Fibria’s Position on Human Rights

Fibria is fully committed to respecting and supporting universally recognized basic human rights. With this in mind, we seek to establish principles and regulations to value and protect these rights, as well as ensure the implementation of remedial measures should they be breached as a result of its direct or indirect activities, its operations, projects, joint ventures and other types of association, as well as its productive chain, in the regions where it operates.

Our regulations

Risk Mapping, Assessment, Monitoring and Management:

We systematically identify, prevent and mitigate the possible negative effects of our operations on human rights across all the Company’s activities, carrying out impact assessment procedures and implementing measures to prevent or reduce these impacts in the case of high-risk activities, in a coordinated manner, reporting internally and externally over time, aiming to ensure the full observance of human rights. In order to do so, Fibria acts in accordance with globally recognized benchmark principles, local legislation and its own internal regulations, supported by its corporate risk management processes.

Critical Processes:

Through the vigilance of its Governance, Risk and Compliance area, Fibria is fully aware of its critical processes and periodically reassesses them in order to identify possible weaknesses, measure potential impacts on the Company and society and indicate the necessary risk management measures to be executed by the operational areas.

Due Diligence and Assessment Procedures:

Our products are produced under conditions that ensure respect for the rights of our workers, as well as the rights of those living in the communities adjoining our plants and forests, our suppliers and any others who may be affected by our operations.

We therefore undertake rigorous checks (e.g. due diligence) of critical processes, in which we have identified important issues that represent potential risks for the Company and its stakeholders. The frequency of and responsibility for their execution is determined by the requirements and objectives governing the assessment per se.

Our Stakeholders and Our Principles:

The main social actors related to Fibria in terms of human rights are:

- **Direct and outsourced employees:**

  Fibria treats all its employees, whether direct or outsourced, with dignity, ensuring a working environment with equal opportunities for personal and professional growth and respect for individual freedom.

  **CHILD AND FORCED LABOR:**

  Fibria does not accept, in its own companies, its suppliers (including their subcontractors) and its business partners, any type of forced or slave-like labor, or the use of child labor, or any form of sexual exploitation of children and teenagers. If minors aged between 16 and 18 are hired as apprentices in line with the prevailing legislation, the Company ensures that their work does not interfere with their studies.
PREJUDICE AND DISCRIMINATION:
Fibria respects and values diversity in all its relationships. Everyone, therefore, must be treated respectfully, cordially and fairly by the Company’s employees, outsourced workers, management, suppliers and service providers, and by those representing these players. Fibria does not accept discrimination or prejudice of any nature, whether related to gender, race, religion, age, political belief, nationality, marital status, sexual orientation, physical condition or any other matter in its relationships. In regard to recruitment, selection and promotion procedures, candidates should be assessed solely on their skills and their ability to meet and adjust to the expectations of the position in question, decisions based on prejudice, favoritism or privilege of any kind being strictly forbidden.

LEADERSHIP APPROACH:
If a subordinate shows interest in taking part in an internal recruitment process, leaders must recognize that this is a natural career development choice, and not undertake any form of retaliation. Leaders must inform, guide and prepare their teams for the correct application of the Company’s policies and regulations, always setting an example for the conduct to be followed. Any eventual mistakes by employees should be pointed out by their superiors via the existing communication channels so that the applicable measures can be implemented, accompanied by the necessary information and guidance to avoid a repetition of the event in question. The human rights of the employees involved must be respected at all times.

HARASSMENT AND ABUSE OF POWER:
Fibria does not admit abuses of power or harassment, either sexual, economic, moral or of any other nature, nor situations that constitute disrespect, intimidation, physical violence or threats in any of its internal or external relationships. Any persons who believe they have suffered discrimination humiliation or disrespect, or been the target of prejudice or abusive practices at the hands of direct or outsourced employees, managers, representatives, suppliers or service providers when working for the Company, should inform Fibria’s Ombudsman through the channels provided.

Whenever possible, the Company’s direct and outsourced employees should report any such incident to their immediate superior, or the latter’s superior. However, if they feel uncomfortable in doing so, they should report directly to the Ombudsman.

