



20

DANIEL

MICHELE

PEDRO

SÔNIA

HELOISA

DAVI

20

ANNUAL REPORT

**ANNUAL REPORT FOR THE YEAR 2020
OF THE ASSOCIATION FOR THE
PROTECTION OF CHILDREN AND
ADOLESCENTS - CEPAC.**



*"Respecting diversity is the
path to equity."*

OVER THE

Report

In 2019, we innovated in the way we present our results and impacts by referring our Social Report to the guidelines of the Standards version of the Global Reporting Initiative (GRI) aiming mainly at an open, direct and transparent dialogue.

We continue to work to improve the reporting process and achieve excellence in the rendering of accounts for the Services and Projects that we carry out, emphasizing that referencing the GRI rules allows us to record standardized trajectories, follow-up and especially the evolution of the impacts we generate.

To produce the report, however, it is necessary to listen to the public of interest to the organization and later this year we count on the internal participation of the coordination and management team to define the material aspects and themes that must be reported and named as matters of greater relevance. For interested parties according to the GRI methodology, they are covered in depth on the following pages. These are: Social Impact, Social Technology, Transparency and Governance.

The materiality matrix organizes the themes that guide the production of this report. It also highlights its relationship with the GRI aspects reported through disclosure items, the scope of the themes and the relationship of the audiences to the topics of greatest interest. The relevance of the themes that make up the matrix is constantly monitored, through research and in the various relationship opportunities, and annually reassessed focusing on the items to be improved in each aspect raised in the previous report.



**THE DEVELOPMENT GOALS
SUSTAINABLE DEVELOPMENT -
AGENDA 2030**



**GRI (GLOBAL REPORTING
INITIATIVE)**

SUMMARY

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MESSAGE FROM

President

In 27 years of existence, Cepac has already faced several challenges, but in 2020, we were able to confirm our strength, capacity to adapt to the challenges, and to remain with the active services generating a positive impact and reducing the inequalities that were amplified by the Pandemic.

Early in the year, we were surprised by a deadly virus that immediately demanded extreme measures on the part of everyone, such as physical isolation. However, because we provide a service considered essential, we had to think quickly and make several adaptations to projects and services.

When conducting a brief survey with users, it was found that more than 60% suffered a reduction in family income and because of that we launched in May a Campaign with the aim of collectively facing the negative effects of the Pandemic caused by Covid-19, we initially involved our employees, partners and later public bodies such as UBS and CRAS do Parque Imperial, other institutions, volunteers and the community itself forming a participatory chain of goodness that helped the families most in need with the distribution of food, milk, masks, alcohol gel, kits hygiene and cleaning, clothes, as well as social assistance assistance, among other items for residents and neighboring neighborhoods.

In the Services, Project and Program, the methodologies were readapted, and in a hybrid way - remotely and with appointments in person - the monitoring of almost 500 children, adolescents and their families was done, with a careful eye and qualified listening, with articulation of the network socio-assistance to support the various difficulties resulting from the pandemic: unemployment, anxiety crises, grief, fear, difficulties in family relationships and drastic changes in routine.

In the Institutional Reception Services: Glorinha's House and Inclusive Home, the demands intensified and it was necessary to redouble the care not only with those welcomed, but also with employees, since we had some in the risk group. With hard work, we arrived here with no serious cases, and all of them in good health.

Today, with all the challenges faced, I conclude by emphasizing the awareness that we have about the importance of Cepac for society, which showed, in the midst of chaos, the effectiveness of its practices and its commitment to be an articulator of public policies, giving visibility to different social vulnerabilities, not limited, not sparing efforts to contribute to the well-being of people, attributing humanity and dignity.

Viewing the commitment of employees, partners and community leaders, all united with the same objective, gives us breath and courage to continue working for social justice.



Carlos Meismith

PRESIDENT FROM
CEPAC

OUR IMPACT₂₀₂₀

2

SERVICES
COEXISTENCE PROJECTS
AND STRENGTHENING OF
BONDS

2

INSTITUTIONAL
CARE SERVICES

951

ATTENDANCE
RELATIVES

435

CHILDREN AND
TEENAGERS
ATTENDED

42%

INSERTED IN THE LABOR
MARKET
(SCFV- PROFESSIONALIZING AND
#IAMPROTAGONIST)

214

VOLUNTEERS

45

PARTNERS

81

PROFESSIONALS

In 2020,
we reached the mark of

13 mil

attended in 27 years



OVER THE

Cepac

The Association for the Protection of Children and Adolescents - Cepac is a social organization, which has been operating for 27 years in three units in the city of Barueri. It serves children, adolescents and adults in situations of social vulnerability, contributing to access to rights through the development of autonomy, strengthening family bonds, fostering culture and professional qualification.

LOCALIZATION



Cepac Headquarters
Rua Martim Afonso de Souza, 72
Parque Imperial - Barueri - SP



OVER THE

Cepac

MISSION



Assist children, adolescents and adults in situations of social vulnerability, in Barueri, facilitating access to rights through the development of autonomy, fostering culture and professional qualification.

VISION



To be a national reference in management and innovative methodology, focusing on social inclusion and reducing inequalities, as well as sharing experiences with other organizations.

VALUES



Honesty
 Transparency
 Sustainability in our actions
 Respect for the team
 Prevalence of the human aspect in relationships
 Employees and partners who identify with our cause.

OUR

*History***1993**

The organization starts its activities in Barueri, with the objective of preventing children from being left on the streets, providing: food; Civic orientation; Education and School reinforcement.

1995

Beginning of the construction of the headquarters in Parque Imperial Barueri. Acting as Institutional Reception.

1996

The organization received the title of Public Utility Municipal.

1999

The organization ended the reception service and began to serve children and adolescents as a local for education and social assistance.

2001

The organization started hiring young apprentices.

2002

Construction and implementation of the dental clinic.

2010

The organization's projects became the Coexistence and Strengthening Service. Resumption of the Institutional Reception service in another neighborhood in the municipality.

2016

Beginning of Inclusive Residence, the organization started to serve young people and adults with disabilities from 18 to 59 years old, in Institutional Reception Service.

2020

Launching of the social business: "X da Quebrada" with the objective of enhancing, through clothing, the feeling of belonging of young people in the neighborhood.

