

Company and Sector Performance

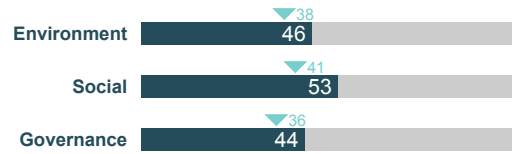
Company performance Sector average performance Sector performance

ESG OVERALL SCORE

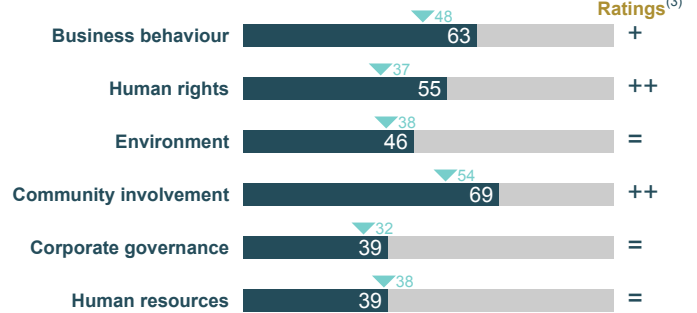


Information rate	86%
sector average	71%
Cooperation level ⁽²⁾	Not responsive
High severity controversies	No
Rank in Sector	1/8
Rank in Region	23/860
Rank in Universe	326/4201

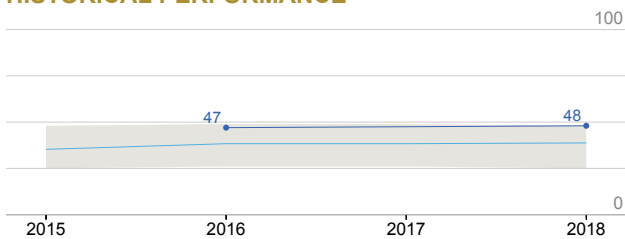
ESG PERFORMANCE (/100)



6 DOMAINS PERFORMANCE (/100)



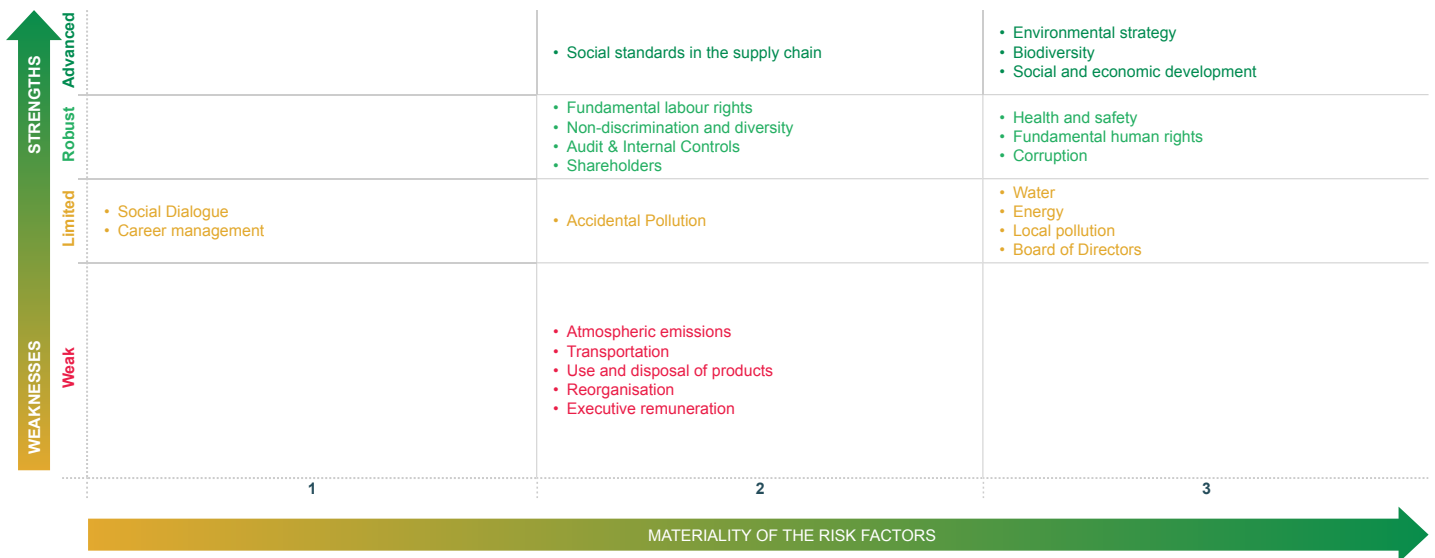
HISTORICAL PERFORMANCE



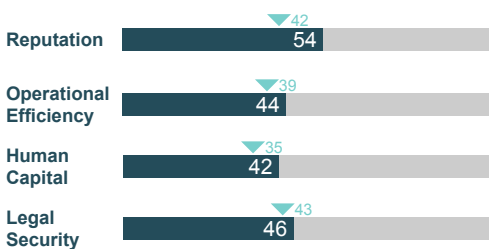
Company inclusion in Vigeo Eiris indices⁽⁴⁾: No

Management of risks and opportunities

MATERIALITY & PERFORMANCE MATRIX



RISK MITIGATION INDEX (/100)



ANALYST FOCUS

TOPIC	COMMENT	TREND
Local communities	Fibria has set quantitative targets to increase approval among local communities and increase its participation in local development projects. It has launched several initiatives and community engagement plans in this view, and measures related outcomes through a local community survey. The Company's advanced performance in 'Biodiversity' further strengthens its reputation with local stakeholders.	↗
Environmental performance	Apart from a solid Environmental strategy and quantitative targets set for most key issues, Fibria's operational efficiency could be enhanced through more ambitious measures, as most actions reported on 'Energy', 'Local pollution' and 'Water' are considered limited.	→
Human Capital	Fibria maintains a robust performance in 'Health and safety', with its employees represented in formal joint management-worker health and safety committees and positive results over the last five years. Some relevant measures are also implemented to inform employees about their 'Labour rights' and to promote 'Social dialogue'.	→

Carbon Footprint and Energy Transition*

"The Carbon Footprint & Energy Transition research provides an assessment of a company's carbon footprint combined with the strategy to manage risks and opportunities related to the transition to a low carbon economy. NI (No Info) is used to indicate that the information is not available."

CARBON FOOTPRINT



SCALE	EMISSIONS (T CO2 EQ)	CATEGORIES
A	<100 000	Moderate
B	>= 100 000 and <1 000 000	Significant
C	>= 1 000 000 and <10 000 000	High
D	>= 10 000 000	Intense

ENERGY TRANSITION SCORE



ENERGY TRANSITION SCORE	CATEGORIES
60-100	Advanced
50-59	Robust
30-49	Limited
0-29	Weak

Goods and services contributing to sustainable development*

"Sustainable Goods & Services research provides a positive screening on companies to identify business activities devoted to sustainable solutions."



INVOLVEMENT	CATEGORIES
>=50%	Major
20-49%	Significant
0-19%	Minor
0%	None

Involvement in controversial activities*

"The Controversial Activities research provides screening on companies to identify involvement in business activities that are subject to philosophical or moral beliefs."

Involvement in controversial activities: Not available in this version

Screened Areas:

- Alcohol
- Animal welfare
- Chemicals of concern
- Civilian firearms
- Fossil fuels
- Gambling
- Genetic engineering
- High interest rate lending
- Military
- Nuclear power
- Pornography
- Reproductive medicine
- Tobacco

For more information please contact us at customer.service@vigeo-eiris.com

(1) Performance level: weak (0-29/100), limited (30-49/100), robust (50-59/100), advanced (60-100/100)
 (2) Cooperation level on a 4-level scale: proactive, responsive, partially responsive, not responsive
 (3) Ratings outline companies' benchmarked domain performance within a sector, on a 5-level scale: "-", "=", "+", "+", "+"
 (4) Indices: based on the most recent indices at the date of publication. More details on vigeo-eiris.com.

Company performance in all the Sustainability Drivers

			Overall score 48/100				
Weight			Trend	Score	Leadership	Implementation	Results
Environment			→	46	52	43	31
E	ENV1.1	3	↗	85	86	83	N/A
E	ENV1.4	3	↘	85	100	90	65
E	ENV2.1	3	↗	47	48	51	41
E	ENV2.2	3	↗	37	48	30	33
E	ENV2.6	3	↗	34	30	30	42
E	ENV1.2	2		46	30	44	65
E	ENV2.4	2		28	65	0	20
E	ENV2.7	2		20	30	30	0
E	ENV3.1	2		0	0	0	0
Human Resources			→	39	38	46	32
S	HRS3.2	3	→	57	67	76	28
S	HRS2.3	2	→	12	0	0	35
S	HRS1.1	1		45	37	56	43
S	HRS2.4	1	→	33	30	40	30
Human Rights			↗	55	49	58	56
S	HRT1.1	3	↗	56	37	65	65
S	HRT2.1	2	→	52	51	39	65
S	HRT2.4	2	↗	55	65	65	34
Community Involvement			↗	69	79	91	36
S	CIN1.1	3	→	69	79	91	36
Business Behaviour (C&S)			→	63	83	38	67
G	C&S3.1	3	↘	59	83	42	53
S	C&S2.4	2	↗	68	83	33	88
Corporate Governance			→	39	35	30	53
G	CGV1.1	3	↘	40	29	35	56
G	CGV2.1	2	↗	53	38	33	88
G	CGV3.1	2	↗	57	77	51	44
G	CGV4.1	2	↗	7	0	0	22

■ **Weak** (0-29/100)
 ■ **Limited** (30-49/100)
 ■ **Robust** (50-59/100)
 ■ **Advanced** (60-100/100)



Involvement in allegations



Involvement in allegations with evidence of corrective measures

Benchmark

Position versus sector peers

Position versus sector peers		Environment	Human resources	Human rights	Community involvement	Business behaviour (C&S)	Corporate governance	Overall Score
BRFIBRACNOR9	Fibria	=	=	++	++	+	=	48
ZAE000006284	Sappi	=	++	=	+	++	+	47
BRSUZBACNOR0	Suzano Papel e Celulose	=	=	++	+	+	-	42
BRKLBNCNDAM18	Klabin S/A	=	+	-	=	+	=	39
CL0000001314	Empresas CMPC	=	=	-	+	=	=	37
CL0000000183	Masisa	-	+	+	=	=	=	37
US151191AZ66	Celulosa Arauco y Constitucion	-	+	+	+	=	=	35
BMG653181005	Nine Dragons Paper Industries	--	-	-	-	-	-	25

General information

Based in Sao Paulo, Fibria Celulose S.A. (Fibria) is a Brazilian producer of market hardwood pulp. Fibria's activities are supported by a forest base covering an area of 969 thousand hectares of which 343 thousand hectares are native forests, spread across six different states: Espírito Santo, Bahia, Minas Gerais, São Paulo, Mato Grosso do Sul and Rio de Janeiro. The Company operates 4 pulp mills, with a combined annual production

capacity of 5.30 million tons of eucalyptus. They also have a 50% stake of Veracel (a joint venture with Stora Enso) in Bahia and integrated logistics using highway, railway and maritime modes. In 2015, Fibria and Klabin S.A. concluded a contract for the purchase of hardwood pulp produced at the Klabin plant in the state of Paraná, and operation started in 2016.

