



United Nations
Global Compact

We thank you for your time spent taking this survey.
Your response has been recorded.

Below is a summary of your responses

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CEO Statement of Continued Support

To our stakeholders,

I am pleased to confirm that t engenharia e sistemas – tees reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment, and Anti-Corruption.

In this annual Communication on Progress, we disclose our continuous efforts to integrate the Ten Principles into our business strategy, culture, and daily operations, and contribute to United Nations goals, particularly the Sustainable Development Goals.

Sincerely yours,

S1. Please complete the following information:

CEO/Highest-level executive name:

Thiago Mota

CEO/Highest-level executive full title:

Diretor

Company name:

TEES

S2. Please confirm:

I am the CEO or highest-level executive.

I have received permission to sign on behalf of the CEO or highest-level executive.

R1. How will you complete the 2024 CoP reporting requirement?

Complete the digital questionnaire with the option to also add a sustainability report (*Recommended*)

Only upload a sustainability report

R2. What is the time period covered by your Communication on Progress? (MM/YYYY - MM/YYYY)

Please share the date range of the reporting period used for the Communication on Progress option you select. ⓘ

06/2023 - 06/2024

R3. (Optional) Please clarify the scope of reporting covered by your Communication on Progress. For example, please describe the operational scope of your CoP, (e.g., corporate office, investments, subsidiaries) as needed. ⓘ

Our scope covers the year 06/2023 to 06/2024 and all social activities, social responsibility, sustainability, quality, worker health and the environment, as well as anti-bribery and others.

For endorsers of the CEO Water Mandate ONLY:

Endorsers of the CEO Water Mandate are asked to report supplemental water-specific information. Companies can find more information on the CEO Water Mandate and complete the reporting requirement as necessary through the CEO Water Mandate webpage [here](#). Respondents can access the submission tool directly through the Water Action Hub [here](#).

Governance

Click for additional guidance

G1. Does the board/highest governance body or most senior executive of the company:

(Select all that apply) 

- Issue an annual statement about the relevance of sustainable development to the company
- Issue an annual statement that addresses impacts on both people and the environment
- Issue an annual statement highlighting a zero tolerance for corruption
- Sign off on organizational sustainability targets
- Supervise Environmental, Social, and Governance reporting
- Regularly review potential risks related to the business model
- None of the above

G1A. (Optional) Please provide additional information:

250 / 5.000 Yes, in addition we sought ISO certifications that meet all these points, such as ISO26000 social responsibility, ISO14064 greenhouse gases, ISO14001 environment, ISO45001 worker health, ISO37001 compliance and others

G2. Does the company have a publicly stated commitment regarding the following sustainability topics?

(Select one answer per line) 

Yes, and the commitment includes our own operations and the value

	No, this is not a current priority	No, but we plan to within the next two years	Yes, and the commitment is focused on our own operations	Yes, and the commitment includes our own operations and suppliers	chain (e.g., suppliers, consumers, communities, other business relationships) and the value chain (e.g., suppliers, consumers, communities, other business relationships)
Human Rights	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Labour Rights/Decent Work	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Environment	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Anti-Corruption	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

G2A. (Optional) Please provide additional information:

250 / 5.000 Yes, in addition we sought ISO certifications that meet all these points, such as ISO26000 social responsibility, ISO14064 greenhouse gases, ISO14001 environment, ISO45001 worker health, ISO37001 compliance and others

G2A. (Optional) Please upload supporting documentation if applicable:

(Uploaded file cannot exceed 50MB)

Inventário de GEE_Ano 2023 - T Engenharia_Rev02_Completo.pdf

10.5 MB

application/pdf

G2A. (Optional) Please upload supporting documentation if applicable (2/2):

(Uploaded file cannot exceed 50MB)

T-ENGENHARIA E SISTEMAS LTDA-101-00981-AB-ISO37001 ing.pdf

0.5 MB

G3. Does the company have a code of conduct in place regarding each of the following sustainability topics?

