

Communication on Engagement 2021-2022 Global Compact



Firjan's support
initiatives to the Global
Compact and its
sustainability principles

WE SUPPORT



Firjan
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WE SUPPORT



This is our Communication on Engagement regarding the implementation of the United Nations Global Compact Principles which also supports the Sustainable Development Goals (SDGs).

We welcome comments regarding the content: sustentabilidade@firjan.com.br

Para a versão em português, por favor acesse: www.firjan.com.br/pactoglobal

Statement of Continued Support



I am pleased to confirm that the Federation of Industries of the State of Rio de Janeiro reaffirms its support for the United Nations Global Compact and its mission to promote corporate sustainability in the areas of Human Rights, Labor, Environment and Anti-Corruption.

As an entity representing the productive sector of the State of Rio de Janeiro, with a wide scope of activities, we recognize our ability and vocation to leverage these fundamental topics for our society. I highlight that, even before becoming signatory of the Global Compact, the Federation was already working to mobilize companies in favor of sustainable development, for the construction of a fairer society and transparent institutional relations.

Through this Communication on Engagement, we depict our actions to support the Global Compact and its principles continuously for us to engage with the initiative. We are also committed of sharing this information with interested parties through our main communication channels.

Eduardo Eugenio Gouvêa Vieira
President of Firjan

Part I - Institutional

Presentation

It is with great pleasure that we present Firjan's second Communication on Engagement to the Global Compact Principles. In this report, we have compiled Firjan's main actions and results related to Human Rights, Labor, Environment and Anti-Corruption, in addition to initiatives in line with the 2030 Agenda on Sustainable Development Goals, carried out during the 2021-2022 biennium.

Our times are faced with various challenges: to face and mitigate climate change, the fight against social

and economic inequality, and access to food, health and well-being to a human population reaching 8 billion individuals. These, among so many others, are concerns that must permeate our individual actions and of the institutions that we form.

Firjan is proud to be a spokesperson for sustainability as the only viable path for our society. We continue mobilizing our associated companies and other interested parties, promoting and offering solutions that contribute to this transformation.

About Firjan

The Federation of Industries of the State of Rio de Janeiro (Firjan) is formed by five institutions that support and encourage the generation of ideas, jobs and the development of solutions: Firjan, Firjan SENAI, Firjan SESI, Firjan CIRJ, and Firjan IEL. We represent every industry in the Rio de Janeiro State and have 101 associated unions and over 4,700 employees and interns. Developing the industry is fundamental to the economy and social welfare. Therefore, we work in core areas, such as business competitiveness, education, and quality of life of workers and their relatives. We expand and create new businesses, encourage technological innovation and support initiatives aiming to enable full development of Rio and society.

We go further: we develop studies and research on key topics for industry development aiming at anticipating trends, informing and pointing out solutions for tax issues and overcoming obstacles in the areas of infrastructure, innovation, and logistics, among others. All to guide business and government leaders to make better decisions.



Photo: Renata Mello

Firjan headquarters

We gather in only one place all the support, encouragement, information and solutions to stimulate the industry development. So, no matter the challenge, companies can rely on a full partnership. And society can count on our commitment to transform the State of Rio de Janeiro.

Purpose and values

At Firjan, we are inspired by making a difference in the lives of people and companies. We are moved by transforming Rio's business arena, promoting innovation, education and improving worker's health.

Our values are represented in attitudes, behaviors and results that must be present every day in the relationship with clients, suppliers and business partners.

Ethics is our guide towards respect to diversity, sense of justice, integrity, and empathy.

Credibility amongst our audiences reflects our performance with quality and professionalism.

The commitment with the development of companies, workers and our employees is permanent.

Innovation pushes us to find new and better solutions, with pioneering ideas and practices.

Clarity in our governance encourages the development of employees and the daily application of our values.

Clear and integrated communication among employees and the external public is essential to our work.

Trust from our audiences is strengthened in our work with respect, coherence and commitment.

The **quality** of what we produce, and deliver is our daily responsibility.

The **agility** in which we respond to internal and external challenges is based on collaboration towards a shared goal.

Resilience makes us learn, relearn and react to challenges new scenarios bring.

Organizational structure

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We are present in 22 municipalities within our state as well as in Brazil's capital, with 60 Firjan SENAI SESI units, including technology and innovation institutes,

14 FabLabs and 59 mobile units. In addition to Firjan Headquarters, there are 9 Firjan/Firjan CIRJ regional offices plus an office in Brasília.



Business competitiveness and economic development.



Technology, innovation, and professional education.



Education, culture, sports and leisure, workplace health and safety.



Leaders training and business consulting.



Strengthening of the industry's production chain.

Part II – Initiatives and Results

Introduction

Firjan completed four years as a Global Compact signatory in 2022. During this time, topics related to sustainability and human rights became evident, shaping government, business and societal actions. We lived through the consolidation of the ESG approach – Environmental, Social and Governance – as a business risk management tool, as well as a condition for business financing and accountability. We are living with, and looking for ways to face, an unprecedented crisis of misinformation, triggered by the spread of fake news, with serious consequences for institutions and society. We faced a pandemic with causes and consequences clearly related to human interaction with the environment. We witnessed the biggest and most important event ever held on climate change, COP 27, consolidating the topic as a guide to negotiations and actions in every level of politics, and finally going beyond environmental public bodies.

These are changes and movements of a society in rapid transformation, that requires institutions with a solid positioning, firm in the defense of the 2030 Agenda as a path to better life conditions for all.

Firjan remains aware of the importance of keeping a strong voice along this journey. We trust ethics, transparency, dialogue, inclusion and technical and scientific knowledge to spark this journey. Accounting for our actions during the 2021-2022 biennium, we reiterate the invitation to the associates, business partners and employees to join us in this important agenda. To move forward in the direction of sustainability is fundamental to reach our vision and become reference of a responsible, efficient, transparent and innovative organization as well as lead the transformation of the industry and business environment.



Firjan's Sustainability Strategy and SDGs

As representatives of Rio de Janeiro's industries, it is our priority to make the business arena more competitive aligned with the common sustainability agenda.

In this mission, our Theme Business Councils play prominent roles, as they consolidate positions within the industrial segments and support Rio-based companies on relevant technical and operational issues. These councils are formed by representatives of affiliated unions and associated companies, of business entities and technical specialists. Those responsible for public management are invited to participate and enrich the exchange of ideas and the formulation of solutions that contribute to the sustainable development of the State of Rio.

