare)
HEALTH, CONSUMER SAFETY AND FOOD SAFETY Aurora Coop Commitment: Invest in supply chain management, ensure product safety throughout the value chain, including strict control of animal nutrition quality, aiming to guarantee consumer health and safety in accordance with market requirements Priority for: Board of Directors, Employee, Customer, Consumer, Rural producer, Supplier, Sector Agency, Government, Union	Food quality and safety management in the production chain	Improve food safety and quality management in the production chain	SGDs 12 (Responsible consumption and production)
	Quality Control of Animal Nutrition	Control the quality of animal nutrition to ensure that the products offered meet consumer health and safety requirements	
COMUNITIES AND LOCAL DEVELOPMENT Aurora Coop Commitment: Actively engage with local communities for the participatory management of economic and socio-environmental impacts, working with affiliated cooperatives to implement projects that involve cooperative members and promote mutual and sustainable benefits in surrounding municipalities Priority for: Affiliated cooperative, Board of Directors, Employee, Customer, Community, Consumer, Rural producer, Press, Sector Agency, CSOs, Capital provider, Government, Union	Engagement with local communities	Actively engage with local communities to build collaborative relationships and promote participatory management of economic and socio-environmental impacts	
	Involvement of producers	Promote the active participation of local producers in projects that address socio-environmental impacts (building closer ties with communities and integrating them into the management of challenges)	SGDs 8 (Decent work and economic growth)
	Implementation of sustainable projects	Develop and implement projects that bring mutual and sustainable benefits to communities and the organization	

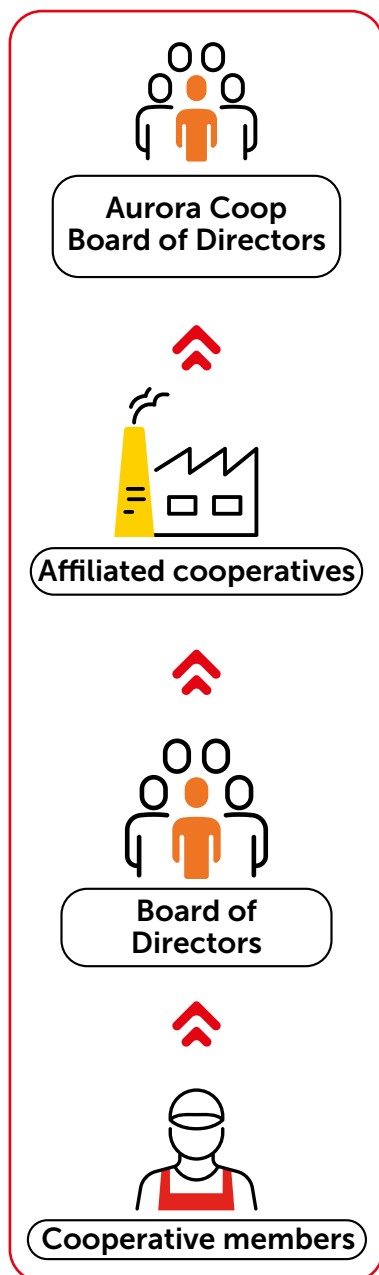


2.2. Governance structure

Representation of the base in strategic decisions

As a central cooperative, governance at Aurora Coop is democratic and representative, structured around the production base. The two-tier model, characteristic of the cooperative system, allows producers to participate in the central cooperative's decisions through the affiliated cooperatives to which they belong. The affiliates represent their interests and ensure the presence of the production base in the central cooperative's decision-making bodies.

This representation, based on the principles of cooperativism, is implemented according to the model described below.



At the affiliated single cooperatives

- Each member has equal rights to speak and vote (one member, one vote) at General Assembly, whether Ordinary (OGM) or Extraordinary (EGM).
- At these meetings, members democratically elect the members who make up the Board of Directors (BOD) of their individual cooperative.
- The elected Board of Directors defines the strategies and monitors the management of the individual cooperative, including its participation in Aurora Coop.

At the central cooperative

- The 14 cooperatives affiliated with the Aurora Coop System participate in the Ordinary General Assembly with the right to speak and vote on strategic decisions made by the central organization.
- In this instance, the presidents themselves elect, from among themselves, the members who will compose the Board of Directors of Aurora Coop in order to ensure a direct connection with the governance of each individual base.
- Although affiliates may appoint representatives to institutional forums or meetings, including to serve on the Board of Directors of Aurora Coop, only the chairpersons of the Boards of Directors of individual affiliated cooperatives may vote at the Central's General Assemblies.

MECHANISMS THAT ENSURE THE FUNCTIONING OF COOPERATIVE GOVERNANCE

The governance of Aurora Coop is guaranteed by mechanisms that ensure transparency, accountability, fairness, and responsibility, such as:

- **Bylaws:** approved by the affiliates, it is the highest document and establishes the rights, duties, and general rules of the cooperative.
- **Internal Regulations:** details the operational rules and practices for the internal functioning of governance bodies.
- **Codes of ethics and internal policies:** reinforce good practices and guide the ethical and responsible conduct of managers and advisors.
- **Ordinary and Extraordinary General Assembly:** democratic forums that have the AGM as the sovereign body for deliberating on key decisions at Aurora Coop.
- **Board of Directors:** responsible for defining strategies and supervising management.
- **Fiscal Council/Supervisory Board:** responsible for overseeing accounts and administrative actions.
- **Internal audit:** responsible for continuously evaluating internal processes and controls, ensuring compliance with standards.
- **Independent external audit:** conducted by specialized companies, it lends credibility and security to the cooperative's financial statements and practices.

This cooperative model arrangement enables all decisions to be made democratically, ensuring that the interests of cooperative members are at the heart of the strategy.



Balance between representativeness and professionalization

GRI 2-9

Aurora Coop's governance structure ensures a balance between the representation of affiliated cooperatives, professional management, and transparency in decision-making processes. The model consists of several bodies with well-defined roles: General Assembly, Board of Directors, Executive Board, Fiscal Council, internal and external audits, as well as thematic support groups and committees.



Click here or access via the QR Code
to learn more about governance on the
Aurora Coop website

General Assembly

As Aurora Coop's highest governing body, it is responsible for defining the cooperative's strategic guidelines. Its duties include deliberating on strategic planning, the annual budget, investment plans, and significant structural changes. The Assembly also decides on the cooperative's entry into or exit from new businesses, approves the Board of Directors' financial statements, including the balance sheet and income statement, and determines the allocation of net surpluses or the apportionment of losses.

In addition, the General Assembly is responsible for electing the members of the Board of Directors and the Fiscal Council, as well as setting the fees and benefits of directors who perform full-time executive functions. If necessary, the Meeting may be convened on an extraordinary basis to address statutory reforms, mergers, acquisitions, strategic partnerships, real estate acquisitions in accordance with the defined jurisdiction, and other structural changes.

Board of Directors

Composed of seven members, including a President, a Vice-President, a secretary, and four advisors, all of whom are members of the affiliated companies and elected by the General Assembly for a four-year term. Its functions include deciding on the acquisition or sale of real estate within the limits of its competence, defining expansion and innovation strategies, managing the organizational structure, and supervising the implementation of strategic guidelines.

The Board is also responsible for hiring or dismissing independent audit and advisory services, as well as defining policies related to the remuneration and benefits of the cooperative's employees.

Among its duties, the Board of Directors monitors the cooperative's economic and financial situation by analyzing monthly reports and proposes corrections if deviations from strategic and budgetary planning are identified. The Board is also responsible for deciding on salary policy and the contracting of loans and financing, as well as on the admission, dismissal, and exclusion of affiliated cooperatives.

At Aurora, only the President and the Vice-President of the Board of Directors hold executive positions, serving as CEO and Vice-President of Agribusiness, respectively. All members are independent, representing the affiliated cooperatives.

Executive Board

Responsible for the day-to-day management of the cooperative, it acts to implement the strategies defined by the Board of Directors. The rules of procedure for the Executive Board are currently awaiting approval, but according to the Aurora Coop Statutes, its functions include managing social businesses, looking after the interests of the cooperative, and complying with the decisions of the Board of Directors and the General Assembly.

The Executive Board is composed of the Chief Executive Officer, who represents the cooperative institutionally and leads strategic management, the Vice President of Agribusiness, responsible for production chain activities, and the Vice President of Marketing, who oversees commercial strategies. In addition, there are other specialized departments that manage areas such as industry, logistics, compliance, and marketing. Currently, only the position of Administrative Director is held by a woman.

Fiscal Council

Its role is to oversee the cooperative's financial and administrative activities, ensuring that all processes are conducted transparently and in accordance with accounting and regulatory standards. The Fiscal Council is composed of three permanent members and three alternates—elected annually by the General Assembly—and is responsible for reviewing the balance sheet, income statement, and financial reports prepared by the Board of Directors.

In addition, the Fiscal Council conducts periodic checks to ensure that the cooperative's operations are aligned with strategic guidelines and cooperative principles. Whenever any irregularity is detected, the Fiscal Council may convene a General Assembly to present its findings and recommend management adjustments.



Internal Audit

Internal auditing is an essential function within the cooperative and its main objective is to evaluate and improve the effectiveness of internal control processes. To this end, it is necessary to ensure compliance with laws, policies, and internal standards, identify risks and whether they are being managed, identify and suggest improvements in operational processes, as well as detect and prevent fraud. To achieve this objective, it is necessary to plan and execute periodic audits and monitor the actions that implement the necessary improvements identified during the audit work. It also acts as a support point for the external audit, providing information and reports when necessary.

External Audit

It plays an essential role in the governance of Aurora Coop, ensuring transparency in accountability and the reliability of financial and operational data. The cooperative relies on independent audits to review its financial statements and assess the compliance of internal processes. The external audit analyzes financial statements, verifies the adequacy of internal controls, and ensures that governance policies are being followed. The audit results are presented to the Board of Directors and the Fiscal Council, reinforcing the cooperative's credibility with its members and other stakeholders.

Strategic Administration Group

It plays a key role in supporting the cooperative's strategic decision-making. Composed of six members, this group analyzes projects, investments, and new business opportunities, ensuring that decisions are based on sound technical and economic criteria before being submitted for approval by higher levels of governance. Its responsibilities include coordinating strategic management cycles, defining strategic projects based on technical, economic, and financial feasibility, and analyzing opportunities for industrial expansion, technological innovation, mergers, and acquisitions.

In addition, the group is responsible for forwarding proposals related to Aurora Coop's participation in joint ventures, asset acquisitions, and significant structural changes to senior management for decision-making. The Strategic Management Group also has the role of receiving, filtering, and conducting in-depth analysis of proposals submitted by internal and external entities, ensuring that the cooperative is aligned with the best market opportunities.

In addition to these main bodies, Aurora Coop has three thematic advisory committees: the Ethics Committee, the Sustainability Committee, and the People Management Committee, which assist in the implementation of governance and people management strategies.

Sustainability Committee

With the structuring of Aurora Coop's ESG Journey, the Sustainability Committee underwent reforms in 2024, receiving a Regulation that guides its actions and responsibilities.

Evaluation and remuneration

The performance of the Board of Directors is monitored based on operating results and compliance with the resolutions of the General Assembly through periodic meetings and reports presented by the Executive Board. [GRI 2-18](#)

The remuneration of the members of the Board of Directors is defined by the General Assembly with attendance fees for non-executive members and fixed remuneration for those who also hold positions on the Executive Board. They receive remuneration as provided for in the Bylaws and in line with market practices, ensuring alignment with the responsibility of the position. The process for determining remuneration takes into account criteria such as job duties, time commitment, complexity of decisions, and comparability with similar positions in other cooperatives in the sector. [GRI 2-19](#) | [GRI 2-20](#)

In 2024, the ratio between the highest total annual remuneration paid by Aurora Coop and the median total annual remuneration of all employees (excluding the highest remuneration) was 22.86 times. This calculation considered all remuneration components provided for cooperative employees, including base salary, legal additions, variable remuneration, 13th month salary, vacation pay, Profit Sharing Program (when applicable), food vouchers, length of service bonus, additional bonuses or benefits, and childcare assistance. [GRI 2-21](#)



Mechanisms of Listening, accountability, and redress

Aurora Coop maintains a strong commitment to integrity in line with institutional guidelines established through its Code of Ethics, Supplier Code of Conduct, Ombudsman Policy, and other regulatory instruments. These documents guide the ethical behavior of all stakeholders of the cooperative and are widely disseminated through training, internal communication, the institutional portal, and official channels. The culture of responsible conduct is reinforced by principles such as legality, respect, transparency, responsibility, and business ethics. [GRI 2-25](#) | [GRI 2-26](#)

As part of its commitment to compliance with legislation and transparency in management, Aurora Coop reports that in 2024, three significant fines and one non-monetary sanction were recorded, totaling R\$ 900,000. The penalties refer to notices of violation issued in 2023, which remain pending in court. [GRI 2-27](#)

Integrity governance is coordinated by two main bodies: the Ombudsman and the Ethics Committee, both of which operate on an institutional basis. The Ombudsman is responsible for screening and forwarding complaints, criticisms, suggestions, and spontaneous communications, while the Ethics Committee has a strategic role, reporting directly to the Board of Directors and the Executive Board. Its duties involve promoting an ethical culture, ensuring compliance with institutional commitments, and coordinating the application of sanctions provided for in the cooperative's codes.

Complaints can be filed through an independent and confidential channel available on the institutional website and operated with specialized technical support. The platform offers access through different means (online form, email, WhatsApp) and is structured to ensure anonymity, impartiality, and non-retaliation. Reports are analyzed based on technical criteria and forwarded to the appropriate areas for investigation and handling. There is also decentralized action by local leaders and technical committees, which receive complaints and forward them to the formal investigation channels. [GRI 2-26](#)

In addition to complaints, Aurora Coop conducts regular perception surveys with employees, suppliers, customers, and affiliated cooperatives, and continuously monitors channels such as Customer Service, Reclame Aqui, the Federal Inspection System (SIF), the Ministry of Agriculture Ombudsman, and technical meetings with stakeholders. Based on this data, action plans and remedial measures are developed, ranging from refunds and product replacements to operational and behavioral adjustments. [GRI 2-26](#)

In 2024, Aurora Coop's reporting channel received 198 reports, of which 127 were anonymous. Of these, 41 reports were investigated and required corrective measures, including the application of appropriate disciplinary sanctions.

The cooperative also monitors indicators of the effectiveness of listening channels, such as average response time, recurrence of complaints, customer satisfaction rates, and reputation on external channels. In 2024, the resolution rate was 94% and Aurora Coop's score on Reclame Aqui was 9.2, reflecting the effectiveness of the system and the trust of the publics involved.

Guidelines for responsible business conduct

Aurora Coop formalizes its responsibility for ethical conduct, respect for human rights, the environment, and social welfare through institutional policies, standards, and programs. These commitments are guided by internationally recognized principles, such as the Sustainable Development Goals (SDGs), the International Labor Organization (ILO), the United Nations (UN), and the United Nations Educational, Scientific and Cultural Organization (UNESCO), and are aligned with the principles of due diligence, respect for human rights, and precaution. [GRI 2-23](#)

These guidelines are integrated into management policies and widely disseminated through training, communication campaigns, guidance for leaders, internal channels, the official website, and meetings with affiliated cooperatives. The cooperative adopts a decentralized accountability model in which each management area is responsible for the impacts and risks associated with its activities. [GRI 2-24](#)

All of the commitments described below have been approved by the Board of Directors and/or Executive Board and are valid for all of the cooperative's activities and business relationships. These policies are communicated and disseminated through internal and external channels, such as training sessions, the official website, the internal document portal, meetings with affiliated cooperatives, and partnership programs. [GRI 2-23](#)



Commitment to inclusion and diversity

Formalized by the Aurora Policy for People with Disabilities (PAPCD) and by social programs run by the Aury Luiz Bodanese Foundation (FALB), an entity supported by Aurora Coop, this commitment promotes the right to non-discrimination and the productive and social inclusion of people with disabilities or those rehabilitated by Social Security. The policy defines guidelines for workplace adaptation, internal awareness, individualized monitoring, hiring goals in accordance with Law No. 8,213/91, and professional training initiatives. The issue is addressed by corporate and local committees at all Aurora Coop units.



Click here or access the QR Code to learn more about the Diversity Program on the Foundation's website

Learn more about Aurora Coop's work in Equity, inclusion, and non-discrimination

Learn more about FALB's work in Social inclusion and community strengthening initiative

Commitment to ethical conduct, anti-corruption, and human rights

Ethical conduct is one of the pillars of Aurora Coop's culture and is regulated by documents such as the Code of Ethics and the Supplier Code of Conduct — both available in multiple languages (including LIBRAS). These documents address issues such as combating slave and child labor, non-discrimination, freedom of expression, harassment, data protection, and ethical use of the cooperative's resources. They also establish the expected behavior of leaders and provide for disciplinary sanctions in case of non-compliance.

Commitment to animal welfare

Aurora Coop maintains an Animal Welfare Policy based on the international Welfare Quality® protocol, recognizing animals as sentient beings. The document establishes criteria to ensure comfort, respect, and ethical treatment throughout the production chain. The cooperative adopts a zero-tolerance policy toward mistreatment, holding employees, producers, and third parties accountable in the event of violations.



Click here or access via the QR Code to learn about Aurora Coop's Code of Ethics



Click here or access via the QR Code to learn more about animal welfare on the Aurora Coop website

Learn more at Animal welfare practices

Social and environmental commitments

Aurora Coop understands that respect for the environment and society is essential for the sustainability of its business model and for building a prosperous and balanced future. For this reason, it has made institutional commitments to social and environmental responsibility, guiding its activities based on respect, human dignity, and environmental ethics.

These commitments are implemented both directly by the cooperative in its operations and internal policies and through the Aury Luiz Bodanese Foundation (FALB), which acts as the social and environmental pillar of Aurora Coop. The foundation develops and coordinates structured programs in environmental education, volunteering, social inclusion, diversity, and sustainable development, which are aimed at employees, cooperative members, and communities.

Among the initiatives led directly by Aurora Coop are the Reverse Logistics Policy, the Packaging Use Optimization Program, the Safe Collection Program (for animal health waste on rural properties), and the Sustainable Rural Property Program, which certifies producers based on environmental, social, and economic criteria. These practices demonstrate the cooperative's commitment to adopting sustainable solutions, reducing environmental impacts, and promoting good practices in the production chain.

Commitments to employees

Aurora Coop maintains internal guidelines and procedures in line with Brazilian labor legislation, the Federal Constitution, and Regulatory Standards (NRs). Commitments include compensation and benefits that encourage employee retention, occupational health and safety, freedom of association, and adequate working conditions.

Learn more in People and organizational culture



3. ENGAGEMENT WITH STAKEHOLDERS AND MATERIALITY

Aurora Coop maintains a close and ongoing relationship with the audiences it connects with. This chapter shows how these dialogues take place in practice through structured listening channels, relationship actions, and specific consultations. It also presents the results of the cooperative's first materiality analysis, which involved thousands of respondents and provided a clear view of the issues considered priorities for the future of the organization and for the different audiences with which it interacts.

In this chapter:

Stakeholder listening and engagement process: shows how Aurora Coop relates to its stakeholders and the channels used to listen, respond, and build solutions together.

Material topics and strategic alignment: describes the materiality analysis methodology, the priority topics identified, and how they were incorporated into the cooperative's sustainability strategy.

3.1. Stakeholder listening to and engagement process

GRI 2-29

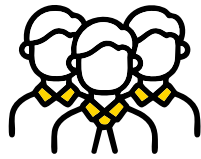
Relationships with stakeholders are an essential part of Aurora Coop's activities and reflect the cooperative model, based on participation and the collective development of solutions. The cooperative adopts a structured approach to stakeholder engagement with the aim of listening to demands, identifying expectations, responding in a qualified manner, and strengthening bonds based on ethics, trust, and mutual respect.

Aurora Coop interacts with customers, consumers, affiliated cooperatives, cooperative members, employees, communities, suppliers, service providers, governments, regulatory and supervisory bodies, the press, sectoral bodies, civil society organizations (CSOs), unions, and capital providers. These stakeholders are identified and prioritized based on strategic relevance, degree of impact on operations, legal and institutional responsibilities, and relationship history.



Engagement approach and relationship channels

The following describes the main categories of stakeholders and the relationship channels used:



Customers: engagement through the sales team, trade supervisors, customer service, digital channels, trade shows, and events. The goal is to serve with transparency, negotiate ethically, and ensure the preservation of product safety and quality.



Employees: communication via leadership, team meetings, internal channels, corporate management team, wellness initiatives, and satisfaction surveys. Engagement seeks to promote health, safety, development, a culture of ethics, and sustainability in the workplace.



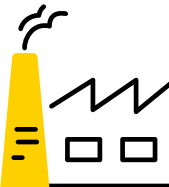
Consumers: Customer service, social media, website, informative labeling, educational campaigns, and channels such as Reclame Aqui. Aurora Coop seeks to ensure transparency, food safety, and connection with brands, promoting a responsible and welcoming consumer experience.



Communities: participation in municipal councils, forums, schools, civil society organizations, and initiatives by the Aury Luiz Bodanese Foundation (FALB). Seminars, campaigns, and active listening sessions are promoted with the aim of contributing to human development, social transformation, and the exercise of citizenship.



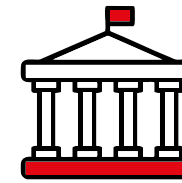
Farmers (cooperative members/integrated producers): relationship via affiliated cooperatives, technical field team, rural extension system, lectures, training, technical visits, and FALB actions. The goal is to promote quality and sustainable production, ensuring innovation, good practices, and membership in the cooperative system.



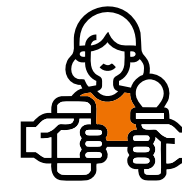
Affiliated cooperatives: ongoing communication through monthly meetings, assemblies, technical committees (such as those for pig farming and dairy products), technical visits, events, and social projects. This engagement reinforces the principle of intercooperation and strengthens the Aurora system.



Suppliers and service providers: technical evaluation, audits, contracts, face-to-face meetings, supplier portal, participation in trade shows, and self-assessments. The aim is to ensure quality, compliance with legal requirements, ethics, and transparency in commercial relationships.



Governments and regulatory bodies: institutional relationships with representation in professional associations and active participation in councils, hearings, conditions, conduct adjustment agreements, and other legal processes. Aurora Coop collaborates in the formulation of public policies and works in synergy with public administration for local development.



Press: providing regular information on investments, social and environmental programs, as well as responding promptly to requests from print, digital, and television media. The cooperative seeks to strengthen its institutional reputation based on transparency and commitment to the community.



Sectoral bodies and CSOs: participation in technical chambers, forums, meetings, and working groups focused on regulation, market opening, and representation of the agro-industrial sector.