Selected financial data

Key data	Revenues	EBIT	Employees
2017	BRL 11,739m	BRL 2,318m	N/A
2016	BRL 9,615m	BRL 1,427m	4,493
2015	BRL 10,080.7m	BRL 3,524m	4,197
2014	BRL 7,084m	BRL 1,657m	4,294
2013	BRL 6,917m	BRL 1,710m	4,192

Main shareholders	2017
Votorantim S.A.	29.42%
BNDESPar	29.08%
	N/A

Geographical Breakdown	Turnover 2017	Employees
Asia	38.9%	N/A
Europe	31.5%	N/A
North America	20.1%	N/A
Brazil and others	9.5%	N/A

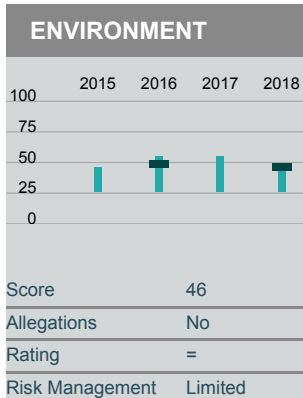
Main economic segment	Turnover 2017
Short fiber pulp	100%

Selected ESG Indicators

	2016	2014
Non-executive Board member(s) responsible for CSR issues	Yes	Yes
Executive remuneration linked to CSR performance	No Info	N/A
3-year energy consumption trend (normalized to turnover)	N/A	↗
Ratio of payments to employees vs. shareholders (3-year trend)	N/A	N/A
Percentage of independent Board members	22	22
Percentage of women on Board	0	0
Percentage of women in Executive team	17	0
Percentage of women in workforce	14.7	13.5
Percentage of employees covered by collective agreements on working conditions	N/A	N/A
3 year trend for safety at work	↘	↘
Involvement in armament	No	No
Transparency on payment of tax	Partial	Full
Management of social risks in supply chain	Advanced	Advanced

CSR performance per domain

■ Sector performance
■ Company performance
 Rating : min- / max ++

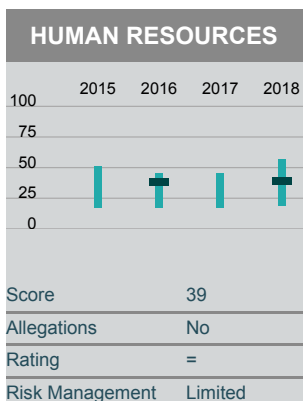


Key issues

The main environmental issue in this sector is clearly biodiversity (ENV 1.4) since the problem of deforestation is a major worldwide challenge. Most of the last old-growth forests are being logged; in addition, illegal logging is still a huge problem in developing and emerging countries. Moreover, certifications standards, including FSC (Forest Stewardship Council), are also being criticized for not being reliable enough. Related to this, since many paper producers procure wood and pulp from specialised suppliers, it is very important that they apply traceability guidelines (the 'chain of custody') to their supply chain.

Company performance

- The Company's performance in the Environment domain is limited, which is consistent with the previous review.
- Fibria publishes a comprehensive environmental policy and sets quantitative targets on key issues for the sector: biodiversity, water use, energy and NOx emissions. All its forestry and industrial operations have environmental certifications, including ISO14001. The Company displays an advanced performance in Biodiversity, with extensive measures in place both at management and site levels, such as monitoring of indicators, use of alternative harvesting techniques, and set aside of critical habitats. Fibria also has a Wood procurement policy and applies traceability guidelines and audits of its suppliers. Other environmental issues seem to be addressed through rather limited means, but most KPIs show positive results when normalised to production. Fibria does not use recycled fiber in its products.
- No environmental controversies have been uncovered against the Company for the period under review.



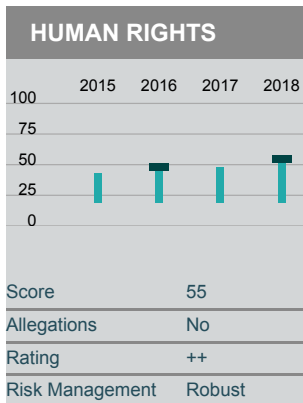
Key issues

Forest work is one of the most hazardous occupations, with a higher incidence of fatal or major injuries than in many other sectors. Therefore, the improvement of health and safety conditions (HRS3.2) is a major issue. Besides, the Forest Products and Paper sector has gone through many restructuring changes (mergers and acquisitions, consolidation of core business and divestment of non core activities, etc.) which can have strong impacts on human resources. Following the economic downturn in 2008-2009, the sector is slowly recovering, thus the responsible management of restructurings (HRS2.3) still needs to be addressed.

Company performance

- The Company's performance in the Human Resources domain is limited, which is consistent with the previous review.
- Fibria maintains its robust performance on Health and safety, with all employees represented in formal joint management-worker health and safety committees. Significant resources form the Company's H&S system, including managers incentives and a program addressing stress at work. Fibrias' injury frequency rate has continued to decrease over the last five years. The Company also addresses Social dialogue in its reporting, indicating that most of its employees are represented by unions or equivalent bodies and covered by collective bargaining agreements. Fibria has been implementing a new Career management program since 2015, and the majority of employees receive performance and career development reviews. the annual number of training hours per employee has however decreased significantly since 2014. Finally, the Company does not report on the Management of Restructurings.
- No controversies against Fibria were uncovered during the period under review.

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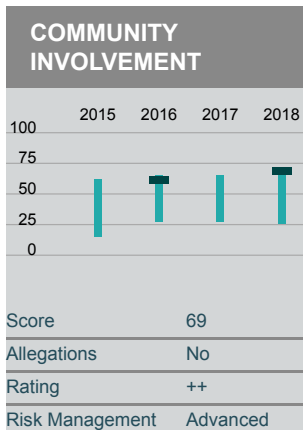


Key issues

The working environment in forestry has particular features that distinguish forestry from many other industries. Worksites are usually temporary and scattered so that employees in such facilities have more difficulties to associate, than at permanent work premises. The predominant driver is therefore related to the respect of freedom of association and the right to collective bargaining (HRT2.1). Another important issue for the sector is the respect of indigenous rights (HRT1.1). Indeed, land tenures have always been an issue for the sector, with several controversies linked to logging on lands claimed by Indigenous communities.

Company performance

- Fibria has improved its performance in the Human Rights domain (+7 points) since the last review. It is now considered robust.
- Progress is mainly on account of additional measures reported to ensure the respect and promotion of Human rights, including training for security personnel, employee human rights training, violation reporting procedures and dialogue implemented with Indigenous communities on settlements, in particular in Brazilian States where land grabbing occupations have been an issue for years. Some additional means have also been set up to support the Company's policy on Non-discrimination and diversity, and the share of women in management positions has increased between 2015 and 2016. Finally, Fibria continues to provide its employees with information on their trade union rights through introductory training.
- The Company has not been involved in human rights controversies during the period under review.

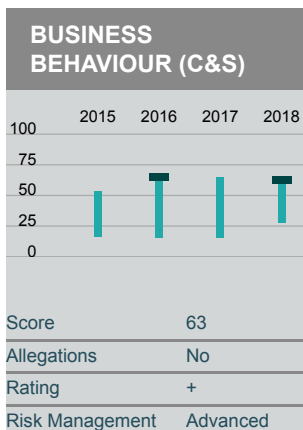


Key issues

Big pulp and paper companies have the ability to invest in plantations on a scale and at a speed that can have an impact on landscapes and rural economies and livelihood. Forestry operations can also be highly controversial. Growing industrial plantations on territories that local communities derive their economic livelihood from, is only one example of questionable practices. For this reason, it is important to assess the kind and scope of community development initiatives that companies have developed in order to promote the social and economic development of their surrounding communities, as well as to mitigate the impacts of their operations on these communities (CIN1.1).

Company performance

- Fibria maintains an advanced performance in the Community Involvement domain, showing even a 8 point improvement.
- The Company has set quantitative targets to raise its approval rate in neighbouring communities and to increase self-sustaining community projects from 5% in 2011 to 70% in 2025. Significant means in support of these objectives have been implemented, such as initiatives to recruit and train local personnel and develop local business, and Fibria has established a comprehensive community engagement plan for its sites that includes stakeholder identification and surveys, dialogues, grievance mechanism and monitoring. The Company is only partially transparent on its tax payments, and has two subsidiaries in Cayman Islands without justification for this presence.
- Fibria does not appear to be involved in controversies for the period under review.

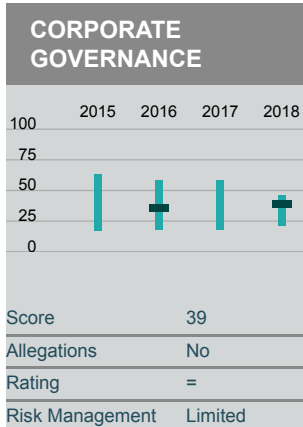


Key issues

The most important business behaviour issue in the forest products & paper sector relates to the consideration of social factors along the supply chain (C&S2.4). Indeed, although all companies included in this panel operate timberlands, they do not source 100% of their needs in primary resources. Suppliers are mainly local forest owners. In addition, the sector increasingly relies on contractors, rather than permanently employing their own workers. This practice tends to result in a deterioration in the quality of employment. Besides, illegal logging - often linked to corruption practices (C&S3.1) - is a highly controversial issue for the sector.

Company performance

- The Company's performance in the Business Behaviour domain is advanced, which is consistent with the previous review.
- Fibria has put in place relevant measures to include social requirements in its supply chain, and a specific Department is responsible for this issue. Besides, the Company reports the number of social issues discovered following labour and human rights assessments with suppliers, and the corrective measures and sanctions adopted. Fibria has published a comprehensive Anti-corruption policy and has set up a Compliance Program focusing on anticorruption and prevention of fraud. Relevant internal controls, including due diligence before hiring third parties, are also in place. Finally, the Company discloses quantitative data on the corruption incidents reported internally.
- Fibria does not appear to be involved in controversies during the period under review.



Key issues

Corporate governance is critical to ensuring that a well functioning system of checks and balances protects the interests of all of the company's stakeholders. The effectiveness of the Board of Directors (CGV1.1) is a key issue to be addressed: this can be gleaned from information on Board composition (independence and competencies) and its way of functioning (regularity of Board meetings, evaluation of performance). Other important corporate governance factors include the effectiveness of the Audit and Internal controls system (CGV2.1), the protection of Shareholders' Rights (CGV3.1) and the establishment of Executive Remunerations (CGV4.1) which align executives' and company's interests.

Company performance

- Fibria's performance in the Corporate Governance domain remains limited.
- Only two members of the Company's Board of Directors are considered independent, and there appears to be no specific Board committee in charge of director nomination. Besides, the Audit and the Remuneration Committees have specific status, with members chosen outside the Board of Directors. There is also a lack of information disclosure on the rules guiding executive remuneration. On a more positive note, CSR aspects and risks appear rather well integrated in the governance framework. The Board Chairman for example has relevant CSR experience, CSR risks for the sector are identified through the internal control system and managed through relevant processes, and the Sustainability Committee, led by the Chairman, advises the Board of Directors on the Company's sustainability strategy and its implementation.
- No allegations have been uncovered during the period under review.


