

Diversity, Equity and Inclusion Policy

Objective

This policy aims to establish guidelines to promote a safe, ethical, and respectful work environment, contributing to diversity, equity, and inclusion. We seek to encourage equal opportunities for all individuals—regardless of gender, gender identity, sexual orientation, ethnicity, disability, age, political opinion, religious conviction, union affiliation, socioeconomic status, or other characteristics that result in unjustified inequality of opportunity or treatment—ensuring they feel respected and valued.

Furthermore, this policy aims to foster continuous awareness and education on topics related to diversity and inclusion, promoting practices that eliminate prejudice and discrimination. We strive to build an organizational culture that values the uniqueness of each individual, encourages collaboration, and strengthens the commitment to achieving common goals in a harmonious and respectful environment.

Scope

This material applies to all employees of Raízen. Its guidelines must be followed across all areas and processes, from hiring to professional development, ensuring an inclusive and equitable environment.

Revision

Version	Dates	Changes
V.1	08/24/2023	Initial publication of the Policy
V.2	10/03/2025	The new PLT.34 - Diversity, Equity and Inclusion Policy consolidates all guidelines related to the theme, replacing the following documents: • PLT.37 - Parenting Policy • PR.RH.A03 - Procedure for the Inclusion of Persons with Disabilities (PWD) Consequently, these documents will be discontinued, and PLT.34 becomes the sole official reference for topics related to Diversity, Equity, and Inclusion.

Diversity, Equity and Inclusion Policy**1. Guidelines**

Diversity, equity, and inclusion go beyond recognizing differences; they involve actively valuing each person in their entirety, considering their experiences, perspectives, and talents, whether visible or invisible.

At Raízen, we believe that a truly inclusive and equitable work environment not only attracts and helps develop talent but also drives innovation and strengthens collaboration.

Our commitment is to build a safe and respectful organizational culture where plurality is actively promoted and all individuals have equal opportunities, regardless of their particularities. We reject any form of discrimination and reaffirm integrity, respect, and equity as fundamental pillars of our operations.

This commitment is reflected in how we interact with our employees, customers, suppliers, communities, and all stakeholders who walk alongside us. To strengthen this commitment, we align ourselves with:

UN Sustainable Development Goals (SDGs): Raízen is committed to 13 of the 17 UN Sustainable Development Goals (SDGs), which seek to improve people's lives and protect the planet. Within this scope, Raízen's Diversity, Equity and Inclusion area is directly connected to the following SDGs:

- **SDG 5 - Gender Equality:** Achieve gender equality and empower all women and girls.
- **SDG 10 - Reduced Inequalities:** Reduce inequality within and among countries.

UN Global Compact: Raízen reaffirms its commitment to the Sustainable Development Goals (SDGs) and the 10 Universal Principles of the UN, which encompass human rights, the environment, anti-corruption, and decent work conditions. By participating in the world's largest corporate sustainability initiative, Raízen strengthens its responsible practices and generates positive impacts on the ESG agenda, contributing to a more just, ethical, and sustainable future.

Human Rights

The Diversity, Equity and Inclusion policy is grounded in the company's Human Rights Policy. At Raízen, we respect and value human rights, as it is through them that human dignity is realized.

The Human Rights Policy establishes guidelines on respecting and promoting human rights, aimed at guiding Raízen's actions both in conducting business and in relations with employees, service providers, suppliers, and communities.

Through these guidelines, it is expected to broaden the understanding of this topic and the need to adopt measures to prevent, mitigate, and, when necessary, remedy human rights violations related to the company's activities.

Diversity, Equity and Inclusion Policy

Raízen understands and acknowledges that its activities have real or potential impacts on various stakeholders, including communities in the areas of influence of its operations. For business sustainability and for respecting diversity, equity, and inclusion, it is essential that human rights are respected, including those of indigenous peoples.

The Human Rights Policy, among other points, establishes that:

- We do not tolerate any distinction, exclusion, or preference based on age, ethnicity, origin, skin color, sex, sexual orientation, gender, disability, nationality, political opinion, religion, union affiliation, or other characteristics that result in unjustified inequality of opportunities or treatment.
- Decisions related to employment contracts, such as hiring, compensation, promotion, and termination, must be made based on objective criteria, such as individual capability and performance.
- Likewise, we do not tolerate abusive, hostile, intimidating, humiliating, and violent behavior that degrades the work environment over time and results in harm to the physical and psychological integrity of individuals.

Basic Rules of Respect and Coexistence at Raízen

At Raízen, we have an essential rule: every behavior, within or on behalf of the company, must adhere to our principles, values, and guidelines. This applies to all relationships with leaders, peers, teams, partners, and third parties.

Promoting an environment based on human rights and integrity means respecting differences, recognizing the uniqueness of each individual, and maintaining an open and respectful attitude toward what is different.

In case inappropriate behaviors occur, they may be identified through various channels, such as:

- Reports via the Ethics Channel;
- Direct communication with Compliance, People (HR), or Leadership;
- Internal controls and audits.

