

# **SUSTAINABILITY** REPORT

2021 **Innovation and sustainability** 

## Preparation

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## Word from the CEO

The last few years have reinforced us how close people, society, companies and environment are intimately linked, so that we impact and are impacted by all events.

In 2021, we still had major impacts due to the pandemic, both due to the virus and the reflexes of its combat. Our constant adaptation and resilience made us maintain and even grow in this period, despite of so many uncertainties.

We continue to take big care of health, where close attention to people proved to be successful, as we have arrived so far only with mild and isolated cases of Covid-19

It was a year of ups and downs. Due to the shortage of containers, we had a strong reduction in pellet exports and delay in receiving components for the pellet factory. The forestry sector, on the other hand, has growned and played a fundamental role in supplying the sawmills.

The publication of the second Haas Sustainability Report portrays our commitment for sustainability and transparency, where we share our day-to-day actions. It is the congregation of our responsible conduct and vision of a future focused on shared development and planted forests.

In 2022, we look forward to inaugurate the pellet plant, a project that will contribute to the growth of revenue and jobs. After two years of development, this will be the year of the launching of the project called Haas Forest Development, among others.

Enjoy reading!

### **Junior Haas**

## **CHAPTER 1**

#### Governance

#### Mission

To be a world reference in solutions from sustainable woods.

#### Values



People: Teamwork, individual talents and internal development



#### Processes: Emphasis on

effectiveness, optimized, flexible and in constant evolution



Conduct: Ethics, transparency and focus, with an emphasis on alliances.

#### About the company

The company has been operating in the timber industry for 48 years, striving for the quality of products and services combined with care for environment and people. This conduct consolidated Haas as one of the largest and most respected pallet producers in Brazil.

Haas produces and trades pallets, wood packaging, biomass and pellets from the Eucalyptus genus wood. It counts the complete process chain, from forest partnerships, forest harvest, forest transport, sawmill, assembly and delivery of products.

With its own industrial area of 35,000 square meters, it has an installed capacity for the production of 120,000 pallets per month, operating in two work shifts. The industrial part is centralized in the sawmill and assembly featuring the automated pallet assembly line which guarantees the standard of product quality and ergonomics for employees.

By 2022 our own pellet plant shall be finished and start operating. The new manufacturing unit of 50,000 square meters of area is being built in Linha Brasil, Venâncio Aires will be one of the most innovative in Brazil.



## **Quality and forest sustainability**

The eucalyptus forests are planted for commercial use and it is possible to track the entire productive cycle of the trees. From an environmental point of view, the cultivation of planted forests is an economically sustainable solution that reduces pressures on native trees allowing them to be preserved.

Planted forests provide carbon sequestration. In the growth phase, trees require a very large amount of carbohydrate to develop and end up taking this element out of the air.

This natural process helps to considerably reduce the amount of Carbon Dioxide (CO2) in the atmosphere: each hectare of growing forest is capable of absorbing nothing less than 150-200 tons of carbon.

The wood used by Haas comes from eucalyptus forest plantations in Rio Grande do Sul, south of Brazil. Suppliers at the regional level are prioritized as a way to contribute to the social and economic development of the community where the company is inserted. The forest producers are from the central region of the state.

More than suppliers, Haas Madeiras believes in training partners who also practice an ethical and transparent organizational culture. Legal compliance with labor practices, environmental aspects and human rights is a condition for contracting suppliers at Haas.



## Haas Forest Promotion Project develops partnerships in the region

The Haas Forest Promotion of planted trees is a partnership program that seeks to aggregate local farmers to the company's supply chain to produce eucalyptus trees with an average life cycle of 10 years.

Haas provides seedlings and technical support which ensures that the forest will be productive and of high quality. The forests are compatible even with rocky and rugged areas and do not compete with the main activity of the producer.

The areas can be of any size, even a few hectares, as long as within a radius of 100 kilometers of the company and with up-to-date documentation. The company cuts, transports and buys the wood at market price.

Partnerships can be in the models of Partner, Leased Partner and Incorporated Partner, according to individual case.

