

# Sustainability Report

**Bracell**

# 2020

## GRI Book



## GRI 102-8: Information on employees and other workers

Employees by type of employment\*

### Bahia

	Men	Women	Total
Full time	1,225	367	1,592
Part-time <sup>1</sup>	4	0	4
<b>Total</b>	<b>1,229</b>	<b>367</b>	<b>1,596</b>

### São Paulo

	Men	Women	Total
Full time	1,701	446	2,147
Part-time	-	-	-
<b>Total</b>	<b>1,701</b>	<b>446</b>	<b>2,147</b>

### Bracell\*\*

	Men	Women	Total
Full time	2,926	813	3,739
Part-time	4	0	4
<b>Total</b>	<b>2,930</b>	<b>813</b>	<b>3,743</b>

<sup>1</sup>Any period of employment that is shorter than that defined as integral by Brazilian labor legislation.

\* Position on 12/31/2020. Interns and apprentices were not counted in the table.

\*\*Data related to Bracell São Paulo and Bahia.

## Contractors

	Bahia	São Paulo	Total
Men	2,462	3,029	5,491
Women	72	320	392

## Employees by type of employment contract and gender\*

### Bahia

	Men	Women	Total
Fixed-term contract	47	29	76
Indefinite-term contract	1,182	338	1,520
<b>Total</b>	<b>1,229</b>	<b>367</b>	<b>1,596</b>

### São Paulo

	Men	Women	Total
Fixed-term contract	9	3	12
Indefinite-term contract	1,692	443	2,135
<b>Total</b>	<b>1,701</b>	<b>446</b>	<b>2,147</b>

### Bracell\*\*

	Men	Women	Total
Fixed-term contract	56	32	88
Indefinite-term contract	2,874	781	3,655
<b>Total</b>	<b>2,930</b>	<b>813</b>	<b>3,743</b>

\* Position on 12/31/2020. Interns and apprentices were not counted in the table.

## Employees by type of employment contract and region\*

	Bahia	São Paulo	Bracell
Fixed-term contract	76	12	88
Indefinite-term contract	1,520	2,135	3,655
<b>Total</b>	<b>1,596</b>	<b>2,147</b>	<b>3,743</b>

\* Position on 12/31/2020. Interns and apprentices were not counted in the table.

## GRI 102-12: External initiatives

We are committed to the standards of the International Finance Corporation (IFC), an arm of the World Bank which supports the development and improvement of quality of life in developing countries. We are also committed to the International Labour Organization (ILO) guidelines and the Equator Principles, intended to manage social and environmental risk in projects.

### The Ten Principles of the UN Global Compact

#### Human Rights

- Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and
- Principle 2: make sure that they are not complicit in human rights abuses.

#### Labour

- Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- Principle 4: the elimination of all forms of forced and compulsory labour;
- Principle 5: the effective abolition of child labour; and
- Principle 6: the elimination of discrimination in respect of employment and occupation.

#### Environment

- Principle 7: Businesses should support a precautionary approach to environmental challenges;
- Principle 8: undertake initiatives to promote greater environmental responsibility; and
- Principle 9: encourage the development and diffusion of environmentally friendly technologies.

#### Anti-Corruption

- Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

To learn more, see the Bracell 2020 Sustainability Report, in GRI Content Index.

We are voluntarily committed to the Sustainable Development Goals (SDGs).

To learn more, see the Bracell 2020 Sustainability Report, in GRI Content Index.

## SUSTAINABLE DEVELOPMENT GOALS



GRI 102-13: Membership of associations |

GRI 102-43: Approach to stakeholder engagement

### Stakeholder engagement

Our Institutional Relations team develops strategic partnerships with public and private organizations to contribute to local and regional development. The team regularly engages these important stakeholders. In São Paulo, we prioritize stakeholders based on impact and influence, and develop an impact-driven engagement strategy catered to each stakeholder.

We are active members of a number of national and international associations, committees, forums, and trade unions, through which we strengthen dialogue and proximity with respective stakeholders.

We are part of national and international associations, committees, forums and unions, with the aim of increasing dialogue and proximity to our stakeholders:

- Abaf (Bahia Association of Forest Based Companies);
- ABNT (Brazilian Association of Technical Standards);
- ABTCP (Brazilian Technical Association of Paper and Pulp);
- ABTP (Brazilian Association of Port Terminals);
- ABTRA (Brazilian Association of Customs Terminals and Enclosures);
- ANEEL (National Electricity Agency);
- ANUT (National Association of Transport Users);
- Cetrel (Liquid Effluent Treatment Center);
- CIESP Botucatu (Center of Industries of São Paulo);
- Lençóis River Basin Management Committee;
- Entre Rios Environment Council;
- Alagoinhas Environment Council;
- Esplanada Environment Council;
- CETESB's (São Paulo Environmental Agency) Cellulose and Paper Environmental Chamber
- CBHRNI (Committee of the Recôncavo Norte and Inhambupe river basins);
- Ceptram (State Council of Environment);
- Cofic (Camaçari Industrial Promotion Committee);
- CONERH (State Water Resources Council);
- Management Council of Apa Litoral Norte;
- Management Board of APA Joannes / Ipitanga;
- Management Board of the APA of the Batalha River;
- Fieb (Federation of Industries of the state of Bahia);
- Florestar SP (São Paulo Association of Producers and Suppliers and Consumers of Planted Forests);
- IBA (Brazilian Tree Industry);
- Ipef (Institute of Forestry Research and Studies);
- Sif (Forestry Research Society);
- Sindpapel (Union of the industries of paper, pulp, cardboard, wood pulp for paper and paper and cardboard artifacts in the state of Bahia);
- CAMCORE (Global Partners for the Future of our Forests);
- CONSEG (Community Safety Council) of Esplanada-BA;
- Security Council Cofic, as a participating member;
- CONSENE (Northeast Public Safety Council), as a guest member;
- Subcommittee of the Atlantic Forest Biosphere Reserve;
- Consultancy Agreement-Prof. Mike Wingfield-Pretoria;



