

1 – Basis of Calculation		2018 Amount (Thousand Reais)			2017 Amount (Thousand Reais)		
Net Income (RL)		761.357			735.699		
Operating income (RO)		59.886			46.861		
Gross Payroll (FPB)		144.635			144.688		
2 - Internal Social Indicators		Amount	% over FPB	% over RL	Amount	% over FPB	% over RL
Meals		3.656	2,53%	0,48%	3.664	2,53%	0,50%
Compulsory social charges		16.882	11,67%	2,22%	17.067	11,80%	2,32%
Private social security		0	0,00%	0,00%	0	0,00%	0,00%
Health		1.831	1,27%	0,24%	1.492	1,03%	0,20%
Work health and safety		3.120	2,16%	0,41%	2.909	2,01%	0,40%
Education		72	0,05%	0,01%	92	0,06%	0,01%
Culture		0	0,00%	0,00%	0	0,00%	0,00%
Training and professional development		482	0,33%	0,06%	364	0,25%	0,05%
Child day care or help for child care		0	0,00%	0,00%	0	0,00%	0,00%
Participation on profits or results		3.353	2,32%	0,44%	3.337	2,31%	0,45%
Others		18.108	12,52%	2,38%	14.351	9,92%	1,95%
<b>Total - Internal social indicators</b>		<b>47.504</b>	<b>32,84%</b>	<b>6,24%</b>	<b>43.276</b>	<b>29,91%</b>	<b>5,88%</b>
3 - External Social Indicators		Amount	% over RO	% over RL	Amount	% over RO	% over RL
Education		881	1,47%	0,12%	825	1,76%	0,11%
Culture		6	0,01%	0,00%	2	0,00%	0,00%
Health and sanitation		0	0,00%	0,00%	0	0,00%	0,00%
Sports		115	0,19%	0,02%	115	0,25%	0,02%
Combating hunger and food security		0	0,00%	0,00%	0	0,00%	0,00%
Others		302	0,50%	0,04%	235	0,50%	0,03%
<b>Total contributions to society</b>		<b>1.304</b>	<b>2,18%</b>	<b>0,17%</b>	<b>1.177</b>	<b>2,51%</b>	<b>0,16%</b>
Taxes (excluding social charges)		132.046	220,50%	17,34%	123.998	264,61%	16,85%
<b>Total - External social indicators</b>		<b>133.350</b>	<b>222,67%</b>	<b>17,51%</b>	<b>125.175</b>	<b>267,12%</b>	<b>17,01%</b>
4 – Environmental Indicators		Amount	% over RO	% over RL	Amount	% over RO	% over RL
Investments related to the company production/ operation		739	1,23%	0,10%	145.442	310,37%	19,77%
Investments in external programs and/or projects		0	0,00%	0,00%	0	0,00%	0,00%
<b>Total investments in environment</b>		<b>739</b>	<b>1,23%</b>	<b>0,10%</b>	<b>145.442</b>	<b>310,37%</b>	<b>19,77%</b>
Regarding the establishment of "annual targets" to minimize waste, general consumption in production/operation and to increase the efficiency in the use of natural resources, the company		( ) has no goals ( ) meets 0 to 50%	( ) meets 51 to 75% ( x ) meets 76 to 100%	( ) has no goals ( ) meets 51 to 75% ( ) meets 0 to 50%	( ) has no goals ( ) meets 51 to 75% ( x ) meets 76 to 100%		
5 - Functional Body Indicators		2018			2017		
Number of employees at the end of the term		2.880			2.715		
Number of admissions during the term		1.761			1.715		
Number of outsourced employees		960			648		
Number of trainees		107			22		
Number of employees over 45 years		737			629		
Number of women working in the company		487			477		
% of management positions held by women		12,24%			11,79%		
Number of black race persons working in the company		1.738			1.698		
% of management positions held by black race persons		6,29%			7,86%		
Number of people with disabilities or special needs		59			49		
6 - Informações relevantes quanto ao exercício da cidadania empresarial		2018 Amount (Thousand Reais)			Goals 2017		
Relationship between the highest and lowest remuneration in the		69,66			72,77		
Total number of work accidents		74			85		
The social and environmental projects developed by the company were defined by:		( ) direction	( x ) direction & management	( ) all employees	( ) direction	( x ) direction & management	( ) all employees
The safety and health standards in the workplace were defined by:		( ) direction & management	( x ) all employees	( ) all + Cipa	( ) direction & management	( x ) all employees	( ) all + Cipa
Regarding freedom of union association, the right to collective bargaining and the internal representation of workers, the company:		( x ) does not get involved	( ) follows ILO standards	( ) encourages and follows ILO	( x ) does not get involved	( ) follows ILO standards	( ) encourages and follows ILO
Private pension plans include:		( ) direction	( ) direction & management	( ) all employees	( ) direction	( ) direction & management	( ) all employees
Participation on profits or results includes:		( ) direction	( ) direction & management	( x ) all employees	( ) direction	( ) direction & management	( x ) all employees
In the selection of suppliers, the same ethical standards and social and environmental responsibility adopted by the company:		( ) are not considered	( x ) are suggested	( ) are required	( ) are not considered	( x ) are suggested	( ) are required
Regarding the participation of employees in voluntary work programs, the company:		( ) does not get involved	( x ) will support	( ) organizes and encourages	( ) does not get involved	( x ) will support	( ) organizes and encourages
Total number of consumer compla		in company 64	in Procon 0	in Court 0	in company 54	in Procon 0	in Court 0
% of complaints and criticisms answered or solved:		in company 100%	in Procon %	in Court %	in company 100%	in Procon 0%	in Court 0%
<b>Total added value to be distributed (in thousand R\$):</b>		<b>In 2018:</b>			<b>In 2017</b>		
Distribution of Added Value (DVA):		28.17% government 28.08% employees ____% shareholders 27.44% third parties 16.32% retained			32.80% government 34.72% employees ____% shareholders 32.48% third parties 10.84% retained		
7 - Outras Informações							

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