(Select one answer per line) 

	No, this is not a current priority	No, but we plan to within the next two years	Yes, focused on employees	Yes, focused on employees and suppliers	Yes, focused on our own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)
Human Rights	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Labour Rights/Decent Work	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Environment	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Anti-Corruption	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

G3A. (Optional) Please provide additional information:

Yes, in addition we sought ISO certifications that meet all these points, such as ISO26000 social responsibility, ISO14064 greenhouse gases, ISO14001 environment, ISO45001 worker health, ISO37001 compliance and others. They can be found in our internal systems where everyone has access.

G4. Has the company appointed an individual or group responsible for each of the following sustainability topics?

(Select one answer per line) 

	Yes, with limited influence on outcomes	Yes, with moderate influence on outcomes	Yes, with direct influence of some outcomes (e.g., has access to)	Yes, with direct influence at the highest levels of the company
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	No one is specifically responsible for this topic	Yes, with limited influence on outcomes (e.g., limited access to internal information, decision-making authority)	Yes, with moderate influence on outcomes (e.g., has access to relevant information, reports to senior manager)	Yes, with direct influence on some senior managers (e.g., has access to relevant information, includes one or more senior manager with decision-making rights)	Yes, with direct influence at the highest level of the company (e.g., full access to relevant information, involves members at highest level of the company)
Human Rights	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Labour Rights/Decent Work	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Environment	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Anti-Corruption	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

G4A. (Optional) Please provide additional information:

Yes, in addition we sought ISO certifications that meet all these points, such as ISO26000 social responsibility, ISO14064 greenhouse gases, ISO14001 environment, ISO45001 worker health, ISO37001 compliance and others. They can be found in our internal systems where everyone has access.

G5. Does the company have a formal structure(s) (such as a cross-functional committee) to address each of the following sustainability topics?

(Select one answer per line)

No formal structure	Yes, with limited influence on outcomes (e.g., limited access to internal information necessary to understand risks, poor representation from relevant departments or functions)	Yes, with moderate influence on outcomes (e.g., includes representatives of some functions, departments, or business units most relevant for addressing the risks concerned, has access to relevant information, reports to senior manager)	Yes, with direct influence on some outcomes (e.g., includes representatives of functions, departments, or business units most relevant for addressing the risks concerned, has access to relevant information, involves one or more members of senior management)	Yes, with direct influence at the highest level of the company (e.g., full access to relevant information, involves members at highest level of the company)
<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

Human Rights	<input checked="" type="radio"/>	<input type="radio"/>	Yes, with moderate influence on outcomes (e.g., includes representatives of some functions, departments, or business units most	Yes, with direct influence on some outcomes (e.g., includes representatives of functions, departments, or business units most relevant for	<input type="radio"/>
Labour Rights/Decent Work	<input checked="" type="radio"/>	<input type="radio"/>			<input type="radio"/>
Environment	<input checked="" type="radio"/>	<input type="radio"/>	Yes, with limited influence on outcomes (e.g., limited		Yes, with direct influence at the highest level of the
Anti-Corruption	<input checked="" type="radio"/>	<input type="radio"/>			

G5A. (Optional) Please provide additional information:

G6. Does the company have a process(es) to assess risk?

(Select one answer per line) i

	No, this is not a current priority	No, but we are planning to develop on within the next two years	Yes, related to our own operations	Yes, related to our own operations and suppliers	Yes, related to our own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)
Human rights risks	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Labour rights risks	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Environmental risks	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Corruption risks	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

G6A. (Optional) Please provide additional information:

G7. Does the company have a due diligence process through which it identifies, prevents, mitigates, and accounts for actual and potential negative impacts on sustainability topics?