Capital providers: sharing strategic and governance information with affiliated financial institutions and cooperatives, formal and informal meetings, participation in corporate events, and credit agreements based on credibility and transparency.



Unions: open dialogue on collective bargaining, working conditions, and issues sensitive to workers, always maintaining respect for legislation and signed agreements.



Purpose and effectiveness of engagement

The main purpose of stakeholder engagement is to promote transparent, cooperative relationships focused on sustainable development. Each interaction aims to strengthen ties, anticipate risks, listen to recommendations, and align interests, contributing to the creation of shared value and the construction of a more just and inclusive society.

Aurora Coop is also committed to ensuring that engagement is meaningful and effective, adopting tools such as:

- structured relationship programs;
- permanent institutional communication channels;
- performance evaluation of suppliers and service providers;
- satisfaction and perception surveys with customers and employees;
- technical meetings, committees, and formal listening and governance bodies.

In this way, the cooperative ensures that the needs, expectations, and concerns of stakeholders are considered in decision-making processes, contributing to the improvement of management and the sustainability of the business model.

This commitment to qualified listening was further strengthened in 2024, during the first cycle of preparation of Aurora Coop's Sustainability Report. At that time, a structured materiality analysis process was conducted, involving the mapping of strategic stakeholders, an online survey with more than 7,000 respondents, and individual interviews with representatives of key audiences. The results of this process guided the identification of the priority sustainability themes presented below.

3.2. Material topics and strategic alignment

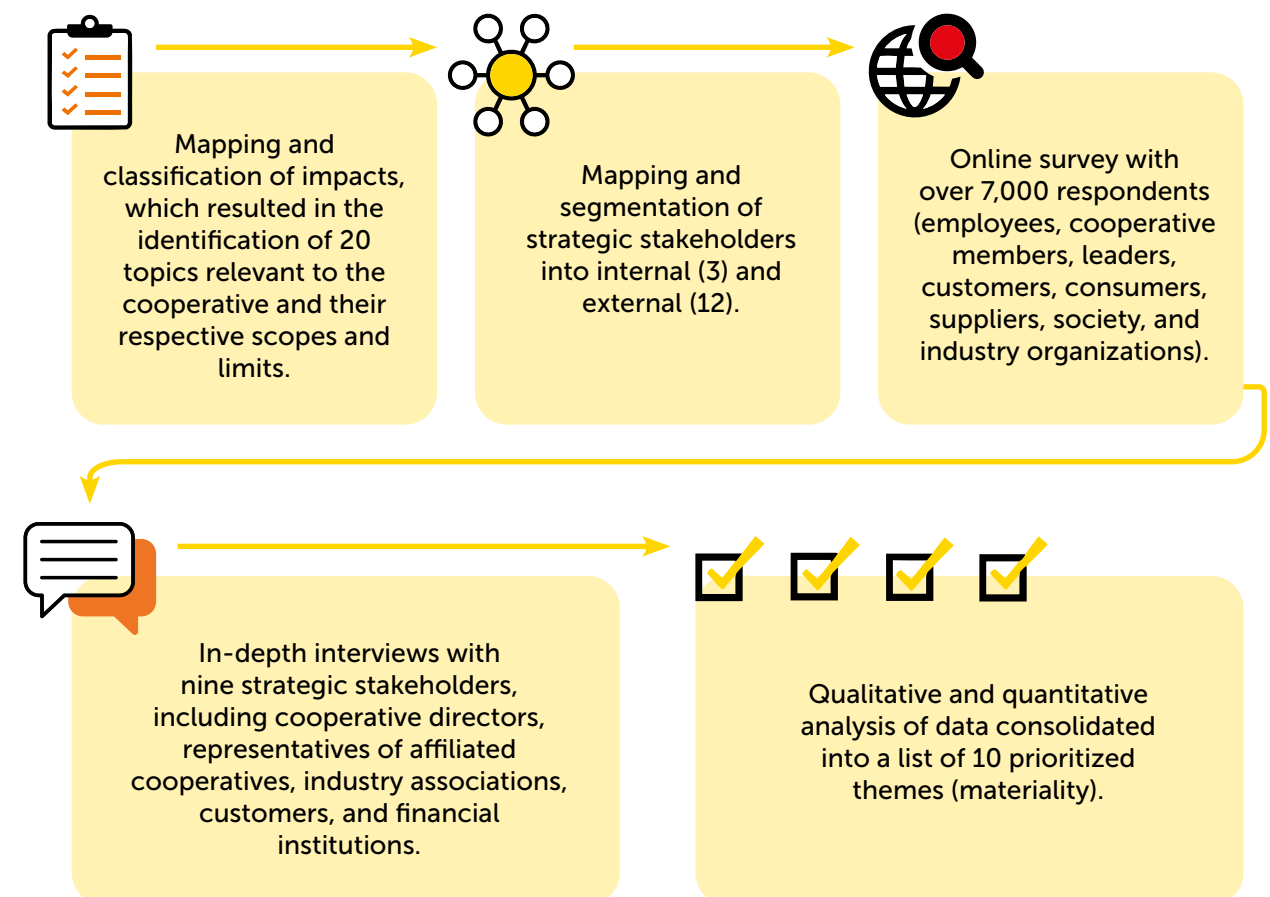
With the aim of identifying the most relevant topics for action from the perspective of the impacts generated, stakeholder expectations, and long-term strategy, Aurora Coop conducted its first formal materiality analysis process, marking a fundamental step toward structuring the organization's sustainability agenda and preparing its first Sustainability Report based on GRI Standards.

Methodology and materiality analysis

GRI 3-1

The methodology adopted followed internationally recognized sustainability guidelines and was based on identifying and prioritizing the actual and potential positive and negative impacts generated by the cooperative on the economy, the environment, and people; structured listening to internal and external stakeholders; and connecting the identified themes with Aurora Coop's strategic commitments.

The process included the following steps:





Material themes

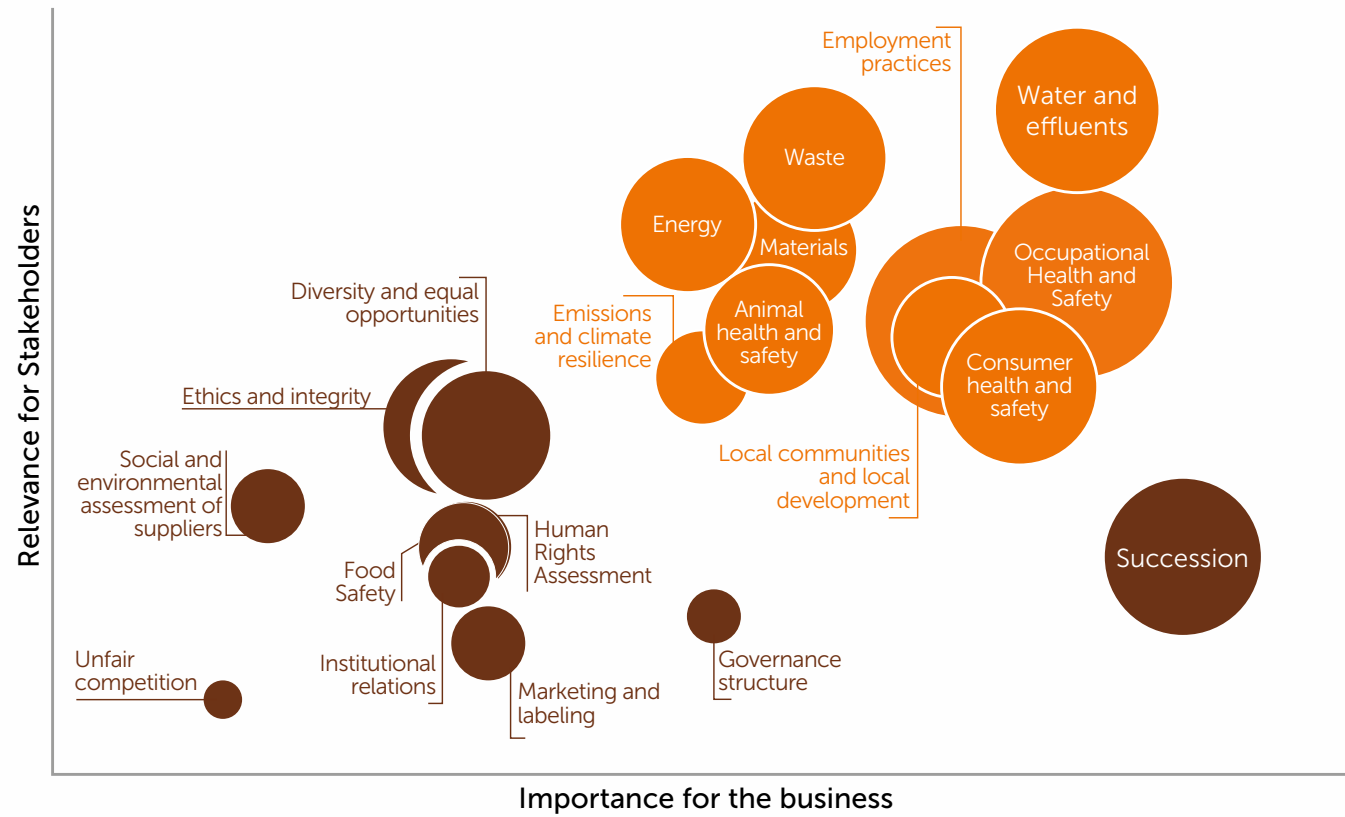
GRI 3-2

Based on the analysis described above, 10 material themes were identified that express the most relevant impacts of the cooperative and the expectations of the stakeholders with whom it interacts. These themes were integrated into the following 8 topics.

MATERIAL THEMES		SCOPE AND LIMITS	PRIORITY FOR
Materials and waste	Make efficient use of natural resources by developing and selecting materials with lower environmental impact, when possible and available on the market, and implement waste management strategies that promote circularity and prevent environmental contamination	Affiliated cooperative, Employee, Customer, Community, Consumer, Rural producer, Supplier, Press, Regulatory body, Sectoral body, CSO, Capital provider	
Water and effluents	Improve water resource management through studies on efficiency practices, circularity, and alternative sources, while exploring and evaluating innovations for water and wastewater treatment	Affiliated cooperative, Board of Directors, Employee, Customer, Community, Consumer, Rural producer, Supplier, Press, Regulatory agency, Sectoral agency, CSO, Capital provider, Government, Union	
Energy transition and climate changes	Analyze the feasibility of diversifying the energy matrix, identify opportunities for improving energy efficiency, and deepen understanding of the impacts of climate change on the business model	Board of Directors, Affiliated Cooperative, Employee, Customer, Community, Consumer, Rural Producer, Supplier, Press, Regulatory Agency, Sector Agency, CSO, Capital Provider, Government, Union	
Employment practices	Improve compensation and benefits programs that encourage employee retention and differentiate the cooperative as an employer brand in the region, in addition to promoting safe working conditions and respect for human rights throughout the value chain	Board of Directors, Affiliated Cooperative, Employee, Customer, Community, Consumer, Rural Producer, Supplier, Press, Regulatory Agency, Sector Agency, CSO, Capital Provider, Government, Union	
Occupational Health and safety	Strengthen the safety culture through protocols and processes for identifying risks and adopting preventive measures that promote the health and safety of employees and third parties in all operations	Affiliated cooperative, Board of Directors, Employee, Customer, Consumer, Rural producer, Supplier, Regulatory agency, Sectoral agency, CSO, Government, Union	
Animal health and welfare	Adopt management practices that promote animal welfare, including comfortable housing systems, adequate nutrition, genetic improvements, and continuous adoption of innovative alternatives	Board of Directors, Employee, Customer, Community, Consumer, Rural producer, Supplier, Press, Industry body, CSO, Government	
Health, consumer safety, and food safety	Invest in supply chain management, ensure product safety throughout the value chain, including strict control of animal nutrition quality, to guarantee consumer health and safety in accordance with market requirements	Board of Directors, Employee, Customer, Consumer, Farmer, Supplier, Client, Industry body, Government, Union	
Communities and local development	Actively engage with local communities for the participatory management of economic and socio-environmental impacts, working with affiliated cooperatives to implement projects that involve cooperative members and promote mutual and sustainable benefits in surrounding municipalities	Affiliated cooperative, Board of Directors, Employee, Customer, Community, Consumer, Rural producer, Press, Sectoral body, CSO, Capital provider, Government, Union	



These themes represent Aurora Coop's main impacts on the value chain, as well as the risks and opportunities associated with its activities. Materiality was structured in a graphic model that articulates two axes: relevance to stakeholders and significance of the organization's impacts, which allows for a clear visualization of strategic priorities:



Strategic Alignment and Next Steps

The prioritized material themes now guide the formulation and structuring of Aurora Coop's sustainability action plans. Each theme is being further explored with the support of the relevant departments, considering specific goals, indicators, and guidelines that will be gradually integrated into the cooperative's management.

○ Aurora Coop's commitment is to maintain materiality as a living instrument of management and dialogue with stakeholders, with periodic updates, continuous monitoring of impacts, and incorporation of society's expectations. Progress in this process demonstrates the organization's growing maturity in impact management and its responsibility as a transformative agent in the agro-industrial sector.

Aurora Coop
Sustainability
Roadmap



From this point onward, the material themes prioritized in the materiality analysis will serve as the central axis of the narrative, guiding the presentation of Aurora Coop's commitments, practices, indicators, and progress in sustainability. Each subsequent chapter will address one or more material themes, providing a structured overview of the cooperative's impacts and how it has responded to the social, environmental, economic, and governance challenges identified by its strategic stakeholders.



4. ECONOMIC IMPACTS AND SOCIAL DEVELOPMENT

Aurora Coop acts as a driver of regional development through job creation, the appreciation of family agricultural production, income distribution, and the strengthening of communities in the regions where it operates. Aligned with the core theme of **Communities and Local Development**, the cooperative structures its actions to generate positive economic, social, and environmental impacts, focusing on inclusion, civic development, and strengthening the autonomy of member families.

In this chapter:

Contribution to regional development: highlights the direct impacts of Aurora Coop's work on communities, with emphasis on investments in infrastructure, income circulation, job creation, and support for public and social services.

Social and educational programs: presents initiatives carried out directly by the cooperative or by the Aury Luiz Bodanese Foundation (FALB) focused on training, volunteering, environmental education, culture and the promotion of social inclusion in various regions.

4.1. Contribution to Regional Development

Aurora Coop contributes directly and continuously to the development of the communities in which it operates, generating jobs, boosting the local economy, strengthening family farming, and promoting social inclusion and the appreciation of community members. Supported by a solid base of rural producers and collaborators, it adopts a business model that combines productive efficiency, social commitment, and responsibility for the collective future.

Economic Impact on the Communities Where It Operates

Aurora Coop's activities generate significant impacts in the communities where it operates, particularly through job creation, income distribution, partnerships with public authorities, and investments in infrastructure and services. With a presence in several states and nationwide operations, the cooperative ended 2024 with over 46,800 direct employees after creating 2,510 jobs, representing a 5.7% increase compared to the previous year. [GRI 3-3 Local Communities](#)

The gross operating revenue of the entire Aurora Coop cooperative system reached R\$69.2 billion, a result of the joint efforts of the industry and more than 87,000 producer families associated with affiliated cooperatives. This movement strengthens the regional economy by contracting local suppliers, valuing primary production, and stimulating sectors such as transportation, commerce, and services.

[GRI 3-3 Local Communities](#)

Among the main investments made throughout the year, we highlight the expansion of industrial plants and structural improvements that generated direct positive impacts in the regions where they operate, totaling R\$580 million in the year: [GRI 203-2](#)

- **Aurora Chapeco II/SC Industry Unit:** expansion with productive growth and job creation;
- **Road infrastructure:** paving of a section of municipal road 132, with public walkway and lighting, built by Aurora Coop;
- **Modernization works and environmental adaptations** in units such as Aurora Tapejara I Meat-Packing plant / RS, Aurora Tapejara II Meat-Packing Plant / RS, Aurora Xaxim Meat-Packing Plant / SC, Aurora Maravilha Meat-Packing Plant / SC, Aurora Chapeco II Meat-Packing Plant / SC, among others;
- **Installation of energy substations** necessary to meet the demand of industrial units, contributing directly to the community's access to grid energy and greater grid stability, reducing energy losses during transmission.

The projects not only benefited production but also improved mobility, urban logistics, and the quality of life in the areas surrounding the units. Furthermore, the cooperative works with municipal administrations to develop plans to mitigate the impacts of industrial expansion.

[GRI 203-2](#)



Focused on enhancing the value of the territories in which it operates, Aurora Coop makes direct contributions to infrastructure and supports essential services for communities. These investments contribute to productive inclusion, civic development, and improved living conditions for diverse groups, including children, youth, the elderly, rural producers, and cooperative employees. [GRI 203-1](#)

Support was provided mainly through: [GRI 203-1](#)

- **The Aury Luiz Bodanese Foundation (FALB)**, responsible for social, educational and citizenship programs, has received R\$ 840,000 annually on an ongoing basis;
- **Fund for the Elderly and Fund for Children and Adolescents:** through incentivized donations, contributions increased from R\$50,000 (2022) to more than R\$524,000 (2024);
- **Daycare Care Center in São Gabriel do Oeste (MS):** maintained in partnership with the public authorities, it had resources exceeding R\$547 thousand in 2024, in addition to direct administrative supervision by the cooperative;
- **Support for culture:** investments grew more than 1,500% between 2022 and 2024, reaching R\$1.2 million last year, strengthening cultural identity and regional diversity.

Learn about the new cooperative Investments in human capital development in **Valuing Human Capital**

Also in 2024, Aurora Coop made significant contributions through tax incentives from the state of Santa Catarina, directing more than R\$10.2 million to the State Fund for Social Promotion and Poverty Eradication (Social Fund) and the Fund to Support the Maintenance and Development of Higher Education (FUMDES).

These transfers enable the application of resources to public social and educational development actions, in exchange for access to the ICMS Presumed Credit benefit. [GRI 203-1](#)

Aurora Coop's role in the floods in Rio Grande do Sul

Rio Grande do Sul is home to industrial units, affiliated cooperatives, and hundreds of families of Aurora Coop members and employees. In 2024, the state faced one of the greatest climate disasters in its history, with floods that directly affected communities where the cooperative operates.

During the crisis, Aurora Coop mobilized its solidarity network: donating 100 tons of food, paying the 13th-month salary in advance to employees in the region, providing eight trucks to transport donations, distributing PPE to volunteers, and, through FALB, donating funds for the purchase of medicines. The cooperative also encouraged blood and emergency item donations, demonstrating its commitment to the communities.

Aurora Coop also supported rural producers not linked to the Aurora Coop System in the affected regions by receiving and processing poultry and pork in its cold storage units in locations where the production of local companies was interrupted by extreme weather events.

In addition to the positive impacts, the cooperative recognizes the potential negative impacts of its operations, such as the economic dependence of local communities, the strain on public infrastructure, and the environmental and social impacts associated with industrial growth. To address these challenges, mitigation measures are adopted in partnership with public authorities and based on instruments such as social assessments, agreements with environmental agencies, and structural community support initiatives. [GRI 413-2](#)

Read the **Responsible Business Conduct Commitments** chapter to learn more about the policies that guide the cooperative's social and environmental investments

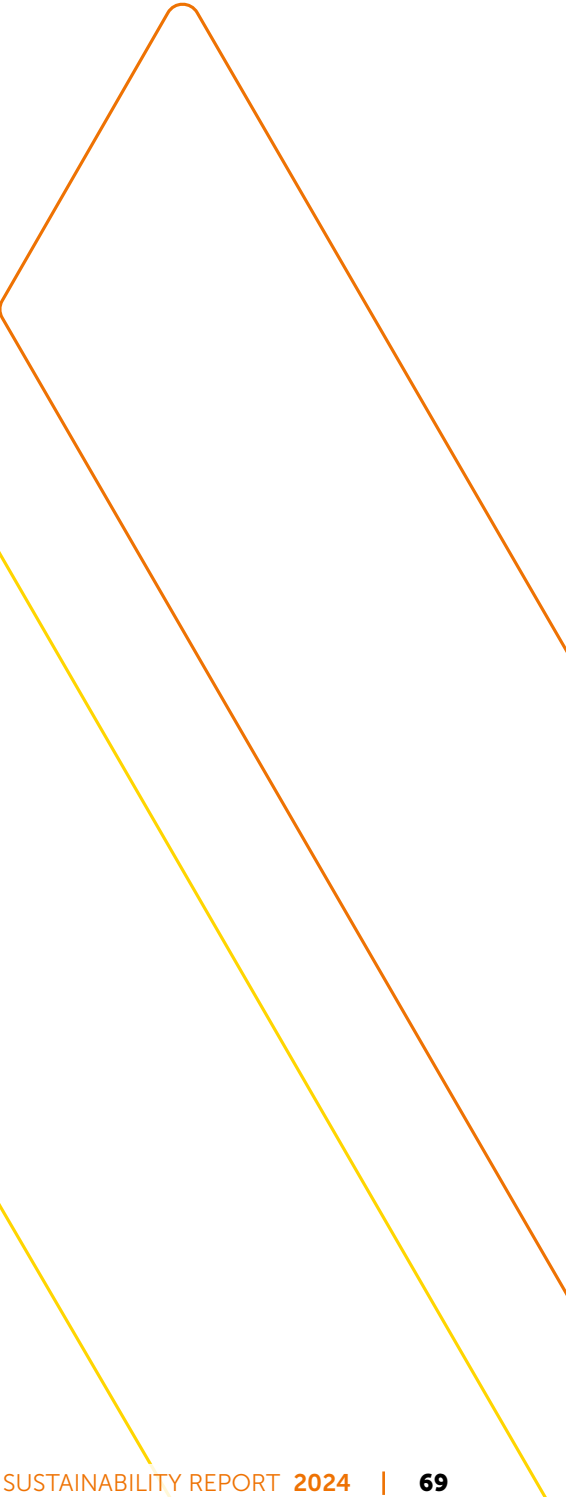


Distribution of value to cooperative members

The intercooperation model adopted by Aurora Coop generates value that returns directly to the producing communities. The proceeds from the cooperative to its affiliates are reinvested locally in capacity building, infrastructure, technical assistance, and improved production processes. Thus, the cycle of wealth generation and redistribution contribute to the autonomy of rural communities, encourages families to remain in the countryside, and strengthens the cooperative movement.

As part of its Production Chain and Sustainable Rural Property programs, Aurora Coop offered a series of training sessions throughout 2024 aimed at strengthening management, sustainability, and efficiency on rural properties. The initiatives focused on training producers and field technicians, fostering the development of technical and management skills, encouraging the adoption of best practices, and continuously improving results. The main training initiatives carried out during this period are described below.

