

Human Rights Policy

Objective

This Human Rights Policy aims to reaffirm Raízen's commitment to respecting, promoting, and protecting human rights across all its operations and business relationships. It seeks to guide the conduct of employees, suppliers, business partners, and other stakeholders, in alignment with the UN Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights, and the Conventions of the International Labor Organization (ILO).

Scope

This policy applies to Raízen, all companies under its control, suppliers, business partners, and service providers, as well as to all their respective employees.

Review History

Version	Date	Changes
V.1	09/01/2023	Initial publication of the policy
V.2	02/24/2026	<i>General content review</i>

1. Guidelines

1.1 Child Labor and Sexual Exploitation of Children and Adolescents

We prohibit child labor and require compliance with the minimum age established by applicable legislation and ILO Conventions. The minimum ages observed are: 14 years for apprentices, 16 years for regular non-hazardous work, and 18 years for general activities. The sexual exploitation of children and adolescents is strictly prohibited, as is any practice that compromises their physical, psychological, moral, or social development.

1.2 Forced Labor and Human Trafficking

We do not tolerate any form of forced or compulsory labor, or labor involving coercion, threats, or intimidation. No service may be required from any worker without their free and informed consent. For these reasons, we strictly prohibit labor under conditions analogous to slavery and human trafficking.

1.3 Freedom of Association and Collective Bargaining

We respect the right of all workers to freely associate, to join or not join labor unions, and to participate in collective bargaining or other union activities. Retaliation or reprisal for exercising these rights is not tolerated.

1.4 Discrimination and Harassment

We are committed to maintaining work environments free from discrimination and harassment. Decisions related to hiring, compensation, and promotion must be based on qualifications and performance, without discrimination based on age, gender, race, disability, or beliefs. We do not tolerate abusive, hostile, intimidating, humiliating, or violent behavior that degrades the work environment or causes physical or psychological harm. Disciplinary practices that violate human dignity, including physical punishment or degrading or humiliating treatment are strictly prohibited.

1.5 Diversity

We promote an inclusive environment with equal opportunities and appreciation of diversity, encouraging representation and the development of different groups within the company.

1.6 Occupational Health and Safety

We maintain high standards of physical and psychological health and safety at work, preventing accidents and occupational illnesses through risk management programs and controls.

1.7 Data Protection Rights and Responsible Use of Artificial Intelligence

Raízen recognizes that the digital era requires respect for new rights, especially those related to privacy, data protection, and the ethical use of artificial intelligence. Accordingly, we value privacy and human dignity by establishing appropriate protection and security standards compatible with the personal data we process, in compliance with the Brazilian General Data Protection Law (Lei Geral de Proteção de Dados – LGPD), as well as applicable international standards.

Raízen is committed to observing the principles related to the processing of personal data, such as purpose limitation, adequacy, necessity, transparency, security, prevention, and accountability, ensuring that our practices are ethical and aligned with human and fundamental rights. For more information on how we process personal data, please refer to our Privacy Policy.

Regarding the use of artificial intelligence, Raízen adopts market best practices to ensure ethical, responsible use aligned with fundamental human rights. To this end, Raízen works with recognized, market-leading technology providers that operate under rigorous standards of security, privacy, data governance, bias mitigation, and prevention of automated discrimination, in compliance with the Brazilian General Data Protection Law (LGPD) and other applicable regulations. Accordingly, Raízen is responsible for managing and monitoring the use of such solutions, as well as leveraging available resources to guide their use in alignment with its internal policies and the principles of ethics, responsibility, and non-discrimination.

1.8 Relationship with Indigenous Peoples, Traditional Communities, and Stakeholders

We recognize and respect the rights of Indigenous Peoples and traditional communities, acting responsibly in relation to land use and natural resources. We also seek to consider the perspectives of stakeholders and the communities in the territories where we operate and, when appropriate, to engage in dialogue aimed at creating solutions that address shared interests.

1.9 Compensation and Working Hours

We are committed to fair compensation and compliance with working hours and minimum standards established by law and collective bargaining agreements.

1.10 Anti-Corruption and Anti-Bribery

We do not tolerate corruption or bribery in any form, particularly in matters related to land and natural resources.

1.11 Human Rights Due Diligence

Prior to entering any relationship with third parties, we subject the counterparty to Raízen's value chain integration process, which includes conducting due diligence to identify and prevent reputational and legal risks, including potential human rights violations, in line with market best practices.

In addition, counterparties are subject to ongoing monitoring conducted by the Compliance function in order to identify, prevent, and mitigate potential human rights violations throughout the business relationship.

2. Training and Awareness

All employees have access to Human Rights training offered through Raízen University – UR Digital, as well as educational materials that reinforce ethical, inclusive, and respectful practices.

3. Consequence Management

The violation of the rules and guidelines set forth in this policy will be properly investigated and may result in sanctions, which can include disciplinary measures, termination of employment, and administrative, civil, or criminal actions, among others.

4. Grievance Mechanisms and Whistleblowing Channels

Violations may be reported through the Raízen Ethics Channel, ensuring confidentiality and proper handling:

Link: www.canaldeetica.com.br/raizen

E-mail: canaldeetica@raizen.com

Brazil: 0800-772-4936

Argentina: 0800-345-1701

Paraguay: 009-800-120-004

Houston Trading Office: 1 (800) 509-4201

Ginebra Trading Office: 0800-898-773

SAC:

Available by phone at **0800 728 1616** or via the following link: <https://www.raizen.com/contato/fale-conosco>

5. Roles and Responsibilities

All employees: Comply with this policy, report any potential violations, and act with respect and ethics in all professional relationships.

Leaders and managers: Ensure the dissemination of this policy and promote safe and inclusive environments, preventing inappropriate practices.

Suppliers and partners: Act in compliance with this policy and ensure similar standards throughout their supply chains.

COE Governance: Monitor, review, and propose continuous improvements to this policy.

Ethics Committee: Monitor the investigation of reports and the application of internal policies; deliberate on disciplinary measures in higher-impact cases; monitor the effectiveness of such measures; report failures to the Audit and Integrity Committee; refer cases to competent authorities when applicable; and perform any other duties necessary to fulfill its objectives.

6. References

- Raízen Code of Conduct
- Integrity Policy (PLT.14)
- Diversity and Inclusion Policy (PLT.34)
- External Data Protection and Privacy Policy
- Data Protection and Privacy Policy (PLT.33)
- UN Guiding Principles on Business and Human Rights
- ILO Fundamental Conventions