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CSR performance per criterion

Detailed Analysis

Environment	11
ENV1.1 Environmental strategy and eco-design	11
ENV1.2 Pollution prevention and control (soil, accident)	13
ENV1.4 Protection of biodiversity	15
ENV2.1 Protection of water resources	18
ENV2.2 Minimising environmental impacts from energy use	20
ENV2.4 Management of atmospheric emissions	21
ENV2.6 Management of local pollution	22
ENV2.7 Management of environmental impacts from transportation	23
ENV3.1 Management of environmental impacts from the use and disposal of products/services	24
Human resources	25
HRS1.1 Promotion of labour relations	25
HRS2.3 Responsible management of restructurings	27
HRS2.4 Career management and promotion of employability	28
HRS3.2 Improvement of health and safety conditions	30
Human rights	33
HRT1.1 Respect for human rights standards and prevention of violations	33
HRT2.1 Respect for freedom of association and the right to collective bargaining	35
HRT2.4 Non-discrimination	37
Community involvement	39
CIN1.1 Promotion of the social and economic development	39
Business behaviour (C&S)	43
C&S2.4 Integration of social factors in the supply chain	43
C&S3.1 Prevention of corruption	45
Corporate governance	47
CGV1.1 Board of Directors	47
CGV2.1 Audit & Internal Controls	50

CGV3.1	Shareholders	52
CGV4.1	Executive Remuneration	54

-  Involvement in allegations
-  Involvement in allegations with evidence of corrective measures

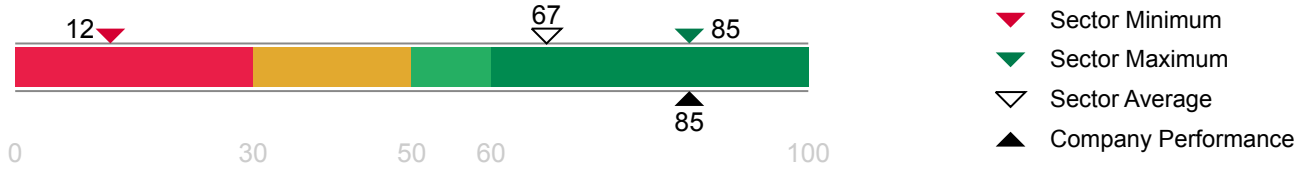
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Environment

Score: 46

ENV1.1 Environmental strategy and eco-design

(score: 85, weight: 3)



Visibility of commitment to environmental issues

The company has issued a formalised commitment environmental protection, and sets specific targets in this regard.

- The company is a signatory of the Global Compact and communicates on this principle.
- The company is a signatory of the Global Compact but does not communicate on this principle.

The company has issued a formalised commitment to environmental protection in its Code of Conduct and Sustainability Policy, and sets specific targets related to biodiversity, waste and water.

The Company also has short-term targets with regard to its energy use / tons of air-dry pulp. In addition, the company is a signatory of the Global Compact and communicates on this principle.

Relevance of environmental strategy

The company commits to most of its responsibilities in terms of environmental protection:

- Pollution prevention and control (soil, accident)
- Management of environmental impacts from the disposal of products/services
- Certification of forests
- Protection of biodiversity
- Protection of water resources
- Minimising environmental impacts from energy use
- Management of atmospheric emissions
- Waste management
- Management of local pollution
- Management of environmental impacts from transportation

Ownership of commitment

The commitment applies throughout the company, supported by senior management.

Environmental Management System

The company has allocated significant resources to environmental management.

- Environmental manual specifying procedures and responsibilities
- Internal audits that assess the effectiveness of the EMS
- Management review of the EMS (at Executive Level)
- Environmental performance measured against targets
- External verification of reporting on environmental performance

The Company's forestry and industrial operations have environmental certifications,

including ISO14001.

Coverage of certified environmental management systems

More than 75% of the company's sites/offices have a certified environmental management system.

All operational sites are ISO 14001 certified.

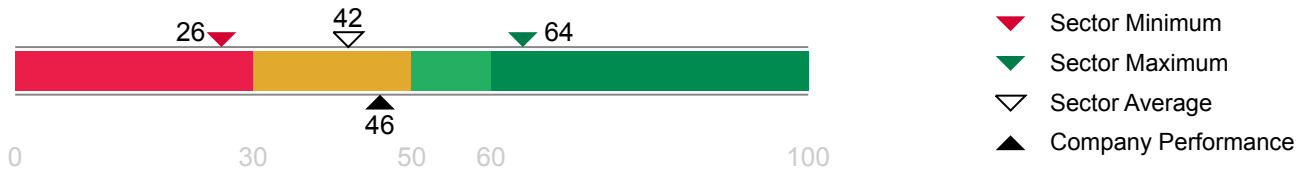
Leadership	86
Visibility	100
Relevance	100
Ownership	30

Implementation	83
Means & resources	65
Coverage	100

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ENV1.2 Pollution prevention and control (soil, accident)

(score: 46, weight: 2)



Relevance of commitments on accidental pollution prevention and control

The company's commitments take into account accidental pollution prevention OR management on its own sites.

Means allocated to accidental pollution prevention and control

- No information is available on resources allocated to accidental pollution prevention and control, however the company has some sites with an externally certified EMS.
- risk assessment
 - specific training
 - pollution control audits (f.i. to detect leaks)
 - implementation of risk prevention procedures (emergency plans, simulation exercises)
 - installation or maintenance of pollution prevention devices (such as containment basins, etc)
 - review of historically polluted soil (f.i. to identify remediation needs)

Coverage

The company has allocated resources to pollution prevention and control at a majority of the company's sites.

Existence of accidental and/or historical pollution

The number of minor environmental incidents has been stable over time.

Fibria states that there was no significant spills in its operations.

In the Jacareí (São Paulo) mill, between 2015 and 2016, there was a reduction in the record of incidents and operational complaints. The incidents recorded dropped from 313 to 196 and the complaints from 190 to 138.

There was a significant increase in the number of incidents reported and complaints presented in Três Lagoas (Mato Grosso do Sul) in 2015 and 2016 compared with the previous years. In 2014, for example, there were 21 recorded incidents and 12 complaints. By 2016, the numbers jumped to 127 recorded incidents and 67 complaints. The increase in the number of incidents is associated with the beginning of the works to expand the unit, in 2015.

In the Aracruz mill, between 2015 and 2016, there was a drop in recorded incidents (from 894 to 282).

Stakeholders' feedback

A review of stakeholder sources did not reveal any allegations against the company during the period under review: stakeholders' feedback is neutral.

As of 02/2018, Fibria did not appear to be involved in any controversy related to this sustainability driver

Leadership	30
Relevance	30

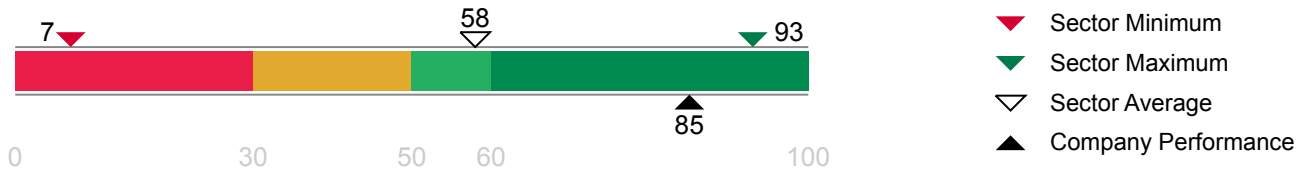
Implementation	44
Means & resources	30
Coverage	65

Results	65
Performance	65
Trends	65

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ENV1.4 Protection of biodiversity

(score: 85, weight: 3)



Relevance of the commitment

The company has set relevant quantitative targets AND the company's commitment towards biodiversity protection covers the main impacts of its activities:

- degradation, destruction or fragmentation of fragile or specific ecosystems and habitats
- impacts on populations' dynamics
- soil erosion
- natural species contamination
- indirect negative effects (due to suppliers' operations)

The company sets as a target to reduce by one third the amount of land needed for pulp production by 2025 compared to 2011. In addition, the company aims to promote environmental restoration of 40,000 hectares of its own areas between 2012 and 2025.

Managerial tools allocated to biodiversity protection

The company has implemented most relevant measures to integrate biodiversity in the management of its operations, including:

- Environmental impact assessments and/or risk mapping
- Training relevant managers or employees on biodiversity
- Relevant biodiversity management guidelines
- Monitoring of biodiversity indicators

- Through the environmental impact and Aspect matrix, the company identifies all aspects and impacts of forestry processes. Based on that, the company defines mitigations, controls, monitoring, and enhancement of beneficial impacts such as employment generation, power generation and cleaner production processes.
 - For the internal audience, made up of internal and outsourced forestry workers, actions are developed with the aim of raising awareness on biodiversity conservation and management of environment impacts. There is a schedule of lectures and training for environmental education in each unit, which trains multiplier professionals to work alongside their work fronts.
 - The company has biodiversity management guidelines to protect biodiversity such as ecological corridors and tree bridges.
 - Actions such as forming ecological corridors and staggering harvest so as to minimize the impact on the local fauna are planned and carried out based on a scientific approach towards the landscape. This approach integrates the results of studies and monitoring of the fauna and flora (especially birdlife, our principal bio-indicator) with aspects of the forest management and the type of ecosystem in question.

Local measures taken to protect biodiversity on operation sites

The company has implemented most relevant resources to limit the impacts of its operations on biodiversity, including:

- inventory of endangered species
- set aside any identified critical habitat
- use of alternative harvesting techniques

adaptation of the operations schedule so as to minimise disturbance to wildlife

- *Inventory of endangered species: Fibria's Program for the Conservation of Biodiversity, which is nearing completion, includes the study of endangered species and fauna with strong public appeal, in order to promote the safeguarding of habitats and attract support for management projects aimed at conservation. Fibria collects data from studies and monitoring of wildlife and flora.*

- *Fibria participates in the Sustainable Forest Mosaics project (Mosaico Florestais Sustentáveis), that brings together forestry and third sector organizations such as BioAtlântica Institute, Conservation International Brazil, and The Nature Conservancy, as well as members of academia. The projects initiatives are especially focused on conservation and restoration of the Atlantic Rainforest. Fibria has a base of 1,056,000 hectares of land, of which 364,000 are intended for conservation. These are areas in which the Company operates through its native vegetation restoration program, with protection for High Conservation Value Areas (HCVAs), identified through the following characteristics: diversity of species, maintenance of threatened ecosystems, environmental services, and community needs and values.*

Fibria also has a number of Private Natural Heritage Reserves (RPPNs), which are private conservation areas for the permanent preservation of biological diversity, local landscapes and historical, cultural and archaeological assets. The company maintains three permanent Natural Heritage Reserves, occupying a total area of 2,887 hectares of land that is of great value to the forming of ecological corridors, the protection of endemic species (those that are only found in certain restricted areas) and the conservation of biological diversity in Brazilian biomes.

- *Use of alternative harvesting techniques: forming ecological corridors and staggering harvest so as to minimize the impact on the local fauna are planned and carried out based on a scientific approach towards the landscape.*

The company has implemented these measures in a minority of sites or operations.

Coverage of means allocated to biodiversity protection

Restored conservation area is 22,524 ha in 2016, which represents 6% of the 364,000 intended for conservation.

The company applies traceability guidelines and conducts audits of its suppliers.

Fibria has a Wood procurement policy. In order to ensure that objectives set in the Policy are met, in all wood procurement procedures, the company shall perform internal risk assessments regarding all suppliers of forestry products, in compliance with FSC-STD-40-005 and NBR 14790 standards.

Fibria states that based on compliance with FSC® and CERFLOR chain of custody management systems and responsible forest management practices, they declare that FIBRIA does not support, either directly or indirectly, any of the following activities:

- *Illegal logging or illegal trading in wood or other forest products;*
- *Violation of traditional or human rights by forestry operations;*
- *Destruction of high value conservation assets by forestry operations;*
- *Significant conversion of forests for non-forestry use;*
- *Introduction of genetically modified organisms in forestry operations that is not in compliance with the country's prevailing legislation;*
- *Violation of any of the ILO Core Conventions, as defined in the 1998 ILO Declaration on Fundamental Principles and Rights at work.*

The FSC-STD-40-004 standard specifies the mandatory elements that must be fulfilled for FSC® (Forest Stewardship Council®) Chain of Custody certification and is applied in the industrial activities of Fibria and Offshore Companies. Since it has a single certification, it also applies the Standard for Chain of Custody Certification for Multi-Site Operations FSC-STD-40-003. In order to process wood from partnerships and purchased from markets that do not have the certification, Fibria evaluates the wood using the Standard for Controlled Wood, FSC-STD-40-005.