These situations will be analyzed by the Ethics Committee or responsible areas, which will evaluate each case based on gravity, intent, and impact of the conduct.

Raízen guarantees a fair, impartial, and confidential process, and may apply disciplinary or legal measures, always aimed at correcting and preventing new occurrences.

For more details on the application of measures in cases of improper conduct, consult **PLT.25 - Consequences Policy and Disciplinary Measures**.

Equal Opportunities

At Raízen, we offer an equitable and inclusive work environment capable of generating equal opportunities for the most diverse professional profiles. This applies to talent attraction & selection

Diversity, Equity and Inclusion Policy

processes as well as to the recognition and promotion of talents already part of the Raízen team.

Beyond compliance with applicable laws in all countries where we operate, we aim to contribute to the consolidation of rights, with teams whose diversity of profiles makes us even more complete and ready for current and future market challenges.

Examples:

- Strengthening recruitment pipelines focused on expanding representation in selection processes;
- Entry-level programs (apprentices, interns, and trainees) aimed at including individuals from underrepresented groups;
- Code of Conduct aligned with principles of equity and respect;
- Compensation policy focused on promoting pay equity across all genders.

Affirmative Actions

We develop and recognize our employees by providing a safe, collaborative, and ethical work environment. We value a plurality of ideas, marked by a broad and integrated view of our business, capable of turning challenges into real opportunities. Therefore, we understand that, as a company, we must act with a focus on affirmative actions, as shown in the examples below:

- Maintaining an indicator related to meeting target goals for hiring persons with disabilities (PWD) across operational units;
- Publishing job postings/opportunities specifically aimed at hiring individuals from underrepresented groups (gender, ethnic-racial, PWD, and LGBTQIAP+), duly aligned with the prioritization of Raízen's DEI strategic plan;
- Being a signatory to the *Empresa Cidadã* (Citizen Company) Program (extending maternity leave by 60 days, totaling 180 days, and paternity leave by 15 days, totaling 20 days). We value and encourage the formation of emotional bonds and family coexistence between mothers, fathers, and their children (biological or adopted);
- Recognizing gender identity, sexual orientation, as well as the use of social names by the transgender community.

Affinity Groups

Affinity groups are part of Raízen's diversity, equity, and inclusion strategy. Currently, we have 4 groups: Gender, Ethnic-Racial, PWD, and LGBTQIAP+. These groups are formed by employees who voluntarily choose to participate—whether through lived experience, interest, curiosity, or as allies—to act in support of the Diversity, Equity, and Inclusion journey.

Their main responsibilities include:

- Connecting people to provide a safe space for exchange and support;
- Jointly building and validating Diversity, Equity, and Inclusion actions in line with the company strategy;

Diversity, Equity and Inclusion Policy

- Operationalizing internal actions as an execution of the strategy through a tactical work plan;
- Conducting specific campaigns and communications to engage employees and leadership toward a more inclusive environment;
- Carrying out actions, dialogues, and awareness sessions (exchanging ideas, listening to opinions and different perspectives) aiming at the retention and attraction of diverse talent.

To join one or more affinity groups, employees simply need to contact Raízen's Diversity, Equity, and Inclusion team.

Reporting Channels

Whenever you witness a discriminatory act, try to intervene if possible, always seeking a respectful conversation. Remember: dialogue is always the first step and should be encouraged so that such incidents can be resolved between the parties.

Any form of discrimination or harassment can be reported through the Ethics Channel. You can access the Raízen Ethics Channel via toll-free phone at **0800-772-4936**, by email at **canaldeetica@raizen.com**, or via the website: <https://canalconfidencial.com.br/raizen/>.

Anonymity is optional when filing a report, and all accounts will be treated confidentially.

Parental Leave

Becoming a mother or father should not be treated as an obstacle to productivity; on the contrary, it represents a key window of opportunity for employees to develop new competencies. Furthermore, it is important to remember the long-term positive social and economic impacts of allowing a child to grow and develop in a healthy environment. Parental leave is a structural change that values gender equity by redistributing social roles and responsibilities.

Raízen's parental leave policy, offered at the company's discretion, provides:

Days of Leave

Raízen participates in the *Empresa Cidadã* Program; therefore:

- **Mothers:** Have the option to choose between 4 months (120 days) or 6 months (120 days + 60 days extension under the *Empresa Cidadã* Program) of leave.
- **Fathers:** Upon completing a responsible paternity course, have the option to choose between 5 days or 20 days (5 days + 15 days extension under the *Empresa Cidadã* Program) of leave.

The leave duration must adhere to the options established above and cannot be customized based on individual preference.

Diversity, Equity and Inclusion Policy

If both parents are Raízen employees, up to 6 months will be granted to one parent and up to 20 days to the other.