Moral harassment is defined as the practice of abusive conduct by one or more persons against an individual, normally repeated at length, in order to coerce, humiliate, disrespect, belittle or upset said individual when at work. Sexual harassment occurs when someone in a privileged position uses this privilege to coerce or offer benefits to an employee in order to obtain sexual favors. Abuse of power or authority is the act or effect of a superior imposing his or her will on a subordinate, based on the exercise of the power with which said person is invested as a result of their position in the Company. It is characterized by the illegal or coercive use of this power to achieve a given end, normally in conflict with the prevailing laws, rules and regulations.

HEALTH, SAFETY AND THE ENVIRONMENT:
Fibria prioritizes the health and physical integrity of its employees, as well as the protection of the environment, above economic or production issues.

Given its strong presence in the forest product market, respect for the environment is one of Fibria’s main pillars. The Company therefore adopts a preventive approach to environmental challenges in its operations and business decisions, constantly seeking to make use of sustainable technologies and processes and supporting the development of initiatives that promote greater social and environmental...
responsibility in its surroundings. All information on health, safety and the environment that may impact Fibria’s direct or outsourced employees, adjoining communities or the environment itself is treated in an entirely transparent manner. The Company is constantly implementing training programs for its employees to make them aware of the correct procedures and their responsibility for them. Fibria’s direct and outsourced workers, as well as suppliers and service providers, must be familiar with its health, safety and environmental policies, procedures and practices and act strictly in accordance with them. Service providers must comply with all the health, safety and environmental procedures defined in a specific policy for their activities. Those service providers operating on the Company’s premises must declare that they are aware of and committed to complying with Fibria’s Occupational Health and Safety Regulations with the same rigor expected from its direct employees.

Everyone is expected to keep a very close eye on the working environment in order to identify possible health, safety or environmental risk situations. If such a situation should come to light, it should be reported to the local leadership and those involved must be alerted. If preferable, the informant may also report the fact to the Company’s Ombudsman for investigation and implementation of the appropriate remedial measures. Such behavior will be considered as demonstrating commitment to safety issues. In emergency situations, such as environmental or workplace accidents, those involved should follow the procedures applicable to the situation in question and rapidly inform the local managers, who must in turn inform those parties envisaged in the operational procedures. Only official spokespersons may give interviews or communicate with the authorities or the community.

Environmental accidents are unexpected and undesirable events that may, directly or indirectly, harm the environment, health or life itself.

- **Suppliers, partners and customers:**

  Relations with our suppliers should be based on respect and the permanent pursuit of products and services that add value to the Company and strengthen the competitive position of its suppliers.

  Fibria’s suppliers should be assessed using clear criteria and without discrimination of any sort. Every decision should be based on sound technical and economic principles, any type of favoritism being strictly forbidden. All the Company's service hiring, contract renewal and similar processes should be conducted transparently and with total integrity, respecting ethical principles, the prevailing legislation and the internal and external rules governing such processes. Suppliers must be fully aware of the Company’s values and their operations must be compatible with this Human Rights Policy, as well as Fibria’s Code of Conduct. Suppliers and service providers are also responsible for instructing their employees, agents and subcontractors (who undertake or will undertake services for Fibria), in a diligent and appropriate manner, on the guidelines contained in the Code of Conduct and Human Rights Policy, as well as other specific Company policies and rules, in order to prevent improper behavior.

  When requested by Fibria, suppliers and service providers must provide proof of compliance with the obligations established in the Code of Conduct, the Procurement Policy and the Human Rights Policy. In order to be accepted by Fibria, suppliers must declare that they have never made use of child or forced labor, in line with the provisions set forth in the Child and Forced Labor section of this document. They should also ensure that their workplaces and working environments are equipped with acceptable hygiene, health and safety conditions and are free of any type of discrimination, harassment or abuse, as well as ensuring compliance with those practices defined by the local labor legislation regarding working hours,
compensation and benefits. The hiring of companies belonging to or managed by ex-
employees should be treated with special care in order not to expose Fibria to
unnecessary risks. The Company also expects its suppliers to provide clear
descriptions of their products and services. All of Fibria’s suppliers and service
providers must obey environmental laws and regulations, as well as treat the
environment with respect, wherever they are located. Fibria may terminate business
relations with a supplier in the case of any damage to its interests or due to non-
compliance with legal, social and tax requirements, integrity issues, the Code of
Conduct, environmental regulations and workplace health and safety rules. It is
Fibria’s responsibility to ensure that any confidential information delivered to the
Company by its suppliers remains confidential.