Project or Program	Description	Participants	Workload	Total of hours
Keeping an Eye on Quality Program	Focused on organizing rural properties, the program supports the implementation of 5S principles as a way to improve productivity and the working environment in the fields. It encourages the disposal of unused materials, the organization of spaces, the cleaning and hygiene of production areas, and the standardization of routines. The proposal contributes to reducing waste, improving the visual appearance of the property, and strengthening producers' self-esteem, promoting more efficient and satisfactory management	634	25	15,850
Total Rural Quality (TRQ)	This training program guides producers on efficient and sustainable property management. The methodology includes preparing the production unit's balance sheet, enabling a comprehensive analysis of the business's economic and financial situation. From this, producers develop a strategic plan with goals and actions aimed at continuous improvement and developing the property as a true rural enterprise	406	48	19,488
Sustainability applied to Rural Companies	The program provides practical knowledge and management tools for applying sustainability concepts to rural properties. Focusing on the balance between economic, social, and environmental pillars, the training contributes to increased competitiveness, technical performance, and profitability of agricultural activities	177	14	2,478
Rescuing the Keeping an Eye on Quality program	Complementary to the Keeping an Eye on Quality Program, this initiative aims to reinforce the maintenance of good practices adopted on properties. Participants revisit the concepts of proper disposal, organization, and cleanliness and establish a new action plan to ensure the continuity of the progress made	58	6	348
Energy Efficiency	Focused on the responsible use of electricity on farms, this training covers the basics of electricity, facility safety, and best practices for optimizing consumption. Producers learn to interpret electricity bills, identify high-consumption equipment, and adopt simple, effective solutions to reduce costs and increase energy efficiency	330	8	2,640
Technician development	Aimed at technicians responsible for daily monitoring of properties, this training program aims to develop technical, operational, and behavioral skills. The goal is to qualify these professionals to play a more effective role in the implementation and continuity of quality programs in the field, contributing to the strengthening of rural management practices	104	16	1,664





Social and Territorial Enhancement

GRI 3-3 Local Communities

Aurora Coop contributes to regional development through productive inclusion and citizenship. In 2024, more than 1,800 employees with disabilities and those rehabilitated by Social Security worked at the cooperative. The Young Apprentice Program, in turn, hired 916 young people, expanding access to the job market for adolescents, including those in vulnerable situations.

Another important aspect was the welcoming of 11,741 immigrant employees, mostly Venezuelans and Haitians, as well as Brazilian migrants from the North and Northeast regions. The company supports these workers' adaptation through housing, training, integration into the local culture, and the protection of their rights.

This vision of regional appreciation is also expressed in the encouragement of local consumption, income generation, and active participation in forums, councils, and partnerships with city halls, schools, and civil society organizations.

Learn more about Aurora Coop's actions with its employees to enhance human capital

Generation and distribution of economic value

GRI 3-3 Economic Performance | GRI 201-1

Aurora Coop adopts solid financial management and is committed to generating value for all stakeholders. Monitoring Direct Economic Value Generated and Distributed (EVG&D) allows for an objective understanding of the cooperative's economic impact, revealing how resources are mobilized and distributed throughout the value chain.

Between 2022 and 2024, the direct economic value generated by Aurora Coop grew by 9.1%, rising from R\$23.4 billion to R\$25.6 billion. This growth was driven primarily by increased sales of products, goods, and services, which reached R\$24.3 billion in 2024—a 12.3% increase over the previous year.

The distribution of this amount reflects the cooperative's commitment to valuing employees, suppliers, governments, and communities. In 2024, the economic value distributed totaled R\$24.8 billion, representing 97% of the total generated in the year. The main destinations of these resources were operating costs (75.6%), and salaries and benefits paid to employees, which totaled R\$3.06 billion— a significant 25.2% increase compared to 2023.

Other highlights include increased payments to the government (+25.3% compared to 2023) and continued social investments in communities, albeit at modest amounts. The retained economic value—that is, the portion reinvested in the organization itself—was R\$766.7 million in 2024, reversing the negative result recorded in 2023. This progress signals the strengthening of the cooperative's financial sustainability and its ability to maintain a healthy, competitive operation with lasting positive impacts in the regions where it operates, reinforcing its relevance as an agent of regional development.

201-1. Direct economic value generated and distributed ⁵ EVG&D (R\$ thousand)	2022	2023	2024
a. Direct economic value generated (i + ii + iii)	23,478,336	23,335,885	25,609,474
i) Sale of products, goods and services	21,658,450	21,384,424	24,327,118
ii) Other incomes	170,062	104,377	115,164
iii) Financial income	1,649,824	1,847,083	1,167,192
b. Direct economic value distributed (i + ii + iii + iv + v)	22,908,628	23,473,820	24,842,744
i) Operational costs	18,329,455	18,361,896	18,78,532
ii) Employee salaries and benefits	2,147,005	2,448,809	3,065,909
iii) Payments to capital providers	1,509,661	1,602,859	1,666,793
iv) Payments to the government	920,407	1,056,417	1,324,327
v) Investments in the community	2,101	3,839	3,183
c. Retained economic value (a - b)	569,707	-137,935	766,730

⁵ Item a. explanation

- i) Sales of products, goods, and services: refers to Gross Sales Revenue presented in the Statement of Value Added less Returns/Discounts and Rebates.
- ii) Other Revenue: refers to Other Operating Revenue, presented in the Statement of Value Added, less Provision/Reversal of Doubtful Accounts.
- iii) Financial Revenue: as presented in the Statement of Value Added.

Item b. explanation

- i) Operating costs: refers to inputs purchased from third parties plus retentions (depreciation/amortization/depletion).
- ii) Employee salaries and benefits: presented in the Statement of Value Added.
- iii) Payments to capital providers: presented in the Statement of Value Added.
- iv) Payments to the government: presented in the Statement of Value Added.
- v) Investments in communities: presented in the Social Balance Sheet and adjusted in Operating Costs.

Item c. explanation

- c. Retained economic value (a - b): refers to the company's result obtained in these periods less 15% of Statutory Distribution.



Strengthening Family Farming and Rural Communities

Aurora Coop is made up of 14 affiliated cooperatives, bringing together over 87,000 families who produce raw materials and operate in the countryside as a fundamental part of the cooperative's agro-industrial system. This base is composed primarily of small and medium-sized rural producers engaged in activities related to pig farming, poultry farming, dairy farming, and support agriculture.

In the Aurora Coop system, the average family farmer ratio⁶ is 46.7%, with significant variation among affiliated cooperatives, ranging from 75.7% to 2.8%. This figure reflects the diversity of the system, which brings together unique cooperatives with different land production profiles, encompassing small, medium, and large producers.

Less than five years ago, more than 58% of rural producers linked to affiliates were classified as family farmers. The reduction in this percentage based on the same basis indicates, among other factors, the evolution of many of them into other classification brackets, such as medium or large producers. This movement is an indicator of the development enabled by participation in the cooperative system, which contributes to production growth, increased revenue, and expanded producers' investment capacity over time.

Currently, 46.7% of producers linked to the Aurora Coop System are classified as family farmers.

This model provides producers with access to ongoing technical assistance, training programs, technology investments, a marketing structure, and bonus and remuneration policies tied to productivity and quality. Furthermore, the operation's financial results are returned to the production chain through the distribution of surpluses, bonuses, and reinvestments, ensuring economic sustainability and continued presence in the field.

Aurora Coop also encourages these producers to take a leading role in areas such as innovation, property management, and environmental responsibility, promoting training and rural certification initiatives. One example is the Sustainable Rural Property Program, which rewards producers who meet social, environmental, and economic criteria—a practice that directly contributes to regional development and addressing vulnerabilities in rural areas.

4.2. Social and educational programs

Aurora Coop develops and supports projects focused on training, inclusion, and social empowerment in the regions where it operates, focusing on improving the living conditions of employees, rural producers/cooperative members, their families, and communities. These programs are run by the cooperative itself or through the Aury Luiz Bodanese Foundation (FALB) and are recognized throughout Brazil.

Our activities are organized into thematic programs with specific objectives based on social assessments, performance indicators, and alignment with the Sustainable Development Goals (SDGs). By 2024, 100% of Aurora Coop units had implemented at least one social or environmental impact action with direct community participation, strengthening local ties and promoting citizenship. [GRI 413-1](#)

Projects aimed at training and developing cooperatives/integrated members and collaborators

[GRI 3-3 Indirect Economic Impacts](#)

People development is one of the pillars of Aurora Coop's sustainability strategy. In 2024, the cooperative strengthened professional development programs for different audiences, notably:

Young Apprentice Program, which hired 916 teenagers, including young people in vulnerable situations, promoting access to professional training and future employability;

Young Developer Program, offered in partnership with Sescop/SC, this program trained 31 young people in information technology over a 450-hour workload. Three participants were hired as interns by the cooperative itself;

Qualification Program for People with Disabilities, carried out in cities such as Mandaguari (PR), with a focus on productive inclusion and development of skills for the job market;

Production Chain and Sustainable Rural Property Programs: 1,709 cooperative/integrated members participated in technical training focused on topics such as quality, sustainability, and energy efficiency. [GRI 203-1](#)

These programs involve partners such as SENAI, APAEs, CRAS, Sescop/SC and public agencies and are aimed at strategic audiences: employees, cooperatives/integrated members, children of employees and people from the community in general.

Learn about all the training programs aimed at cooperative members/integrated in Distribution of value to cooperative members

⁶ Family farmers: rural properties classified by the Federal Government as "family farming" through the National Registry of Family Farming (CAF).



Social inclusion and community
strengthening initiatives

The Aury Luiz Bodanese Foundation (FALB), an entity maintained by Aurora Coop, is the co-operative's main instrument for social engagement with the communities in which it operates. With structured operations focused on social, environmental, and cultural axes, the Foundation develops programs and initiatives that strengthen community ties, promote inclusion, expand opportunities, and encourage the participation of diverse audiences. Its mission is aligned with the cooperative's purpose of generating a positive impact, going beyond economic activity and contributing to a more just, supportive, and sustainable society.

In the environmental area, the Environmental Program stands out for its national reach and educational focus. Through initiatives such as World Cleanup Day, the Recycling Group, clean-up drives, school workshops, and reverse logistics campaigns, the Foundation raises awareness among children, youth, and adults about the importance of conscious consumption and the preservation of natural resources. In 2024 alone, environmental initiatives such as the FALB Recycling Challenge mobilized more than 400 volunteers, with 26 simultaneous initiatives in 19 cities.

In the sociocultural field, the Dance Program serves approximately 100 vulnerable children and adolescents, promoting self-esteem, artistic expression, and civic development. Cultural exhibitions, themed workshops, and educational initiatives reinforce the role of culture as a tool for social transformation and inclusion.

In the social dimension, the Volunteer Program is a benchmark in Brazilian cooperatives. In 2024, 4,302 volunteers participated in 930 social initiatives, totaling 10,111 hours of volunteer work at 35 Aurora Coop units, directly impacting more than 54,000 people. The program allows cooperative employees to dedicate part of their workday to charitable actions, fostering engagement, empathy, and a sense of community.

Furthermore, through the Diversity Program, the Foundation promotes affirmative action, training, events, and awareness campaigns on inclusion, focusing on people with disabilities and minority groups. Initiatives such as the Viva as Diferenças Workshop, the Inclusive Parade, and the Qualification Course for People with Disabilities contribute to breaking down barriers and building a more diverse and welcoming organizational culture.

IMPACT HIGHLIGHTS

Environmental Education with Real Impact:

- FALB Recycling Challenge:** 21 tons of recyclable materials collected
- Recycling Group:** 3,263 children served in 31 schools
- World Cleanup Day:** 26 initiatives carried out by 400 volunteers in 6 states

Culture and citizenship:

- Dance Program:** 100 children and adolescents served with workshops, performances, and training
- Cultural Showcase 2024:** Diversity theme, with 400 people in attendance
- Partnerships with social organizations:** direct support for the development of children and youth in various regions

Volunteer Program:

- 4,302** volunteers mobilized
- 10,111** volunteer hours
- 930** actions in 8 states
- 54,941** people impacted

Diversity and Inclusion:

14 editions of the "Viva as Diferenças" Workshop, with 304 graduates. Inclusive Parade, Qualification Course, Inclusive Cinema, and Traveling Exhibition promote visibility and opportunities for people with disabilities. Partnerships with APAEs, CRAS, Instituto Guga Kuerten, and Mano Down.



Click here or access via
QR Code to learn more
about the Aury Luiz
Bodanese Foundation

Actions are defined based on social assessments conducted in the communities, which guide the annual plans of FALB and the cooperative. Effectiveness assessments include monitoring indicators, post-action evaluations, and strategic meetings with the relevant departments.



5. ENVIRONMENTAL MANAGEMENT AND CLIMATE CHANGES

Environmental management is one of Aurora Coop's core commitments in advancing its sustainability agenda. With operations embedded in complex, resource-intensive agro-industrial chains, the cooperative recognizes its role in promoting responsible production that is resilient to climate change. The organization's work integrates compliance with current environmental legislation with practices focused on innovation, efficient use of resources, impact mitigation, and waste recovery.

This chapter addresses the following material topics considered priorities for Aurora Coop and its **stakeholders: Materials and Waste, Water and Effluents, and Energy Transition and Climate Change**. These topics reflect not only the main environmental impacts associated with the cooperative's activities, but also the opportunities to contribute to a circular, low-carbon economy that is more efficient in the use of natural resources.

In this chapter:

Emissions and climate change management: presents the cooperative's consolidated direct and indirect emissions data (Scopes 1 and 2), carbon reduction initiatives, and strategies adopted for climate adaptation.

Efficient use of natural resources: details the management of energy, materials, waste, and water with a focus on reducing losses, reusing inputs, circularity, and continuous improvement of industrial and logistical processes.



5.1. Emissions management and climate change

Managing greenhouse gas (GHG) emissions and adapting to climate change are part of Aurora Coop's commitments to sustainability. The cooperative recognizes that changes in the global climate pose real and potential risks to its operations, impacting everything from agricultural production to the logistics and energy chains. Conversely, it also identifies opportunities to strengthen resilience and contribute to sustainable solutions throughout the value chain. [GRI 3-3 Economic Performance](#)

Among the main climate risks identified are water scarcity, excessive rainfall, extreme temperatures, and natural disasters, with implications ranging from increased operating costs to crop failures, logistical losses, and impacts on financial results. In 2024, although no significant direct impacts were recorded on industrial units, there were significant indirect effects on logistics operations due to the drought in Northern Brazil and the floods in Rio Grande do Sul. [GRI 201-2](#)

Aurora Coop's strategic response is to conduct annual GHG emissions inventories based on the GHG Protocol, encompassing scopes 1 and 2 and progressively advancing toward the inclusion of scope 3. Based on a critical analysis of these inventories, the cooperative directs investments, defines projects, and implements operational improvements focused on reducing emissions. It also invests in cleaner technologies, expands self-generation of energy from renewable sources, and strengthens its logistics operations with a focus on more efficient routes with a lower environmental impact. [GRI 3-3 Emissions](#)

In the field, initiatives such as strengthening animal genetics and improving nutrition contribute to greater production efficiency and reducing emissions per unit produced. The commitment to mitigating climate impacts is also reflected in the purchase of insurance policies that cover climate events and rural properties, in supporting rural properties, and in the ongoing search for innovative and adaptive solutions. [GRI 201-2](#)



GHG Emissions

The management of greenhouse gas (GHG) emissions and the impacts related to climate change are one of the focuses of Aurora Coop's environmental activities. Since 2022, the cooperative has conducted an annual corporate emissions inventory with the aim of identifying mitigation opportunities and contributing to the transition to a low-carbon economy. The inventory system follows the guidelines of the Brazilian GHG Protocol Program and covers scopes 1 (direct emissions) and 2 (indirect emissions from energy acquisition), encompassing all units under operational control, such as meatpacking plants, dairy plants, feed mills, grain warehouses, farms, hatcheries, and commercial units. [GRI 3-3 Emissions | 305-1](#)

Although scope 3 is not yet included in the inventory, the cooperative has consolidated data on emissions from solid waste, liquid effluents, and business travel, and is making progress in collecting information on upstream and downstream transportation, as well as employees' commutes. In addition, between 2022 and 2024, 68 GHG inventories were carried out on integrated rural properties in partnership with Sebrae, broadening understanding of the value chain and promoting good practices among producers. [GRI 3-3 Emissões | 305-3](#)

305-1 Direct Emissions (scope 1) of GHG, in tCO ₂ e			
SOURCE TYPE	2022	2023	2024
Stationary combustion	17,893.82	19,166.72	24,085.13
Mobile combustion	2,955.03	3,092.45	3,195.28
Industrial processes	-	-	-
Solid waste and liquid effluents	72,453.89	60,113.38	76,861.28
Fugitives	6,463.43	4,495.47	2,562.70
Agricultural	1,016.42	937.18	1,210.32
Changes in soil use	150.88	77.14	0.00
Total of direct emissions	100,933.47	87,882.34	107,914.71
Emissions of CO ₂ biogenic	536,452.23	591,475.91	695,466.29
Biogenic removals of CO ₂	-	-	-

305-1 Direct emissions (Scope 1) of GHG, in tCO ₂ e			
BUSINESS UNIT	2022	2023	2024
Meat Processing	2,015.07	2,274.65	2,690.11
Pork Processing Plants	64,657.76	54,644.47	72,341.98
Poultry Cold Storage Facilities	19,436.13	19,365.90	21,956.16
Dairy Products	1,745.90	1,610.61	1,813.51
Feed Mills and Storage	499.57	580.60	603.99
Chicken farms and hatcheries	4,948.47	3,241.37	3,135.20
Commercials	7,630.58	6,164.75	5,373.76
Total of direct emissions	100,933.47	87,882.34	107,914.71

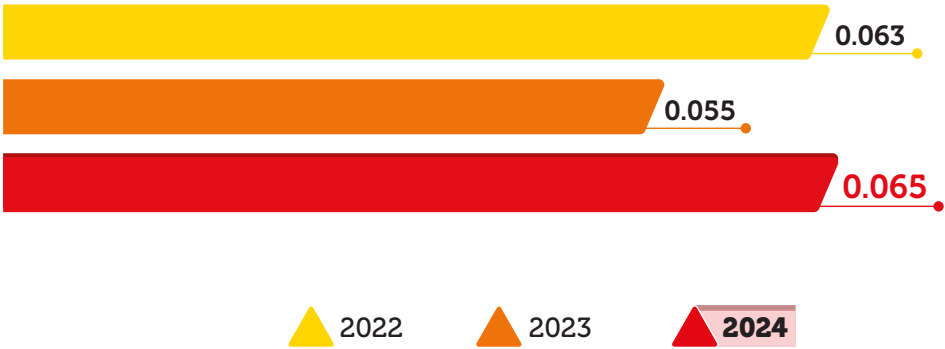
305-2 Indirect emissions (Scope 2) and greenhouse gases effects (GHG) from energy procurement, in tCO ₂ e			
BUSINESS UNIT	2022	2023	2024
Meat Processing	910.26	705.13	1,042.46
Pork Processing Plants	10,548.09	10,129.16	17,093.11
Poultry Cold Storage Facilities	9,617.06	9,803.84	15,237.77
Dairy Products	1,549.30	1,320.72	1,944.07
Feed Mills and Storage	915.01	904.85	1,304.63
Chicken farms and hatcheries	442.14	538.06	791.16
Commercials	1,344.57	1,526.57	1,933.03
Total of indirect emissions	25,326.42	24,928.32	39,346.22



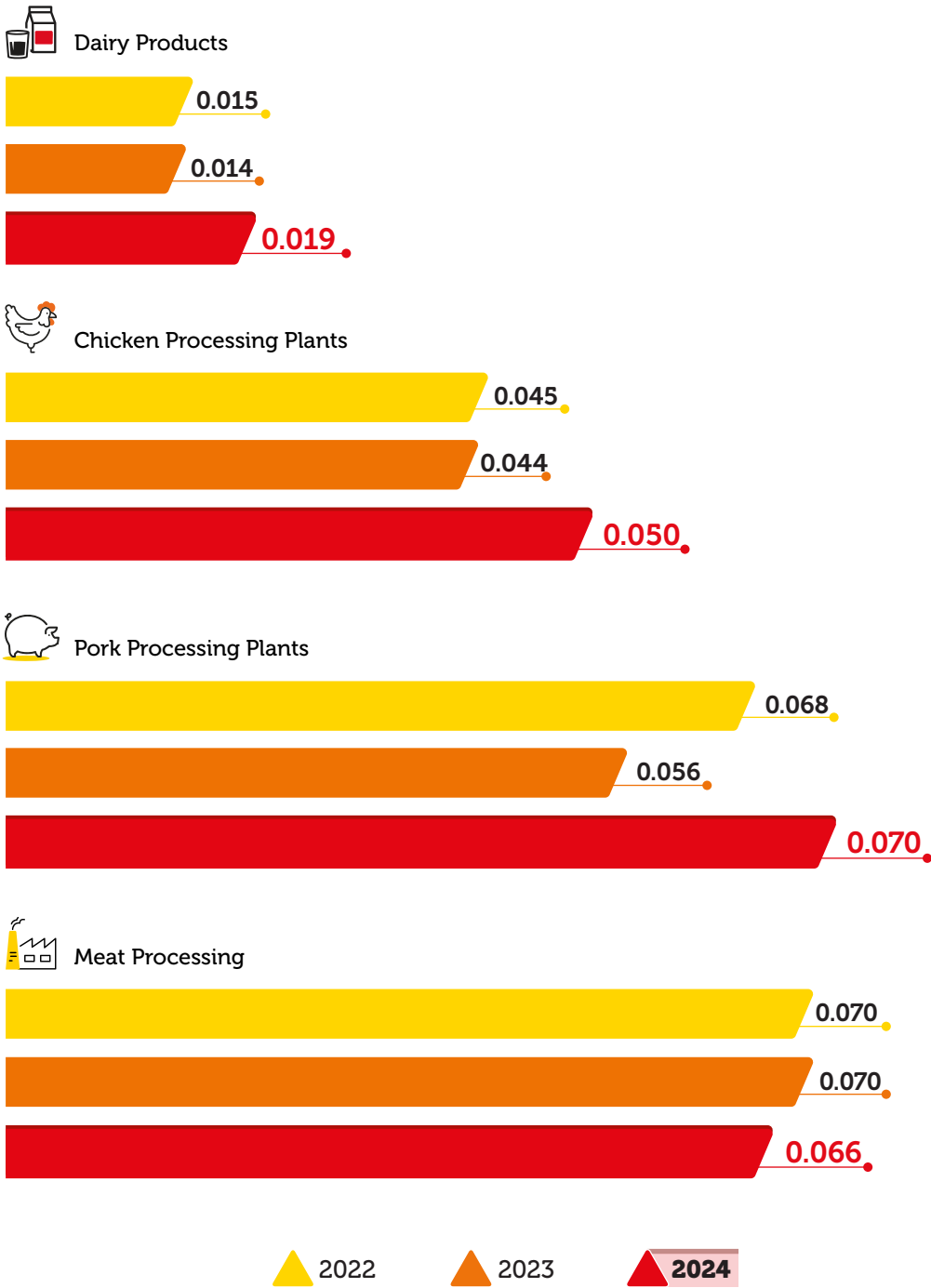
In 2024, direct emissions (Scope 1) totaled approximately 107,900 tons of carbon dioxide equivalent (tCO₂e), representing a 22.8% increase compared to 2023. The increase is mainly due to the higher volume of treated effluents and treatment efficiency at the Aurora Chapeco II Meat-Packing plant / SC and Aurora Sao Gabriel do Oeste Meat-Packing plant / MS, which have anaerobic biological treatment systems – a process that generates methane, a gas with high global warming potential. In 2023, the cooperative had recorded a significant reduction in direct emissions, notably with the decommissioning of the treatment ponds at Chapecó I Meat-Packing Plant / SC, responsible for a drop of 13,400 tCO₂e compared to 2022. For the coming years, structural reforms are planned for the treatment plants at these units, with a transition to aerobic systems, which should have a positive impact on emissions reduction. [GRI 305-1](#)

On the other hand, indirect emissions associated with electricity procurement (Scope 2) reached approximately 39,300 tCO₂e in 2024, representing an increase of 57.8% compared to 2023. This growth was driven both by higher electricity consumption at industrial units and by a reduction in the share of renewable sources in the national electricity matrix throughout the year. [GRI 305-2](#)

GHG emissions intensity (tCO₂e/ton produced) [GRI 305-4](#)



Intensity of GHG emissions per business unit (tCO₂e/t produced) [GRI 305-4](#)



Aurora Coop also monitors emissions intensity—an indicator that relates total GHG emissions to production volume (tCO₂e/ton produced). In 2024, emissions intensity was 0.065 tCO₂e/ton produced, an increase of 19.0% over the previous year, reflecting the growth in absolute emissions in scopes 1 and 2 and variations in industrial production. The cooperative recognizes this result as a warning to reinforce energy efficiency strategies and the need to intensify emissions management in the coming cycles. [GRI 305-4](#)



Carbon reduction initiatives

GRI 305-5

Aurora Coop has made progress in adopting initiatives aimed at reducing and mitigating greenhouse gas emissions, prioritizing structural actions in its operating units and encouraging energy efficiency. Among the actions implemented that contribute to reducing emissions is the review of layouts and production processes with a focus on thermal and energy efficiency, such as the insulation of thermal ducts, steam reuse, and improvements in industrial refrigeration systems. Equipment was also replaced with more efficient versions and investments were made in automation to optimize process control and reduce energy waste.

