

Raízen Policy – PLT.47

Health, Safety and Environment Policy



Objective

This Policy aims to establish Raízen's commitments regarding Health, Safety, and Environment (HSE), which must be followed in the conduct of its business, activities, processes, personnel, as well as in Raízen's relationships with its stakeholders.

Scope

This Policy applies to all Raízen businesses and its subsidiaries, covering executives, direct employees, and contractors at all organizational levels.

Revision

Version	Date	Changes
V.5	14/11/2025	Overall revision of items (<i>*first published version</i>)

1. Guidelines

The Health, Safety, and Environment (HSE) Policy is integrated into the way Raízen conducts its business. HSE is a non-negotiable value for the company, and our commitments reinforce a safe, ethical, and sustainable operation.

Each employee and stakeholder is responsible for adopting behavior consistent with a safe environment, regardless of where their activities take place.

Raízen is committed to:

- Promoting the health, safety, and well-being of employees, partners, and surrounding communities, in addition to preserving the environment and the integrity of its assets;
- Integrating health, safety, and environment into the company's strategy, assuming leadership roles that drive best practices across its facilities and operations;
- Encouraging active participation of employees through technical training and awareness on human factors, promoting continuous knowledge in HSE;
- Engaging employees and stakeholders in HSE management, fostering a culture of shared responsibility for health, safety, and socio-environmental performance;
- Promoting operational compliance by adopting a systematic approach to HSE management aligned with legal requirements, applicable regulations, guidelines, and Raízen's standards;
- Implementing actions to prevent, monitor, and control the impacts of activities, ensuring the protection of people, communities, and the environment, as well as efficient use of resources to deliver products and services;
- Promoting the adherence of contractors, partners, and supply chain members to the HSE standards practiced by Raízen;
- Ensure that subsidiaries and controlled companies to apply this policy, using its influence to promote it at other sites;
- Overseeing the development and implementation of solutions related to sustainable development, health, safety, and environment by the Company and its subsidiaries;
- Pursuing continuous improvement in HSE at all levels, ensuring constant progress in these areas.

Health, Safety and Environment Policy

2. Roles and Responsibilities

The Executive Leadership is responsible for:

- Ensuring wide dissemination, communication, and accessibility of the HSE Policy to all employees;
- Ensuring that HSE-related matters are an integral part of the evaluation and decision-making processes for supplier and third-party hiring, as well as for investments, acquisitions, and procurement of goods and services by the Company.

The HSE department is responsible for:

- Coordinating the implementation of this Policy and HSE practices;
- Periodically reviewing and monitoring the practices of this Policy, aligned with business demands.

Other business areas are responsible for:

- Complying with the guidelines established in this Policy during the execution of their activities;
- Ensuring the implementation of environmental, health, and safety practices integrated into the business operations.

ANNEX 01 – DEFINITIONS AND REFERENCES

A. Definitions

This Policy assigns the following definitions to the acronyms and terms listed below:

HSE: Health, Safety, and Environment.

Employees: any person who maintains a statutory or employment relationship with the Company. This definition also includes members of the Board of Directors, Statutory or Non-Statutory Committees, and the Executive Board, as well as contracted workers, apprentices, and interns.

Subsidiaries: companies directly or indirectly controlled by Raízen.

Stakeholders: any individuals or legal entities that have a direct or indirect relationship with Raízen, such as, for example, customers, employees, suppliers, service providers, surrounding communities, among others.

B. References

N/A