

2015

TOP
500
NGOs

#103
MUNDO
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BRASIL



CIEDS



CIEDS actions in line with the
Global UN Covenant

CIEDS

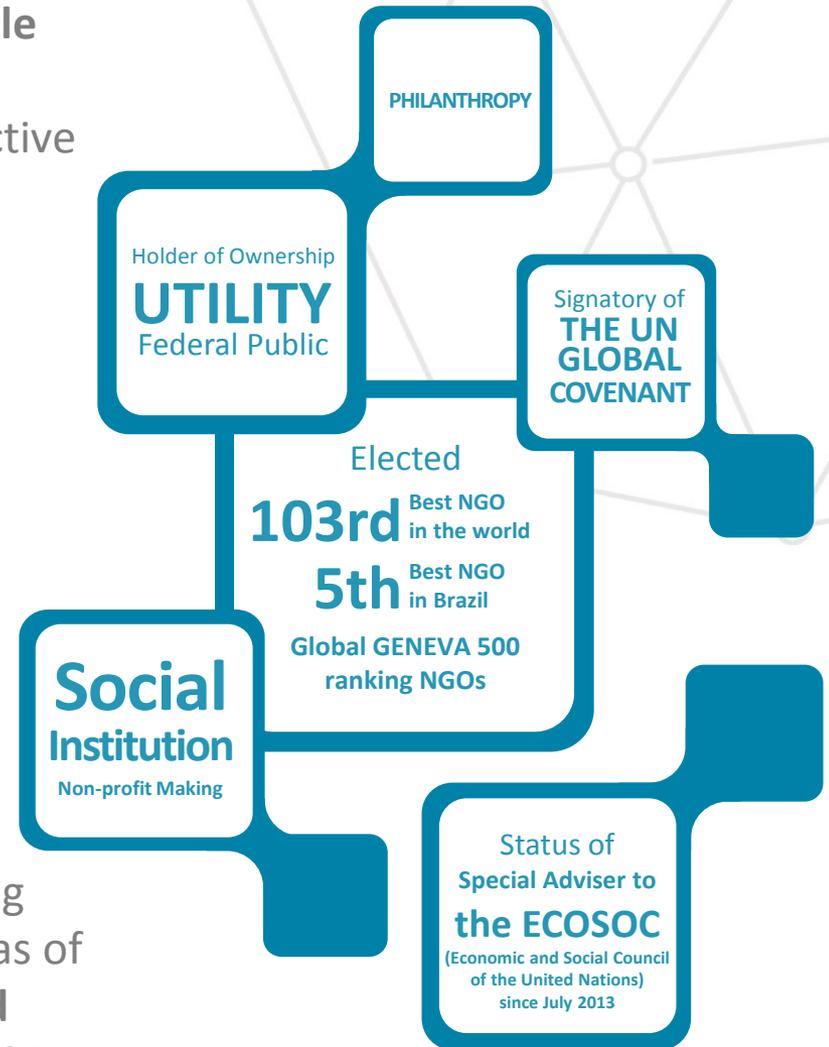


For 17 years **The Integrated Center for Sustainable Development Studies and Programs** creates and articulates technologies that promote more effective public policies and strategic social investment.

Through **partnerships we build strategic networks for prosperity**, which for us is good education, good nutrition, health, governance and, above all, confidence in the future.

Our mission is **to promote a sustainable society** based on the knowledge, cooperation and empowerment of people.

Until today we were responsible for implementing more than 400 projects in Brazil in four main areas of activity: **Education and Citizenship, Inclusion and Wellness, Community Development, Entrepreneurship.**



The Global un Covenant



The UN Global Covenant aims at mobilizing the international business community to adoption, in their business practices, fundamental values reflected in 10 principles:



1

RESPECT

And supports internationally recognized human rights in its area of influence



2

ASSURE

The company does not participate in human rights violations



3

SUPPORT

The freedom of association and to recognize the right to collective negotiation



4

ELIMINATE

All forms of forced or compulsory labor



5

ERADICATE

Effectively all forms of child labour of its supply chain



6

STIMULATE

Practices that eliminate any type of discrimination in employment



7

UNDERTAKE

A preventive, responsible and proactive approach to environmental challenges



8

DEVELOP

Initiatives and practices to promote greater environmental responsibility



9

ENCOURAGE

The development and diffusion of environmentally responsible and friendly technologies



10

FIGHT

Corruption in all its forms, including extortion and bribery

The Global un Covenant



At Compact signatory condition, CIEDS voluntarily undertakes following these principles, as well as collaborating to increase their positive impact on society.