For units that operate wastewater treatment plants, Aurora Coop has begun planning the conversion of anaerobic systems (major methane emitters) to aerobic systems, with construction scheduled to begin in 2025. This transition is expected to promote a significant drop in direct GHG emissions associated with industrial wastewater treatment.

Although it does not yet have a structured emissions management program, Aurora Coop already carries out actions that indirectly contribute to the removal or neutralization of carbon from the atmosphere.

One example is forest management through owned and leased reforestation areas aimed at

supplying part of the firewood demand of production units. In 2024, the supply of firewood from own reforestation totaled 31,347 m³, which corresponded to 5% of total firewood consumption and the generation of 244,506 GJ of thermal energy. As part of the Future Energy Supply Program, 345 hectares were reforested—254 hectares on leased areas and 91 hectares on company-owned areas—with a total investment of R\$ 8.6 million. The goal is to achieve 50% self-sufficiency in firewood.

Learn more about Aurora Coop's energy matrix diversification in Energy Management

Another highlight is the vegetation cover on the cooperative's own land, which reached 76% in 2024, of which 37% corresponds to native forest. This feature contributes to the maintenance of natural carbon stocks and the preservation of biodiversity.

Other significant emissions

GRI 305-7

In addition to greenhouse gas (GHG) emissions, Aurora Coop also monitors other relevant atmospheric emissions, such as nitrogen oxides (NOx) and particulate matter (PM), which are mainly generated by the burning of fuels in boilers and other thermal equipment. These atmospheric pollutants can impact air quality and human health, which is why controlling them is an important part of the cooperative's environmental management.

305-7 NOx and SOx emissions and other significant atmospheric emissions in tons			
BUSINESS UNIT ¹	2022	2023	2024
Meat Processing			
NOx	6.22	2.86	38.97
Particulate Matter	24.13	6.93	62.55
Pork Processing Plants			
NOx	109.73	85.86	157.70
Particulate Matter	384.42	353.52	651.52
Poultry Cold Storage Facilities			
NOx	14.59	51.10	64.91
Particulate Matter	400.03	320.55	302.32
Dairy Products			
NOx	5.58	21.24	24.65
Particulate Matter	54.65	25.11	84.20

¹ On farms and in hatcheries, there are no boilers or equipment that require PM and NOx monitoring.
² Boilers at feed mills not attached to industrial complexes (Cunha Porã/SC, Erechim/RS, and Mandaguari/PR) were not considered in the survey of significant emissions.

In 2024, the highest volumes of NOx and particulate matter emissions were recorded in pork processing plants, with 157.7 tons of NOx and 651.5 tons of particulate matter, followed by poultry and dairy processing plants. The increases in emissions of these pollutants, compared to previous years, reflect growth in production, higher thermal demand, and, in some cases, the expanded use of biomass in boilers, whose combustion generates particulate matter.



5.2. Efficient use of natural resources

With agro-industrial operations that are intensive in energy, materials, water, and various inputs, Aurora Coop adopts an integrated approach to environmental management to ensure the responsible use of these resources throughout the value chain. Actions range from adopting low-impact technologies, modernizing equipment, and controlling losses to promoting circularity, traceability, and substitution with renewable sources and more sustainable inputs.

Energy Management

GRI 3-3 Energy

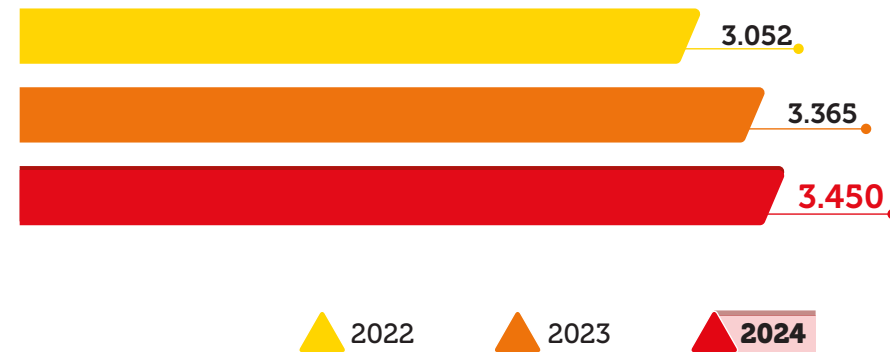
Energy management is one of Aurora Coop's environmental priorities, with a focus on operational efficiency, diversification of the energy matrix, and increased use of renewable sources. The cooperative continuously monitors energy consumption in its industrial, commercial, and agricultural units, identifying opportunities to reduce losses and increase energy productivity.

Approximately 91% of electricity consumption is contracted from the free energy market and, of this total, one third is generated from renewable sources with low environmental impact. The Logistics Sector has a policy of renewing its outsourced fleet, programs to optimize routes during product transportation, and uses less polluting modes of transport such as coastal shipping and rail.



302-1 Energy consumption inside the organization, in GJ			
FUEL CONSUMPTION	2022	2023	2024
Non-renewable fuel			
LPG	115,736	123,917	138,720
Diesel	2,527	1,793	3,704
Gasoline	1,541	1,643	1,764
i. Total consumption of non-renewable fuel	119,804	127,353	144,188
Renewable fuel			
Firewood and wood products	4,164,355	4,817,117	5,397,623
Vegetal waste	13,222	3,385	-
Biogas	-	9,377	13,025
Ethanol	402	418	448
Biodiesel	316	224	553
ii. Total consumption of renewable fuels	4,178,295	4,830,521	5,411,649
Electricity consumption / ENERGY			
Electricity consumption	1,836,054	1,981,145	2,245,210
Heating consumption	-	-	-
Cooling consumption	-	-	-
Steam consumption	-	-	-
iii. Electricity consumption	1,836,054	1,981,145	2,245,210
TOTAL ENERGY CONSUMPTION			
Total energy consumption (i + ii + iii)	6,134,153	6,939,019	7,801,047

In 2024, Aurora Coop consumed approximately 7.8 million GJ of energy, including electricity purchased from the grid, firewood (the main thermal fuel), diesel oil, LPG gas, and biogas, representing an increase of 12.4% compared to 2023. The main energy sources were firewood and electricity, with emphasis on the use of biomass from own and leased reforestation areas. [GRI 302-1](#)

**Energy intensity (GJ/t produced) GRI 302-3**

Energy consumption per ton produced — energy intensity⁷ — increased from 3.365 GJ/ton produced in 2023 to 3.450 GJ/ton produced in 2024, a positive variation of 2.5%. This increase reflects the expansion of industrial operations, notably the Guatambu Meat-Packing plant / SC, the installation of the by-products industry in Mandaguari/PR, the full operation of the Castro/PR meatpacking plant, and the inauguration of the new Chapecó II/SC industry. Although specific consumption has increased, this is a phase of operational expansion that is accompanied by investments in energy efficiency. [GRI 302-3](#)

To reduce energy consumption and mitigate associated small hydroelectric power plants (CGHs in Brazil) emissions, the cooperative invests in self-generation solutions and equipment modernization. In 2024, the cooperative continued to generate its own electricity from renewable sources, notably:

- use of a photovoltaic system at its own pig farm in Chapecó (SC);
- operation of the biogas generation plant at Aurora Castro Meat-Packing plant / PR;
- continuity of generation at the Small Hydroelectric Power Plant (CGH in Brazil).

The energy generated from wood sourced from reforestation projects under the Future Energy Supply Program also contributed directly to reducing the use of fossil fuels, in addition to promoting greater energy independence and supply stability. These initiatives resulted in the self-generation of 244,506 GJ of energy in 2024, representing 5% of total consumption for the year. [GRI 302-4](#)

Aurora Coop also replaces wood-fired boilers with wood chip boilers, which offer greater thermal efficiency and better use of biomass. In addition, it implements good operational practice programs at its units, focusing on process optimization and energy loss control. [GRI 302-4](#)

⁷ Both total energy consumption and tons of product produced during the period comprise only meat processing, meatpacking plants, and dairy products, and do not include data from feed mills and storage facilities, farms and hatcheries, and commercial operations.

Responsible use of materials in production**GRI 3-3 Materials**

Materials management is one of Aurora Coop's strategic fronts to ensure food safety, product quality, and the sustainability of production processes. The packaging and inputs used are designed to preserve food throughout the supply chain, promoting integrity until it reaches the end consumer. To this end, the cooperative adopts practices that balance functionality, efficiency, reduction of environmental impacts, and social responsibility.

Responsible use of materials begins in the product development phase with the technical definition of packaging that considers product attributes, dimensions, and logistical performance. Aurora Coop avoids the use of unnecessary materials and constantly invests in optimizing inputs such as paper, plastics, and resins, seeking recyclable solutions and, whenever possible, those from renewable sources. These measures have a positive impact on waste reduction, the use of natural resources, and operating costs, in addition to increasing storage and transportation efficiency.

More than 79% of packaging materials are obtained from renewable sources, and 60% of the cardboard consumed comes from recycling.

The materials used include:

- paper and cardboard for secondary packaging;
- plastic resins (PE, PET, PP, BOPP, PS, nylon, and EVOH) for films, labels, and containers;
- cellulose materials for trays and casings;
- labels, tapes, and other logistical and industrial support supplies.





In 2024, consumption of non-renewable materials totaled 14,600 tons, very similar to 2023, while total renewable materials increased by 18.4%, from 73,500 tons in 2023 to 87,700 tons in 2024. Below is a breakdown of the main materials purchased and used in production processes. [GRI 301-1](#)

301-1 Materials used, in metric tons			
MATERIALS USED	2022	2023	2024
Non-renewable			
Plastic	11,239.87	13,798.46	13,905.70
Tetrapak packaging	809.80	609.03	674.73
Total of non-renewable materials used	12,049.67	14,407.49	14,580.43
Renewable			
Cardboard	41,429.94	38,951.19	47,964.12
Paper	705.17	596.49	547.31
Tetrapak packaging	4,588.89	4,060.21	3,823.49
Vegetable Derivatives ¹	-	394.14	533
Pallets ¹	-	29,852.02	34,595.26
Total of renewable materials used	46,724.00	73,854.05	87,463.18

¹ Data on vegetable derivatives and pallets began to be tracked in 2023.

Approximately 39% of finished pork and poultry products undergo some stage of storage in reusable plastic containers, replacing cardboard boxes and promoting savings in inputs. In addition, there is a structured system for the collection, refurbishment, and redistribution of wooden pallets and plastic containers under its own management, which significantly reduces the purchase of new materials and waste disposal.

In 2024, packaging optimization projects remained a priority. They involved reducing weights, standardizing structures, printing labels in-house, and developing single-material packaging. Material consumption management was strengthened by reviewing technical lists, allowing for greater accuracy in monitoring deviations between planned and actual consumption. Input orders were centralized, optimizing inventories, reducing waste, and ensuring greater adherence to planning and supply parameters.

In 2024, packaging optimization projects continued to be monitored by specific indicators, such as deviation in material consumption, number of weight reduction projects focused on packaging sustainability, and planned inventory and supply indicators (coverage and OTIF).

301-2 Raw materials or recycled materials used			
RECYCLED MATERIALS	2022 ¹	2023 ²	2024
Total recycled raw materials or materials used	20,801.47	44,656.64	56,800.63
Total raw materials or materials used	58,772.67	88,261.54	102,043.61
Percentage of recycled raw materials or materials used	35.39%	50.59%	55.66%

¹ there was an expansion in the scope of data computation from 2022 to 2023, now including pallets.

² from 2023 to 2024, Aurora Castro Meat-Packing Plant / PR and Aurora Chapeco II Industrial plant / SC were added.

Aurora Coop continuously monitors the use of recycled materials, applying them mainly to items that do not come into direct contact with food, such as stretch film and heat-shrink film for wrapping cardboard boxes. [GRI 301-3](#)

Even with the technical restrictions associated with some types of packaging, the cooperative has expanded the use of recyclable and recycled inputs whenever possible. As a result, 55.7% of the materials used in 2024 came from recycled raw materials — an increase of 5.1 percentage points over the previous year. [GRI 301-2](#)

To reduce the use of virgin resources, Aurora Coop adopts measures such as:

- gradual replacement of virgin plastic resins with recycled ones;
- use of recyclable materials and renewable sources in packaging for items that do not come into direct contact with food;

- optimization of packaging weights and dimensions while maintaining product safety and quality.

The supply chain is continuously evaluated, with multiple suppliers approved by material type, performance control, use of terms of commitment, and technical and environmental compliance requirements. In addition, suppliers are involved in innovation and sustainability initiatives, expanding the availability of more efficient and sustainable materials.

From a social perspective, responsible materials management also aims to reduce the negative impacts related to waste disposal and the working conditions of recyclable waste collectors. Aurora Coop packaging is labeled with recycling symbols, and the cooperative works to promote circularity and support workers in the recycling chain directly or indirectly.



Performance management is carried out through regular meetings, analysis of deviations in the supply and consumption of materials, action plans, and replication of best practices among units. Lessons learned from successful projects are documented and disseminated internally, strengthening governance in the area and promoting continuous improvement.

Waste Management

Waste management at Aurora Coop is integrated into the cooperative's environmental strategy and is guided by the National Solid Waste Policy. Actions aim to reduce, reuse, and recycle materials in all industrial, commercial, and logistics units, focusing on minimizing environmental impacts and promoting the circular economy. The approach is based on identifying the best destinations for each type of waste, valuing by-products, and seeking innovative and environmentally responsible solutions. [GRI 3-3 Waste](#)

All waste is segregated at source and monitored according to class and destination. The cooperative only contracts licensed companies for transportation, treatment, and final disposal, complying with current legal and environmental requirements. Consolidated data is recorded in the environmental management system and reported to IBAMA through the Potentially Polluting Activities Report (RAPP) and to state agencies through the Waste Manifest System (MTR).

[GRI 3-3 Waste](#)

In the cooperative's own activities, waste management is structured by type and origin.

Organic waste from industrial processes—such as bones, feathers, blood, viscera, and product disposal—is processed in its own or outsourced rendering plants, producing meal and oil used in feed production, thus creating a closed cycle. Pig mucosa is sent to the pharmaceutical industry, while the acid grease resulting from effluent treatment is used in the cleaning products and biofuel industries. [GRI 306-2](#)

Other organic waste, such as that from grain pre-cleaning, is sent to cooperative members for animal feed and application to agricultural soil. The digestate generated by the biodigesters, part of the effluent treatment sludge, pig manure, and boiler ash are reused as fertilizers and applied both in the company's own forestry areas and on third-party properties, always based on agronomic projects approved by environmental agencies. Composting, carried out by third-party companies, is also used to treat a variety of organic waste, including cafeteria scraps, limestone from silo cleaning, street sweepings, sawdust, and wood. [GRI 306-2](#)

Recyclable waste, such as plastics, paper, and metal, is sent to third-party recycling companies. Chemical drums are cleaned and resold for reuse while lubricating and cooking oils are sent for re-refining and to biofuel industries. Industrial batteries undergo remanufacturing or reverse logistics, and broken pallets that cannot be reused are sent to boilers for energy generation. [GRI 306-2](#)

Waste that is not technically or economically viable for reuse is disposed of in landfills, such as pig hair and hooves, waste from meatpacking plant sieves, non-recycled plastics and paper, materials contaminated with oil and paint, laboratory reagents, outpatient waste, and animal feed packaging. [GRI 306-2](#)





306-3 Waste generated in metric tons			
WASTE COMPOSITION	Generated waste	Waste for final disposition	Waste not intended for final disposal
2022			
Non hazardous			
Organics (sludge, manure, ash, digestate)	179,181.42	15,947.14	163,234.28
Scrap and packaging (plastics, cardboard, paper, metals)	17,279.19	7,958.25	9,320.94
Wood scraps (pallets)	3,393.00	3,393.00	-
Total of non-hazardous waste generated	199,853.61	27,298.39	172,555.22
Hazardous			
Lubricating oil, paints, detergents, and contaminated materials	360.87	186.20	174.67
Total of hazardous waste generated	360.87	186.20	174.67
2023			
Non hazardous			
Organic (sludge, manure, ash, digestate)	200,120.25	18,973.70	181,146.55
Scrap and packaging (plastics, cardboard, paper, metals)	22,171.21	8,421.90	13,749.31
Wood scraps (pallets)	2,180.72	2,180.72	-
Total non-hazardous waste generated	224,472.18	29,576.32	194,895.86
Hazardous			
Lubricating oil, paints, detergents, and contaminated materials	364.47	203.63	160.84
Total hazardous waste generated	364.47	203.63	160.84
2024			
Non-hazardous			
Organic (sludge, manure, ash, digestate)	241,660.61	26,971.61	214,689.00
Scrap and packaging (plastics, cardboard, paper, metals)	24,868.48	9,021.34	15,847.14
Wood scraps (pallets)	2,215.00	2,215.00	-
Total of non-hazardous waste generated	268,744.09	38,207.95	230,536.14
Hazardous			
Lubricating oil, paints, detergents, and contaminated materials	468.67	256.96	211.71
Total of hazardous waste generated	468.67	256.96	211.71

306-4 Waste not destined for final disposal, in metric tons			
DESTINATION	Within the organization	Outside the organization	Total
2022			
Non-hazardous			
Application on agricultural land	21,268.05	100,759.88	122,027.93
Composting	-	29,777.35	29,777.35
Biodigestion	11,429.00	-	11,429.00
Recycling	-	9,320.94	9,320.94
Total	32,697.05	139,858.17	172,555.22
Hazardous			
Recycling	-	174.67	174.67
Total	-	174.67	174.67
2023			
Non-hazardous			
Application on agricultural land	24,161.62	114,678.41	138,840.03
Composting	-	32,253.52	32,253.52
Biodigestion	10,053.00	-	10,053.00
Recycling	-	13,749.31	13,749.31
Total	34,214.62	160,68.24	194,895.86
Hazardous			
Recycling	-	160.84	160.84
Total	-	160.84	160.84
2024			
Non-hazardous			
Application on agricultural land	26,748.94	129,471.68	156,220.62
Composting	-	36,154.94	36,154.94
Biodigestion	22,313.00	-	22,313.00
Recycling	-	15,847.14	15,847.14
Total	49,061.94	181,473.76	230,535.70
Hazardous			
Recycling	-	211.71	211.71
Total	-	211.71	211.71



306-4 Waste destined for final disposal, in metric tons			
DESTINATION	Within the organization	Outside the organization	Total
2022			
Non-hazardous			
Landfill containment	-	23,905.66	23,905.66
Incineration (with energy recovery)	2,755.44	637.29	3,392.73
Total	2,755.44	24,542.95	27,298.39
Hazardous			
Landfill containment	-	186.20	186.20
Total	-	186.20	186.20
2023			
Non-hazardous			
Landfill containment	-	27,395.60	27,395.60
Incineration (with energy recovery)	1,734.65	446.07	2,180.72
Total	1,734.65	27,841.67	29,576.32
Hazardous			
Landfill containment	-	203.63	203.63
Total	-	203.63	203.63
2024			
Non-hazardous			
Landfill containment	-	35,992.41	35,992.41
Incineration (with energy recovery)	1,523.56	690.98	2,214.54
Total	1,523.56	36,683.39	38,206.95
Hazardous			
Landfill containment	-	256.96	256.96
Total	-	256.96	256.96

In 2024, waste generation and disposal increased by 18.3% compared to 2023, driven mainly by the operation of meatpacking plants such as those in Castro (PR) and Chapecó I (SC). However, less than 1% of waste is classified as hazardous and only 13% of total waste is sent to landfills. This performance is the result of an approach based on the recovery of by-products and the strengthening of partnerships for composting, biodigestion, and recycling, reducing final disposal costs and promoting the reuse of nutrients and energy. For example: waste such as wood and cellulose casings are used in boilers to generate heat, with 69% of this energy being produced internally. [GRI 306-3](#)

The amount of waste sent for recovery (reuse, recycling, and composting) grew at a similar rate to the increase in waste generation, indicating the cooperative's efforts to maintain its reuse rate. In 2024, more than 86% of waste was reused in some way, maintaining high environmental performance even with the increase in absolute volume. [GRI 306-4](#) | [GRI 306-5](#)

Safe waste management is ensured by internal standards and procedures that regulate the approval and periodic evaluation of waste disposal companies, including verification of environmental licensing and operating conditions. The Recycling Life Program contributes to the environmental education of employees, promoting the correct separation of waste and publicizing the benefits of recycling. [GRI 306-2](#)

In addition to its own operations, Aurora Coop is active in the value chain with relevant initiatives. The Aurora Sustainable Rural Property (PRSA) program has already certified 1,765 properties, recognizing sustainable practices, including rural waste management. The Safe Collection program, in partnership with affiliated cooperatives, collected more than 167 tons of veterinary waste in 2024, such as syringes, bottles, and gloves. There was also training for 60 environmental designers and 266 field technicians in partnership with ICASA. [GRI 306-2](#)

In terms of reverse logistics, Aurora Coop works with Instituto Recicleiros, which operates selective waste collection in 14 cities, accumulating 17,500 tons of recycled materials, serving 978,000 people, and generating 310 jobs. The Aury Luiz Bodanese Foundation complements this effort with environmental education initiatives in neighboring communities and schools through the Environmental and Recycling Gang programs. [GRI 306-2](#)



Identification of waste and potential environmental impact

GRI 306-1

The identification and proper treatment of waste are essential to minimize negative impacts on the environment, human health, and biodiversity, as well as representing opportunities for value creation and circularity. Below are the main types of waste by stage of operation.

