

COMMITMENT TO THE COUNTRY:

FINK MOBILITY is a national company, founded in 1924, and has been providing high-quality services ever since. Our core commitment is to serve customers with respect while exceeding their expectations, as well as collaborating with Brazil and the planet with actions of social and environmental responsibility.

PREVIOUS PROJECTS:

1. LITERATURE BEFORE READING
2 children's books were provided, with Reading Workshops at the Municipal Madre Teresa de Calcutá School where teachers held discussions about the theme of the books in the classroom. The school received 450 copies of the books.
2. WASTE RECYCLING PROJECT OF THE 2013 FIFA CONFEDERATIONS CUP AND THE 2014 FIFA WORLD CUP BRAZIL ORGANIZING COMMITTEE
Collection of recyclable waste generated by the Committee for recycling purposes.
3. FRIENDS WITHOUT BORDERS
Cultural project where FINK, through an agreement with the City Municipal Government, helped to produce and publish an unpublished book for children and young people - *Entre Laços e Sapatos* - which tells the story of two boys from different social classes becoming best friends.
4. PROJECT FOR REPLACEMENT OF TRADITIONAL LIGHT LAMPS FOR LED RETROFIT BULBS
For better use of energy, making our consumption more sustainable.
5. SCHOOL OF MUSIC AND CITIZENSHIP 2017
The project consisted of promoting weekly classes for 250 children and young people in a low-income community in Rio de Janeiro, about music theory and perception, instrumental practice and citizenship.
6. BERTRAMS SCHOOL SOUTH AFRICA
Donations through the FIDI Global Alliance of professional international Moving and Relocation Companies to renovate and expand the Bertram's Public School in Johannesburg, South Africa.
7. OPERATION SMILES HONDURAS
Donations through the FIDI Global Alliance of professional international Moving and Relocation companies to treat and operate children with cleft lips in Honduras.

PROJECTS IN PROGRESS

1. **COMPOSTING PROJECT**
Use of the swept leaves of our gardens and outside area for in-house composting, without using any product other than the leaves themselves.
2. **UNIFORM DONATION**
Donation of old FINK employees' uniforms, without the logo, to communities in need through selected Associations or NGOs.
3. **WE SUPPORT IN COLLABORATION WITH LACMA** (Latin America and Caribbean International Movers Association) the NGO UN TECHO, thus helping the poorest countries in Latin America.
4. **YOUNG APPRENTICE PROGRAM**
Training of Young Apprentices in order to prepare young people for placement in the job market.
5. **LESS WASTE**
A project developed to promote within the company and among employees the necessary engagement to change habits, aiming to produce less waste, demonstrating that cost-effective practices can keep the environment clean and healthier; in 2019, we replaced disposable cups with reusable cups and we are now replacing paper towels with automatic hand dryers in the company's bathrooms and changing rooms.
6. **LACMA EARTH PROJECT**
We are one of the sponsors of this project which aims to control the offset of GHG by agreement with the UN-recognized FONAFIFO organization. Through this project, in addition to the annual contribution, we offset GHG emissions caused by our employees' international business trips.
7. We also sponsor the following Projects:
 - LACMA SOS – Humanitarian Aid, including disasters;
 - LACMA Beca – Promoting access to higher education for people in need;
8. We signed up with ECOVADIS to assure we are constantly improving our actions and measuring our KPIs for constant development of our ESG.
9. We are signatories of the DOW JONES tool to monitor our supply chain and assure compliance of our all our global network.

COMMITMENT TO MORE SUSTAINABLE PRODUCTS:

Using packaging materials composed only of high-quality recycled products, replanted forest papers;

Reusing wood for the manufacture of packaging and crates;

Recycling all our envelopes for in-house circulation so that envelopes can circulate over and over again without producing new ones;

As such, we have made FINK an environmentally-sustainable group with regard to its products.

COMMITMENT TO WASTE MANAGEMENT:

Any and all packaging material leaving FINK must return to FINK for recycling through an environmental recycling-certified partner.

Reusing all the wood used. Anything unfit to be reused becomes energy for other companies through a process carried out by our partner company, which has a wood waste processing center fully funded by INEA.

COMMITMENT TO CLIMATE AND ENERGY:

Using renewable energy – Rainwater harvesting through special gutters and five water tanks of 10,000 liters each, totaling 50,000 liters of water; water is used for bathrooms, fleet washing, watering gardens.

Using translucent tiles in our warehouses, allowing the handling of cargo without the need for electricity throughout the working hours.

COMMITMENT TO THE COMMUNITY AND EMPLOYEES

Donation to nearby communities of Easter chocolates and toys on Children's Day, also contributing with beverages at parties and celebrations.

We seek to leverage local businesses by prioritizing hire of nearby employees and acquisitions in the region.

With regard to our employees, we offer several courses and trainings to assure constant professional development opportunities. FINK offers an average of 66 courses per year to employees. Our staff is always encouraged to seek continuous learning for improvement; we also offer refresher training for packers, drivers and forklift operators, in addition to foreign language courses, compliance, data protection, DE&I, Environmental and Social Responsibility as well as specialization courses in the different areas of expertise of FINK.