(Select one answer per line) i

Yes, related to our own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)

	No, this is not a current priority	No, but we plan to within the next two years	Yes, related to our own operations	Yes, related to our own operations and suppliers	Yes, related to our own operations and suppliers
Human rights risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Labour rights risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Environmental risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Corruption risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

G7A. (Optional) Please provide additional information:

PR Due Diligence Edit this section 1. OBJECTIVE Definition and operationalization of the fundamental guidelines to be adopted for hiring and effective control in the provision of services by employees/suppliers/third parties at T Engenharia e Sistemas (TEES) through the performance of Due Diligence. Edit this section 2. APPLICATION This procedure is applied to all areas that make up the TEES Integrated Management System (SGI). Edit this section 3. DESCRIPTION The integrity assessment, as well as the initial level of due diligence of suppliers, will be carried out according to the technical criteria defined in the Supplier Management spreadsheet for suppliers classified with "Medium" or "High" impact/risk associated with the themes ISO26000 Social Responsibility and ISO37001 Anti-bribery, the integrity assessment for due diligence when hiring employees will be carried out according to actions defined in the Human Resources PR. Risks are assessed and treated as defined in the SGI PR Risk Management procedure. Note: If bribery risks cannot be managed by existing controls, TEES may terminate, discontinue, suspend or cancel an existing relationship, activity or transaction or postpone or refuse new proposals due to possible inadequacy in addressing these risks. The employee/supplier/third party must commit to: Share TEES' commitments, ensuring that the practices used by them are in accordance with the provisions; Adherence to the terms and conditions of the code of conduct – ethics and integrity and other TEES policies and procedures; Commitment to complying with and enforcing applicable national anti-corruption and bribery laws, observing the highest standards of honesty and integrity, avoiding the occurrence of situations that may appear suspicious; Act in accordance with current legislation, as provided for in the Anti-Corruption and Anti-Bribery Policy; Solidarity for losses resulting from the illegal practices and acts of its commercial partners, which may fall on TEES; Refrain from promising, offering or giving, directly or indirectly, undue advantage to a public, private or third sector agent, or any third party related to them, with the intention of influencing any act or decision to promote their own interests or those of TEES . TEES must respect and promote human rights in all our activities and admit the hiring of employees/suppliers/third parties who share the same ideas and beliefs, respecting and observing the following principles and values: Full compliance with labor laws in all instances and legislation, standards, agreements and collective conventions relevant to occupational health and safety; Never tolerate, allow or condone the use of forced and/or child labor, the sexual exploitation of children and adolescents and trafficking in human beings, in any process related to its activities, always respecting the rights of the child and the adolescent; Provide your employees with decent working conditions in terms of working hours. health and safety. always respecting the labor legislation of the

place where they work. They must pay their employees fairly and with dignity. Edit this section 4. FORMS Not applicable Edit this section 5. WORK INSTRUCTIONS Not applicable Edit this section 6. INFORMATION SECURITY The information, documents, products prepared and/or maintained in this procedure were classified and labeled as provided for in the PR Classification and Labeling of Information and registered in the SGI Control Panel. The guidelines and guidelines defined in the Policies associated with Information Security must be applied when carrying out this procedure.

G7.1. During the due diligence process, has the company identified those suppliers and/or other business relationships where the risk of adverse impacts on human rights, labour, environment and/or anti-corruption may be particularly severe?

(Select one answer per line) 

No

Yes

Human rights risks

Labour rights risks

Environmental risks

Corruption risks

G7.1A. (Optional) Please provide additional information:

PR Due Diligence Edit this section 1. OBJECTIVE Definition and operationalization of the fundamental guidelines to be adopted for hiring and effective control in the provision of services by employees/suppliers/third parties at T Engenharia e Sistemas (TEES) through the performance of Due Diligence. Edit this section 2. APPLICATION This procedure is applied to all areas that make up the TEES Integrated Management System (SGI). Edit this section 3. DESCRIPTION The integrity assessment, as well as the initial level of due diligence of suppliers, will be carried out according to the technical criteria defined in the Supplier Management spreadsheet for suppliers classified with "Medium" or "High" impact/risk associated with the themes ISO26000 Social Responsibility and ISO37001 Anti-bribery, the integrity assessment for due diligence when hiring employees will be carried out according to actions defined in the Human Resources PR. Risks are assessed and treated as defined in the SGI PR Risk Management procedure. Note: If bribery risks cannot be managed by existing controls, TEES may terminate, discontinue, suspend or cancel an existing relationship, activity or transaction or postpone or refuse new proposals due to possible inadequacy in addressing these risks. The employee/supplier/third party must commit to: Share TEES' commitments, ensuring that the practices used by them are in accordance with the provisions; Adherence to the terms and conditions of the code of conduct – ethics and integrity and other TEES policies and procedures; Commitment to complying with and enforcing applicable national anti-corruption and bribery laws, observing the highest standards of honesty and integrity, avoiding the occurrence of situations that may appear suspicious; Act in accordance with current legislation, as provided for in the Anti-Corruption and Anti-Bribery Policy; Solidarity for losses resulting from the illegal practices and acts of its commercial partners, which may fall on TEES; Refrain from promising, offering or giving, directly or indirectly, undue advantage to a public, private or third sector agent, or any third party related to