2020-2023

Management

BOARD



CARLOS JOSÉ MEISMITH
PRESIDENT



SIDNEY REY VENEZIANI
VICE PRESIDENT



KARINA MEISMITH PICCINI
TREASURER

FISCAL COUNCIL



HELOISA PESSINI
AMARANTE MENDES



PAULO ROBERTO
PICCINI JÚNIOR



DANIELA MARIA
AMARANTE MENDES JANK

CONSULTING BOARD



João Carlos
Dutra Barreto



Marcelo
Bernardini



Mauro Lopes
Peres



Niza Maria
Meismith



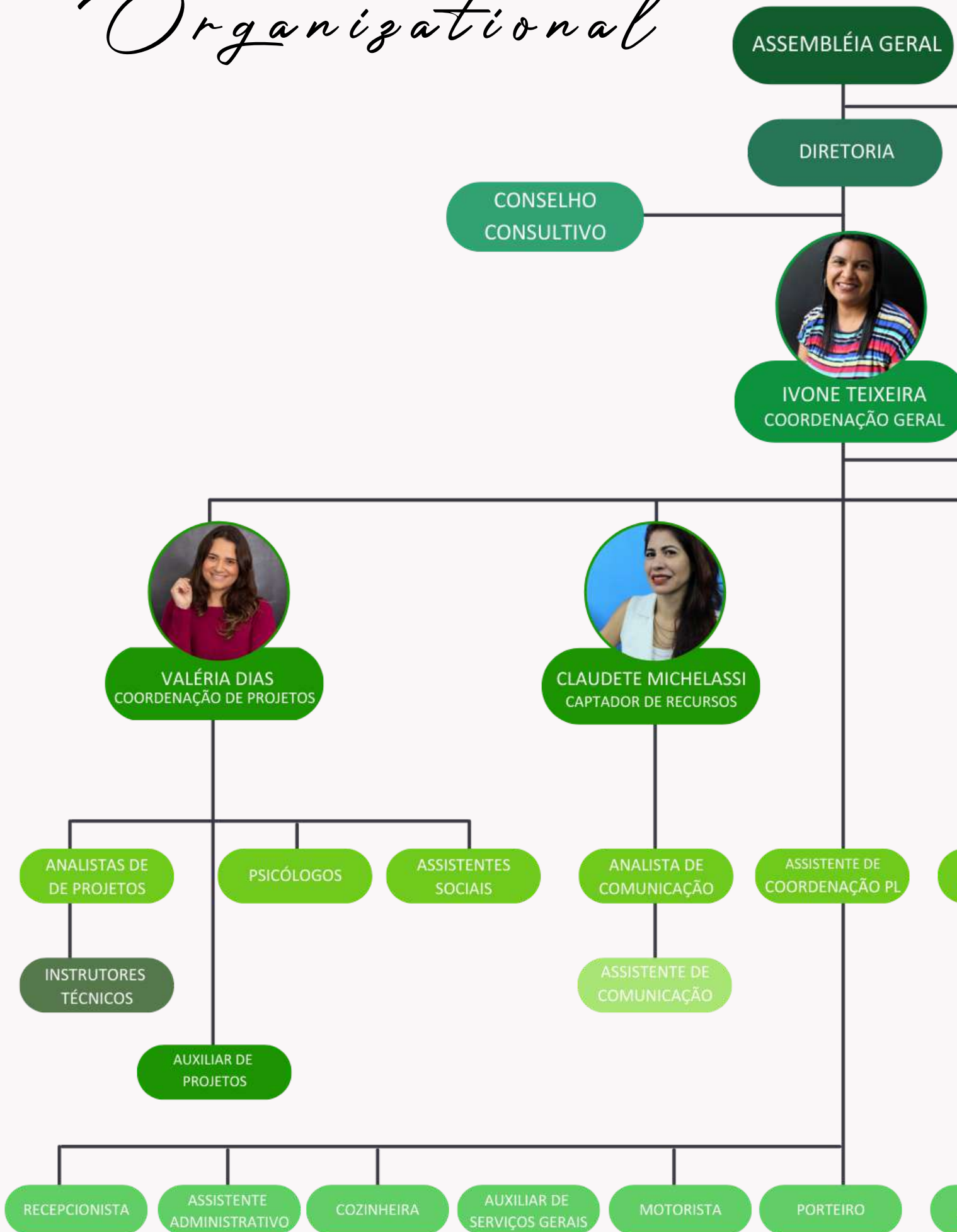
Renata
Malveira Theil



Simone Soares
Bianche

THE CEPAC BOARD IS MADE UP OF VOLUNTEERS

STRUCTURE

Organizational

CONSELHO
FISCAL

ASSISTENTE DE
COORDENAÇÃO JR.



LILIAN PIRES
COORDENAÇÃO RESIDÊNCIA

ASSISTENTE
ADMINISTRATIVO

TERAPEUTA
OCUPACIONAL

PSICÓLOGO

ASSISTENTE
SOCIAL

CUIDADORES
SOCIAIS

COZINHEIRA

AUXILIAR DE
SERVIÇOS GERAIS

MOTORISTA



RENATA MARCUSO
COORDENAÇÃO ACOLHIMENTO

ASSISTENTE
ADMINISTRATIVO

PSICÓLOGO

ASSISTENTE
SOCIAL

EDUCADORES
LÍDERES

EDUCADORES
SOCIAIS

COZINHEIRA

AUXILIAR DE
SERVIÇOS GERAIS

MOTORISTA

PROFILE

team's

84%



OF THE TEAM ARE WOMEN, AND
MANAGEMENT IS 100% FEMALE



4 years and 5 months

is the average time that
employees stay in the
organization

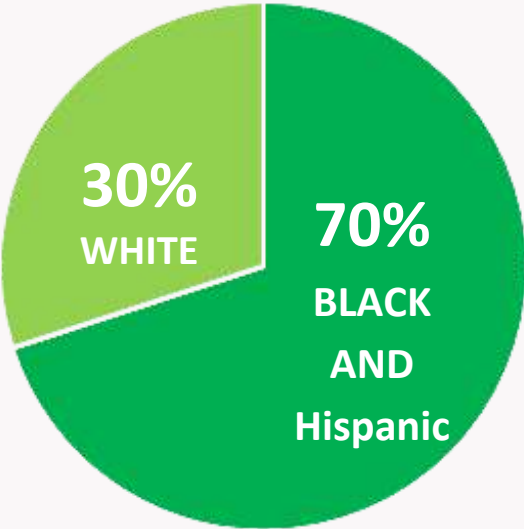
90%

OF THE TEAM PARTICIPATES IN
MAKING DECISION MAKING IN THE
ORGANIZATION

91%

OF THE TEAM WOULD DEFINITELY
INDICATE THE ORGANIZATION WITH
A PLACE TO WORK

ETNIA



62%

COMPLETED COLLEGE OR GRADUATE

ASSOCIATIONS

and Advice

CMAS – CONSELHO MUNICIPAL DE ASSISTÊNCIA SOCIAL

TITULAR: VALÉRIA DOS SANTOS ALVES DIAS (PRESIDENTE DO CONSELHO)

CMDCA – CONSELHO MUNICIPAL DOS DIREITOS DA CRIANÇAS E DO ADOLESCENTES

Titular: Ivone Antunes Teixeira

CMDPD – CONSELHO MUNICIPAL DOS DIREITOS DA PESSOA COM DEFICIÊNCIA

Titular: Lilian Cristina Pires Rodrigues

CMS - CONSELHO MUNICIPAL DE SAÚDE

Titular: Renata Aparecida Marcusso

Suplente: Lilian Cristina Pires Rodrigues

CMM – CONSELHO MUNICIPAL DA MULHER

Titular: Claudete Michelassi

Suplente: Ivone Antunes Teixeira

CMC – CONSELHO MUNICIPAL DA CULTURA

Titular: Claudete Michelassi

Suplente: Renata Aparecida Marcusso

COMSEA – CONSELHO MUNICIPAL DE SEGURANÇA ALIMENTAR E NUTRICIONAL

Titular: Ivone Antunes Teixeira

FEBRAEDA – FEDERAÇÃO BRASILEIRA DE ASSOCIAÇÕES SOCIOEDUCACIONAIS DE ADOLESCENTES**REDE FILANTROPIA**

and Certificates



DOAR MANAGEMENT AND
TRANSPARENCY SEAL.



RECOGNISED IN FIRST PLACE IN
SOCIAL MICROPROJECTS.



RECOGNISED WITH A OF 100
BEST NGO IN BRAZIL.



RECOGNISED IN ALPHA LUMEN
AWARD ON THE CREATIVITY IN
EDUCATIONS PROJECTS IN NON-
FORMAL EDUCATI - PROJECT
#EUSOUPROTAGONISTA.

CERTIFICATES

CEBAS - CERTIFICADO DE ENTIDADE BENEFICENTE DA ASSISTÊNCIA SOCIAL

CMAS - REGISTRO NO CONSELHO MUNICIPAL DE ASSISTÊNCIA SOCIAL

CRCE - CERTIFICADO DE REGULARIDADE CADASTRAL DE ENTIDADES

CMDCA - REGISTRO NO CONSELHO MUNICIPAL DOS DIREITOS DA CRIANÇA E DO ADOLESCENTE

UPE - CERTIFICADO DE UTILIDADE PÚBLICA ESTADUAL

UPM - CERTIFICADO DE UTILIDADE PÚBLICA MUNICIPAL

SEDS - REGISTRO NA SECRETARIA ESTADUAL DE DESENVOLVIMENTO SOCIAL

CNEAS - CADASTRO NACIONAL DE ENTIDADES DE ASSISTÊNCIA SOCIAL

100 BEST NGOS AWARD 2020

For the first time, Cepac was considered one of the 100 BEST NGOS IN BRAZIL in the child and adolescent category.

The initiative is from Instituto Doar, the Socioenvironmental Projects Agency O Mundo we want and from AMBEV with the technical support of researchers from the Getúlio Vargas Foundation (FGV) and support from the Toyota do Brasil Foundation.

In the 2020 edition, 670 institutions from all over the country competed for the Award with the recognition of the 100 BEST companies for their good practices in areas such as governance, transparency, communication and financing.



Become a donor

DEVELOPMENT OBJECTIVES

GRI 102-12

Sustainable



On September 25, 2015, leaders of the 193 member states of the United Nations approved, by consensus, in New York, the adoption of the 2030 Agenda and the 17 Sustainable Development Goals (SDGs).

17

GOALS

193

COUNTRIES

169

GOALS

DEVELOPMENT OBJECTIVES

Sustainable

Aligned with the causes of Cepac



1

ERADICATION OF POVERTY

1.2 By 2030, reduce at least half the proportion of men, women and children, of all ages, living in poverty, in all its dimensions, according to national definitions

4.4 By 2030, substantially increase the number of young people and adults who have relevant skills, including technical and professional skills, for employment, decent work and entrepreneurship

4

EDUCATION OF QUALITY

5

EQUALITY OF GENDER

5.c Adopt and strengthen sound policies and applicable legislation to promote gender equality and empower all women and girls, at all levels

8.6 By 2030, substantially reduce the proportion of young people without jobs, education or training

8

DECENT WORK AND ECONOMIC GROWTH

10

REDUCTION OF INEQUALITIES

10.2 By 2030, empower and promote social, economic and political inclusion for all, regardless of age, sex, disability, race, ethnicity, origin, religion, economic condition or other

TRAINING

Professional

Respecting and developing our employees is a strategic theme for Cepac, within the journeys and areas and specificities of each, we add efforts, skills and knowledge in favor of a better and fairer world for hundreds of people in situations of social vulnerability.