Regarding the period of absence, the scenarios are as follows:

Category	Pregnant/Birthing Parent	Non-Birthing Parent	Adoption	"Solo"
	Leave period	Leave period	Leave period	(Pregnancy or Adoption)
Cis Mother	4 or 6 months	4 or 6 months (5 or 20 days)	4 or 6 months	4 or 6 months
Trans Mother	-	4 or 6 months	4 or 6 months	4 or 6 months
Cis Father	-	5 or 20 days	5 or 20 days	4 or 6 months
Trans Father	4 or 6 months	5 or 20 days	5 or 20 days	4 or 6 months

Additional Scenarios Covered by Raízen:

- 1) Pregnancy with both lactating partners:** One partner will take 4 or 6 months of maternity leave, and the other will take 5 or 20 days of leave. For partners undergoing lactation treatment (proven by medical statement), a lactation break consisting of two 30-minute breaks per day will be granted for 2 months, until the baby reaches 6 months of age. This also applies to a couple composed of a Trans Man and a Cis Woman.
- 2) Same-sex couple with pregnancy of one partner** (pursuant to the Federal Supreme Court - STF ruling on 13/03/2024):
 - Scenario 1 (Both are Raízen employees):* If the birthing partner takes maternity leave, the non-birthing mother is entitled to leave equivalent to paternity leave (5 or 20 days).
 - Scenario 2 (Only one is a Raízen employee):* If the partner has not utilized the benefit (e.g., self-employed, non-working, or unemployed), the non-birthing mother at Raízen is entitled to 4 or 6 months of leave.
- 3) Adoption Cases:**
 - If both are Raízen employees, one partner is entitled to 5 or 20 days of leave (paternity leave criteria), and the other to 4 or 6 months (subject to presenting a declaration). The couple decides who uses the maternity leave benefit and who

Diversity, Equity and Inclusion Policy

uses paternity leave.

- If one person is a Raízen employee and the other is not, the other employer must provide a declaration stating the leave taken so Raízen can confirm the couple's choice and take appropriate action.

Important: Regardless of the child's age, adoption leave is 4 or 6 months.

4) Surrogacy / Altruistic Gestation:

If both are Raízen employees, 5 or 20 days (paternity criteria) are granted to one parent and 4 or 6 months to the other (subject to presenting the request and commitment form for maternity leave extension).

If only one person is a Raízen employee, the other employer must provide a declaration with the relevant details.

5) Premature Babies:

The STF guarantees the right to extend maternity leave for birthing employees/mothers of premature or hospitalized newborns, with the leave officially starting only upon the effective hospital discharge of the newborn. Thus, leave begins only after the discharge of the newborn or mother, whichever occurs last. A medical certificate proving hospitalization and the actual discharge date is required.

6) High-Risk Pregnancy / Prior Absence from Work:

If the pregnant employee needs to be absent prior to delivery due to a high-risk pregnancy or complications exceeding 15 days (per medical evaluation), an application for INSS sick leave (*auxílio-doença*) must be submitted. Social security benefits are non-cumulative; when maternity benefit begins, sick leave is suspended and converted into maternity pay (*salário-maternidade*). Following maternity leave, the employee must undergo a medical evaluation with Social Security doctors.

7) Apprentices (CLT framework):

Apprenticeship is a special employment contract under the CLT:

- An apprentice who gives birth during the contract holds all legal rights guaranteed to pregnant employees, including choosing between 4 or 6 months of maternity leave, or 5 to 20 days of paternity leave under *Empresa Cidadã*.
- Remuneration and job protection are guaranteed strictly during the term of the apprenticeship contract.

8) Interns (governed by Law No. 11,788/08):

- Internships are educational tools aimed at professional training and do not constitute an employment relationship.

Diversity, Equity and Inclusion Policy

- Job stability for pregnant employees under Article 10, II, "b" of the ADCT applies exclusively to CLT employment contracts.
- Interns are not eligible for job stability or statutory employment leaves.

9) Lactation Breaks:

- Job stability for pregnant employees under Article 10, II, "b" of the ADCT applies exclusively to CLT employment contracts.
- Applicable to nursing mothers who opted for the 4-month (120 days) maternity leave.
- Grants 1 hour per day during working hours for breastfeeding/pumping.
- May be split into two 30-minute breaks (at start/end of shift) or taken as 1 hour arriving late / leaving early, until the child reaches 6 months of age.
- The use of the lactation support room for extracting and storing breast milk is encouraged (contact local DAP/HR for details).

If both parents are Raízen employees, up to 6 months will be granted to one parent and up to 20 days to the other.

How to Request Maternity Leave

If both parents are Raízen employees, up to 6 months will be granted to one parent and up to 20 days to the other.

1. The mother or immediate manager delivers the specific medical certificate for maternity leave to the local health clinic/occupational health center.
2. The mother may request the +60 days extension (totaling 6 months) at the start of leave or up to 1 month post-childbirth. If no request is made, 4 months (120 days) will be assumed.
3. Required documents: 120-day medical absence certificate, child's birth certificate, and the extension form (retrievable from the health team).
4. For inquiries, contact the Service Center at (19) 3403-5000 | 70 870 5000 Option 4 or rh.csc@minhati.com.br.

