

SUZANO SUPPLIER

Human Rights Manual

GUIDE TO PRACTICES AND RESPONSIBILITIES FOR AN ETHICAL AND SUSTAINABLE PARTNERSHIP



WELCOME!

At Suzano, sustainability is part of our way of doing business.

We believe that, to make a truly positive impact on society, we need to have partners who share the same values. This material was created especially to support you, our supplier, in this journey with us, **promoting fairer, safer, and more responsible relationships.**

More than a set of rules and responsibilities, this material is a practical tool for your day-to-day routine. It was designed to facilitate the understanding of the topics, guide decision-making, and strengthen the partnership between Suzano and its suppliers.

Together, we can transform challenges into sustainable solutions and create value for everyone!

4	What should you learn from this material?	14	Communication Channels
5	Glossary and Concepts	15	Compliance Checklist
8	Governance at Suzano	16	Important Materials
9	Roles and Responsibilities of the Supplier	17	Suggestions for Improvement
10	Good Practices	18	Conclusion
13	How to Identify Risks and Take Action		

CONTENTS

What should you know by the end of this material?

The eBook was designed to support mainly three key audiences in our partnership journey: supplier company managers, Suzano managers and third-party employees.

After reading this, we hope that:

Supplier company managers

- Understand the commitments that their companies and employees have with Suzano.
- Act to ensure the fulfillment of these commitments in daily life.
- Contact Suzano in the event of emergencies, irregularities, or other challenges that may affect the partnership.

Suzano Managers

- Understand the commitments made by the suppliers and by Suzano.
- Act as partners, promoting and supporting the fulfillment of these commitments.
- Serve as a bridge between suppliers and Suzano's internal areas, providing support for inquiries and continuous improvements.
- Understand your responsibility in monitoring the fulfillment of these commitments.

Third-party employees

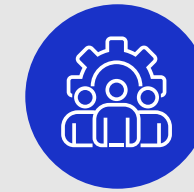
- Know your rights and duties when providing services to Suzano.
- Be aware of Suzano's contact and reporting channels and use them whenever necessary.
- Contribute to the strengthening of commitments in your daily work.

GLOSSARY AND CONCEPTS



Human Rights

A set of rights guaranteed to all people, including the rights to life, liberty, health, work, safety, the preservation of their livelihoods and culture, and a healthy environment.



Mitigation

Measures to reduce the chance of a negative impact happening or to lessen its severity.



Human rights due diligence

A continuous management process aimed at ensuring the company respects human rights by identifying and assessing risks, preventing negative impacts, and, when necessary, providing remediation.



Reparation

Solutions or compensations for people affected by negative impacts on their rights.



Prevention

Actions and controls created to prevent risks to human rights from materializing.



Activities, processes or operational fronts

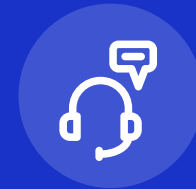
Stages and actions that are part of the company's day-to-day operations.

GLOSSARY AND CONCEPTS



Value chain

Network of partners and processes that participate in the creation, delivery, and consumption of products or services.



Complaint mechanisms

Formal channels where individuals or groups can report concerns or impacts suffered due to company actions.



Rights Holders

Individuals whose human rights are protected by law—this does not include companies or organizations.



Community

A group of people living near the company's operations and sharing communal spaces and services (such as schools or health clinics).



Stakeholders

People and groups affected by or who can affect the company's activities, such as employees, communities, customers, suppliers, government, NGOs, etc.



Stakeholder engagement

Continuous process of dialogue with different groups to understand concerns and include them in the company's decisions.



Traditional Peoples

Groups with distinct cultural identities who maintain a close relationship with their land and natural resources, such as Indigenous peoples, quilombola communities, artisanal fishers, and extractivists.

The **human rights** are universal and are applied to all people and communities to guarantee the right to a dignified, free and equal life. On the other hand, **environmental rights** deal with the protection of the environment and the responsible use of natural resources, including the right to a balanced and healthy environment.

In companies, respecting human rights means:

- Ensure decent working conditions;
- Address discrimination and prevent adverse impacts on Traditional Peoples and local communities surrounding our operations;
- Prevent, mitigate, and, when necessary, remediate environmental harm such as illegal deforestation, wildfires, and pollution;
- Act responsibly along the entire value chain.

Every company can impact human rights — positively or negatively. For this reason, it is essential to act responsibly and map any risks related to the operation. A **human rights due diligence** is the name given to this ongoing effort to assess, prevent, and respond to these impacts. In addition to complying with the law, this practice strengthens the company's reputation and builds relationships of trust with all groups.

CONCEPTS

Governance at Suzano

At Suzano, governance in human rights and the environment is a commitment that is part of our business strategy. More than an ethical commitment, it helps us reduce risks, ensure good practices, and strengthen trust with our partners.