The permanent education of Cepac employees is a priority, recognizing that the quality of the Service offered goes beyond the professional qualification of the executive team. In 2020, individual and collective training was provided considering: the dimension of knowledge, skills and attitudes towards the needs of the Services (innovative methodologies and social assistance policy) and of continued level (mentoring in languages).

In addition to training, employees had the opportunity to open spaces for dialogues with other organizations, taking Cepac's experiences and learning from other practices. 2020 was a year for advancing the vision: to be a national reference in management and innovative methodology, focusing on social inclusion and reducing inequalities, as well as sharing experiences with other organizations.








COEXISTENCE SERVICE AND
STRENGTHENING OF BONDS

Sowing the Future

GRI 413-1

A photograph of a group of children and adolescents playing drums outdoors. In the foreground, a young man with dark hair, wearing a light green t-shirt with a logo that says 'CEPAO' and colorful patterned shorts, is smiling and playing a large drum. Behind him, several other children are visible, some also playing drums. The background shows a green wall and some plants. The text is overlaid on the image in a white, sans-serif font.

It serves children and
adolescents from 9 to 14
years of age with the
objective of contributing to
the Development of
Sociability and Self-
knowledge.

PROFILE

♀ 45%
WOMEN

♂ 55%
MEN

186
USERS
ATTENDED

09 TO 11 YEARS

10%

12 TO 13 YEARS

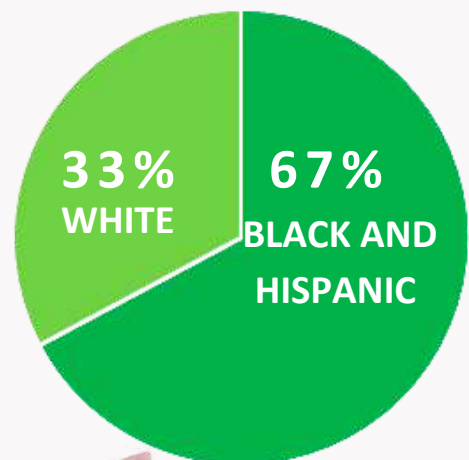
40%

14 TO 15 YEARS

49%

20 YEARS

1%



2%
OF USERS WITH
INTELLECTUAL
AND PHYSICAL
DISABILITIES



416

Attendance
Relatives

100%
Enrolled
in Regular
Education

28
Cultural
Activities

MAIN ACTIVITIES



1st clip of
Sowing dance



Video about the
territory mapping the
users' places of
affection.



Festa Junina Online
with user
participation
and family



Nucleus Cepac News,
where teenagers
interviewed
professionals via
Instagram.



OF OIL

in the future

The Oil in the Future Project was created in 2016 and during 2019 it was seen as a Social Business of Cepac Barueri, supported by the Freudenberg Group. In normal times, children would be divided into business departments and would receive volunteer guidance on how each department works. However, this year, in a pandemic state, we did not have the participation of children effectively, but we were able to count on the oil collection by mothers of the Ponto de Luz Project in the residences of Parque Imperial, we also received donations from the DHL company, and we had 2 very important condominiums. of the municipality (Condomínio Nova Barueri and Condomínio Alphastyle).



* Sabesp estimates that 1 liter of oil can contaminate up to 25 thousand liters of water

IMPACT

*Social***56%**

CAN MAKE
DECISIONS
WITHOUT HELP

77%

CONSIDERS
HIMSELF
HAVE A GOOD
FAMILY LIVING

77%

HAS A LIFE
PROJECT

72%

READ BOOKS
COMICS OR
MANGA



PARTNERS

Maintainers

CARLOS ELIO HARAGUCHI
MARCELO MAKTAS MELSOHN
ODDONE FASTO ALCIDE JÚNIOR
SÔNIA RODRIGUES BRAGAGLIA

GLÓRIA ROCHA FERREIRA
MARCELO RENAUX WILLER
RICARDO CASSIO BRAGAGLIA
NELSON RUMAN

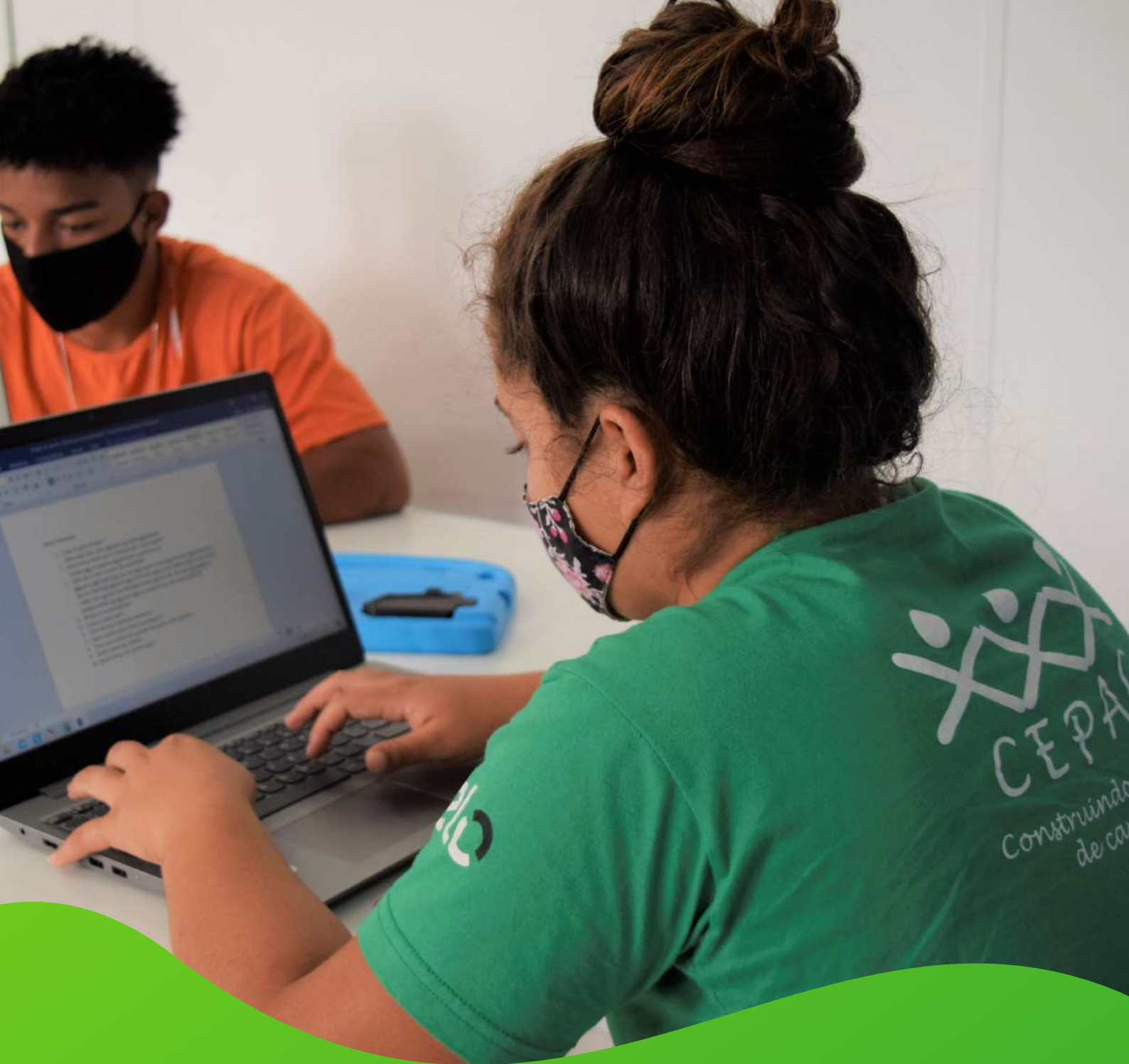
EVENTUAL

Fresenius Kabi Brasil; A.R.L.S.; Epson; Kluber Lubrication; Médicos do Mundo; Bando de Alimentos; Insanos Moto Clube; Packfilm World Ind. De Embalagens; Mesa Brasil; TCP Partners; Focus Tributos; La Pasta Gialla – Tamboré; Miss Ballon; Art da Vovó; Instituto Espírita de Educação; Corteva; Lindt & Sprungli Brazil Comercio de Alimentos S.A; Freudenberg; ONG Operação Vida; Centro Social Carisma; Bel Col Tecnologia Cosmética; Liderança Serviços Financeiros; Parla Contact Center; Lojas Pernambucanas; N. Dias Branco S/A Indústria e Comércio de Alimentos; Oba Hortifruti Alphaville; All Net - escola de cursos profissionalizantes; Sensormatic; Johnson Controls; Beckman Coulter; Global Giviing; Madero; Chemours; DHL; Ecolab; Smiles; Secretaria de Assistência e Desenvolvimento Social de Barueri; Condomínio Vision; Ateliê; Tupi Industria e Com. De Art. De Plas, Mad e Metal LTDA; Instituto Fazendo História; Euromonitor;

A photograph showing two women in a residential setting. The woman on the left, wearing a dark jacket and a patterned face mask, is handing a cardboard box to the woman on the right, who is wearing a red hoodie and a floral face mask. The box is labeled 'Domicili' and contains information about food baskets. In the background, there is a yellow brick wall and a window with green shutters.