- Union of the industry of Paper, pulp and wood pulp for Paper of the state of São Paulo (SIP-SP);
- UFES / UFSC (Federal University of Espírito Santo/Federal University of Santa Catarina);
- UFRB (Universidade Federal do Recôncavo da Bahia);
- FGVces (Center for Sustainability Studies, São Paulo School of Business Administration of Fundação Getulio Vargas (FGV EAESP);
- UN Global Compact Brazil network;
- UN WEPs-Principles of women's empowerment.

## GRI 202-1: Ratios of standard entry level wage by gender compared to local minimum wage

Lowest starting salary x local minimum wage

<b>Bahia</b>	<b>2019</b>		<b>2020</b>	
	<b>Men</b>	<b>Women</b>	<b>Men</b>	<b>Women</b>
<b>Lower salary paid by the organization (R\$)</b>	R\$1,091.42	R\$1,091.42	R\$1,140.00	R\$1,140.00
<b>Minimum wage determined by legislation or union (R\$)</b>	R\$998.00	R\$998.00	R\$1,045.00	R\$1,045.00
<b>Percentage ratio</b>	+9.3%	+9.3%	+9.1%	+9.1%
<hr/>				
<b>São Paulo</b>	<b>2019</b>		<b>2020</b>	
	<b>Men</b>	<b>Women</b>	<b>Men</b>	<b>Women</b>
<b>Lower salary paid by the organization (R\$)</b>	R\$1,220.26	R\$1,220.26	R\$1,267.73	R\$1,267.73
<b>Minimum wage determined by legislation or union (R\$)</b>	R\$998.00	R\$998.00	R\$1,045.00	R\$1,045.00
<b>Percentage ratio</b>	+22.3%	+22.3%	+21.3%	+21.3%

# GRI 202-2: Senior Management members hired from the local community<sup>1</sup>

	Bahia	São Paulo
<b>Total senior management members</b>	3	10
<b>Senior management members from the local community</b>	0	3
<b>Percentage of senior management members from the local community</b>	0%	30%

<sup>1</sup> Refers to professionals residing in the same state where Bracell operates.

# GRI 205-2: Communication and training about anti-corruption policies and procedures | 205-3 Confirmed incidents of corruption and actions taken | 406-1 Incidents of discrimination and corrective actions taken

## Corruption cases

	2019	2020
<b>Total number of confirmed cases of corruption</b>	2	1
<b>Report of the nature</b>	Corruption between supplier and employee.	Corruption between supplier and employee.
<b>Total number of confirmed cases where employees were dismissed or punished for corruption</b>	2	1
<b>Total number of confirmed cases when contracts with trading partners were terminated or not renewed as a result of corruption-related violations</b>	1	1

\*Identified by Internal Audit’s control tools and processes.

The “Ombudsman Channel **Bracell Escuta**”, intended for complaints of non-compliance with the Bracell Code of Conduct, reported in 2020, 35 complaints - 20 in São Paulo and 15 in Bahia. After investigations conducted by the Internal Audit area, it was found that seven were evaluated as valid, receiving the appropriate treatment, including the feedback report to RGE’s headquarters in Singapore. There were no reported cases of human rights violations and/or discrimination either by Bracell or its service providers. All cases were investigated and cleared to full resolution.



## Communication channels

	<b>Bahia Forestry Activities</b> 0800 284 4747	<b>Bahia industrial activities</b> 0800 071 8484 + Whastapp Channel	<b>São Paulo</b> 0800 709 1490	<b>Bracell Escuta</b>
<b>Number of complaints identified through the mechanism</b>	62	6	55 (concerning complaints from interested parties impacted by Bracell's forest management)	35
<b>Number of complaints addressed</b>	62	6	55	35
<b>Number of complaints resolved</b>	37 valid; 25 unfounded	1 valid; 5 unfounded	48 valid; 7 unfounded	7 valid; 28 unfounded

## GRI 302-1: Energy consumption within the organization

<b>Energy consumption within the organization (MWh)</b>			
	<b>2019</b>	<b>2020</b>	<b>Variation</b>
<b>Bahia</b>	429,062.0	438,229.0	2.1%
<b>São Paulo</b>	177,547.6	182,629.6	2.9%
<b>Bracell</b>	606,609.6	620,858.6	2.3%
<b>Energy generated (MWh)</b>			
	<b>2019</b>	<b>2020</b>	<b>Variation</b>
<b>Bahia</b>	432,010.0	438,229.0	1.4%
<b>São Paulo</b>	238,328.8	228,298.9	-4.2%
<b>Bracell</b>	670,338.8	666,527.9	0.6%

\*Energy consumption within the organization is the result of the sum of renewable and non-renewable fuels consumed with the amount of electricity, heating, cooling and steam purchased for consumption and self-generated. From this total, the total amount of electricity, heating, cooling and steam sold is subtracted.

