

SilviPar SA's Corporate Policy is based on the ten principles of the United Nations Global Compact, which derive from: The Universal Declaration of Human Rights, The Fundamental Declaration of Principles and Rights at Work of the International Labour Organization, The Sustainable Development Goals, and the United Nations Convention against Corruption. We are guided by IFC performance standards and, in addition, we incorporate the requirements of the voluntary certifications assumed by SilviPar: ISO 9001, FSC® (FSC® License Code/FSC-C160805), European Standards related to the timber trade and the VCS and CCB carbon standards of Verra.

This document considers the project context and takes into account all stakeholders who have an impact on SilviPar or whom the company may impact. Compliance with this document is a priority for SilviPar and mandatory for every employee, as follows:

Ethics, Compliance Legal and Respect to the rights of all the parts interested	<p>Legal and ethical compliance:We identify and comply with all laws and regulations applicable to SilviPar and its activities, whether national or international.</p> <p>Silvipar's collaborators and representatives frame their actions beyond compliance with the laws and regulations governing their activity, based on adherence to ethical standards.</p> <p>We strive to ensure that our activities do not infringe upon the rights of indigenous communities, following the criteria of our environmental and social pre-assessments of projects.</p> <p>We treat our employees, customers, and suppliers with respect, kindness, professionalism, and impartiality, never seeking to take abusive or unethical advantages.</p>
	<p>Human rightsWe support and respect the protection of internationally proclaimed human rights.</p> <p>As part of our activities, we work to prevent all forms of human rights abuse.</p>
	<p>Labor rights:We respect labor rights including: freedom of association, fair working conditions, a healthy and safe work environment, in compliance with applicable national and international laws and standards.</p> <p>We prohibit all forms of forced labor and/or child labor; we also reject all forms of discrimination.</p> <p>We promote compliance with these principles and obligations by our suppliers.</p>

Responsibility social and support to development local	<p>We are committed to integrating SilviPar into local communities, promoting jobs in our investment region, as well as initiatives that contribute to improving the quality of life of its inhabitants.</p> <p>We work to create and develop suppliers of goods and services, with an emphasis on local development.</p>
Mission and vision	<p><u>Vision</u></p> <p>▸ <u>SilviPar SA strives to be the best reforestation company worldwide, maximizing economic, social and environmental impacts for the benefit of all stakeholders.</u></p> <p><u>Mission</u></p> <p>▸ <u>SilviPar SA is establishing highly competitive and sustainable forest plantations in southern Paraguay, creating a foundation for larger forestry industries that will further enhance the economic, social, and environmental impact. This is being achieved by following international best practices and developing our key resource: our people.</u></p>
Communication and transparency	<p>We strive to maintain an open dialogue with our stakeholders; we maintain clear and timely communication.</p> <p>We generate voluntary reports to communicate our work regarding the pillars declared in our Sustainability Policy and the commitments assumed in voluntary certifications, in accordance with international standards.</p> <p>Transparency is practiced as a standard within SilviPar, and general information about management can be accessed on our website: www.silvipar.com ; except for those of a confidential nature that are relevant to the business due to their implications, such as sales plans, real estate acquisition plans, among others.</p> <p>We do not accept corruption in any of its forms and we are committed to reporting any attempts or cases detected that affect us.</p> <p>We avoid conflicts of interest.</p>
Trade products legal and quality	<p>SilviPar produces wood from sustainable forest plantations, guaranteeing its safe use by customers; it does not harvest native timber. All its products have a verifiable legal origin.</p>

	As a general rule, Silvipar negotiates directly with its customers and suppliers. It does not use intermediaries.
Values Corporate	<p>Our work philosophy is based on what we call "SilviPar's corporate values," which have the following objectives:</p> <ul style="list-style-type: none"> • We are committed to the economic, social and environmental sustainability of the business. • We strengthen our role as a development agent for the investment regions. • We promote pride in being part of SilviPar. • We foster a work environment that generates satisfaction for our employees. • We promote a work environment that encourages innovation and proactivity. • We encourage our employees to learn and develop in order to grow with the organization. • We respect all people in society, regardless of their economic, social, religious, and political status. • We prioritize achieving the proposed goals as the most important result for the team. • We are supportive of the needs of the people around us. • We practice honesty, ethics, integrity, responsibility, and transparency in what we do and say. • We partner with other people and organizations to achieve results that amplify the impact of our management.

