

Communication on Engagement 2023-2024 Global Compact



Firjan's support
initiatives of the
SDGs and global
sustainability
principles

WE SUPPORT



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WE SUPPORT



This is our Communication of 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.

Declaration of Continuing Support from the President

Photo: Paula Johas

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, Labour, 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.

The challenges of our time are many: tackling the triple planetary crisis, combating climate change, pollution and the loss of biodiversity; fighting social and economic inequality; providing access to food, health and well-being for a human population that has surpassed 8 billion individuals. These are agendas that must be part of the actions of each of us and the institutions which we represent.

In this third Communication on Firjan's Engagement to the Global Compact Principles, we describe our actions to continuously support the Global Compact and its principles to engage with the initiative. We have collected in this report Firjan's main actions and results related to the 2030 Agenda of the Sustainable Development Goals, carried out in the 2023-2024 biennium.



Firjan is proud to be a spokesperson for sustainability as the only possible path to our society's well-being. We continue to mobilize our member companies and other stakeholders, fostering and offering solutions that contribute to this transformation. We are committed to sharing this information with our stakeholders using our communication channels.

Luiz César Caetano
President of Firjan

Institutional

Photo: Renata Mello

The Firjan System is made up of five institutions that support industries, generating ideas, jobs and developing solutions: Firjan, Firjan SENAI, Firjan SESI, Firjan CIRJ and Firjan IEL. We represent all the industries in the state of Rio de Janeiro and have 101 member unions and more than 5,600 employees and interns. Developing the industry is essential for the economy and social well-being. That's why we work in key areas such as business competitiveness, education and the life quality of workers and their families. We expand and create businesses, stimulate technological innovation and support initiatives that enable the full development of Rio and society.

Furthermore, we have developed studies and surveys on key issues for the development of our industry, aiming at anticipating trends, providing information and pointing out solutions to tax issues and bottlenecks in the areas of infrastructure, innovation and logistics, among others. All this to guide business and government leaders in their decision-making process.

We bring together in one place all the support, encouragement, information and solutions to stimulate the industry's development. So, whatever the challenge, companies can count on our full partnership. And society can count on our commitment to transforming the state of Rio de Janeiro.



Purpose

What **INSPIRES US** is to make a difference in the lives of people and companies. What **MOVES US** is to transform the business arena in the state of Rio, promoting innovation, education and workers' health.

Values

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 constant.

INNOVATION drives 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 common goal.

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

Organizational Structure

We are present in 20 municipalities within our state as well as in Brazil's capital, with 60 Firjan SENAI SESI units, including technology and innovation institutes, 18 FabLabs and 76 mobile units. In addition to Firjan Headquarters, there are 9 Firjan/Firjan CIRJ regional offices and another in Brasília.

Firjan SENAI


Trains and qualifies professionals. It offers technological solutions in several areas through its Institutes of Technology and Innovation.

Firjan SESI


Takes education, culture, health and wellbeing to industry workers and their families.

Firjan IEL


Promotes the improvement of business management and training.

Firjan CIRJ


Offers technical assistance in multiple industry areas to improve competitiveness.

Initiatives and Results

In 2024, Firjan completed six years as signatory to the Global Compact. During this period, many topics relating to sustainability and human rights have been on display, shaping government, business and society's actions.

The ESG approach - Environmental, Social and Governance - remains a structuring tool for corporate risk management, as well as a conditions for business financing and accountability, in the post-pandemic period, marked by restructuring in social and business relations and a renewed approach to cooperation. For the G20 in Rio de Janeiro, Firjan collaborated with the construction of guidelines and with the broad debate with society for the inclusion of sustainability as a guiding thread in the decision-making of global leaders. With COP 30 approaching, the largest global conference on climate, which will be held in Brazil in 2025, decarbonization will take the forefront as a key strategy for tackling the environmental crisis.

These are the changes and movements of a rapidly changing society, which demands institutions with solid positioning, who stand firmly in defense of the 2030 Agenda as a path to better living conditions for all. Firjan remains aware of the importance of being a voice in this journey. We trust ethics, transparency, dialog, inclusion and in technical and scientific knowledge as guiding principles in this journey.

In this review of our actions in the 2023-2024 biennium, we would like to invite our members, partners and employees to join us in this important agenda.

Advancing towards sustainability is fundamental to achieving our vision of being a benchmark for responsible, efficient, transparent and innovative organizations, as well as a protagonist in transforming the industry and business environment.



Developing the Topic of Nature-Based Solutions
Photo: Vinícius Magalhães



Nutri Summit - Continuous Awareness Building
Photo: Vinícius Magalhães



Health promoting, circuits and physical and corporate activities
Photo: Firjan archive

Business Push for Global Compact Principles and SDGs



Developing the Bioeconomy topic
Photo: Firjan archive



Developing the Circular Economy Topic
Photo: Vinícius Magalhães

The engagement of the private sector in sustainability agendas is crucial to the transformation of our society. In the pursuit of sustainable development, companies are in a leading role, along with government and civil society.

As a signatory of the Global Compact, Firjan encourages the participation of companies in global development agendas, creating spaces for dialog and action. One indication that we are on the right track is the number of mentions of Firjan in integrated sustainability reports and Communications on Progress (COP) submitted to the Global Compact platform: we are mentioned in 66 reports by 45 companies as a partner institution and influencer of the sustainability agenda. Of these mentions, 38 refer to Firjan as a direct partner in projects aimed at sustainability and another 28 are related to the association with Firjan or participation in the federation's business councils.

SDG2 - Zero Hunger



Target 2.1 - By 2030, end hunger and ensure access by all people, in particular the poor and people in vulnerable situations, including infants, to safe, nutritious and sufficient food all year round.

NUTRI SUMMIT - CONTINUOUS AWARENESS BUILDING

Human Rights

An innovative event that brings together companies and professionals from the health and wellness market to present trends and innovations in the Food & Beverage sector, scientific discussions and reflections on the future of healthy eating, supplementation, integrative and complementary health practices (PICS). It featured 30 panels and 60 speakers on June 21 and 22, 2024.

- 1,000+ participants
- 1,000+ Firjan SESI wellness activities

Photo: Vinícius Magalhães



SDG 3 – Good Health and Well-Being



Target 3.5 - Strengthen the prevention and treatment of substance abuse, including narcotic drug abuse and harmful use of alcohol.

ALCOHOL AND OTHER DRUG PREVENTION CONSULTING	Human Rights
Consultancy to support companies in building programs to prevent the use of alcohol and other drugs, aiming at strengthening or drawing up an internal policy and establishing protocols, routines and strategies, such as educational and preventive campaigns, to contribute to workers' health and reduce risks and accidents.	

500+ impacted company employees

Target 3.c - Substantially increase health financing and the recruitment, development, training and retention of the health workforce in developing countries, especially in least developed countries and small island developing States.

PSYCHOLOGICAL HEALTH PROMOTION CONSULTING EMOTIONAL HEALTH DEVELOPMENT JOURNEY	Human Rights
Consultancy aimed at assessing the company's level of maturity in relation to psychological safety, as well as promoting self-knowledge and quality in interpersonal relationships and in the decision-making process.	

Target 3.d - Strengthen the capacity of all countries, in particular developing countries, for early warning, risk reduction and management of national and global health risks.

CONSULTANCY AND ASSISTANCE IN OCCUPATIONAL HEALTH AND COMPANY SAFETY	Human Rights
Firjan SESI provides a range of consultancy services with a focus on supporting companies to take the lead in their health and safety activities, as well as occupational and non-occupational examinations and the Occupational Health Medical Control Program (PCMSO), specialty consultations and nursing services.	

3,100+ companies served
330+ workers impacted
39,900+ consultations
68,500+ exams

HEALTH PROMOTING, CIRCUITS, PHYSICAL AND CORPORATE ACTIVITIES

Human Rights

Activities were held to promote the health and well-being of company employees, with a focus on oral health, sport, leisure, nutrition and psychology. The activities included the Well-being Circuit, Complementary Integrative Health Practices (PICS), culinary workshops and on food reflections, body composition assessment, stretching, quizzes on digital totems, theatrical skits on health, recreation for adults and children, a workshop on emotions, traffic education and a brushing station. There were also interactive tours on inflatable health education equipment on the topics of heart disease (heart and artery), respiratory disease (lung), oral disease (mouth), breast cancer (breast) and the risks of domestic accidents (Safe House).