Upstream stage – agricultural production

In the production phase of raw materials, such as grains and pastures, the main waste generated is crop waste and empty pesticide containers. When left in the harvest areas, plant waste promotes soil cover and increase fertility, and can also be reused as silage. Improper disposal of pesticide packaging, on the other hand, can cause serious damage to the soil, water bodies, and human health, reinforcing the need for environmentally correct disposal.

In animal husbandry (pigs, poultry, and cattle), the most relevant waste includes manure, dead animals, and drug and vaccine waste. Manure, if poorly managed, can generate methane emissions and soil and water contamination. However, when treated using biodigesters or composting, it becomes a source of energy and fertility. Composting is also an alternative for reusing dead animals and poultry litter, reducing environmental impacts and promoting economic benefits. Medication waste, on the other hand, are considered hazardous and require strict control to avoid risks to health and the environment.

Activities specific to the organization – industrial and operational units

In industrial and storage units, the waste generated is varied and reflects the complexity of the cooperative's activities.

- **Organic:** includes grain waste, factory sweepings, discarded products, offal, bones, sewage sludge, grease, and cooking oils. When disposed of improperly, this waste can emit GHGs, contaminate soil and water, and spread disease. However, it also has high potential for reuse via composting, biodigestion, or reuse as agricultural input.
- **Plastic:** from packaging, PPE, gas cylinders, containers, cups, and disposables pose a risk of prolonged landfill occupation, pollution, and impacts on biodiversity. Therefore, priority is given to projects involving reuse, reverse logistics, and replacement with more sustainable materials.

- **Maintenance:** involves scrap metal, lubricating oils, batteries, paints, and electronic waste. Improper disposal poses a high risk of pollution and poisoning, requiring specialized management and licensed suppliers.
- **Hazardous:** laboratory, healthcare, and veterinary medicine waste must be handled with technical rigor and in accordance with environmental and health legislation to prevent contamination and occupational hazards.
- **Inorganic:** Waste such as salt and limestone used in cleaning silos requires control to avoid impacts on the soil and ensure efficient use of resources.

Downstream stage – distribution and consumption

At distribution centers and commercial units, the main types of waste are tertiary packaging (cardboard, stretch plastic) and expired or damaged products. Improper disposal of this organic waste can have impacts similar to those of the industrial stage. Aurora Coop adopts policies for the proper separation, control, and disposal of this waste.

Finally, in end consumption, the disposal of primary and secondary packaging, usually plastic or cardboard, poses a risk of pollution and landfill occupation, but also offers potential for social inclusion and income generation through selective collection and waste pickers. The cooperative works to raise consumer awareness through labeling with recycling symbols and maintains reverse logistics actions in partnership with the nationwide Recicleiros Institute.



The cooperative also invests in awareness campaigns and employee training, in addition to maintaining structured reverse logistics programs in partnership with suppliers and local institutions, contributing to the recycling of packaging and strengthening waste picker networks. In 2024, all Aurora Coop units maintained selective collection initiatives with the active participation of employees.

Preventive action and continuous monitoring ensure greater efficiency in the use of resources and reinforce the cooperative's commitment to social and environmental responsibility.

Strategies for optimizing water use

Water is an essential resource for Aurora Coop, especially in its industrial food processing units, where it is used predominantly in the cleaning and processing stages. Although the volume collected is significant, most of the water used returns to the environment after treatment as effluent. In 2024, more than 90% of the water collected was discharged into water bodies, highlighting the importance of strict management of the quality and volume of water involved in operations.

[GRI 3-3 Water and effluents](#)

The main impacts associated with water use are related to availability, quality for collection and disposal, and shared responsibility for the use of a collective water resource. The cooperative operates based on a commitment to comply with water use concessions and effluent discharge standards, always adopting the most restrictive limits among those defined by

law, environmental licenses, and self-purification studies of receiving water bodies.

[GRI 3-3 Water and effluents](#)

Aurora Coop does not operate in areas of water stress, according to analyses based on the international tools Aqueduct Water Risk Atlas (WRI) and Water Risk Filter (WWF). However, even outside these regions, the organization maintains preventive measures, such as the installation of raw water storage ponds at units such as Aurora Guatambú Meat-Packing plant / SC, in 2022, and Aurora Maravilha Meat-Packing plant / SC, in 2023, to ensure supply during critical periods and avoid conflicts over water use. [GRI 303-1](#)

Among the strategies adopted to mitigate the impacts of water consumption are:

- the use of treated rainwater in units such as Aurora Castro Meat-Packing plant / PR, São Miguel do Oeste / SC, Aurora Chapecó II Meat-Packing plant / SC, and Aurora Maravilha Meat-Packing plant / SC (81,596 m³ in 2024);
- internal reuse of water in approximately 20% of industrial operations;
- the implementation of Process Improvement (MPA) and Quality Circles (CQA) projects, which, in 2024, resulted in savings of 95,857 m³ of water.

Effluents from animal protein processing are high in organic matter and, if not properly treated, can cause and contribute to oxygen depletion in receiving water bodies, nitrogen emissions, and increased phosphorus concentrations, which cause eutrophication of water bodies and can lead to significant impacts on biodiversity. [GRI 303-2](#)

The quality management of wastewater is continuously monitored. The cooperative maintains indicators and targets for compliance with the quality parameters required in environmental concessions and licenses. In 2024, 15% of the results analyzed were outside the required standards. In these situations, action plans are immediately drawn up to identify and address the causes, which may include investments in treatment plant infrastructure. [GRI 303-2](#)

Aurora Coop has representatives on the Watershed Committees (Chapecó and Irani Rivers, Antas and Peixe Rivers in Santa Catarina, and Apue Inhandava River in Rio Grande do Sul) to contribute to water resource management in the regions where it operates. As a member of the committees, it participates in the management of watersheds by approving watershed plans, classifying water bodies, establishing criteria for concessions, and participating in conflict mediation. [GRI 303-1](#)

It also participates in technical committees on water issues organized by the Federation of Industries of the State of Santa Catarina (FIESC), the Brazilian Animal Protein Association (APBA), the Rio Grande do Sul Poultry Association (ASGAV), and the Paraná Poultry Products Industry Association (Sindiavipar). [GRI 303-1](#)

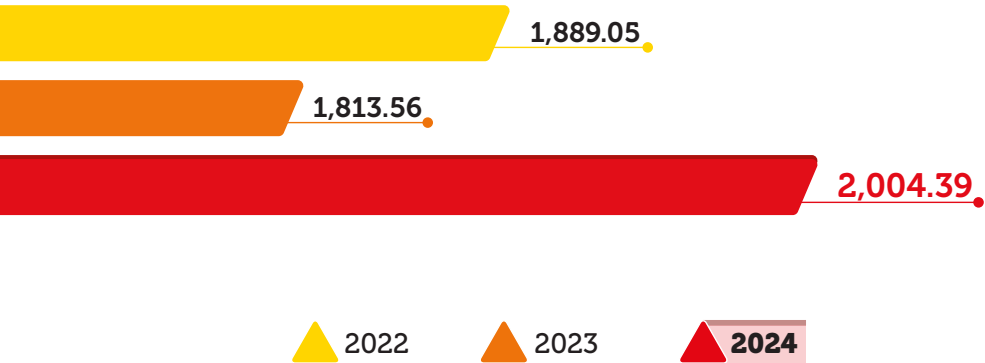




303-3 Water withdrawal, in megaliters (10 ⁶ liters)			
SOURCE TYPE	2022	2023	2024
Freshwater from surface waters	13,627.236	15,577.671	18,164.409
Freshwater from groundwater	2,235.808	2,046.391	2,026.354
Water from third parties water (fresh water on the surface)	107.217	68.292	64.377
Total water withdrawal	15,970.261	17,692.354	20,255.140

303-4 Water discharge, in megaliters (10 ⁶ liters)			
BY DESTINATION	2022	2023	2024
Fresh surface water	14,053.593	15,814.762	18,229.206
Soil (fertigation)	27.619	64.032	21.540
Total water discharge	14,081.212	15,878.794	18,250.746
BY TREATMENT STAGE	2022	2023	2024
Primary treatment	1,142.829	1,374.735	1,557.238
Secondary treatment	12,938.383	14,504.059	16,693.508
Total water discharge	14,081.212	15,878.794	18,250.746

Water consumption (megaliters)⁷ **GRI 303-5**



⁷ Water consumption = Total withdrawal - Total water discharge

In 2024, Aurora Coop's total water intake was 20,255.1 mega liters, an increase of 14.5% compared to 2023, which already recorded an increase of 10.8% compared to 2022. The progressive increases in water abstraction were the result of the expansion of operations, notably the expansion of the Aurora Guatambu Meat-Packing plant / SC, the full operation of the Aurora Castro Meat-Packing plant / PR, and the inauguration of the Chapecó II Industrial plant / SC. The main source of water collection continues to be surface water bodies, which accounted for 89.6% of the total collected during the year. In 2024, water disposal totaled 18,250.75 mega liters, an increase proportional to collection, since 90% of the water collected is disposed of. [GRI 303-3](#) | [GRI 303-4](#)





6. ANIMAL WELFARE AND FOOD SAFETY

The production of safe and ethical food is at the heart of Aurora Coop's activities, reflecting its commitment to animal welfare and consumer health. As part of its responsibility throughout the entire production chain, the cooperative adopts rigorous practices to ensure animal welfare and guarantee the safety and quality of the food it places on the market.

This commitment covers two priority areas for Aurora Coop: **Animal health and welfare, and Consumer health, safety, and food safety**. Both are part of the cooperative's sustainability strategy, with direct impacts on competitiveness, consumer confidence, brand reputation, and regulatory compliance in domestic and international markets.

In this chapter:

Animal welfare practices: commitments, certifications, and protocols adopted to ensure animal care throughout the production chain.

Food safety and quality: management systems, certifications, and organizational culture initiatives that ensure the production of safe, authentic food that complies with the highest standards.

6.1. Animal welfare practices

GRI 13.11.1

The commitment to animal welfare is an integral part of Aurora Coop's sustainability strategy, reflecting respect for life and ethical management at all stages of the production chain. The cooperative recognizes that animal welfare goes beyond the absence of disease or suffering, also involving comfort, safety, the possibility of expressing natural behaviors, and positive interaction with caregivers. In this sense, Aurora Coop acts proactively to ensure production practices that promote quality of life for animals and generate positive impacts for the entire chain.

The promotion of good management conditions directly contributes to increasing the efficiency of production systems, with improvements in feed conversion, reduced use of inputs, and mitigation of greenhouse gas emissions. It also strengthens disease prevention, aligning with the concept of one health, in addition to meeting legal requirements and society's expectations for more ethical and responsible production.

On the other hand, failure to comply with animal welfare standards can have significant impacts—such as increased stress and suffering for animals, economic losses, product disposal, regulatory sanctions, loss of markets, and damage to the cooperative's reputation. Risks such as inadequate transport conditions, lack of technical training, or lack of commitment by producers to established guidelines are constantly monitored through internal and external audits, as well as notification and correction mechanisms.

To ensure compliance with protocols, Aurora Coop maintains an Animal Welfare Policy approved by senior management, conducts ongoing training with internal teams and cooperative/integrated producers, promotes educational campaigns, conducts systematic audits, and establishes partnerships with universities, industry entities, and civil society organizations (CSOs). Good practices are encouraged through programs such as Suíno Ideal (Ideal Pig), Frango Aurora (Aurora Chicken), and Propriedade Rural Sustentável (Sustainable Rural Property), which evaluate and reward the best performances, promoting the constant improvement of the production system. The effectiveness of these actions is monitored through internal and external audits, indicators such as transport mortality, bruising, and lack of medication, and periodic reviews of management protocols, allowing for continuous improvement of the practices adopted.



Policies, commitments, and certifications

Aurora Coop considers animal welfare to be an ethical value and a strategic pillar of its activities in the agro-industrial chain. Its commitment to responsible practices is reflected in internal policies, technical protocols, training, and constant investments to ensure that at all stages of animal management there is zero tolerance for mistreatment and respect for the five internationally recognized principles of animal welfare.

1. absence of hunger and thirst
2. absence of discomfort
3. absence of pain, injuries and diseases
4. freedom to express natural behaviors
5. absence of fear and stress

This commitment is formalized in the Code of Conduct and Ethics, the Sustainability Policy, Aurora Coop's Animal Welfare Policy, and technical manuals that guide the activities of affiliated cooperatives, cooperative/integrated producers, and technical field teams. Updated periodically, these guidelines ensure alignment with national and international standards, meet the requirements of certifications and demanding markets, such as the European and Asian markets, and also contribute to strengthening dialogue with producers and animal protection CSOs, promoting transparency about the production system and its challenges.

In addition to voluntary commitments, Aurora Coop maintains animal welfare certifications in line with customer and international market requirements. Currently, 47% of industrial plants are audited by external consultants specializing in Animal Welfare, and two plants undergo third-party auditing:

GRI 13.11.2

- **Aurora Castro Meat-Packing plant / PR** – A PAACO audit (NAMI Protocol): 10.84% of the total number of pigs slaughtered throughout Aurora Coop per day is certified.
- **Aurora Mandaguari Meat-Packing plant / PR** – *Global Animal Wellness Standard, Poultry Slaughter, NSF International*: responsible for 15.03% of birds slaughtered per day at the cooperative.



Audits for granting and maintaining these certifications are conducted by independent bodies and follow internationally recognized protocols. They assess aspects such as transport conditions, unloading, housing, handling, and humane slaughter. The cooperative's performance in the audit processes is constantly used as a benchmark for improving procedures in other units, strengthening the culture of respect and care for animals throughout the operation.



The Animal Welfare Committee acts as the central governing body on the issue, bringing together technical experts and senior management representatives to analyze indicators, define guidelines, and make strategic decisions. This committee strengthens the cross-cutting nature of animal welfare at Aurora Coop, ensuring that advances and requirements are addressed in an integrated manner across areas and are aligned with institutional commitments.

In 2024, Aurora Coop won the Quem é Quem (Who's Who) award for the second time: Largest and best poultry and pork cooperatives in the Animal Welfare category.

Production Protocols

Aurora Coop adopts specific welfare protocols appropriate to each species of animal involved in food production based on national legislation, technical recommendations, guidelines from international organizations, and customer requirements. These protocols are implemented both in its own facilities and on the rural properties of its members, covering all stages of the production chain -from reproduction and incubation to transportation and slaughter.

In addition, as an incentive within the Aurora Sustainable Rural Property (PRSA) program, producers who excel in criteria such as financial management, proper handling, animal welfare, and sustainability receive bonuses based on the results of internal audits and verification of compliance with established checklists.



Pig farming

In pig farming, the cooperative's protocols range from caring for the farm environment (temperature, ventilation, humidity, thermal comfort) to appropriate management practices for each production phase, density control, continuous access to water and feed, and monitoring the animals' health through a specialized technical team. The structures follow specific construction standards to ensure the comfort and natural behavior of the animals, such as collective gestation pens, which are gradually being adopted in the system.



Poultry farming

In poultry farming, management includes requirements for controlled environment, density, feeding, and health. Lighting is controlled according to the production phase, and automated ventilation and air conditioning systems with alarms and emergency generators are used. Aurora Coop also has specific protocols for transportation and slaughter, with training for drivers and employees to ensure proper handling during loading and unloading of animals, aiming to reduce stress and ensure the safety of the process.



Dairy farming

In dairy farming, the production systems adopted extensive, semi-intensive, and intensive are structured to ensure animal welfare and respect their behavioral and social needs. Regardless of the production model, priority is given to proper management, comfortable housing, and building a positive relationship between producers and animals, factors that directly impact milk productivity and quality. To support this practice, Aurora Coop develops ongoing training programs with rural producers.



Transportation

During transportation, animals are loaded in accordance with recommended densities, and trucks are equipped with ventilation systems and adequate coverings. The cooperative prioritizes transport in the shortest time possible, respecting the integrity and well-being of the animals, in addition to periodically monitoring indicators such as transport mortality and bruising, which are used as indirect indicators of animal welfare and as a basis for continuous improvement actions.



Slaughter

During slaughter, procedures follow mandatory stunning standards using approved and well-calibrated equipment, carried out by trained professionals under constant supervision. The waiting and transport areas for animals are designed to minimize stressors. In addition, all cooperative units have animal welfare technical managers (RTBEA) who routinely monitor activities and ensure the implementation of protocols that are part of the Animal Welfare Self-Control Program.

Hormones in animal husbandry are prohibited! [GRI 13.11.2](#)

The responsible use of veterinary medicines and supplies is a core principle in Aurora Coop's good animal production practices and in the animal protein sector as a whole. This approach aims to ensure animal health and welfare, guaranteeing food safety and compliance with regulatory and health standards.

Specialized technical team

Aurora Coop has a robust technical team of around 500 professionals, including veterinarians, zootechnicians, and agricultural technicians. These professionals work directly on farms and in production units, focusing on constant monitoring of batches, early identification of anomalies, and recommending treatments only when absolutely necessary. No substance can be administered without a prescription and veterinary supervision.

Legal and regulatory restrictions

The cooperative strictly follows the rules of the Ministry of Agriculture, Livestock, and Food Supply (MAPA) and state health defenses, as well as guidelines from the Brazilian Animal Protein Association (ABPA). The use of growth hormones has been prohibited in Brazil since 2004 (IN No. 17/2004), and Aurora Coop does not use genetically modified or cloned animals. Production quality is directly linked to genetics, environment, nutrition, and responsible management.

Commitment to the prudent use of antibiotics

Aurora Coop adopts restrictive measures regarding the use of antibiotics, prioritizing necessary cases and with strict control of waiting periods and documentation. All medications used are registered with MAPA and authorized by the importing market; they are validated by corporate tables of authorized substances; and they are subject to blocking in the slaughter system in case of non-compliance with the waiting period.

In addition, the cooperative conducts periodic laboratory analyses (PC1-Chemical) based on rigorous technical criteria, such as the GUT matrix and ABC curve, to reinforce traceability and control over the application of medications.

Certifications and control systems

The commitments made by Aurora Coop are backed by international animal welfare certifications and robust self-control systems. The Ideal Pig, Aurora Chicken, Sustainable Rural Property programs, and other good practice manuals reinforce the conscious reduction of antimicrobials in production.



These procedures are audited by internal quality teams, official bodies (such as the Federal Inspection Service — SIF), and customers, ensuring compliance with the required standards. Aurora Coop also conducts regular training sessions with cooperative/integrated producers and teams to update protocols and good management practices.

6.2. Food safety and quality

GRI 3-3 Customer health and safety

The supply of safe, authentic, and high-quality food is a non-negotiable commitment for Aurora Coop and one of the pillars that underpins its operations in the food sector. Product safety is directly related to public health, consumer confidence, and business sustainability, and is essential to ensuring market access, maintaining competitiveness, and ensuring the cooperative's sustainable growth.

The organization recognizes that any failure in this regard can have significant impacts on society, the environment, and its own operations, such as risks to consumer health, the need for product recalls, economic losses, and damage to the brand's reputation. There are also associated environmental impacts, such as the disposal of products in landfills or incineration in cases of non-compliance. For this reason, all Aurora Coop units operate with robust food quality and safety management systems based on corporate policies, self-control programs, risk monitoring, and performance indicators.

Quality management and food safety culture

Aurora Coop requires the adoption of responsible, ethical practices aligned with the organizational culture by all links in the chain, including distributors and production partner companies. This commitment is formalized in the cooperative's Food Quality and Safety Policy, which guides the entire production chain, extending also to suppliers, commercial partners, and contractors. To this end, it conducts periodic audits, training, and technical monitoring, in addition to promoting engagement and qualification initiatives.

All Aurora Coop units have implemented the Food Quality and Safety Management System and, as part of its continuous improvement strategy, the cooperative is advancing in the certification of its units in globally recognized standards, such as BRCGS (British Retail Consortium Global Standards). It is also regularly audited by customers, international markets, and regulatory agencies such as MAPA and ANVISA.

Strengthening food safety culture is a constant challenge in an organization the size of Aurora Coop, especially in light of factors such as turnover, shortage of skilled labor, expansion of the number of units, and reorganization of internal structures. These elements make it more complex to effectively disseminate information and consolidate practices that ensure safe food production at all levels of the operation.

To address these challenges, Aurora Coop has been continuously improving its robust team training and development program. In addition, in 2025, a new corporate guideline will be defined for the implementation of the Food Safety Culture Plan, which includes actions aimed at raising awareness, engagement, and consistency on the topic throughout the organization.

Among the noteworthy initiatives is Quality Week—an event dedicated to promoting food safety culture and highlighting best practices in different areas of the cooperative.

Continuous improvement of processes is constantly encouraged through programs such as Aurora Quality Circles (CQA), which uses the Quality Control Circles (QCC) methodology to engage employees in identifying opportunities, solving problems, and strengthening quality in all areas.

Food safety is therefore addressed in a systemic and integrated manner, with constant assessment of non-compliance, corrective actions, and analysis of data obtained through customer complaints, satisfaction surveys, and operational indicators. Aurora Coop has never had a recall due to food safety issues. [GRI 13.10.5](#)





Monitoring and control programs

Aurora Coop maintains a rigorous system for monitoring and controlling food quality and safety at all industrial units. Its activities are based on preventive programs, standardized operating procedures, and nationally and internationally recognized self-control protocols focused on regulatory compliance and consumer health protection.

HACCP (Hazard Analysis and Critical Control Points) is the main pillar of Aurora Coop's food safety system and is implemented in all industrial units and feed mills. The program involves careful analysis of all stages of the production process, identifying physical, chemical, and biological hazards and defining preventive and corrective actions to ensure effective control of these risks.