The expectation is to reach 500 hectares planted per year. Detailed information you may get at www.haasmadeiras.com.br/fomentoflorestalhaas





#### **Circular Economy in practice**

At Haas Madeiras, the purposes of the circular economy guide the business model that also covers resource efficiency, the use of materials in more than one process, the option for renewable resources, the creation of products with a longer useful life, the evaluation of production processes to anticipate problems and make decisions in an agile and assertive manner.

The return of pallets operates in the concept of circular economy, as it receives used pallets which are evaluated through technical screening to verify the conditions of the material. It can be reconditioned and returned to the market or sent to be transformed into biomass. In both situations, the strategy of reusing and transforming, which is at the center of the circular economy, is widely employed. The demand for this solution has been growing up on last few years and should continue on an ascending scale.

#### **Taxes generated in 2021**

The company's activities in the municipality and insertion in the community strengthen a relationship of communication and cooperation with public managers aiming at the wellbeing of people and society. Through the payment of taxes, the company contributes to the public return of its operations.

Taxes, fees and contributions paid to the	Taxes, fees and contributions paid to the	
Municipality, State and Union in 2020	Municipality, State and Union in 2021	
R\$10,419,728.68	R\$11,736,596.03	

#### **Company receives awards in Venâncio Aires**



#### **BUSINESS VALUE AWARD**

Haas Madeiras was awarded in November with the Corporate Value Trophy organized by the newspaper Folha do Mate, from Venâncio Aires, within the traditional publication of the Socio-Economic Profile of Venâncio Aires.

Haas was recognized as the 4th largest company considering the Value Added Tax for the year 2020. The was attended award ceremonv by entrepreneurs, politicians and representatives of various economic segments.

#### **ROYAL PREFERENCE AWARD**

Also in November Haas received the Royal Preference Award in Venancio Aires. The award highlights most remembered companies and people of Venâncio Aires in various categories.

The result is obtained through a popular survey by the University of Santa Cruz do Sul (Unisc) that indicates the most remembered companies and professionals of the community.



## Participation in or ani ations of the sector

Haas Madeiras remains very active through the participation in entities representing the timber and business sector as it believes and practices on a daily basis the sharing of information and the search for solutions to the challenges of society.

Haas actively integrates the committees and standardization groups of pallets and pellets in Brazil with the Brazilian Association of Technical Standards (ABNT). It also includes the following entities:



ABIMCI Associação Brasileira de Madeira Processada

Member of Brazilian Association of Processed Wood, which integrates several committees, especially Pellet, Timber and Forestry. It is a hub, which brings together great liaisons in the sector, in addition to reinforcing associativism. In this link follows a video manifest: https://youtu.be/ pE7K1luEqVo



**AGEFLOR** Associação Gaúcha de Empresas Florestais.

Member of State Association of Forest Companies



CACIV/

Associação Nacional dos Produtores de Paletes e Embalagens de Madeira

Member of the National Association of Producers of Pallets and Wood Packaging. Integrates the entity with the role of treasurer.



Câmara de Comércio, Indústria e Serviços de Venâncio Aires.

Member of Venâncio Aires Chamber of Commerce, Industry and Services. The company's director, Junior Haas, holds the position of Vice President of Industry for the periods of 2018-2019 and 2020-2022.

## **CHAPTER 2**

#### A new era in the commercial area

At Haas Madeiras, all the efforts are made to deliver products which fully meet the needs of each customer. Respect, trust and integrity are values that emphasizes the company's business relations.

The products are mainly traded in the state of Rio Grande do Sul, but also in Santa Catarina and Paraná, mainly for the processing, food, fertilizer and refrigeration industry. The pellets, in addition to serving the domestic regional market, are exported to Europe, with emphasis to Italy, representing 5% of sales. In December 2021, the first container with lumber was exported to South Korea.



#### Haas expands production with the purchase of sawmills

The company acquired a sawmill in November 2020, in Linha Estância Nova, Venâncio Aires, in order to expand its productive capacity. After investments made in equipment and staff training the new unit started its activities in 2021 bringing speed and logistics improvements due to its location near to the state road RSC-287.





#### Pellet plant combines technology and sustainability

The pioneering spirit and the search for innovation are characteristics of HaasMadeiras. The company is consolidated in this position with the introduction in the state's market of pellets. The new plant of 2,500 square meters which is being built in LinhaBrasil, Venâncio Aires will be one of the most innovative in Brazil. The structure will have a capacity to produce 2,500 tons per month and will also include a pellet warehouse.