Now meet initiatives, projects and actions developed or supported by that CIEDS that contribute to these objectives.

Performance matrix

The initiatives developed and supported by CIEDS contribute towards Global Covenants objectives with the following intensity:

1. Businesses should support and respect internationally recognized human rights protection; and
2. Make sure they are not complicit in human rights abuses.
3. Businesses should uphold the freedom of association and the effective recognition of the right to collective negotiation;
4. Elimination of all forms of forced or compulsory labor;
5. The effective abolition of child labor; and
6. To eliminate discrimination in employment.
7. Businesses should support a precautionary approach to environmental challenges;
8. Develop initiatives to promote greater environmental responsibility; and
9. Encourage the development and diffusion of environmentally friendly technologies.
10. Sets out that businesses should work against corruption in all its forms, including extortion and bribery.





1

RESPECT

And supports internationally recognized human rights in its area of influence

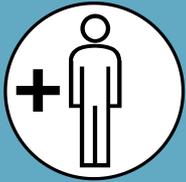
Goals of the Covenant



Respect for human rights is one of the main principles of CIEDS and is set out in its Code of Ethics, a guiding document containing guidelines to be observed in professional actions of the institution to which ethical standards achieved are ever higher in the exercise of their activities.



- ▶ Each hired employee receives a printed version of the document. Between Jan/2014 to Nov/2015 the document was handed over to 1,302 contributors.



1

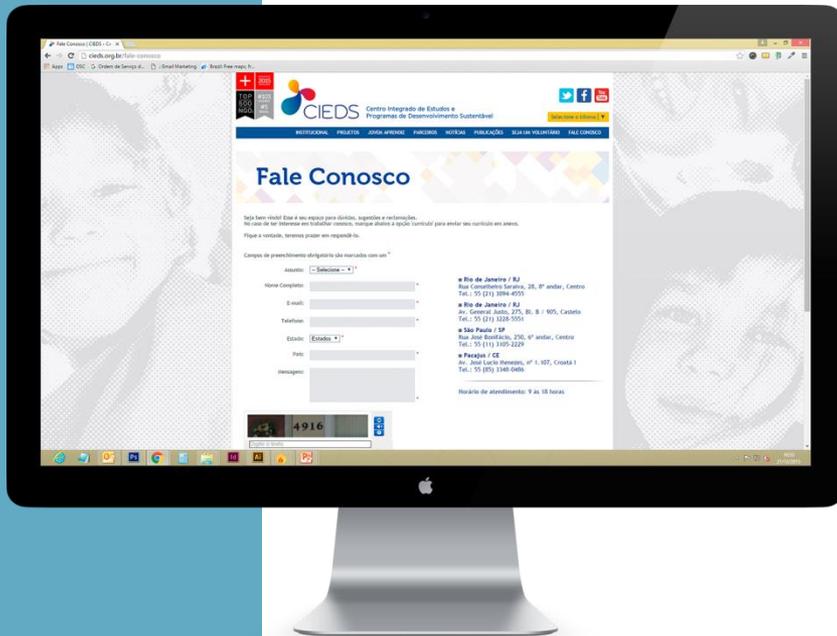
RESPECT

And supports internationally recognized human rights in its area of influence

Goals of the Covenant



CIEDS dislikes any form of moral harassment. The harassment restrains, humiliates and destroys self-esteem and personal organizational cohesion. In the organizational environment, jokes insults, threats and behaviors that refer to race, skin color, sex, sexual orientation, age, religion, national origin, ancestry, citizenship, disability, social or economic status, education are not admitted.



- ▶ Employees who witness and / or suffer from actions that violate these rights can make an anonymous report through the Contact Us on the website. Messages received through the Reporting field are forwarded directly to the executive body of CIEDS so that appropriate measures are taken.