### Energy purchased from outside the organization and consumed in the current year (MWh)

	2019	2020	Varição
<b>Bahia</b>	34,951.0	39,714.0	+13.6%
<b>São Paulo</b>	3,631.2	3,848.5	+6%
<b>Bracell</b>	38,582.2	43,562.5	+12.9%

### Energy sold (MWh)

	2019	2020	Varição
<b>Bahia</b>	36,283.0	21,224.0	-41.5%
<b>São Paulo</b>	64,412.4	48,874.2	-24.1%
<b>Bracell</b>	100,695.4	70,098.2	-30.4%

## GRI 303-3: Water withdrawal

### Total water withdrawal volume, by source (m³)

#### 2019

Surface water	Total BA	Total SP	Total Bracell
Fresh Water	0.0	0.0	0.0
Groundwater	Total BA*	Total SP	Total Bracell
Fresh Water	15,880,968.8	6,301,890	22,182,858.8
<b>Total volume of water drawn (m³)</b>	<b>15,880,968.8</b>	<b>6,301,890</b>	<b>22,182,858.8</b>

#### 2020

Surface water	Total BA	Total SP	Total Bracell
Fresh Water	2,198	309,165.0	311,363
Groundwater	Total BA	Total SP	Total Bracell
Fresh Water	15,610,595.3	6,633,970.7	22,244,566
<b>Total volume of water drawn (m³)</b>	<b>15,612,793.3</b>	<b>6,943,135.7</b>	<b>22,555,929</b>

\*Revised series (GRI 102-48)

## GRI 303-4: Water discharge

### Total Volume of discarded water per destination (m<sup>3</sup>)

#### 2019

	Bahia	São Paulo	Bracell
<b>Groundwater</b>	12,394,032	4,990,994	17,385,026
<b>Total Volume of discarded water (m<sup>3</sup>)</b>	12,394,032	4,990,994	17,385,026

#### 2020

	Bahia	São Paulo	Bracell
<b>Groundwater</b>	12,434,732.7	5,208,374	17,643,106.7
<b>Total Volume of discarded water (m<sup>3</sup>)</b>	12,434,732.7	5,208,374	17,643,106.7

Note: 100% of our discarded water is freshwater. All effluent is treated. Between 2018 and 2020, there were twelve occurrences of effluents discharged above the established limits, four each year. All in Bahia operations.

## GRI 304-1: Own, leased, or managed operating units within or adjacent to protected areas and high biodiversity areas that are outside protected areas

### Bahia

<b>Geographical location</b>	We highlight areas and forest projects that have high biodiversity value. The Santo André project presents physiognomic characteristics of Cerrado enclaves. These aspects form 'Cerrado islands' outside their natural domain with common species found in Cerrado Caatinga and Atlantic Forest. The Sergipe project, which makes up the forest district block further north, keeps several endangered fauna and flora species, such as the Coimbra-Filho's Titi Monkey ( <i>Callicebus Coimbra</i> ).
<b>Underground land that may be owned, leased, or managed by the organization</b>	Not Applicable.
<b>Position concerning the protected area (including adjacent to or containing portions of the protected site) or high biodiversity value area outside the limits of protected areas</b>	The Santo André and Sergipe projects are operational areas that present large fragments of conserved native vegetation, preserving the genetic heritage of several species with restricted distribution either by endemism or threat status.
<b>Type of Operation (Office, manufacturing, production, or extractive)</b>	Forestry Operations.
<b>Size of the operational site in km<sup>2</sup> or hectare</b>	Sergipe: 1,902.3 hectares / Santo André: 1,310.3 hectares.
<b>Biodiversity value characterized by the protected area attribute or high biodiversity value area outside the limits of the protected area (land, freshwater, or marine)</b>	Although the Santo André project presents a large fragment of vegetation with physiognomic characteristics of Cerrado with more than 200 hectares, it has just over 1,200 hectares of conserved areas of Atlantic Forest. They are in different successional stages and physiognomies (Ombrofila Forest, restiga, and swamp areas), representing an essential microregional refuge with resources for the species' survival.
<b>Biodiversity value characterized by protected status listing (as IUCN)</b>	The wildlife in the fragments existing in the Sergipe and Santo André projects present sensitive animals that need care. Among the threatened animals that stand out in the Santo André project, the Pectoral Antwren's presence ( <i>Herpsilochmus Pectoralis</i> ) and the Karimi's Fat-Tailed Mouse Opossum ( <i>Thylamys Karimi</i> ) both vulnerable according to the IUCN. The Sergipe project protects a large population of Coimbras-Filho's Titi Monkey ( <i>Callicebus Coimbra</i> ) and a high rate of endemism for anurans amphibians above 30%.

## São Paulo

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**Geographical location**

The management units under the Bracell SP domain are located in 104 municipalities in the state of São Paulo. In 2 management units, there are High Conservation Values areas (AAVCs):

- Nova América Farm in Cabrália Paulista-SP
- Rio Verde Farm in Bauru-SP.

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**Underground land that may be owned, leased, or managed by the organization**

Surface areas.

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**Position concerning the protected area (including adjacent to or containing portions of the protected site) or high biodiversity value area outside the limits of protected areas**

In 2020, 290 management areas located in São Paulo's state were adjacent to protected areas (Conservation Units). The High Conservation Value area of Rio Verde Farm is part of the Environmental Protection Area (APA) of Rio Batalha River.

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**Type of Operation (Office, manufacturing, production, or extractive)**

Forestry Operations.

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**Size of the operational site in km<sup>2</sup> or hectare**

308.1 hectares.

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**Biodiversity value characterized by the protected area attribute or high biodiversity value outside the limits of the protected area (land, freshwater, or marine ecosystem)**

Land (fauna and flora) and freshwater ecosystem (Batalha River Basin and its tributaries).

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**Biodiversity value characterized by protected status listing (as IUCN)**

IUCN and national legislation.

