

Title:	Corporate Human Rights Policy		
Issued by:	00.Políticas Corporativas	Date:	Jul 2, 2020
Code:	PC.00.0022	Revision:	0

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1 PURPOSE

The principles described in this Policy express Suzano's commitment regarding the respect to Human Rights, including the support to the International Bill of Human Rights, the International Labor Organization's (ILO) declaration on the Fundamental Principles and Rights at Work, as well as to the United Nations Global Compact, to which we are signatories.

Note: The International Bill of Human Rights is composed of the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights; and the International Covenant on Economic, Social and Cultural Rights.

2 REFERENCE DOCUMENTS

- Suzano's Corporate Policy on Health, Safety and Quality of Life
- Suzano's Corporate Policy on Diversity and Inclusion
- Suzano's Corporate Policy on Socio-Environmental Investments and Donation
- Suzano's Code of Conduct
- Suzano's Terms of Commitment for suppliers on the compliance with legal and socio-environmental standards
- Suzano's Relationship Management Manual
- United Nations International Bill of Human Rights
- United Nations Guiding Principles on Business and Human Rights
- United Nations 2030 Agenda: 17 Sustainable Development Goals
- ILO's declaration on Fundamental Principles and Rights at Work
- ILO's Fundamental Conventions 29, 87, 98, 100, 105, 111, 138, and 182
- Voluntary Principles for Human Rights and Safety at Work
- International Finance Corporation's (IFC) Performance Standards
- Global Reporting Initiative's (GRI) Standards and Guidelines

3 TERMS, DEFINITIONS AND ABBREVIATIONS

3.1 SISPART

Stakeholder Relationship Management System

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4 GUIDELINES

4.1 PRINCIPLES

Promote respect for the Human Rights and foster Diversity and Inclusion in our operations, including among suppliers¹ and other partners, with the responsibility of developing a business that:

- Preserves the rights of traditional communities and indigenous peoples, including cultural aspects, subsistence activities, access to water and to other natural resources;
- Repudiates the use of child labor and any form of forced or compulsory labor;
- Guarantees the freedom of association of employees and the effective right to collective bargaining;
- Maintains decent, safe, non-discriminatory workplaces with adequate remuneration;
- Identifies potential socio-environmental impacts and takes measures to mitigate or prevent their negative aspects.

4.2 WHAT WE DO

We develop our business responsibly, aligning operational competitiveness with a culture that promotes and safeguards socio-environmental values, Human Rights and Workers' rights. Within each activity performed, we map the factors that may affect the principles of this Policy and work to mitigate or extinguish such scenarios. We contribute to the social and economic development of the regions where our operations take place, respecting the traditional customs and the potential of each community.

To translate this mindset into structured actions, Suzano counts with management systems for:

- Occupational health and safety;
- Environmental practices;
- Sustainable forestry;
- Chain of custody;
- Suppliers;
- Relationship with stakeholders;
- Performance of social projects.

¹ Suppliers are considered organizations that supply raw materials or services to Suzano

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Additionally, Suzano uses voluntary international standards to certify its management systems for environmental practices, sustainable forestry, chain of custody, occupational health and safety. We are also members of the Supplier Ethical Data Exchange platform (SEDEX), which aims at promoting ethical trade.

Employees, suppliers and other partners are expected to follow the principles and guidelines of this Policy.

4.2.1 RELATIONSHIP

Suzano's relationship strategy seeks to ensure the social legitimacy of its business, by strengthening long-term interactions with neighboring communities and other stakeholders, and by integrating their interests in the planning and management of the company's operations.

Thus, through dialogue and structured engagement processes, we interact with our stakeholders and build relationship networks that enable us to understand and incorporate information and socio-environmental demands in the corporate decision-making process.

By doing so, we can recognize and guarantee the respect for the socio-cultural values and rights of stakeholders such as indigenous peoples, traditional and local communities, employees, suppliers and other parties involved in our operations.

Suzano has a structured process for receiving, registering, evaluating, responding and monitoring interactions with stakeholders, including: complaints, doubts, suggestions, opinions and others, which can be accessed by calling (in Brazil) 0800 022 1727 or via the email suzanoresponde@suzano.com.br. SISPART is the system for recording and monitoring occurrences received from stakeholders. Suzano also provides to internal stakeholders an Ombudsman Channel, that can be accessed in Brazil through the number 0800 771 4060 or the e-mail ouvidoriaexterna@austernet.com.br, maintaining a process that guarantees confidential dealings for all issues referred by employees and suppliers including demands related to Human Rights. All communications, complaints and other relevant interactions count with confidential processes of investigation and analysis, which may include field assessments. If the facts presented are considered pertinent an action plan is developed and implemented, and its conclusions are recorded in the SISPART control system or in the Ombudsman Channel.

4.2.2 SUPPLIERS

Respect for Human Rights and Workers' rights, in accordance with the Principles of this Policy, also covers the relationships with suppliers. Our procurement process begins with the registration where potential partners provide essential information about their legal compliance, including the requirements

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from governmental agencies, licenses and other mandatory documents. During this preliminary assessment, technical requirements related to quality, environmental, health and safety management are also verified, and potential suppliers are informed of Suzano's standards of legal, social and environmental responsibility, to which they are required to commit. Additionally, the suppliers' performance regarding Suzano's requirements is periodically assessed.

Suzano reserves the right to interrupt the relationship with any supplier if deviations are identified regarding the principles of this Policy or any other directive established by the company, as well as on the terms of commitment to standards of legal, social and environmental responsibility.

5 RESPONSIBILITIES

The Sustainability, Procurement, People and Management (HR) areas are responsible for the content development, review, implementation and dissemination of this Policy, both internally and with external stakeholders.

6 POLICY APPROVAL

This Policy becomes effective for an indefinite period as of the date of its approval by Suzano's Executive Board.

Suzano's Executive Board has the exclusive authority to change, under any circumstances, this Policy.

Any changes to this Policy shall be communicated by the Executive Board to the relevant stakeholders.

Note: if necessary, copies of the resolution on the change or revision of the Policy may be sent to stakeholders.

7 POLICY BREACH

Any breach of this Policy shall be reported using the confidential Ombudsman channel and treated in accordance with the Suzano's Code of Conduct.

- Telephone (Brazil): 0800 771 4060
- Email: ouvidoriaexterna@austernet.com.br
- Website: www.suzano.com.br/en/contact-us/?ombudsman

8 FINAL CONSIDERATIONS

9 ATTACHMENTS