12

TONS OF
DONATED FOOD



COEXISTENCE SERVICE AND
STRENGTHENING OF BONDS

Professionalizing

GRI 413-1


It serves adolescents
aged 15 to 17 with the
aim of contributing to
the Construction of
the Life Project,
facilitating Access to
Rights and Work.



PROFILE

 **44%**
WOMEN

 **55%**
MEN

 **1%**
TRANS

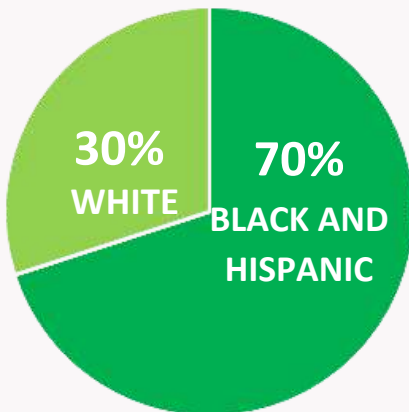
168
USERS
SERVED

15 TO 16 YEARS **54%**

17 TO 18 YEARS **43%**

19 YEARS OLD **3%**

R\$373
AVERAGE OF
INCOME
FAMILY



4%
OF USERS WITH
INTELLECTUAL
AND PHYSICAL
DISABILITIES



137

Attendance
Relatives

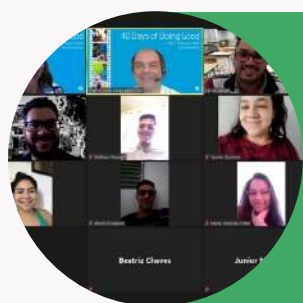
99%*

Enrolled
in Regular
Education

12%

Inserted in
Labor
market

MAIN ACTIVITIES



25 HP lectures
addressing the themes:
Project Management,
Emotional Intelligence,
Diversity and Inclusion.



1 week of interview
simulations with
Livelu



Sarau Online -
Empowerment Ideas,
with construction of
music, poetry and a
book.



Individual assistance
with the support of all
educators.



IMPACT

*Social***87%**

INTEND TO DO SOME
HIGHER EDUCATION

77%

FEEL PREPARED
FOR THE JOB
MARKET

65%

FEEL FREE TO
GIVE THEIR
OPINION AT
HOME

70%

HAVE
COMMUNICATION
AS
MAIN
ABILITY



PARTNERS

Maintainers

EVENTUAL

Fresenius Kabi Brasil; A.R.L.S.; Epson; Kluber Lubrification; Médicos do Mundo; Bando de Alimentos; Insanos Moto Clube; Packfilm World Ind. De Embalagens; Mesa Brasil; TCP Partners; Focus Tributos; La Pasta Gialla – Tamboré; Miss Ballon; Art da Vovó; Instituto Espírita de Educação; Corteva; Lindt & Sprungli Brazil Comercio de Alimentos S.A; Freudenberg; ONG Operação Vida; Centro Social Carisma; Bel Col Tecnologia Cosmética; Liderança Serviços Financeiros; Parla Contact Center; Lojas Pernambucanas; N. Dias Branco S/A Indústria e Comércio de Alimentos; Oba Hortifruti Alphaville; All Net - escola de cursos profissionalizantes; Sensormatic; Johnson Controls; Beckman Coulter; Global Giviing; Madero; Chemours; DHL; Ecolab; Smiles; Secretaria de Assistência e Desenvolvimento Social de Barueri; Condomínio Vision; Ateliê; Tupi Industria e Com. De Art. De Plas, Mad e Metal LTDA; Instituto Fazendo História; Euromonitor;



PROJECT

I Am Protagonist

GRI 413-1

The background of the image shows four young men from behind, looking out a large window at a cityscape. The scene is dimly lit, with the primary light source being the window, which shows a bright, hazy city view. The men are silhouetted against the light. The text is overlaid on this image in a white, monospace-style font.

The #EuSouProtagonista
project serves teenagers
from 15 to 17 years of age,
aiming to encourage
personal and social
protagonism by fostering
reflection and creating a
life project, with
progressive and
contextualized actions of
access to culture and
leisure.

PROFILE

♀ 37%
WOMAN

♂ 63%
MEN

38
USERS
ATTENDED

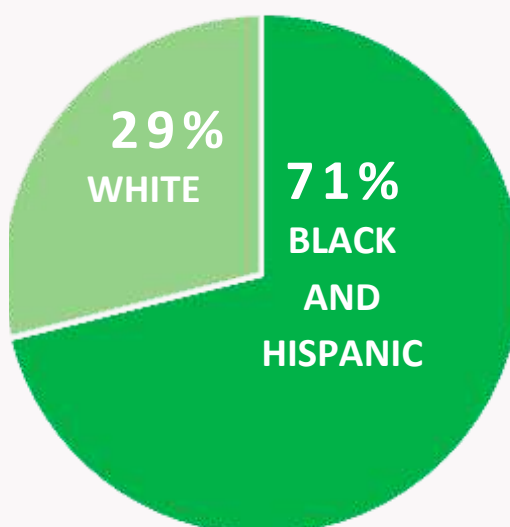
16 TO 17 YEARS

79%

18 TO 19 YEARS

21%

R\$317
AVERAGE OF
INCOME
FAMILY



In the interview simulation, 9 out of 10 users would be in contracts if it were a real interview.



177

Attendance
Relatives

92%

Enrolled
in Regular
Education
8% concluded

30%

Inserted in
Labor
market

MAIN ACTIVITIES



Exchange Fair



Construction of the
Life Project



Construction of the 1st
Gastronomic Guide of
the Parque Imperial
(Neighborhood)



Closing seminar and
presentation of the
documentary



PARTNERS

Maintainers

Fundo Municipal dos Direitos
da Criança e do Adolescente

EVENTUAL

Fresenius Kabi Brasil; A.R.L.S.; Epson; Kluber Lubrication; Médicos do Mundo; Bando de Alimentos; Insanos Moto Clube; Packfilm World Ind. De Embalagens; Mesa Brasil; TCP Partners; Focus Tributos; La Pasta Gialla – Tamboré; Miss Ballon; Art da Vovó; Instituto Espírita de Educação; Corteva; Lindt & Sprungli Brazil Comercio de Alimentos S.A; Freudenberg; ONG Operação Vida; Centro Social Carisma; Bel Col Tecnologia Cosmética; Liderança Serviços Financeiros; Parla Contact Center; Lojas Pernambucanas; N. Dias Branco S/A Indústria e Comércio de Alimentos; Oba Hortifruti Alphaville; All Net - escola de cursos profissionalizantes; Sensormatic; Johnson Controls; Beckman Coulter; Global Giviing; Madero; Chemours; DHL; Ecolab; Smiles; Secretaria de Assistência e Desenvolvimento Social de Barueri; Condomínio Vision; Ateliê; Tupi Industria e Com. De Art. De Plas, Mad e Metal LTDA; Instituto Fazendo História; Euromonitor;



Monte Bello
TRADICIONAL

NOVIDADE
Adoçar
sem culpa
e sem açúcar
é agora possível
com a nova
fórmula com 155g

155g

NOVO PESO DE 120g PARA 155g
AUMENTO DE 25% (19,2%)