With the support from the Theme Business Councils also in line with the state industry defined development agenda, we increased our capability to address key issues on the public agenda considering socio-environmental issues. We have recognized relevance in propositions and innovations in public policies.

SDG Hub

Due to its strong performance in the 2030 Agenda and high level of dialogue with the business sector in Rio, Firjan has been chosen by Global Compact Network Brazil, in August 2021, as an anchor organization of the SDG Hub (Hub ODS) in the Rio de Janeiro state.

The SDG Hub is a UN Global Compact program in Brazil to expand regional action through local networks within states, in order to enhance the impact on achieving the Sustainable Development Goals - the SDGs. This movement is a call for companies to align their operations and strategies with the ten universal principles and act in accordance to the 17 SDGs.



We've structured its operation in three strategic goals:

1. To be the largest promotion network of SDGs in the state.
2. To have a strong and engaged network.
3. Having SDGs as strategic business guidelines.

Up to the closure of this Communication on Engagement, SDG Hub RJ had 73 companies and 17 non-business organizations. Since its launch, it has promoted 6 virtual meetings and 7 theme panels, totaling 20 hours of events and training, with an engagement of 39% of the companies participating.

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- **100 companies and non-business organizations;**
 - **20 hours of content and 13 meetings and theme panels.**
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Social Responsibility Business Council

The Social Responsibility Business Council acts as a forum for debates and private sector mobilization for the adoption of socially responsible practices. Periodic meetings are guided by technical debates, positioning building and proposing strategies for positive scenario transformations. By promoting dialogue and multisector partnerships, Firjan plays a leading role in the proposition and development of initiatives to improve the social reality of the state of Rio de Janeiro.

In the 2021-2022 biennium, the following agendas that collaborate with the 2030 Agenda stand out: Incentive Laws; Integrity and Compliance; Gender Diversity; Strategies for Equity and Ethnic-Racial Inclusion in Companies; Social Aspects of Recycling Management; Social Responsibility in Election Years (in partnership with the Ethos Institute); and Conscious Capitalism.

Photo: Paula Johas



Social Responsibility Council debates on the Conscious Capitalism subject

Environmental Business Council

Having the task of advising Firjan's stakeholders on environmental matters, the Environmental Business Council also prepares positions, opinions and proposals to improve the business environment and guarantee the environmental quality in the state.

Its themed Working Groups and periodic meetings are based on the following agendas that collaborate with the 2030 Agenda: sanitation, environmental licensing, waste management, water resources, natural infrastructure, biodiversity, circular economy,

climate change, renewable energy and efficiency, and sustainable financing.

In the 2021-2022 biennium, several Global Compact initiatives were presented and discussed with the Board. Among them: the Science Based Target initiative – Science-Based Goals, which helps in the establishment of GHG emission reduction targets; Ambition 2030; “*Movimento Mais Água*” (More Water Movement); and the Blue Keepers project.

Photo: Vinicius Magalhães



Environmental Council on a technical visit to an industrial research center with filtering gardens, in Rio de Janeiro

Business mobilization for the principles of the Global Compact and SDGs

The engagement of the private sector in sustainability agendas is essential for the transformation of our society. In the search for a sustainable development, companies are in a position of protagonists, along with the government and civil society.

As a signatory of the Global Compact, Firjan encourages the participation of companies in global development agendas, creating space for dialogue and action. An indication that we are on the right path is the number of mentions we receive in integrated sustainability reports and Communications on Progress (CoP) submitted to the Global Compact platform: we are mentioned in 58 reports by 40 companies as a partner institution and influencer on the sustainability agenda. Of these mentions, 19 refer to Firjan as a direct partner in projects directed to sustainability and another 16 are related to the association with Firjan or participation in our business councils.

- **Firjan is mentioned in 58 sustainability reports on the Global Compact Platform**

All efforts described in this section address the following SDGs:



ESG Business Working Group

Active in 2020 and 2021 and made up of representatives from companies active in the field, the ESG Business Working Group contributed to a new business risk management model to the alignment of business activities with the SDGs.

The outstanding results were:

- 7 [Websérie](#) with 32 specialists, overcoming 3,500 views;
- Business research to identify best practices and trend mapping, with the participation of 64 large companies with operations in the state of Rio de Janeiro;
- Launching the publication [Critérios e Métricas ESG para a Indústria](#) (ESG Criteria and Metrics for Industry), a set of recommended practices and essential actions to guide business in every ESG criteria pointing as more relevant in research. It associates every criteria with tools and guidelines to support the structuring of ESG strategies in the industries.



Sustainability

There are many social and environmental agendas that affect society and the planet. Firjan challenges itself each year to develop an intense agenda to raise awareness of companies towards sustainability. In the biennium 2021-2022 it was not different. Free of charge, our initiatives are focused on disclosing qualified information, disseminating a preventive approach to socio-environmental risks and damages, and raising awareness about the responsibilities and impacts of enterprises.

As part of these initiatives, Firjan publishes guides and manuals guiding industries to an adequate environmental management, abiding to current legislation and a transition into better practices. In 2022, it was made available [Manual de licenciamento ambiental para a construção civil](#) (Construction Industry Environmental Licensing Manual) to assist the sector in legal compliance and adaptation of practices in observance of recent changes to the legislation.



The [Firjan Sustainability Award](#) itself is an annual initiative to disseminate and highlight successful actions in favor of the sustainable development in the state of Rio de Janeiro. The 2022 edition had two new categories: "Impact Management and Social Investment" and "Engagement Strategies and Promotion of the 2030 Agenda of the SDGs". Since 2013, the award evaluates projects subscribed by the business sector – to date there were 566 projects – and recognizes the improvement of production processes and the success of socio-environmental initiatives. 63 initiatives were awarded, from small organizations with

social mobilization projects to large companies with technological innovation projects, which demonstrates the broad nature of the proposal.

We also entertained discussions about sustainability during seminars and workshops held both virtually and in person. There were 14 initiatives in the 2021-2022 biennium, dealing with topics such as environmental obligations, natural infrastructure and water safety, reverse logistics, waste, ESG among others. These initiatives reached 16,000 virtual accesses as of the closing of this document.