indirectly, undue advantage to a public, private or third sector agent, or any third party related to them, with the intention of influencing any act or decision to promote their own interests or those of TEES . TEES must respect and promote human rights in all our activities and admit the hiring of employees/suppliers/third parties who share the same ideas and beliefs, respecting and observing the following principles and values: Full compliance with labor laws in all instances and legislation, standards, agreements and collective conventions relevant to occupational health and safety; Never tolerate, allow or condone the use of forced and/or child labor, the sexual exploitation of children and adolescents and trafficking in human beings, in any process related to its activities, always respecting the rights of the child and the adolescent; Provide your employees with decent working conditions in terms of working hours, health and safety, always respecting the labor legislation of the place where they work. They must pay their employees fairly and with dignity. Edit this section 4. FORMS Not applicable Edit this section 5. WORK INSTRUCTIONS Not applicable Edit this section 6. INFORMATION SECURITY The information, documents, products prepared and/or maintained in this procedure were classified and labeled as provided for in the PR Classification and Labeling of Information and registered in the SGI Control Panel. The guidelines and guidelines defined in the Policies associated with Information Security must be applied when carrying out this procedure.

G8. Does the company have a process(es) through which members of the company's workforce can raise concerns about the company's conduct on sustainability topics?

(Select one option) 

	No, this is not a current priority	No, but we plan to within two years	Yes, we have an informal process (e.g., through supervisors, others)	Yes, we have a formal process
Human rights risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Labour rights risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Environmental risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Corruption risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

G8A. (Optional) Please provide additional information:

G8.1. Please provide additional detail regarding the process(es) the company has through which members of the company's workforce can raise concerns about the company's conduct.

(Select one answer per line) 

No

Yes

Is the process communicated to all employees/workers in local languages?

Is the process available to non-employees (e.g., suppliers, consumers, communities, and other business relationships)?

Is the process confidential (e.g., whistleblowing process)?

Are there processes in place to avoid retaliation?

Can concerns be raised about suppliers or other business relationships (e.g., clients, partners, etc.)?

Other (Please provide additional information)

G8.1A. (Optional) Please provide additional information:

G9. How does the company capture lessons regarding each of the following sustainability topics?

(Select one answer per line) 

Conducts

Conducts investigation/review of incidents and changes organizational

Conducts investigation/review and leverages learnings to

	No lessons are regularly captured	investigation/review of incidents as needed	Conducts investigation/review of incidents and changes organizational policies, processes, and practices accordingly	Conducts investigation/review and leverages learnings to influence both internal and external affairs
Human Rights	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Labour Rights/Decent Work	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Environment	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Anti-Corruption	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

G9A. (Optional) Please provide additional information:

G10. Is executive pay linked to performance on one or more of the following sustainability topics?

(Select one answer per line) 

	No, this is not a current priority	No, but we plan to within the next two years	Yes
Human Rights	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Labour Rights/Decent Work	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Environment	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Anti-Corruption	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

G10A. (Optional) Please provide additional information:

G11. Please provide details regarding the company's board/highest governance body.