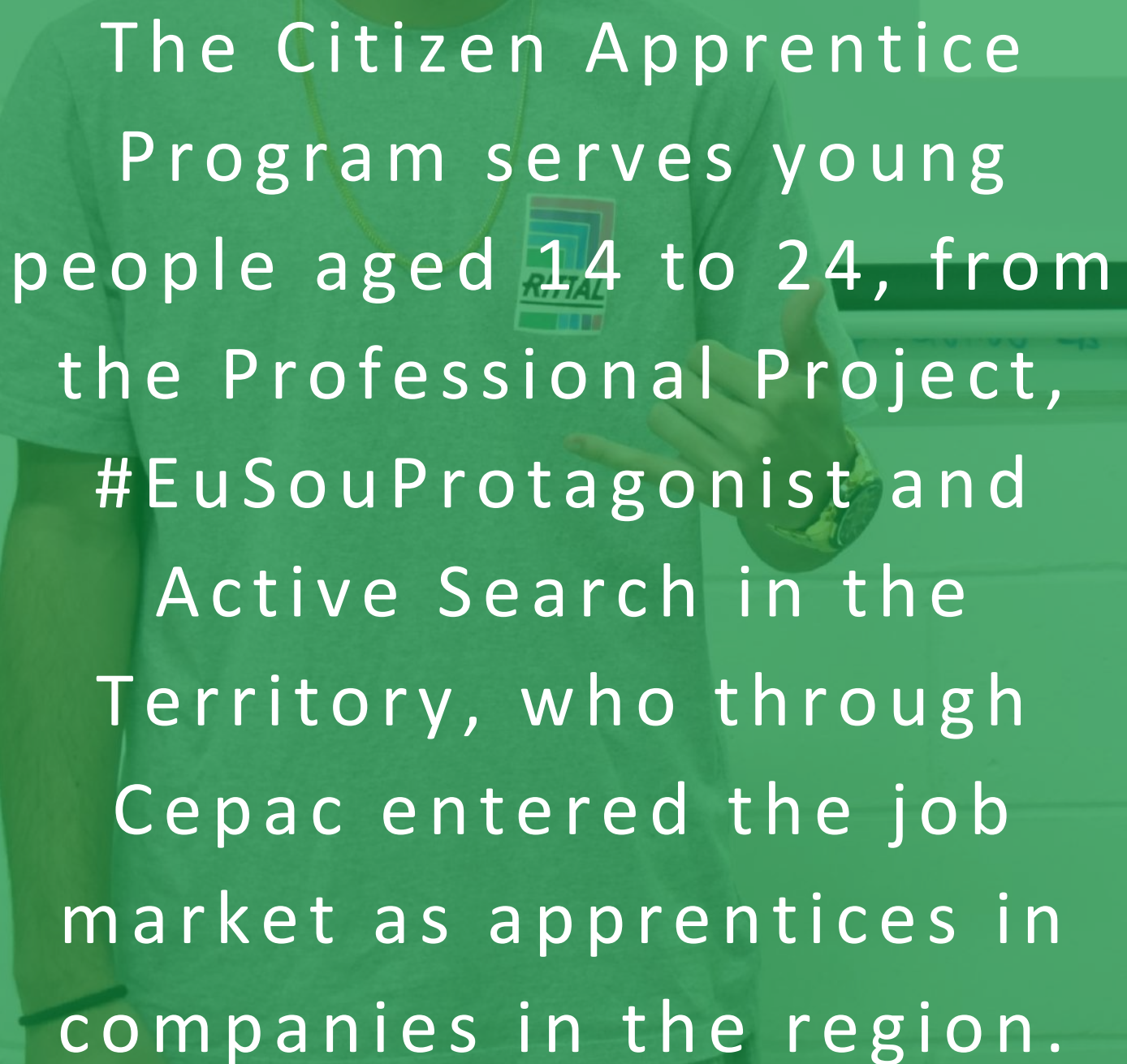
41



PROGRAM

Apprentice Citizen

GRI 203-2



The Citizen Apprentice Program serves young people aged 14 to 24, from the Professional Project, #EuSouProtagonist and Active Search in the Territory, who through Cepac entered the job market as apprentices in companies in the region.

PROFILE

♀ 49%
WOMEN

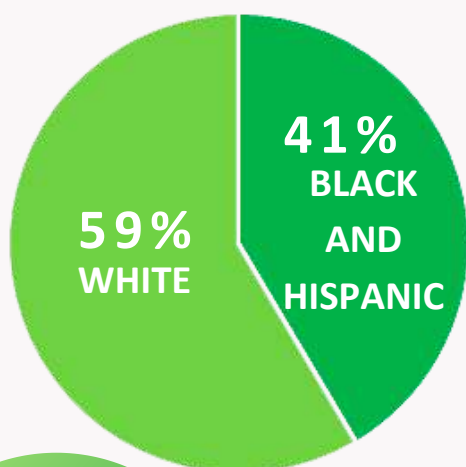
♂ 51%
MEN

86
USERS
SERVED

16 TO 17 YEARS 31%

18 TO 19 YEARS 57%

20 TO 21 YEARS 12%



36%
ARE IN HIGHER
EDUCATION

R\$725*

AVERAGE OF
INCOME
FAMILY

* THE AVERAGE OF FAMILY INCOME WITHOUT THE APPRENTICE'S SALARY IS R\$ 458.00.



AREAS OF EXPERTISE: MANAGEMENT LOGISTICS

The Citizen Apprentice Program took place from March 2020 remotely, via Google Classroom, a Google Apps resource for education.

The pandemic brought several challenges, legal guidelines were constant throughout the year in order to maintain the protection of adolescents and young people in their work activities in this atypical moment.

Resilience and spaces to listen to the various actors involved in this program: companies, public agencies, employees, teenagers, young people and their families have alleviated the damage caused by physical distance, allowing us to end the year with the results presented here.

We continue to strengthen our collective of partner companies that believe that the opportunity to work in partnership with Cepac, in the Professional Learning Program, is part of social responsibility and provides social protection.



86%*

Young people
concluded
the contract

16%

Committed

24

Companies
Partners

88%



They attributed the
Apprentice Citizen program as
excellent

89%



Of the managers identified
the evolution of young people
during the contract

100%

RECOMMEND



From the companies, he would
recommend the Cepac Apprentice
Citizen program to another company.



* SOME CONTRACTS WERE SUSPENDED DUE TO
THE PANDEMIC AND YOUNG PEOPLE RETURNED
AFTER THE PERIOD OF SOCIAL ISOLATION.