<http://cieds.org.br/fale-conosco>



1

RESPECT

And supports internationally recognized human rights in its area of influence

Goals of the Covenant



- ▶ In the past two years, CIEDS offered **60,131,547** hours of activities aimed at the dissemination of human rights in **17** projects developed.





1

RESPECT

And supports internationally recognized human rights in its area of influence

Goals of the Covenant



► In the past two years, CIEDS offered **60,131,547 hours** of activities aimed at the dissemination of human rights in **17 projects** developed.

Enhancement of the Social assistance network of the city of Nilópolis

60.000h

Space for Welcoming and Strengthening Family Bonds

30.000h

Shell Youth Initiative and Shell Entrepreneur Initiative

600h

Tuning the Future with Art

80h

Community Leaders

600h

Ace of Tomorrow

8.000h

First Court

30.000h

In the Right Point

11.147h

Roots of the Future

4.800h

Urban Youths

1.200h

Creative Shanty Town

2.000h

Young plot

24.000h

Women Performance

30h

Our Map

240h

Rio Ecosol

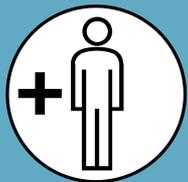
2.500h

PROIND

1.350h

1st CAS

15.000h



1

RESPECT

And supports internationally recognized human rights in its area of influence

Goals of the Covenant



CIEDS also promotes environmental responsibility through project execution, such as:

► I Juvenile Court for Domestic and Family Violence against Women -

The project aims to assure women victims of domestic violence, children, adolescents and to young adults at risk, a place of care and protection, by implanting projects and social policies aimed at preventing and breaking the cycle of family violence.

In 2015, the project has achieved the following results:

About **2000 complaints** received;

20 registered hearings;

200 groups served;

1300 measures of protective effect.





1

RESPECT

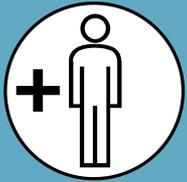
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- ▶ CIEDS supports actions that disseminate this principle, such as the "Violations of Human Rights in Children and Adolescents" lecture organized by the National History Museum, which was attended by Danilo Groff Filho, Chairman of the Municipal Council for the Rights of Children and Adolescents; José Pinto Monteiro, Vice-Chairman of the Municipal Council for Human Rights of Children and Adolescents and Siro Darlan and the mediation of Jenesys Genuncio, Judge of the Court of the State of Rio de Janeiro.





1

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- ▶ CIEDS employees participated in the 7th Social Responsibility Seminar, organized by IBP (Brazilian Institute of Oil and Gas) in November this year.

The discussion revolved around the UN Guiding Principles on Human Rights and Business Rights, increasing awareness, fostering reflections about the importance of these in the business management system, spreading the knowledge about the tools and also on good practices that contribute to effect their implementation in operating activities of companies.

The seminar was an opportunity to discuss with experts the business and government initiatives related to human rights already established and can be used as a benchmark.



2

ASSURE

The company does not participate in human rights violations

Goals of the Covenant



CIEDS puts itself in a position against human rights violations, as well as provides in its Code of Ethics respect for them as one of the main principles.

Contact	380
Curriculum	1454
Compliment	2
Claim	22
Suggestion	29
Complaints	0

Data collected by the Contact Us tool between Jan / 2014 to Nov / 2015.

- Employees who witness and / or suffer with actions that violate these rights can make an anonymous report through the Contact Us section on the website. Messages received through the Complaints field are forwarded directly to the executive body of CIEDS so that appropriate action is taken.

Since it was implemented in July / 15, no emails have been received with this option.



3

SUPPORT

The freedom of association and to recognize the right to collective negotiation

Goals of the Covenant



Associations are provided for in Article 5 of the Constitution of the Federal Republic of Brazil 1988.

Employees of CIEDS have complete freedom to join the class representative bodies, associations or trade unions of their choice, being prohibited any kind of discrimination or prejudice because of their choices.

- ▶ The institutional HR policy provides, among other behaviors, freedom of association and right to collective negotiation. This policy is also found in the Management Manual and CIEDS Code of Ethics.





4

ELIMINATE

All forms of forced or compulsory labor

Goals of the Covenant



The organization does not support or relates to organizations that use forced labor. Duress of any kind is also not practiced to employees in the beginning of their activities, such as document retention and / or payment of anticipated deposits.