Photos: Vinicius Magalhães



Managers of the Guapiaçu Ecological Reserve speak to the winning companies of the 2022 Firjan Sustainability Award

The "Ação Ambiental" (Environmental Activation) Seminar is the main event on the environment held by Firjan. Since its first edition, it has been bringing reflections and debates on sustainability trends, creating an environment conducive to dialogue and collaboration

Photo: Vinicius Magalhães



amongst different interlocutors. On the 2021 edition, sponsored by Fundação Grupo Boticário, Ternium and Ocean Pact, the theme was [Blue Economy and the sustainable use of ocean resources](#). The perspectives of cooperation networks, positive impact businesses, circular economy, connections between environmental conservation and risk reduction, climate change and identification of new opportunities permeated the debate.

- Over 16,000 participants in events;
- 566 entered projects with 63 winners of the Firjan Sustainability Award.

Illustration: Nina Telles



Environmental initiative discussed solutions for the oceans in 2021

Social investment solutions - Firjan SESI

Stimulating public and private social investment for socioeconomic development is one of the objectives of Firjan SESI, contributing to the achievement of local and global goals and to the sustainability matrix of organizations.

The projects are developed focused on basic and professional education, sports, culture, diversity, equity and inclusion, human development and social innovation, aiming at the development of children, young people, adults and communities in general. The consultancies themselves, which aim to strengthen sustainable organizational cultures, are directed to the supporting companies and other institutions in internal and external diagnoses, mobilization of employees and management to raise awareness about the SDGs and ESG principles, preparation of sustainability reports, and action plans for implementing working groups such as committees and councils.

In 2021 and 2022, 60 projects were carried out with a social investment of R\$ 39 million, in 9 Brazilian states and 23 municipalities of the State of Rio de Janeiro. Direct service reached 16,000 participants and another 61,000 people were indirectly impacted.

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- **60 projects;**
 - **R\$ 39 million invested;**
 - **Efforts in 23 municipalities within the state of Rio de Janeiro and 9 Brazilian states;**
 - **16,000 participants;**
 - **61,000 people indirectly impacted.**
-

Photo: Firjan archive



Student participates in an activity on human development at the Rio de Janeiro Sports and Educational Center Project, in Duque de Caxias

Photo: Firjan archive



Integrating chess tournament carried out by the Rio de Janeiro Sports and Educational Center Project, in Itaboraí

Photo: Claudia Dantas



Porto do Saber Project, in the port region of Rio de Janeiro, offered young people free training related to the creative industry

Environmental solutions and green chemistry - Firjan SENAI

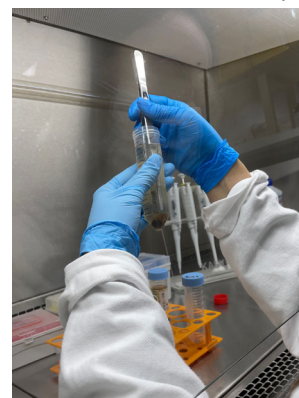
The development of solutions in productive process consulting, research, development and innovation of products and tests is a strong pillar of Firjan SENAI's work, supporting companies transition into sustainability. Through two Units – the SENAI Institutes of Chemical Technology and the Environment and Green Chemistry innovation at Firjan – projects of broad relevance in the development and diffusion of environmentally friendly technologies have been carried out. In the last two years, the following stood out:

- Continuation of carbon footprint and life cycle assessment studies, outlining impact minimization strategies along with companies.
- Development of 9 projects of innovative solutions with a generalist emphasis on energy efficiency and another 5 which emphasized on energy efficiency in environmental sanitation, within the scope of the Lab Procel Program for the development of acceleration and pre-acceleration processes in technological and business innovation in energy efficiency, a partnership between Eletrobras/Procel and Firjan SENAI.
- Development of [Diagnóstico nacional para economia circular – cadeia do plástico](#) (National diagnosis for circular economy – the plastic chain), in which 232 Brazilian companies were contacted. The study indicates strong points for industry innovation,

improvement on plastic to make cities become more sustainable, ways to guarantee more responsible consumption and production, possibilities of new packaging and materials more in line with a circular economy model.

- Development of solutions for the bioeconomy of the Amazon, using açai fruit residues. The project innovates with the local production industry through the construction of a biorefinery to produce vegetable oils and butters, giving a noble destination to the material that would be discarded as waste and generating value for regional coops.
- Development of solutions for the maintenance of the “Floresta de Pé” (Standing Forest) in the Amazon and the reproduction of native plants in a local production farm for the development of phytomedicines. The project contributes to the generation of decent jobs in the Piauí region and to avoiding the extraction of native trees from the Amazon rainforest.

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Photos: Bruna Farjun

Project in Piauí worked on keeping the forest standing for the development of phytomedicines

- Development of solutions for converting solid waste from a city and an industrial unit into new materials and energy products with high added value. With the project, it is expected to convert 100 t of non-hazardous urban solid waste, enabling clean and more accessible energy, promoting innovation in the industry and avoiding methane emissions from residues.

Casa Firjan

Inaugurated in 2018, [Casa Firjan](#) is a space for new ideas, in a collaborative way, to build paths for a more sustainable future. It works at the same time as an innovation hub, entrepreneurship and education center, relaying with a FabLab and courses in line with new demands from a job market and competencies for

professionals and future leaders. It is also a space for debate and reflection through lectures and business forums. On top of that, it develops innovative projects, trend laboratory studies, expositions, documentaries showcases and cultural activities.

Photo: Firjan archive



Inaugurated in 2018, Casa Firjan is a hub for innovation and thought in Rio de Janeiro

Sustainability is one of the main topics by the Casa (House) since its inauguration. In the 2021-2022 biennium several activities were offered to different audience groups, with the following highlights:

Aquários (Aquariums): Over the 2021-2022 biennium, 40 [lectures](#) by national and international specialists were given on topics directly related to the universal principles in which the Global Compact advocates. Among the four theme groupings, the most worked on were Environment, Human Rights and Labor.

Photo: Firjan archive



Casa Firjan auditorium hosts lectures from the Aquarium, sensitizing participants to themes related to the principles of the Global Compact

The lectures were offered both in person and online and asynchronously, creating a democratic access to the content beyond the State of Rio de Janeiro, for entrepreneurs and employees of different companies. The average number of in-person spectators was of 105 per lecture and the number of views was of 856 per event, with an overall reach of more than 5,000 people. **ESG Capabilities:** In 2021, the [Jornada ESG](#) (ESG Journey) was developed and applied. Oriented by small and mid-size companies in the state of Rio de Janeiro. This training model is 100% online, starting with a seminar and ending with a practical and applied focus on the three axes of the ESG. Developed in conjunction with the Ethos Institute, this edition received the participation of 63 companies.