The machinery of the plant has Italian origin and allows a widelyautomated process which guarantees agility, quality and safety for the operation and for the people. According to the company's CEO, Junior Haas, the investment will accelerate the growth and development of the timber sector in the region.

The heat required in the pellet production process will be generated from the burning of pallets that return from customers after the end of their useful life. This cycle contributes in an important way to seal the circularity of the company's production process. Several aspects of sustainability were contemplated in the construction as the use of natural lightwith wide openings and transparent tiles, heat dissipation system and accessibility.

The structure, was expected to be finished by the second quarter of 2021, however the schedule had to be changed due to the delay in receiving materials and machinery, consequence of the Covid-19 pandemic. It shall now start operations by the second quarter of 2022. The unit is being implemented with its own resources, and from the Banco Regional Desenvolvimento Extremo Sul (BRDE) and the Municipal Venâncio sem Fronteiras Program. At the beginning 15 direct jobs should be generated.

#### **Pellets**

The wooden pellet is produced from the biomass generated in the sawmill. It is the best alternative to traditional fuels: easy to use and store, is safe, not perishable, economical and ecological. It can be used in industries, commerce and homes, in small and medium sized processes that demand heat.



#### Investments reflect the growth of the company

► The coverage installation of an area of 500m<sup>2</sup> was completed, which will allow an important improvement for loading, storage and access to other spaces of the company.



The waste central installation is estimated to be completed by 2022 and will expand storage capacity and the possibility of segmentation of recyclable materials.

The new administrative area of the company is in the project preparation phase. The structure will gather administrative area, cafeteria, dressing room and a meeting room. It is estimated to be completed by 2022/2023.

In terms of logistics, in order to provide a better security for employees, as well as speed and quality of delivery, the company has incorporated a new heavy-duty truck into the fleet. The vehicle arrives to complement the standard of good service in pallet delivery for greater quantity and long routes. Two other vehicles were also purchased for the company.

On another front focused on forestry activities, a Harvester and a Forwarder were acquired. The equipment adds productivity, agility, standardization and safety to forest operations.





In August, the pavement was inaugurated on the road in front of the company, now called Travessa Haas. 186 meters were paved with investment from the municipality.

The government of the State of Rio Grande do Sul approved the Project for the construction of a new bridge in Linha Brasil, replacing the current old wooden one. The structure will be made possible from the Asphalt Access Incentive Program (PIAA/RS) of the state government that allows the reduction of the local VAT Tax (ICMS) on investments made to improve access on state roads.

In this way, Haas Madeiras, through the incentives from ICMS taxes, will be able to invest in the construction of the bridge in partnership with the Municipality of Venâncio Aires. The estimated cost is BRL 700.000 and will be split between Haas

Madeiras and the municipality. The job will benefit the communities of the locality and neighborhood, besides promoting safer traffic conditions and possibilities for social, economic and tourism development in the region. The new structure is in the environmental project approval phase, under responsibility of Haas. It is estimated to be finished in 2022.



### Fire strikes the company on the night of December 31

At the turn of the year a fire in a biomass silo damaged a small part of the company, causing only material damage at this location. The agility of the internal teams, hydrant system and competent performance of the fire department resulted in small losses, but soon overcome.

## **Chapter 3**

#### Sustainable practices in the environmental area

Environmental management aims to ensure that practices for the sustainable use of natural resources are implemented in order to minimize as much as possible the environmental impact of operations, and promote sustainability.

In the vicinity of the pellet plant, 475 tree seedlings of the native species jerivá, cerejeira, pitangueira, guaberobeira, guabiju and araticum were planted. This initiative was taken to comply with environmental legislation focused on replacement policy due to the construction of the new unit.





#### Taking care of solid waste management

Haas pallets, for the most part, do not require the use of packaging because they are transported in trucks utilizing canvas straps to immobilize the materials. The pellet packaging is plastics made, being easily recyclable.



Internal wastes deserve special care due to the location of the company in a rural district, where collection services are not so frequent, or even specifically performed for the company.

To encourage the correct disposal of various materials, the company makes available collectors to their colaborators in internal areas, for the collection of batteries and medicines that are later sent to collection points in the municipality.