How to Request Paternity Leave

1. To request extended paternity leave (+15 days, totaling 20 days), present the completion certificate of the Responsible Paternity Course available on the UR platform.
2. Access <https://raizen.csod.com/samldefault.aspx?oid=2&returnUrl=%252fDeepLink%252fProcessRedirect.aspx%253fmodule%253d2105> course link:
3. The father must request the extension up to 2 days post-childbirth, proving course completion.
4. Send completion certificate and birth certificate (or judicial custody decree in adoption) to rh.csc@minhati.com.br within 2 days post-birth/custody.
5. For inquiries, contact the Service Center at (19) 3403-5000 | 70 870 5000 Option 4 or rh.csc@minhati.com.br.

Diversity, Equity and Inclusion Policy

How to Process Adoption Leave

1. The process for adoption is handled via INSS (phone, physical branch, or "Meu INSS" app).
2. Insured individuals adopting or receiving judicial custody for adoption are entitled to 120 days of maternity allowance (*salário-maternidade*).
3. Prorogation of +60 days applies under *Empresa Cidadã* (paid directly by Raízen).
4. Maternity allowance is paid by Social Security based on full compensation (for variable pay/VCP, calculated using the average of the last 6 months).
5. If discrepancies occur due to recent pay updates (promotions, collective bargaining), Raízen will bridge the gap until INSS regularizes payments.
6. For custody, present the temporary custody term specifying the beneficiary.
7. For adoption, present the new birth certificate issued post-judicial decision.
8. In case of INSS delays/divergences, Raízen may grant a temporary loan upon proof of benefit application (for vulnerable situations, within 1 month).

Miscarriage / Pregnancy Loss

The WHO defines abortion/miscarriage as the involuntary termination of pregnancy up to the 20th week of gestation (fetal weight approximately 500 grams). After the 20th week, it is legal considered childbirth.

Spontaneous abortion entitles the employee to job protection and 2 weeks of maternity allowance (CLT Art. 395). Childbirth (including stillbirth or infant death shortly after birth) entitles the employee to 120 days of maternity allowance (IN INSS/PRES No. 77/2015, Art. 343, §5) and job stability up to 5 months post-birth (ADCT, Art. 10, II, "b").

- **Days of leave for pregnant employee in spontaneous abortion:** 14 consecutive days from occurrence (per medical certificate).
- **Days of leave for non-gestational parent in surrogacy process:** 5 consecutive days from occurrence (per medical certificate).

How to Request

- Submit a medical certificate or Death Certificate to local DAP/HR.
- For non-criminal abortion with specific ICD (CID) code, 2 weeks of maternity allowance are granted.
- For premature or stillbirth, 120 days are granted automatically without INSS medical evaluation panel.

Labor & Social Security Rights Summary

Situation	Definition	Maternity Allowance	Job Stability	Leave Period	Legal Basus
Spontaneous Abortion	Termination up to 20th week ($\leq 500g$)	2 weeks	Not applicable	14 days (gestational) 5 days (surrogacy parent)	CLT, Art. 395
Childbirth / Stillbirth	Termination after 20th week	120 days	5 months post-birth	Per maternity leave guidelines	IN INSS No. 77/2015, Art. 343, §5 ADCT, Art 10, II, b

Surrogacy: Employees who are not the biological pregnant parent are entitled to 5 days of leave.
Required documentation: Medical certificate stating the date of the event for verification purposes.

Required documentation: Medical certificate stating the date of the event for verification purposes.

People with Disabilities (PWD)

Law 8,213/91 (Quota Law) mandates that companies with 100 or more employees reserve a percentage of positions for PWDs:

- 100 to 200 employees: 2%
- 201 to 500 employees: 3%
- 501 to 1,000 employees: 4%
- 1,001 or more employees: 5%

Law 8,213/91 (Quota Law) mandates that companies with 100 or more employees reserve a percentage of positions for PWDs:

Accessibility

New constructions or renovations must follow the accessibility guide guidelines and apply the Raízen accessibility checklist to ensure safe and inclusive environments.

PWD Quota Monitoring

Managers must track monthly active PWD headcount and team gaps with HR Business Partners (BPs). Legal non-compliance may lead to fines, Conduct Adjustment Agreements (TAC), or Public Civil Actions.

Diversity, Equity and Inclusion Policy**Benefits**

PWD employees do not have distinct corporate benefits, but access external partnerships. Barracred (credit cooperative) offers specialized credit lines. Allya (discount portal) offers prosthesis/orthosis discounts.

Communication

All visual communications (emails, live streams) must incorporate accessibility: #paraTodosVerem image descriptions for screen readers, Sign Language (Libras) interpreters for live events, and captions/voiceovers for videos.

Recruitment & Hiring

- **General non-affirmative postings:** Open to all; disability is not a priority criterion, but accommodations are guaranteed.
- **Affirmative postings:** Exclusive for PWDs with tailored inclusion steps.
- **Self-declared candidates:** Candidates identifying as PWD without immediate medical reports; guided by DEI, Health, Legal, and Data Privacy teams.

Terminations

- **Without cause:** Requires hiring a replacement PWD within the same CNPJ and payroll month prior to termination. Cannot be an internal transfer. Requires endorsement from HR BP, Legal, DEI, and CS confirmation.
- **Rehabilitated / Fixed-term contracts (>90 days, including seasonal harvest workers):** Mandatory replacement applies under the same flow as termination without cause.
- **Resignations:** Replacement is not legally mandatory, but recommended to maintain quotas.