Means allocated to ensure biodiversity protection along the fibre supply chain (from wood and pulp suppliers)

Coverage of the fibre supply chain

The measures implemented cover most purchases/suppliers.

High (50-74%)

Results with regard to biodiversity protection: part of virgin fibers purchased or produced by the company that comes from reliable certified forests

Currently, Fibria produces 17.6 million m³ of wood per year. Of the total processed in the Company's industrial units, 65% has the FSC® Forest Stewardship Council® and 61% the Cerflor/Programme for the Endorsement of Forest Certification (PEFC). The rest, from the Forestry Savings program, comes from controlled, non-certified wood.

Stakeholders' feedback

A review of stakeholder sources did not reveal any allegations against the company during the period under review: stakeholders' feedback is neutral.

As of 02/2018, Fibria did not appear to be involved in any controversy related to this sustainability driver

Leadership	100
Relevance	100

Implementation	90
Means & resources	100
Coverage	65

Results	65
Performance	65
Trends	65

ENV2.1 Protection of water resources

(score: 47, weight: 3)



Relevance of the company's commitment in terms of reducing its water consumption

The company has set quantified targets with regard to its water consumption, and these cover the entire group.

Fibria has set the following goals for 2017-2025:

- In nurseries: to reduce by 17% water consumption per seedling produced (liters/seedling produced).
- In industrial operations: to by 17% water consumption per ton of pulp produced (m³ of water/ton of pulp).

The Company also has a short-term goal for 2017 to consume 29.1 m³ of water per ton of air-dry pulp.

Relevance of the company's commitment in terms of reducing its water emissions.

The company's commitment to reduce its water emissions is general.

Means allocated

The company works to optimize its production processes to reduce water consumption and/or pollution.

Fibria has a network for the monitoring of the quantity and quality of the surface and underground water. At the plants, water is reused in various stages of the production process, thus minimizing consumption. With the use of modern technologies, the company is able to recycle most of the water, returning more than 80% of the water collected to the water bodies. The company is also part of the Water Footprint Network and monitors its water footprint in all its production stages. In 2016, Fibria's main actions were with regard to the forest. Fibria mapped 246 watersheds and decided to act in nine of them, since they are in regions where the company maintains forests and since they are the only ones in which the company's forest management can influence the water supply in the watershed. The study analyzes several aspects, such as the activities carried out and occupation of the watershed; the volume of water used in each activity; restrictions by the National Water Agency (Agência Nacional de Água - ANA); economic and social impacts of interactions with the watershed;

Coverage

There is no evidence that the company has taken such measures at a majority of its sites.

Water consumption

The company's water consumption, normalised to sales/production, has remained stable over the past three years.

The company's water withdrawal, normalised to production, has remained stable (-2%) over the last three years, from 30.7 m³ of water per ton of air-dry pulp in 2014, to 30.05 m³/adt.

Suspended solids discharged into water

The company's suspended solids discharged into water, normalised to production,

have decreased but not continuously by 12% between 2012 and 2016, from 1.97 kg per ton of air-dry pulp (adt) to 1.73 kg/adt.

Nitrogen* (N) discharges into water

The company's nitrogen discharges into water, normalised to production, have decreased but not continuously by 56% between 2014 and 2016, from 0.45 kg/adt to 0.2 kg/adt.

Phosphorus (P) discharges into water

The company's phosphorus discharges into water, normalised to production, have decreased but not continuously by 9% between 2014 and 2016, from 0.066 kg/adt to 0.06 kg/adt.

Wastewater Oxygen Demand (COD or BOD)

The company's wastewater Chemical Oxygen Demand (COD), normalised to production, has remained stable over the last five years (-2%), from 9.93 kg/adt to 9.71 kg/adt, and has decreased by 7% over 2014-2016. The company's Biological Oxygen Demand (BOD), normalised to production, has decreased by 7% between 2012 and 2016 but not continuously, and by 15% over 2014-2016.

Organic chlorine compounds (AOX)

The company's wastewater organic chlorine compounds (Absorbable organic halogens - AOX), normalised to sales/production, has decreased but not continuously by 15% between 2014 and 2016, from 0.07 kg/adt to 0.06 kg/adt.

Leadership	48
Relevance	48

Implementation	51
Means & resources	65
Coverage	30

Results	41
Performance	40

ENV2.2 Minimising environmental impacts from energy use

(score: 37, weight: 3)



Relevance of the company's commitment in terms of reducing its energy consumption.

The company has set quantified targets with regard to its energy consumption, and these cover the entire group.

The Company has a short-term target to consume 0.609 MWh per ton of air-dry pulp produced in 2017.

Relevance of the company's commitment in terms of reducing its GHG emissions.

The company's commitment to reduce its GHG emissions is general.

Of note, Fibria aims to increase the net sequestration from 5.5 million tCO₂eq/year in 2011 to 11.1 million tCO₂eq/year in 2025, through increase in forest areas and restoration of degraded areas with native species.

Means allocated.

The company has limited measures in place to reduce its energy consumption and/or GHG emissions.

The Energy Efficiency Committee, especially dedicated to this subject, is responsible for an investment portfolio in energy efficiency projects and also for sharing lessons learned and best practices between the mills. For example, the Três Lagoas mill burns the biological sludge in its biomass boiler. The Company also uses a large proportion of renewable energy in its three main mills.

Coverage

The company has taken such measures in a minority of sites.

Energy consumption

The company's energy consumption, normalised to production, has increased by 3% over the past three years, from 0.592 MWh per ton of air-dry pulp (adt) to 0.61 MWh/adt.

GHG emissions (direct AND indirect*, when applicable)

The company's Greenhouse gas (GHG) direct and indirect emissions linked to energy consumption (emissions from industrial, forestry, logistics and biomass), normalised to production, have decreased by 10% but not continuously between 2012 and 2016.

Leadership	48	Implementation	30	Results	33
Relevance	48	Means & resources	30	Performance	32
		Coverage	30		

ENV2.4 Management of atmospheric emissions

(score: 28, weight: 2)



Relevance of the company's commitment in terms of reducing its atmospheric emissions.

The company has set quantified targets with regard to its atmospheric emissions, and these cover the entire group.

The Company has set a short-term goal to reduce its NOx emissions to 1.31 kg/ton of air-dry pulp in 2017.

Means allocated

Information obtained from company and public sources regarding means allocated to reducing air emissions is insufficient.

Coverage

Information obtained from company and public sources regarding the percentage of sites covered by such actions is insufficient.

Volatile Organic Compounds (VOC) emissions

The company does not disclose quantitative data on VOC emissions.

Emissions of substances responsible for acid rain (SO2, NOx, NH3 - ammonia)

Nox emissions, normalised to production, have remained stable (-2%) over the last three years, from 1.4 kg per ton of air-dry pulp in 2014 to 1.37 kg in 2016. SOx emissions, normalised to sales, have decreased by 51% over the same period.

Leadership	65	Implementation	0	Results	20
Relevance	65	Means & resources	0	Performance	20
		Coverage	0		

ENV2.6 Management of local pollution

(score: 34, weight: 3)



The company's commitment relative to controlling its local pollution focuses on some of the relevant nuisance sources of local pollution for the sector:

Relevance of the company's commitment to reducing its local pollution

- Noise and/or vibrations
- Odours
- Dust
- Landscape aesthetics

Means allocated

The company has limited measures in place to reduce its local pollution.

Since 2012, Fibria has invested approximately BRL 8 million per year in gas containment and treatment systems. In addition to the communication channels suitable for any questions, complaints, and suggestions related to the Company's industrial operations, residents of the area participate in the Odor Perception Networks - groups of volunteers trained to register and transmit to Fibria information about the odors of its industrial process.

Coverage

There is no evidence that the company has taken such measures in the majority of its sites.

Dust emissions

The Company's dust emissions, normalised to sales, have decreased but not continuously by 46% between 2014 and 2016.

Stakeholders' feedback

A review of stakeholder sources did not reveal any allegations against the company during the period under review: stakeholders' feedback is neutral.

As of 02/2018, Fibria did not appear to be involved in any controversy related to this sustainability driver

Odour emissions

The company's odour emissions, normalised to sales/production, have decreased but not continuously over the past three years.

The company's TRS (reduced sulfur compounds), normalised to sales, have decreased but not continuously by 28% between 2014 and 2016.

Leadership	30	Implementation	30	Results	42
Ownership	30	Means & resources	30	Performance	42
		Coverage	30		

ENV2.7 Management of environmental impacts from transportation

(score: 20, weight: 2)



Relevance of the company's commitment with regard to the environmental impacts related to the transport of its products and/or raw materials

The company's commitment to reduce the environmental impacts related to the transport of its products and/or raw materials is general.

Means allocated to minimising the environmental impacts

The company has set up some relevant measures to reduce its environmental impacts related to the transport of its products and/or raw materials:

- Measures to reduce pollution (car maintenance, alternative fuels, driver training, etc.)
- Rationalisation of transport flows
- Improvement of production transport mix (alternatives to road transport)
- Improvement of personnel transport mix
- External evaluation of the impacts of product transportation and logistics supply chain

Pulp produced in Três Lagoas (Mato Grosso do Sul) and Jacareí (São Paulo) is transported by rail to the Port of Santos, São Paulo. Production from the Aracruz (Espírito Santo) is taken by truck to Portocel (Espírito Santo).

Coverage

The company has taken such measures in a minority of sites/for a minority of products.

Energy consumption or CO2 emissions related to transportation

Information obtained from company and public sources regarding CO2 emissions or energy consumption from transportation is insufficient.

Trend in transport mix

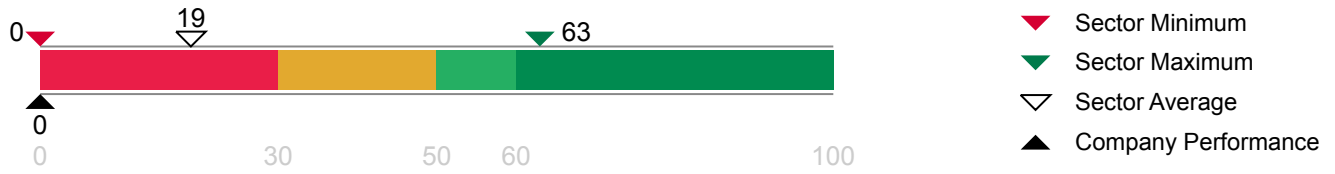
Information obtained from company and public sources regarding the company's transport mix is insufficient to determine a trend.

Leadership	30	Implementation	30	Results	0
Relevance	30	Means & resources	30	Performance	0
		Coverage	30	Trends	0

ENV3.1

Management of environmental impacts from the use and disposal of products/services

(score: 0, weight: 2)



Relevance of commitments related to the disposal of products.

The company does not disclose any commitments related to the disposal of its products.

Fibria indicates that its forest operation does not use recycled materials, with the exception of waste from the industrial operations, that is used as fertilizer and soil corrective. The production process does not use recycled pulp products.

Measures implemented on the disposal of products.

Information obtained from company and public sources regarding measures implemented to limiting the environmental impacts related to the disposal of its products is insufficient.

Coverage with regard to measures affecting the elimination of the product

Information obtained from company and public sources regarding the percentage of sites covered by measures affecting the elimination of the product is insufficient.

Share of recycled fibre in paper production

Fibria indicates that its forest operation does not use recycled materials, with the exception of waste from the industrial operations, that is used as fertilizer and soil corrective. The production process does not use recycled pulp products.

