



CORPORATE RESPONSIBILITY POLICY

(PRC-4M, April 2025)



The mark of
responsible forestry

FSC®C164512

This document establishes a corporate responsibility framework to guide the operations of 4M Agroflorestal Ltda, demonstrating our commitment to ethics, laws, and the environment. With this policy, we aim to strengthen the company's reputation, attract demanding markets, and contribute to the socioeconomic and environmental development of the regions in which we operate, while promoting a balance between economic growth, environmental protection, and social well-being.

Our Mission

Our mission is to produce forests and timber of excellence, with innovation, efficiency, and responsibility, generating sustainable value for our partners, shareholders, employees, and the environment.

Our Vision

The company's vision is to be recognized as a global leader in sustainable forest management, promoting innovation, profitability, and lasting positive impacts on the environment and society.

Our Objectives

4M Agroflorestal manages its forests with the following objectives:

Innovation, Technology, and Quality – to implement technological solutions to optimize processes, aiming to increase forest productivity and efficiency in sawmill timber processing, with high technology and quality standards.

Environmental Conservation – to reduce environmental impacts through responsible forest management, biodiversity preservation, and efficient use of natural resources.

Social Development – to foster initiatives that value employees, promote fair working conditions, and encourage local development.

Transparency and Ethics – to maintain a strong commitment to good corporate governance practices, ensuring transparency and integrity in operations.

Our Values

Our corporate responsibility is based on values that guide all our actions and decisions. We work daily based on the following principles:

- Respect human and labor rights unconditionally, ensuring a safe, fair, and inclusive work environment.

- Assume our social responsibility by implementing initiatives that improve the quality of life in the communities where we operate.
- Promote sustainability by applying environmental protection measures in all our operations.
- Pursue financial and economic viability by using resources efficiently and conscientiously.
- Invest in research and innovation, always with a mindset of continuous improvement and openness to new solutions.
- Maintain a commitment to quality, ensuring excellence in both processes and products.
- Work continuously to improve our processes, with constant monitoring and planned critical reviews.
- Act ethically and transparently in all our activities.
- Strictly comply with laws and regulations, aligning our management with best national and international practices.

Respect for Labor Rights and Combating Discrimination

4M adheres to the FSC® Core Labour Requirements and the ILO conventions, reinforcing its commitment to ensuring decent working conditions and eliminating all forms of exploitation.

The company respects workers' rights to associate, participate in collective bargaining, and be treated fairly and equally. In addition, it strictly complies with all labor laws. Our main principles are:

- Total prohibition of child labor and conditions similar to slavery
- Guarantee of equal opportunities for all, without discrimination
- Promotion of a work environment that encourages quality, strong performance, and business growth
- Commitment to a safe work environment, adopting strict accident prevention measures
- Respect for union freedom and the right to collective bargaining
- Transparent and direct relationship between the company and its employees
- Occupational health programs, with regular medical monitoring and actions aimed at the physical and mental health of workers
- Fair compensation policy, based on industry salary averages, reinforcing the appreciation of professionals

Social Responsibility and Community Relations

We prioritize hiring local employees and purchasing goods and services from nearby regions, reinforcing our commitment to the economic and social development of the areas in which we operate. We also strive to maintain a strong relationship with neighboring communities,

avoiding conflicts and always promoting dialogue. This stance reflects our concern in building a positive image and strengthening trust-based relationships with all stakeholders.

To enhance our positive social impact, we focus on initiatives that help strengthen local communities. Our main actions include:

- Developing and supporting environmental education and professional training programs.
- Supporting social inclusion projects and improvement of community infrastructure.
- Strengthening the local economy by encouraging job creation and establishing strategic partnerships with regional suppliers.
- Encouraging our employees to participate in volunteer programs, bringing social initiatives to the rural population of São José dos Quatro Marcos.