Qualification / Classification (Enquadramento)

Procedure determining if an employee meets legal Quota Law criteria based on medical proof. Voluntary for the employee. Medical team notifies HR BP, who has 10 days to respond before medical team proceeds.

Transportation

PWD employees have priority for reserving automatic fleet vehicles (requires N2 approval + medical report per PLT.06). In cases of unscheduled maintenance or late cancellations, Facilities covers taxi/Uber costs.

Diversity, Equity and Inclusion Policy

Roles and Responsibilities

Area	Responsibilities
Diversity & Inclusion	Manage DEI within the organization, ensuring governance. Define policies/guidelines, monitor indicators, guide business areas, and provide strategic advisory.
Compliance	Monitor policy/legal compliance. Foster affinity groups, awareness events, and training. Investigate ethics reports, establish action plans, and implement corrective measures.
Talent Acquisition (A&S)	Map talent (including PWD), manage selection processes, and ensure accessibility in interviews, dynamics, and onboarding.
HR Business Partners (BP)	Monitor DEI metrics and PWD quotas monthly, provide leadership visibility, and enforce legal compliance.
Leadership	Align with corporate DEI strategy, track quota metrics, identify inclusive openings, and ensure workplace accessibility.
Occupational Health	Evaluate medical reports, monitor PWD health (periodic exams, rehabilitation, classification), implement workplace adaptations, and support inspections.
Legal	Ensure labor law compliance, advise on inspections/fines, track jurisprudence, and represent the company in lawsuits.
Facilities & Safety	Implement physical accessibility improvements in facilities and adapt physical spaces to ensure a safe environment for all employees.

Area	VP Gente/Centro de Expertise de Gente
Policy Owner	Aline Souza Rocha
Approver	Maria Beatriz Souza Barros Rezende

APPENDIX

APPENDIX 01 – Definitions and References

A. Definitions

Ableism: Discrimination, prejudice, or devaluation against persons with disabilities based on limiting beliefs.

Accessibility: Possibility and condition of reach for safe and autonomous use of spaces, furniture, equipment, buildings, transport, and communication systems by persons with disabilities or reduced mobility (Law 13,146/2015).

Affinity Group: Voluntary employee resource groups promoting belonging, community, and strategy feedback (Gender, Race/Ethnicity, PWD, LGBTQIAP+).

Affirmative Actions: Special measures aimed at socially discriminated groups to repair historical social/economic inequalities and equalize opportunities.

Assistive Technology: Devices, tools, strategies, and resources promoting autonomy and functional independence for PWDs.

Autism: Neurodevelopmental condition characterized by challenges in social interaction/communication and restricted, repetitive behavior patterns.

Barriers: Obstacles (architectural, communicational, attitudinal) hindering full societal participation.

Bullying: Aggressive, intentional, direct, and repeated behavior impacting a person's dignity, status, or well-being.

Discrimination: Any distinction, exclusion, or restriction impairing equal recognition or exercise of fundamental rights.

Diversity: Plurality and variety of individual characteristics, backgrounds, and perspectives.

Down Syndrome: Genetic condition caused by an extra copy of chromosome 21.

Equity: Principle recognizing that individuals start from different baseline conditions, requiring tailored support/affirmative action to balance opportunities.

Hearing Impairment: Partial or total hearing loss starting at 41 decibels (dB). Deaf individuals often communicate via Libras.

Inclusion: Active practice of valuing unique characteristics and creating environments where all individuals thrive and contribute fully.

Diversity, Equity and Inclusion Policy

Intellectual Disability: Limitations in cognitive functioning, communication, social skills, and personal care.

Libras Interpreter: Professional translating communication between deaf and hearing individuals using Brazilian Sign Language.

Libras: Brazilian Sign Language, a visual-gestural linguistic system used by the Brazilian deaf community.

Moral Harassment: Repeated conduct undermining emotional balance through acts, words, or gestures aimed at weakening self-esteem or creating severe emotional distress.

Multiple Disability: Combination of two or more disabilities in an individual.

Neurodiversity: Recognition that neurological differences are natural human variations rather than deficits.

Person with Disability (PWD): Individual with long-term physical, mental, intellectual, or sensory impairments interacting with societal barriers.

Personal Data: Information related to an identified or identifiable natural person (name, ID numbers, address, IP, etc.).

Physical Disability: Partial or total alteration of body segments compromising physical function (paraplegia, cerebral palsy, dwarfism, amputation).

Prejudice: Preconceived opinion or judgment formed without prior knowledge or experience.

Psychological Safety: Shared belief that a team is safe for interpersonal risk-taking, voicing ideas, asking questions, and learning from mistakes.

PWD Quotas: Legal requirement mandating companies of a certain size to reserve a percentage of roles for PWDs.

Reduced Mobility: Permanent or temporary limitation in flexibility, coordination, or motor function.