Leadership	0	Implementation	0	Results	0
Relevance	0	Means & resources	0	Performance	0
		Coverage	0		

Human resources

Score: 39

HRS1.1 Promotion of labour relations

(score: 45, weight: 1)



Visibility of commitment

The company has issued a formalised commitment to promote labour relations in its:
Code of Conduct.

Relevance of commitment

The company's commitment to promote labour relations is general.

Ownership of commitment

The commitment applies throughout the company, supported by senior management.

Coverage of employee representative bodies

Local employee representative bodies have been set up in the majority of company sites.
Fibria indicates that most of its employees are represented by unions or equivalent bodies and are covered by collective bargaining or similar agreements, which are subject to periodic renegotiation.

Subjects covered by collective bargaining

Collective bargaining between the company and employee representatives deals with subjects related to working conditions, including:

- health & safety
- CSR issues
- remuneration
- working hours
- training
- career development
- work time flexibility
- employability/life long learning
- stress management
- equal opportunities

Stakeholders' feedback

A review of stakeholder sources did not reveal any allegations against the company during the period under review: stakeholders' feedback is neutral.
As of 02/2018, Fibria did not appear to be involved in any controversy related to this sustainability driver

Coverage of collective agreements on working conditions

Information obtained from company and public sources regarding the percentage of the company's employees covered by collective agreements on working conditions, is insufficient.

Leadership	37
Visibility	65
Relevance	30
Ownership	30

Implementation	56
Scope	30
Coverage	65

Results	43
Performance	43

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HRS2.3 Responsible management of restructurings

(score: 12, weight: 2)



Relevance of commitment to manage reorganisations responsibly The company does not disclose any commitment to manage reorganisations responsibly.

Involvement with employee representatives The company does not disclose any commitment to inform and consult employee representatives on reorganisations.

Means allocated to prevent and manage reorganisations Information obtained from the company and public sources regarding measures allocated to prevent and manage reorganisations is insufficient.

Coverage

Stakeholders' feedback A review of stakeholder sources did not reveal any allegations against the company during the period under review: stakeholders' feedback is neutral.
As of 02/2018, Fibria did not appear to be involved in any controversy related to this sustainability driver

Result of the company's commitment to manage reorganisations responsibly The company does not provide any information on the impacts of reorganisations on employment.

Fibria states that there were no significant changes to organization structure that required interaction or communication with labor unions / employment representatives. However, the number of own employees and permanent contractors decreased between 2014 and 2015, and then increased in 2016.

Leadership	0	Implementation	0	Results	35
Relevance	0	Means & resources	0	Performance	35
Ownership	0	Coverage	0		

HRS2.4 Career management and promotion of employability

(score: 33, weight: 1)



Visibility of commitment

The company makes some general statements promoting career management and training in its:

2016 Sustainability Report.

Relevance of commitment

The company's commitment to promoting career management and training only addresses part of its responsibilities:

- Anticipate short and long-term employment needs and skill requirements
- Promote career development
- Ensure training, life-long learning and employability
- Put in place a concerted career management framework, which is transparent and individualized

Ownership of commitment

The Head of HR is part of the company's Board or Executive Committee. However line managers do not appear to be evaluated on their performance in terms of HR management.

Career management systems

The company has set up an internal job opportunity marketplace and/or has formalised the skill requirements for the various job positions. Moreover employees have regular performance assessment interviews.

- *In 2015, Fibria implemented the program Rotas de Desenvolvimento na Florestal (Development Routes in Forests), a program that maps critical job positions in the area and selects employees with the potential to occupy them when there is a job opening.*
- *People management also involves open dialogue about performance and potential, in annual assessment cycles geared toward employees at executive level and conducted by committees and direct managers. For operational and administrative professionals (technicians, assistants, analysts), the assessment cycle formally takes place every two years, and is carried out between managers and their direct reports, and feedback should be given on strengths and areas for improvement after completion of the assessment of results and competencies, as well as alignment of the professional with the company's values and beliefs.*

Coverage of career management systems

These career management systems cover a majority of the company's employees.

In 2016, 100% of Executives and Supervisors, 79% of male employees in Administration and 87% of female employees in Administration, 73% of male employees in Operational and 65% of women employees in Operational have received performance and career development reviews.

The training programmes are mostly aimed at adapting employees' skills to the requirements of their current position.

Types of training provided to non-managers

Fibria has developed an e-learning program as complementary training and a way of disseminating organizational knowledge. The courses, which were provided to all employees of the mills, covered technical aspects of the production process and totaled 60 training hours.

Means allocated to training for all employees

The annual number of training hours per employee has decreased by 39% between 2014 and 2016, from 52 hours in 2014 to 31.7 hours in 2016.

Mobility / turnover

The employee turnover rate has decreased by 0.5 percentage points between 2014 and 2016, to reach 7.2% of men who left the company in 2016 (women represented 14.7% of Fibria employees in 2016).

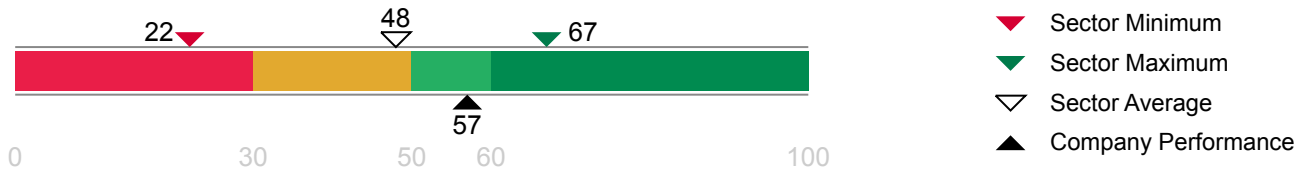
Training delivered during the year under review

The exact percentage of employees who have received training in 2016 was not disclosed.

Leadership	30	Implementation	40	Results	30
Visibility	30	Means & resources	32	Performance	30
Relevance	30	Scope	30		
Ownership	30	Coverage	65		

HRS3.2 Improvement of health and safety conditions

(score: 57, weight: 3)



Visibility of health & safety commitments

The company has made a formalised commitment to health and safety issues in its: *Code of Conduct and its Position on Human Rights.*

Relevance of commitment

The company's commitment is general.

- ensure awareness about health and safety issues
- reduce the number of work accidents and their severity
- prevent occupational disease
- reduce stress/promote well-being
- promote health & safety within subcontractors

Ownership of commitment

The commitment applies throughout the company, supported by senior management. In addition, employee representatives are involved at group level.

99.95% of Fibria's employees are represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs

Means allocated to health and safety

As part of the system for managing Health, Safety, Security and the Environment (HSSE), Fibria implements these different actions:

- All incidents relating to the health and safety of the professionals are recorded and monitored.
- Conduct awareness building campaigns and training.
- The Safe Behavior Module, involves application of the Observation of Hazards in the Workplace (ORT), with the systematic observation of workers' behavior by trained professionals.
- The principal programs developed by Fibria in favor of safety in the workplace involve the Prevention of Environmental Hazards, Industrial Radiological Safety, Responding to Road Transportation Emergencies and the Storing of Hazardous Products, the Standardizing of Uniforms and Personal Protective Equipment, the Safe Roads and Safe Forests Programs, and the "Movimento Alerta" safety communication tool. Other programs include Programa Amigos (Friends Program) in the forestry area. In field activities, workers operate in duos or trios and are trained to care for each other in an active rotation of this role. Another program is called Apito de Segurança (Safety Whistle), whereby supervisors, attentive to the periods of the day with greatest stress, bring their teams together for rest breaks, in which they reinforce health and safety guidelines.
- Internal H&S audits: due to the occurrence of accidents, investigations are carried out and preventive measures resulting from analysis are implemented to avoid recurrence. In addition, periodic Occupational Health and Safety inspections are conducted by the management.
- Remuneration based on H&S performance: actions recognizing professionals who stood out in safety performance were implemented. Besides, Fibria's Leadership Variable Remuneration Program has an indicator relating to worker health and safety.
- OHSAS 18001 certifications: it is implemented at the Santos Port Terminal.

Coverage of health and safety system

The certified Health and Safety has been implemented solely in the Santos Port Terminal.

Means allocated to reduce stress at work

The company has allocated significant means to address stress at work, including:

- Employee assistance programme / hotline (stress only)/counselling
- Job redesign (work organisation)
- Monitoring of absenteeism/rate of occupational disease; assessment of stress through analysis of internal H&S data
- Stress management training
- Awareness campaigns and information
- Measures to improve ergonomics
- Detection of stress: Identification of stress sources/risks assessments
- Avoidance of overtime
- Employee oriented flexibility (work/life balance)
- Employee participation tools (opinion surveys, dedicated teams, workshops)

- Fibria's + Vida Program for the Promotion of Health and Quality of Life is a program for the well-being of the Company's employees and their family members. Beyond providing guidance and health care activities, the program seeks to develop awareness and the adoption of healthy habits in all aspects relating to quality of life, be they physical or emotional. The program comprises incentives to practice physical activities, nutritional guidance, health-related preventive action, the health of women and pregnant mothers, a program of psycho-social, legal and financial support, ergonomics, and financial orientation, among other things.

- Employee participation tools (opinion surveys): every two years, Fibria carries out a survey with its own employees in order to identify the positive and negative factors influencing employee behaviour which could have impact on company performance.

Coverage of means allocated to address mental health

The measures allocated to address mental health cover the majority of the company's employees.

In 2016 the Fibria Climate Survey saw 94% of participants. It is unclear how many employees benefit from other programs on mental health.

Accident frequency rate

The total recordable injury frequency rate has decreased, but not continuously, by 48% over the past three years, from 0.27 (/200,000 hwkd) in 2012 to 0.14 (/200,000 hwkd) in 2016, which is lower than the sector average.

Accident severity rate

The company does not disclose quantitative data on accident severity rates.

Other health and safety indicators

The company reported 0 occupational diseases among its employees in 2015 and 2016, compared to 0.005 in 2014.

The rate of absenteeism has also remained stable between 2014 and 2016, from 17% to 1.9%

Fatality rate

In 2016, Fibria suffered with the loss of two employees: one own employee, who was a victim of an accident in one decantation tank in Jacareí, São Paulo, and a contractor, who died in a highway accident while transporting wood between Espírito Santo and Minas Gerais. There was 1 fatality in 2015, and 1 in 2014.

Stakeholders' feedback

A review of stakeholder sources did not reveal any allegations against the company during the period under review: stakeholders' feedback is neutral.

As of 03/2018, Fibria did not appear to be involved in any controversy related to this sustainability driver

Leadership	67
Visibility	65
Relevance	30
Ownership	100

Implementation	76
Means & resources	90
Coverage	42

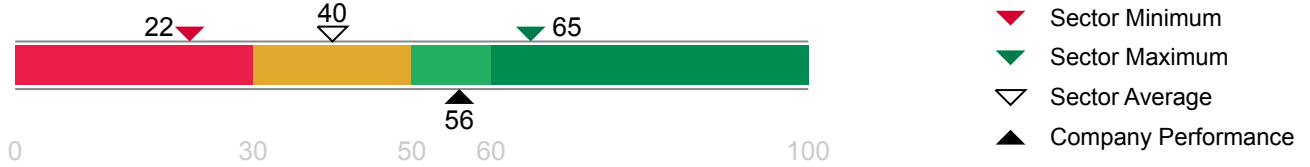
Results	28
Performance	28

Human rights

Score: 55

HRT1.1 Respect for human rights standards and prevention of violations

(score: 56, weight: 3)



Visibility of commitment

The company has issued a formalised commitment to respect and promote human rights in society in its:

- The company is a signatory of the Global Compact and communicates on this principle.
- The company is a signatory of the Global Compact but does not communicate on this principle.