Our management model follows international references, such as:

The image shows a grid of six white boxes, each containing a logo and text. A mouse cursor is pointing at the bottom-right box. The boxes are arranged in two rows of three. The top row contains: 1. UN logo with text 'Principles of the Global Compact;'. 2. ILO logo with text 'UN Guiding Principles on Business and Human Rights;'. 3. FSC logo with text 'ESG certifications (such as FSC and Cerflor);'. The bottom row contains: 4. PEFC logo with text 'ESG certifications'. 5. SDG logo with text 'Sustainable Development Goals (SDG) of the 2030 Agenda;'. 6. CSDDD logo with text 'European Union's Guidelines on Due Diligence.'.

We have policies, monitoring systems, reporting channels, and ongoing actions to prevent, mitigate, and correct negative impacts. In addition, our ombudsman channel is available in Portuguese, English and Spanish, in addition to having accessibility resources for blind people.

Suzano has a team dedicated to the topic and promotes alignment between various areas of the company to ensure that sustainability and respect for human rights are present in all decisions and operations.

We also expect this commitment from our suppliers. That's why:

- We oversee the legal compliance of our partners.
- We demand adherence to the Supplier Code of Conduct;
- We do not tolerate practices such as child labor, forced labor, or any form of exploitation.

We want to move forward together with those who share our values and are committed to ethical, sustainable and responsible practices.

Roles and Responsibilities of the Supplier

At Suzano, we believe that strong partnerships are built with dialogue, responsibility, and mutual trust. As our partner, your role is essential for us to evolve together.

Therefore, in your role, it is crucial to adopt the following practices:

- Conduct your operations in accordance with the best practices and principles outlined in this guide.
- Promptly communicate to Suzano any situation involving deviations, risks to workers, or other irregularities, so that we can act together.
- Provide communication channels for your employees and stakeholders, either by publicizing Suzano's Ombudsman Channel or using your own channel.

Our partnership is based on shared responsibility. Just like suppliers, Suzano advises its managers to closely monitor contracts and support solutions to any challenges with the Supplier Management area.

Remember that Suzano's Ombudsman Channel is always available to receive reports of any nature, promoting an environment of trust and transparency.



Good Practices

A commitment by all

At Suzano, good practices mean acting with integrity, respecting the law, people, and the environment. This involves complying with local standards and internal policies, especially on the topics related to human rights, safety, environment, and sustainability.

Following these practices avoids risks, protects the supply chain, and strengthens relationships based on responsibility. To make this process easier, Suzano has introduced the Golden Rules: six essential commitments that require top priority.

All of these are based on and described in detail in the documents listed below:

- Supplier Code of Conduct
- Sustainable Procurement Policy
- Human Rights Policy
- Policy on Relations with Indigenous Peoples and Traditional Communities

To make it easier to understand, we have divided the rules into two main pillars: **Environmental and Social**. Let's check them out.

Environmental

It represents the commitment to the preservation of nature and the responsible use of natural resources.



1

No illegal deforestation or misuse of fire.

Do not provide Suzano with raw materials and/or products produced in an area subject to the removal of native vegetation and/or with the use of fire in a specially protected area and/or Legal Reserve without the prior and express authorization of the competent environmental agency and the respective adoption of required compensation and/or recovery measures.

2

Activities with polluting potential require a valid license.

Do not develop potentially polluting activities without the appropriate environmental licensing and/or in violation of the environmental license obtained for properties where Suzano develops activities.



3

Waste must be disposed of correctly.

Transporting, dumping and/or depositing hazardous or non-hazardous waste without the appropriate environmental license and/or authorization or in violation of its conditions.

Social

It reflects unconditional respect for human rights and communities.

4

Forced labor or practices akin to slavery are unacceptable.

Do not engage in, permit, tolerate, or support—in any location or contractual relationship outside Suzano—the use of forced, compulsory, or coerced labor (including through violence, intimidation, debt bondage, or threats), nor any conditions that are legally recognized as analogous to slavery, or any work situations that violate the physical integrity and dignity of workers.



5

Child labor is prohibited by law.

Do not permit, tolerate, or support, including in locations and/or other contractual relationships outside Suzano, any form of work involving children or adolescents below the minimum legal age, or in violation of the legal conditions for such employment.

6

Respect for Indigenous peoples, traditional communities, and local populations.

Respect native peoples, including indigenous peoples, quilombola communities, traditional communities, and also local communities, ensuring that their activities, directly and/or indirectly, do not negatively affect the traditional livelihoods of these peoples, including but not limited to carrying out Free, Prior and Informed Consent ("FPIC") when applicable and not engaging in land and/or armed disputes.





How to identify risks and take action

To ensure a safe, ethical and compliant environment, it is essential that situations of risk or misconduct are identified in advance or, if impossible, quickly communicated.