RAMÓN GONZÁLEZ
GENERAL MANAGER

May 14, 2021

	SUSTAINABILITY POLICY	Code:	POL-02
		Revision:	03
		Start of validity:	May 14, 2021

The Sustainability Policy is based on the following background:

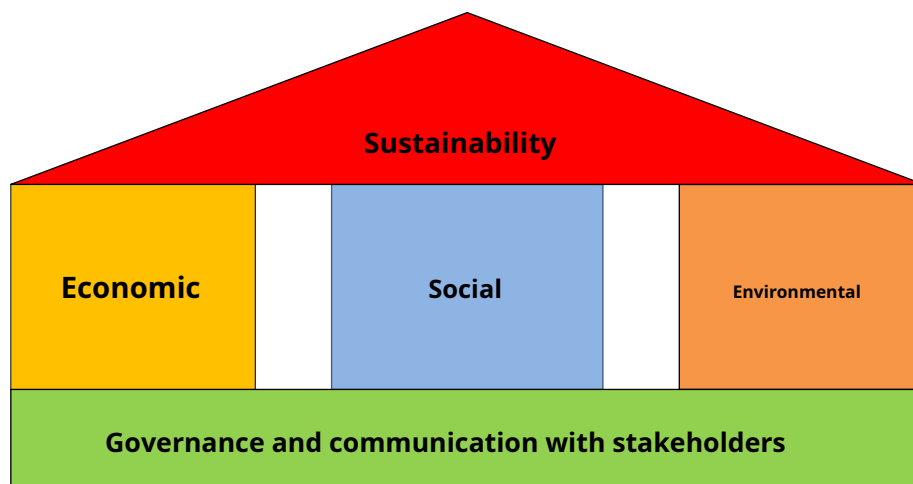
SilviPar was founded on the firm belief that the forestry business developed in Paraguay must be sustainable. Sustainability, and quality as a component of it, must be applied in all operations, all contacts, business relationships, and with key stakeholders. This policy will guide the work and relationships both within and outside the company. We are guided by the IFC performance standards and also incorporate the requirements of the voluntary certifications assumed by SilviPar: ISO 9001, FSC®(FSC license code)®/FSC-C160805), European Standards related to trade in wood and, from Verra's VCS and CCB carbon standards.

What does sustainability mean to SilviPar?

- To consolidate a successful, long-term company with continuous improvement practices.
- Allow the conservation of natural resources on their properties.
- Providing benefits to key stakeholders (*Stakeholders*), including investors, collaborators and the local community.
- To gain recognition from key stakeholders for being a responsible partner in local and regional development.

To this end, it has trained employees to perform their duties and develops its forestry activities by implementing and complying with its Sustainability Policy and applicable legal requirements to progressively consolidate a corporate citizenship with three universally accepted strategies: economic, social and environmental, based on governance and communication.

The three pillars and the foundation of SilviPar's sustainability policy are:



The economic sustainability This approach is understood and applied by SilviPar through competitive plantations, characterized by benchmark performance in terms of timber production, cost, and efficiency. Its priority aspects are:

- A.** Attract capital from potential investors.
- B.** To produce wood for industrial use, which is highly competitive with wood from other alternative sources; its cost and quality aspects are within reference levels.
- C.** To ensure that the company's plantations represent a competitive use of land compared to other alternative uses in the region.
- D.** Ability to compete with other employers in the region for the best staff in terms of salaries and working conditions.



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The social sustainability It is understood and implemented through creative integration with local communities and regional governance, in order to ensure that the local population also benefits. SilviPar prioritizes hiring local people, according to their skills and abilities, and allocates resources to training and education to qualify individuals for jobs that are of interest to SilviPar.

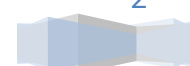
The environmental sustainability This, in turn, involves applying high standards to environmental management, contributing to the conservation of regional ecosystems, biodiversity, soils, water resources, and the productive capacity of natural resources. Plantations will be established only on degraded soils within the intervention region, maximizing the positive impacts generated by operations and minimizing the negative ones.

Governance and communication with stakeholders It covers the following aspects:

- The competence and leadership of SilviPar's Board of Directors, its Executive Director, and its Managers.
- Human resource management in the company, a solid and efficient Human Resources Policy and an individual employee training/development program.
- Risk management, in accordance with national legislation, ISO 9001 and other schemes in the future.
- Implementation of the Code of Conduct and promotion of the "SilviPar Spirit", as guidelines for the individual behavior of the Collaborators.
- Effective, ongoing, and timely communication with key stakeholders.

To monitor and measure the effectiveness of the Policy, the following table of indicators, means and tools will be applied:

Economic Sustainability	Social Sustainability	Environmental Sustainability
Indicators: <ul style="list-style-type: none"> ▪ Cost of operations and wood. ▪ Quality aspects in operations. ▪ Annual growth of the plantations. ▪ Investor satisfaction with the use of the resources approved for the annual fiscal year. ▪ Incorporation of new investors or increase of the capital committed by existing ones. ▪ Highly competitive human capital. ▪ Competitive land use. 	Indicators: <ul style="list-style-type: none"> ▪ Number of jobs. ▪ Increased competition among collaborators and contracted personnel. ▪ Level of perceived benefits by employees and stakeholders interested locals. ▪ Amount paid annually in taxes. ▪ Percentage of purchases in the intervention region. ▪ Percentage of service contracts in the region of intervention 	Indicators for real estate: <ul style="list-style-type: none"> ▪ Water resource quality ▪ Soil quality in plantations according to pre-established parameters ▪ Ecosystems and species with high conservation value identified and protected.
As: <ul style="list-style-type: none"> ▪ Search for <i>Top Class Performance</i> (improvement continues). ▪ Development of high-quality standard operations and effectiveness. ▪ Efficient infrastructure design for forestry production. ▪ Ongoing relationship with investors and potential investors 	As: <ul style="list-style-type: none"> ▪ Development of training programs to increase competence and commitment. ▪ Development and implementation of an annual Communication Plan with stakeholders. ▪ Prioritizing local sources for the purchase of goods, supplies, and contracting of services. 	As: <ul style="list-style-type: none"> ▪ Characterization, environmental management and monitoring for the maintenance of indicators. ▪ Application of the precautionary principle. ▪ Planning for the responsible use of environmental resources at three levels: landscape (macro), real estate (meso) and in all

