

Título:	Policy on Diversity and Inclusion		
Área emitente:	00.Políticas Corporativas	Data:	Dec 26, 2019
Código:	PC.00.0010	Revisão:	0

Summary

1 - PURPOSE.....	1
2 - REFERENCE DOCUMENTS.....	1
3 - TERMS, DEFINITIONS AND ABBREVIATIONS	1
4 - PRINCIPLES.....	2
5 - HOW WE DO IT	2
6 - RESPONSIBILITIES.....	4
7 - APPROVAL OF POLICY.....	4
8 - VIOLATION OF POLICY.....	5
9 - FINAL CONSIDERATIONS	5
10 - ANEXOS.....	5

1 - PURPOSE

This policy determines the guidelines that will govern Diversity and Inclusion initiatives in all operations across Suzano S.A.

2 - REFERENCE DOCUMENTS

- Code of conduct of Suzano S.A.
- Booklet on Diversity and Inclusion

Título:	Policy on Diversity and Inclusion		
Área emitente:	00.Políticas Corporativas	Data:	Dec 26, 2019
Código:	PC.00.0010	Revisão:	0

3 - TERMS, DEFINITIONS AND ABBREVIATIONS

3.1 Diversity

Refers to the unique aspects existing in our society.

3.2 Inclusion

The capacity to understand and recognize the other and, thus, have the privilege to live and share with people that are different from us, incorporating diversity without any type of distinction.

3.3 Affinity Group (AG)

Group of people with active participation, promotion of project actions among employees and other directors.

3.4 Intersection Group (IG)

Group that provides support to the project, bringing proposals and enabling actions.

4 - PRINCIPLES

To have an inclusive environment that favors diversity, because it strengthens us, always seeking to:

- Build an environment based on respect for differences, equilibrium and wellbeing, laying the foundation for harmonious and healthy coexistence among our employees and other stakeholders so that everyone can feel included, supported and heard, regardless of the characteristics that make each one of us unique;
- Repudiate any prejudiced or discriminatory behavior or harassment and react in accordance with the Code of Conduct of Suzano S.A.;

Título:	Policy on Diversity and Inclusion		
Área emitente:	00.Políticas Corporativas	Data:	Dec 26, 2019
Código:	PC.00.0010	Revisão:	0

- Maintain an environment where employees are certain that essentially personal issues such as origin, age, sexual orientation, gender, ethnicity, religion, family background and aesthetics do not influence their evaluation as professionals or affect their access to development opportunities;
- Understand the specific needs of all employees with deficiency or other conditions/characteristics and provide the appropriate conditions for them to perform their tasks.
- Have diversity as a strategic pillar for our business development.

5 - HOW WE DO IT

We promote diversity and inclusion through initiatives designed to expand the representation of diverse groups, respect for individuality and freedom of expression of our employees, service providers, suppliers, communities and other stakeholders.

For this purpose, we established an internal commission, called the Plural, with the following governance structure:

Chief People & Management Officer

Diversity and Inclusion Area				
Commission				
Executive Officer Sponsor of Plural				
Women AG Officer Sponsor	LGBTI+ AG Sponsor Officer	Black People AG Sponsor Officer	Generations AG Sponsor Officer	PWD AG Sponsor Officer

Título:	Policy on Diversity and Inclusion		
Área emitente:	00.Políticas Corporativas	Data:	Dec 26, 2019
Código:	PC.00.0010	Revisão:	0

Work Group				
Employees Benchmark IG	Employees HR IG	Employees Communication IG	Employees Ethics IG	Employees Legal IG
Employee Manager	Employee Manager	Employee Manager	Employee Manager	Employee Manager
Employee Leader	Employee Leader	Employee Leader	Employee Leader	Employee Leader
Employees Allied Ambassadors	Employees Allied Ambassadors	Employees Allied Ambassadors	Employees Allied Ambassadors	Employees Allied Ambassadors

The Plural Committee has the following responsibilities:

- To encourage debate on diversity and inclusion.
- To influence the culture and promote education on the topic.
- To roll out initiatives to leverage climate change, making it increasingly inclusive;
- To monitor compliance with public commitments to Diversity and Inclusion that we are signatories to.
- To define programs and targets for each affinity group, a process currently under development and expected to be launched in 2020.
- Create affinity groups and propose strategies to the management of Suzano S.A. regarding these topics.

We maintain processes that help protect our diversity and inclusion principles, including a code of conduct on which all employees are trained, and channels for anonymous reports, which are investigated by a Conduct Management Committee.

Título:	Policy on Diversity and Inclusion		
Área emitente:	00.Políticas Corporativas	Data:	Dec 26, 2019
Código:	PC.00.0010	Revisão:	0

Having in mind that diversity needs an inclusive environment to thrive, we have adopted the following initiatives:

- Career transition program.
- Home office.
- No dress code, respecting the safety rules of our units;
- Programs to support our employees in special moments of their personal lives, such as during pregnancy, through prenatal, postpartum, nutritional and psychological support programs.
- Breastfeeding/lactation rooms.
- Leave for same-sex marriage.
- Leave for mothers and/or fathers in case of adoption: 4 months, extendable for 2 more months.
- Viver Bem (Live Well) Program: employees and their families have access to a channel through which they can obtain, anonymously, support for personal or professional issues in diverse specialties, such as psychology, social assistance, legal advice, financial planning and nutrition.
- Projects to train youth from communities in order to offer opportunities for change and a better future.
- Workshops, training sessions and discussions on Diversity and Inclusion.
- Sharing inspirational stories of our employees about overcoming personal and professional challenges.

6 - RESPONSIBILITIES

The People & Management Department, the Diversity and Inclusion area, together with the Plural Group, is responsible for content development, revision and dissemination of this Corporate Policy.

Título:	Policy on Diversity and Inclusion		
Área emitente:	00.Políticas Corporativas	Data:	Dec 26, 2019
Código:	PC.00.0010	Revisão:	0

7 - APPROVAL OF POLICY

This Policy is valid from the date of its approval by the Board of Executive Officers of Suzano S.A.

The Board of Executive Officers of Suzano S.A. has exclusive powers to amend, in any event, this Policy.

Note1: if required, copies of decisions about amendment or revision of this Policy may be sent to stakeholders.

8 - VIOLATION OF POLICY

Any violation of this Policy must be reported through the Ombudsman's confidential channel and treated in accordance with the Code of Conduct of Suzano S.A.

- Telephone in Brazil: 0800 771 4060
- Telephone abroad: check the specific number on the website
- E-mail: ouvidoriaexterna@austernet.com.br
- Website: www.suzano.com.br, link: "Ombudsman"
-

9 - FINAL CONSIDERATIONS

Additional guidelines and instructions on diversity and inclusion can be found in the Booklet on Diversity and Inclusion of Suzano S.A.

Want to know more about Plural - Send an e-mail to plural@suzano.com.br

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10 - ANEXOS