Code of Conduct and Position on Human Rights. In addition, the company is a signatory of the Global Compact and communicates on this principle.

Relevance of commitment

The company's commitment to respect and promote human rights in society is general.

- respect the right to privacy
- respect the right to personal security
- respect property rights and resettlement
- prevent cruel, inhuman, or degrading treatment
- respect freedom of expression
- prevent complicity in human rights violations
- respect of indigenous rights including consultation and cultural heritage
- respect of indigenous peoples rights including indigenous peoples' right to Free Prior and Informed Consent (FPIC)

Ownership of commitment

The commitment applies throughout the company, supported by senior management.

Means allocated

The company has set up a permanent system to ensure the respect and promotion of human rights in society that includes:

- awareness-raising programmes for employees
- external investigation of allegations
- training programmes for employees
- grievance mechanisms
- human rights impact assessments
- internal audits
- consult local independent and representative stakeholders
- facilitate free, prior and informed consent (FPIC)
- human rights capacity building for local communities
- external audits/verification

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- In 2016, security personnel received training on human rights, reaching 52.5% of its own Fibria's personnel and 43.1% of third party organizations providing security personnel.
- In 2016, 21% of employees were trained on human rightst procedures and policies, compared to 37% in 2015 and 49% in 2014.
- In 2016, the Ombudsman's Office received 411 reports, of these 81 (19.7%) were related to Human Rights, 4 (1%) to relations with the communities. the Company also states that there were no incidents of violations involving rights of indigenous peoples.
- Since 2015, Fibira has had dialogues with the National Institute for Settlement and Agrarian Reform (INCRA) and the State Coordination of the Quilombola Communities of Espírito Santo, which claim lands to the north of the state. Land grabbing occupations are restricted to the states of Espírito Santo and Bahia. In the beginning of Fibria's operations, in 2009, there were hundreds of cases, which over the years were reduced by 78%, according to the Company. Fibria has maintained dialogues with the national and state leaderships of the Landless Workers Movement (MST) and has entered into agreements. In Bahia, the Company has the Sustainable Settlements project, and no new occupation or protest was recorded. The project is moving forward, with transitions from camps to settlements. In the first four years of conversations, Fibria and Landless Workers Movement (MST) evolved from verbal arrangements. In December 2015, forestry companies, social movements, and governments signed an agreement after strengthening of the relationship between all stakeholders.

Coverage

The company has set up such systems in all of its operations facing the highest risks in terms of human rights abuses.

Stakeholders' feedback

A review of stakeholder sources did not reveal any allegations against the company during the period under review: stakeholders' feedback is neutral.

As of 03/2018, Fibria did not appear to be involved in any controversy related to this sustainability driver

Leadership	37
Visibility	65
Relevance	30
Ownership	30

Implementation	65
Means & resources	65
Coverage	65

Results	65
Performance	65

HRT2.1 Respect for freedom of association and the right to collective bargaining

(score: 52, weight: 2)



Visibility of commitment

The company has issued a formalised commitment to freedom of association and the right to collective bargaining and/or the company engages with international trade unions in this regard:

- The company is a signatory of the Global Compact and communicates on this principle.
- The company is a signatory of the Global Compact but does not communicate on this principle.

The company has issued a formalised commitment to freedom of association and the right to collective bargaining in its Code of Conduct. The company is a signatory of the Global Compact and communicates on this principle.

Relevance of commitment

The company's commitment addresses its main responsibilities:

- protection of freedom of association and the right to organize
- respect of the right to collective bargaining
- respect and protection of workers' representatives
- explicit support for ILO Conventions C87, C98, C135, or similar international texts on union rights
- prevent employee representative discrimination
- guarantee the effective exercise of the trade unions rights in the workplace
- prevent violations of the freedom of association and the right to organize

Ownership of commitment

The commitment applies throughout the company, supported by senior management.

- The company has signed an International Framework Agreement and/or another groupwide agreement with a Global Union Federation. (covering non-discrimination)

Monitoring

It is not clear what steps the company takes to ensure that freedom of association is respected throughout the company's operations (e.g.: through external verification, risk mapping, audits, etc.)

- occasional risk mapping
- occasional internal audits
- regular risk mapping
- regular internal audits
- external audits/verification
- external investigation of allegations
- cooperation with unions: joint audits, joint grievance procedures etc.

Promotion of collective bargaining

The company has provided employees with some information on their trade union rights through introductory training, contracts, as part of human rights training, etc.

- Introductory training; awareness raising campaigns
- Reference in employee contract to labour rights
- Means allocated to employees representatives in order for them to exercise their function
- Dedicated intranet for all employees
- Infrastructure/time to exercise these rights
- Collaboration with trade unions on the promotion of labour rights

When hired, all professionals are informed that there is a union representing his or her category and it is up to that person to join the union or not.

Coverage

The company has set up such systems/programmes throughout the company.

Stakeholders' feedback

A review of stakeholder sources did not reveal any allegations against the company during the period under review: stakeholders' feedback is neutral.

As of 03/2018, Fibria did not appear to be involved in any controversy related to this sustainability driver

Leadership	51
Visibility	65
Relevance	65
Ownership	30

Implementation	39
Means & resources	13
Coverage	100

Results	65
Performance	65

HRT2.4 Non-discrimination

(score: 55, weight: 2)



Visibility of commitment

The company has issued a formalised commitment to non-discrimination in its:

- The company is a signatory of the Global Compact and communicates on this principle.
- The company is a signatory of the Global Compact but does not communicate on this principle.

Code of Conduct and Position on Human Rights. In addition, the company is a signatory of the Global Compact and communicates on this principle.

Relevance of commitment

The company's commitment to non-discrimination explicitly defines most of the categories and the management processes to which these apply:

- gender
- sensitive medical conditions
- trade union membership or activities
- discrimination in employment decisions (hiring / promoting / redundancies)
- discrimination in working conditions (working hours / training / remuneration / social security)
- race / ethnicity / nationality
- social background
- religion
- sexual orientation
- family responsibilities (including pregnancy)
- disabilities
- political opinion
- age

Ownership of commitment

The commitment applies throughout the company, supported by senior management.

Means allocated

The company has set up significant measures to prevent discrimination and promote diversity:

- awareness raising campaigns
- maternity pay (greater than the statutory requirement)
- paternity pay (greater than the statutory requirement)
- job sharing initiatives
- monitoring of salary disparities
- training
- monitoring

- confidential reporting system / grievance procedures
- disciplinary procedures / corrective measures
- affirmative action programmes
- flexitime initiatives
- child care facilities/child care subsidies
- career break opportunities

- The company monitors its gender balance and training data per different categories.

- Fibria's ombudsman channel clarifies questions, receives suggestions, and reports of noncompliance with the Code of Conduct, such as discrimination. In 2016, 3 cases of discrimination were received by the Ombudsman office, compared to 6 in 2015. Fibria also specifies the type of discrimination related to each case as well as the current situation of the case received (reviewed and considered groundless, unergoing review and justified).

- Fibria monitors the ratio between salaries and remuneration of women and men, by employee category.

- In 2016 Fibria prepared a diagnostics study of all company practices in terms of diversity: what they are, how they are communicated, and where opportunities can be found. The Company also conducted a diagnostics study about gender, issues on race, remuneration, sexual orientation, and disabilities, among other aspects. In possession of this map, they initiated a process to raise awareness of senior management regarding this aspect.

Coverage

The company has set up programmes to promote diversity (eg: training, awareness-raising, etc.) in a majority of its operations.

There is no evidence that the measure in place cover all of the company's operations.

Results in terms of gender distribution

The company only publishes indicators over the past two years, but the share of women in management positions has increased over that time.

The share of women in management positions has increased by 0.6 percentage points between 2015 and 2016.

Results in terms of employment of disabled persons

The share of disabled employees in the total workforce has declined over the past five years by 0.61 percentage point, from 4.21% in 2012 to 3.60% in 2016.

Stakeholders' feedback

A review of stakeholder sources did not reveal any allegations against the company during the period under review: stakeholders' feedback is neutral.

As of 03/2018, Fibria did not appear to be involved in any controversy related to this sustainability driver

Leadership	65
Visibility	65
Relevance	100
Ownership	30

Implementation	65
Means & resources	65
Coverage	65

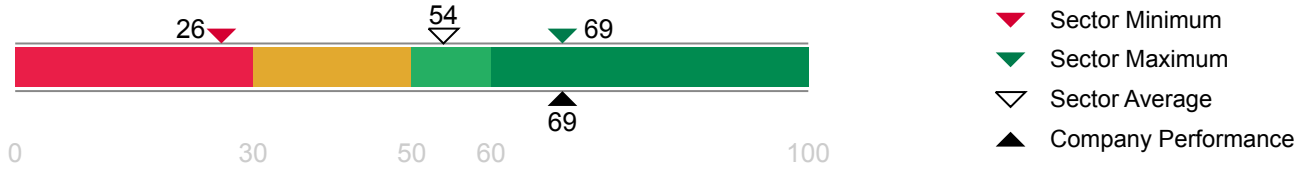
Results	34
Performance	65
Trends	18

Community involvement

Score: 69

CIN1.1 Promotion of the social and economic development

(score: 69, weight: 3)



Visibility of the policy

The company has issued a formalized and accessible commitment to promote local social and economic development in its Code of Conduct and Position on Human Rights.

Fibria sets as a target to raise the approval rate in neighboring communities from 50% in 2011 to 80% in 2025, through:

- improvement in the quality of relationships with communities;
- support to local development projects;
- inclusion of the community into the company's value chain .

Besides, it aims to help the community increases self-sustaining projects from 5% in 2011 to 70% in 2025.

Relevance of commitment

The company's commitment to promote local social and economic development addresses all of its responsibilities:

- Optimise the impact of operations on the local economy (infrastructure, health, environment, education at community level)
- Promote the creation and development of local businesses / preference for local suppliers
- Promote the employment and training of local personnel (capacity building)
- Reduce the social impacts related to site closures, openings, and restructuring
- Community engagement
- Implement a responsible tax strategy

Ownership of commitment

The commitment applies throughout the company, supported by senior management.

Means allocated

The company has allocated extensive means to address social and economic development, including:

- Social development initiatives (health, education at community level, environment, ..)
- Development of infrastructures
- Local purchase programs
- Measures to recruit and train local personnel (capacity building)
- Community engagement

- The Forestry Savings Program (Poupança Florestal) was conceived by the company 26 years ago to encourage rural producers near the mills to plant eucalyptus to supply part of the demand for wood. Today, the partnership accounts for 28% of the mills' supply. The program works as follows: Fibria subsidizes producers, provides support in structuring the planting process, and transfers

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technology and knowledge. The company finances the production of its partners, whose debts are converted into wood and settled at the time of harvest. Currently, 73,000 hectares of forests of 1,995 producers are in the program in 202 municipalities of the states of Espírito Santo, Minas Gerais, Mato Grosso do Sul, and São Paulo. Farmers are also encouraged to plant up to 3.5% of native seedlings intended for forest restoration.

- Launched in 2013, the Responsible Network is a structured program for organizations and governments to invest in the strengthening of social and environmental initiatives with the goal of developing communities in the country. Since the beginning of the Responsible Network, Fibria has already raised the total amount of BRL 70 million, resulting in benefits to neighboring communities, especially in infrastructure, such as the acquisition of tractors and honey houses.