Environmental Protection and Conservation of Natural Resources

We are firmly committed to protecting the environment and conserving natural resources. We do not engage in deforestation or the conversion of native forests and do not use genetically modified organisms in our plantations. These practices reflect our commitment to minimizing environmental impacts and preserving biodiversity.

Our forest management is integrated with the landscape, always aiming to reduce negative impacts. We adopt responsible practices in the use of chemical pesticides, soil and water conservation, and proper waste management. Thus, we ensure that our operations follow environmental responsibility standards. Our main actions include:

- Sustainably managing teak forests, respecting nature and biodiversity.
- Efficiently managing water and energy resources, reducing our ecological footprint.
- Implementing advanced waste management programs, prioritizing recycling and reuse of materials.
- Continuously monitoring fauna in our cultivation areas, preserving natural habitats and reducing the impacts of forest activity.
- Actively restoring degraded areas on company properties, with reforestation and soil conservation projects aimed at environmental regeneration.
- Prohibiting activities such as hunting, fishing, unauthorized collection of natural resources, misuse of fire, and other practices that may threaten the environment in our areas.

Ethical Conduct and Transparency

At 4M Agroflorestal, we publicly commit to our practices to show that we operate with transparency and responsibility. We want to be recognized as a trustworthy company by our clients, investors, communities, and partners.

Our management is guided by ethical and transparent principles, and we commit to:

- Adopting zero tolerance for corruption and other illegal practices.
- Strictly complying with all legal and contractual regulations.
- Providing communication channels for reports and suggestions, ensuring confidentiality and proper handling of received information.
- Working with clients, suppliers, employees, and partners who also follow high ethical standards.

Promoting Accessibility

We recognize the importance of accessibility and inclusion in all our activities. We work to ensure that our work environments, processes, and communications are prepared to accommodate people with disabilities. Our main actions in this area are:

- Adapting physical and digital infrastructures to ensure accessibility for all.
- Promoting training and inclusion programs for people with disabilities in the job market.
- Encouraging diversity and inclusion across all areas of the company.

Monitoring and Effectiveness Assessment

We believe that continuous monitoring and periodic evaluation are essential to ensure that our Corporate Responsibility Policy is effectively applied daily.

We evaluate our results with clear indicators, internal and external audits, and listen to stakeholders to identify areas for improvement and how to adjust our practices. We work to ensure the policy's effectiveness through actions such as:

- Conducting periodic assessments of social and environmental impact.
- Implementing action plans to reduce identified risks.
- Continuously monitoring our operations to ensure compliance with laws and international sustainability standards.
- Engaging with local communities to understand their concerns and consider their input in risk management.
- Offsetting any negative impacts that may arise through environmental recovery programs and social initiatives.
- Strictly complying with all applicable legislation.

Review of the Corporate Responsibility Policy

We review our Corporate Responsibility Policy whenever we identify the need to clarify or update our commitments and practices. This process is essential to ensure that we remain aligned with best practices, meeting partner expectations, and keeping up with changes in the legal, technological, social, and environmental landscape.

We especially review our policy in the following cases:

- Legal Compliance: updating our practices according to new laws and regulations.
- Practice Improvement: integrating more efficient methods of forest management and socio-environmental responsibility.
- Alignment with Expectations: adjusting our management to new demands from clients, investors, communities, and partners.
- Innovation and Technology: incorporating solutions that increase productivity and strengthen operational sustainability.
- Continuous Improvement: monitoring our results, correcting failures, and enhancing our social and environmental performance.
- Strategic Adaptation: adjusting our actions to economic, social, and environmental changes.
- Risk Management: being prepared to face crises and unexpected events quickly and effectively.

Final Considerations

With this Corporate Responsibility Policy, 4M Agroflorestal reaffirms its commitment to social, environmental, and ethical responsibility in all areas of operation.

We encourage our employees, clients, suppliers, and partners to adopt and disseminate these values, helping to build increasingly ethical and sustainability-focused operations.



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