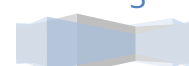


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		forestry operations (micro). <ul style="list-style-type: none"> Recovery of systems and processes that may eventually be affected.
Tools: <ul style="list-style-type: none"> Implementation and annual external audit of a Quality Management System certified by ISO 9001. Control of critical processes. Development of research in forest systems and silvopastoral Efficient design of forest infrastructure. Quarterly reports to the Board of Directors of SilviPar. Accounting Audits. Audits of main suppliers. <i>Benchmarking</i> with other companies. 	Tools: <ul style="list-style-type: none"> Socioeconomic diagnosis. Communication with stakeholders. Annual Training Plan. Monitoring of legal compliance and adequacy progressive. Social projects. Contractor monitoring. Communication channels. Social impact studies. 	Tools: <ul style="list-style-type: none"> Ecological Assessment Fast. Environmental resource monitoring plans. Management of natural reserves. Environmental Impact Assessment. Environmental assessment strategic. Ecological restoration. Implementation plans.
Governance and communication with key stakeholders (<i>Stakeholders</i>):		
Indicators: <ul style="list-style-type: none"> Employee satisfaction level regarding work environment, health and occupational safety. Investor satisfaction level. Level of interest of key stakeholders in working with SilviPar (suppliers, collaborators). <u>Number of cases of abuse, corruption or discrimination filed/reported against SilviPar.</u> 		
As: <ul style="list-style-type: none"> Ongoing dialogue with the various stakeholders. Transparency in the management of all SilviPar matters. Defined mechanisms for internal and external communication. Implementation of the corporate values and work philosophy called "SilviPar Spirit" Strategic alliances with various stakeholders. 		
Tools: <ul style="list-style-type: none"> Stakeholder diagnosis. Procedures for internal and external communication. Public Sustainability Reports. Communication plan. Quality Management System. Documents formalizing strategic alliances (agreements, contracts, etc.) 		

Ramon Gonzalez
 General manager

May 14, 2021



	QUALITY POLICY	Code:	POL-03
		Revision:	01
		Start of validity:	October 5, 2018

At SILVIPAR we manage forest plantations with high quality standards, constantly seeking the satisfaction of our investors/clients, with a human team committed to continuous improvement and complying with applicable requirements.

Ramón González
General manager
SilviPar SA

	POLICY ON WORKPLACE VIOLENCE HARRASSMENT POLICY	Code:	POL-04
		Version:	02
		Effective from:	1/1/2023

Background

Silvipar SA prohibits all forms of workplace violence. These acts constitute serious threats to the satisfaction, health, economic well-being, and professional development of employees; therefore, they will not be tolerated by the company.

The company's Internal Regulations (IR), in its chapter X, articles 33 to 36, "Workplace Violence, Mobbing and Sexual Harassment" also address these issues and should be read together.

Aim

The purpose of this policy is to outline the company's position on harassment and sexual harassment in the workplace. It aims to inform employees how to react to such incidents, how to report them, and the measures Silvipar SA is taking to prevent them.

Definitions

Harassment:

All employees of Silvipar SA have the right to a workplace free from harassment. Harassment means the systematic physical and/or mental abuse of a person and is prohibited in all its forms, especially if related to:

- Gender
- Gender identity or expression
- Ethnic affiliation
- Religion or other beliefs
- Disabilities
- Sexual orientation
- Age

Sexual harassment:

Sexual harassment is any form of unwanted verbal, nonverbal, or physical conduct of a sexual nature intended to violate a person's dignity. This can include physical contact, groping, jokes, propositions, gestures, innuendo, and sexually suggestive images that demean the employee. Those who are victims of this type of behavior will determine which actions are considered offensive and which make the workplace unsafe.

Plan of action

If an employee is subjected to any form of harassment or sexual harassment, their first reaction should be to express their disapproval of the conduct they are being subjected to and ask the employer to stop.

Background

Silvipar SA prohibits all forms of violence in the workplace. Violence in the workplace is a serious threat to an employee's job satisfaction, health, finances, and development within the company and, therefore, will not be tolerated by the company.

The company's Internal Rules and Regulations (IRR), specifically chapter X, articles 33 to 36, "Violence in the Workplace, Mobbing, and Sexual Harassment" also deals with these issues and should be read in conjunction.

Purpose

The purpose of this policy is to counteract harassment and sexual harassment in the workplace, by informing its employees about what is harassment and sexual harassment, how to report them, and what the company is doing to prevent them.