If you, as a third-party employee, witness situations like improper waste disposal, the lack of individual or collective protective equipment, cases of disrespect or harassment, or accidental damage to protected environmental areas, **it is important to take action.**

What to do:

- Promptly inform the Suzano manager responsible for the operation
- Also use the available communication channels, such as Suzano's Ombudsman Channel.

Communication Channels

We value transparency and open dialogue; therefore, we maintain accessible channels so that employees, service providers, and other stakeholders can send complaints, questions, suggestions, or opinions about our activities.

These communications can be made through our call center or via e-mail: suzanoresponde@suzano.com.br.

- 0800 771 4060
- suzano@denuncias.contatoseguro.com.br
- "Contato Seguro" (Safe Contact) App
- "Contato Seguro" (Safe Contact) Portal

We also offer a Whistleblowing Channel, available to internal and external publics, which ensures privacy, security, and confidentiality. It can be used to report any irregular situation, especially cases related to:

- Human Rights
- Code of Ethics and Conduct
- Anti-Corruption, Information Security, Diversity, and Inclusion Policies

Important: Suzano does not tolerate any type of retaliation against those who raise legitimate concerns. We want to ensure a safe environment so that everyone feels comfortable speaking up, whenever necessary.

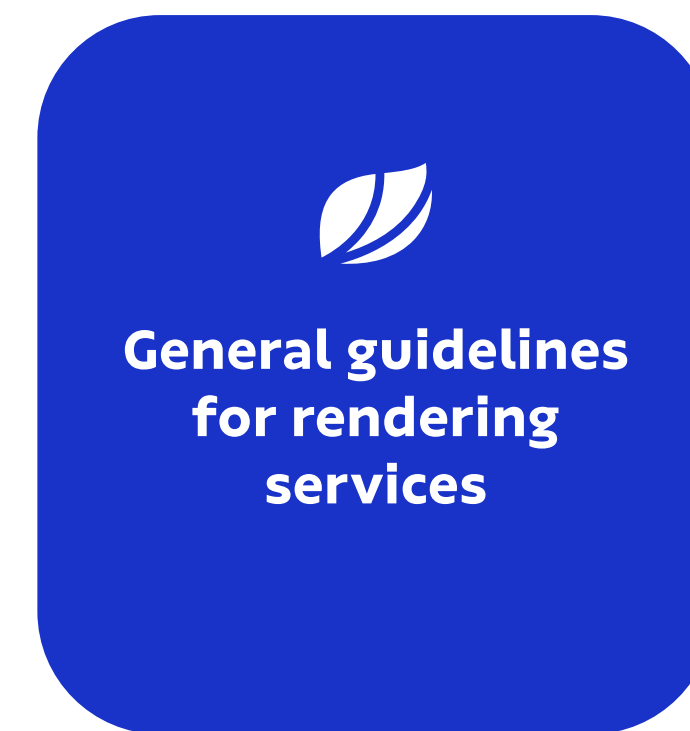
Compliance Checklist

Use this space to reflect on your performance and identify points for improvement. Check "Yes" or "No" for each question and, if necessary, make notes to plan the next steps.

COMPLIANCE	YES	NO	NOTES
Does my company respect Suzano's Golden Rules and follow environmental and labor laws?			
Are the operations we carry out for Suzano free of child, forced or slavery-like labor ?			
Do we have processes in place to identify and report environmental or social incidents , should they occur?			
Do our employees and teams know and have access to Suzano's whistleblowing and communication channels ?			
Do we adopt policies and practices to ensure respect for Indigenous peoples and traditional communities in the areas where we operate?			

Important Materials

To support compliance with best practices and facilitate decision-making in daily activities, Suzano provides various documents for consultation whenever necessary. These materials provide detailed guidance on ethical conduct, sustainability, health and safety, relationship with communities and other fundamental guidelines for responsible action. **To access them, just click on the cards below:**



Suggestions for Improvements

An ethical and sustainable partnership is built with real actions in day-to-day life. This space is for you to note ideas, practices, and initiatives that you already apply or intend to implement in your company.

You can note down everything that can enhance your performance, from simple adjustments to more structural changes. The objective is to create a **plan for continuous improvement**, aligned with the commitments we share.

SPACE FOR NOTES

Walking side by side

More than just following rules, what we seek is to build partnerships based on trust, respect, and purpose. Each supplier plays an essential role in this journey, and with everyone's collaboration we can generate real positive impacts for people, the planet and the businesses.

Suzano is not here to dictate paths, but to walk alongside you. We want to support conscious decisions, encourage good practices, and ensure that everyone involved acts with responsibility and integrity.

We move forward together, evolving step by step, with the courage to do the right thing and commitment to a fairer and more sustainable future!