3,700+ companies

56,800+ people served

12,300+ people impacted

13,300+ consultations

Photo: Firjan archive



SDG 4 - Quality Education



Target 4.3 - By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university.

NEW HIGH SCHOOL

Human Rights

The Firjan SESI High School Course, in partnership with Firjan SENAI, offers students a complete and innovative education that prepares them for the future of the job market. By combining the general knowledge of high school with technical training, students enjoy a series of benefits, such as preparation for the job market, development of 21st century skillset, opportunities for professional growth, greater autonomy and protagonism, the possibility of continuing their studies, all with free, quality training, ensuring that everyone has access to quality education preparing for a better future.

5,800+ students in 2023

6,600+ students in 2024

Target 4.4 - By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.

PROFESSIONAL TRAINING PROGRAM

Human Rights

SENAI's Professional Training Program is an instrument of professional training and development for teenagers and young people, made possible through the legal obligation for companies to meet the quota for hiring apprentices. By combining theory with practice, this type of training provides apprentices not only with specific technical knowledge, but also essential skills for the job market, such as communication, teamwork and problem-solving. This way, young people acquire the skills they need to enter the job market more competitively, as well as developing a sense of purpose and direction for their careers. Vocational apprenticeships therefore go beyond the simple acquisition of a diploma, offering young people the opportunity to build a promising professional future in line with their life goals.

900+ companies

27,900+ students in Basic Apprenticeships

4,700+ students in Technical Apprenticeships

SDG 5 - Gender Equality



Target 5.1 - End all forms of discrimination against all women and girls everywhere.

EDUCATIONAL TRACK ON GENDER AND DIVERSITY IN BUSINESS



Progress towards gender equality has proved beneficial in business development. However, when considering the context of industry, we find a challenging scenario, since 75% of the workforce is predominantly male. From this perspective, Firjan, through its Women's Business Council, contributes to building an even more diverse work environment and society. That's why we created the Gender and Diversity Education Trail, which is exclusive and free for members, boosting the development of gender issues within companies. This program seeks to strengthen business's employer brand and align it with the most up-to-date requirements on the subject, generating innovation and improving your ecosystem and relationships with employees, suppliers and the community.

20 companies and 29 participants from the first class (2024)

DIVERSITY, EQUITY AND INCLUSION PROGRAM



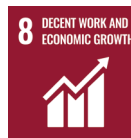
Planning and implementing a diversity program has been one of the main challenges for companies. In order to support them in building a more diverse, inclusive and equitable work environment, Firjan SESI offers strategic consultancy and training in Diversity, Equity and Inclusion (DE&I). With its technical expertise, it helps organizations diagnose their needs and supports them in structuring actions to promote diversity, such as training managers and employees to improve the corporate environment in this regard. Through a diagnosis of the company's diversity, culture and values, Firjan SESI develops an action plan to consolidate an organizational culture that provides fair and equitable opportunities for all people.

Photo: Firjan archive



32 visits to 18 companies
32 municipalities in 8 states
2,600+ participants

SDG 8 - Decent Work and Economic Growth



Target 8.4 - Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the 10-Year Framework of Programmes on Sustainable Consumption and Production, with developed countries taking the lead.

DEVELOPING THE CIRCULAR ECONOMY TOPIC



For circularity attributes to be increasingly present in products and services and for new circular business models to gain a place in the economy, it is necessary to advance the technical and regulatory agenda that paves the way for retaining and recovering the value of materials and products. In the last two years, Firjan coordinated the national technical working group for the new ISO 59020, on measuring circularity performance. The 59000 series was nationally launched at Casa Firjan in October 2024, as well as an [Orientation Guide \(in Portuguese\)](#) in partnership with CNI and Fiesp. We actively participated in the discussions to build the National Circular Economy Strategy, launched in June 2024 by the Federal Government. We also worked on training business leaders and industry professionals in Circular Design, through a partnership with the Dutch institution CIRCO, and with the launch of a specific distance learning course on the subject on the SENAI Play platform.



SDG 9 - Industry, Innovation and Infrastructure



Target 9.4 - By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities.

ENVIRONMENTAL DUTIES



Every year, Firjan holds a meeting between environmental agencies and companies to clarify doubts about the main environmental obligations concerning the industrial sector. In 2023 and 2024, the Dialogues on Environmental Duties focused on reverse logistics, waste management, atmospheric and GHG emissions and environmental licensing. A [calendar](#) with the main environmental compliance deadlines for industry is available on Firjan's website. The aim is to boost the environmental compliance of companies across the state.

300+ participants

Target 9.b - Support domestic technology development, research and innovation in developing countries, including by ensuring a conducive policy environment for, inter alia, industrial diversification and value addition to commodities.

FIRJAN SENAI EDUCATION TECHNOLOGY ASSISTANCE PROGRAM



Information Technology (IT) is one of the fastest growing sectors in the world and the demand for qualified professionals is only set to increase, as confirmed by a study by the Brazilian Association of Information and Communication Technology Companies (Brasscom), which carries out periodic studies on the IT market in Brazil, including data on the demand for professionals, the most sought-after skills and the outlook for the future. At Firjan SENAI, the IT Sector Technical Committee was set up, a technical-consultative forum for discussing the provision of vocational education in the sector. A competition survey was also carried out and a two-stage service program was developed. The first, Mobilization and Initiation of High School Youth; and the second, Qualification, with professional courses, technical English courses offered by Firjan Sesi and incentives for joint internships in companies.

600+ registrations

SDG 10 - Reducing Inequalities



Target 10.2 - By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.

SOCIAL CORPORATE INVESTMENT

Human Rights



Beyond an ethical commitment, adopting social responsibility practices has become a path to a more competitive and sustainable business. In order to collaborate with companies wishing to implement actions of value to society and contribute to achieving global development goals, Firjan SESI carries out and supports social projects through direct funding and incentivized resources. Through tax incentive laws, companies can allocate resources in a planned and monitored way, with the support of a specialized team that works on the design, framing, implementation and accountability of social, sports and cultural projects. Firjan SESI creates, implements and evaluates the results of projects in basic education, professional training, income generation and the environment, considering the integral development of the people who receive them. The aim is to promote access to knowledge, income generation and citizenship for participants.

97 companies assisted
120 projects
18,600+ people served directly
93,300+ people impacted

SDG 12 - Responsible Consumption and Production



Target 12.2 - By 2030, achieve sustainable management and efficient use of natural resources.

ESG DIAGNOSIS

Environment Labour Anti-corruption Human Rights

ESG is not just a trend, but a valuable strategy for strengthening businesses and opening market opportunities in a sustainable and socially just way. To bring Rio de Janeiro's companies closer to these good practices, Firjan works with ESG Diagnostics. The analysis consists of a personalized assessment of companies in the three dimensions, to measure the degree of maturity of their processes, as well as encouraging the adoption of sustainable practices in the search for improvements in management, performance and their impact on the world. Through the ESG Diagnosis, Firjan supports Rio de Janeiro's organizations in regulatory compliance, long-term sustainability, innovation, operational efficiency and attracting investment, since companies with good ESG practices tend to be viewed more positively by consumers, investors and partners, improving trust in the market.



1 Company Diagnosis

SEBRAE agreement to assist 100 small companies in 3 industry sectors

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ARANDU BIOECONOMY PROJECT

Environment

The main objective of the Arandu Project was to create an international bioeconomy network, promoting cooperation between the SENAI Institute for Innovation in Green Chemistry, Brazilian companies and German institutions, strengthening the international bioeconomy network. The focus of the project is to develop training and sustainable solutions based on the practical application of bioeconomy concepts in companies, enabling new opportunities for innovation and economic development for the most diverse regions of Brazil. The project included technical missions to Germany, with visits to companies and universities, training for more than 20 companies in Brazil, resulting in the establishment of strategic partnerships and the development of a portfolio of potential R&D projects for the industrial sector, with a focus on bio-based solutions and the circular economy. The project developed the training of "multiplier agents" who will act as disseminators of the concept in their communities, promoting bioeconomy, circular economy and sustainable innovation initiatives.