As part of this system, periodic effectiveness assessments are carried out, which consider all records of deviations, including possible impacts on consumer health and safety. This analysis is applied to 100% of the product categories manufactured by the cooperative — fresh pork, processed pork, fresh poultry, processed poultry, as well as pasta, vegetables, and fish. In recent years, there have been no reports of non-compliance with laws or voluntary codes related to the safety of these foods.

[GRI 416-1](#) | [GRI 416-2](#)

All units operate under the Federal Inspection Service (SIF) regime linked to the Ministry of Agriculture, Livestock, and Supply (MAPA) and comply with the legal requirements in force in Brazil and in importing countries, as well as the *Global Food Safety Initiative* (GFSI) standards.

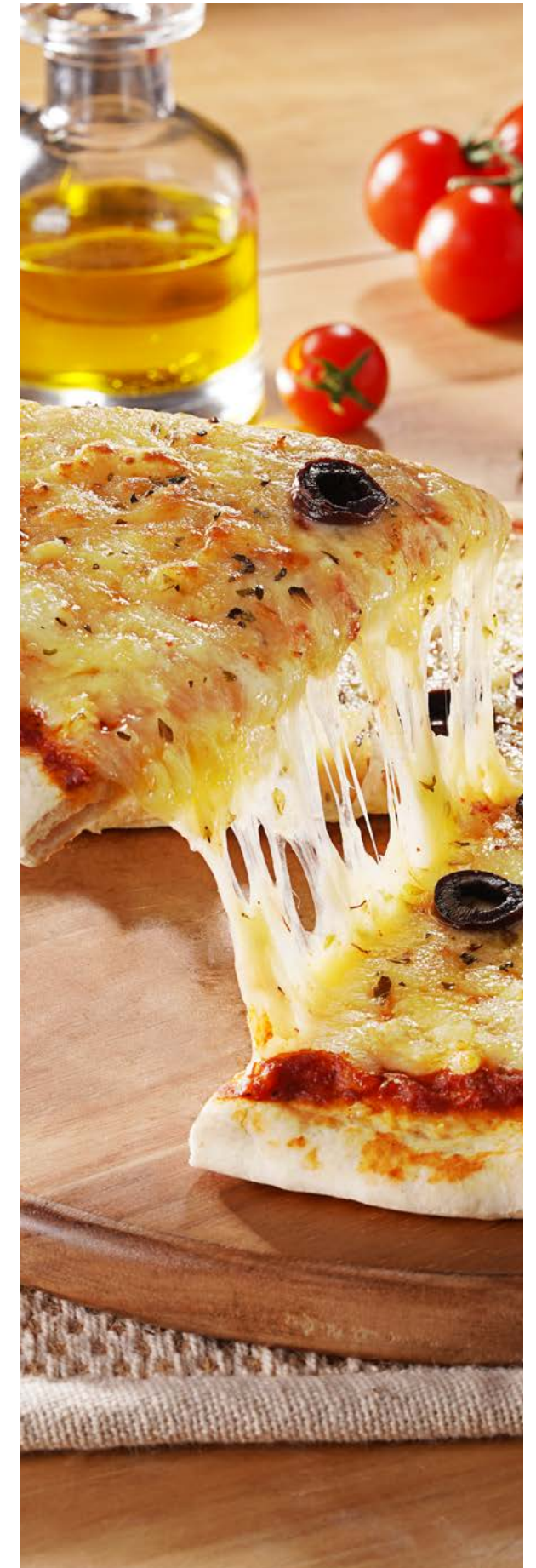
Each production unit has formally implemented self-control programs, which demonstrate the cooperative's ability to implement, execute, monitor, verify, and correct procedures related to the production, distribution, and handling of agricultural inputs and animal products. These systems guarantee the safety, identity, and quality of the food produced, strengthening the confidence of consumers and the markets served.

Other risk analysis tools complement this system, such as Food Fraud and Food Defense programs, which help prevent fraud, adulteration, and intentional acts of contamination. These programs are periodically updated based on scientific evidence, regulatory changes, and internal and external audits. Laboratory analyses are performed in-house and at partner laboratories with a focus on controlling physical, chemical, and biological hazards. The results are systematically recorded and audited, ensuring complete traceability and rapid action in case of deviations.

Aurora Coop expanded its BRCGS certification coverage, totaling seven certified units in 2024: four poultry, two pork, and one dairy. This number represents an improvement over 2023, when five units were certified, and 2022, when there were four. Currently, in six of the certified units, 100% of the volume produced meets the requirements of the standard, and in the FACH1 unit, this percentage is 60%. [GRI 13.10.4](#)

Aurora Coop also uses computerized quality management systems, such as SIGA, which allows real-time monitoring of indicators, management of non-conformities, corrective actions, and improvement plans. In addition, it conducts product recall simulations to test the efficiency of its response systems.

Based on these programs, Aurora Coop ensures that food meets the highest quality and safety standards, strengthening consumer confidence, brand integrity, and ensuring the cooperative's continued presence in the world's most demanding markets.





7. PEOPLE AND ORGANIZATIONAL CULTURE

Commitment to people is at the heart of Aurora Coop's strategy. Based on cooperative principles, the cooperative promotes an organizational culture that values human development, respect for differences, and well-being in the workplace.

The material topics of employment practices and occupational health and safety guide the development of policies and programs aimed at attracting, retaining, and training talent, promoting labor rights and equity, and managing occupational risks. In a challenging scenario of labor shortages and changes in the age profile of the workforce, the cooperative has invested in continuing education, valuing diversity, including underrepresented groups, and taking care in occupational safety processes.

In this chapter:

Valuing human capital: policies and programs aimed at attracting, developing, and retaining talent, promoting equity, and ensuring fair working conditions.

Occupational health and safety: structured management system for accident prevention, promotion of physical and mental health, and strengthening of the safety culture in all units of the cooperative.

7.1. Valuing Human Capital

In 2024, Aurora Coop saw growth in the total number of direct employees, which rose from 44,336 in 2023 to 46,846 in 2024, an increase of 5.7%. This advance reflects the expansion of the cooperative's operations and the strengthening of its productive and administrative base. The organization's workforce is distributed as 56.6% male and 43.4% female, with 26,498 men and 20,348 women. There are no temporary or seasonal jobs, as there is continuous demand for production. [GRI 2-7](#)

In addition, in 2024, 2,275 professionals worked under arrangements not controlled by the organization, of whom 1,917 were third parties and 358 were interns, representing an increase of 8.7% in the total number of outsourced workers and 15.5% in the number of interns at the cooperative compared to the previous year. Outsourced professionals perform functions that complement the main activity, such as cleaning, security, transportation, and sales promotion. To ensure transparency and respect for labor rights, contracts with service providers follow strict legal compliance criteria, while contracts with interns are signed with universities in accordance with current legislation. [GRI 2-8](#)

Freedom of association and collective bargaining are fully guaranteed at Aurora Coop. All employees are represented by trade unions with 100% coverage by regulatory instruments, collective agreements, or collective bargaining agreements, which include economic and social clauses with terms of validity as defined by law. This coverage reinforces the institutional commitment to protecting labor rights and valuing social dialogue as a tool for jointly building solutions.

100% of the cooperative's employees are covered by regulatory instruments resulting from collective bargaining which, among other decisions, contain terms related to salary levels and frequency of salary payments. [GRI 2-30](#) | [GRI 13.21.2](#)

The distribution of Aurora Coop's workforce remains heavily concentrated in southern Brazil, where the cooperative's main industrial and agricultural operations are located. In 2024, 86.6% of employees were located in this region, a proportion that has remained virtually stable over the last three years. The Southeast, Midwest, and North/Northeast regions, although less represented in terms of total employees, showed gradual growth in absolute numbers. Between 2022 and 2024, the number of employees in the Southeast grew by about 20%; in the Midwest, 8.4%; and in the North/Northeast, 14.8%, indicating a trend toward expanding the cooperative's presence outside its historical base. [GRI 2-7](#)

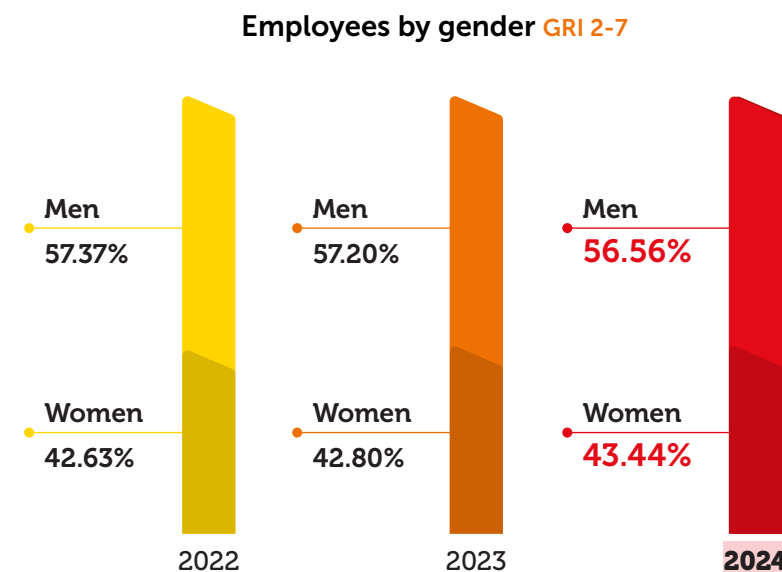
This distribution reflects Aurora Coop's territorial growth strategy while reinforcing the importance of people management actions tailored to regional specificities.



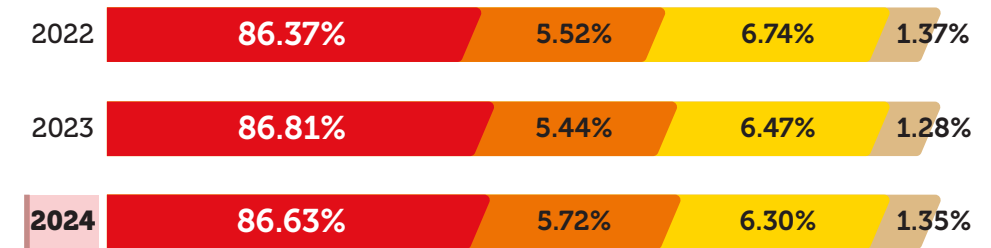
With regard to relations with third parties, Aurora Coop did not record any negative impacts associated with partners or suppliers of goods or services during the period evaluated, maintaining its reputation in areas such as working conditions and respect for human rights. The cooperative formalizes the minimum working conditions for outsourced workers through contracts and/or declarations that certify their compliance with labor legislation, ensuring, among other points, the non-use of child labor or slave-like labor and the provision of PPE. These criteria are monitored through checks and the requirement for proof of employment before payments are released.

Decent wages at Aurora Coop [GRI 13.21.1](#)

At Aurora Coop, we recognize that fair remuneration is essential to promoting people's well-being, quality of life, and dignity. Therefore, we believe that, in many of the cities where we operate, our employees already receive wages that are compatible with their basic needs. However, we know that this perception needs to be backed up by concrete evidence. To move in this direction, we are conducting an in-depth study on the Living Wage methodology in partnership with specialized consulting firms. The goal is to understand the technical criteria involved, assess our compliance, and identify opportunities for improvement. This initiative reinforces our commitment to fair compensation practices and the continuous development of our professionals.



Employees by region [GRI 2-7](#)



▲ South ▲ Southeast ▲ Midwest ▲ North and Northeast

Strategy for attracting, valuing, and retaining talents

[GRI 3-3 Employment](#) | [GRI 13.20.1](#)

At Aurora Coop, talent development is understood as a continuous and strategic process to ensure business sustainability and strengthen the cooperative culture. The cooperative invests in structured actions to attract, retain, develop, and value people, focusing on building teams committed to organizational principles and values.

In recent years, Aurora Coop has faced the growing challenge of attracting labor, especially in the southern region, where most of its operations are concentrated. With an average unemployment rate of around 3%, the scenario of full employment has made competition for qualified professionals more intense. In response, the cooperative has expanded its search for workers to other regions of the country and among immigrants of different nationalities, such as Venezuelans, Haitians, and Argentinians. In addition to recruiting, the organization offers support to welcome these employees with measures such as financial assistance, help with finding housing, and social and psychological support. This effort has helped to keep the turnover rate stable, even in the face of approximately 20% growth in the total number of employees between 2022 and 2024.

The institutional commitment to responsible people management is formalized in the People Management Manual, which guides practices from the selection process to the termination of employees. Aurora Coop ensures opportunities without discrimination and encourages the inclusion of apprentices and people with disabilities through specific policies. Programs such as Internships and Traineeships promote talent development and preparation for strategic positions at technical and management levels. Internal recognition is encouraged through internal recruitment and selection, lateral moves, and job rotation, strengthening continuous learning and a sense of belonging.



To ensure employee engagement and retention, several measures are adopted, such as the Welcome Program, in which experienced professionals accompany new hires during their first days on the job, promoting integration and welcoming them to the company. The Human Resources department conducts interviews with new employees within 30 days and with their immediate managers within 90 days of joining the cooperative in order to map perceptions, identify difficulties, and suggest improvements. Exit interviews also generate important learnings, providing feedback for action plans aimed at retention.

In addition, the cooperative fosters team growth and motivation by publicizing monthly promotions, providing ongoing leadership support, and offering skills development programs. Well-being is reinforced with mental health initiatives, such as free psychological counseling during working hours, discussion groups, and educational campaigns. The units have rest and leisure areas, providing comfort during breaks, and a comprehensive benefits package.

The effectiveness of actions is monitored using indicators such as turnover, PCD quota, absenteeism, and workplace accidents. This data is analyzed periodically using internal systems (Sênior, SIGA, and OBI) and, when targets are not met, specific action plans are developed. Active listening to employees is done through multiple channels, such as the People Management Committee, exit interviews, suggestion boxes, satisfaction surveys, and the Aurora Quality Circles (CQA).

401-1 Total number and rate of new employee hires, by gender						
GENDER	2022		2023		2024	
	Women	Men	Women	Men	Women	Men
Number of new hires	6,401	8,171	8,074	10,073	9,126	10,990
New hire rate ¹	37.2%	35.3%	42.5%	39.7%	44.8%	41.5%
Number of terminations	6,035	7,681	7,058	8,678	7,718	9,846
Turnover rate ²	35.0%	33.1%	37.2%	34.2%	37.9%	37.2%

¹ new hire rate = number of new hires / total number of employees during the period.
² turnover rate = number of resignations / total number of employees during the period.

401-1 Total number and new employee hires by age group				
AGE GROUP	Baby boomers	Generation X	Generation Y	Generation Z
2022				
Number of new hires	15	1,454	6,430	6,673
New hire rate ¹	4.1%	15.5%	32.6%	61.0%
Number of terminations	88	1,510	5,527	6,591
Turnover rate ²	24.1%	16.1%	28.1%	60.2%
2023				
Number of new hires	21	1,702	7,541	8,883
New hire rate ¹	4.8%	15.9%	35.1%	75.7%
Number of terminations	105	1,668	6,817	7,146
Turnover rate ²	23.8%	15.6%	31.7%	60.9%
2024				
Number of new hires	22	1,790	7,852	10,452
New hire rate ¹	3.5%	21.2%	35.0%	68.0%
Number of terminations	72	1,652	8,551	7,289
Turnover rate ²	11.5%	19.6%	38.1%	47.4%

¹ New hire rate = number of new hires / total number of employees in the period.
² Turnover rate = number of resignations / total number of employees in the period.
Baby boomers = born between 1946 and 1964, **Generation X** = born between 1965 and 1980.
Generation Y (millennials) = born between 1981 and 1996, **Generation Z** = born between 1997 and 2010.



401-1 Total number and new employees rate by region				
REGION	South	Southeast	MidWest	North & Northeast
2022				
Number of new hires	13,076	525	739	232
New hire rate ¹	37.5%	23.5%	27.1%	42.0%
Number of terminations	12,165	403	772	82
Turnover rate ²	34.9%	18.1%	28.3%	14.9%
2023				
Number of new hires	16,295	699	1,018	135
New hire rate ¹	42.3%	29.0%	35.5%	23.7%
Number of terminations	13,943	520	856	115
Turnover rate ²	36.2%	21.6%	29.8%	20.2%
2024				
Number of new hires	17,887	836	1,213	180
New hire rate ¹	44.1%	31.2%	41.1%	28.4%
Number of terminations	1,096	555	1,096	109
Turnover rate ²	2.7%	20.7%	37.1%	17.2%

¹ New hire rate = number of new hires / total number of employees during the period.

² Turnover rate = number of resignations / total number of employees during the period.

Over the past three years, Aurora Coop has seen consistent growth in hiring rates for both genders. In 2024, the hiring rate for women reached 44.8%, while that for men stood at 41.5%. [GRI 401-1](#)

The female turnover rate fluctuated from 35.0% in 2022 to 37.9% in 2024, while the male turnover rate varied from 33.1% to 37.2%. Despite the increase in hiring, Aurora Coop managed to keep turn-over rates under control, even in a scenario of strong competition for labor in southern Brazil. This demonstrates the effectiveness of the retention strategies adopted by the cooperative, such as wel-come programs, monitoring, and attractive benefits. [GRI 401-1](#)

Generation Z has the highest hiring and turn-over rates in all years, reflecting the central role of this age group in workforce renewal. In 2024, there was a drop in turnover among Generation Z (from 60.9% to 47.4%), which may indicate greater retention. Generation Y shows an increase in turnover, while Baby Boomers have seen a significant reduction in this index. [GRI 401-1](#)

The South region has the highest number of employees and hires, in addition to showing continuous growth in the rate of new hires. The Midwest region saw growth in hiring rates, reaching 41.1% in 2024. [GRI 401-1](#)

Aurora Coop offers a range of benefits and competitive advantages that contribute to

employee retention. Among the corporate ben-efits, the following stand out: health and dental insurance, life insurance, private pension, child-care assistance, food vouchers, and transporta-tion vouchers, optional agreements with various institutions to facilitate access to sports, leisure, health, and wellness activities; profit-sharing program (PPR), length of service award, among others. All employees, whether full-time or part-time, are entitled to access the benefits of their respective units. [GRI 401-2](#)

With regard to childcare assistance, which is provided free of charge, all female employees in industrial, agricultural, commercial, logistics, and corporate units receive it until the child reaches one year of age. [GRI 401-2](#)





401-3 Parental leave						
	2022		2023		2024	
	Women	Men	Women	Men	Women	Men
Number of employees entitled to parental leave	17,221	23,177	18,977	25,359	20,348	26,498
Number of employees who took parental leave	1,315	1,147	1,148	1,099	973	1,001
Number of employees who returned to work after parental leave	1,268	1,142	1,145	1,096	501	987
Number of employees who returned to work after parental leave and remained employed 12 months later	527	729	576	765	542	736
Return to work rate¹	96.43%	99.56%	99.74%	99.73%	51.49%	98.60%
Retention rate²	43.37%	67.56%	53.68%	70.64%	54.64%	72.58%

¹ Return-to-work rate = (Total number of employees who returned to work after the end of maternity/paternity leave) / (Number of employees who took maternity/paternity leave) x 100.
² Retention rate = (Total number of employees retained 12 months after returning to work following maternity/paternity leave) / (Total number of employees who returned from maternity/paternity leave in the previous period) x 100.



Regarding parental leave, in 2024, retention rates among women and men remained stable compared to the previous period; however, the return rate among women fell significantly from 99.7% in 2023 to 51.5% in 2024, representing an issue to be evaluated in order to increase retention among this group. [GRI 401-3](#)

Training and capacity-building programs

GRI 3-3 Training and education

The development of technical, behavioral, and leadership skills is a strategic priority for Aurora Coop, which understands education as the foundation for the sustainable growth of the organization and its employees. The cooperative adopts a continuous and structured approach to learning, investing in different teaching formats and methodologies aligned with the needs of the business and the expectations of professionals at different stages of their careers.

Aurora Coop recognizes the positive impacts of training on strengthening organizational culture, increasing productivity, qualifying the local workforce, and raising workers' self-esteem and employability. In addition to mandatory training, Aurora Coop develops specific programs for different audiences, such as apprentices, interns, trainees, technicians, and managers. The Aurora Coop Corporate University, with online and distance learning content, expands access to training in all units and regions, standardizing knowledge and promoting development on a large scale.

Leadership development programs, such as the PDL (Leadership Development Program), the PDC (Competency Development Program), and the internal succession program, are pillars of preparing new leaders and valuing human capital.

Even though it recognizes that qualifications can make professionals more attractive to the market, Aurora Coop is committed to education as a social value that transcends employment relationships. The cooperative understands that by contributing to the personal growth of its employees, it strengthens retention, motivation, and alignment with organizational objectives. Based on an annual needs assessment, the training plan is adapted to regional particularities but maintains common guidelines throughout the territory of operation, ensuring equal opportunities.



404-1 Average hours of training per year, per employee						
Gender and Job Category	2022		2023		2024	
	Women	Men	Women	Men	Women	Men
Average training hours for Technical category, by gender	35.90	26.84	52.05	31.89	48.75	29.69
Average training hours for Technical category (women + men)	30.00		38.94		36.22	
Average training hours for Leadership category, by gender	117.51	89.08	72.52	70.93	64.52	56.01
Average training hours for Leadership category (women + men)	96.10		71.41		58.69	
Average training hours for Operational category, by gender	11.25	13.32	10.88	12.45	11.80	13.35
Average training hours for Operational category (women + men)	12.41		11.76		12.65	
Average overall training hours, by gender	14.57	17.18	15.57	17.29	16.01	17.24
Average overall training hours (women + men)	16.07		16.55		16.70	



In 2024, Aurora Coop offered a total of 782,500 hours of training to employees, an increase of 6.6% compared to 2023. The average number of training hours per employee was 16.7 hours, a slight increase compared to 2023 (16.5 hours). The average by gender was 16.01 hours for women and 17.24 hours for men. [GRI 404-1](#)

From the point of view of positions, leaders had the highest average number of hours in 2024 (58.7 hours), followed by technical positions (36.2 hours) and operational positions (12.6 hours), highlighting the cooperative's focus on improving the skills of those in strategic roles. The highest average number of training hours was for women in leadership positions. [GRI 404-1](#)

404-3 Percentage of employees receiving regular performance and career development reviews						
By Gender and Job Category	2022		2023		2024	
	Women	Men	Women	Men	Women	Men
% of employees in the Technical category who received regular performance reviews	25.61%	14.22%	28.68%	20.35%	33.52%	16.44%
% of employees in the Leadership category who received regular performance reviews	5.16%	1.82%	3.23%	2.42%	4.30%	2.34%
% of employees in the Operational category who received regular performance reviews	56.75%	62.78%	67.63%	73.33%	73.78%	78.64%
% of employees who received regular performance reviews, by gender	53.75%	55.93%	63.02%	64.60%	68.82%	68.30%
% of employees in the Technical category who received regular performance reviews	55.00%		63.93%		68.52%	



In terms of performance management, Aurora Coop has made significant progress in expanding regular performance reviews and career development. The overall percentage of employees evaluated grew from 55.0% in 2022 to 68.5% in 2024. The increase was most significant in the Operations category, which accounts for the majority of employees, reaching 73.78% among women and 78.64% among men in 2024. [GRI 404-3](#)

In the Technical and Leadership categories, although the percentage is still lower, there has been progress, especially among female technicians, whose index rose from 25.6% to 33.5% during the period. This difference between the groups highlights a challenge for the organization with regard to the universalization of evaluation processes at all hierarchical levels, but also demonstrates a continuous effort to expand the scope and regularity of evaluations. The standardization of these processes is a key component for aligning expectations, performance recognition, and career planning. [GRI 404-3](#)

Aurora Coop maintains a structured approach to leadership succession, even though it does not

yet have a formal career plan—the implementation of which will be part of the sustainability roadmap. The current succession plan serves as a talent identification tool and is carried out twice a year in all units. In this process, managers are encouraged to observe employees with growth potential, assessing technical (hard skills) and behavioral (soft skills) competencies aligned with the cooperative's needs.