Consultancies in Circular Economy: Aiming at supporting companies transition to the circular economy, an international partnership was developed with the Dutch institution [CIRCO](#), specialized in applied methodology of circular economy through in-company design. Through the partnership, the transfer of the method, the translation of the material and the training of 10 facilitators who apply the [Circular Design Trails](#), a combination of consultancy and training in which companies apply methodology to their own production

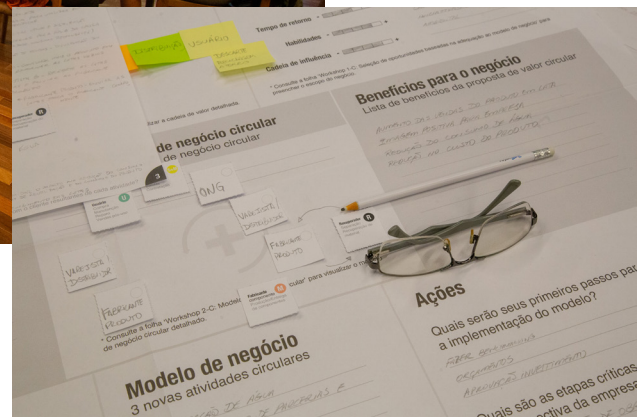
line. In the 10 editions of these trails, more than 70 companies participated, from multinationals to small companies from various industrial sectors, such as furniture, clothing, cosmetics, energy, packaging, food and aviation. As a result, companies take an implementation plan on how to start the transition to circularity. The result of the trails has been recognized by the participating companies, which classify this product with an NPS (Net Promoter Score) of 81.6, a zone of excellence for evaluating a service. In return for the partnership with CIRCO, Firjan supported the National Laboratory of Energy and Geology of Portugal (LNEG) in the implementation of the CIRCO Hub of circular economy in that country.

- **5,000 participants in 40 lectures;**
- **63 small and mid-size business trained in ESG;**
- **70 companies on the Trails to Circular Economy.**

Photo: Firjan archive



One of the Trails on Circular Design carried out at Casa Firjan

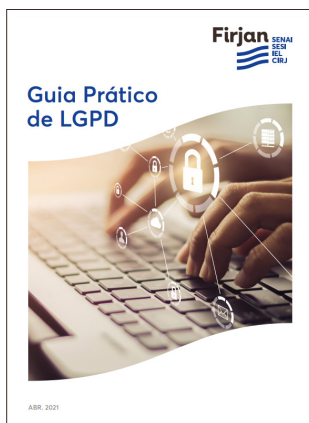


Integrity and governance

In direct convergence with the principles of the Global Compact, in particular the fight against every form of corruption, including extortion and bribery, Firjan carried out a series of actions during the 2021-2022 biennium in favor of an ethical and upright posture in its institutional relations and business. It also sought to work with the industrial economic sector in the development of a positive agenda for the culture of integrity.

Within the scope of the S System institutions, Firjan was a pioneer in the implementation of the Corporate Integrity Program, in place since 2017. Each year, the Program's actions are expanded and evaluated aiming at its continuous improvement, progress and evolution of deliveries. The focus is on the outcome for compliance, fairness, equity, transparency and accountability. With this, Firjan publicly assumes its commitment to act in legal compliance and to combat corruption, embezzlement and fraud, as well as violations of corporate ethical standards.

In the 2021-2022 biennium, over 40 programs were carried out with the external public, training and raising the awareness of around 3,900 entrepreneurs and partners. Firjan was sought out as a benchmark for Federations of Industries and Regional Departments of Sesi and Senai in terms of Corporate Integrity. The entity also received invitations to participate in workshops, congresses and seminars, especially on topics such as: ESG, compliance, ethics, integrity, protection and information security regarding personal data and analytic journeys.



For the external public, the opening of the III Integrity Week stands out with a day dedicated to the participation of industries, when it was launched the [campanha #juntospelaintegridade](#) (Unitedforintegrity Campaign). Promoted by Firjan, the campaign made available actions and qualified content for society on its website, social media and [events](#).

Regarding qualified content, highlights in 2021 were the launch of the [LGPD Practical Guide](#) and Compliance Training nationwide for the Industry System. In partnership with the National Council of Sesi and coordinated by Firjan's Integrity team, this training led to the publication, in 2022, of the book [Compliance for the Industry System](#).

Firjan recognizes that there is no sole path to be followed by companies in the industrial sector, as each company has its own reality. What Firjan intends, through its actions, is to help in the development of an ethical and transparent business environment for the Rio de Janeiro industry segment, considering that it believes that it is everyone's role to promote integrity within their own company and society. Learn more about [Firjan's actions and results on integrity](#).

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- 40 efforts;
 - 3,900 trained people.
-

Labor and Union Relations

The Labor and Union Business Council advises Firjan's Board of Directors on specific matters within its thematic area, hosting debates with important speakers and analyzing initiatives and measures by the Public Power, in order to contribute to its improvement. In the 2021-2022 biennium, there were important advances on the Global Compact associated with labor issues, especially regarding following negotiation rules, due to the consolidation of favorable case law by the Federal Supreme Court. In addition to the Council's activities, within the scope of industrial companies in the State of Rio de Janeiro, we highlight booklets, guidelines and working

groups developed by Firjan, allowing advances for internalizing the theme by the associated companies. There were over 1,000 meetings and about 100 lectures in 2022, including Labor Legal and Occupational Health and Safety thematic areas that provide routine advice to the Board. Firjan and its Labor and Trade Union Business Council also acted decisively in the drafting and approval of Provisional Measure 1,109/2022, which brought more flexible rules for employers and employees in facing the social and economic consequences of a state of public calamity.

Partnerships and multisectoral articulations

The challenges of sustainable development cannot be solved by any of society's sectors in isolation. Multisectoral articulations and partnerships are essential to enhance actions and find ways to address collective interests. It is with this certainty that Firjan works to promote dialogue and strengthen spaces for interaction with all sectors of society.

All efforts described in this section address the following SDGs:



2030 Agenda as Public Policy

For the industry to continue advancing and contributing to economic growth and sustainable development, the [Propostas Firjan para um Brasil 4.0](#) (Firjan's Proposals for a 4.0 Brazil), were launched, a new industrial policy agenda from the business community in Rio de Janeiro, with propositions for the federal and state spheres. Among all, there are 103 proposals that contributed to the planning of public policies by the federal and state governments.

