

ESG *policy*





café
apuí
agroflorestal

planting the future of the
AMAZON

This document

This document presents the **guidelines of Amazônia Agroflorestal's Environmental, Social and Governance (ESG) Policy**. All partners, collaborators and suppliers must abide by the entire content of this document.

As a way of guaranteeing and promoting our principles and values, we have opened a specific channel of communication with the public on our website. On "Ouvidoria - Canal de Ética e Privacidade" (**Ombudsman - Ethics and Privacy Channel**)v webpage, anyone is welcome to report any problem or make a complaint (anonymous or not), in addition to personal data requests, comments and other messages. The **Amazônia Agroflorestal Ethics Committee** will carry out the internal treatment, acting towards the resolution of the case.



About us

Since it was founded, Amazônia Agroflorestal is a Limited Company that adhered to the conditions of the B Corp movement, a global initiative that wants to rebuild our economic system.

With the adoption of these clauses, the company is committed to consider in all activities:

a) The short and long term interests of the Company and its partners; and

b) The economic, social, environmental and legal operation long and short-term effects that somehow affect active employees, suppliers, consumers, creditors, as well as the community in which the company operates locally and globally.

In addition, management decisions shall consider the best

interests of the Company, including the interests, expectations, short and long term effects on the following:

a) partners;

b) active employees;

c) suppliers, consumers and other creditors; and

d) the local and global community and environment.

The adoption of these clauses contributes to **Amazônia Agroflorestal being a company that, in its DNA, is committed to the social and environmental impact in the course of its economic activities.**

Environmental



Agroforestry production

The company enables the commercialization of agroforestry coffee grown in Apuí, in the southern region of Amazonas, and nearby areas. This is a region historically affected by fires and unsustainable land use. Thereby, the company's activities **contribute to offer a sustainable alternative to producers in the region.**

Organic Production

We support coffee producers to obtain and maintain organic certification, **eliminating the use of pesticides and herbicides, preserving the health of the rural producers, our final customer, and promoting the conservation of the environment.** All producers will start producing organically after the 3rd year of planting.

Environmental

Forest Code

We make every effort to comply with the Brazilian Forest Code and encourage others to do the same.

Standing Forest

Amazônia Agroflorestal and its rural partner producers promote reforestation through the implementation of agroforestry with **native species. Together, we enhance forest conservation** through the Payment for Environmental Services Program, in which rural producers are paid to avoid logging in their properties. **We also monitor environmental indexes in the region.**



Social



Team

We offer our team:

i) good work conditions, free of prejudice, slavery or child labor;

ii) safety for our collaborators, rural partner producers and communities affected by the company's activities.

Respect and Diversity

It is essential for Amazônia Agroflorestal, its partners and suppliers to:

A. Act with **respect for human rights** and the **environment**;

B. Act ethically;

C. **Repudiate harassment** in any way;

D. **Respect diversity**;

E. **Promote the right to freedom of expression** through the exchange of thoughts, ideas and opinions, without prejudice or discrimination;

Social

F. Condemn aggressive or embarrassing behavior;

g. **Abstain from prejudiced or discriminatory behavior** in relation to race, color, origin, gender, personal aesthetics, physical conditions, nationality, sex, age, marital status, sexuality, social position, religion and other acts that harm the dignity of any person.

H. **Value the occupation of women in institutional frameworks**, especially in highly relevant positions, adopting measures that aim at full equality between men and women in the work environment, with a prohibition of any gender pay gap.

The company is aware of the impact of its activities on coffee producers, distributors and final consumers.

Sustainable Development

We help local rural partner producers to improve their life quality through sustainable productions that depend on the standing forest (due to the regeneration and maintenance of the agroforestry production). We also apply a **fair market value and monitor social indexes**.



Governance

Diversity:

The company promotes diversity in its management through:

Board of Administration: A group of 5 people was created to compose the Board of Administration of the company. As a result, we promote the **sharing of information with a more diverse specter of opinions** to support the company's decision-making process. In addition to partners' representatives, there are also company investors who sit on this Board.

Board of Directors: The company promotes gender diversity on its board.

Partners: The company values the **diversity of partners**, through the company's minority partners, in addition to guaranteeing rights and responsibilities through the **Partners' Agreement**. The minority partners are people who have worked to make possible the alternative of agroforestry production in the Apuí region and who allow the company to carry out its activities today, **always keeping the concern with the social and environmental impact at the center of the decision-making process.**



Governance

Anti Corruption

The company, its partners and directors **repudiate any fraudulent or corrupt practices** (bribery, influence peddling, money laundering, concealment of assets, undue advantages and others), illegal or criminal acts of any kind.

Transparency, ethics and risk management

The company repudiates any unlawful conduct in its activities, adopting precautions to prevent and mitigate possible deviations by its employees.

In terms of commitment to transparency, the company periodically prepares a newsletter that is distributed to partners, internal staff and investors, where relevant situations regarding the company's activities are reported.

In risk management, Amazônia Agroflorestal has permanent legal and accounting advice. The company underwent a rigorous Due Diligence at the request of an investor in 2021, obtaining a satisfactory result and will annually be audited by a specialized company.



Who made this document

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WARNING: *In case of any violations of the practices described above by collaborators, suppliers or partners, we ask you to report it immediately on our Ombudsman channel (www.cafeapui.com.br/ouvidoria)*