Discover
Aurora Coop's
sustainability
roadmap

Aurora Coop has a Trainee Program, which has already promoted 99 professionals to strategic positions, such as production and quality manager, supervisor, and unit manager, among others. In 2024, the program had 52 active employees, reinforcing the effectiveness of the strategy of training internal leaders and valuing human capital.

Aurora Coop also maintains structured training programs to support professional growth, such as the Leadership Training Program, Internship and Trainee programs, in addition to technical training by area. Below are the main programs available and their respective objectives. [GRI 404-2](#)

For Leadership

- **Leadership Development Program (LDP):** enhance the training of professionals destined to take on leadership roles in teams, processes, and goals.
- **Monitor Leadership Development Program (PDL for Monitors):** develop initial management skills for production and logistics monitors.
- **Skills Development Program (SDP):** develop fundamental skills for people management aligned with the characteristics of an Aurora leader.
- **Administrative Supervisor Development Program (PDSP):** improve and develop active management, awakening skills and competencies for the position of Administrative Supervisor.
- **Aurora Coop Manager Development Program (PDGA):** present the essential skills of a manager and outline Aurora Coop's development programs.
- **New Monitor and Operational Training Instructor (ITO) Development Program:** present the essential skills of a manager and outline Aurora Coop's development programs.
- **Continuing Education:** strengthen the team of leaders in their respective areas of expertise, promoting opportunities for the exchange of knowledge and experiences.

For Technicians

- **Administrative Development Program (PDA):** continuously develop administrative professionals, aiming to maintain and improve performance.
- **Quality of Service:** present techniques that improve the quality of internal and external service, encouraging participants to continuously engage with service excellence and delivering results that effectively make a difference.
- **Emotional Intelligence:** minimize the potential negative interference of emotions on desired performance through the application of emotional intelligence.
- **Regulatory Standards (NR):** train employees in the training required by regulatory standards according to the specificities of their positions.

For Operations Personnel

- **Training Within Industry (TWI):** guide monitors on the TWI teaching methodology for use in training new employees.
- **Aurora Operator Training Program (PATO):** train employees to operate machinery.
- **Good Manufacturing Practices (GMP):** provide guidance on the concepts of Good Manufacturing Practices, reinforcing the quality policy and its objectives.
- **On-the-job training:** train employees in activities until they are fully qualified to perform them independently.



This approach highlights the cooperative's efforts to ensure access to training activities in all units as part of its strategy to retain, motivate, and value talent. Training programs are constantly evaluated to ensure they remain aligned with organizational needs and employee profiles, strengthening the culture of learning and operational excellence.

Equity, inclusion, and non-discrimination

GRI 3-3 Non discrimination

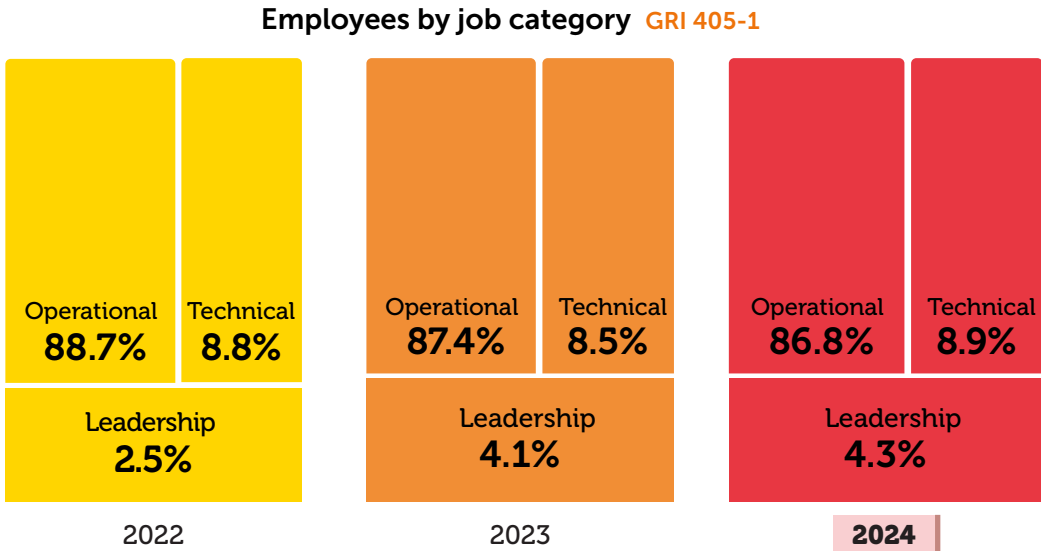
Aurora Coop recognizes that valuing people involves respecting differences and committing to equal opportunities. The organization operates with the understanding that an inclusive work environment is essential for well-being, talent development, and business sustainability. Therefore, it promotes policies and practices that ensure non-discrimination and equal conditions of access, permanence, and professional growth for all employees, regardless of gender, race, sexual orientation, age, nationality, disability, or any other personal characteristic.

The Aurora Coop Policy for People with Disabilities, as well as internal recruitment and selection standards, reinforces our commitment to inclusion and equal treatment. The hiring process follows transparent, competency-based criteria without any form of discrimination. Specific opportunities are available for apprentices, interns, and people with disabilities, with close monitoring by the Human Resources department to ensure a safe, accessible workday that is adapted to individual needs.

The culture of inclusion is also strengthened through ongoing awareness-raising, training, and active listening initiatives. An example of this is the support provided to migrants and immigrants who join the cooperative from countries such as Venezuela, Haiti, and Argentina. Aurora Coop develops actions aimed at welcoming these people with support in housing, social and psychological care, and actions aimed at cultural integration. Such practices contribute to the creation of a pluralistic and respectful environment while responding to the structural challenges of attracting labor in the regions where the cooperative operates.

In addition, the organization encourages a work environment in which all employees can express themselves freely and respectfully. Cases of moral or sexual harassment, discrimination, or violation of rights are not tolerated and can be reported through internal ombudsman and Human Resources channels. Reported situations are analyzed responsibly and, whenever necessary, corrective measures are applied. The strengthening of an organizational culture based on respect and fairness is also monitored through periodic climate and satisfaction surveys. [GRI 406-1](#)

All seven members of Aurora Coop's Board of Directors are men, with five (71.4%) being baby boomers and two (28.6%) being Generation X. On the Executive Board, 9 of the 10 members are men, 30% are baby boomers, and the remaining 70% are from Generation X. This composition has remained relatively stable over the years. [GRI 405-1](#)





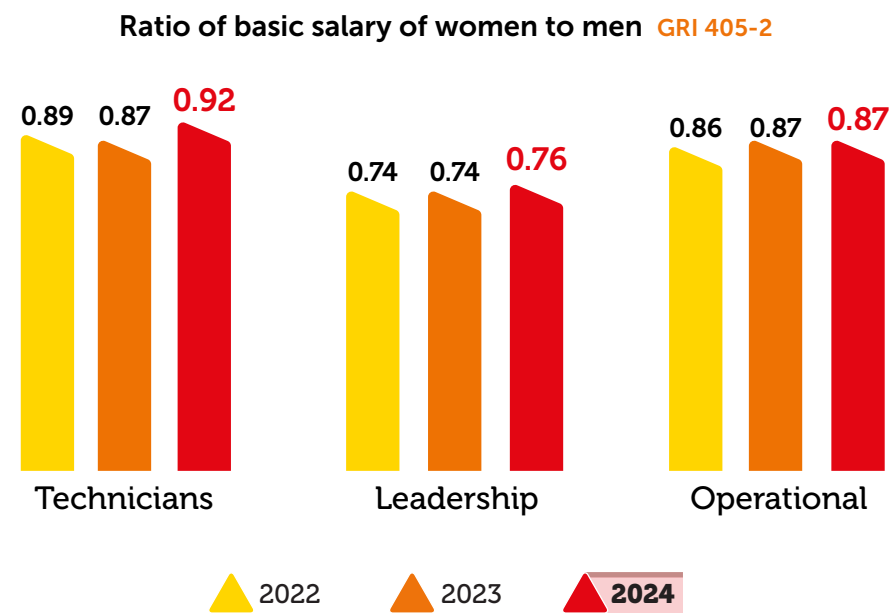
405-1 Percentage of employees, by job category and age group				
Age Group	Baby Boomers	Generation X	Generation Y	Generation Z
2022				
% of employees in the Technical category	0.59%	24.15%	62.25%	13.01%
% of employees in the Leadership category	1.18%	40.45%	56.51%	1.86%
% of employees in the Operational category	0.93%	22.69%	47.19%	29.19%
% of employees by age group	0.90%	23.26%	48.75%	27.08%
2023				
% of employees in the Technical category	0.53%	25.17%	62.29%	12.01%
% of employees in the Leadership category	0.82%	33.22%	60.30%	5.66%
% of employees in the Operational category	1.05%	23.59%	46.52%	28.85%
% of employees by age group	0.99%	24.12%	48.43%	26.45%
2024				
% of employees in the Technical category	0.65%	17.28%	62.23%	19.84%
% of employees in the Leadership category	1.05%	22.11%	66.07%	10.78%
% of employees in the Operational category	1.43%	17.86%	45.50%	35.21%
% of employees by age group	1.55%	20.86%	55.50%	38.04%

405-1 Percentage of employees in other diversity groups, by gender						
Diversity Groups	2022		2023		2024	
	Women	Men	Women	Men	Women	Men
Number of employees with disabilities (EWD)	469	1,052	529	1,144	622	1,242
Total EWDs	1,521		1,673		1,864	
% of EWDs, by gender	30.83%	69.17%	31.62%	68.38%	33.37%	66.63%
Number of apprentices	339	285	419	410	463	453
Total apprentices	624		829		916	
% of apprentices, by gender	54.33%	45.67%	50.54%	49.46%	50.55%	49.45%
Number of interns	197	114	201	109	246	112
Total interns	311		310		358	
% of interns, by gender	63.34%	36.66%	64.84%	35.16%	68.72%	31.28%
Number of foreign employees	2,551	4,651	3,496	5,815	4,714	7,027
Total foreign employees	7,202		9,311		11,741	
% of foreign employees, by gender	35.42%	64.58%	37.55%	62.45%	40.15%	59.85%
Number of Black employees	1,880	3,541	2,064	3,518	2,503	4,096
Total Black employees	5,421		5,582		6,599	
% of Black employees, by gender	34.68%	65.32%	36.98%	63.02%	37.93%	62.07%





Aurora Coop has made consistent progress in building a more equitable and diverse environment, with an emphasis on increasing the presence of women in various functional categories. Between 2022 and 2024, the percentage of women in leadership positions increased from 24.7% to 31.5%, signaling an important advance in gender representation in strategic positions. In the Operational category, women already represent 45.0% of the total, and overall, the proportion of female employees rose from 42.6% to 43.4% during the period. These data demonstrate that the cooperative's inclusion policy has generated concrete results in the composition of its workforce. [GRI 405-1](#)



Even with advances in female representation in different job categories, differences in pay between men and women are still apparent. In 2024, the ratio of women's salaries to men's was 0.92 in the Technical category, 0.87 in Operations, and 0.76 in Leadership. Although the data show an improvement compared to previous years, especially among technicians, there is still a long way to go, especially in leadership positions, where the difference remains more significant. [GRI 405-2](#)

Aurora Coop recognizes that these disparities do not stem from direct discriminatory practices, but are associated with structural factors in the agro-industrial sector in which it operates. In many of the units, operational functions require specific biomechanical characteristics and are predominantly occupied by men. Historically, this has contributed to a male majority in the workforce and, consequently, influences the composition of leadership positions, considering that much of the professional progression in the cooperative occurs based on practical experience in operations. [GRI 405-2](#)

Aware of the complexity surrounding gender equality in the operational context, Aurora Coop reinforces its commitment to good people management practices, seeking to ensure that compensation and promotion processes follow principles of transparency, fairness, and respect for diversity.

From an age perspective, Aurora Coop's workforce is mainly composed of young people: in 2024, Generation Y represents 55.5% of employees, while Generation Z accounts for 38.0%. In operational roles, the participation of young people from Generation Z grew from 29.2% in 2022 to 35.2% in 2024. In leadership positions, there has been a significant increase in the presence of Generation Z, which rose from just 1.9% in 2022 to 10.8% in 2024, indicating the beginning of a generational renewal in management positions. [GRI 405-1](#)

The commitment to inclusion is also reflected in programs aimed at specific audiences. The representation of people with disabilities (EWDs) grew in absolute and proportional numbers, totaling 1,864 employees in 2024—an increase of 22.5% compared to 2022. Women represent 33.4% of this total, with steady growth year over year. Currently, the cooperative meets about 83% of its EWD hiring target and continues to promote campaigns to publicize job openings for PWDs in the media, in addition to visiting institutions that work with this audience. Preparation courses are provided to train EWDs for the job market, also with the aim of attracting future EWD employees. [GRI 405-1](#)

The number of apprentices and interns has also grown, with gender parity among apprentices (50.5% women and 49.5% men in 2024) and a predominance of women in internship programs (68.7% women), which highlights the strengthening of the inclusion of young women in training. [GRI 405-1](#)

In addition, the number of foreign nationals in the workforce increased significantly—from 7,202 in 2022 to 11,741 in 2024. This workforce, composed mostly of men (59.9% in 2024), contributes to cultural diversity in the cooperative and reflects the strategy of expanding labor recruitment in a context of regional scarcity. There is no differentiation in the employment contract or remuneration of these employees. At the same time, the representation of black employees has also increased, totaling 6,599 employees in 2024, with a proportional increase in the number of black women employees (from 34.7% in 2022 to 37.9% in 2024).

[GRI 405-1](#) | [GRI 13.15.5](#)



Welcoming and including foreign employees

In response to labor shortages and the increase in the number of immigrants in its operations, Aurora Coop has been expanding its integration, inclusion, and well-being initiatives aimed at foreign employees. The most important measures are listed below:

Foreign Worker Development Program: in partnership with Unochapecó, Aurora Coop launched a six-month educational program in 2024 aimed at immigrant workers. The course covers topics such as rights and duties in Brazil, mental health, communication, Brazilian culture, and the workplace. Classes are held weekly during working hours, promoting equal access to training. Approximately 200 foreign employees have already participated in the initiative.

Conversation circles at the units: the cooperative promotes face-to-face meetings at industrial plants with groups of foreign employees, offering a space for listening, exchanging experiences, and providing guidance on practical and emotional issues of everyday life, such as mental health, cultural adaptation, and coping with prejudice.

These actions reinforce Aurora Coop's commitment to inclusion, respect for diversity, and the promotion of equal opportunities, contributing to a more welcoming, healthy, and pluralistic work environment.

In 2024, 38 complaints related to discrimination and harassment were registered through Aurora Coop's official channels, 52% more than in 2023. Of these, six were considered valid, two remain under evaluation, and four were classified as inconclusive after investigation. The rest were deemed unfounded. To reinforce prevention and awareness on the topic, the cooperative invested heavily in educational initiatives throughout the year. The Human Resources department promoted specific training on discrimination, diversity, and equal opportunities, totaling 2,912.5 hours of training. [GRI 406-1](#)

Aurora Coop understands that promoting equity and inclusion requires continuous and integrated actions at both the operational and strategic levels. For this reason, diversity issues have been incorporated into training, development, and governance agendas.

Respect for human rights

Aurora Coop is committed to promoting and protecting human rights in all its activities and working relationships. With an approach based on respect for human dignity, the cooperative has established clear policies of zero tolerance for abusive practices such as child labor and forced or slave labor. These guidelines are formalized in the Code of Ethics and the Supplier Code of Conduct, which are widely disseminated and reinforced through mandatory training for all employees, in addition to specific measures based on the same guidelines that apply to third parties and business partners.

[GRI 3-3 Forced or slave labor](#) | [GRI 3-3 Child labor](#)

Aurora Coop strictly complies with current legislation when hiring employees, ensuring that they are at least 18 years of age. The only exception is apprenticeship programs, which allow the hiring of young people aged 14 and over, always ensuring that working hours do not compromise their education. [GRI 3-3 T Child labor](#) | [GRI 408-1](#)

This same commitment is required of the cooperative's suppliers through specific contractual provisions and the signing of a supplier code of conduct. In addition, Aurora Coop advises affiliated cooperatives on the precautions that should be taken when minor children participate in activities on rural properties, reinforcing the prohibition of practices that violate the law. [GRI 3-3 Child labor](#) | [GRI 408-1](#)

In its relationship with communities and in line with cooperative principles, Aurora Coop also encourages children's social participation through programs and actions promoted by the Aury Luiz Bodanese Foundation, contributing to the strengthening of citizenship from childhood.

[GRI 3-3 Child labor](#) | [GRI 408-1](#)

With regard to the prevention of slave-like labor, the cooperative recognizes the risks associated with certain activities—such as bird catching, transportation services, and firewood supply—and adopts practical and preventive measures such as training, guidance, contractual provisions, and monitoring via a reporting channel, which substantially mitigates these situations. Although there are no records or evidence of this type of violation, Aurora Coop understands that the actions of some third parties, due to their nature, require specific attention and is committed to expanding control and traceability in the supply chain. [GRI 3-3 Forced or slave labor](#) | [GRI 409-1](#)



In terms of employment practices, Aurora Coop conducts selection processes based on transparency, equality, and respect for differences. All workers are formally hired with access to training, protective equipment, and adequate conditions for performing their duties. The organization also acts proactively to include immigrants, offering support for establishing domicile and residence, social and psychological support, and training for cultural integration, demonstrating its commitment to ensuring dignified and equitable working conditions for all. [GRI 13.20.1](#)

7.2. Occupational health and safety

[GRI 3-3 Occupational health and safety](#)

The health and safety of people is a fundamental commitment at Aurora Coop. In all units, the cooperative develops a structured system for accident prevention and health promotion in line with the guidelines of the People Management System. Its actions are guided by a commitment to providing safe and healthy environments, minimizing occupational risks, and preserving the physical and mental integrity of employees based on nationally recognized standards and programs.

Management is guided by internal policies ranging from risk identification and control to actions aimed at well-being in the workplace. Programs such as PGR (Occupational Risk Management Program), PCMSO (Occupational Health Medical Control Program), PCA (Hearing Conservation Program), AET (Ergonomic Work Analysis), PPR (Respiratory Protection Program), and LTCAT (Technical Report on Working Conditions) are implemented in all units, ensuring compliance with Regulatory Standards (NRs) and current legislation. In addition, teams—including third parties—are trained to respond to emergencies with a focus on damage mitigation and strengthening the safety culture. [GRI 403-1](#) | [GRI 403-5](#) | [GRI 403-7](#)

At Aurora Coop, the main negative impacts associated with occupational health and safety are related to the occurrence of workplace accidents that can be caused by unsafe conditions or resulting from non-compliance with safety procedures, such as the incorrect use of personal protective equipment (PPE), exposure to chemical agents, and emergency situations. These events pose risks to the integrity of employees and can lead to medical leave, reduced productivity, increased operating costs, and irreparable human impacts. In addition, non-compliance with Regulatory Standards can result in legal sanctions, interdictions, and administrative penalties, as well as damage to the cooperative's image.

On the other hand, positive impacts are related to the adoption of preventive and health promotion practices, continuous investments in training, and structural improvements that contribute to the physical integrity of employees, such as the adaptation of machinery and equipment with safety guards and devices. Continuous monitoring of occupational risks and workers' health through

occupational examinations is another key factor in anticipating risks and guiding effective preventive actions.

The cooperative also monitors accident frequency and severity indicators with specific targets per unit. The results are evaluated regularly, and all relevant occurrences are shared with senior management and discussed by internal committees, such as CIPA (Internal Accident Prevention Commission) and the Occurrence Analysis Commission. Actively listening to employees and adopting corrective measures reinforces continuous improvement and collective engagement in building a safer environment for everyone.

Workplace safety and welfare policies

Aurora Coop adopts a systemic approach to occupational health and safety (OHS) management based on legal requirements and the Regulatory Standards (NRs) of the Ministry of Labor and Employment (MTE). The organization has implemented a robust management system that encompasses 64 regulatory manuals and three internal standards with specific guidelines for accident prevention, occupational risk control, and preservation of workers' physical and mental integrity. This system covers all operational and administrative units, including the agricultural, industrial, and commercial sectors, with partial extension to outsourced workers, who receive guidance and training in accordance with specific standards. [GRI 403-1](#)

In addition, the cooperative maintains Specialized Services in Safety Engineering and Occupational Medicine (SESMT) composed of multidisciplinary teams with doctors, nurses, technicians, engineers, speech therapists, psychologists, and ergonomists. All industrial units have outpatient clinics sized in accordance with current standards and aligned with the Occupational Health Medical Control Program (PCMSO) and Occupational Risk Management (GRO). To ensure access, the operation of these spaces is adjusted to the employees' shifts. There is also investment in continuing education for the health team with programs such as Desenvolve Enfermagem (Nursing Development) and training in Basic Life Support (BLS) and Pre-Hospital Care (APH). [GRI 403-3](#) | [GRI 403-6](#)

Active participation by employees is encouraged through CIPA and formal committees such as Occupational Risk Management and Ergonomics. These groups meet monthly to analyze risks and may propose improvements and assessments of working conditions.