The sustainability agenda, included in the Business Environment pillar, presented proposals regarding circular economy, the recycling sector, carbon market, SDGs and private social investment. In the pre-election period, the items on this agenda were presented to Brazil's presidential candidates as well as to candidates for Rio de Janeiro government. After the elections, in

Photo: Vinicius Magalhães



Business meeting led to proposals for public sustainability policies for the 2022 elected governments

December 2022, a business meeting was held with the elected governments to reinforce and discuss the claims and strategies for implementation.

Firjan Women's Council

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Considering the fundamental impact of women on the development of businesses of all sizes and natures, in addition to their central role as a pillar in society, in

Photo: Vinicius Magalhães



Firjan Women's Council initiated activities in 2022

June 2022 Firjan launched the Firjan Women's Council. The objective is to be an environment that generates actions to encourage entrepreneurship and economic empowerment and gender equality in the leadership of the various decision-making forums in Rio and Brazil. It has more than 20 members, including businesswomen, union leaders and specialists from various institutions. The work is structured around three pillars:

1. Foster and support female entrepreneurship;
2. Promote professional development for women;
3. Promote gender equality in leadership positions, both in the public and private sectors.

Long Live Guanabara Bay Water Movement

Firjan has been part of the Movimento Viva Água Baía de Guanabara (Long Live Guanabara Bay Water Movement) since 2021, created by the Boticário Group Foundation. Its actions are based on the conservation and recovery of natural ecosystems and on encouraging entrepreneurship with a positive socio-environmental impact, focusing on Nature-Based Solutions for water security and marine coastal resilience.

The Movement seeks to connect agents and join efforts to regenerate the Guanabara Bay. It also relies on financial mechanisms, such as the Viva Água Fund to support sustainable businesses in the territory, launched with an initial contribution of R\$ 1.3 million.

Some actions developed with the support of the movement were:

- Viva Água LAB, which encouraged the participation of the civil society in the search for ecological restoration solutions, resulting in three initiatives that received a total support of R\$ 800,000.
- *Natureza Empreendedora* (Entrepreneurial Nature), an acceleration program in which 25 participants received mentoring and consultancy to strengthen their projects and businesses.
- A study [Natureza que resiste na Baía de Guanabara](#), (Nature that Resists at Guanabara Bay), which shows the importance of the 117 Conservation Units in the region for the guarantee of ecosystem services, indicates priority areas for restoration and conservation and points out economic impacts and opportunities in tourism, fishing, agriculture and carbon market.

Photo: Lidia Aguiar



Viva Água Movement promoted the interlocution of pioneering environmental restoration initiatives in the metropolitan region of Rio

Photo: Marcio Isensee e Sá - oEco



Movement seeks to recover ecological areas around the Bay. In the photo, the Colony of Fishermen Z-10, at Ilha do Governador

Mobilization for Basin Committees

Firjan continually mobilizes professionals from Rio de Janeiro's industries to participate in the State River Basin Committees, responsible for promoting and implementing the guidelines of the State Water Resources Policy. We understand that the active participation of industry professionals brings them closer to socio-environmental issues and the challenges faced in the management of resources in each basin. As a result of this mobilization, we have business participation and Firjan itself in all River Basin

Committees in the State of Rio, with 54 representatives from the segment of water resource users in the nine hydrographic regions and their respective Committees. Through these democratic forums, we contribute to the organization of the Basin Committees themselves, we seek consensus in decisions on issues related to water, we deliberate on projects for the use of water resources, the granting of rights of use, the collection and application of resources collected, and we analyzed the proposals to change the relevant legislation.

ESG Best Practices

As a representative of Rio de Janeiro's industries, Firjan composed, in 2022, the Special Study Committee on ESG of the Brazilian Association of Technical Standards (CEE ABNT-256). The goal of the Commission was to prepare a guidance document on the subject, addressing concepts and steps to incorporate ESG in organizations. There were more than 180 meetings, including plenary sessions and working group meetings, divided into environmental, social, governance and methodology themes.

As a result of the group, in December 2022 the best practices document [ABNT/PR 2030 Ambiental, Social e Governança \(ESG\): conceitos, diretrizes e modelo de avaliação e direcionamento para organizações](#) (ABNT/PR 2030 Environmental, Social and Governance (ESG) – Concepts, guidelines and evaluation and guidance model for organizations) was released, consisting of a scale of five evolutionary levels, which allows the user to identify the stage of maturity in relation to a certain environmental, social or governance criterion, as well as to establish evolution goals.

Mapping of Post-consumption Recyclable Waste Flow

Management of urban solid waste is a challenge that concerns and impacts everyone. In 2021, in the survey of priority issues that they would like to be treated with more attention in the municipalities, the improvement in garbage collection and infrastructure was a common point prioritized by businesspeople from all regions in which Firjan operates.

Noticing the lack of information on the generation and recovery of the recyclable fraction of urban waste, Firjan focused on the preparation of the [Mapping of Post-Consumption Recyclable Waste Flows in the State of Rio de Janeiro](#), a large survey about recycling in the state. The study was unfolded for regional clippings and widely publicized in the media, with 101 insertions in printed and digital newspapers, national and regional radio and TV. Its content was prepared in partnership with public policy makers, with the national and state

executive and legislature, as well as opinion leaders such as universities and research centers and third sector organizations, helping to consolidate the agenda of recyclable urban solid waste in the public agenda. The digital version of Mapping has already received more than 500 accesses.



DINHEIRO JOGADO NO LIXO
Estado do Rio enterra mais de R\$ 1 bilhão por ano em material reciclável

na sua gestão, sempre em um remédio para dor, preciso fazer isso.

Procurador geral de Teresópolis, Gabriel Palma, admite que o lixo é um problema histórico do município, mas afirma que a administração vem buscando uma solução: a expectativa é que, ainda em 2022, seja feita uma licitação para o tratamento dos resíduos.

Em 2019, firmamos uma cotação no mercado e o transporte (para um aterro sanitário) custaria cerca de R\$ 840 mil por mês, mas a pandemia atrapalhou nossos planos. Hoje, com o aumento do diesel, esse valor já deve estar bem maior. Por isso, estamos buscando junto ao estado algum apoio para que possamos financiar esta operação, que é muito custosa para o nosso município. Sabemos que é uma responsabilidade nossa e precisamos dar um fim a esse drama – resume Palma.

A prefeitura de Teresópolis informou que está em andamento negociação para a suspensão do despejo no lixão do Fischer com o recebimento de créditos, pelo período de dois anos, para o retorno sanitário de fubotal, e confirmou que está buscando recursos junto ao governo estadual para a destinação desse procedimento.