## **Conscious energy consumption**

The rational use of electricity positively impacts the planet and the quality of life of the people. In industrial and administrative activities, the best practices in the search for conscious energy consumption are utilized.

The electric transmission supplied to the company by RGE Sul and the suppliers are contracted through the Mercado Livre de Energia platform. For the greenhouses boiler, waste from damaged pallets collected from customers is used.

Haas was awarded by the Renewable Energy Certificate from Ludfor Energia. This means that the company uses renewable options (water, wind and biomass) as energy source, which are encouraged by the Federal Government, helping to reduce Greenhouse Gas (GHG) emissions and reduce CO2 emissions.

Energy co	onsumption (Kwh)
2019	1582,167
2020	1609,385
2021	2041,814

### **Community model for water management**

The water consumed in the company, both for the industrial processes and for the administrative area, comes from the Sociedade Hídrica Santa Catarina, from Linha Brasil and from Hídrica de Linha Cecília, both from Venâncio Aires. The units rely on the associates who use the services and split the costs and investments.

The consumption in the industrial area is low and is only used in the sawmill process in a jet/spray form for cooling the saw disks and for reduction of the suspended dust generated by the sawmill. The company's unit which started its activities in 2021 is served by an artesian well that meets all the demand of the place.

Water consumption (m3)		
2019	7.300	
2020	7.476	
2021	5.790	



### Fleet management brings socio-environmental gains

The efficient management of the company's truck fleet has logistical and environmental repercussions. With preventive vehicular maintenance it is possible to have a strong assertiveness and punctuality in deliveries in addition to less pollution.

Austere standards are applyed in the maintenance as well as to the correct disposal of items such as tires, oil, batteries and parts.

Care is also focused on the people who drive the the use of PPE, appropriated insuranced, with specific set of actions provides good logistics and environmental results, for the people.







## **CHAPTER 4**

#### Human Resource Management makes a difference

Haas Madeiras is committed to the well-being of its employees. Having this in mind, all efforts are dedicated to provide a healthy and safe environment to people in order to

perform their activities and develop their talents.

The company seeks to value the internal team. According to the interest of the individuals, at the moment of filling new vacancies, the analysis of the curriculum of the employees who are already in the house is prioritized. Another aspect considered is the hiring of community workers around the company. These factors reinforce the relationship with the local community, so that it offers income opportunities with personal and professional growth.



## Care on health and occupational safety during the pandemic

The Covid-19 pandemic required individual behavioral changes and adaptations in companies to incorporate new routines aiming at everyone's health and safety. Haas Madeiras followed the guidelines of the health authorities to safeguard the health of employees and their families and keep the company's operation active.

Right in the first weeks of the pandemic, new measures were taken, like the use of alcohol gel, temperature's reading, distribution of masks, more frequent sanitation of the sectors, social distancing at the company, including the cafeteria and on transports, all were incorporated into the daily routine. The company provided free tests for everybody and moments of dialogues about safety and the importance of health care during the pandemic,



#### **Demographic Data**

Attentive to the legislation and also in order to offer opportunities for inclusion and development, the company has admitted 9 young workers within the Young Apprentice Program. On another front, included five people with disabilities and four immigrants, one Haitian and three Venezuelans.













In the last three years there has been a big increase in the number of female employees from 16 in 2019 to 51 in 2021. Significant growth in line with the development of the company and the possibility of more job opportunities for women.

#### Route to the work

Employees reside in Venâncio Aires and in the neighboring municipality of Santa Cruz do Sul, which means they only have a quick journey to the company contributing to their quality of life.

#### **Nutritious and balanced meals**

Employees have at their disposal the company's cafeteria, which serves lunch and dinner in a daily basis, for those who choose to make the meal in the company according to the work shift. The menu is elaborated by a nutritionist who plans healthy and tasty dishes.

### **2021 Special Dates**

Annualy at the birthday, besides the traditional compliments of the colleagues, the employee receives a commemorative card and a delicious chocolate.

Mother's Day also deserves a special care in honor of this very important role of women in people's lives. Moms get a natural rose.

Easter is also celebrated, when employees receive chocolates as a gift, and on Labor Day the date is remembered at the end of the shift with a special breakfast.