Fibria further recommends that its suppliers and service providers, like Fibria itself,
maintain relationship channels with all their stakeholders – direct and outsourced
employees, customers, government, adjoining communities and others – so that they
can take preventive measures on the identification of any violations occurring in their
business, aiming to minimize internal or external problems that breach the ethical
standards, laws, regulations and procedures to which the supplier is also subject.

The values and guidelines expressed in the Company’s regulations are also designed
to ensure that our clients operate in accordance with basic human rights, given that
we are an important link in the productive chain. Fibria is fully committed to the
development of products with a high social and environmental performance, which
do not affect, among others, aspects related to personal safety or the environment.

- **Local, indigenous and traditional communities:**

Fibria is committed to the social and economic development of its adjoining
communities.

It is also committed to ensuring the social legitimacy of its business by strengthening
long-lasting relations with these communities and ensuring that their interests are an
integral part of the way in which it conducts and manages its business. Community
relations should take the specific nature of the different realities and stakeholders
into consideration, valuing and prioritizing the proactivity of those involved, the
construction of social capital, and the building of citizenship and self-esteem. They
should also encourage and strengthen local networks in order to promote dialogue
and solidarity among the parties.

All the Company’s direct or outsourced employees, as well as its managers,
representatives and service providers must act in total accordance with Fibria’s values
and maintain permanently open dialogue channels with all its adjoining communities,
this relationship to be free of any form of discrimination. Fibria also encourages its
employees to take part in volunteer programs.

- **Government and society:**

Fibria respects the legislation and all levels of government authority and affirms its
engagement with government and society as a whole in order to promote the
observance of human rights in the areas where it operates. In order to do so, it
maintains open communication channels and focuses on long-term relationships.

*Communication and Complaint Mechanisms:*
Acts that violate the basic principles of human or labor rights or breach the rules of Fibria’s Code of Conduct and other guiding principles, as well as unforeseen cases, should be reported to those in leadership positions or to the Ombudsman.

Whenever it becomes apparent that a violation of this Human Rights Policy, or of the Code of Conduct or other internal regulations, has been committed by the Company’s direct or outsourced employees, third parties, service providers, managers or representatives when exercising their professional duties at Fibria, said violation must be communicated so that the appropriate measures can be taken, thereby preserving the Company’s business, reputation and responsibility as a social agent.

**Scope of Application**

This position applies to Fibria and its subsidiaries, all its direct and outsourced employees, suppliers, managers, representatives, service providers and other commercial partners and should serve as the parameter for all decisions and actions within the context of the Company’s operations or in its name.

**Alignment of Management Practices**

Our human rights management practices are aligned with the UN Guiding Principles on Human Rights, the Universal Declaration of Human Rights and the United Nations Global Compact. This position should be considered in conjunction with other Fibria regulations regarding the conduct of its business, which support and supplement these practices, such as the Code of Conduct, the Sustainability Policy, the Procurement Policy and the Timber Acquisition Policy.

*International standards on which our policy is based:*

- The UN’s International Declaration of Human Rights
  - Universal Declaration of Human Rights
  - International Covenant on Civil and Political Rights
  - International Covenant on Economic, Social and Cultural Rights
- UN – Guiding Principles on Business and Human Rights
- UN – 2030 Agenda: 17 Sustainable Development Goals
- Voluntary Principles on Security and Human Rights
- ILO (International Labour Organization) – Fundamental Conventions (Conventions 29, 87, 98, 100, 105, 111, 138 and 182)
- IFC (International Finance Corporation) – Performance Standards
- GRI – Global Reporting Initiative (G4 Guidelines)