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## GRI 304-4: IUCN Red List species and national conservation list species with habitats in areas affected by operations

Bahia

### Threatened or endangered Flora Species identified in Bracell's managed areas

Family	Specie	ICMBio	IUCN
Anacardiaceae	<i>Astronium fraxinifolium</i>	Least concern	-
Bignoniaceae	<i>Tabebuia cassinoides</i>	Vulnerable	-
Bromeliaceae	<i>Hohenbergia castellanosii</i>	Endangered	-
Burseraceae	<i>Protium bahianum</i>	Endangered	-
Erythroxylaceae	<i>Erythroxylum maracasense</i>	Endangered	-
Fabaceae	<i>Abarema cochliacarpus</i>	Near Threatened	-
	<i>Caesalpinia echinata</i>	Least concern	Least concern
	<i>Inga suborbicularis</i>	Vulnerable	Vulnerable
	<i>Senna phlebadenia</i>	Near Threatened	-
Lamiaceae	<i>Eriope blanchetii</i>	Vulnerable	-
Myrtaceae	<i>Calycolpus legrandii</i>	Vulnerable	Vulnerable
	<i>Manilkara dardanoi</i>	Vulnerable	Endangered
Sapotaceae	<i>M. decrescens</i>	Vulnerable	Endangered
	<i>M. máxima</i>	Endangered	Vulnerable



### Threatened or endangered Avifauna Species identified in Bracell's managed areas

Family	Specie	ICMBio	IUCN
Conopophagidae	<i>Conopophaga melanops nigrifrons</i>	Vulnerable	Vulnerable
Screaming Piha	<i>Lipaugus vociferans</i>	-	Least concern
	<i>Xipholena atropurpurea</i>	Endangered	Vulnerable
Fringillidae	<i>Spinus yarrellii</i>	Vulnerable	Vulnerable
Furnariidae	<i>Automolus lammi</i>	Vulnerable	Vulnerable
Psittacidae	<i>Amazona rhodocorytha</i>	Endangered	Vulnerable
	<i>Touit surdus</i>	Vulnerable	Vulnerable
Thamnophiliade	<i>Herpsilochmus pectoralis</i>	Vulnerable	Vulnerable
	<i>Herpsilochmus pileatus</i>	Vulnerable	Vulnerable
	<i>Myrmotherula urosticta</i>	Endangered	Vulnerable
	<i>Pyriglena atra</i>	-	Endangered
Thraupidae	<i>Tangara velia signata</i>	Vulnerable	Least concern
Tinamidae	<i>Crypturellus noctivagus (zambelê)</i>	-	Near Threatened

### Threatened or endangered Mammals Species identified in Bracell's managed areas

Family	Specie	ICMBio	IUCN
Cebidae	<i>Sapajus xanthosternos</i>	Endangered	Critically endangered
Felidae	<i>Leopardus pardalis</i>	Vulnerable	-
	<i>Leopardus trigrinus</i>	Vulnerable	Vulnerable
	<i>Puma concolor</i>	Vulnerable	-
	<i>Puma yagouaroundi</i>	Vulnerable	-
Bradypodidae	<i>Bradypus torquatus</i>	Vulnerable	Vulnerable
Pitheciidae	<i>Callicebus coimbrai</i>	Endangered	Endangered

**Threatened or endangered Herpetofauna Species identified in Bracell's managed areas**

Family	Specie	ICMBio	IUCN
Aromobatidae	<i>Allobates olfersioides</i>	Vulnerable	Vulnerable
Teiidae	<i>Ameivula abaetensis</i>	Endangered	-
Tropiduridae	<i>Tropidurus hygomi</i>	Vulnerable	-

São Paulo

**Threatened or endangered Mammals Species identified in Bracell's managed areas**

Common name	Specie	ICMBio	IUCN
Maned Wolf	<i>Chrysocyon brachyurus</i>	Vulnerable	Near Threatened
Neotropical Otter	<i>Lontra longicaudis</i>	Near Threatened	Near Threatened
Southern Brown Howler Monkey	<i>Alouatta clamitans</i>	Vulnerable	Vulnerable
Hoary Fox	<i>Lycalopex vetulus</i>	Vulnerable	Near Threatened
Black Lion Tamarin	<i>Leontopithecus chrysopygus</i>	Endangered	Endangered
Ocelot	<i>Leopardus pardalis</i>	Least concern	Least concern
Southern Tiger Cat	<i>Leopardus guttulus</i>	Vulnerable	Vulnerable
Puma	<i>Puma concolor</i>	Vulnerable	Least concern
Giant Anteater	<i>Myrmecophaga tridactyla</i>	Vulnerable	Vulnerable
Jaguarandi	<i>Herpailurus yagouaroundi</i>	Vulnerable	Least concern

**Threatened or endangered Avifauna Species identified in Bracell's managed areas**

Common name	Specie	ICMBio	IUCN
Blue-Winged Macaw	<i>Primolius maracanã</i>	Near Threatened	Near Threatened
Great Black Hawak	<i>Urubitinga coronata</i>	Endangered	Endangered

**Threatened or endangered Flora Species identified in Bracell's managed areas – (in 2017)**

Common name	Specie	ICMBio	IUCN
Buxo-de-boi	<i>Zeyheria tuberculosa</i> (Vell.) <i>Bureau ex Verl</i>	Vulnerable	Vulnerable
Angico-Branco	<i>Albizia burkartiana</i> Barneby & <i>J.W.Grimes</i>	Vulnerable	Endangered
Cinnamon Sassáfras	<i>Ocotea cf odorifera</i> (Vell.) <i>Rohwer</i>	Endangered	-
Cedrela Fissilis	<i>Cedrela fissilis</i> Vell	Vulnerable	Vulnerable
Rudgea Jasminoides	<i>Rudgea jasminoides</i> (Cham.) <i>Müll.Arg.</i>	Vulnerable	Least concern