The Christmas and New Year celebrations are also special moments of fraternization between the teams. During the week between the dates all lunches are improved, and on New Year's eve a traditional gaucho barbecue is served. At the end of the year all employees receive a special gift to share with their families. At the end of 2021 the Kit contained sparkling wine, meat for New Year's supper, sausages, lentils and chocolate.





October and November were highlined by health care

In October, a campaign was carried out in reference to the Pink October Campaign, which seeks to raise awareness among women about the importance of prevention and early diagnosis of breast cancer. Pink ties were gifted to be used attached to coats. The participants competed for a prize, and the last winner was Jessica Xavier.



During the month of November it was the turn of men to reflect about health care through the Blue November Campaign. During the month, there were activities such as a lecture with the physician Airton Artus about health care and employees were invited to write a sentence that represent the importance of disease prevention. The best sentence was chosen by vote among the coordinators and the winner was Paulo da Cruz. **"Take care of your body and mind, pay attention to the signs, good health is a** 

God's gift, but you are responsible for it."

## Benefits 2021



#### **GROUP LIFE INSURANCE**

Employees have a group life insurance and, for some positions, specific insurance according to function.



#### **DENTAL PLAN**

A dental plan is offered in partnership with the Construction and Furniture Employees Union of Venâncio Aires/RS. Besides, the company maintains a partnership with Clínica São Vicente for medical care.



#### UNIFORM

Employees receive uniforms for their activities. A jacket is supplied to the industrial area and cafeteria workers, a shirt for the administrative area, and pants and shirt for the drivers. Practicality and comfort during work are the adopted premises.



#### LEGAL GUIDANCE

In 2020 a new benefit was instituted to assist employees with legal guidance. The initiative was implemented based on the need expressed by the people. Haas Madeiras hired a legal office, Viana e Dutra Advogados, which goes to the company and guides employees in the civil and family areas on demand. If a lawsuit is required, the firm offers a 10% discount on fees for the company's employees.



#### ATTENDANCE

Employees who do not have absences or delays during the month receive the amount of BRL 157.57 as a bonus for attendance.



#### SCHOOL SUPPLY HELP

Haas Madeiras values and benefits the education of its employees. Those who are studying as well as children up to 14 years old receive an annual financial aid for the purchase of school supplies.



#### TIME BANK

The Time Bank, already used in the maintenance and transportation sector, was expanded to the administrative sector. It is a tool that makes possible to turn the employee's journey easier and reduce the budget for payrolls, where the additional hours worked by the collaborator are accounted for, and turned into available time to be compensated later, improving their quality of life.





#### Training about Data Protection

With the implementation of the Data Protection Law (LGPD in Brazil), aimed for data protection and privacy, Haas reinforced with all employees the aspects of the new legislation, through a lecture with lawyer Fábio Meurer Schneider.



### **Occupational Health and Safety are priorities**

The company works with respect and valuation of people prioritizing the health, safety and life quality of its employees. The Specialized Service in Safety Engineering and Occupational Medicine (SESMT) coordinates the activities related to the Medical Control and Occupational Health Programs (PCMSO).

Investments in safety are constantly carried out with the aim of reducing risks and accidents. In 2021, improvements to Regulatory Standard 12 (NR-12) were implemented in order to ensure the safety of workers who work with the saw disk and acessories, manual stacking line and timber trim.

The levels of air quality, dust and noise are accompanied by specialized companies standing within the parameters required by the legislation. Employees all wear personal protective equipment (PPE) required for the activities.



### Safety and consciousness goes side by side



The Internal Commission for Prevention of Accidents (CIPA) operates with the participation of 9 representatives elected by the employees and 9 appointed by the company who undergo special training under the terms of NR – 5. CIPA members meet monthly to discuss and analyze issues related to occupational health and safety. These themes are later worked on in the Health and Safety Dialogues that take place with groups of workers once a month.

The Emergency Brigade is able to respond quickly in emergency situations and is composed of employees from various sectors. The team can be activated in cases of fires, windstorms, accidents, leaks and spills, in addition to first aid procedures and for safe evacuation.

The main objective of the Internal Week for the Prevention of Accidents at Work (SIPAT) is to make workers aware of the occupational risks that they are subjected to and the due daily care that they must take, in the exercise of the function.