(Select one answer per line, if 'Known', include the value) 

Known Not applicable Number (Please input answer as a whole number (e.g., 95% = 95))

Total number of

Total number of board members (#)	<input checked="" type="radio"/> Known	<input type="radio"/> Not applicable	4 Number (Please input answer as a whole number (e.g., 95% = 95))
Male (%)	<input checked="" type="radio"/>	<input type="radio"/>	3
Female (%)	<input checked="" type="radio"/>	<input type="radio"/>	1
Non-binary (%)	<input type="radio"/>	<input checked="" type="radio"/>	
Under 30 years old (%)	<input type="radio"/>	<input checked="" type="radio"/>	
30-50 years old (%)	<input checked="" type="radio"/>	<input type="radio"/>	3
Above 50 years old (%)	<input checked="" type="radio"/>	<input type="radio"/>	1
From minority or vulnerable groups (%)	<input type="radio"/>	<input checked="" type="radio"/>	
Executive (%)	<input checked="" type="radio"/>	<input type="radio"/>	4
Independent (%)	<input checked="" type="radio"/>	<input type="radio"/>	0

G11A. (Optional) Please provide additional information:

G12. Do you produce sustainability reporting according to:

(Select all that apply) 

- National/local regulation on sustainability
- Security exchange regulations
- Non-Financial Reporting Directive of the European Union (NFRD)/Corporate Sustainability Reporting Directive (CSRD)
- Global Reporting Initiative (GRI)
- Sustainability Accounting Standards Board (SASB, now consolidated into the IFRS Foundation)
- International Integrated Reporting Council (IIRC, now consolidated into the IFRS Foundation)
- Climate Disclosure Standards Board (CDSB, now consolidated into the IFRS Foundation)
- Task Force on Climate-related Financial Disclosures (TCFD)

- Task force on climate-related financial disclosures (TCFD)
- Other voluntary frameworks (Please provide additional information)**
- No sustainability reporting according to any frameworks nor regulations outside of this Communication on Progress

G12A. Other voluntary frameworks (Please provide additional information):

WE USE THE GHG PROTOCOL STANDARD

G12A. (Optional) Please provide additional information:

G13. Is the information disclosed in this questionnaire assured by a third-party?

(Select all that apply) 

- Limited assurance for minority of metrics (e.g., GHG emissions only)**
- Limited assurance for majority of metrics
- Reasonable assurance for minority of metrics**
- Reasonable assurance for majority of metrics
- Other (Please provide additional information)
- No assurance for any metrics

G13A. (Optional) Please provide additional information:

Human Rights

[Click for additional guidance](#)

HR1. Which of the following has the company identified as material human rights topics connected with its operations and/or value chain, whether based on their salience (e.g., the most severe potential negative impacts on people) or another basis?

(Select all that apply) 

Freedom of association and the effective recognition of the right to collective bargaining

Child labour

Forced labour

Non-discrimination in respect of employment and occupation

Safe and healthy working environment

Working conditions (wages, working hours)

Freedom of expression

Access to water and sanitation

Digital security / privacy

Gender equality and women's rights

Rights of indigenous peoples

Rights of refugees and migrants

Other

HR1A. (Optional) Please provide additional information:

Note: Labour rights topics (Freedom of association and the effective recognition of the right to collective bargaining, child labour, forced labour, non-discrimination in respect of employment and occupation, and a safe and healthy working environment) are a subset of human rights and for completeness, were included in this question. Regardless of these labour topics being selected as material in this question or not, all companies will be asked to provide additional details about these labour rights topics in the next section (L.1 and following). For the other human rights topics selected as

material in this question, seven additional questions will be asked in the following section.

HR2. Does the company have a policy commitment in relation to the following human rights topics?

(Select one answer per line, if 'Yes', include the value) 

	No, and we have no plans to develop a policy	No, but we plan to within the next two years	Yes, included within a broader policy or as a stand-alone policy	Year policy last reviewed (YYYY)
Freedom of expression	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="text" value="2024"/>
Gender equality and women's rights	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="text" value="2024"/>

HR2A. (Optional) Please provide additional information:

HR2A. (Optional) Please upload supporting documentation if applicable:

(Uploaded file cannot exceed 50MB)

Relatorio_de_Auditoria_2024_(1)_26000_assinado.pdf

0.3 MB
application/pdf

HR2A. (Optional) Please upload supporting documentation if applicable (2/2):