3 technical missions

20 companies and 60 trained employees

Target 12.5 - By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.

NATIONAL DIAGNOSIS FOR VEHICLE DECOMMISSIONING IN BRAZIL



The vehicle decommissioning project aimed to map the vehicle recycling chain, identifying players and the common flows of parts and vehicles. The aim was to develop an efficient market in Brazil for removing vehicles from circulation at the end of their useful working life. As a result, the national diagnosis carried out identified the degree of maturity of existing solutions and the sector's main needs. The initiative is the result of collaboration between the automotive industry and partner companies, with support from institutions such as the SENAI Innovation Institutes and the Federal University of Maranhão (UFMA). In addition, the methodology applied included the analysis of variables such as the circularity of materials, good practices and partnerships to promote circular economy and sustainability.

1,700+ mapped companies

1,000 contacted

174 interviewed, all company sizes, in all Brazilian territory

Target 12.6 - Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.

FIRJAN ESG SURVEY



The [Firjan ESG Survey \(in Portuguese\)](#) was carried out in 2023 with the aim of understanding the environmental, social and corporate governance practices applied in Rio de Janeiro companies and their production chains. The results of the survey are important guidelines for environmental, social and governance management strategies, and form the basis for Firjan's strategies for strengthening the ESG agenda in its industries.

With two versions published in 2023 and 2024, the [Guide to Sustainability in the Audiovisual Segment \(in Portuguese\)](#) presents concepts, descriptions of actions and procedures to improve the sustainability approach of companies within the segment.

Photo: Paula Johas



SDG 13 - Climate Action



Target 13.1 - Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.

DEVELOPING THE TOPIC OF NATURE-BASED SOLUTIONS

Environment

Nature-based solutions (NBS) drive the private sector towards progress while addressing urgent humanitarian issues. This means that strengthening businesses with a positive socio-environmental impact represents a path towards development that is resilient to climate change, paved by ESG principles. Firjan has been developing the issue with the private sector through the “Viva Água Baía de Guanabara” Movement and through the dissemination of technical content and Water Security Seminars in 2023 and 2024.

Photo: Firjan archive



SDG 15 - Life on Land



Target 15.1 - By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligations under international agreements.

DEVELOPING THE BIOECONOMY TOPIC

Environment

The cover of the publication 'Bioeconomy, Nature and Business' by Firjan. It features a collage of four images: a dam, a forest, a wetland, and a close-up of a plant. The title is in blue and black text, and the Firjan logo is in the top right corner. The date 'NOV 2023' is at the bottom left.

The Bioeconomy has been gaining prominence on the economic, political and scientific agendas in recent years. As it is an evolving term, with different concepts guiding its approach, Firjan has been developing the theme with companies through the dissemination of technical content. Its most recent publication ["Bioeconomy, Nature and Business"](#), launched at COP 29 in Dubai, takes an economic approach on biodiversity, shows the connection with the productive sector, highlights Firjan's position on Bioeconomy and presents successful business cases. It was launched at the Climate Conference in 2023 and in 2024, invited by the United Nations, the publication was presented in Brazil at the One Planet Network Forum. The cases highlight actions already carried out by the sector and bring pragmatism and materiality to the economic approach to nature and biodiversity, considering various aspects of sustainability, such as circular economy, combating climate change, water security, impact management and socio-environmental vulnerability.

SDG 17 - Partnerships for the Goals



Target 17.16 - Enhance the Global Partnership for Sustainable Development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the Sustainable Development Goals in all countries, in particular developing countries.

PRÊMIO FIRJAN DE SUSTENTABILIDADE – 'FIRJAN SUSTAINABILITY AWARD'

 Environment  Labour  Anti-corruption

The Award is an initiative that recognizes and highlights successful sustainability projects in the state of Rio de Janeiro, which reconcile productive activities with environmental protection, economic balance and social responsibility. It currently awards projects in 7 categories: Water and Effluents; Biodiversity and Ecosystem Services; Solid Waste; Climate Change and Energy Transition; Impact Management and Social Investment; Strategies for Engaging and Promoting the 2030 Agenda of the SDGs; and Corporate Governance. Since 2013, it has received 624 entries, including honorable mentions and the award itself.

120 projects from 80 companies registered in 2023 and 2024





The Possible Futures Festival
Photo: Bernardo Cartolano



Inova Firjan SENAI
Photo: Vinícius Magalhães



Rio de Letras Award
Photo: Vinícius Magalhães


Stakeholder engagement and multisectoral actions



Mapping of Post-Consumer Recyclables in the State of Rio de Janeiro
Photo: Vinícius Magalhães



SIG@S Maricás
Photo: Firjan archive



The challenges of sustainable development cannot be solved by any one sector of society in isolation. Multi-sector articulations and partnerships are fundamental to enhance actions and find ways to address collective interests. Convicted, Firjan works to promote dialogue and strengthen spaces for interaction with all sectors of society.

SDG 4 - Quality Education



Target 4.4 - By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.

DISTRICT OF EDUCATION

Human Rights

The Botafogo and Humaitá District of Education, in Rio de Janeiro, stands out for having the highest concentration of schools per square meter in the state, making it a privileged space for reflections on a common interest, education. The synergy between public and private schools forms a collaborative and robust network for exchanging experiences and expanding knowledge on relevant topics that impact education, such as the use of technology, inclusion and school interaction, which are crucial for the evolution of educational practices.

The project has been transforming the educational reality of Botafogo/Humaitá, with a learning network that benefits students and educators, with an interconnected educational ecosystem, enabling the development of more critical and engaged citizens.

The District Festival, which is already part of the annual calendar, is configured as a gathering of schools in the Casa Firjan spaces, where the diversity and complementarity between the schools are perceived and experienced through exhibitions, workshops and artistic performances, around the themes of STEAM, Diversity and Sustainability. In 2024 the Festival was attended by 3,413 people, 50% more than in 2023.

35 private and public schools involved

INOVA FIRJAN SENAI

Human Rights

Inova Firjan SENAI is a set of initiatives and services offered by Firjan SENAI aimed at stimulating innovation and the competitiveness of industrial companies in Rio de Janeiro. Through a wide range of resources and tools, Inova Firjan SENAI seeks to connect companies, researchers, universities and startups to foster the generation of new ideas, the development of innovative products and processes tackling industry challenges.

Photo: Vinícius Magalhães



96 projects registered, 50 selected

RIO DE LETRAS AWARD

Human Rights

The SESI - ABL 2024 Literary Award (a partnership between Firjan SESI and the Brazilian Academy of Letters) was developed because of the importance of reading and writing for the integral development of the human being, for critical training and for the full exercise of citizenship.

The aim of the project is to encourage students duly enrolled in high school at Firjan SESI Schools and Rio de Janeiro State Colleges and workers in industry in the state of Rio de Janeiro to produce quality writing.

Photo: Vinícius Magalhães



240+ entries (Firjan SESI schools, regional offices of Rio de Janeiro State Departments of Education and Industry)

28

Target 4.7 - By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development.

INTERINSTITUTIONAL TECHNICAL COOPERATION AGREEMENT

Human Rights

With the goal of offering professional training to teenagers and young people in situations of socio-economic vulnerability and promoting the social reintegration of adolescents and young people in institutional care and in compliance with socio-educational measures, Firjan SENAI signed an Interinstitutional Technical Cooperation Agreement with several institutions that make up the Rio de Janeiro State Interinstitutional Commission for Apprenticeship - Cierja (such as TJRJ, MPT-PRT-1, TRT 1, SRTE/RJ and Amatra 1). In addition to offering training courses in accordance with company regulations for the professional training of candidates from shelters, Firjan SENAI offered places in regular professional training classes at its schools and assisted more than 600 Comlurb students, as part of the General Department of Socio-Educational Efforts (Degase).

500+ enrollments in 2023 and 2024

SDG 5 - Gender Equality



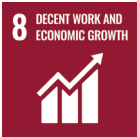
Target 5.5 - Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.