Respect: Fundamental value acknowledging the dignity and worth of every human being across all interactions.

Sensitive Personal Data: Data regarding racial/ethnic origin, religious/political beliefs, union membership, health, sex life, or biometrics.

Sexual Harassment: Unwanted conduct of a sexual nature (verbal, physical, non-verbal) violating dignity or creating an intimidating, hostile, or humiliating environment.

Stereotype: Generalized, preconceived image or belief about a group or individual.

Unconscious Bias: Automatic cognitive shortcuts and implicit stereotypes influencing judgments and actions without conscious awareness.

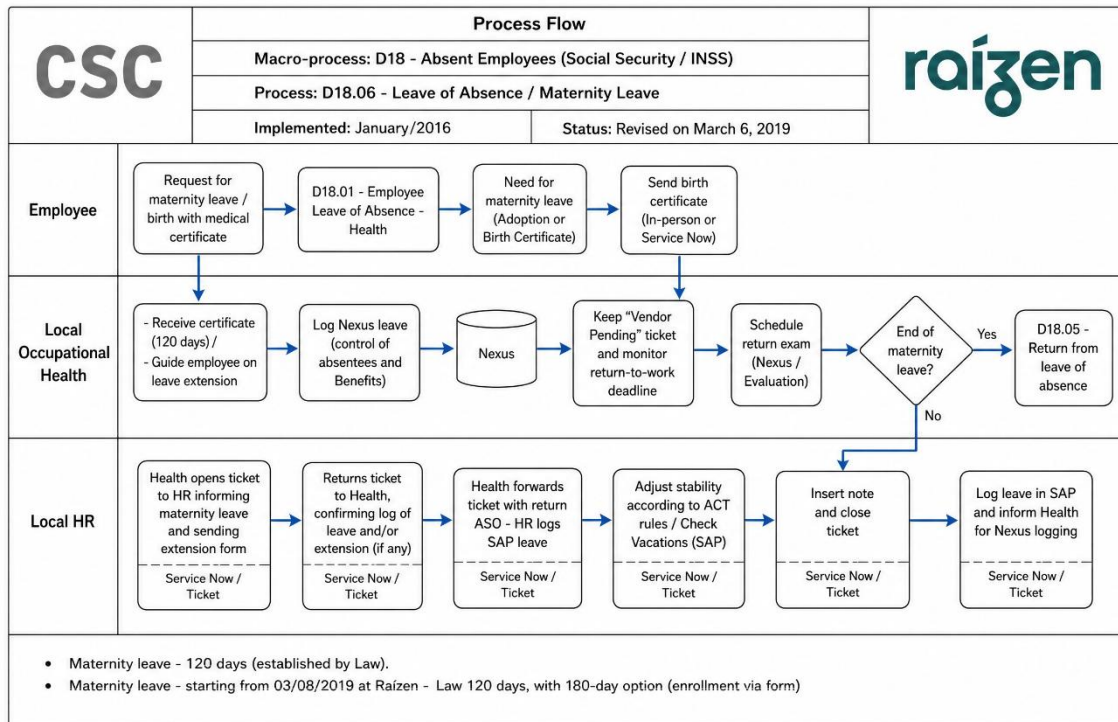
Underrepresented Groups: Socially marginalized groups facing low representation in key societal spheres (leadership, labor market).

Visual Impairment: Encompasses blindness and low vision based on visual acuity levels.

B. References

- Visual Impairment: Encompasses blindness and low vision based on visual acuity levels.
- Raízen Code of Conduct.
- Decree 5,296/04 - Disability Classification Criteria
- Affirmative Openings Guide
- Empathetic and Inclusive Communication Guide
- Law 8,213/91 - Quotas Law
- Law 13,709/18 - General Data Protection Law (LGPD)
- Law 14,768/23 - Hearing Impairment Law
- PLT.09 - Sustainability Policy
- PLT.25 - Consequences Policy
- PLT.14 - Integrity Policy
- PLT.35 - Human Rights Policy
- PLT.06 - Travel Policy
- PLT.31 - Indigenous Peoples Relations Policy
- Raízen Annual Sustainability Report

APPENDIX 02: Maternity Leave Absence Process Flow



APPENDIX 03: Request and Commitment form for the extension of maternity leave



REQUEST AND COMMITMENT FORM FOR MATERNITY LEAVE EXTENSION

I, _____, CS No. _____, RG _____,
CPF _____, employee of _____ (company name),
hereby request, based on Art. 1, I, of Law 11,770/08, the extension of my maternity
leave for an additional 60 (sixty) days, starting immediately after the end of the
maternity leave period provided for in Art. 7, XVIII, of the Federal Constitution.

During the maternity leave extension period, I commit to:

- a) not engage in any paid activity;
- b) keep my child under my care.

I am aware that failure to comply with this commitment will result in the loss of the
right to the leave extension (Art. 4 of Law No. 11,770/2008).

Being the expression of truth, I sign this instrument.

_____ (City), _____ of _____, _____.

Employee's Signature

Note: The mother may request an extension (+60 days, totaling 6 months) upon starting the leave or up to the first month after childbirth. If this request is not made, the maternity leave will be considered to be 4 months.