Definitions

Harassment:

All employees have the right to a harassment-free workplace. Harassment means the systematic, mental, and/or physical abuse of a person and it is prohibited in all circumstances, especially if they are related to:

- Gender
- Gender identity or expression
- Ethnic affiliation
- Religion or other beliefs
- Disabilities
- Sexual orientation
- Age

Sexual harassment:

Sexual harassment is any form of unwanted verbal, non-verbal, or physical conduct, of a sexual nature, to violate the dignity of a person. It can be touching, groping, jokes, proposals, glances, and pictures that are sexually suggestive and that devalue the employee. It is the victim's prerogative to determine what actions or situations can be considered offensive or conducive to an unsafe workplace.

Action plan

If an employee is subjected to any form of harassment or sexual harassment, his or her first response must be to express disapproval and demand the offender to immediately stop that behavior. Providing feedback is the first step in stopping that negative behavior.

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Tell the aggressor to stop. This is the first step to ending this type of negative behavior.

The victim should also talk to a close friend or colleague, their immediate supervisor, or the head of human resources about what happened. The most important thing at this stage is to react assertively, which may include filing a formal complaint with HR.

Those who have been accused of harassment or sexual harassment should have the opportunity to express their version of what happened.

Management must analyze the severity of each case and take appropriate action. The goal should always be to send a strong message that this type of situation will not be tolerated by the company. Even minor incidents will be resolved before they escalate. **Measures and procedures**

In the event that a formal complaint has been filed, those involved must be properly identified for the record. An investigation will be conducted as soon as possible. Both parties will have the opportunity to present evidence, and it will be the administration's responsibility to analyze it objectively.

Once a decision has been reached, the administration will communicate it to those involved. At this stage, any disciplinary action taken will also be communicated. These actions may range from a warning to dismissal, depending on the severity of the offense (see Articles 35 and 36 of the Internal Regulations).

Contacts

When an employee has been subjected to any form of harassment, they should first go to their immediate supervisor, Area Manager, or the HR manager and report the incident.

Responsibility

It is management's responsibility to formulate and periodically review this policy and the necessary action plans, and each manager is responsible for preventing harassment and resolving any problems that arise in their respective department. This includes investigating all harassment complaints from their supervisees, evaluating the evidence, analyzing the situation with other members of management, and implementing the agreed-upon measures.

All employees have an obligation to

The victim should also speak to a good friend, colleague, immediate manager, or HR head about the incident. The most important thing at this stage is to react assertively, which may include filing a proper complaint to HR.

Those accused of harassment or sexual harassment should be given a chance also to express their account of what happened.

Management must be deliberate about the severity of the complaints filed and should take appropriate action. The objective must always be to send a strong message that this type of incident will not be tolerated and will be dealt with accordingly. Even the most subtle forms of harassment will be resolved to avoid situations to escalate.

Measures and procedures

If a complaint has been filed, those involved in the case will be properly identified for the record. An investigation will be carried out as soon as possible. Both parties will be allowed to present evidence and managers will be responsible for collecting and objectively analyzing them.

Once a decision has been reached, management should communicate the result of the investigation. At this stage, any sanctions that are deemed appropriate will also be communicated. Possible disciplinary actions may range from a written warning to termination. (See Internal Rules and Regulations, articles 35 and 36).

Contacts

Employees who have been subjected to any form of harassment should first turn to their immediate supervisor, manager, or HR head to report the incident.

Responsibility

It is the company's management's obligation to formulate and periodically review this policy and action plans, and each manager is responsible for counteracting harassment and resolving any problems as they arise. This includes investigating all harassment complaints filed, collecting evidence, deliberating with the other members of the management team, and applying the decided measures.

All employees have an obligation to create and

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work together to create and maintain an open and harmonious climate, as well as being responsible for their own attitudes, values, and actions.

maintain an open and friendly climate. Also, they must take full responsibility for their own attitudes, values, and actions.

End of document – Version 2

	POLICY ON DISCRIMINATION DISCRIMINATION POLICY	Code:	POL-05
		Version:	03
		Effective from:	1/1/2023

Background

The International Labour Organization (ILO) in its Convention No. 111 defined discrimination as: "Any distinction, exclusion or preference based on race, colour, sex, religion, political opinion, national extraction or social origin, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation."

Silvipar SA complies with all local laws and conventions related to the elimination of discrimination in the workplace. In this regard, all employment decisions are based on the principle of equal opportunities for every employee or candidate.

Discrimination is a serious threat to job satisfaction, health, economic well-being, and professional development. In short, it is a threat to the entire organization and will NOT be tolerated.

Aim

The purpose of this policy is to inform managers and employees about discrimination in the workplace. Silvipar SA's objective is to prevent any discriminatory act directed at any employee based solely on specific characteristics such as race, age, sex, religion, political affiliation, etc.

It will also guide employees who believe they are being subjected to discriminatory practices on how to react to these acts and how to formalize their complaints.

General guidelines

How can discrimination manifest itself?