The institution is committed to providing adequate working conditions for all employees, never using any form of forced, compulsory or child labour, as well as protecting its employees and colleagues of work situations that may give rise to embarrassment and / or damage of any nature , whether physical or psychological.



- ▶ **CIEDS practices responsible participation. Adopting an open door policy, employees have free access to the governing body, giving employees the opportunity to improve the quality of activities together at their various levels of competence.**



4

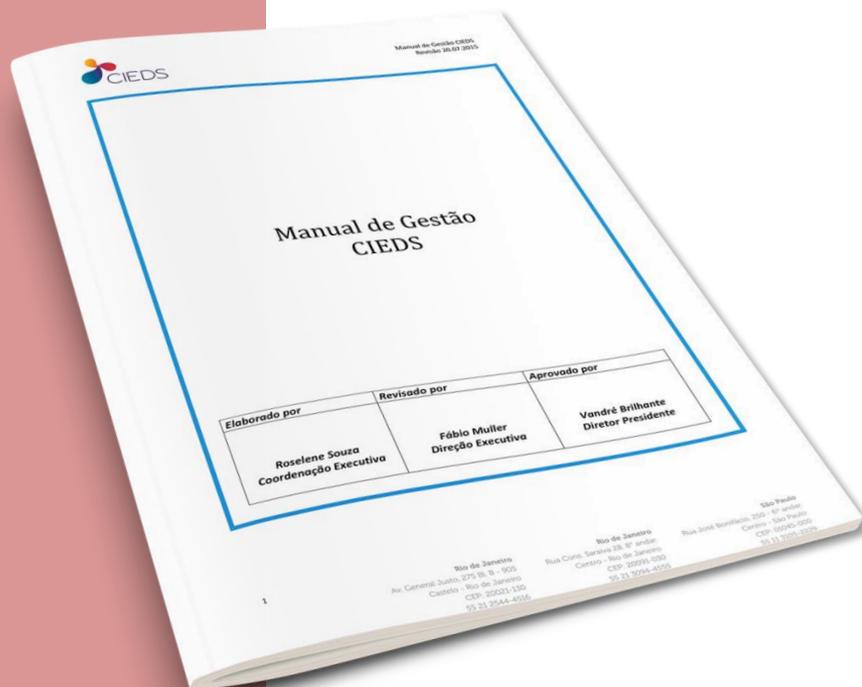
ELIMINATE

All forms of forced or compulsory labor

Goals of the Covenant



CIEDS is committed to establishing relationships that are mutually beneficial, with governments, non-governmental public institutions (national and international), as well as companies that adopt ethical principles and values compatible with the institution.



- ▶ They are also required in supplier relationships, in compliance with labor, social security and tax legislation as well as the non-use of child or forced labor and the adoption of appropriate working relationships and good practices of environmental preservation, safeguarding the legal limitations.



5

ERADICATE

Effectively all forms of
child labour of its
supply chain

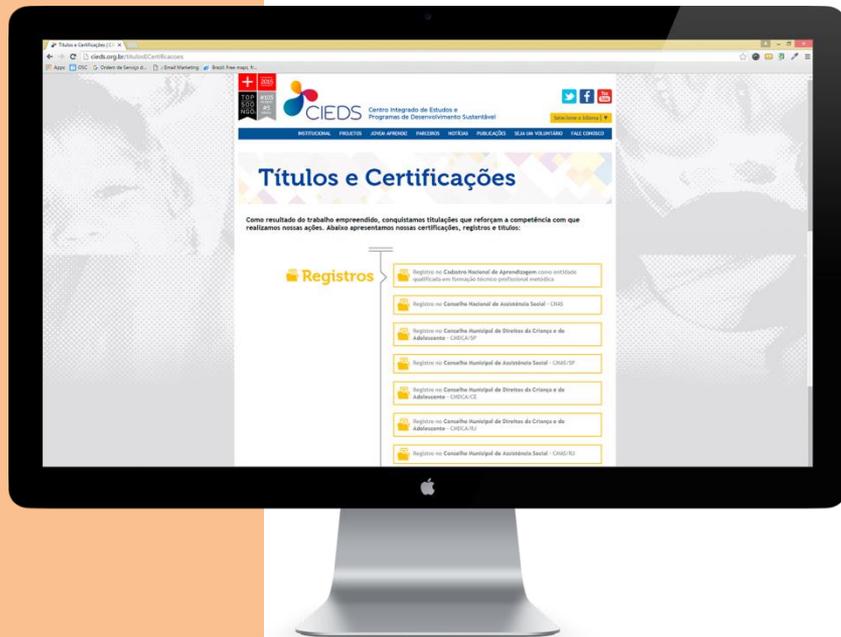
Goals of the Covenant



CIEDS publicly expressed their full rejection of such conduct and expressed in its policies the following assumptions:

- All contractors must have completed 16 years of age;
- Does not maintain partnerships and does not hire suppliers who employ child labor;
- All employees are trained regarding this matter, as well as remedial measures to be implemented in the event;

- For contracts between 16 and 18 years of age, special guidelines are observed for the workday.



- ▶ The institution is also part of three Municipal Councils of Rights of Children and Adolescents - CMDCA/EC CMDCA/SP and CMDCA/RJ.



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- ▶ CIEDS developed the "**Say No to Child Labour**" booklet. It contains explanations and information about laws, government programs, legal advice, etc...



The booklet is available for consultation on the corporate website.





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- ▶ All contracts with suppliers have a clause paying attention to not use child labor or irregular adolescent labor, under the legislation in force.

A new statement format is also being developed on the no hiring of people younger than sixteen and younger than eighteen for night, dangerous or unhealthy work, as well as repudiation of any form of exploitation and slave labor.



5

ERADICATE

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In addition to the internal guidelines, CIEDS executes projects with children and youth to promote comprehensive education, contributing to the physical, psychological and social development. Children living in vulnerable situations, more susceptible to child labor, are formed as citizens aware of their rights.



- ▶ **Ace of Tomorrow** - Located in the city of São Gonçalo (RJ), in partnership with Ampla, and in the neighborhood of Long River (RJ), in partnership with Globo and Brazil Cap, the project uses football as a guide for training young people between 9 to 17 years old. The focus is to increase the prospects for the future and develop values and skills of the participants. Due to the success of the results achieved, its technology is also being applied in Osasco (SP), where the project is developed in partnership with White Martins and the Department of Sport, Recreation and Youth Government of São Paulo.



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In addition to the internal guidelines, CIEDS executes projects with children and youth to promote comprehensive education, contributing to the physical, psychological and social development. Children living in vulnerable situations, more susceptible to child labor, are formed as citizens aware of their rights.



In 2015, the project has achieved the following results:

*Participation of **125 students**. All enrolled in formal network education.*

***1,440 hours** of training that promote the integral development of students.*

*Establishment of a partnership with **09 public schools** and **11 institution of the public or private sector**.*

***03 Coffee** meetings with parents, aiming at strengthening the relationship with parents of the students.*



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- ▶ **Parent coordinators** - The program contributes to improve student retention rates at school and learning by strengthening the interaction of family-school-community. It is present in Pará (PAN), in Salvador (BA) in Espírito Santo (ES) and in Santos (SP). The Parent Coordinators is an initiative of Itaú Social Foundation with implementing of CIEDS.



In 2015, the project has achieved the following results:

733 home visits to encourage family participation and encourage the return of absent students.

Forwarding 266 cases that go beyond the competence of the school to the competent bodies.

More than 445 hours dedicated to training and qualifications of Parents coordinators.

Conducting 182 educational and cultural activities through visits to museums, parks and public spaces.



6

STIMULATE

Practices that eliminate any type of discrimination in employment

Goals of the Covenant



The CIEDS workforce reflects a hiring policy that inhibits any type of discrimination based on gender, race, sexual orientation and religion.

The institution is committed to diversity in the workplace, which is characterized by mutual trust and respect.



- ▶ Today, 69% of the institution are women and 31% men; people with a disability amount to 1%; 66% are up to 45 years old and 33% are more than 46 years old.



6

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- ▶ In Nov / 14, the Chief Executive Officer of CIEDS, Vandr e Brilhante, gave a lecture on "Diversity for Development" in the INOVARSE event - Applied Social Responsibility, reinforcing the importance of diversity and inclusion in the workplace and presenting life stories, overcoming of problems and professional career of Wangela Caetano (ex-convict) and Jossy da Silva (transvestite), both collaborators of CIEDS.