GRI 305-1: Direct (Scope 1) GHG emissions |  
 GRI 305-2: Energy indirect (Scope 2) GHG emissions |  
 GRI 305-4: GHG emissions intensity

**In tCO<sub>2</sub>e (tonnes of carbon equivalent<sup>5</sup>)**

**2019**

	Bahia <sup>6</sup>	São Paulo	GRI 305-2: Bracell
<b>Scope 1</b>	224,102	49,897	273,999
<b>Scope 2</b>	2,706	205	2,911
<b>Total</b>	226,808	50,102	276,910

**2020**

	Bahia	São Paulo	Bracell
<b>Scope 1</b>	234,709	104,323	339,032
<b>Scope 2</b>	3,100	252	3,352
<b>Total</b>	237,809	104,575	342,384

**Bracell Variation (2019 x 2020)**

<b>Scope 1</b>	+ 23.7%
<b>Scope 2</b>	+ 15.1%
<b>Total</b>	+23.6%

<sup>5</sup> Carbon equivalent: to enable the measurement of the different greenhouse gases (GHG) controlled by the Kyoto Protocol, each with a different Global Warming Potential (GWP), they are summed up and measured in tonnes of carbon dioxide equivalents (CO<sub>2</sub>e), where “equivalent” means “having the same warming effect as CO<sub>2</sub> over a period of 100 years. The main gases considered are CO<sub>2</sub> (carbon dioxide), CH<sub>4</sub> methane, and N<sub>2</sub>O (nitrous oxide).

<sup>6</sup> Revised series (GRI 102-48)

**Biogenic emissions  
tCO<sub>2</sub>**

	2019	2020	2019 x 2020
<b>Bahia</b>	1,339,621	1,374,578	+2.6%
<b>São Paulo</b>	924,164	782,946	-15.2%
<b>Bracell</b>	2,263,785	2,157,524	-4.6%

**Indirect emissions (scope 3) São Paulo 2020**

<b>CO<sub>2</sub> equivalent emissions (tCO<sub>2</sub>e)</b>	84,096
<b>Biogenic emissions (tCO<sub>2</sub>)</b>	4,925

**Carbon sequestration  
tCO<sub>2</sub>****2019\*****2020**

<b>Bahia</b>	<b>São Paulo</b>	<b>Bracell</b>	<b>Bahia</b>	<b>São Paulo</b>	<b>Bracell</b>
700,000	-2,921,467	-2,221,467	-100,000	-4,301,975	-4,401,975

\*Revised number. (GRI 102-48)

## GRI 306-3: Waste generated | GRI 306-4: Waste diverted from disposal | GRI 306-5: Waste directed to disposal

Bahia Industrial

Material	Classification	Volume generated in 2019 (in tonnes)	Volume generated in 2020 (in tonnes)	Destination
Bark, sawdust and others (coming from the wooden courtyard)	Class II	60,145	59,558	Commercialized (biomass for power generation, recovery of degraded areas and industrial landfill) - bark, serrgame and patio waste
ETE sludge and sieve (Effluent Treatment Plant)	Class II	28,833	13,508	Commercialized (primary fibers for Paper Mills and recyclers; fertilizer and biomass for power generation and industrial landfill)
Limescale tailings from the recovery process	Class I	1,458	1,421	Donation to Cetrel (treatment of liquid effluents and industrial waste) of the Industrial pole of Camaçari, for PH correction of effluents
Grits, dregs and mud from the recovery process	Class II	53,977	25,205	Grits: industrial landfill Dregs: industrial landfill and organic fertilizer Lime mud: commercialization for the manufacture of fiber cement and ceramic tiles and for soil concealer
Knots and fiber line rejection	Class II	18,408	13,312	Commercialized (biomass for energy generation and organic fertilizer)



<b>Material</b>	<b>Classification</b>	<b>Volume generated in 2019 (in tonnes)</b>	<b>Volume generated in 2020 (in tonnes)</b>	<b>Destination</b>
Metal (not industrial)	Class II	1,353	895	Commercialized (recycling)
Plastic (not industrial)	Class II	35	34	Commercialized (recycling)
Cardboard (non-industrial)	Class II	332	384	Commercialized (recycling)
Glass (not industrial)	Class II	0	6.0	Donated (recycling)
Lamps (not industrial)	Class I	2.1	0.9	Referred to licensed company
Batteries	Class I	1.9	1.7	Referred to licensed company
Used lubricating oil	Class I	16.0	32.5	Referred to licensed company
Healthcare waste	Class I	0.04	0.1	Referred to licensed company
Contaminated drums	Class I	13.1	14.3	Referred to licensed company

\*Revised series (GRI 102-48)

**Total weight of each of the following wastes (in tonnes)**

	<b>2019</b>	<b>2020</b>
i. Hazardous waste transported	All waste classified in the table above as Class I	51.6 tons (table above, with the exception of agricultural defensive packaging and fluorescent lamps).
ii. Hazardous waste imported	None	None
iii. Hazardous waste exported	None	None
iv. Hazardous waste treated	None	None