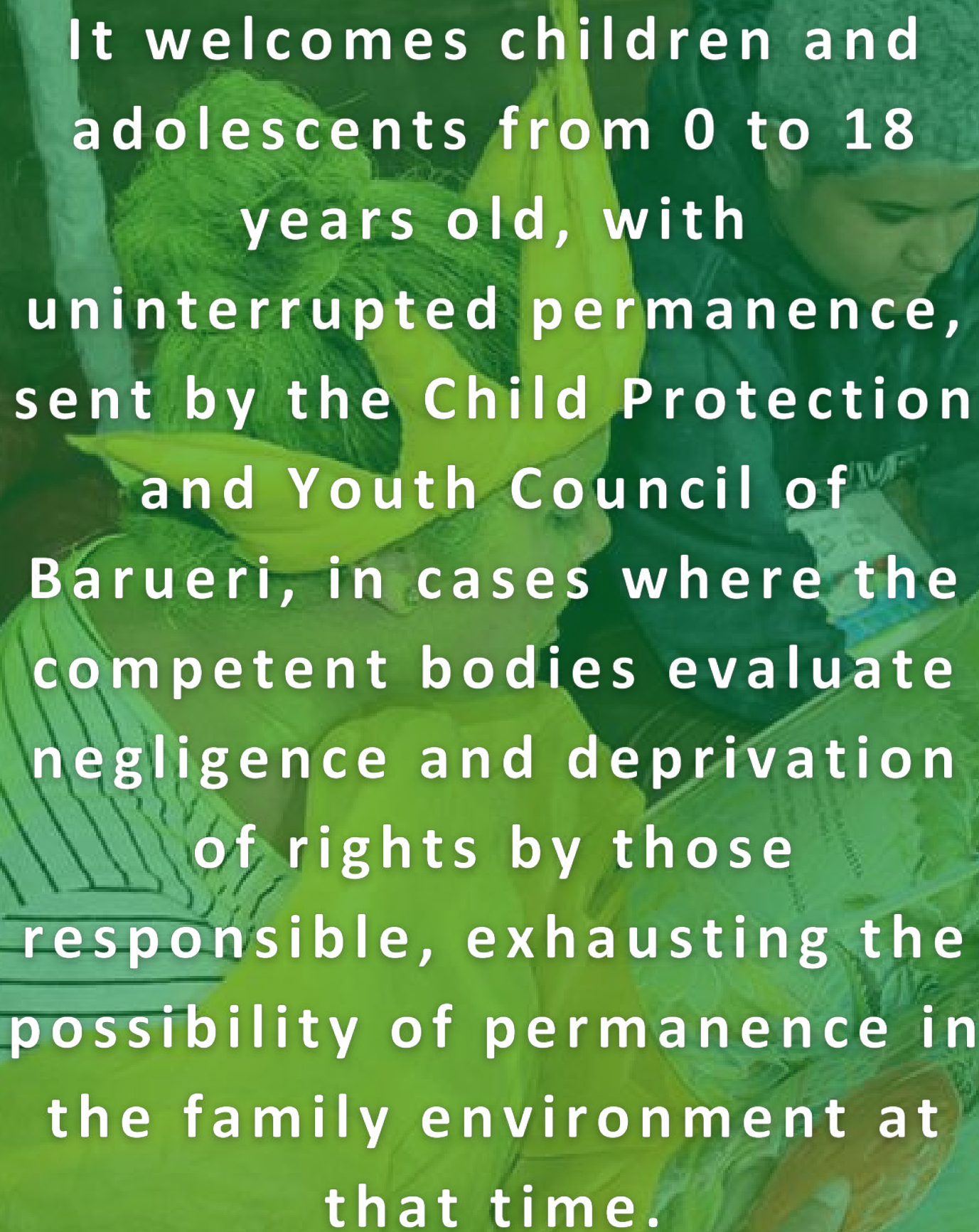
PARTNERS OF

Employability



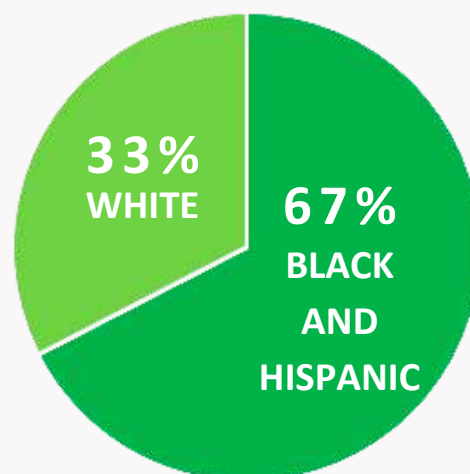
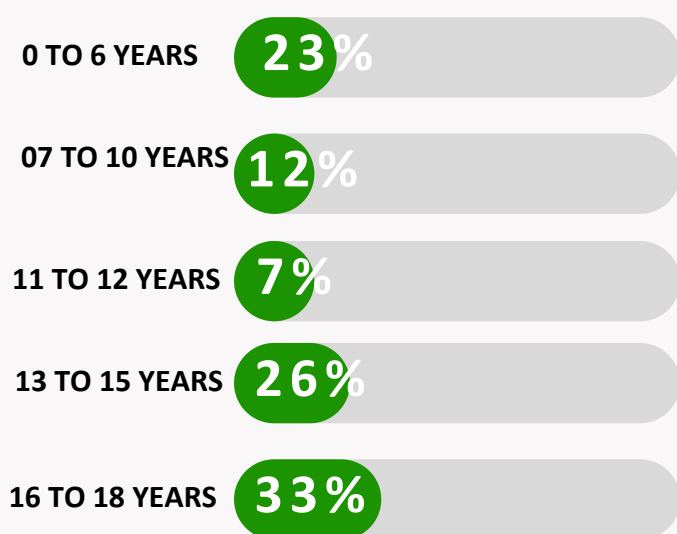
INSTITUTIONAL RECEPTION

Glorinha's House



It welcomes children and adolescents from 0 to 18 years old, with uninterrupted permanence, sent by the Child Protection and Youth Council of Barueri, in cases where the competent bodies evaluate negligence and deprivation of rights by those responsible, exhausting the possibility of permanence in the family environment at that time.

PROFILE



The service has a similar aspect to that of a residence and is inserted in the community, we offer a welcoming environment and institutional conditions for service with standards of dignity. “We play the role of a family without being”.

The main purpose of this project is that children and adolescents can be primarily reintegrated into their families of origin, extended or be socially reinserted through adoption or when they reach the age of 18 at the age of civilian. Therefore, the actions carried out are involved in social, cultural and leisure activities, aiming to rescue the right to socializing and community experiences, the development of the feeling of belonging and identity, through the strengthening of family and social bonds.

135

Attendance
relatives

195

Attendance
social

175

Psychological
Support

30%

They returned
to socializing
familiar

1

Kid
adopted

02 teenagers

they reached the age of civilianity and were assisted with rent by the city of Barueri and through partners of CEPAC it was possible to furnish the property so that they could start this new cycle in their lives with dignity.

MAIN ACTIVITIES



1st Literary event
SARAU, with the
theme: The Lion King,
reading wheel and
games with books.



Fun Soiree.
The subjects are
chosen by the
coexistents.



The legend of the
guardians Soiree. The
guests present
theatrical plays.

The external activities suffered an impact during this year, as we are a service of high complexity and the restrictions of prevention COVID-19, although we carried out 8 activities such as the visit to the coast of São Paulo and the cinema.

We started with the internal project aiming at the importance of reading and the introduction of reading in a playful way and thus providing spaces, in which reading is signified and re-signified, in order to promote knowledge and self-knowledge for a liberating and emancipatory practice.

PARTNERS

Maintainers

EVENTUAL

Alexandra MC Darby

Art da Vovó

BIG

Bola de Neve

Câmara Municipal Barueri

Camila

Chemours

DHL

Elizabeth Mendes

ELO

Escoteiros de Cotia

Fabio Pereira Lima

Fernanda Bardi

Filhas e Fantasias

Germano Carvalho Dias

Giulia Borelli

HP

Instituto Embelleze

Loja Maçônica

Marina Coelho

Mesa Brasil

Mobilize Engenharia

Mori Escola de Natação Alphaville

Óticas LM

Prefeitura de Barueri

Raízen

Rani e Igor Cabeleleiros

Robiana Marli Soares

Sascar

Sondas

Surpresas da Nety

Tropa dos Barbeiros

Vilma Imagem & Stylo

1.600


**BENEFITED
FAMILIES**





INSTITUTIONAL RECEPTION

Inclusive Residence

A photograph of three individuals, two women and one person with a visible disability, sitting around a white table outdoors and painting. They are using brushes and various colored paints. The person on the left is wearing a striped shirt and a black face mask. The person in the middle is wearing a white t-shirt and a white face mask. The person on the right is wearing a pink shirt and a white face mask. The table is covered with paint containers, brushes, and partially completed artwork. The background is a concrete floor.

Institutional Reception
Service for young people and
adults with disabilities in
Inclusive Residence, within
the scope of the Special
Social Protection of High
Complexity of the Unified
Social Assistance System -
SUAS.

PROFILE

♀ 99%
WOMEN

♂ 1%
MEN

06
USERS
SERVED

18 YEARS

1

20 TO 30 YEARS

2

40 TO 50 YEARS

1

50 TO 59 YEARS

2

33%
WHITE

67%
BLACK
AND
HISPANIC



The COVID-19 pandemic caused changes in the entire structure of the work, making it difficult to comply with the Work Plan, being considered a negative point in the execution of the schedule, however there was also greater interaction between the coexistents, since the experience of social isolation has been absorbed in a common way to all, increasing the identification with the emotions of the other. Still, it was possible to observe that the strategies used to mitigate the impacts caused by the coronavirus proved to be effective for the contribution of the collective well-being.

- Despite efforts to contribute to the quality of life of the patients, it is necessary to present that mental health issues arose during this quarantine period, which makes assistance to this demand more complex, in addition to making internal conflicts more frequent, managed and guided by the Inclusive Residence team of workers.

CARE LINES

- Offer host under conditions of dignity;
- Have your identity, integrity and history of lives preserved;
- Have access to local with quality standards as to: hygiene, accessibility, habituality, wholesomeness, safety and comfort;
- Have access to food in adequate nutritional standards and adapted to specific needs;
- Have access to the welcoming ambience and local reserved for maintaining the privacy of residents and the safekeeping of personal belongings.



GUIDING PILLARS



Structuring of a network of reception services in line with the existing demand in the municipality;

Adequacy of the physical infrastructure and the service capacity, according to the parameters of physical structure and maximum capacity of each service;

Permanent training of the human resources of the Reception Services for Youth and Adults with disabilities and of the Management Body;

Structure that offers adequate accessibility, habitability conditions, hygiene, healthiness, security and privacy;

Guarantee of personalized service and appropriate methodology to the situations of dependency and necessary care, aiming to achieve a higher level of autonomy and new life projects;

Strengthening intersectoral articulation with different public policies and advocacy bodies.

ACTIVITIES PERFORMED



The consultations were carried out individually and in a group (respecting social distance).

Residents' birthday celebrations.

Theme parties - Carnival; Circus; Retro; June celebration; Christmas, Costume Party and New Year's Eve Party.

- Activities - Painting of drawings; picnic; craftsmanship; week of self-esteem; cooking; self-care; storytelling; Bazaar; games; films; song; planting and “What to expect for 2021”.



PARTNERS

Maintainers

EVENTUAL

Art da Vovó

MOBILIZATION

of Resources

In 2020, the challenges of resource mobilization became even greater due to the Pandemic and because we provide an essential service, we assumed several roles at the forefront in combating the effects caused by social isolation and virus contamination.

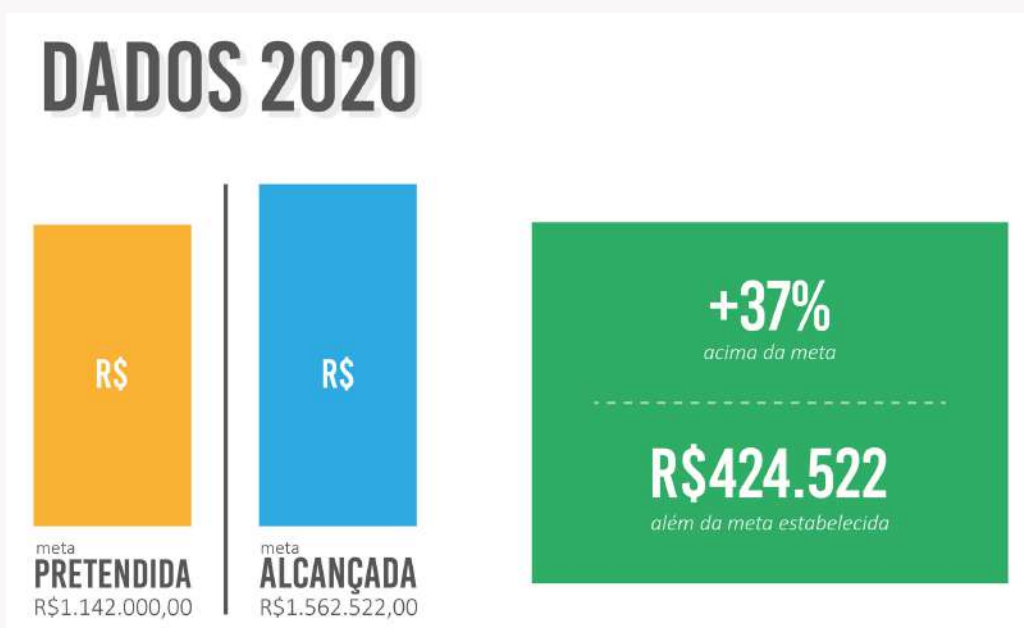
In April (right at the beginning of the isolation), we launched the Corrente do Bem campaign, with the aim of mobilizing various actors in society to face the effects of the Pandemic together.