The following are situations that may be considered discriminatory acts:

- Speaking ill of an employee or their family.
- Deliberately concealing work-related information or providing incorrect information.
- Sabotaging another employee's work.
- Clearly exclude an employee from the work group or community.
- To stalk, threaten, and intimidate someone.
- Being overly critical, unpleasant, or negative towards someone.
- Punishing employees with "administrative sanctions" without due process.

Background

The International Labor Organization (ILO), in their Convention No. 111, has defined discrimination as: "Any distinction, exclusion or preference made on the basis of race, color, sex, religion, political opinion, national extraction or social origin, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation."

Silvipar SA complies with all local laws and the ILO convention regarding discrimination in the workplace. In this regard, all employment decisions and other employee-related matters are founded on the principle of equal opportunity.

Discrimination is a serious threat to an employee's satisfaction, health, finances, and professional development. In short, it is a threat to the whole organization and WILL NOT be tolerated.

Purpose

The purpose of this policy is to inform managers and employees of what constitutes discrimination in the workplace. Silvipar SA's main goal is to prevent any discriminatory acts directed against any of its employees based on their specific characteristics such as race, age, gender, religion, political beliefs, etc.

It will also guide employees who believe they are being discriminated against on how to react and file their complaints.

Guidelines

What are some discriminatory acts?

The following are examples of how discrimination can be manifested:

- To slander an employee or his/her family.
- To deliberately withhold work-related information or provide incorrect information.
- To sabotage other employees' work.
- To exclude a coworker from the community.
- To harass, threaten and scare employees.
- To be overly judgmental, rude, or negative to an employee.
- To issue "disciplinary sanctions" to employees without proper due process.

Who can be subjected to discrimination?

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Who can be the target of discrimination?

Unfortunately, all employees of the company may be subject to discrimination.

Plan of action

If an employee is subjected to any form of discrimination, their first reaction should be to express their disapproval and ask the perpetrator to stop. This is the first step in ending this type of negative behavior.

The victim should also talk to a close friend or colleague, their immediate supervisor, or the human resources manager about what happened. The most important thing at this stage is to react assertively.

Those who have been accused of discrimination should have the opportunity to express their version of what happened.

Management must analyze the severity of each case and take appropriate action. The goal should always be to send a strong message that this type of situation will not be tolerated by the company. Even minor incidents will be resolved before they escalate.

Commitment to equal opportunities

It is company policy to give the same opportunities to all its employees and regardless of sex, marital status, sexual orientation, recruitment, training, wages and benefits, promotions,

Unfortunately, all company employees can be subjected to discrimination.

Action plan

If an employee is subjected to any form of discrimination, his or her first response must be to express disapproval and demand the offender to immediately stop that behavior. Providing feedback is the first step in stopping that negative behavior.

The victim should also speak to a good friend, colleague, immediate manager, or HR head about the incident. The most important thing at this stage is to react assertively, which may include filing a proper complaint to HR.

Those accused of discrimination should be given a chance also to express their account of what happened.

Management must deliberate about the severity of the cases filed and should take appropriate actions. The objective will always be to send a strong message that this type of incident will not be tolerated and will be dealt with accordingly. Even the most subtle forms of discrimination will be resolved to avoid situations to escalate.

Procedures and measures to be taken

In the event that a complaint has been filed formal, those involved must be properly identified for the file. An investigation will be conducted as soon as possible. Both parties will have the opportunity to present evidence, and it will be the case with the proper responsibility to analyze it objectively.

Once a decision has been reached, the administration will communicate it to those involved. At this stage, any disciplinary action taken will also be communicated. These actions may range from a warning to dismissal, depending on the severity of the offense (see Articles 35 and 36 of the Internal Regulations).

Contacts

Equal opportunity employer commitment Candidates and job seekers regardless of sex, marital status, sexual orientation, race, religion or belief, age, or disability. This applies to recruitment, training, salary and benefits, promotions, and other employment-related activities.

When a complaint has been filed, those involved in the case will be properly identified for the record. An investigation will be carried out as quickly as possible. Both parties will be allowed to present evidence and management will be responsible to collect and objectively analyze them.

Once a decision has been reached, management should communicate the result of the investigation. At this stage, any sanctions that are deemed appropriate will also be communicated. Possible disciplinary actions may range from a written warning to termination. (See Internal Rules and Regulations, articles 35 and 36).

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When an employee has been subjected to any form of discrimination, they should first go to their immediate supervisor, manager, or the Human Resources manager.

Responsibility

It is management's responsibility to formulate and periodically review this policy and the necessary action plans, and each manager is responsible for preventing discrimination and resolving any problems that arise in their respective department. This includes investigating all complaints of discrimination from their supervisees, evaluating the evidence, discussing the complaints with other members of management, and implementing the appropriate measures.

All employees have an obligation to work together to create and maintain an open and harmonious climate, as well as to be responsible for their own attitudes, values, and actions.

Contacts

When an employee has been subjected to any form of discrimination, he/she shall contact his/her immediate supervisor or manager. Formal complaints should be directed to the Human Resources head.