- The Beehives (Colmeias) project, a Fibria initiative with a partnership with beekeepers' associations and cooperatives in São Paulo, Mato Grosso do Sul, Espírito Santo, and Bahia. The objective is to strengthen the beekeeping activity in these states, generating employment and income from the improvement of the production chain of eucalyptus honey and of native forests. From production to marketing, the Beehives project offers support in implementing new technologies and enables each beekeeper to develop their business plan.

Geographical coverage

These means are allocated in the majority of company sites.

Scope of community engagement

The company has established a comprehensive community engagement plan for its production sites that includes:

- Social impact assessment
- Community consultation
- Training and/or awareness raising of relevant employees
- Grievance mechanisms

- Fibria's Strategy for Community Relations and Social Investment includes five levels: survey and diagnosis of impacted communities, Relationship Prioritization Matrix, dialogue enhancement, relationship methods and tools, and monitoring.

- Fibria's relationship with some communities particularly in the north of Espírito Santo and the south of Bahia, require special attention because they are historically more susceptible to conflicts, or are socially vulnerable. Fibria develops initiatives in which different entities - such as other companies, governments, third sector organizations and the communities themselves - are engaged, and seek to build, together, solutions of common interest. Since 2015, Fibria has had dialogues with the National Institute for Settlement and Agrarian Reform (INCRA) and the State Coordination of the Quilombola Communities of Espírito Santo, which claim lands to the north of the state.

- Talk to Fibria is a communication channel available at the company's units, and has internal and external call centers, forest monitors, a website and on-site service to field questions, suggestions, and complaints from communities surrounding its operations.

- Fibria engage in the Operational Dialogue - meetings in which the Company presents to the representatives of the communities beforehand what will happen during the harvest plan. In 2016, it held 654 dialogues with approximately 6,500 representatives from all communities impacted by silviculture, harvesting, and wood transportation operations. Fibria also started a dialogue about logistics operations.

- Monitoring of communities relationships is done through the Favorability Survey. The objective is to measure, through a synthesis indicator, the quality of the company's relations with neighboring communities.

Performance trend

The company's normalised indicators on social and economic development have

remained stable over the past three years.

- *The General Favorability Index is a local community survey conducted by Fibria. In 2016, 3,200 people were interviewed and the Index reached 70.6% favorability in 2016 against 72.56% in 2013. Fibria indicates that there was a higher percentage of unemployed and precarious workers - 17.7% compared with 3.8% in 2013. This change is reflected in the general confidence results, which indicate an increase of pessimism and uncertainty. Other results indicate that 76.7% support Fibria's performance in their states. The company was considered ethical by 63.9% of the respondents. For 74.4% of the respondents, Fibria practices sustainable development, and 55.31% agree that the company shares wealth in the regions where it operates. The Company also points out elements that deserve attention:*

- *For 38.6% of the respondents, planted forests, the basis of Fibria's business, are not viewed as important in tackling climate change.*
- *60% do not acknowledge the role of the company's forests in the conservation of water sources and rivers.*
- *And 40.6% believe that Fibria deforests native forests - an alarming indicator, since all wood harvested and processed by the company comes from planted forests.*

Local hiring: On average, 61% of the Company's employees came from local communities in 2016.

Transparency of tax reporting

The Company reports partially on taxes paid. Reporting covers:

- taxes paid in some countries of operations
- taxes paid in some regions of operations
- taxes paid in key regions of operations
- taxes paid in key countries of operations
- sales per zone
- operating profit per zone
- number of employees per zone
- ratio between tax paid and headline corporate tax rate per zone
- explanation for significant differences between tax rate actually paid and expected tax rate

Fibria reports its gross taxes paid in Brazil but the Company operates mostly in Brazil. However, the majority of its sales are made outside Brazil. The Company also reports its taxes paid at Federal, State and Municipal level.

Presence in IMF 'offshore financial centers' and/ or in jurisdictions considered by the OECD as not compliant enough with tax transparency rules

The Company operates in IMF 'offshore financial centres' and/ or in jurisdictions considered by the OECD as not compliant enough on tax transparency rules, with no justification for this presence.

Fibria has two subsidiaries in Cayman Islands. The Company states that "Fibria Overseas Finance Ltd (Cayman Islands) and Voto IV (Cayman Islands) are established in order to facilitate access to the international financial markets."

Stakeholders' feedback

A review of stakeholder sources did not reveal any allegations against the company during the period under review: stakeholders' feedback is neutral

As of 02/2018, Fibria did not appear to be involved in any controversy related to this sustainability driver

Leadership		Implementation		Results	
	79		91		36
Visibility	100	Means & resources	100	Performance	38
Relevance	100	Scope	100	Trends	30
Ownership	30	Coverage	65		

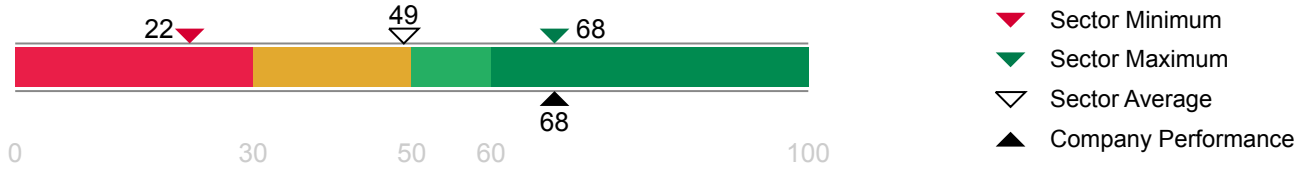
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Business behaviour (C&S)

Score: 63

C&S2.4 Integration of social factors in the supply chain

(score: 68, weight: 2)



Visibility of commitment

The company has issued a formalised commitment to including social factors in supply chain management in its:

Position on Human Rights and Code of Conduct.

Relevance of commitment

The company's social requirements for suppliers address all the relevant issues in the sector:

- Freedom of association and right to collective bargaining
- Abolition of child labour
- Abolition of forced labour
- Non-discrimination
- Health and Safety
- Decent wages
- Working hours
- Other rights (e.g. prevention of cruel, degrading and inhuman behaviour, etc.)

Ownership of commitment

The commitment applies throughout the company, supported by senior management. In addition, other employees are directly involved.

The Services Contracting Committee (CCS) is a mechanism that establishes guidelines and ensures consistency in hiring permanent services considered critical by Fibria. This Committee can make a comprehensive analysis of suppliers, since it assesses legal, safety, sustainability, and tax aspects, among others.

Means allocated

The company has set up significant measures to include social factors in supply chain management:

- integration of social issues into contractual clauses
- supplier questionnaires
- supplier support (training, technical assistance, etc.)
- training/awareness raising of employees in charge of purchasing
- non-compliance procedures for suppliers (re-auditing, re-training, eventual ending of contracts)
- risk assessments for suppliers

- Social and environmental criteria are applied in the procurement analysis across Fibria's operations. Fibria's assessment criteria consider aspects such as social and environmental risks, labor rights, alignment with our forest management practices, and respect for the environment. In 2016, a total of 306 suppliers were approved.
 - Contracts with suppliers might be terminated due to the assessment of labour

impacts. Suppliers can also enter into agreements to adapt their labour impacts.
 - Suppliers rejected in the approval process may apply for a second assessment. If again rejected, they are submitted to the approval Committee for consideration of the risks involved in engaging those suppliers.
 - As from 2015, all approval processes (except saplings and offshore) incorporated sustainability questionnaires

Share of corrective measures / problems uncovered

A significant share of social problems uncovered in the supply chain were addressed by corrective measures.

- In 2015 and 2016 no suppliers entered into agreements to adapt their labour impacts. In 2015, 0.5% of the company's suppliers had their contracts terminated dur to the assessment of labour impacts, no contracts were terminated in 2016.
 - In 2016, 21.9% of significant suppliers were refused or received other sanctions resulting from their human rights assessments, compared to 17.1% in 2015 and 10% in 2014.

Allegations against suppliers

A review of stakeholder sources did not reveal any social allegations against the company's suppliers.

Coverage of measures to integrate social factors into the supply chain

The measures implemented cover the main purchases/suppliers.

In 2016, a total of 306 suppliers were approved. 97% of new suppliers were selected based on human rights criteria, 9% is the percentage of new suppliers screened using labour practices criteria, and 52% of new suppliers have undergone approval in social criteria.

Audits of suppliers

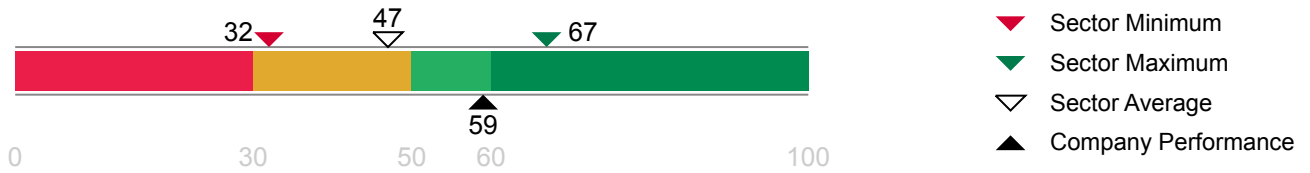
Information obtained from company and public sources regarding social audits of suppliers is insufficient.

Coverage of social audits

Leadership	83	Implementation	33	Results	88
Visibility	65	Means & resources	32	Performance	88
Relevance	100	Coverage	32		
Ownership	65				

C&S3.1 Prevention of corruption

(score: 59, weight: 3)



Visibility of commitment

The company has issued a formalised commitment to preventing corruption in its:

- The company is a signatory of the Global Compact and communicates on this principle.
- The company is a signatory of the Global Compact but does not communicate on this principle.

Anti-Corruption Policy and its Code of Conduct. In addition, the company is a signatory of the Global Compact and communicates on this principle.

Relevance of commitment

The company's commitment to preventing corruption addresses most of its responsibilities.

- giving / receiving bribes
- restriction of facilitation payments
- nepotism
- gifts and invitations
- extortion
- fraud
- embezzlement
- money laundering
- conflicts of interest
- financing of political parties
- prohibition of facilitation payments

Ownership of commitment

The commitment applies throughout the company, supported by senior management. In addition, other employees are directly involved.

It is the responsibility of the Fibria Statutory Audit Committee to ensure that the Ombudsman channel exists and is operational for the receiving. Indeed, the committee is regularly informed about the complaints received by the Ombudsman, where they have been forwarded and the respective outcome and reports the most urgent and important matters to the Company's Board of Directors. Besides, matters submitted to the Fibria Ombudsman are shared with the Ethics and Conduct Committee, comprising members of the Fibria management.

Involvement of employees

The company has instituted formal training programmes for relevant employees on corruption prevention.

Fibria has set up a Compliance Program which focuses on advocating for competition, anticorruption, and prevention of losses and fraud. In 2016, Fibria intensified training courses associated with Anticorruption.

Means allocated

The company has set up internal controls to prevent corruption that include:

- approval procedures for gifts, etc. by an independent department
- external audits (by an independent, external specialised organisation)
- external investigations of allegations
- the possibility to contact internal audit, legal or compliance departments directly & confidentially
- a dedicated confidential hotline or email address
- internal audits (internal verification of compliance with the company's code of conduct etc.)
- risk assessment of company vulnerability
- due diligence on joint ventures
- due diligence in evaluating contracts/suppliers
- systems for appointment/remuneration of agents
- identify and black list known bribe payers

- Any Fibria employee or third party who knows or suspects any actual or imminent occurrence of any violation of this Policy should contact his superior and/or the Ombudsman.

- Fibria shall demand a due diligence before hiring third parties as well as the monitoring of their activities once hired. The scope of such investigation and the respective monitoring should be proportional to the risk of corrupt activities in the project in question.

Coverage

The measures implemented cover all significant parts of the company.