LIXO PELO ESTADO

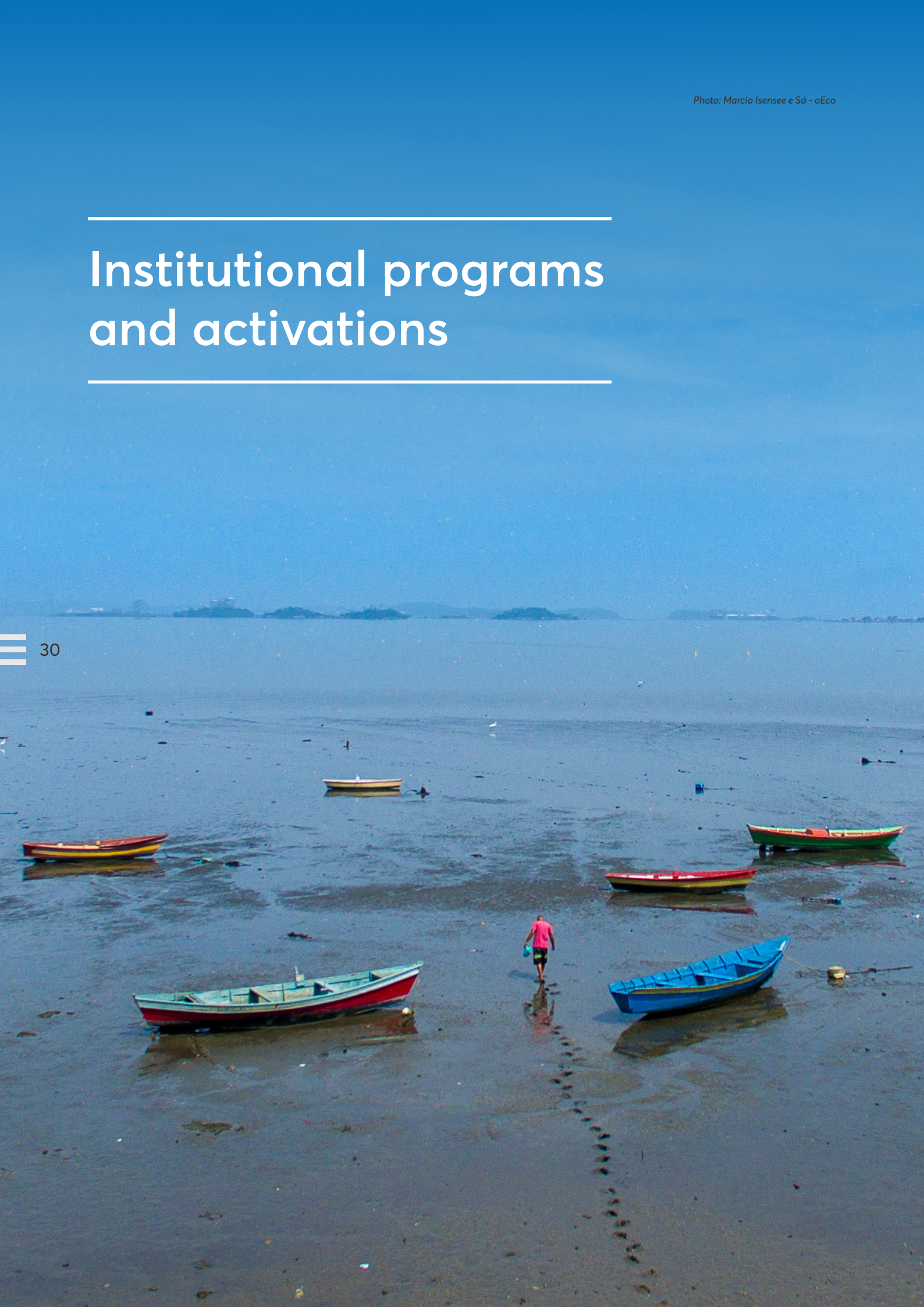
Photo: Carlos Leandro



Firjan took data on recyclables to national and international interlocutors, as in the Circular Plastics in the Americas Program

Data from the Mapping of Recyclables were the cover story of the newspaper O Globo in June 2022

Institutional programs and activations



Firjan is a reference organization that develops programs and actions aimed at improving the quality of life in society, especially in vulnerable communities. In this section, we highlight Firjan's institutional programs and actions that are directly related to the Global Compact Principles and the SDGs.

All efforts described in this section address the following SDGs:



SESI Cidadania

Created in 2010, *SESI Cidadania* (Citizenship) is a social program promoted by Firjan SESI that aims to promote social impact through efforts, partnerships and projects in the segments of education, culture, health, sports and leisure. With operations in 29 territories in situations of social vulnerability in Rio and Greater Rio, the Program creates opportunities to grant access to professional training through Firjan SENAI and promotes sports activities as a means of stimulating social rising and quality of life improvement. It also develops educational and creative projects for children and teenagers, in order to enhance reading and cognitive ability. *SESI Cidadania* carried out around 109,000 services during 2021 and 2022, comprised of Sesi Athlete of the Future, Senior Citizens, Knowledge Industry and mobilization projects for the most diversified courses and publications of Firjan Sesi/SENAI. Within the pandemic context, this was an important moment of action that strengthens our established social role.

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Another important aspect for the Program were the partnerships signed through associations. In 2021, we contributed with the Secretary of State for Education to actively search for students from the state education network who, due to the pandemic, had dropouts and



One of the building electrician classes for women held by Sesi Cidadania at SENAI Jacarepaguá

Photo: Fabiano Venezia



Knowledge Industry implemented in Morro dos Prazeres, in Rio de Janeiro

delays in their schooling. There were 1,300 visits and contacts with students who were covered by the Sesi Citizenship Program.

In 2022, we expanded our reach to the territories of Muzema and Jacarezinho through a partnership with the state government. Among the actions, two training group classes for building electricians were developed for women living in both areas and two citizenship agents were hired, residents of the localities, to mobilize and articulate Firjan SENAI/SESI offers. Regarding the armed forces, we worked in partnership with the *Projeto Soldado Cidadão* (Citizen Soldier Project) and the *Forças no Esporte* (Sports Power) Program, culminating in the signing of a protocol of intentions with the Ministry of Defense. We also reinforced Firjan's social role by supporting an event by the Court of Justice of the State of Rio de Janeiro for homeless people, in August 2022, at the Metropolitan Cathedral of Rio de Janeiro. There, we performed 1,200 oral hygiene and fluoride applications.