WOMEN EMPOWERMENT PRINCIPLES (WEPS)



Women Empowerment Principles, also known by the acronym WEPs, were created in 2010 by UN Women and the Global Compact to offer guidance on ways to empower women and promote gender equality within companies, in the value chain and in the communities where they operate. Firjan became a signatory to these principles in 2023 and, through the Women’s Business Council, promotes business engagement activities on the subject.

SDG 8 - Decent Work and Economic Growth



Target 8.3 - Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services.

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FIRJAN FOR SMALL BUSINESSES



The Firjan_PEQ program carries out actions to support and boost small businesses in the state of Rio de Janeiro, with a focus on industry and productive linkage. The program is based on 3 pillars: qualified information (Portal_PEQ), business assistance (Núcleo_PEQ) and partnerships with governments and entities to expand the PEQ ecosystem.

Photo: Naiara Rentes



7,000+ accesses to Portal_PEQ in 2023 and 2024
400+ companies assisted

TECHNICAL AND FINANCIAL COOPERATION AGREEMENT WITH SEBRAE



The agreement with the Brazilian Service of Assistance to micro and small enterprises (Sebrae) consists of actions to increase the productivity and competitiveness of small industries in Rio de Janeiro by encouraging the adoption of innovative and sustainable practices, seeking management improvements and process optimization for the Food, Beverage and Bakery, Construction, Graphics, Fashion and Metal Mechanics sectors.

700+ companies supported

Target 8.4 - Progressively improve global resource efficiency in consumption and production by 2030, and strive to decouple economic growth from environmental degradation, in accordance with the Ten-Year Plan of Programs on Sustainable Consumption and Production, with developed countries taking the lead.

VIVA ÁGUA BAÍA DE GUANABARA MOVEMENT



The Movimento Viva Água Baía de Guanabara (MVAG), 'Long Live Guanabara Bay Water Movement', is a multi-stakeholder movement that includes the private sector, the public sector and the third sector. The MVAG aims to improve water security, coastal and marine resilience in the Guanabara Bay Hydrographic Region through Nature-Based Solutions (NBS). It is an initiative of the Grupo Boticário Foundation for Nature Protection, of which Firjan is a member, alongside other strategic players such as Inea, IDG, the Guanabara Bay Hydrographic Basin Committee, Wilson Sons, Petrobras, Ocean Pact, Águas do Rio and others.



Target 8.6 - By 2020, substantially reduce the proportion of youth not in employment, education or training.

SURVEY TO COMBAT HIGH SCHOOL DROPOUTS

 Human Rights

High school dropout rates in Brazil are alarming, with half a million young people leaving school every year, perpetuating social inequalities. The study by Firjan SESI, in partnership with the United Nations Development Program (UNDP), reveals that only 46% of students from the poorest strata complete this level of education, while 94% of the richest do so. The research shows that only 60% of Brazilians finish high school by the age of 24, compared to 93.4% in Chile. If Brazil achieved this rate, it would avoid a cost of R\$ 135 billion a year. The obstacles of age-grade distortion, low learning and disengagement are highlighted. To combat dropout, the study suggests solutions such as financial support for low-income students and innovative learning environments. Examples of good practices include the 'Becoming a Man' program in Chicago, which reduced dropout by 19%, and 'Renda Melhor Jovem' in Rio de Janeiro, which reduced dropout by 33%. The situation calls for urgent attention to promote citizenship and improve inclusion in the job market.

Almost 100 experiences were gathered nationally and internationally as reference for public management

Target 8.8 - Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

CONTRIBUTIONS TO THE NATIONAL POLICY ON HUMAN RIGHTS AND BUSINESS

 Human Rights

In June 2024, a self-managed workshop was held at Firjan's Business Council for Social Responsibility to gather technical input to contribute to the discussions on the National Policy on Human Rights and Business. Firjan was one of 14 organizations that submitted contributions to the Policy, and they were considered by the inter-ministerial working group in charge. The final document was published by the Ministry of Human Rights and Citizenship.

SDG 9 - Industry, Innovation and Infrastructure



Target 9.3 - Increase the access of small-scale industrial and other enterprises, in particular in developing countries, to financial services, including affordable credit, and their integration into value chains and markets.

FIRJAN _PEQ - ACCESS TO MARKETS AND CREDIT



Dissemination and guidance on business opportunities related to government purchases, round tables on access to credit and access to an exclusive service for Firjan members to join the 'Mercado Livre', an e-commerce platform.

32

4,000+ government purchasing bids in the state of Rio
R\$ 8.3 billion in business opportunities
390+ companies served

Target 9.5 - Strengthen scientific research, improve the technological capabilities of industrial sectors in all countries, particularly in developing countries, by 2030, encouraging innovation and substantially increasing the number of research and development workers per million people and public and private spending on research and development.

THE POSSIBLE FUTURES FESTIVAL



The Festival Futuros Possíveis – ‘Possible Futures’ takes place once a year, with lectures, panels, workshops, immersive experiences, shows and art installations brought together by a single theme related to weak signals and emerging trends that will impact us in the medium to long run. It also celebrates the launch of the Macrotrends Report developed by Casa Firjan’s Trends Lab.

The Report indicates future scenarios and is aimed at companies and professionals so that they can prepare for the opportunities and challenges of an emerging future. The latest edition has guidelines with 3 macro-trends, 2 drivers of change, 18 micro-themes (trends), 9 business opportunities, 9 challenges and 9 possibilities for action.

800+ participants in the 2023 and 2024 editions
4,000+ downloads

Photo: Bernardo Cartolano



Target 9.b - Support domestic technology development, research and innovation in developing countries, including by ensuring a conducive policy environment for, inter alia, industrial diversification and value addition to commodities.

INNOVATION CONNECTIONS



Projects such as ConectaLab support startups with Industry 4.0 and sustainability solutions for small and medium-sized industries. The result is accelerated startups, meet ups and innovation rounds, innovation diagnostics and connections between startups and industries.

Photo: Bernardo Cartolano



SDG 12 - Responsible Consumption and Production



Target 12.5 - By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.

MAPPING OF POST-CONSUMER RECYCLABLES IN THE STATE OF RIO DE JANEIRO



Since 2021, Firjan has been publishing the [Mapping of Post-Consumer Recyclables in the State of Rio de Janeiro \(in Portuguese\)](#). Based on the analytical use of public data, it shows the necessary paths for transforming the state's recycling potential. The edition published in 2023 points out that more than 2 million tons of post-consumer solid waste with recycling potential are wasted annually in the state of Rio de Janeiro, representing more than R\$ 2 billion in resources, literally buried. The document was widely disseminated in the press, in business decision-making forums, in the Legislative Assembly of the State of Rio de Janeiro (ALERJ) and in meetings with environmental authorities and contributed to the direction of national and sub-national public policies for harnessing the value of waste and strengthening the recycling production chain.

Photo: Vinícius Magalhães



SDG 13 - Climate Action



Target 13.3 - Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.

SIG@S MARICÁS



Sig@s Maricás is a socio-environmental project made possible by the Petrobras Socio-Environmental Public Notice Program and operated by the Senai Institute of Chemical Technology and the Environment, seeking to fill gaps in scientific knowledge of the Maricás Islands. The project is structured around three main axes: surveying biodiversity, mapping palaeogeological configurations and implementing environmental education programs.

The objectives include assessing the biodiversity of the Maricás Islands, monitoring and quantifying waste, producing a three-dimensional representation of the archipelago, reconstructing its paleoenvironmental scenario based on past climate change and creating theme maps of the areas studied. In addition, it aims to carry out social diagnoses of the prioritized communities, monitor the Human Development of the local population with a focus on the priority public and promote environmental awareness and education actions, scientific dissemination of the results in a way that is accessible to the population, as well as training courses. On the social front, interviews were held with community leaders to contribute to the socio-environmental diagnosis of the territory and the local community, as well as environmental talks, exhibitions and an unprecedented course on Ocean Culture in Maricá, meeting the demands of the region's environmental agencies.