(Uploaded file cannot exceed 50MB)

0.2 MB
application/pdf

HR2.1. For each human rights policy commitment, is it:

(Select all that apply) 

	Aligned with international human rights standards	Publicly available	Approved at most senior level of the company	Applied to the company's own operations	Applied to the company's own operations and suppliers
Freedom of expression	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender equality and women's rights	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
		Applied to the company's own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)	Developed involving human rights expertise from inside and outside the company	Other (Please provide additional information)	
Freedom of expression		<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>
Gender equality and women's rights		<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>

HR2.1A. (Optional) Please provide additional information:

HR3. Within the reporting period, has the company engaged with potentially affected stakeholders or their legitimate representatives in relation to the following human rights topics?

(Select one answer per line) 

	No engagement on this topic	To better understand the risks/impacts in question	To discuss potential ways to prevent or mitigate the risks/impacts in question	To agree on a way to prevent/mitigate the risks/impacts in question
Freedom of expression	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Gender equality and women's rights	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

	To assess progress in preventing/mitigating the risks/impacts in question	To collaborate in the prevention/mitigation of the risks/impacts in question
Freedom of expression	<input type="radio"/>	<input type="radio"/>
Gender equality and women's rights	<input type="radio"/>	<input type="radio"/>

HR3A. (Optional) Please provide additional information:

HR4. What type of action has the company taken within the reporting period with the aim of preventing/mitigating the risks/impacts associated with the following human rights topics?

(Select all that apply) 

	No action within reporting period	Provided internal training/capacity building for the direct workforce	Built capacity among relevant business relationships (e.g. partners, suppliers, clients, etc.)	Conducted an audit process and/or corrective action plan	Collective action with peers or other stakeholders to address the issue
Freedom of expression	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Gender equality and women's rights	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	No action within reporting period	Provided internal training/capacity building for the direct workforce	Built capacity among relevant business relationships (e.g. suppliers, contractors, etc.)	Conducted an audit process and/or other corrective actions	Collective action with peers or other stakeholders (Please provide additional information)
Freedom of expression			<input type="checkbox"/>		<input type="checkbox"/>
Gender equality and women's rights			<input type="checkbox"/>		<input type="checkbox"/>

HR4A. (Optional) Please provide additional information:

HR5. Who receives training for the following human rights topics?

(Select all that apply) ⁽ⁱ⁾

	No training provided	Select employees	All employees	Contractors	Direct suppliers
Freedom of expression	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender equality and women's rights	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
				Indirect suppliers	Other - such as partners, clients, etc.
Freedom of expression			<input type="checkbox"/>		<input type="checkbox"/>
Gender equality and women's rights			<input type="checkbox"/>		<input type="checkbox"/>

HR5A. (Optional) Please provide additional information:

HR6. How does the company assess progress in preventing/mitigating the risks/impacts associated with the following human rights topics?

(Select one answer per line) ⁽ⁱ⁾

	No monitoring of progress	Review topics on ad hoc basis	Set annual targets/goals, track progress over time (internal programmes only)	Set annual targets/goals, track progress over time (internal and external programmes)	Other (Please provide additional information)
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Freedom of expression	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
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Gender equality and women's rights	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
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HR6A. (Optional) Please provide additional information:

HR7. Within the reporting period, has the company been involved in providing or enabling remedy if it has caused or contributed to adverse impact(s) associated with the following human rights topic(s)?

(Select one answer per line) [i](#)

	No remedy provided/enabled	Yes, remedy provided/enabled	No adverse impact identified or caused	Choose to not disclose
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Freedom of expression	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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Gender equality and women's rights	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
------------------------------------	----------------------------------	-----------------------	-----------------------	-----------------------

HR7A. (Optional) Please provide additional information:

HR8. Briefly describe additional relevant, practical actions the company has taken within the reporting period and/or plans to take to implement the human rights principles, including any challenges faced and actions taken towards prevention and/or remediation. [i](#)

