

UN Global Compact Statement of Continued Support December 10, 2015

On behalf of PATRI, I am pleased to confirm that since joining the Global Compact, our company has continued to endorse its ten principles on human rights, labor, environment and anti-corruption. We have strived to incorporate the Global Compact and its principles into our company's strategy, culture and daily operations.

We will continue to work towards enhancing our commitment to these principles by reviewing our progress and challenging ourselves to constant improvement. We will continue to report on PATRI's projects and goal in the years to come.

Yours sincerely,



Eduardo Carlos Ricardo
CEO / Partner



United Nations Global Compact Communication on Progress (COP)

	Principles	Assessment, Implementation and Structure
Human Rights	<p>Principle 1: businesses should support and respect the protection of internationally proclaimed human rights; and</p> <p>Principle 2: ensure that they are not complicit in abuse of human rights.</p>	<p>Assessment, Policy and Goals: PATRI is committed to human rights. Brazil's Constitution, the Universal Declaration of Human Rights and other treaties are vital to the company's structure. We seek to contribute to human rights through pro bono activities for numerous causes.</p> <p>PATRI is based on the work of its contract employees. Our goal for 2016 is to add towards Human Rights and continue to support the UN Global Compact.</p> <p>Implementation: PATRI pursues pro bono initiatives with the following associations:</p> <ul style="list-style-type: none"> » Freedom of Expression - Instituto Palavra Aberta; » Anticorruption - Instituto Ethos; » Regulation for Lobby - Instituto Ethos; » Basic Education - Todos pela Educação; » Child Dyslexia - Instituto ABCD; » Medical Research - Associação Brasileira de Distrofia Muscular; » Women's Health - American Cancer Society. <p>Structure: PATRI's human resource policies and procedures are based on human rights. All our clients, partners and employees are treated with integrity, respect, fairness and honesty. Our employees are encouraged to act ethically and responsibly as corporate citizens, and contribute towards the environment and their respective communities.</p>



Labor	<p>Principle 3: businesses should uphold the rights of collective bargaining and freedom of association;</p> <p>Principle 4: all forms of forced and compulsory labor should be eliminated;</p> <p>Principle 5: child labor must be abolished; and</p> <p>Principle 6: employment and occupations must be free from discrimination.</p>	<p>Assessment, Policy and Goals: Labor Rights are one of PATRI's central concerns. The company abides by Brazil's Labor Legislation, covers all labor costs and taxes, and endorses a policy of non-discrimination towards gender, age or race.</p> <p>Implementation: Our Code of Conduct and Internal Regulations are presented to our employees on their first work day. To start working, consent is necessary. All our employees and partners are provided with a health insurance plan.</p> <p>Structure: Our company consists of an approximately equal ratio of women and men. We equally incite the advancement of all the company's members.</p> <p>Goals for 2016:</p> <p>According to PATRI's Social Contract for 2016, we intend to incorporate an ombudsman for internal and external functions. Internally, the ombudsman will provide employees with a clear open door policy. They may approach management in cases of any ethical or administrative problem. The ombudsman may establish programs to encourage dialogue and feedback from all the company's members.</p> <p>Externally, the ombudsman may provide services to stakeholders (employees, clients, service providers, communities, etc.) for the purpose of listening, forwarding and monitoring criticisms, complaints and suggestions. Its central objective is to assure compliance to the organization's Code of Ethics, Principles and Values.</p> <p>Ideas:</p> <ul style="list-style-type: none"> » Provide a suggestion box; » Conduct an annual assessment on employees to ensure that all members adhere to our policies.
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<p>Environment</p>	<p>Principle 7: businesses should deal with environmental challenges with precaution;</p> <p>Principle 8: initiatives should promote greater environmental responsibility;</p> <p>Principle 9: to encourage the development and diffusion of environmentally friendly technologies.</p>	<p>Assessment, Policy and Goals: PATRI is bent on environmental responsibility and seeks to become a more sustainable company.</p> <p>Implementation: due to our concern with the amount of garbage that employees generate, PATRI decided to remove individual garbage cans, as to discourage waste. Large recycling garbage cans were provided. We encourage our employees to turn on the lights only when necessary, and turn off the lights when they are away from the office.</p> <p>Structure: most of our employees bring a reusable cup or water bottle from home, as to use less plastic cups. Our bathrooms contain automatic sensors for turning lavatory faucets and lights on or off.</p> <p>Ideas for 2016:</p> <ul style="list-style-type: none"> » minimize waste and recycle garbage; » establish clear policies that encourage our employees to use recycled paper for printing, and discourage waste. » recycle shredded paper; » reduce plastic cup consumption; » use energy saving light bulbs, electronic devices, and computers; » post reminders to turn out the lights.
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<p>Anti-Corruption</p>	<p>Principle 10: businesses must strive to be free of all forms of corruption, including extortion and bribery.</p>	<p>Assessment, Policy and Goals: as the private sector's leading consulting firm, PATRI is actively engaged and coordinated with other private and public organizations, for the purpose of achieving the Global Compact's 10th principle on Anti-Corruption.</p> <p>Implementation: in 2005, PATRI partnered with the Ethos Institute and the United Nations Development Program (UNDP), among others, to launch the "Business Pact for the Promotion of Integrity and Combat Against Corruption". The pact recommends that businesses reduce corruption through transparent transactions, accountability and better governance.</p> <p>Structure: more than 250 private and public Brazilian companies have signed the pact. They adhere to procedures and principles that must be incorporated by signatories, such as promotion and guidance of its internal public in regards to the current anti-corruption legislation; prohibition of bribery; transparent and legal contributions towards campaign elections; execute open and transparent investigations, when necessary; and promote values of translucence along the supply chain.</p> <p>Implementation: in August 2011, in collaboration with some the pact's signatories, PATRI was active in the development of a public manifesto for the approval of Bill 6.826/10 on corporate responsibility against acts of corruption: the current Brazilian Anti-corruption Act (Bill 12.846/13).</p> <p>Structure: the bill is a final adjustment in relation to the OECD Convention on Combatting Bribery of Foreign Public Officials in International Transactions, the United Nations Convention, and the Inter-American Convention against Corruption.</p>
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