Mandatory annual training (e.g., NR-36) is also conducted, and forms are used to listen to employees' opinions on health and safety. In addition, the organization ensures that workers can withdraw from risky activities without suffering reprisals, with anonymous reporting channels and support from the Occupational Safety team. [GRI 403-4](#)



Accident prevention and health promotion programs

Accident prevention and promoting the physical and mental health of employees are priorities in Aurora Coop's people management strategy. The cooperative develops various educational, technical, and structural initiatives focused on reducing occupational risks and improving working conditions in all units. Among the programs implemented are Hearing Conservation (PCA), Ergonomics, and Mental Health, in addition to offering internal outpatient care and ongoing awareness campaigns on occupational safety and health. [GRI 403-6](#)

The Mental Health Program has been a highlight among recent initiatives, offering free psychological care during working hours, discussion groups, and preventive actions that promote the emotional well-being of workers. Aurora Coop also maintains rest and leisure areas in its industrial units with adequate facilities to ensure moments of recovery and socialization during breaks. Such initiatives contribute to strengthening bonds and improving quality of life in the workplace. [GRI 403-6](#)



Risk management and strengthening of a culture of prevention [\(GRI 403-2\)](#)

At Aurora Coop, occupational health and safety risk management is conducted in a systematic and integrated manner, with a focus on preventing accidents and occupational illnesses and promoting safer work environments.

- **Risk identification and control:** the cooperative conducts regular occupational hazard and risk assessments based on analyses of previous incidents, reviews of operating manuals, and observations of routine and non-routine activities. The risks identified are analyzed in the Occupational Risk Management Program (PGR), with priority given to those with the greatest impact. Decisions are made in specialized committees with the participation of managers and technicians from the units.
- **Continuous training and monitoring:** teams responsible for identifying and assessing hazards receive frequent training to ensure technical competence. The use of work permits and the presence of specialized managers ensure compliance with standards and the correct use of personal protective equipment.
- **Listening channels and protection against reprisals:** employees are encouraged to report risks and dangerous situations through CIPA, suggestion boxes, and the anonymous ombudsman channel, ensuring confidentiality and protection against retaliation. They are informed about the risks associated with their duties and advised of their right to refuse tasks that may pose a threat to their health or safety.
- **Incident investigation and continuous improvement:** Aurora Coop adopts standardized procedures to investigate accidents, including the use of Ishikawa diagrams and multidisciplinary analysis committees. The results are recorded in a computerized system with the definition of corrective and structural actions, such as equipment or process readjustments. The lessons learned are incorporated into the occupational safety management system, strengthening the organizational culture of prevention.



Aurora Coop's occupational health and safety management system covers 100% of employees. Although the system is not currently subject to internal or external audits, specific measures are taken to ensure risk control and prevention on all fronts. In the case of outsourced workers, management is carried out by requesting and verifying mandatory health and safety documents, in addition to participation in integration processes, in which they receive detailed guidance on the risks associated with the activities they will perform. These procedures follow the cooperative's internal rules, which also provide for internal audits focused on analyzing the documentation submitted by service providers. [GRI 403-8](#)

403-9 Number and rate of serious workplace accidents (excluding deaths)			
EMPLOYEES	2022	2023	2024
Number of workplace accidents with serious consequences (excluding deaths)	60	45	52
Index of workplace accidents with serious consequences (excluding deaths)¹	0.807	0.567	0.601

¹ Rate of serious workplace accidents = [Number of serious workplace accidents (excluding fatalities) / Number of hours worked] x 1,000,000.

Worked hours: 2022 = 74,376,516.63; 2023 = 79,427,361.69; 2024 = 86,544,390.90.

403-9 Number and rate of reportable workplace accidents			
EMPLOYEES	2022	2023	2024
Number of reportable Workplace accidents	1,283	1,207	1,384
Reportable workplace accident rate¹	17.25	15.20	15.98

¹ Reportable workplace accident rate = (Number of reportable workplace accidents / Number of hours worked) x 1,000,000.

Hours worked: 2022 = 74,376,516.63; 2023 = 79,427,361.69; 2024 = 86,544,390.90.

403-10 Number and rate of recordable occupational diseases			
EMPLOYEES	2022	2023	2024
Number of recordable occupational diseases	15	6	14
Rate of recordable occupational diseases¹	0.202	0.076	0.162

¹ Index of reportable occupational diseases = (Number of reportable occupational diseases / Number of hours worked) x 1,000,000.

Hours worked: 2022 = 74,376,516.63; 2023 = 79,427,361.69; 2024 = 86,544,390.90.

Over the last three years, Aurora Coop has recorded variations in the number of serious workplace accidents (excluding fatalities), ranging from 60 cases in 2022 to 45 in 2023, rising again to 52 in 2024. The associated index followed the same trend, with a slight recovery after falling from 0.807 to 0.567 between 2022 and 2023, reaching 0.601 in 2024. These data reinforce the need for continued investment in prevention, especially in areas related to machine operation, working at heights, and handling chemicals—factors often associated with the most severe accidents. [GRI 403-9](#)

During the same period, reportable workplace accidents, i.e., those requiring formal notification to regulatory agencies, totaled 1,283 cases in 2022, 1,207 in 2023, and 1,384 in 2024. Despite the reduction observed in 2023, the volume grew again in the following year, raising the index from 15.20 to 15.98. This increase demands extra attention, mainly to ensure strict compliance with safety standards, the updating of mandatory training, and the strengthening of risk control measures in all units. [GRI 403-9](#)

Among the main types of workplace accidents identified, those caused by machinery and equipment stand out, such as cuts, crushing, and entrapment; accidents resulting from falls, whether from heights, trips, or slips; and exposure to chemicals used mainly in sanitation and cleaning processes. These events reinforce the need for constant updating of safety procedures, periodic training, supervision of the use of personal protective equipment (PPE), and investments in technologies that reduce workers' exposure to physical and chemical risks. [GRI 403-9](#)

With regard to occupational diseases, the data reveal a stable scenario, but one that requires continuous monitoring. There were 15 cases recorded in 2022, 6 in 2023, and 14 in 2024. All diseases refer to impairments in the upper limbs—especially the forearm, hands, and fingers—with a predominance of inflammations such as tenosynovitis of multifactorial origin. [GRI 403-10](#)



The recurrence of cases in 2024, after a significant drop in 2023, points to the need to intensify ergonomic measures, workplace reviews, and occupational health programs aimed at disease prevention. The information obtained through periodic examinations and monitoring of health services in the units is essential for early detection of signs of illness and adjustment of working conditions, promoting quality of life and operational sustainability. [GRI 403-10](#)

Since 2022, there has been one death of an Aurora Coop employee due to a work accident in 2023, when the death rate was 0.013, and one death of a third-party worker in 2022. The cooperative does not carry out activities that cause deaths from occupational diseases, so there are no deaths resulting from occupational diseases. These data are relevant because they highlight the low fatality rate in the organization and indicate that safety management systems have been effective in preventing human losses.

[GRI 403-9](#) | [GRI 403-10](#)

The cooperative continuously monitors these indicators using systems such as SIGA and draws up action plans whenever the data deviates from the defined targets. In addition, it promotes educational campaigns such as safe behavior, hearing conservation, accident prevention, SIPAT, hand accident prevention, Yellow May, ergonomics, reinforcing the importance of accident prevention and caring for life.





GRI CONTENT SUMMARY

Statement of use: Cooperativa Central Aurora Alimentos reported in accordance with GRI Standards for the period from January 1, 2024, to December 31, 2024.

GRI used: GRI 1: Fundamentals 2021.

Applicable GRI Sectorial Norm(s): GRI 13: Agriculture and Livestock Farming, Aquaculture, and Fishing Sectors 2022.

Gri Norm/ Other Source	Content	Location	Omission			GRI INDUSTRY STANDARD REF. NO.
			Requirement(S) Omitted(S)	Motive	Explanation	
GRI 2: General Contents 2021	2-1 Details of the organization	➡ 11				-
	2-2 Entities included in the organization's sustainability report	➡ 3 ➡ 11				-
	2-3 Reporting period, frequency, and point of contact	➡ 3				-
	2-4 Information reformulations	➡ 3				-
	2-5 External audit	➡ 3				-
	2-6 Activities, value chain, and other business relationships	➡ 18, ➡ 28				-
	2-7 Employees	➡ 113, ➡ 114, ➡ 115				-
	2-8 Workers who are not employees	➡ 113				-
	2-9 Governance structure and composition	➡ 16, ➡ 46				-
	2-10 Nomination and selection for the highest governance body	➡ 34				-
	2-11 Chairperson of the highest governing body	➡ 34				-
	2-12 Role played by the highest governance body in overseeing impact management	➡ 37				-
	2-13 Delegation of responsibility for impact management	➡ 37				-
	2-14 Role played by the highest governance body in the sustainability report	➡ 38				-
	2-15 Conflict of interest	➡ 39				-
	2-16 Communication of critical issues	➡ 38				-
	2-17 Collective knowledge of the highest governing body	➡ 39				-
	2-18 Performance evaluation of the highest governance body	➡ 49				-



Gri Norm/ Other Source	Content	Location	Omission			GRI INDUSTRY STANDARD REF. NO.
			Requirement(S) Omitted(S)	Motive	Explanation	
	2-19 Compensation policies	➡ 49				-
	2-20 Process for determining remuneration	➡ 49				-
	2-21 Proportion of total annual remuneration	➡ 49				-
	2-22 Statement on sustainable development strategy	➡ 8				-
	2-23 Policy commitments	➡ 51				-
	2-24 Incorporation of policy commitments	➡ 51				-
	2-25 Processes to repair negative impacts	➡ 50				-
	2-26 Mechanisms for advising and raising concerns	➡ 50				-
	2-27 Compliance with laws and regulations	➡ 50				-
	2-28 Memberships in associations	➡ 34				-
	2-29 Approach to stakeholder engagement	➡ 55				-
	2-30 Collective bargaining agreements	➡ 113				-
Material Topics						
GRI 3: Material Topics 2021	3-1 Process for defining material topics	➡ 59				
	3-2 List of material topics	➡ 60				
Materials and waste						
GRI 3: Material topics 2021	3-3 Material topics management	➡ 87				-
GRI 301: Materials 2016	301-1 Used materials, discriminated by weight and volume	➡ 88				-
	301-2 Materials used from recycling	➡ 89				-
	301-3 Recovered materials and their packages	➡ 89				-
GRI 3: Material topics 2021	3-3 Material topics management	➡ 90				13.8.1
	306-1 Waste generation and significant impacts related to waste	➡ 96				13.8.2
GRI 306: Waste 2020	306-2 Management of significant impacts related to waste	➡ 90, ➡ 91, ➡ 95				13.8.3
	306-3 Generated waste	➡ 92, ➡ 95	a	No information available from feed mills, farms, hatcheries, and commercial units.	Information that has not yet been systematized will be incorporated into data collection in future cycles.	13.8.4



Gri Norm/ Other Source	Content	Location	Omission			GRI INDUSTRY STANDARD REF. NO.
			Requirement(S) Omitted(S)	Motive	Explanation	
	306-4 Waste diverted from discharge (recovery)	↔ 93, ↔ 94, ↔ 95	a, b, c	No information available from feed mills, farms, hatcheries, and commercial units.	Information that has not yet been systematized will be incorporated into data collection in future cycles.	13.8.5
	306-5 Waste sent for discharge	↔ 95	a, b, c	No information available from feed mills, farms, hatcheries, and commercial units.	Information that has not yet been systematized will be incorporated into data collection in future cycles.	13.8.6
Water and effluents						
GRI 3: Material topics 2021	3-3 Material topics management	↔ 98				13.7.1
GRI 303: Water and effluents 2018	303-1 Interactions with water as a shared resource	↔ 98, ↔ 99				13.7.2
	303-2 Management of impacts related to effluent discharge	↔ 99				13.7.3
	303-3 Water withdrawal	↔ 100	i) a ii) b	i) Information from feed mills, farms, hatcheries, and commercial units is not available. ii) Not applicable.	i) Information that has not yet been systematized will be incorporated into data collection in future cycles. ii) None of the cooperative's water sources are located in areas of water stress.	13.7.4
	303-4 Wastewater discharge	↔ 100	i) a ii) b	i) Information from feed mills, farms, hatcheries, and commercial units is not available. ii) Not applicable.	i) Information that has not yet been systematized will be incorporated into data collection in future cycles ii) No effluent discharge from the cooperative occurs in areas of water stress.	13.7.5
	303-5 Water consumption	↔ 100				13.7.6
Energetic transitions and climate changes						
GRI 3: Material topics 2021	3-3 Topic materials management	↔ 77, ↔ 78				13.1.1
GRI 305: Emissions 2016	305-1 Direct greenhouse gas (GHG) emissions (Scope 1)	↔ 78, ↔ 79, ↔ 80				13.1.2
	305-2 Indirect greenhouse gas (GHG) emissions from energy procurement (Scope 2)	↔ 79, ↔ 80				13.1.3
	305-3 Other indirect greenhouse gas (GHG) emissions (Scope 3)	↔ 78				13.1.4
	305-4 Intensity of greenhouse gas (GHG) emissions	↔ 80, ↔ 81				13.1.5
	305-5 Reduction of greenhouse gas (GHG) emissions	↔ 82				13.1.6
	305-6 Emissions of ozone-depleting substances (ODS)	-	a, b, c, d	Not applicable	The cooperative does not produce, import, or export SDO.	13.1.7
	305-7 NOx, SOx, and other significant air emissions	↔ 83	a	Data not available for feed mills	Information that has not yet been systematized will be incorporated into data collection in future cycles.	13.1.8
GRI 3: Material topics 2021	3-3 material topics management	↔ 77				13.2.1
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	↔ 77				13.2.2



Gri Norm/ Other Source	Content	Location	Omission			GRI INDUSTRY STANDARD REF. NO.
			Requirement(S) Omitted(S)	Motive	Explanation	
GRI 3: Material topics 2021	3-3 Material topics management	➡ 84				-
GRI 302: Energy 2016	302-1 Energy consumption within the organization	➡ 85	i) a, b, c, e ii) d	ii) Information from feed mills, farms, hatcheries, and commercial units not available ii) Not applicable	i) Information that has not yet been systematized will be incorporated into data collection in future cycles. ii) Aurora Coop does not sell any type of energy).	-
	302-3 Energy intensity	➡ 86				-
	302-4 Reductions in energy consumption	➡ 86				-
Animal health and welfare						
GRI 3: Material topics 2021	3-3 Material topics management	➡ 103				13.11.1
GRI 13: Agriculture, Aquaculture, and Fishing Sectors 2022	13.11.2 Report the percentage of the organization's production volume that is certified by third parties with animal health and welfare standards, and list these standards.	➡ 104, ➡ 107				13.11.2
Employment practices						
GRI 3: Material topics 2021	3-3 Material topics management	➡ 126				13.15.1
GRI 405: Diversity and equal opportunities 2016	405-1 Diversity in governance bodies and employees	➡ 127, ➡ 128, ➡ 129, ➡ 130, ➡ 131				13.15.2
	405-2 Ratio between base salary and remuneration of men and women	➡ 130				13.15.3
GRI 406: Nondiscrimination 2016	406-1 Total number of discrimination cases and corrective actions taken	➡ 127, ➡ 132	a	Information on cases of discrimination is not available.	Today, the cooperative monitors the number of cases of discrimination along with cases of harassment, and acts within established procedures to investigate the merits of each case and apply the appropriate consequences. The cooperative is committed to evaluating its procedures for collecting and analyzing discrimination/ harassment data, with the aim of highlighting cases of discrimination for future reporting cycles.	13.15.4
GRI 13: Agriculture, Aquaculture, and Fishing Sectors 2022	13.15.5 Describe any differences in terms of employment contracts and approaches to compensation based on the nationality or migrant status of workers, broken down by location of operations.	➡ 131				13.15.5
GRI 3: Material topics 2021	3-3 Material topics management	➡ 133				13.16.1
GRI 409: Forced or slave labor 2016	409-1 Operations and suppliers identified as posing a risk for forced labor or slavery-like conditions	➡ 133				13.16.2
GRI 3: Material topics 2021	3-3 Material topics management	➡ 133				13.17.1
GRI 408: Child labor I 2016	408-1 Operations and suppliers identified as posing a risk for child labor	➡ 133				13.17.2
GRI 3: Material topics 2021	3-3 Material topics management	➡ 115, ➡ 134				13.20.1



Gri Norm/ Other Source	Content	Location	Omission			GRI INDUSTRY STANDARD REF. NO.
			Requirement(S) Omitted(S)	Motive	Explanation	
GRI 3: Material topics 2021	3-3 Material topics management	➡ 114				13.21.1
GRI:13: Agriculture, Aquaculture, and Fishing Sectors GRI 13:	13.21.2 Report the percentage of employees and workers who are not employees and whose work is controlled by the organization that are covered by collective bargaining agreements that have terms related to wage levels and frequency of wage payments in significant operating units.	➡ 113				13.21.2
	13.21.3 Report the percentage of employees and workers who are not employees and whose work is controlled by the organization who receive above a living wage, broken down by gender.	-	13.21.3	Not available	The cooperative believes that it pays its employees adequately, but does not have concrete data to confirm how many of them earn above a living wage. It is therefore conducting a study using the Living Wage methodology to ensure that its practices are fair in terms of wages.	13.21.3
GRI 3: Material topics 2021	3-3 Material topics management	➡ 70				13.22.1
GRI 201: Economic performance 2016	201-1 Direct economic value generated and distributed	➡ 70, ➡ 71				13.22.2
GRI 203: Indirect economic impacts 2016	203-1 Investments in infrastructure and support for services	➡ 66, ➡ 73				13.22.3
	203-2 Significant indirect economic impacts	➡ 65, ➡ 66				13.22.4
GRI 3: Material topics 2021	3-3 Material topics management	➡ 115				-
GRI 401: Employment 2016	401-1 Hiring new employees and turnover	➡ 116, ➡ 117, ➡ 118, ➡ 119				-
	401-2 Benefits granted to full-time employees that are not offered to temporary employees	➡ 119				-
	401-3 Maternity/paternity leave	➡ 120, ➡ 121				-
GRI 3: Material topics 2021	3-3 Material topics management	➡ 121				-
GRI 404: Training and education 2016	404-1 Average number of training hours per year per employee	➡ 122, ➡ 123				-
	404-2 Programs to upgrade employee skills and transition assistance programs	➡ 124	b	Information not available on end-of-career management projects.	Aurora Coop plans to launch end-of-career management projects in 2025 and a career plan in 2026.	-
	404-3 Percentage of employees who regularly receive performance and career development reviews	➡ 123, ➡ 124				-
Occupational health and safety						
GRI 3: Material topics 2021	3-3 Material topics management	➡ 134				13.19.1
GRI 403: Occupational health and safety 2018	403-1 Occupational health and safety management system	➡ 134, ➡ 135				13.19.2



Gri Norm/ Other Source	Content	Location	Omission			GRI INDUSTRY STANDARD REF. NO.
			Requirement(S) Omitted(S)	Motive	Explanation	
GRI 403: Occupational health and safety 2018	403-2 Hazard identification, risk assessment, and incident investigation	⇒ 137				13.19.3
	403-3 Occupational health services	⇒ 135				13.19.4
	403-4 Worker participation, consultation, and communication regarding occupational health and safety	⇒ 136				13.19.5
	403-5 Training of workers in occupational health and safety	⇒ 134				13.19.6
	403-6 Worker health promotion	⇒ 135, ⇒ 136				13.19.7
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked to business	⇒ 134				13.19.8
	403-8 Workers covered by an occupational health and safety management system	⇒ 138				13.19.9
	403-9 Workplace accidents	⇒ 138, ⇒ 139, ⇒ 140	b	Information on hours worked, serious work accidents, and mandatory reporting of work accidents involving third-party workers not available.	The cooperative does not have a control or management system to analyze workplace accidents at third-party companies.	13.19.10
	403-10 Occupational diseases	⇒ 139, ⇒ 140	b	Information on hours worked and occupational illnesses of third-party workers not available.	The cooperative does not have a control or management system to analyze occupational diseases among third-party workers.	13.19.11
	Local communities and local development					
GRI 3: Material topics 2021	3-3 Material topics management	⇒ 65, ⇒ 70				13.12.1
GRI 413: Local communities 2016	413-1 Engagement activities, impact assessments, and development programs focused on the local community	⇒ 73				13.12.2
	413-2 Operations with significant negative impacts—actual or potential—on local communities	⇒ 67	413-2 b	Information unavailable/incomplete.		13.12.3
Health, consumer safety, and food safety						
GRI 3: Material topics 2021	3-3 Material topics management	⇒ 108				13.10.1
GRI 416: Customer health and safety 2016	416-1 Assessment of health and safety impacts caused by categories of products and services	⇒ 110				13.10.2
	416-2 Cases of non-compliance in relation to the health and safety impacts caused by products and services	⇒ 110				13.10.3
GRI 13: Agriculture, Aquaculture, and Fishing Sectors 2022	13.10.4 Report the percentage of production volume of operating units certified by recognized food safety standards and list these standards.	⇒ 111				13.10.4
	13.10.5 Report the number of recalls conducted for reasons related to food safety and the total volume of products withdrawn from the market.	⇒ 109				13.10.5



Topics from the applicable GRI Sector Standard defined as non-materials	
TOPIC	EXPLANATION
GRI 13: Agriculture, Aquaculture, and Fishing Sectors 2022	
13.3 Biodiversity	Not applicable, as the impacts on biodiversity, although relevant to the agro-industrial sector, were not considered material by the stakeholders consulted.
13.4 Conversion of natural ecosystems	Not applicable, as the cooperative does not directly engage in the conversion of natural ecosystems without the proper environmental licenses, and this topic is considered irrelevant by the audiences consulted.
13.5 Soil health	Not applicable, as the cooperative does not directly engage in planting and soil health management, and this topic is not considered relevant by the audiences consulted.
13.6 Use of pesticides	Not applicable, as the cooperative is not directly involved in planting and managing the application of pesticides, which is considered an irrelevant topic by the audiences consulted. The impacts of these inputs on human health were addressed in topic 13.10.
13.9 Food security	Not applicable, as food security impacts were not considered material by the stakeholders consulted.
13.13 Rights to land and natural resources	Not applicable, as the impacts on land rights and natural resources were not considered material by the stakeholders consulted.
13.14 Rights of indigenous peoples	Not applicable, as the impacts on indigenous peoples' rights were not considered material by the stakeholders consulted.
13.18 Freedom of association and collective bargaining	Not applicable, as the impacts on freedom of association were not considered material by the stakeholders consulted.
13.23 Supply chain traceability	Not applicable, as the impacts of supply chain traceability were not considered material by the stakeholders consulted.
13.24 Public policies	Not applicable, as the impacts of public policies were not considered material by the audiences consulted.
13.25 Unfair competition	Not applicable, as the impacts of unfair competition were not considered material by the audiences consulted.
13.26 Fight against corruption	Not applicable, as the impacts of corruption were not considered material by the stakeholders consulted.

IMPRINT

SUSTAINABILITY REPORT 2024

GENERAL COORDINATION

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Aurora Coop Collection





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