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- 29 territories;
 - 109,000 services completed.
-

ViraVida Program

Photo: Frijan archive

The [ViraVida Program](#) was implemented in 2010 in Rio de Janeiro to serve young people between the ages of 15 and 22 in situations of social vulnerability from various local communities. In 2020, given the context of the pandemic, its operation began to be carried out in a remote format, called "ViraVida - *Jovens do Futuro*" (Teens of the Future). In 2021, the project continued to be developed virtually through thematic modules, such as socio-emotional skills, network of rights, mental health, the life project, employability, Portuguese language content and mathematics applied to daily life and financial education. There were 7,400 online consultations within 8 months.

Considered a social technology endorsed by UNESCO and which has been presenting important results and reflections, ViraVida has already been the basis of academic research, publications of articles and awards. In this sense, it is worth mentioning the intervention project based on the SDGs, the Motion of Thanks from the City Council of Rio de Janeiro and the Social Seal of Human Rights granted by the Social Development Secretariat of the City Hall of Rio de Janeiro.

In 2022, with the scenario of maintenance of sanitary measures and with the significant increase in vaccinated people, we started Itinerant ViraVida. There were one-day face-to-face workshops for a month on employability and self-knowledge in the communities of Rocinha, Água Branca, Cidade de Deus, Prazeres, Providência, Santa Marta, Morro Azul, Leme, Borel and Duque de Caxias, totaling 480 participations.

In the first half of 2022, we started a new online cycle of "ViraVida - *Jovens do Futuro*", totaling 540 assistances in 3 months. In the second half, we resumed face-to-face activities in the Knowledge Industry space in Morro de Santa Marta, with 884 assistances to young people from Morro Santa Marta, Irajá, Catete, Tabajaras and Rocinha.



Group activity in the ViraVida Program, which took place again in 2022, face-to-face

We also participated in the 1st Online Seminar on Good Practices in Mental Health at the *Centro Educacional Novas Abordagens em Saúde Mental (CENAT)*, presenting our experience in carrying out Community Therapy Rounds during the pandemic period in a live online format with young people from favelas and city outskirts, ViraVida's target audience. Our work was nominated for its relevance in promoting health with a focus on mental health.

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- **7,900 virtual sessions;**
 - **1,300 one-to-one physical sessions.**
-

Firjan SESI Solidarity – SOS Petrópolis

In solidarity with the catastrophe in city of Petrópolis, February 2022, Firjan mobilized its network and brought together partner companies in the Firjan SESI Solidarity Campaign – SOS Petrópolis. 14.2 tons of food, 54,600 items and 38,913 gallons of water and hygiene and cleaning materials, in addition to more than R\$ 1.1 million in cash, were delivered to the population of that region. Firjan SENAI SESI Bingen Unit hosted the setting up of a field hospital by the Brazilian Navy Marine Corps for medical and dental care.

To provide free advising to small and micro-enterprises affected by the disaster, Firjan created the Small Entrepreneur Service Center. There were 289 services

performed to 126 local companies, of which 93% within the credit granting guidelines, which resulted in R\$ 6.3 million in released total credits.

Firjan received the Civil Defense Merit Medal for all efforts undertaken in response to the impacts.

- **14.2 tons of food, 54,600 items and 38,913 gallons of water and R\$ 1.1 million in donations;**
- **126 companies were helped with 289 services performed.**



Photos: Vinicius Magalhães

Firjan mobilized a network of companies and partners to collect and deliver basic necessities items to the population of Petrópolis

Walk to end violence against women and girls

In November 2022, Firjan SESI sponsored the Walk to end violence against women and girls. The initiative by the Women of Brazil Group is in its fifth edition. The movement led to Aterro do Flamengo, in Rio de Janeiro, female judges, municipal secretaries, businesspeople, activists and hundreds of other people that manifested for the end of violence against women.



Photo: Cristina Lacerda

At Aterro do Flamengo, emblematic setting of Rio de Janeiro, a group met with the goal to end violence against girls and women

Covid-19 vaccination at Casa Firjan

From March 2021 to March 2022, Casa Firjan opened its doors and provided staff and structure to the Municipal Health Secretariat of Rio de Janeiro to help fight the pandemic, hosting an extra vaccination venue in a strategic location for the city. By making

the location available and assisting with its operation, Firjan fulfilled the social role of helping Rio de Janeiro in minimizing the impacts of the pandemic. Over the course of a year, more than 140,000 doses of the vaccine were given at Casa Firjan.

Photos: Vinicius Magalhães



Casa Firjan hosted a vaccination center that distributed 140,000 doses against covid-19



Internalization of the principles of the Global Compact and SDGs



In addition to proposing actions for companies and society to put the SDGs and the Global Compact Principles into practice, Firjan brings these initiatives inhouse. In this section, we present three structuring corporate programs that incorporate best practices into the organization itself and engage employees for the 2030 Agenda.

All efforts described in this section address the following SDGs:



Diversity, Equity and Inclusion Program

The promotion of diversity, equity and inclusion (DE&I) in the corporate environment is increasingly present on the global agenda. Organizations around the world seek new corporate stands and policies that include, for example, gender equality and the fight against racism, homophobia and discrimination against people with disabilities or different ages in the labor market. With a positive impact on employees, customers, partners, shareholders, brands lovers and on society, this movement generates more innovation for problem solving, a greater sense of belonging and engagement, more competitiveness and profitability, and talent interest and retaining.

Firjan's DE&I Program was created in 2021, from the collaboration of an internal multidisciplinary work group, with the aim of fostering the construction of a more diverse and inclusive culture at the institution, through sustainable actions. According to DE&I, "A Firjan that recognizes and practices diversity and inclusion effectively, fosters best practices and inspires changes that transform people and businesses".

The Program began with a diagnosis of the institution, the formalization of the commitment of the top leadership and the inclusion of indicators in the Strategic Plan. Also in 2021, 122 employees, including



Firjan's top management team and its strategic sectors, participated in literacy training on the subject. The institution's Manifesto of Diversity and the Internal DE&I Guide were launched, material that seeks to promote the alignment of all employees and proposes a reflection on the importance of each one for the valuation of DE&I in Firjan's day-to-day activities. Aiming at gender accessibility, the attraction and selection platform was improved with the provision of 30 options for gender selection in the application form. In addition, five Firjan units received the installation of gender-neutral toilets.