Photo: Firjan archive



- 174 species identified
- 345 participants
- 1,500+ people indirectly impacted

"Diagnosis, Restoration and Monitoring of Mangroves: Potential Environmental Impacts, Wildlife Behavior and Generation of Carbon Credits" is a socio-environmental project carried out by the Senai Institute for Chemical Technology and the Environment and made possible by the Floresta Viva - Manguezais do Brasil Call for Proposals, supported by Petrobras and the National Bank for Economic and Social Development (BNDES) and managed by FUNBIO. Its aim is to carry out an ecological diagnosis of the state of degradation and the potential of the remaining mangrove areas of the Guaratiba Biological Reserve in Rio de Janeiro, as well as to draw up a restoration plan for 220 hectares with continuous monitoring. It also seeks to articulate the knowledge of local communities with environmental education and social responsibility initiatives, strengthening the links between conservation and community well-being. The results were the implementation of a monitoring system, and a Restoration Plan based on Assisted Natural Regeneration (ANR). Community actions included hiring local professionals, workshops, cleaning and field visits. Local diagnoses, workshops and environmental education programs were carried out. These initiatives aim to mitigate human impacts, ensure efficiency in environmental strategies and promote sustainability in the region.

Photo: Firjan archive



SDG 17 - Partnerships for the Goals



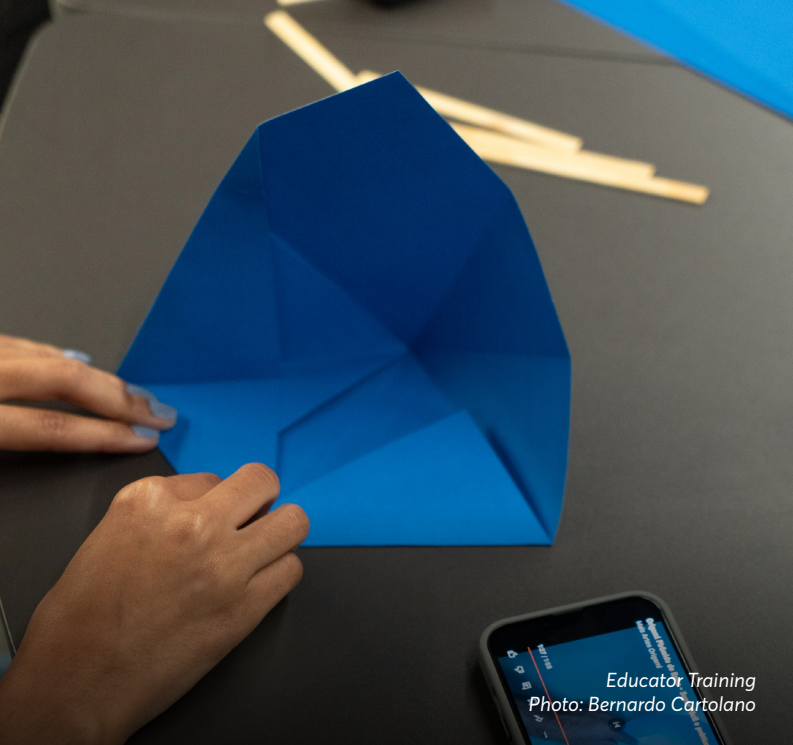
Target 17.17 - Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships.

SOCIO-TERRITORIAL DIAGNOSES

 Environment  Human Rights

One of Firjan SESI's lines of business is the development of socio-territorial diagnoses for organizations. Through a study carried out by a multidisciplinary technical team, the hiring company obtains technical and systematic information, which includes demographic and social data on a community, as well as the impacts of undertakings in the company's areas of operation. Structuring a Socio-territorial Diagnosis contributes to achieving the SDGs in various dimensions, since it makes it possible to mitigate possible impacts and align the services, programs and projects on offer to the real demands of the local community. In this way, Firjan SESI reinforces its commitment to the guidelines of the Global Compact, promoting sustainable development and encouraging social and environmental responsibility among companies.

- 5 Diagnosis
- 770+ communities
- 150 municipalities
- 16 states



Educator Training
Photo: Bernardo Cartolano



Hack&Ethics Project
Photo: Fabiano Veneza



SESI Robotics Tournament
Photo: Vinícius Magalhães

Programs and initiatives for society



Arte Maker
Photo: Fabiano Veneza



Diversity in Evidence
Photo: Firjan archive

Firjan SESI SENAI is a benchmark organization that develops programs and actions aimed at improving society's quality of life, 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.

SDG 3 - Good Health and Well-Being



Target 3.5 - Strengthen the prevention and treatment of substance abuse, including narcotic drug abuse and harmful use of alcohol.

SOCIO-EMOTIONAL EDUCATION ACTIVITIES AT FIRJAN SESI AND FIRJAN SENAI SCHOOLS

 Human Rights

Socio-emotional education is a teaching and learning process that aims to develop social and emotional skills in students. It is a fundamental pillar at school, as it recognizes that emotions are important, influencing the ability to learn, resolve conflicts and make decisions. Through individual consultations, lectures and workshops, Firjan SESI SENAI seeks to stimulate discussions related to socio-emotional education as a health promotion strategy, helping students to develop socio-emotional skills such as empathy, self-knowledge, self-awareness, responsible decision-making, interpersonal relationships, self-management of thoughts and self-esteem. Developing socio-emotional skills can have several benefits, such as reducing the risk of dropping out of school, strengthening mental health and reducing situations of violence at school.

7700+ consultations

237 students

14 schools

SDG 4 - Quality Education



Target 4.4 - By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.

IMPLEMENTATION OF FIRJAN SENAI 4.0 SPACES

Human Rights

The implementation of Firjan SENAI 4.0 Spaces represents a milestone in Brazilian vocational education, aimed at preparing the workforce for the challenges of Industry 4.0. Meant to skill up the workforce, promote innovation and strengthen companies' competitiveness, Firjan SENAI 4.0 Spaces offer a learning environment equipped with cutting-edge technologies such as collaborative robotics, the internet of things, additive manufacturing, virtual reality and artificial intelligence. By providing direct contact with the tools and processes of the industry of the future, Firjan SENAI seeks to develop in people the necessary abilities to operate in an increasingly digitalized and automated market. Through courses and hands-on projects, students are encouraged to develop innovative solutions and to think critically and creatively, contributing to the construction of a more efficient and sustainable Brazilian industry.

4 SENAI 4.0 spaces with application plants and 9 with concept plants



Target 4.5 - By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations.

PSAI - SENAI PROGRAM FOR INCLUSIVE ACTIONS

Human Rights

Throughout its existence, Firjan SENAI has dedicated itself to promoting conditions of equity that respect the diversity inherent in all people, with a view to including people in vocational education and expanding access to the job market. The SENAI Program for Inclusive Actions proposes affirmative actions in line with the guidelines of the SDGs and recognizes diversity as a catalyst for inclusive professional education. The pillars of the program are based on strategic actions that involve: gender relations and the engagement of women in science, exact sciences and technology; the inclusion of People with Disabilities to build an anti-capacity future in education, work and society; racial and ethnic equity, which aims to value all origins, peoples and cultures; building a balance between different generations, which recognizes all abilities and experiences; the deconstruction of stereotypes so that all LGBTQIAPN+ people can be who they are.

11,000+ people skilled up

Target 4.6 - By 2030, ensure that all youth and a substantial proportion of adults, both men and women, achieve literacy and numeracy.

SESI MATHEMATICS

Human Rights

The project aims to improve mathematics teaching for high school students, especially in public and private schools, using innovative and interactive methodologies, such as educational games and other technologies that stimulate learning. The project seeks to tackle the low performance of Brazilian students in national and international assessments, as well as preparing young people for professional areas that require mastery of mathematics. The mobile math unit, inaugurated in December 2023, is one of the most recent initiatives. It was designed to tour the state of Rio de Janeiro, bringing math teaching to different school communities. The unit offers workshops, uses interactive methodologies and seeks to demystify mathematics, integrating new pedagogical approaches and technologies. The vehicle was designed by Firjan's Education team in partnership with specialists, allowing for a complete educational experience for students and teachers.