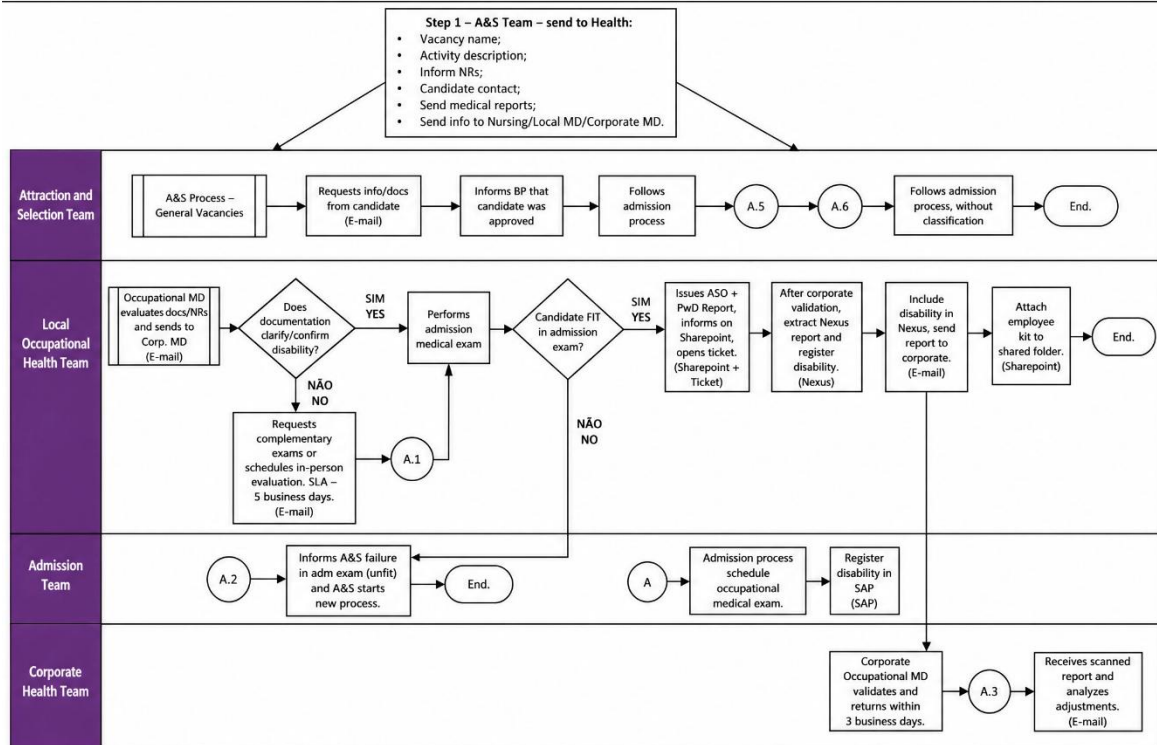
APPENDIX 04: Request and Commitment form for the extension of maternity leave

Macro process: Hiring People with Disabilities – General vacancies (open opportunity) – 2.0

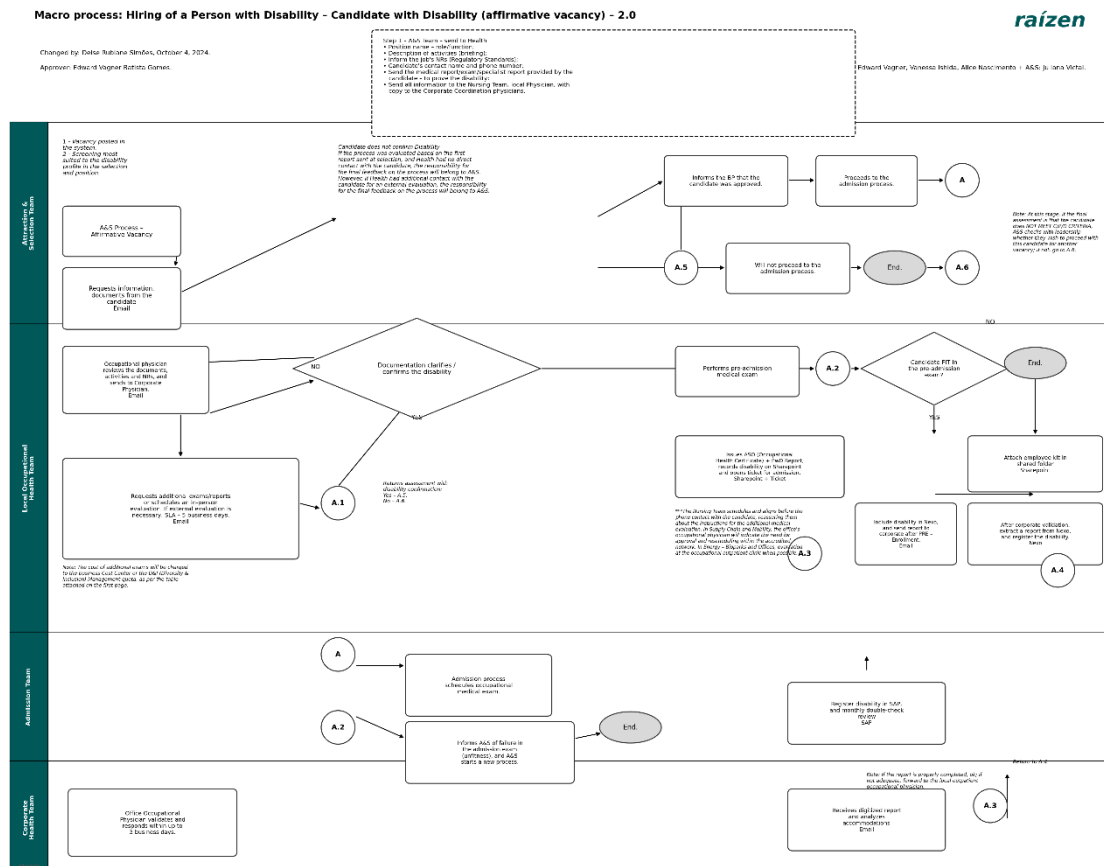
Updated: Deise Rubiane Simões, October 4, 2024.
Approver: Edward Vagner Batista Gomes.