With the support of our partners, volunteers, donors and the community, we were able to help more than 1,600 families with distribution of basic food hamper, hygiene and cleaning kits, alcohol gel, masks, milk, medicine, financial aid, distribution of marmitex, clothes, furniture, milk and among others.

In the area of decent work and income generation, we count on the indispensable support of our employability partners, who kept our young employees at all costs, contributing to family income in this very unusual moment for everyone. We won yet another 6 new partners: Alelo, Aрызta, Beecenter, Encon, Fresenius Kabi and Instituto Cisne, totaling 24 Contracting Companies and 86 apprentice vacancies.

In fundraising via tax incentives, we have 8 companies: Leaseplan, Leite Sol, Ninecon, Klüber, Gráfica Gonçalves, Polimix, Epson and Alelo.

In the donation without incentive, we have the following companies: Freudenberg, HP, Chemours, Corteva and Madero.





As new resource mobilization strategies, we started to publicize the projects and raise funds online through the platforms: Doare, Benevity and Global Giving - the latter being an international platform; along with the launch of e-commerce with the Brand "X da quebrada".

In Institutional Relationships, we highlight the loyalty of our partners and donors who have never let go of our hand, reaffirming their commitment to the cause and to our beneficiaries. As new partners we highlight the companies: Epson, Polimix that returned the partnership with us, CelCoin, HP, Monitora Tecnologia, Sascar, Mobilize Engenharia, Capgemini, SND Soluções em Tecnologia, Ampliarium Consultoria.

We participated and won in the Doa Brasil, Constructing the Future and Itaú Social projects. Finally, we highlight the Institutional Strengthening recognized through the Renewal of the Donate Seal with concept A, being elected one of the 100 Best NGOs in Brazil and exceeding the target of fundraising by 35% (thirty-five percent).



VOLUNTEERING

13

ACTIONS OF
VOLUNTEERING

214

VOLUNTEERS
CORPORATE

19

COMPANIES



Cepac saw this year as a year of innovation and overcoming, and we managed to reach all our expectations thanks to our partners and volunteer program, which are countless when we need help, but we managed to mention some milestones during the activities:

We had the program “40 days Doing Good” with HP, which provided us with more than 37 hours of lectures on topics such as Emotional Intelligence, Diversity and Inclusion and among others.

We held the Volunteer Week from August 24th to 28th, via Youtube. We address topics such as the Impact of volunteering to reduce social inequalities, Innovation and Social Responsibility, Technology and Solutions, Women in the labor market and Corporate Volunteering.

We received employees from the following companies: Freudenberg Group, Smiles, DuPont, HP Brasil, McAfee, Raízen, Grupo Gaia (Brazil), Ampliarium, Rotary Club Barueri - Alphaville, Fresenius Medical Care North America, Klüber Lubrication and Euromonitor International.

Highlight this year for the “Ambassadors” volunteers who were willing to mobilize donations - they are: Dr. Ligia Fernandes, Adalberto Braga, Vinicius Soares, Leonel Andrade, Paulo Piccini, Marcelo Bernardini, Fernanda Bardi and Juliana Noronha and the Institutional Volunteer of the company Klüber from the Freudenberg Group who this year helped us with institutional demands and our long-dreamed strategic planning.

CHAIN

of Good

The Corrente do Bem campaign generated two very important collectives. The first came from the immediate involvement of mothers from the community who became 14 Points of Light, bringing and resolving urgent demands, taking on the mobilizations, donations and distribution of items to the most vulnerable families. And the second is the Mental Health Collective led by our psychologists involving 17 volunteer psychologists with 720 services to the community and service users.

LIGHT SPOT

The pandemic caused by COVID-19 generated an accentuation of the various facets of the Social Question, showing the drastic social inequalities, mainly observed in peripheral neighborhoods. The situation was noticed by people sensitized to the social cause and, on the 19th of May, two thousand and twenty took place at the Headquarters of the Organization CEPAC - Association for the Protection of Children and Adolescents, the first meeting of the Points of Light.

The group was initially composed of six women who have children served at the Service and three professionals with the objective of talking with the group about the premises for the initiation of the active search for demands in the territory. The group had a concern and the same purpose: “to develop strategies to map the territory, to raise demands of a social nature for carrying out referrals within the social assistance network and to guide families, aiming at their future emancipation and protagonism in life”.

As an agenda of the meeting, the following speeches took place: chat about the origin of the project, instructions on approaching the community, information on organization for registration and withdrawal of basic baskets received by the institution through donations from the Institutional project “Corrente do Bem” , delivery of the identification points of the Points of Light.

In August of the current year, through the collective decision of the group to maintain the Project, the Institution provided the manufacture of personalized t-shirts for the identification of the participants, aiming to provide greater security to the group during the circulation in the territory to carry out such actions.

WHAT ARE YOU DOING?

Home visits are always carried out in pairs or more when they receive a spontaneous search in the neighborhood or become aware of a relevant case.

HOW DO THEY DO THE PRACTICAL WORK?

The group performs an analytical listening to the demands experienced by the families and, based on the fact, and with a record of the visit report, performs interventional actions to direct the Public Agencies, delivers donations captured or even (depending on the case complexity) case discussions are held with the CEPAC team of professionals in order to carry out the necessary referral to each case.

For specific and emergency situations, there is a need for quicker action, such as health-related cases, insertion in schools, delivery of basic food baskets, diapers, masks, hygiene kits, duplicate bill issuance, curriculum development and even referral to jobs. There is also the autonomous work of capturing, collecting and delivering resources not available at the Institution for cases that present greater vulnerability, either in the socioeconomic field or in the relational field.



INVOICE

Paulista

107

AUTOMATIC
DONORS



AMOUNTS COLLECTED

2018 R\$112.952,98

2019 R\$203.477,35

2020 R\$219.073,73



50 BIGGEST COLLECTORS

SILVA E BARBOSA COMERCIO DE ALIMENTOS
MADERO INDUSTRIA E COMERCIO
EMPÓRIO SOARES DA BARONESA
BARKEV MATERIAIS PARA CONSTRUÇÃO
MERCADAO DE CARNES INOCÊNCIO
MERCADAO DE CARNES NOVILHAO
PASTA TAMBORE COMERCIO DE ALIMENTOS
CRESCO COMERCIO DE ALIMENTOS
ATACADÃO
SUPERMERCADO ROSSI NEW
MERCADAO DE CARNES E MERCEARIA POLVILHO
FAZENDINHA DOCES E SALGADOS
BARAO VILLE COMERCIO DE CARNES
CEA MODAS
MARISA LOJAS
LOJAS BELIAN MODA
DISTRIBUIDORA DE ALIMENTOS JAPÃO
ARCOS DOURADOS COMERCIO DE ALIMENTOS
BELISSIMA CARNES DE OSASCO
NASCIMENTO E SILVA COM. DE PRODUTOS ALIMENTÍCIOS
SUPERMERCADO BEM BOM
RAIA DROGASIL
PADARIA E CONFEITARIA CENTRAL DE BARUERI
ARTHUR LUNDGREN TECIDOS S A C. PERNAMBUCANAS
G A LACERDA DA SILVA HORTIFRUTI E MERCEARIA

CIA HERING
ESTOK COMERCIO E REPRESENTACOES
VEC VAREJO ESPECIALIZADO EM CONSTRUTORA
SUPER BIG COMERCIO DE UTILIDADES
PANIFICADORA PAES E DOCES TENENTE MARQUES
TINTAS JD
ZARA BRASIL
VILLAGE MATERIAIS DE ACABAMENTO
CALCADOS SERGIO DE ITAPEVI
MARQUES E MARQUES COMERCIO DE BOLOS
MAGAZINE JBCL CONFECCOES
CENTER BELA CARNES OSASCO
COSTES CALCADOS COMERCIAL
MERCADINHO IWAMOTO
CONSTRUDECOR
MERCADAO DE CARNES FAZENDINHA
CARLA REGINA S. OLIVEIRA DE ARAUJO ACOUGUE
ARAGUAIA COMERCIO VAREJISTA DE ROUPAS
COMERCIAL DE ALIMENTOS MRM
PONTAL COMERCIO DE CALCADOS
IRMÃOS FRANCESCHINI SUPERMERCADO
MERCADINHO ALVES E FARIAS
TMK REFEICOES E EVENTOS
MIRIAM GOMES VESTUÁRIOS
BSG BIJOU BRASIL COMERCIO VAREJISTA