6

STIMULATE

Practices that eliminate any type of discrimination in employment

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CIEDS still promotes a qualified insertion of DP in the labor market through project execution as:

- ▶ **PROIND:** Inclusion of People with Disabilities program in the workplace, a partnership between Petrobras and CIEDS, aims to prepare and encourage people with disabilities to a professional life. For this, the program offers theoretical and practical training. In concluding his participation, beneficiaries are referred to other opportunities in the labor market and monitored by program staff for a period of four months.



In 2015, the project has achieved the following results:

Development of the Individual Development Plan (IDP) for 15 attendees.

Training of 39 hours of Basic Training and 258 more hours of Specific training.

03 hours of lectures aimed at training and ambiance awareness.

Participation at the Municipal Council of Persons with Disabilities of Rio de Janeiro and the First Meeting of People with Deficiencies.



6

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- **Our Map:** The project selects and enables DP (Disabled People) to act as researchers in 08 pacified communities in Rio. The goal is to identify and map the professional profile of people with disabilities, collectively building a picture of the work capacity of those surveyed. The Our Map is an initiative of CIEDS in partnership with the NBS Rio+Rio program.



In 2015, the project has achieved the following results:

Hiring of 12 PwD professionals for conducting research in the field.

Making of the the Individual Development Plan (IDP) with research agents.

Visit to more than 2,000 homes.

126 hours of training of search agents addressing the issues of the Role of DP in Current Rights Context and Duties of Persons with Deficiencies.



7

UNDERTAKE

A preventive, responsible and proactive approach to environmental challenges

Goals of the Covenant



CIEDS promotes the prevention of environmental challenges through execution of projects such as:

- ▶ **Sustainable Relationship Network in the intelligent city of Búzios** - The project aims to form a continuous channel of communication and coordination on issues that involve the construction of the Intelligent City of Búzios, especially the concepts of sustainability and innovation, with key segments of the city's society. Are part of the Network, among others, environmental conservation oriented entities such as the Institute Ecological Atlantic Forest of Buzios . The project is a partnership between CIEDS with Ampla and takes place in the town of Buzios (RJ).





7

UNDERTAKE

A preventive, responsible and proactive approach to environmental challenges

Goals of the Covenant



CIEDS promotes the prevention of environmental challenges through execution of projects such as:



In 2015, the project has achieved the following results:

*Action Plan update showing the **87 actions** performed.*

*Realization of the Seminar II Network **90 people** from **23 organizations** to present a New Plan of action and celebrate the results.*

*Technical support to **07 organizations** that submitted proposals for the Program "Solidarity Light" of Ampla. Of these, 03 were approved.*

*Conducting **19 meetings** devoted to fortification of the Network.*



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UNDERTAKE

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- **Connect Magé** - Design in the city of Magé (RJ) with the aim of identifying potential, challenges and interests that favor the development of the city through the role of communities. For this, 12 local youths were trained who acted as the head of research and as protagonists of the debate between residents who set priorities and local improvements. The health theme set the tone of the discussions and problems such as pollution of the city rivers were addressed. The analysis of results of the query showed that the lack of basic sanitation and the lack of garbage collection are also serious problems faced by city.



In 2015, the project has achieved the following results:

*Collective development of **ideas for improvement** of the communities.*

***172 interviewed** households.*

*Mobilizing companies to discuss **concrete solutions** to the deficiencies raised.*

*Conducting **19 meetings** devoted to fortification of the Network.*



8

DEVELOP

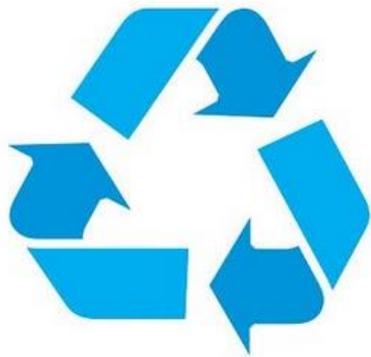
Initiatives and practices to
promote greater
environmental
responsibility

Goals of the Covenant



- ▶ Stationery materials of CIEDS offices, which would be discarded, are sent as a donation to a recycling cooperative. Thus, in addition to promoting reuse, it helps in the development of the Retipel company, specializing in the capture of non-metal waste and scrap.