Photo: Johnnatan Santos



220 participating students

Target 4.7 - By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development.

ARTE MAKER

Human Rights

The Arte ('Art') Maker Innovation Program, developed at Firjan SESI high schools, promotes experimentation with various materials and tools to integrate STEAM methodology concepts, focusing on artistic expression. The proposal is inspired by the maker culture and contemporary art, emphasizing creativity, interdisciplinarity and innovation in the creation of the artwork. This program encourages students to explore different artistic languages, challenging traditional norms and addressing contemporary issues.

Sixteen Firjan SESI schools take part, whose projects are selected for a final exhibition that highlights the diversity and creativity of the entries. In 2024, this culminated in the "Ancestral Technologies" exhibition at Casa Firjan and Futuros - Art and Technology cultural center, which reflected on ancestral knowledge and representativeness, involving artists and students. This interaction not only enhanced the work presented but also encouraged new students and increased the visibility of the Firjan SESI schools.

Photo: Fabiano Veneza



38,000+ visitors to the exhibition

CONHECENDO O MEU LUGAR – 'GETTING TO KNOW MY PLACE'

Human Rights

The project is designed for high school students at the Firjan SESI schools and aims to stimulate knowledge and recognition of local history. It is configured as a time and space for critical reflection on social reality, a reference for the process of building the identities of these subjects and their groups of belonging. It enables students to understand their surroundings, identifying past and present in the various spaces they live in. This theme allows the teacher to start from individual and group histories, inserting the student into broader contexts. By identifying historical points in their community, students gradually begin to observe and understand the significance of local memory and its connection to the contents of the school curriculum. The idea is to make students understand the historical realities of their place, and that these realities are not constructed in isolation from the world, but as part of a historical process that produces diverse cultural and social identities.

1,600+ participating students

DIVERSIDADE EM EVIDÊNCIA – ‘DIVERSITY IN EVIDENCE’

Human Rights

The project demonstrates Firjan SESI's commitment to diversity during the educational process, providing school teams and students with discussions and knowledge about the social indicators that structure our relationships, broadening their repertoire on various topics and promoting reflection and critical thinking. To equip the teams working in the schools, the library collection has been expanded, and the libraries have become a space that enhances diversity, guaranteeing editorial diversity, the democratic sharing of information and representativeness. Courses on racial, gender and inclusion literacy were offered to librarians, assistants, teachers and pedagogues. Actions aimed at students include theatrical performances that address the theme of diversity. At the end of each show, students have the opportunity to talk to the actors, further enriching the experience in addition, discussions are held with authors of works acquired by the libraries, strengthening dialog and the exchange of ideas.

Photo: Firjan archive



50 employees and 5,500+ students served

45

ARTICULATION BETWEEN SCHOOL SUBJECTS, SDGS AND EXPERIENCES IN TERRITORIES

Human Rights

During the pandemic, SESI Cidadania/Indústria do Conhecimento ('Knowledge Industry'), played a central role in supporting school activities, digital inclusion and innovative actions through education. Motivated by this action, in 2023 initiatives were developed to link school subjects to experiences in territories with Sustainable Development Goals (SDGs). In 2024, a playful Portuguese and math workshop was created. Both projects aimed to stimulate interest in curricular components (Portuguese, mathematics, chemistry, physics, history, arts and geography) in a playful and unconventional way to encourage learning about the SDGs through actions that participants experience in their daily lives.

32,200+ consultations

SDG 5 - Gender Equality



Target 5.1 - End all forms of discrimination against all women and girls everywhere.

FIRJAN SESI X-TODAS FESTIVAL

Human Rights

In its 10 years of history, the main objective of the X-Tudo Festival is to provide a voice for society's diversity. In addition to the artistic program, it presents workshops, business meetings, entrepreneurship and training. In commemoration of the 10 years of this multi-language festival, X-Tudo became X-Todas, with the goal of telling, celebrating and promoting the trajectory and protagonism of women in the most diverse fields. The 2024 edition saw the release of the documentary "Lugar de Mulher - the inexact paths of women in the exact sciences", produced by Tocha Films, which tells the story of more than ten women who pursued careers in STEM (science, technology, engineering and mathematics), and the challenges they faced in a job market predominantly led by men.

Photo: Luciola Villela



- 50+ hours of cultural activities
- 6 cultural facilities occupied
- 23 shows
- 30+ women artists
- 1,000,000 people impacted directly and indirectly

Target 5.2 - Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.

WALK TO END VIOLENCE AGAINST GIRLS AND WOMEN

Human Rights

The Walk to End Violence against Women and Girls is an event organized by the Women of Brazil Group (GMB) to mobilize society against violence towards women and girls. Sponsored by Firjan in 2022, 2023 and 2024, it is part of the 21 Days of Activism to End Violence against Women campaign, which seeks to raise awareness of the different types of aggression. The walk is an initiative to raise awareness of a problem that concerns everyone. The aim is to join forces with movements that are already active, to promote actions that transform and combat violence, and strengthen public policies.

1,500+ participants in the 2023 and 2024 editions

SDG 8 - Decent Work and Economic Growth

Target 8.2 - Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labor-intensive sectors.

SESI ROBOTICS TOURNAMENT



The Sesi Robotics Tournament is a cooperation + competition, where teams of students between the ages of 9 and 15 build and program robots to perform specific tasks, promoting hands-on learning in science, technology, engineering, arts and mathematics (STEAM). The teams are mobilized by creativity, problem-solving and teamwork, as well as fostering technical skills such as programming and engineering. Throughout the project, students develop social skills, such as communication and teamwork, critical thinking and innovation. They also gain experience in facing real challenges, learning from mistakes and improving solutions. This way, they increase their interest in careers in technology, promoting digital inclusion and preparation for the future job market.

Photo: Vinícius Magalhães



2023: 205 students divided into 27 teams in 21 schools

47

SESI CIDADANIA ROBOTICS WORKSHOP



To bring objectives closer together in terms of promoting social innovation initiatives and projects in communities, Sesi Cidadania – through spaces called Indústrias do Conhecimento - and the Firjan Sesi Tijuca School consolidated a partnership in 2023 to develop robotics workshops for children and young people in the Providência and Prazeres communities, expanding in 2024 to two more locations (Formiga and Borel). The initiative plays an important role in the advancement of education, as it articulates the experiences and knowledge of young people, enhancing their technological, emotional and personal skills as well as their chances of transforming and intervening in their territories. Specific teams of these students have been formed to take part in competitions. In June 2024, a team of five young people from Providência won 3rd place in a competition at CCB. In December, a team made up of students from Borel and Providência was invited to take part in the First Lego League.

116 students assisted

Target 8.3 - Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the officialization and growth of micro, small and medium-sized enterprises, including providing access to financial services.

EDUCATOR TRAINING



Casa Firjan offers a training program for educators in the pillars of Sustainability, Active Methodologies, STEAM, Digital Transformation and Diversity. It is a space for reflection and practices related to education for the future, serving as a showcase of Firjan SESI SENAI's educational practices for the network of educators, helping to strengthen the innovative skills of basic education and impacting society as a whole through them. There are various formats, involving courses, meetings, videocasts and publications. The "Competences of the Future" exhibition broadened the approach by bringing the theme to the general public.

7,400+ students/hour

400+ participants

300+ certified participants

Photo: Bernardo Cartolano



SDG 10 - Reduced Inequalities



Target 10.2 - By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.

VIRAVIDA PROGRAM

 Human Rights

In 2024, the ViraVida program focused on 50 young people aged between 15 and 22, in various conditions of vulnerability, with a special focus on young people serving socio-educational terms.

The goal of the program is the socio-emotional development of young people and their social and productive integration into the job market. The program included human development workshops, instrumental Portuguese and math classes applied to everyday life and an Administrative Assistance professional qualification course in partnership with Firjan SENAI.

In addition to the human development classes, the young people receive pedagogical support, with workshops aimed at developing life projects, psychosocial support, therapy circles and experiences to restore self-esteem, socio-emotional development and referrals for young apprenticeships.