DONORS

Recurrent

Adilson Vicari
Antonio Fernando e Ana Luiza Abrahão
Artur Torres
Astor Kerry Júnior
Carlos e Niza Meismith
Claudete Pereira Michelassi
Cristian Julio de Barros
Cristiane Lotz
Dario Imparato
Dimas e Eiko A. Moraes
Emanuel Cesar Augusto
Frederico Caetano dos Santos
Fusao Takito e Clarinda
Guilherme Rey Veneziani
Gustavo de Lucia Veneziani
Hamilcar Caramenha Junior
Heloisa Amarante Mendes
Henrique Rey Veneziani
Ivone Antunes Teixeira
Jair Ferrari
Jayme Sillos R. Jr.
João Carlos Dutra Barreto
Joao Francisco Casanova Rocino
José Mario da Silva
Karina Meismith Piccini
Leonardo Teixeira Gomes

Lilian Cristina Pires
Luiz Eduardi Colnaghi
Mara Rey Veneziani
Marcelo e Silvia Bernardini
Mariana de Lucia Veneziani
Mariana Rehder
Marjorie Roberta Carbone
Mauro Lopes Peres
Neide Sampaio Ferrari
Nilma Maimone Hispagnol
Ossamu Tazitu
Philippe Boutaud
Renata Ap. Marcusso
Ricardo Macedo
Roberto F. Paulo
Rosa Maria da Silva Irineu
Salomão Souza Teixeira
Sidney Rey Veneziani
Sonia Furlan
Tarciso Maschietti
Thiago Silva
Valéria dos Santos Alves
Valter Bombonato
Virgínia Geresá Kisil
Viviane Alves Silva

MEASURES

Anti-corruption

For Cepac, corruption is a disgusting practice and since its foundation, ethics, honesty and transparency in all its actions and relationships have been its main values.

In its relationships with all its partners, the institution complies with and follows the legal and ethical rules relevant to CSOs, the portfolio and the public that works, always respecting the legality and transparency in their relations.

In the Partnership Terms signed with the Municipal, State and Federal Public Authorities, with the advent of the Regulatory Framework of the CSOs - Law 13019/14 the institution fully observes the provisions of the aforementioned legal norm, as well as Law 8.666 / 93 in the acquisitions and purchases above a minimum wage with amounts received from this financial partner as well as Anti-Corruption Law No. 12.846 / 2013 with disclosure of partnership on the website.

As a training unit in Socio-learning the institution is in accordance with Law 10,093 / 2000 and its normative ordinances affiliating with FEBRAEDA - BRAZILIAN FEDERATION OF SOCIO-EDUCATIONAL ASSOCIATIONS OF ADOLESCENTS consulting this body whenever any doubt arises legally supporting its employability partners.

In fundraising and sustainability strategies, there is a constant concern to not only promote successful projects and programs, but also to improve and expand year by year its internal and external processes of legality, transparency, ethical and moral principles of receiving and managing resources both public as well as private. Finally, it should be noted that every year the institution undergoes an External Audit, annually publishing its results and balance sheets on the institution's website, always keeping its labor, tax, accounting, financial and legal obligations up to date in fulfilling its mission for 27 years.

RESOURCE MANAGEMENT

and Balance

Always following the institutional values of transparency and honesty, every investment received by the organization for social transformation aims to proactively meet the Projects and Services, as well as the demands of the community and our users based on our purpose of reducing social inequalities.

Due to Pandemia, we had many expenses suspended or canceled, such as trips and tours, but on the other hand, we had many adaptations to be made, such as equipment purchases, video conference applications, individual snacks, safe transportation of employees, PPE and hygiene items. both for employees and for users and their families.

We had a revenue of just over R \$ 5,400,000.00 (five million and four hundred thousand reais), being that:

- 75% Cause, projects / programs (resources directly related to the organization's core activity)
- 2% Fundraising (acquisition and relationship with donors and financiers)
- 20% Administration / Operation (indirect costs, such as use and consumption accounts, expenses with maintenance, purchases and human resources, organizational communication)
- 3% Institutional investment (administrative expenses in organizational improvement, purchases and non-recurring investments in systems, equipment, works and others.)

Although we started the year with a negative balance of almost 200 thousand reais, in the fundraising goals, we closed the year with a positive balance of more than 337 thousand reais, as shown in the table below.

RECEITAS	VALORES (EM R\$)	%
Prefeitura de Barueri	2.689.300,01	49,49
Empresas (Doação Casada)	346.459,20	6,38
Governo do Estado de São Paulo	81.614,26	1,50
CMDCA - Protagonista	124.764,00	2,30
Governo Federal	282.900,00	5,21
Parceiros da Aprendizagem	965.408,18	17,77
Empresas e Institutos	366.723,82	6,75
Nota Fiscal Paulista	219.073,73	4,03
Receitas Financeiras	15.330,97	0,28
Eventos Benéficos	60.153,77	1,11
Doadores Recorrentes	44.195,00	0,81
Doações de Produtos	184.437,85	3,39
Transferências entre unidades	42.454,75	0,78
Outros	11.261,63	0,21
Total das Receitas	5.434.077,17	100
DESPESAS OPERACIONAIS	VALORES (EM R\$)	%
Pessoal	3.822.549,90	75,00
Administrativas	1.260.868,89	24,74
Financeiras	9.043,65	0,18
Tributárias	4.383,92	0,09
Total das Despesas	5.096.846,36	100
RESULTADO OPERACIONAL	337.230,81	
RESULTADO DO PERÍODO	337.230,81	

CEPAC IS AUDITED BY TBRT - ITIKAWA AUDITORES INDEPENDENTES CRC 2SP021239 / O-9 AND THE AUDIT REPORT, FINANCIAL STATEMENTS AND EXPLANATORY NOTES WERE PUBLISHED IN JORNAL METRÓPOLE, EDITION OF 27/04/2021.

GOVERNANCE

Since its founding, 27 years ago, Cepac has been concerned with exercising its governance in accordance with the legislation pertinent to Third Sector Organizations.

To fulfill its mission, the institution counts on investments from different society actors (public and private) and is concerned with being increasingly transparent in its organization, resource management, accountability and positive social impacts resulting from services, projects and programs it executes, which are made available on the website.

In addition to the Annual Meetings, Fiscal and Advisory Councils, we also have Independent External Audit and Executive Management carried out by the General Coordinator who, in addition to ensuring compliance with the statutory purposes and longevity of the institution, also does and monitors the planning, organization and monitoring of resources to achieve the mission as efficiently and transparently as possible.

With the elaboration of the Strategic Planning for three years, it was contacted that we still have many processes in place, such as People Management, standardized internal regulations, Risk analysis and among others.

In order to demonstrate transparency in management, the GRI - Global Reporting Initiative Social Reporting standards were adopted in a referenced manner, the purpose of which is to guide institutions in not only financial "accountability" but also to say about the social impacts achieved, indicators of qualitative and quantitative performance, training plans and institutional evolution on an ongoing basis and at all levels of the CSO.

Finally, it should be noted that the legal documents, projects, reports, balance sheet, partners and terms of partnership are all available on the institution's website, which is concerned every year with improving the policy for the disclosure of its information to the whole society.

MORE THAN A **30** THOUSAND
INHABITANTS IN THE PARK
IMPERIAL



CEPAC

TEAM



100% of the team
was maintained



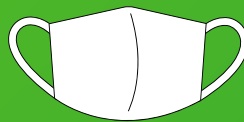
Transportation to
collaborators



Reduced workload
without changing
wages



Covid test for
employees



Use of PPE's
following WHO
standards



Home office
for employees in
the risk group

COMMUNITY



Mental health
collective involving 17
volunteer
psychologists with 720
visits to the
community and service
users.



Donation of 12
thousand tons of
food, cleaning
items and personal
hygiene



Donation 7,200
liters
of milk for families,
with priority for
the elderly and
children



Donation of fruits
and vegetables daily
to 61 families in the
community

IN PANDEMIA

SERVICE USERS



Meetings in groups
of 5 people



Weekly Lives



Attendance
individual



Every Volunteer
Program adapted to the
digital format



Support in the school
routine of those living in
the Institutional
Reception



Equipment loans
for users



The cohabitants of the
Inclusive Residence,
maintained contact
with the family
through video calls or
phone calls.



Measurement of
temperature,
pressure and
saturation of all
cohabitants
throughout the
shift.



Birthdays of each
coexistent only with
the other coexistent
and with employees
who are working
hours.

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CONTACT US

contato@cepacbarueri.org.br

11 4195-9060 / 4191-22-15 / 4193-2620

CNPJ 65.698.052/0001-29

Rua Martim Afonso de Souza, 72

Parque Imperial, Barueri

CEP: 06462-130

cepacbarueri.org.br