PAPEL



Other communication materials such as banners and tarpaulins, are referred to artisans who make fashion accessories and decorative items with them.

Between Jan / 14 and Nov / 15 were recycled approximately 165 kg of paper.



8

DEVELOP

Initiatives and practices to promote greater environmental responsibility

Goals of the Covenant



CIEDS also promotes environmental responsibility through project execution such as:

- ▶ **RioEcosol** - The Participants are introduced to concepts of solidarity saving and fair trade. Small craftsmen become entrepreneurs, they acquire new production techniques and turn materials that would otherwise be discarded before in crafts, generating income for the entrepreneur and strengthening the community. The project is developed in partnership with the Special Secretariat for Solidarity Development (SEATS) of Rio de Janeiro. In two years of the project craftsman raised approximately R\$ 133 k on the sale of pieces made.

In 2015, the project has achieved the following results:



Training of **240 students** in **12 classes** of the Introduction Course for Solidarity Economy and Fair Trade.

Opening of workshops in the three Rio project participant communities for the marketing of products developed by artisans.

Attendance of the **1,989 students** in **144 developed technical assistance workshops** in the three participating communities.

Realization of the **5th Festival of Solidarity Economics**, where 200 artisans sold their products.



8

DEVELOP

Initiatives and practices to promote greater environmental responsibility

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- ▶ **Shell LiveWire Brazil** - Brazilian version of the international initiative of the Shell Group in 14 countries, through programs Shell Youth Initiative and Shell Entrepreneurial Initiative trains, supports and encourages sustainable social networks to entrepreneurs developing their own businesses. The main objective is to train successful entrepreneurs and socially responsible, environmentally friendly and financially stable enterprises. In Brazil, the initiative has CIEDS as its executor.



In 2015, the project has achieved the following results:

Winning design formatting Competition for Open innovation promoted by the Sustainable Brands Rio 2015.

Recognizing the importance of Entrepreneurial Initiative for fostering entrepreneurship. According to research conducted by the Municipality of Vila Velha, the first half of 2015 grew by 29% in the number of micro-entrepreneurs in the same period in 2014.

Creation of resealing, an activity that promotes an alignment of businesses who completed the program with the values recommended by Shell and the CIEDS. Among these values include the respect for the environment, proper use of water and soil and production techniques that do not harm the environment.



8

DEVELOP

Initiatives and practices to
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- ▶ The CIEDS served as media partner in Brazil on the 11th Environmental Prize by the American Chamber of Commerce in Rio de Janeiro (Rio AmCham) on the 06th of October. Based on the concept that there is no development without liability to the future, the award seeks to catalyze the commitment of the business sector for a more sustainable country.
Fabio Muller, Executive Director of CIEDS, participated in the event as a juror. Those selected were divided into categories: water, air emissions, solid waste, Innovation Ecosystems and Social responsibility.





9

ENCOURAGE

The development and diffusion of environmentally responsible and friendly technologies

Goals of the Covenant



Considering its educational nature, CIEDS works in partnership with the government, with other non-governmental institutions, companies and communities to: promote environmental care, increase understanding of environmental issues through Environmental Education projects, and to disseminate good practice on preservation of the environment, always promoting perspective of healthy environmental conditions for future generations.



- ▶ All these guidelines are set out in the Code of Ethics and reflect the cultural identity of CIEDS and commitments towards its interested public.



9

ENCOURAGE

The development and diffusion of environmentally responsible and friendly technologies

Goals of the Covenant



CIEDS also promotes environmental responsibility through project execution such as:

- ▶ **Household Visitation in Intelligent Buzios City** - The project raised awareness and contributed for intelligent electricity consumption by residents of Buzios, enabling the reduction of financial costs and emissions of CO2. The project, in partnership with Wide, constituted in home visits to report on the exchange of conventional energy by smart meters.

In 2015, the project has achieved the following results:

Hiring and training of young city residents to work in the project.