Responsibility

It is management's obligation to formulate and periodically review this policy and related action plans. Department heads are responsible for preventing discrimination and resolving any problems as they arise in their areas. These include investigating all discrimination allegations by their staff, evaluating evidence, analyzing complaints within the management team, and delivering agreed-upon measures.

All employees have an obligation to create and maintain an open and friendly climate. Also, they must take full responsibility for their own attitudes, values, and actions.

	POLICY ON GENDER EQUALITY AND DIVERSITY GENDER EQUALITY AND DIVERSITY POLICY	Code:	POL-06
		Version:	03
		Effective from:	1/1/2023

Preliminaries

Gender equality, in the context of this policy, means that both women and men have the same rights, opportunities, and obligations. In this regard, Silvipar SA will ensure that all employees enjoy equal treatment, have opportunities for professional growth and similar working conditions, and receive equal access to training and economic advancement, regardless of gender.

Gender equality should be a natural aspect of the organization and will permeate all its areas.

Aim

Silvipar SA is committed to preventing discrimination in the workplace. Employees will not suffer any discrimination based on specific characteristics, such as gender, and the company will strive to create a safe, comfortable, and inclusive environment for its employees.

This policy aims to inform about the company's objectives and the actions it is taking with regard to gender equality and diversity.

Guidelines

Gender equality goals at work

As stated previously, the company's gender equality and diversity policy aims to prevent discrimination against its employees. The objectives in this regard are:

- Promote a work environment where all employees are treated fairly, with respect and dignity.
- Prevent discrimination, harassment, and victimization. All employees have the right to a safe, discrimination-free workplace.
- Eradicate discriminatory behaviors or attitudes wherever they occur and respond to incidents of discrimination quickly and judiciously.
- To promote a cordial and respectful environment among the employees of Silvipar SA
- Respect and value diversity and what it can offer to the workplace.
- To create a culture of excellence where employment opportunities, training, promotions, and benefits are equal for all employees. Gender differences will not play any role in these decisions.

Background

Equality means that women and men have the same rights, obligations, and opportunities. In this regard, Silvipar SA will guarantee that all employees will receive the same treatment and opportunities to grow within the company, enjoy similar working conditions, and have equal access to training and financial progress, irrespective of gender.

Gender equality must be a natural part of the organization and should permeate through all its areas.

Purpose

Silvipar SA is committed to avoiding discrimination in the workplace. Employees will not be discriminated against based on their specific characteristics, including gender, and will strive to create a safe, comfortable, and inclusive atmosphere for all of them.

This policy aims to inform the company's goals on the subject and what is doing to ensure gender equality and diversity.

Guidelines

Objectives for gender equality in the workplace

As stated above, the company's gender equality and diversity policy seeks to prevent discrimination against any employee. These objectives are:

- Promote a working environment where all employees are treated fairly, with respect, and dignity.
- Prevent discrimination, harassment, and victimization. All employees are entitled to a safe workplace, free from discrimination.
- Eradicate discriminatory behaviors or attitudes wherever they occur and respond swiftly and sensitively to any incidences of discrimination.
- Promote a friendly and respectful environment in the workforce.
- Respect and value diversity and what it can offer to the workplace.
- Create a culture of excellence where employment opportunities, training, promotions, and benefits are the same for all employees. Gender differences shall play no role in these decisions.

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- Provide a communication channel for employees who have been discriminated against or believe they have witnessed discrimination.
- Assure employees that the issue of gender discrimination and diversity will be taken seriously.

Responsibility

All managers must be aware of their role in establishing standards that align with the company's gender equality and diversity goals. They must strive to create a suitable environment for implementing this policy and ensure their teams' commitment to it. Managers are also responsible for documenting all actions taken to comply with this policy.

The Human Resources department is responsible for ensuring that this policy is effectively communicated to all employees and everyone involved with the organization – regardless of their rank or position. It will also provide an open and secure communication channel for all employees who wish to report incidents.

The CEO is ultimately responsible for ensuring that all laws and regulations are met within the company. They will also oversee the implementation of specific actions related to gender equality and diversity goals.

All employees must work together to achieve gender equality in the workplace.

- Provide a safe communication channel for employees who have been subjected to discrimination or believe they have witnessed discrimination.
- Assure your employees that Discrimination and diversity will be taken seriously.

Responsibility

Managers should be aware of their role in setting standards relating to this policy. They must ensure that their actions and decisions are aligned with the company's goal of diversity. They should strive to create the right environment for the implementation of this policy, as well as to make certain that employees adhere to it. Managers are also responsible for documenting all relevant actions related to this policy.

The Human Resources area is responsible for communicating this policy to all company employees or persons conducting business with the company – regardless of their rank or position. It will also provide an open and secure channel of communication for all employees to report incidents.

The CEO has the final responsibility to ensure that laws and regulations are followed at all levels and that actions are taken to achieve gender equality objectives.

Everyone within the company must work together to achieve gender equality in the workplace.

	ANTI-CORRUPTION & BRIBERY POLICY		Code:	POL-11
	ANTI-CORRUPTION AND BRIBERY POLICY		Version:	03
			Effective from:	1/1/2023

Background

Offering, paying, giving, and receiving bribes are not part of Silvipar SA's value system. These acts are illegal and can expose the company and related parties to serious reputational and even legal consequences.