Reporting

The company discloses quantitative data on the corruption incidents reported internally:

In 2016, the Ombudsman's Office received 411 reports, of these 13 were reports of conflicts of interest and 8 related to fraud/corruption.

Stakeholders' feedback

A review of stakeholder sources did not reveal any allegations against the company during the period under review: stakeholders' feedback is neutral

As of 02/2018, Fibria did not appear to be involved in any controversy related to this sustainability driver

Leadership	83
Visibility	65
Relevance	100
Ownership	65

Implementation	42
Means & resources	48
Coverage	30

Results	53
Performance	53

Corporate governance

Score: 39

CGV1.1 Board of Directors

(score: 40, weight: 3)



[LISTED COMPANIES] Existence and independence of Nomination Committee No specific committee is in charge of director nomination, which might raise concerns.

Independence of the Board Chairman

The roles of Chairman and CEO are separated, but the chairman is not considered independent.

Responsibility allocated over CSR issues

The Head of CSR department/functions reports directly to the CEO/Board.
The Company has a Sustainability Committee that advises its Board of Directors which is led by the Chairman of the Board and includes several independent members with diverse backgrounds (including one Board member). The Sustainability Committee meets three times a year to evaluate the Company's sustainability strategy and its implementation.

Share of independent shareholder-elected Board members

[LISTED COMPANIES] The Board is between 21 and 33% independent, which is less than the recommended level.
Two members of the nine-member Board are considered independent.

Diversity of the skills and backgrounds of the Board

The Board of Directors diversity appears to be partial:

- At least 30% of directors are women
- At least 40% of directors are women
- Employee representative(s) sitting on the Board
- Board members with demonstrated professional experience in the company's sector of activities
- Board members with demonstrated expertise on CSR issues

- José Luciano Duarte Penido, Chairman of the Board, is a member of the Executive Committee of the WBCSD's - World Business Council for Sustainable Development.

Training and expertise provided to board members

Training is provided through regular updates, but it does not cover CSR issues.
Fibria states that its continuously provides the directors with up-to-date information, including through its Governance Portal regarding the most important matters and challenges in its business, and puts together presentations for the Board regarding matters of interest to the Company, to help its members perform their tasks. When Fibria's Board deems it necessary, for clarification or support in relation to decisions regarding important matters within its competence, it may contract, at the

Company's expense and pursuant to a budget approved in advance by the Board, opinions or consulting services from specialized independent professionals. Board members also have free access to the Company's executives, whether they are members of the Board of Executive Officers or not, to clarify matters within their competency.

Regular election of Board members

[LISTED COMPANIES] Board members are elected at least every three years and these elections are not staggered.

Board members are eligible for re-election following two-year terms.

Evaluation of Board's functioning and performance

Performance is evaluated regularly by a third party.

Independent consultants evaluate the performance of the Board members annually.

Review of CSR issues at Board meeting

The formal CSR reporting has been signed by CEO/Chairman/Board, but there is no evidence that relevant CSR issues are reviewed at Board meetings.

- Energy use and GHG emissions
- Biodiversity
- Water
- Local pollution
- Social and economic development of communities
- Corruption
- Health and safety

Regularity of and attendance at Board meetings

Regular meetings are held, and attendance rates are above 90%

Sixteen Board meetings were held during 2016 and overall attendance rate was 96.5%.

Name of Board member	Role	Executive	Non executive	Employee representative	Nomination	Audit	Remuneration	Former executive	> 9 years on Board	Stock options	Paid > 1/2 executive salary	Represent > 3% company's shares	Other	Independency
José Luciano Penido	Chairman		X					X				X	Votorantim Industrial representative. Former President and CEO of Votorantim Celulose S.A., now Fibria.	
Raul Calfa			X									X	Votorantim Industrial representative. CEO of Votorantim Industrial S.A. from January 2012 to December 2013	
Carlos Lira Aguiar			X					X				X	Votorantim Industrial representative. President and CEO of Fibria from August 2009 through June 2011	
João C. de Miranda	Vice Chairman		X									X	Votorantim Industrial representative. CEO of Votorantim S.A. since January 2014	
João Schmidt			X									X	Votorantim Industrial representative. Executive Director of Corporate Development at Votorantim S.A.	

Name of Board member	Role	Executive	Non executive	Employee representative	Nomination	Audit	Remuneration	Former executive	> 9 years on Board	Stock options	Paid>1/2 executive salary	Represent>3% company's shares	Other	Independency
Julio C. M. Ramundo			X									X	BNDESPAR representative	
Eduardo Rath Fingerl			X									X	BNDESPAR representative	
Marcos Barbosa Pinto			X											X
Alexandre G. Silva			X											X

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CGV2.1 Audit & Internal Controls

(score: 53, weight: 2)



[LISTED COMPANIES] Existence and independence of Audit Committee

There is no Audit Committee at Board level. Fibria has a Statutory Audit Committee composed of at least three at most five members appointed by the Board of Directors for a 5-year term. No members of the Board of Directors are members of this Committee.

Skills and backgrounds of Audit Committee members

Operational and CSR risks covered by the company's internal controls system

The internal control system covers the standard issues related to financial, operational, and legal risks. In addition, the system covers most of the CSR risks inherent to the company's business operations.

- Energy use and GHG emissions
- Biodiversity
- Water
- Local pollution
- Social and economic development of communities
- Corruption
- Health and safety

Role of the Audit Committee in overseeing internal and external controls

There is no Audit Committee in place.

- Oversee internal audit and internal controls
- Review accounting policies and be responsible for updates
- Nominate the statutory auditor
- Oversee the work of the external auditor
- Approve the type of audit and non-audit services provided and fees paid to the external auditor

Management of the CSR risks

Relevant processes dedicated to management of CSR risks are in place:

- Balanced scorecard
- Risk-related training
- Monitoring of key risk indicators
- Reporting system to the Board
- Risk mapping/materiality assessment
- A Board Risk Committee with no executive part of it

The Sustainability Committee advises its Board of Directors on CSR aspects.

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Independence of the firm's external auditors

The audit firm receives non-audit fees, but these represent only 5% or less of total fees.

Non-audit fees represented 4.6% of total fees paid to PricewaterhouseCoopers in the last fiscal year.

Inclusion of CSR issues in the company's reporting

The company publishes significant CSR reporting on key material issues, with an independent third party assessment on the reliability of key performance indicators, with reasonable/high level of the assurance.

Bureau Veritas conducted an independent assessment of Fibria's Sustainability Report. The level of verification adopted was Reasonable, according to the requirements of the ISAE 3000 Standard.

Stakeholders' feedback

A review of stakeholder sources did not reveal any allegations against the company during the period under review: stakeholders' feedback is neutral

As of 02/2018, Fibria did not appear to be involved in any controversy related to this sustainability driver

CGV3.1 Shareholders

(score: 57, weight: 2)



Nonexistence of voting rights restrictions

The company respects the "one share - one vote" principle.

Less than half of the board is independent. However, there are other safeguards in place to monitor transactions between the company and its major shareholder(s).

Fibria has adopted a specific Policy on Transactions with Related Parties, and an Evaluation Group for Transactions with Related Parties is in place. The Group must be composed by, at least one representative of the following departments of the Company: Governance, Risks and Compliance (GRC), Legal (with a representatives of the Corporate and Contract areas), Investors Relations, and Contollership.

Safeguards on transactions with major shareholder(s)

The Group will have the following responsibilities:
 (a) Release the Policy of Transactions with Related Parties to the employees of the Company and promote its compliance;
 (b) Keep the list of Related Parties of the Company, as LT.00.021, up to date, whenever is identified a new related party or a party that is no longer related to the Company;
 (c) Analyse the information received through the FO.00.021 to the present Policy;
 (d) Discuss and interpret cases where there are questions about the possible characterization of transactions with related parties;
 (e) Propose recommendations about the analysed cases and procedures that must be observed.

Ability to add items to the agenda of the AGM and to convene an EGM

No major restrictions have been identified.

Access to voting at General Meetings

There are no major restrictions on shareholders' ability to vote, however there is no possibility of voting through online services.

Ability to vote on relevant issues in separate resolutions at AGM

All major items are voted upon, however all issues are not voted upon in separate resolutions.

Board members are not elected in separate resolutions.

Presentation of CSR strategy to shareholders and investors

The company has presented to shareholders and investors its CSR strategy but this covers a limited part of the most relevant CSR issues.

- Energy use and GHG emissions
- Biodiversity
- Water
- Local pollution
- Social and economic development of communities

- Corruption
- Health and safety

Stakeholders' feedback

A review of stakeholder sources did not reveal any allegations against the company during the period under review: stakeholders' feedback is neutral

As of 02/2018, Fibria did not appear to be involved in any controversy related to this sustainability driver

CGV4.1 Executive Remuneration

(score: 7, weight: 2)



[LISTED COMPANIES] Existence and independence of Remuneration Committee *The Personnel and Remuneration Committee is one of the five advisory committees comprised of Board members and others, with the power to make recommendations for the consideration of the Board.*

Disclosure of senior executives' individual remuneration [LISTED COMPANIES] Executive remuneration is disclosed, but on a collective rather than on an individual basis.

Link between Short Term Incentive Plans and the performance of the company There is no disclosure on what rules guide the company in allocating bonuses and other short-term incentives to senior executives.

Link between the main Long Term Incentive Plan and the performance of the company Information on the rules and performance conditions guiding the allocation of long-term incentives to senior executives is insufficient.

Link between variable remuneration and CSR performance of the company There is no disclosure on the links between variable remuneration of executive and the CSR performance of the company.

- Energy use and GHG emissions
- Biodiversity
- Water
- Local pollution
- Social and economic development of communities
- Corruption
- Health and safety

Severance pay for senior executives Information obtained from company and public sources regarding severance pay for senior executives is insufficient.

Evolution of CEO-to-employee compensation ratio Information obtained from company and public sources regarding the compensation of CEO and the average employee salary is insufficient.

Stakeholders' feedback A review of stakeholder sources did not reveal any allegations against the company during the period under review: stakeholders' feedback is neutral
As of 02/2018, Fibria did not appear to be involved in any controversy related to this sustainability driver

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Detailed Scores and Ratings

CURRENT AND PREVIOUS RATINGS

Period	Environment	Human resources	Human rights	Community involvement	Business behaviour (C&S)	Corporate governance
2018/03	=	=	++	++	+	=
2016/03	+	+	+	+	+	=
2014/03	-	-	=	+	+	=

SCORES PER DOMAIN

Domain	Average Score	Leadership	Implementation	Results
Environment	46	52	43	31
Human resources	39	38	46	32
Human rights	55	49	58	56
Community involvement	69	79	91	36
Business behaviour (C&S)	63	83	38	67
Corporate governance	39	35	30	53

SCORES PER CRITERIA

Sub-domain	Criterion	Score
Environment 1	1	85
	2	46
	4	85
Environment 2	1	47
	2	37
	4	28
	6	34
Environment 3	7	20
	1	0

Sub-domain	Criterion	Score
Human resources 1	1	45
Human resources 2	3	12
	4	33
Human resources 3	2	57

Sub-domain	Criterion	Score
Human rights 1	1	56
	1	52
Human rights 2	4	55

Sub-domain	Criterion	Score
Community involvement 1	1	69

Sub-domain	Criterion	Score
Business behaviour (C&S) 2	4	68
Business behaviour (C&S) 3	1	59

Sub-domain	Criterion	Score
Corporate governance 1	1	40
Corporate governance 2	1	53
Corporate governance 3	1	57
Corporate governance 4	1	7

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Overview of the latest updates

Date of the latest update	Information updated
2018/08	Carbon & Energy Transition
2018/03	Full ESG profile

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