*Visitation of more than **9789 homes** in the city.*





9

ENCOURAGE

The development and diffusion of environmentally responsible and friendly technologies

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- ▶ Fabio Muller, Executive Director CIEDS, also participated as technical jury in the Urban Mobility Prize in 2015, the FETRANPORT (Federation of Passenger Transport Companies of Rio de Janeiro), which recognized it as the best work on the theme.

Among the categories, the "Sustainable Development" awarded and encouraged a set of actions, activities, processes and practices that are aligned to the concept of corporate citizenship from the sustainability triangle, combining social, environmental and economic development.





10
FIGHT

Corruption in all its forms, including extortion and bribery

Goals of the Covenant



The standard practiced by CIEDS operations will be conducted with honesty, integrity and openness, with respect for human rights and interests of employees as well as taking into account the legitimate interests of those with whom CIEDS makes relations.



- ▶ Transparency is a permanent objective of the institution and is expected both in the Code of Ethics and in the Management Manual: transparency with internal stakeholders, facilitating and encouraging dialogue and responsible participation; and transparency with the general public, with the publicity of our achievements demonstrated in our activity reports, accounting balances and Social Report, published regularly and backed by audits performed by an external professional agency.



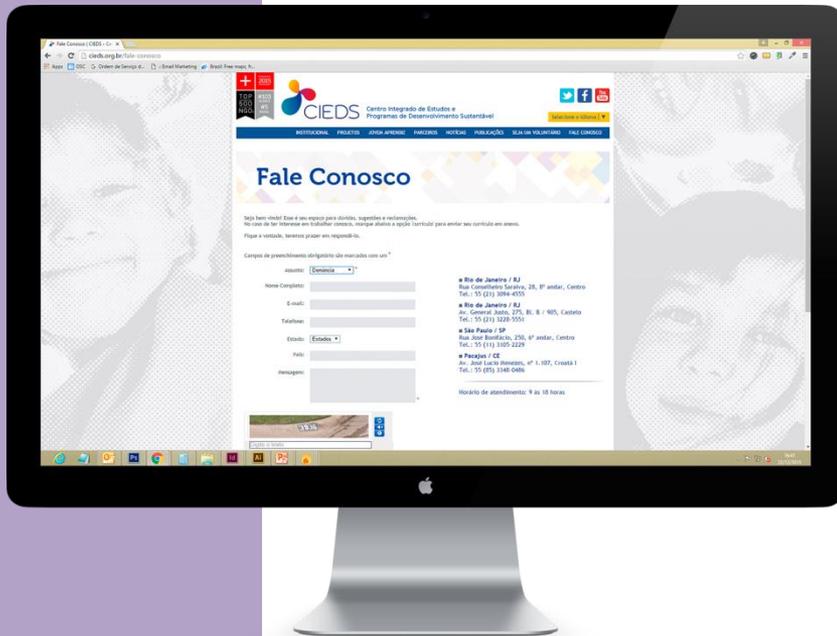
**10
FIGHT**

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About service providers and or products, selection criteria are adopted, in recruitment and evaluation to allow plurality and competition between suppliers, to confirm the suitability of the companies and monitor compliance with quality and the best price of the contracted goods and services.



- ▶ CIEDS is also available in the Contact Us section of your website in the Report option. This space allows you to send messages, anonymously, directly to the governing body of the institution. In 2015 we received 2 complaints of overpricing of products purchased by CIEDS for office. The two complaints were investigated and proven. Both contracts were suspended.



10
FIGHT

Corruption in all its forms, including extortion and bribery

Goals of the Covenant



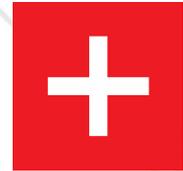
- ▶ In August this year, CIEDS participated in the Partnership Management course with Civil Society Organizations: New Law and Development Collaboration, Sponsored by the National School of Public Administration (ENAP) in partnership with the General Secretariat of the Presidency.

The course addressed the agenda of the Regulatory Framework of Civil Society and the application of Law 13,019 / 2014 in different stages of partnership management, enabling reflections and strategies of drawings on the theme.

Among other issues, the importance of transparency in the application of resources, access to partnerships with public notices, the actions taken and the dissemination of information were widely discussed .

The Regulatory Framework of Civil Society Organizations is a broad political agenda that aims to improve the legal and institutional environment related to civil society organizations and their partnerships with the state.





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