Altered
Approver

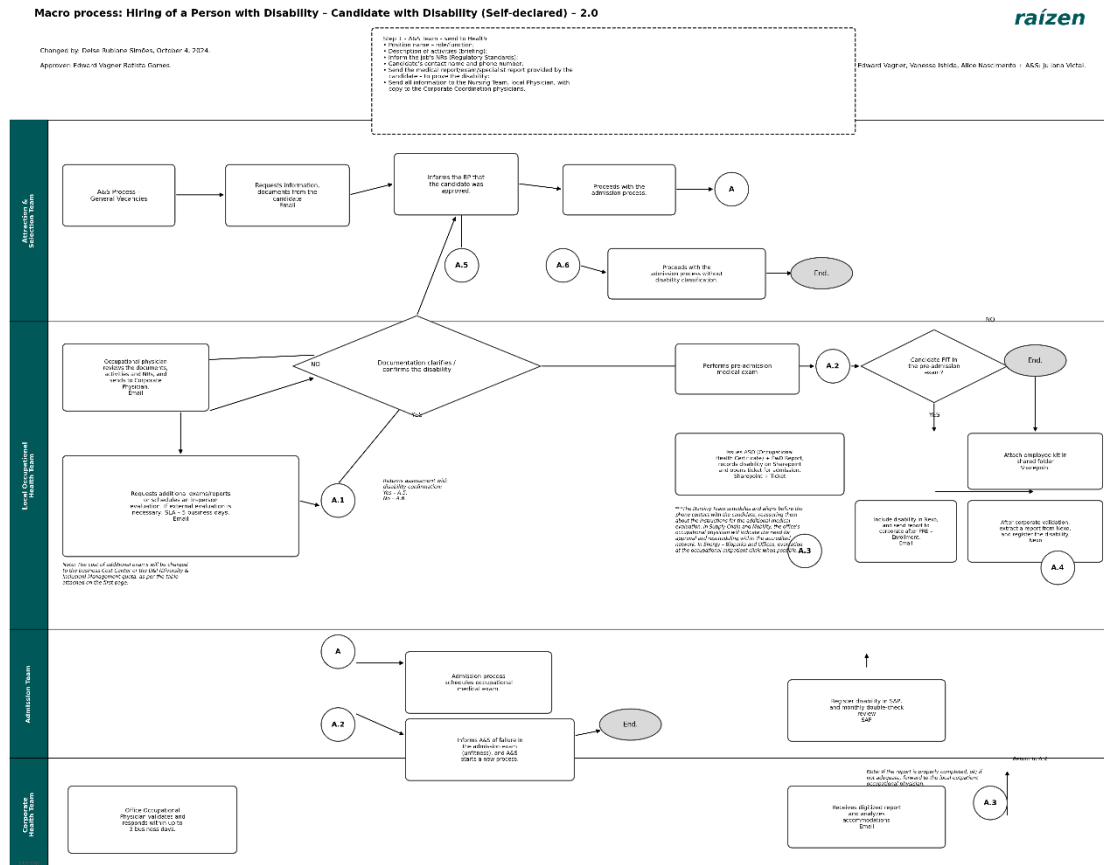
Prepared by: Health: Edward Vagner, Vanessa Ishida,
Alice Nascimento + A&S: Juliana Victal.



APPENDIX 05: Hiring process for persons with disabilities (PwD) – affirmative action vacancies



APPENDIX 06: Hiring process for persons with disabilities (PwD) – self-declared positions



APPENDIX 07: Classification workflow

ANNEX 07 - Classification Flow

Macro process: PwD Classification - 1.0

Changed by: Deise Rubiane Simões, October 4, 2024.
Approver: Edward Vagner Batista Gomes.

raízen

agner, Vanessa Ishida, Alice Reis + A&S: Juliana Victal.