50 young people attended

PRATELEIRA DA DIVERSIDADE – ‘DIVERSITY SHELF PROJECT’

 Human Rights

In 2024, SESI Cidadania, through the spaces called Indústrias do Conhecimento, structured initiatives and projects with a central theme of diversity and inclusion, meeting the organizational guidelines related to the theme. The Diversity Shelf Project worked on the themes of gender, LGBTQIAPN+, ethnicity, race, popular culture, the 60+ population and the handicapped as a way of bringing information, acceptance and proximity to the proposed projects. Authors who are from or talk about diversity were curated. Conversation circles and internal partnerships were set up, such as the Audiovisual Narratives Project, providing knowledge to young people and the 50+ population, generating intergenerational narratives and conceptions. External partnerships have also been explored, such as with the Museum of Original Peoples and the CCBB, both related to indigenous culture.

37,800+ visits

EMPLOYABILITY AND PROFESSIONAL QUALIFICATION

Human Rights

Initiatives linked to employability and professional qualification are vital for better preparation and entry into the job market, involving the public in identifying the challenges they face and accessing knowledge in a targeted way. In 2023 and 2024, three initiatives stood out:

- Itinerant initiatives by the ViraVida team in communities and public schools, with themed workshops on entering the job market.
- Publicizing vacancies for young apprentices, formal employment and vocational courses on WhatsApp groups of young people who have graduated from the ViraVida Program.
- Initiatives to mobilize citizenship agents for Firjan SENAI's free professional qualification courses in the territories served by the SESI Cidadania Program.

Photo: Firjan archive



400+ participants in itinerant initiatives
20 referrals for job vacancies
24,000+ referrals to courses

HACK & ÉTICA – 'HACK AND ETHICS' PROJECT

Human Rights

Designed to raise awareness and train instructors, teachers and students about ethics, Hack and Ethics was a partnership between Firjan SENAI and Firjan SESI and Eticalizando in which, in a competition, students came up with solutions about ethics and its implications. The challenge proposed was to work on the topic of ethics, covering the need for respect when living together in various environments, such as the classroom, the digital environment, the environment, the social environment, work, private life and school. The initiative involved all the players in the schools, culminating in a challenge developed for the New High School and Apprenticeship classes.

The proposals made by the students encompassed interfaces with Diversity, Equity and Inclusion (DE&I), Environmental, Social and Governance (ESG), Digital Media, Information Security, cyberbullying, artificial intelligence, social networks, algorithms, integrity, etc.

Photo: Fabiano Veneza



35 Firjan SESI / Firjan SENAI schools registered
345 teams
1,500+ students



Photo: Fabiano Veneza



Healthy Firjan
Photo: Firjan archive

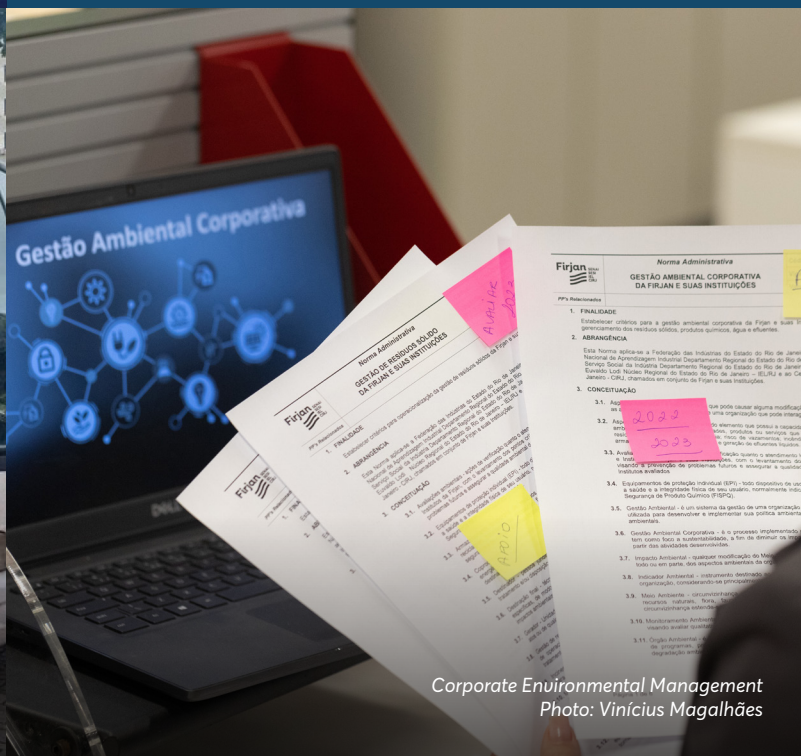


Integrity Week
Photo: Brum Fotos

Internalizing Global Compact Principles and SDGs



Citizen Firjan
Photo: Firjan archive



Corporate Environmental Management
Photo: Vinícius Magalhães

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

SDG 3 - Good Health and Well-Being



Target 3.8 - Achieve universal health coverage, including financial risk protection, access to quality essential health services and access to safe, effective, quality and affordable essential medicines and vaccines for all.

FIRJAN SAUDÁVEL – 'HEALTHY FIRJAN'

Human Rights

With a focus on holistic well-being, the Firjan Saudável program promotes the physical, mental and emotional health of employees. As part of the "care" stage of the employee journey, it seeks to create a humanized, diverse and inclusive work environment. Its strategic approach reinforces existing initiatives and identifies new opportunities, consolidating a support and prevention network.

In 2024, the Internal Games stood out as its main initiative. More than just entertainment, the event offered an inclusive sports circuit with disciplines such as sitting volleyball. The event promoted engagement, a sense of belonging and awareness of inclusion. Held at the Duque de Caxias Firjan Unit in October, it brought together 2,259 participants, with 1,101 registered athletes, 17 delegates and 16 volunteers. Trainees took part as fans, and the winning Firjan Unit was Três Rios.

2,200+ participants in 2024

Photo: Firjan archive



SDG 4 - Quality Education



Target 4.c - By 2030, substantially increase the supply of qualified teachers, including through international cooperation for teacher training in developing countries, especially least developed countries and small island developing States.

INSTRUTOR 4.0 ON FIRJAN SENAI

Human Rights

Firjan SENAI's Instructor 4.0 Training Program aims to skill up vocational education professionals to act as protagonists in the industry 4.0 era. Through comprehensive training in emerging technologies and innovative methodologies, the project prepares instructors to offer excellent teaching in line with market requirements. The program includes courses, workshops and specialization programs, as well as the creation of innovation labs and an online community of practical experience. This initiative not only ensures that students are ready for future challenges but also develops essential skills for an increasingly digital and automated environment. The impacts are significant, generating continuous improvement in the quality of teaching, increased employability of students, strengthening of the Firjan SENAI brand and regional development.

500+ instructors trained in 2023 and 400+ in 2024

Photo: Firjan archive



SDG 8 - Decent Work and Economic Growth

Target 8.5 - By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.

FIRJAN CIDADÃ – 'CITIZEN FIRJAN'

Human Rights

It encourages employees to reinforce their commitment to the ESG pillars by managing resources sustainably, strengthening social development and building an environment where the continuous exercise of citizenship is valued.

Its initiatives include: A) Donate + Lives, Blood Donation Campaigns carried out in partnership with Hemorio, with the main aim of encouraging citizenship by valuing life, promoting empathy and collective well-being. Between June and November, the campaign covered 17 units, resulting in the collection of 1,557 bags of blood and benefiting around 6,228 lives. B) Corporate Volunteering, a project which aims to engage Firjan's employees in their role of social responsibility. Through their areas of expertise, they were able to offer free mentoring to young people from the Bridge Project on the themes of employability, the job market and the development of interpersonal skills.

1,500+ blood bags donated

55

Photo: Firjan archive



SDG 10 - Reduced Inequalities



Target 10.2 - By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.



FIRJAN INCLUSIVA – ‘INCLUSIVE FIRJAN’


The Firjan Inclusiva program promotes Diversity, Equity and Inclusion in the workplace, valuing the singularities of employees. With a transversal approach, it is integrated into the employee’s journey, right from selection process, reinforcing an inclusive and sustainable corporate culture.