Photo: Claudia Vieira



HR professionals from Firjan participated diversity, equity and inclusion literacy

In 2022, literacy was intensified, reaching 228 participants in classes for employees and 1,300 participants in thematic events. The Acolhimento Total (Full Embracing) Program was launched, an initiative that contributes to the well-being, quality of life and psychological safety of employees and which has already provided more than 9,000 assistances. Breastfeeding rooms were inaugurated at the two Firjan headquarters and paternity leave was extended from 10 to 15 days. The Healthy Gestation Program followed, an embracing initiative for mothers and fathers with the objective of clearing doubts about the period of pregnancy and childcare, providing nutritional, psychological, physical activity, prenatal and childbirth guidance, and bringing information on labor and social security benefits. In 2021 and 2022, 127 employees took part on the Program.

Photo: Divulgação



One of the breastfeeding spaces dedicated to lactating employees

Photo: Guarim de Lorena



Part of the Acolhimento Integral Program, the internal games event presented inclusive sports modalities to employees, such as seated volleyball

Firjan hosted and institutionally supported the ABRH-RJ Corporate Diversity & Inclusion Forum, which dealt with topics such as LGBTQIAP+ and gender equity, racism, indigenous causes and people with disabilities.

In November 2022, with the maturity of the Program, the DE&I Committee was launched, formed by volunteer employees who have legitimate identification with the topic, wishing to multiply the scope and representation on issues related to minorities.

Photo: Vinicius Magalhães



Luiz César Caetano Alves, 1st vice-president of Firjan, speaks at the launch of the DE&I Program

Closing 2022, the [Inclusão em Movimento](#) journey was launched, an initiative composed of thematic cycles that aims to stimulate the debate on DE&I among employees, society and, especially, educators from Firjan SESI and Firjan SENAI Rio de Janeiro. Expanding the understanding and tools to deal with issues related to minorities is one of the main objectives of the initiative. The first edition brought Down Syndrome to the center of the discussion, presenting its particularities, characteristics and the need for urgent awakening to social and educational inclusion in a structured and permanent way. The Journey consisted of an online literacy course for more than 600 educators from Firjan SESI and Firjan SENAI, in addition to a face-to-face event with specialists, a musical show and the launch of the [Inclusive Collection "Down Syndrome: education, family and representativeness"](#). All these actions were carried out and/or had the participation of people with Chromosome 21 Trisomy.



- 1,700 DE&I literacies completed;
- 9,000 assistances of Acolhimento Integral (Full Embracing).

Corporate environmental management

Firjan's Corporate Environmental Management promotes an organizational culture that practices environmental responsibility considering the institution's characteristics and activities. It continually seeks behaviors to drive and influence the 2030 Agenda of the SDGs in the state. Our actions are based on internal environmental guidelines and standards, consolidated in a recommendatory and technical structure.

To strengthen the culture of environmental risk management and internal control systems, we have 27 environmental focal points, employees who support us in the identification, analysis, evaluation, responses and monitoring of environmental risks at Firjan Units. In the 2021-2022 biennium, four Norms/Guidelines and four technical instructions related to current environmental challenges were updated and published. We also developed three communication and environmental awareness campaigns for employees.

In order to incorporate actions for a more sustainable development, the SENAI Institutes of Chemical Technology and the Environment and of Innovation in Green Chemistry and the SESI Occupational Hygiene Innovation Center implemented and certified their management systems in accordance with the ABNT NBR ISO 14001:2015 Standards (Environmental Management System) and ABNT NBR ISO 45001:2018 (Operational Health and Safety). The maturity and improvement of practices in these institutions were proven with the maintenance of certifications by companies accredited by national and international accreditation organizations.

Considering our territorial reach and recognition by the population as a reference in all municipalities we operate, Firjan SESI and Firjan SENAI signed a cooperation agreement with the management entity of the reverse logistics of residential mercury lamps responsible for the implementation of this system in Brazil. This exclusivity agreement, which has the purpose of disseminating knowledge to our network of students in the State of Rio, supporting the adhesion of the Rio de Janeiro population to the initiative, collected and disposed approximately 37,000 fluorescent lamps used in our units in an environmentally correct way through the reverse logistics in Brazil.

- 27 employees as focal points;
- 3 ISO 14.001 and ISO 45.001 certified institutes;
- 8 internal environmental documents published;
- 3 internal awareness campaigns;
- 37,000 fluorescent lamps sent out to reverse logistics.



Firjan units have a corporate program for proper environmental management based on organizational standards



Photos: Vinicius Magalhães

Corporate integrity

Through its Integrity Program, Firjan encourages the active participation of employees, students, clients, suppliers and partners in its activities. As an example of activism, the Guardiões da Integridade (Guardians of Integrity) group stands out, a network of employees from different areas who work together with the Corporate Integrity area in the development of different actions, expanding the capillarity and reach of results. Today, there are 74 Risk Guardians and 78 Compliance Guardians, who receive monthly trainings on several fronts in integrity issues, such as: criminal compliance, senior management support as an essential pillar of the Integrity Program, risk management, and purchasing and acquisitions. The satisfaction index of the actions has a Net Promoter Score (NPS) of 98%. Training is encouraged and motivated by Firjan's senior management, who actively participates in the activities, as well as by its employees. For the 2021-2022 biennium, the II and III Integrity Weeks stand out, in which renowned speakers addressed topics such as ethics, each one's role in the fight against corruption, risk management, conflict of interests, business integrity, etc. With almost 9,000 participants, still regarding internal training, there were over 15 efforts including chats, lives, events and communication efforts, highlighting the Debate on Ethics as an Element of Business Success, in celebration of the International Day of Ethics, and Roundtables on Compliance within Firjan's areas of activities, such as health.

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Photo: Paula Johas



Guardians of Integrity at an integration meeting at the Firjan Headquarters

In order to measure the effectiveness of the Integrity Program, a dynamic and living proposal, continuous monitoring is carried out, monitoring the indicators monthly and constantly checking the Program's activities. Monitoring to guarantee the expected results and identifying areas for improvement in the practices carried out, by level and maturity degree.

- **74 Risk Guardians;**
- **78 Compliance Guardians;**
- **9,000 participations in 15 efforts**
98% satisfaction (NPS).



The president of Firjan, Eduardo Eugenio, at the opening of one of the editions of the Integrity Week

Photos: Vinicius Magalhães



Coach and former volleyball player Giovane Gávio spoke to Firjan's employees about the importance of each one within the system, whatever the role played is