"The best phrase" is a CIPA 2021-2022 management promotion in the form of interaction with employees who provided phrases in order to raise awareness about the importance of preventing accidents at work and occupational diseases. The phrase chosen by the management was the one from collaborator Orlando Ferreira.

> "Acting safely is more than freedom, means interacting with life and taking responsibility!"



## **Occupational health and safety training**

Provide training opportunities to qualify the performance of employees and also promote a healthy work environment and safe is one of the premises of the company. Some trainings were still restricted due to Covid-19 but those essentials were maintained.

Trainings	Hours	Professionals
Safety Training in Operation of boilers	40	02
CIPA Course	20	18
Chainsaw Operator Course	8	5
Fire Brigade Course	20	10
Safety Course in Handling Flammable Liquids and Fuels according to NR 20	8	2
NR 35 Course	8	2
TOTAL	104	39

### TOTAL









#### Investments in the ergonomic care of teams

Extensive work was carried out in the second semester, with external support specialized in ergonomics. The activities were carried out in three phases, starting with a macroergonomic evaluation that resulted in the implementation of measures in attention to NR-17 and the implementation of the Ergonomics Committee (COERGO).

In the second stage, surveys, observations and documentation were carried out. In the third phase, attention was focused on monitoring the ergonomic panorama, managing the ergonomic action plan, monitoring COERGO and worker health data.

This investment reinforces the company's commitment to the health of employees with special attention to the prevention and quality of life of people in the workplace.

### **Management and Human Rights**

Respect for human rights is naturally incorporated into Haas' daily life. Upon hearing any contrary movement, actions of clarification and awareness are put into practice. Strengthens the commitment to:



Free association and collective bargaining - the company's employees are represented by the Union of workers in the construction and furniture industry of Venâncio Aires/RS.



The company works to meet the legal quota of hiring people with disabilities, opening more opportunities to people.



It is ensured that no employee is discriminated due to race, color, caste or social origin, gender, religion, political affiliation, ethnicity, nationality, pregnancy or sexual orientation. Efforts made to have people aware of human rights.

## **CHAPTER 5**

### **Communication for growing and development**

To foster communication with its various audiences, the company makes available and interacts through various communication channels. They were widely utilized in 2021 to publicize the company's agendas and job opportunities, in addition to the relationship with customers and suppliers.



### Participation at Expointer International Fair in 2021

In September, Haas devoted special attention to participate at 44th Expointer, which took place in Assis Brasil Park in Esteio/RS, Brazil The company presented its products for the visitors at the José Carlos Haas house, same space of the Chimarrão School.



#### Business fairs on the agenda for 2022

By September the company will be present for the third consecutive time at Expointer, the largest agribusiness fair of Latin America, which takes place in Esteio, Brazil. In order to strengthen the community bond and disseminate the Haas Forest Promotion to rural producers, the company seeks to strengthen its presence in industrial and commercial events and fairs in nearby municipalities.

#### Haas provides student interaction with the industry

The company prepared a special space to receive in November, 90 students from the E.E.E.M.A. Jüchem School, from Venâncio Aires. The educational institution carried out the visit with the theme to be studied: sustainability, sectors of the economy and energy sources.

The company manager and other coordinators were able to show in practice the way Haas Madeiras operates, which corresponds to the measured results in social, environmental and economic terms. This partnership between school and industry is a direct bridge to give students the chance to be closer to their first job.



### The company in the media

The attitude of transparency and dialogue, combined with several innovative projects and for the benefit of the community, also reflects the space that Haas has in the press. During the year, several journalistic agendas were highlighted in the region's media.



#### Donations to support the community

The company annually supports the NGO Partners of Hope (Paresp), from Venâncio Aires. The entity serves children in situations of social vulnerability in several neighborhoods of the municipality contributing to education and social assistance.



In 2021 the Feast of Saint Sebastian Martyr, patron saint of Venancio Aires, arrived to its 145th edition. The festivities include religious celebrations, culture, gastronomy and raffles for the benefit of the parish, with the 20th of January being a municipal holiday in honor of the patron saint. For many years, the company is being supporting this festivity of the municipality, as well as the Evangelical community of Venancio Aires at its traditional annual event.



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