One of its initiatives was the Quota Achievement Project, part of the Disability Inclusion Strategy. The project seeks to ensure legal compliance, protect organizational reputation and boost business sustainability. In November 2024, 25 disabled or rehabilitated people were hired as administrative assistants on temporary contracts, with training offered by Firjan SENAI.

Política Posicionamentos Protocolos

Este material é destinado a você, colaborador(a), para garantir o alinhamento sobre como promover nossas ações de diversidade de forma inclusiva, cuidadosa e respeitosa.



**Inclusiva**

Guia Rápido
Diversidade,
Equidade e Inclusão
para a Liderança
Firjan

ACCESSIBILITY

Firjan developed the Journey for Architectural Accessibility, with the installation of signs and inclusive toilets, and the creation of Accessibility Verification Sheets, ensuring safe and accessible environments in accordance with technical standard NBR 9050-2020. Three accessibility projects were completed, and the accessible signs were produced in Firjan’s FabLabs.

INSTITUTIONAL AND STRATEGIC DATA INTELLIGENCE



Firjan implemented Diversity, Equity and Inclusion (DE&I) practices, suggested and approved first by the DE&I Committee and then by the DE&I Center, reinforcing its commitment against all forms of discrimination. Between 2023 and 2024, the DE&I Policy, Positions and Protocols were launched. The Diversity Census, to which 87% of employees subscribed, used the Ethos Institute's methodology and guaranteed anonymity in accordance with the National General Data Protection Law (LGPD). The DE&I Panel monitored market practices, and the Firjan DE&I Map reported on existing internal initiatives on the subject.

Target 10.3 - Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.

DE&I CULTURE



In 2023, Firjan promoted inclusion through a Leadership Track to train leaders in DE&I, literacy for 2,716 employees and the production of 9 videos on Diversity. This included lectures for 1,090 people on ethics and harassment, as well as training in partnership with HR for 476 employees, focusing on psychological safety and welcoming transgender people.

2,700+ employees literate in DE&I

1,500+ participants in lectures and training courses

SDG 12 - Responsible Consumption and Production



Target 12.5 - By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.

GESTÃO AMBIENTAL CORPORATIVA – ‘CORPORATE ENVIRONMENTAL MANAGEMENT’



Corporate Environmental Management is an internal Firjan program that aims to ensure sustainability in the institution and its operational units. Structured around operational standards and an internal consultancy program, it is an essential tool for the environmental health of Firjan’s operations. Implementing Corporate Environmental Management brings several benefits, such as minimizing environmental impacts, adapting to pending legal requirements, proposing initiatives for continuous improvement, improving environmental sustainability and the possibility of preventing environmental accidents. Analytical documents, such as waste and greenhouse gas (GHG) inventories, help Firjan make operational decisions.

Photo: Firjan archive



SDG 16 - Peace, Justice and Strong Institutions



Target 16.6 - Develop effective, accountable and transparent institutions at all levels.

SEMANA DA INTEGRIDADE – ‘INTEGRITY WEEK’

 Anti-corruption

The Integrity Week consists of training for Firjan System employees on ethics, integrity, privacy and data protection. The aim is to strengthen the culture of integrity and risk management in the Firjan System, ensuring the effectiveness of the Integrity and Privacy Programs. The fourth edition was held in August 2023 and the fifth in September-October 2024, with a lecture by Leandro Karnal, live stream “Diversity with a Purpose: Integrity and Inclusion at the Heart of Decisions” and a game based on the Escape 60 model.

Photo: Brum Fotos



1,800+ in attendance at the live stream and lecture and 270 at the game in 2024

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RODADAS DA INTEGRIDADE – ‘INTEGRITY ROUNDS’

 Anti-corruption

The Integrity Rounds are face-to-face training sessions held at Firjan’s Operational Units, aimed at strengthening the culture of institutional integrity and spreading knowledge about compliance, privacy issues and data protection. In the first quarter of 2023, the Integrity Rounds were held at the Operational Units, with segmented training for students and instructors/teachers/employees on Ethics, Integrity, Harassment and Diversity, as well as training held during the Internal Work Accident Prevention Weeks. The managers and Integrity Guardians of the Units were present. In the first quarter of 2024, Integrity Rounds were held at the Barra Mansa, Volta Redonda, Angra dos Reis and Petrópolis Units.

3,800+ participants in 2023 and 2024

Created in 2017, the Integrity Network is the link between the corporate Integrity Program and all the Firjan SESI SENAI Units and departments of the Firjan System. Its aim is to engage employees in spreading a culture of integrity and improving the processes for preventing misconduct. The Integrity Network is made up of 180 employees appointed by the institution's managers, known as Integrity Guardians, 90 of whom are Compliance Guardians and the other 90, Risk Guardians.

12 meetings with 100+ guardians in 2023

4 meetings with 70+ guardians in 2024

Photo: Brum Fotos



The number of initiatives carried out by the Firjan System in 2023 and 2024 in accordance to the Global Compact Principles and the Sustainable Development Goals (SDGs) was only possible with the participation of several of the institution's more than 5,600 employees and interns, listed below.

- Adriana Frossard Borges
- Alessandra Freitas Fernandes dos Santos
- Alessandra Matos da Silva
- Ana Carla Coutinho Torres
- Ana Carolina Machado Fernandes
- Andre Yuiti Ozawa
- Andrea Cristina Galhego Figueiredo Lopes
- Antenor José de Oliveira
- Antonio Augusto Fidalgo Neto
- Brenda Machado de Almeida Rocha
- Camila de Sá Chinager
- Carolina Maria Zoccoli Carneiro
- Carolina Soares de Carvalho
- Cássia Regina Alho Curi
- Claudia Batista Rodrigues
- Cristiane de Andrade Alves
- Daniel dos Santos Adão
- Daniele de Moura Martins Vignoli
- Débora Targino
- Diego da Silva Santos
- Edson Melo
- Eduardo Baesso
- Eliane Carvalhar Damasceno
- Fabiana Pereira Coelho
- Fabíola Brandao de Araujo
- Fernanda Cunha Kirsten
- Fernanda Medeiros Ferreira
- Fernando da Silva Pinto
- Helder Cerqueira Gonzalez
- Henrique da Fonseca Marques
- Ian José Marinho Dias
- Isabela Alcantara do Nascimento
- Isabela dos Santos Araújo
- Isabela Vidal Lisboa
- Iuri Araújo de Vasconcelos
- Jane Almeida de Souza
- Janine Bispo de Magalhães
- Januária Sá Barreto Lopes
- Johnnatan Alberto Schubert dos Santos
- Jorge Bernardo Munoz Del Carpio
- Jorge Vicente Peron Mendes
- Julia Bloomfield Gama Zardo
- Júlia da Costa Santos
- Julia Nicolau Butter
- Juliana Ramos de Souza
- Juliana Victoria Muniz
- Kaina Carvalho dos Santos
- Karla Vianna de Souza
- Larissa Aguiar Ferreira
- Letícia Dutra Domingos
- Lidia Vaz Aguiar
- Luana Almeida de Carvalho Fernandes
- Luciana Pereira dos Santos
- Luzia Tatiane Meneses de Lima
- Márcia Cristina da Silva Freire
- Marco Aurelio Veiga Martins
- Maria Cristina Magalhães de Oliveira
- Maria Isabel Reis Oschery
- Maria Pimenta de Medeiros
- Maria Rita Catonio Barbosa
- Mariana Lidorio do Nascimento Magalhães
- Natalia Velloso Santos
- Natany Luiz da Silva
- Natany Paz Borges
- Oswaldo Gama Neto
- Paula Meg Pontes Magalhães
- Paulo Roberto Pinheiro Filgueiras
- Renata Menezes Rocha
- Roberto da Cunha
- Sarah de Araújo Alves
- Sergio de Matos
- Sofia Ferrari Rubim Moulin
- Suzana Amaral Figueiredo
- Taissa Farias Soffiatti
- Talita Rodrigues da Silva
- Thiago Camara Gonçalves
- Thiago Santiago Gomes
- Vanila Porto Castilhos
- Vinicius do Nascimento Silva Mano
- Viviane Guimarães Lopes Parente
- Wallace Ribeiro Soares