For this reason, all employees and individuals acting on behalf of the company are prohibited from engaging in bribery or corruption. They will not commit any acts that could jeopardize the good name of the company, its employees, customers, suppliers, and shareholders. Seeking advantages through corrupt activities is unacceptable at Silvipar SA

Aim

The purpose of this policy is to communicate Silvipar SA's position on bribery and other forms of corruption. This policy also aims to guide its employees on how to respond to such situations.

Guidelines

Everyone at Silvipar SA is responsible for complying with the country's laws regarding bribery and corruption. Likewise, the company expects its employees to comply with internal rules and regulations. If any part of this policy is inconsistent with local laws, those laws will prevail over this policy.

What is the difference between a gift and a bribe? While the law doesn't clearly define what constitutes a bribe, there are certain criteria that can serve as a guide. A gift is something of value given without expecting anything in return; a bribe, on the other hand, is given with the aim of exerting influence or obtaining future benefits. Furthermore, there are other important factors to consider, such as the monetary value of the benefit and how appropriate it is.

As a general rule, company employees and related parties should not accept gifts, hospitality, or other favors from third parties with whom the company has been or will be doing business, except in cases where refusing them could be considered disrespectful or for gifts of relatively low monetary value. Examples of acceptable gifts include:

Background

Offering, paying, giving, and receiving bribes are not part of Silvipar SA's value system. These acts are illegal and can expose the company and related parties to serious legal and reputational consequences.

Therefore, all Employees and people acting on behalf of the company are prohibited from engaging in any acts of bribery or corruption. They will never engage in activities that may jeopardize the good name of the company, its employees, clients, suppliers, and shareholders. Seeking unfair advantages through corruption activities is not acceptable in Silvipar SA

Purpose

The objective of this policy is to communicate the company's stand on bribery and corruption. Also, this policy seeks to offer guidance to its employees about dealing with possible acts of corruption.

Guidelines

At Silvipar SA, it is the duty of every individual to adhere to all applicable antibribery and corruption laws. Similarly, the company requires its employees to strictly abide by the internal guidelines and regulations regarding this matter. If any aspect of this policy conflicts with local laws and regulations, the latter shall take precedence over this policy.

What is the difference between a gift and a bribe? Although the law does not clearly define what is to be regarded as taking or offering a bribe, there are still certain criteria that may serve as guidance. A gift is something of value given without the expectation of retribution; a bribe, on the other hand, is given with the intention of influencing or benefiting in the future. Also, other important factors to consider are the appropriateness and the monetary value of the benefit.

As a rule, employees or related third parties should not accept any gifts, hospitality, or other favors from any third party with whom the company has been or will be doing business. Exceptions to the rule refer to cases when it would be disrespectful to refuse those gifts and benefits, or if they are of relatively low economic value. Examples of acceptable gifts are:

- Business lunches or dinners that do not exceed USD 50.
- Small, inexpensive gifts.
- Corporate gifts or promotional gifts of nominal value.
- Perishable goods.

It is the responsibility of each employee to carefully consider whether giving or accepting a gift could be considered a bribe. If doubt persists, the employee should consult their immediate supervisor or the human resources manager about the situation.

The gift or benefit cannot, under any circumstances, be of such magnitude that it could be assumed to have influenced, or to be intended to influence, the recipient's decision-making. Special attention should be paid in the following cases:

- Expensive gifts.
- Trips.
- Subsidies, contributions and donations.
- Tickets to entertainment events.
- Job offers.
- Special discounts and bonuses.

It is important to note that, under certain special circumstances, employees may accept a valuable gift if refusing it is deemed to have negative consequences. However, this must first be approved by the CEO. These gifts should be raffled off at the end of the year among all employees. This practice should be discouraged, and managers should set an example.

Some gifts or benefits that are considered unacceptable (either to accept or to offer):

- Cash or cash equivalent; whatever the amount.
- Loans with remarkably favorable terms.
- Debt forgiveness.
- Leisure trips.
- Study trips, seminars, courses and conferences with little or no connection to our business.
- Lavish meals and invitations to expensive cultural and sporting events.
- Hidden discounts or commission and bonus schemes.

- Business meals that do not exceed Usd 50.
- Small gifts of nominal value.
- Corporate giveaways or promotional business gifts of nominal value.
- Perishable gifts

It is the responsibility of each employee to carefully analyze whether there is a risk that giving or accepting a gift might be considered a bribe. In case of doubt, employees should consult with their immediate supervisor or the HR head.

Gifts and the like must be – in no instance – of such a magnitude that they can be assumed to have influenced or have the purpose of influencing the recipient's decision-making. Special attention should be given in the following cases:

- Expensive gifts.
- Travel arrangements.
- Grants, contributions, and donations.
- Tickets to entertainment events.
- Job offers.
- Special discounts and commissions.

As mentioned above, accepting a gift is appropriate if refusing the gifts might bring negative consequences to the company. However, this must first be approved by the CEO and should be registered to a randomly selected employee at the end of the year. This practice should not be encouraged, and management should lead by example.

