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**Global Compact / Communication on Progress 2009
Brazilian-German Chamber of Industry and Commerce**

Message from the Chairman

We affirm our commitment to the Global Compact and disclose our first Communication on Progress as another way to emphasize our awareness of its ten principles concerning Human Rights, Labor Standards, Environment and Anti-Corruption.

Our commitment to social and environmental issues has been always present in our activities, as shown by the implementation of the ISO 9000, ISO 14000 certifications and of an Ethic Code.

We understand that we have the mission to continuously improve our activities, involving environmental and social issues, as an important trade and political actor, so as being an example to our associates and stakeholders.

The commitment to social and environmental issues is rapidly growing. As an institution with a large number of associates and clients we firmly believe that is our duty to disseminate the ten principles of the Global Compact. Furthermore we are also contributing to the accomplishment of the Millennium Development Goals.

Thomas Timm
Executive Vice President
Brazilian-German Chamber of Industry and Commerce

Principles

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.

Systems	Actions	Performance
Human Resources	In addition to the requirements of the law, the German Chamber also offers fringe benefits	<ul style="list-style-type: none">- Integral or partial payment of graduation studies for prominent employees and trainees.- Fully paid health care.- Subsidy of employee's lunch meal.- Bonus payments to employees with an outstanding financial performance during the year.
Executive chair	Monitoring of the workplace	<ul style="list-style-type: none">- Weekly meetings (every Tuesday) of institution's directors and managers.
Human Resources	Diversity	<ul style="list-style-type: none">- Close collaboration between employees from Germany, Brazil and Mercosur countries. There is a mix of nationalities that employees have to respect, according to the Ethic Code.
Human Resources	Fire brigade and training	<ul style="list-style-type: none">- Some employees are trained annually to act in case of fire.- Every year, all employees are participating in a "Recycling Event", to remind and update them

		about environment aspects and other relevant aspects.
Operations	Customers monitoring	- Customers requests and opinions are monitored through ISO 9000 and 14000 procedures (evaluation questionnaire and indicators).
Community Development	Donations by "Portaldajuda"	- Administrative support to "Portaldajuda", a NGO that provides donated durable goods to many kinds of social institutions for poor children, elderly persons, chemically dependents, as to other institutions.
Community Development	Disclosure and dissemination of informations	- All departments have to include or quote environmental issues, for disclosure and dissemination to all its public. Environmental and social issues are also disseminated through monthly events, called "GIE" and the annually Ecogerma Award (toward students).

Principle 2: Businesses should make sure that they are not complicit in human rights abuses.

Systems	Actions	Performance
Human Resources	Hiring procedures	- Every hiring process follows ISO 9000 procedures: which includes duly documentation, such as being against any kind of discrimination, as a part of the institution's Ethic Code.
Ethic Code	Fulfill of the Ethic Code	- In beginning of 2009 an Ethic Code was created, inviting all employees, associates and suppliers to fulfill and disseminate it.

Labour Standards

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Systems	Actions	Performance
Human Resources	The employees and related union	- Employees are represented by the Worker's Union "Sindicato dos Empregados de Agentes Autônomos do Comércio e em Empresas de Assessoramento, Perícias, Informações e Pesquisas e de Empresas de Serviços Contábeis no Estado de São Paulo (EAA)".
Operations	Service improvements, employees channel	- Employees can suggest, complain and offer improvements through the "Box of suggestions" or the "Improvement reports", following ISO 9000 procedures.
Operations	Freedom of Choice	- Associates are free to choose joining the German Chamber. - Associates can participate in its various discussion groups (GT), organized by the departments of Environment, Legal, Executive Secretaries, Marketing, Human Resources, Ethic, Logistic and Information Technology.

Principle 4: The elimination of all forms of forced and compulsory labour.

Systems	Actions	Performance
Responsible Services	Suppliers control	- All suppliers are previously evaluated through some ISO 9000 and 14000 criteria, which includes an ethical conduction and a reliable historical – proven/evidenced through documents and the signature of an evidence.

Principle 5: The effective abolition of child labour.

Systems	Actions	Performance
Responsible Services	Contracts with employees	- All contracts signed by employees and suppliers followed the law against any form of forced labor and use of child workforce in the supply chain. These are also quoted at the Ethic Code and have to be followed.

Principle 6: The elimination of discrimination in respect of employment and occupation.

Systems	Actions	Performance
Human Resources	Employees career	- Promotions and hiring are based on personal performance. Hiring is also controlled through ISO 9000 procedures.
Human Resources	Cultural integration	- The institution offers discounts for German, Portuguese and Spanish classes to all employees and trainees.
Human Resources	Training of new employees	- Annually, new employees participate in a training of integration, to make them aware of the quality policy, which involves principles of respect, dignity and quality of work.

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges.

Systems	Actions	Performance
Responsible Services	Monitoring of the Environmental Impact of services	- Annually, environmental indicators are compiled, guiding and controlling environmental aspects.
Infrastructure	Awareness of employees	- Lectures about environmental awareness are constantly sent per e-mail to all employees, including rational use of water, energy consumption, plastic cups, batteries and paper. - The training for new employees also includes environmental aspects and impacts, as well as environmental awareness.
Events	Monitoring of carbon emissions	- Each event and activity has its carbon emissions compensated through carbon purchase, which involves a project of reforestation of native forest (Carbon Fix).
Responsible Services	Quality and Environment Committee	- The Quality and Environment Committee is constituted by the Executive Vice President, the Environment and Quality Directors, such as the Internal Auditors, getting together to discuss, improve, take corrective actions and assure that

		the Environmental criteria from ISO 14000 are being followed.
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Principle 8: To undertake initiatives to promote greater environmental responsibility.

Systems	Actions	Performance
Sustainable Waste Management	Recycling	- The paper, plastic and glass waste are all recycled. Employees are constantly being aware about their responsibilities.
Environmental Responsibility	"von Martius" Sustainability Award	- General Public is encouraged to implement environmental and social projects through "von Martius" Sustainability Award.
Environmental Responsibility	Audits	- Internal audits are done every year for inspection and constant improvement of environmental system. BR TÜV does external environmental auditing, to renew the ISO 14000 certification.
Environmental Responsibility	Disclosure	- Events, fairs, publications, lectures, courses and articles about environment and sustainability are prepared by the Environmental Department and the Mercosul Competence Centre for Corporate Social Responsibility.

Principle 9: To encourage the development and diffusion of environmentally friendly technologies.

Systems	Actions	Performance
Operations	Activities from the departments	- Due to the Chambers commitment to Environmental and Ethical issues all departments, however mainly departments of Environment and Foreign Trade are constantly committed to propagate friendly technologies between Germany, Brazil and Mercosul countries. This is done through services and publications launched by the Chamber.

Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Systems	Actions	Performance
Ethic Code	Compliance of the Ethic Code	- All employees are aware of the Ethic Code and its compliance. Employees not following the code, are reported to the chairman, who will take the appropriate action.
Board of Directors	Board of Directors monitoring	- The Board of Directors is constantly informed about activities progress.
Auditing from Brazil	KPMG audits of financial procedures	- Annually, KPMG does an auditing of all financial procedures, which includes normative standards about corporate accounting and transparency.
Auditing from Germany	DIHK Berlin financial audits	- DIHK Berlin audits the financial procedures, after each exchange of the Executive Vice President.

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