<b>Material</b>	<b>Classification</b>	<b>Volume generated in 2019</b>	<b>Volume generated in 2020</b>	<b>Destination</b>
Fluorescent lamps	Class I	103 units	120 units	Sent to licensed company- decontamination
Packaging of agricultural defensives	Class I	3,437 drums	3,374 drums	Referred to the Association of agricultural defensive dealers of the region of Feira de Santana – Ardarfs) - recycling
Cardboard	Class II A	19,626 packages	25,387 packages	Sent to the cooperative of waste pickers and Recyclers of Alagoinhas (Coral) - recycling
Plastic	Class II A	1.5 tonnes	1.5 tonnes	Sent to the cooperative of waste pickers and Recyclers of Alagoinhas (Coral) - recycling
Tyre	Class II B	4.2 tonnes	13,675 tonnes	Forwarded to licensed company-recycling
Lubricating oil	Class I	15.9 tonnes	14.2 tonnes	Commercialized- re-refining
Scrap	Class II B	38,6 tonnes	82,3 tonnes	Commercialized- recycling
Common waste	Class II A	30 tonnes	10,8 tonnes	Intended for licensed controlled landfill
Contaminated Soil	Class I	4,2 tonnes	6.2 tonnes	
Miscellaneous Contaminated	Class I	11,9 tonnes	14,3 tonnes	Referred to licensed company-coprocessing
Oil filters	Class I	7,1 tonnes	6,2 tonnes	
Contaminated Hoses	Class I	14,6 tonnes	10,8 tonnes	

## São Paulo Industrial

<b>Material</b>	<b>Classification</b>	<b>Volume generated in 2019</b>	<b>Volume generated in 2020</b>	<b>Destination</b>
Metal and plastic drums	Class I	235 units	810 units	Referred to licensed company
Non-contaminated metal and plastic drums	Class II	0	302 units	Referred to licensed company
Bigbags	Class II	0	3 tonnes	Referred to licensed company
Lubricating oil	Class I	24,240 litres	23,120 kg	Referred to licensed company
Outpatient waste	Class I	15 kilos	43 kg	Referred to licensed company
Tyre	Class I	467 units	528 units	Referred to licensed company
Cafeteria oil	Class I	115 litres	120 litres	Referred to licensed company
Grits, dregs, mud and lime tailings from the recovery process	Class II	4,750 tonnes	4,919 tonnes	Routed to be used as a soil concealer
Ash generated by the power boiler	Class II	4,868 tonnes	6,592 tonnes	Routed to be used as a soil concealer
Sewage Treatment Plant sludge	Class II	1,200 tonnes	1,324 tonnes	Routed to be used as a soil concealer

<b>Material</b>	<b>Classification</b>	<b>Volume generated in 2019</b>	<b>Volume generated in 2020</b>	<b>Destination</b>
Carbon steel scrap	Class II	190.2 tonnes	81.1 tonnes	Referred to licensed company
Stainless steel scrap	Class II	6.7 tonnes	0	Referred to licensed company
Waste office supplies	Class II	193.9 tonnes	201.9 tonnes	Forwarded to recycling plant
Rock wool and fiberglass	Class II	14.9 tonnes	13.09 tonnes	Routed to licensed industrial landfill
Restaurant waste	Class II	23,105 litres	13,243.1 kg	Forwarded to licensed municipal landfill
Recyclable waste	Class II	6,9 tonnes	9,2 tonnes	Referred to the Association of the Physically Disabled of Lençóis Paulista (Adeflip)
Wood scrap residue	Class II	0	39,3 tonnes	Referred to licensed company
Oil contaminated residue-dangerous	Class I	23.74 tonnes	14,8 tonnes	Referred to licensed company

\*Revised series (GRI 102-48)

Material	Classification	Volume generated in 2019 (in kilos)	Volume generated in 2020 (in kilos)	Destination
Empty packaging of products used in cultivation	Class II	16,862	- 42,190 - 900 1 l package - 2,860 5 l package - 16,880 20l package	Sent to the post of the Association of distributors of agricultural inputs of the state of São Paulo (Adiaesp) in São Manuel
Contaminated residue	Class I	560	There was no delivery of contaminated material in 2020	Referred for co-processing in a licensed company

Compared to 2019, there was no significant increase or reduction in class I waste generation. However, there was an increase in the number of agricultural defensive packaging. The need for stronger weed controlling, which increased due to rains, and the control of sprouting areas of dry land for planting reform, where the applied dose of defensive is higher, in addition to new planting areas, justified such increase.

## GRI 307-1: Non-compliance with environmental laws and regulations

In 2020, we faced R\$ 433,000 in fines, all in São Paulo, in relation to 12 cases of infringement due to intervention in preservation areas, suppression of isolated trees, and occurrences of fires in native vegetation. We appealed and presented our defense. Cases are ongoing.

## GRI 401-1: New employee hires and employee turnover

Total number and rate of employees hired by age group

Age group	2020			
	Bahia		São Paulo	
	Total number	Rate	Total number	Rate
Under 30 years	67	30.7%	290	36.6%
Between 30 and 50 years	136	62.4%	450	56.7%
Over 50 years	15	6.9%	53	6.7%
Total	218	100%	793	100%

Total number and rate of employees hired, by gender

Gender	2020			
	Bahia		São Paulo	
	Total number	Rate	Total number	Rate
Man	154	70.6%	576	72.6%
Woman	64	29.4%	217	27.4%
Total	218	100%	793	100%

Total number and rate of employees hired by region

2020			
Bahia		São Paulo	
Total number	Rate	Total number	Rate
218	100%	793	100%



## Total number and rate of employees who left the company, by age group

Age group	2020			
	Bahia		São Paulo	
	Total number	Rate	Total number	Rate
Under 30 years	69	23.6	108	43.5%
Between 30 and 50 years	197	67.2	115	46.4%
Over 50 years	27	9.2%	25	10.1%
Total	293	100%	248	100%

## Total number and rate of employees who left the company, by gender

Gender	2020			
	Bahia		São Paulo	
	Total number	Rate	Total number	Rate
Man	210	71.7%	183	73.8%
Woman	83	28.3%	65	26.2%
Total	293	100%	248	100%

## Total number and rate of employees who left the company, by region

2020			
Bahia		São Paulo	
Total number	Rate	Total number	Rate
293	100%	248	100.0%

In Bahia, the seasonality of planting accounts for the number of dismissals being higher than the number of admissions.