Some gifts or benefits that are unacceptable (either receiving or offering):

- Cash or cash equivalent; any amount.
- Loans with remarkably favorable terms.
- Debt forgiveness.
- Pleasure trips.
- Study trips, seminars, courses, and conferences that have little relevance to the company's business.
- Lavish meals and invitations to expensive cultural and sporting events.
- Hidden purchase discounts or commission and bonus schemes.

	ANTI-CORRUPTION & BRIBERY POLICY		Code:	POL-11
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- Transportation and accommodation not related to business activities.

Suspicion or detection of irregularities

Any suspected or discovered misconduct must be reported to the CEO. This can be done anonymously using Silvipar SA's reporting channel.

Consequences

Giving and receiving a bribe is considered a crime and is punishable by law. Depending on its severity, it can result in a fine or even imprisonment. At Silvipar SA, violations of this policy may result in disciplinary action, ranging from a verbal or written warning to dismissal.

Responsibility

The management team of Silvipar SA must ensure that all employees within the company are familiar with this and all other policies, but it is the responsibility of each individual to follow them.

Is also responsibility of equipment
Management will deliberate on these cases, including with the participation of legal advisors, if the case warrants it.

- Transportation and accommodation arrangements not related to business activities.

Suspension or detection of irregularities

Suspicion of or discovery of improper conduct should be reported to the CEO. This can be done anonymously by using Silvipar SA's grievance channel.

Consequences

Giving and taking a bribe is considered a criminal offense and is punishable by law and depending on its severity can result in a fine or even imprisonment. Internally, violating this policy can also lead to disciplinary sanctions that can go from a verbal or a written warning to outright dismissal.

Responsibility

Silvipar SA's management team is responsible for ensuring that all employees within the company are familiar with this and all other policies, but it is the individual's responsibility to follow them.

Itemes also the management team's responsibility to deliberate about internal violations of this policy. In some cases, the company's legal advisors might be asked to participate in the deliberations.

	Health and Safety Policy	Code:	POL-13
		Version:	01
		Approved by:	CEO
		Responsible for the update:	Matheus Soares
		Active since:	07/2024

Background

At SilviPar SA, safety is our core value. Our mission is to operate responsibly and sustainably, ensuring the safety and health of our employees, contractors, and local communities.

SilviPar SA's Health and Safety Policy is based on the ten principles of the United Nations Global Compact, which are derived from:

- The Universal Declaration of Human Rights
- Fundamental Declaration of Principles and Rights at Work of the International Labour Organization
- The Sustainable Development Goals
- The United Nations Convention against Corruption

We are guided by IFC performance standards and also incorporate the requirements of voluntary certifications assumed by SilviPar: ISO 9001, FSC® (FSC® License Code/FSC-C160805) and European Standards related to the timber trade.

Purpose

The Health and Safety policy of SilviPar SA aims to:

1. Create and maintain a safe and healthy work environment for all employees and contractors
2. Reduce and, where possible, eliminate the risks associated with our operations
3. Promote a culture of safety and health through continuous training
4. Ensure the active participation of all staff
5. Implement and maintain a health and safety management system in accordance with applicable regulations

In addition to this policy, SilviPar SA has developed an implementation plan to ensure compliance with the purpose of this policy.

Commitment to Risk Prevention

The Senior Management of SilviPar SA expresses its firm and unwavering commitment to occupational risk prevention. Our goal is to eliminate or minimize hazards that could affect the safety and health of all our employees and contractors, promoting a safe and healthy work environment. This commitment is fundamental to complying with applicable regulations and ensuring the well-being of our team.

Commitment to continuous improvement

We recognize that excellence in safety and health is an ongoing process. For this reason, we are committed to the continuous improvement of our occupational safety and health systems and practices. We have implemented a management system that is reviewed and updated regularly to ensure its effectiveness, adapting to new challenges and opportunities for improvement.

	Health and Safety Policy	Code:	POL-13
		Version:	01
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		Active since:	07/2024

Compliance with Legal, Contractual or Voluntary Requirements

We are committed to complying with all applicable laws, regulations, and requirements regarding occupational health and safety. Furthermore, we adhere to the voluntary regulations and standards we have adopted, ensuring that our operations not only meet but exceed legal and contractual expectations.

Allocation of resources and responsibilities

For the effective implementation of this policy, SilviPar SA commits to:

1. Allocate the necessary resources, both human and financial, to ensure the proper management of occupational safety and health.
2. Designate specific individuals responsible for the supervision and implementation of health and safety policies and procedures.
3. Provide ongoing education and training to all employees and contractors to ensure they understand and can fulfill their health and safety responsibilities.
4. Establish communication and consultation mechanisms with workers and their representatives to promote active participation in safety and health management
5. Identify the main risks to which our operations are exposed and focus our prevention efforts on mitigating them.

Responsibility

This policy must be communicated and understood by all levels of the organization and reviewed periodically to ensure its continued suitability and effectiveness.

Date: 01/07/2024

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Ramón González
Chief Executive Officer