## GRI 403-9: Work-related injuries\*

Bahia - employees<sup>1</sup>

Forestry (Alagoinhas - BA)	Number of accidents (including deaths)		Accident rate	
	Work Accident Leaves	No leave	Work Accident Leaves	No leave
2019	0	0	0	0
2020	0	0	0	0
Industrial (Camaçari - BA)	Number of accidents (including deaths)		Accident rate	
	Work Accident Leaves	No leave	Work Accident Leaves	No leave
2019	2	2	1.23	1.23
2020	1	0	0.57	0

Bahia - contractors<sup>2</sup>

Forestry (Alagoinhas - BA)	Number of accidents (including deaths)		Accident rate	
	Work Accident Leaves	No leave	Work Accident Leaves	No leave
2019	1	2	0.18	0.35
2020	0	3	0	0.59
Industrial (Camaçari - BA)	Number of accidents (including deaths)		Accident rate	
	Work Accident Leaves	No leave	Work Accident Leaves	No leave
2019	0	3	0	1.74
2020	1	1	1.04	1.04

\* Rates based on 1,000,000 hours worked. Main types of work accidents: Contact with chemical substance/thought/upper limb imprisonment, impact against a stationary object/falling object, contact with a sharp surface, fall from the same level. There were no events with high consequence injury reported in the period. Reference adopted: NBR 14.280.

São Paulo – employees<sup>3</sup>

Forestry (Lençóis Paulista - SP)	Number of accidents (including deaths)		Accident rate	
	Work Accident Leaves	No leave	Work Accident Leaves	No leave
2019	1	17	0.9	15.8
2020	1	29	0.72	21

  

Industrial (Lençóis Paulista - SP)	Number of accidents (including deaths)		Accident rate	
	Work Accident Leaves	No leave	Work Accident Leaves	No leave
2019	1	6	0.6	4.1
2020	2	26	0.93	12.08

São Paulo – contractors<sup>4</sup>

Forestry (Lençóis Paulista - SP)	Number of accidents (including deaths)		Accident rate	
	Work Accident Leaves	No leave	Work Accident Leaves	No leave
2019	2	40	0.5	10.6
2020	2	77	0.24	9.35

  

Industrial (Lençóis Paulista - SP)	Number of accidents (including deaths)		Accident rate	
	Work Accident Leaves	No leave	Work Accident Leaves	No leave
2019	3	11	5.4	20.1
2020	0	11	0	60.2

<sup>1</sup> Total hours: 3,535,338.41.

<sup>3</sup> Total hours: 3,533,058.71.

<sup>2</sup> Total hours: 4,311,099.65.

<sup>4</sup> Total de horas: 4.311.099,65.

## GRI 404-1: Training hours average

### Bahia

Average hours of training that the organization's employees have undertaken during the reporting period, by gender

Gender	Employees	Training hours (h)	Training hours average (h)
Men	1,180	42,645.68	36.14
Women	357	3,830.47	10.73
<b>Total</b>	<b>1,537</b>	<b>46,476.15</b>	<b>30.24</b>

Average hours of training that the organization's employees have undertaken during the reporting period, by employee category

Functional category	Employees	Training hours (h)	Training hours average (h)
Director Board	2	29.5	14.75
Senior management	6	158	26.33
Management	34	943.35	27.75
Head / coordinator	66	1,593.23	24.14
Technical / supervision	164	2,223.38	13.56
Administrative	392	4,500.48	11.48
Operational	865	36,906.30	42.67
Trainees	8	121.91	15.24
<b>Total</b>	<b>1,537</b>	<b>46,476.15</b>	<b>30.24</b>

## São Paulo

Average hours of training that the organization's employees have undertaken during the reporting period, by gender

Gender	Employees	Training hours (h)	Training hours average (h)
Men	1,701	99,451	58.5
Women	446	10,196	22.8
<b>Total</b>	<b>2,162</b>	<b>109,647</b>	<b>51.1</b>

Average hours of training that the organization's employees have undertaken during the reporting period, by employee category

Functional category	Employees	Training hours (h)	Training hours average (h)
Director Board	2	Not available	Not available
Senior management	17	46	2.7
Management	39	342	8.8
Head / coordinator	62	1,588	14.0
Technical / supervision	56	20,990	355.8
Administrative	502	7,132	15.4
Operational	1,455	76,102	52.3
Trainees	15	3,447	231.8
<b>Total</b>	<b>2,162</b>	<b>109,647</b>	<b>50.7</b>

## GRI 405-1: Diversity of governance bodies and employees

Number and percentage of employees, by functional category, by gender - Bahia

Gender 2020		Men	Women	Total
Director Board	Number	3	0	3
	Percentage	100%	0%	100%
Senior management	Number	5	0	5
	Percentage	100%	0%	100%
Management	Number	24	7	31
	Percentage	78%	22%	100%
Head/ coordinator	Number	91	17	108
	Percentage	84.2%	15.8%	100%
Technical / supervision	Number	51	1	52
	Percentage	98.1%	1.9%	100%
Administrative	Number	121	142	263
	Percentage	46%	64%	100%
Operational	Number	932	198	1,130
	Percentage	85.3%	14.6%	100%
Trainees	Number	2	2	4
	Percentage	50%	50%	100%
Total	Number	1,229	367	1,596
	Percentage	77%	23%	100%

Number and percentage of employees, by functional category, by gender - São Paulo

<b>Gender 2020</b>		<b>Men</b>	<b>Women</b>	<b>Total</b>
<b>Director Board</b>	<b>Number</b>	2	0	2
	<b>Percentage</b>	100%	0%	100%
<b>Senior management</b>	<b>Number</b>	16	1	17
	<b>Percentage</b>	94.2%	5.8%	100%
<b>Manegement</b>	<b>Number</b>	33	6	39
	<b>Percentage</b>	84.6%	15.3%	100%
<b>Head/ coordinator</b>	<b>Number</b>	47	15	62
	<b>Percentage</b>	75.8%	24.2%	100%
<b>Technical / supervision</b>	<b>Number</b>	55	1	56
	<b>Percentage</b>	98.2%	1.8%	100%
<b>Administrative</b>	<b>Number</b>	320	182	502
	<b>Percentage</b>	63.7%	36.4%	100%
<b>Operational</b>	<b>Number</b>	1,218	236	1,454
	<b>Percentage</b>	83.8%	16.2%	100%
<b>Trainees</b>	<b>Number</b>	10	5	15
	<b>Percentage</b>	66.6%	33.4%	100%
<b>Total</b>	<b>Number</b>	1,701	446	2,147
	<b>Percentage</b>	79.2%	20.8%	100%

Number and percentage of employees, by functional category, by age group - Bahia

Age group		Under 30 years old	Between 30 and 50 years old	Over 50 years old	Total
Director Board	Number	0	0	3	3
	Percentage	0%	0%	100%	100%
Senior management	Number	0	4	1	5
	Percentage	0%	80%	20%	100%
Manegement	Number	1	26	4	31
	Percentage	3.1%	84.3%	12.5%	100%
Head/ coordinator	Number	3	89	16	108
	Percentage	2.8%	82.4%	14.8%	100%
Technical / supervision	Number	5	36	11	52
	Percentage	9.6%	69.2%	21.2%	100%
Administrative	Number	86	166	11	263
	Percentage	32.7%	63.1%	4.2%	100%
Operational	Number	204	820	106	1,130
	Percentage	18.1%	72.5%	9.4%	100%
Trainees	Number	4	0	0	4
	Percentage	100%	0%	0%	100%
Total	Number	303	1,141	152	1,596
	Percentage	19%	71.5%	9.5%	100%



Number and percentage of employees, by functional category, by age group - São Paulo

Age group		Under 30 years old	Between 30 and 50 years old	Over 50 years old	Total
Director Board	Number	0	0	2	2
	Percentage	0%	0%	100%	100%
Senior management	Number	0	10	7	17
	Percentage	0%	58.8%	41.2%	100%
Management	Number	1	31	7	39
	Percentage	2.5%	79.4%	17.9%	100%
Head/ coordinator	Number	0	55	7	62
	Percentage	0%	88.7%	11.3%	100%
Technical / supervision	Number	3	43	10	56
	Percentage	5.3%	76.8%	17.9%	100%
Administrative	Number	197	262	43	502
	Percentage	39.2%	52.2%	8.8%	100%
Operational	Number	425	852	177	1,454
	Percentage	29.2%	58.6%	12.2%	100%
Trainees	Number	15	0	0	15
	Percentage	100%	0%	0%	100%
Total	Number	641	1,253	253	2,147
	Percentage	29.8%	58.4%	11.8%	100%

## GRI 408-1: Operations and suppliers at significant risk for incidents of child labor | GRI 409-1: Operations and suppliers at significant risk for incidents of forced or compulsory labor

In 2020, there were no reported cases of child labor, degrading working conditions, or harassment related to our suppliers. Also, suppliers who provide services within Bracell's premises must periodically submit documents that prove their compliance with the labor, and social security laws and taxes, among others.

In the Project Star construction site, we have a contractor who continuously monitors the workers' accommodation, food, transportation conditions, and ancillary obligations.

## GRI 410-1: Security personnel trained in human rights policies or procedures

	Bahia		São Paulo		Bracell	
	2019	2020	2019	2020	2019	2020
<b>Security staff total number</b>	108	105	9	193	117	298
<b>Security staff number trained in human rights</b>	108	105	9	193	117	298
<b>Security staff trained in human rights percentage</b>	100%	100%	100%	100%	100%	100%

## GRI 413-2: Operations with significant real and potential negative impacts on local communities

Place of operation	Site of impact	Actual and potential significant negative impacts of operations	
<b>Forestry operation (SP and BA)</b>	Communities surrounding Bracell forest management	Real impacts	<ul style="list-style-type: none"> <li>- Machinery and equipment noise;</li> <li>- Dust by traffic of trucks and machinery in neighboring areas;</li> <li>- Truck speeding</li> </ul>
		Potential impacts	<ul style="list-style-type: none"> <li>- Damage or obstruction on access to secondary roads;</li> <li>- Short in the supply of electricity;</li> <li>- Risk of accidents by the use of roads;</li> <li>- Health risks by the use of pesticides;</li> <li>- Health risks by exposure to dust;</li> <li>- Degradation of roads by the weight of cargo vehicles.</li> </ul>



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