Human Rights Policy T Engenharia e Sistemas (TEES), operating in the engineering and systems segment, has its Human Rights Policy defined in: Respect and value social and cultural diversities and individual differences, and combat all forms of discrimination, providing all people with equal treatment and without prejudice due to social, cultural and ethnic origin or related to gender, age, religion, political opinion, sexual orientation, physical, psychological and mental condition and any other illegitimate basis of discrimination; Recognize the importance and universality of human rights, taking care that TEES activities do not harm them directly or indirectly, ensuring the economic, social and natural environment they require; Respect human rights in all operations carried out by TEES, not tolerating any type of discrimination or violation of these rights, as well as adopting permanent mechanisms to identify, prevent, monitor, monitor and mitigate current or potential impacts on human rights resulting from its activities or of those with whom it relates, as provided for in the PR Due Diligence procedure; Encourages that violations, suspected or real, of possible violations of Human Rights and/or the Code of Ethical Conduct, by members of its corporate structure, employees or third parties, are communicated in a timely manner through the Reporting Channel, anonymously, enabled on the TEES website, Contact/Contact Us Form - Report; Implement an action plan for handling human rights violation complaints for follow-up and monitoring; Ensure that human rights are a parameter for the conduct of TEES' business, respecting and repairing any violations due to its activities; Protect decent work, ensuring freedom of association and compliance with the rules governing collective bargaining, as well as promoting health and safety at work, accessibility and equal opportunities; Combat in all TEES activities and in its value chain any forms of violence, sexual exploitation of children and adolescents, child, degrading or slavery-like labor, as well as moral and sexual harassment in all instances and any type of discrimination, intimidation and embarrassment; Ensure effective communication systems for receiving and handling manifestations and complaints regarding human rights violations, taking appropriate measures in the event of a proven violation; Carry out an annual assessment of human rights in the organization at the Social Responsibility critical analysis meeting.

Labour

[Click for additional guidance](#)

L1. Does the company have a policy in relation to the following labour rights topics?

(Select one answer per line, if 'Yes', include the value) 

	No, and we have no plans to develop a policy	No, but we plan to within the next two years	Yes, included within a broader policy or as a stand-alone policy	Not applicable (Please provide additional information)
Freedom of association and the effective recognition of the right to	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

collective bargaining

Forced labour

No, and we have
no plans to
develop a policy

No, but we plan
to within the next
two years

Yes, included
within a broader
policy or as a
stand-alone
policy

Not applicable
(Please provide
additional
information)

Child labour

Non-discrimination in
respect of employment
and occupation

Safe and healthy working
environment

Year policy last reviewed (YYYY)

Freedom of association and the effective
recognition of the right to collective
bargaining

Forced labour

Child labour

Non-discrimination in respect of
employment and occupation

Safe and healthy working environment

L1A. (Optional) Please provide additional information:

Human Rights Policy T Engenharia e Sistemas (TEES), operating in the engineering and systems segment, has its Human Rights Policy defined in: Respect and value social and cultural diversities and individual differences, and combat all forms of discrimination, providing all people with equal treatment and without prejudice due to social, cultural and ethnic origin or related to gender, age, religion, political opinion, sexual orientation, physical, psychological and mental condition and any other illegitimate basis of discrimination; Recognize the importance and universality of human rights, taking care that TEES activities do not harm them directly or indirectly, ensuring the economic, social and natural environment they require; Respect human rights in all operations carried out by TEES, not tolerating any type of discrimination or violation of these rights, as well as adopting permanent mechanisms to identify, prevent, monitor, monitor and mitigate current or potential impacts on human rights resulting from its activities or of those with whom it relates, as provided for in the PR Due Diligence procedure; Encourages that violations, suspected or real, of possible violations of Human Rights and/or the Code of Ethical Conduct, by members of its corporate structure, employees or third parties, are communicated in a timely manner through the Reporting Channel, anonymously, enabled on the TEES website, Contact/Contact Us Form - Report; Implement an action plan for handling human rights violation complaints for follow-up and monitoring; Ensure that human rights are a parameter for the conduct of TEES' business, respecting and repairing any violations due to its activities; Protect decent work, ensuring freedom of association and compliance with the rules governing collective bargaining, as well as promoting health and safety at work, accessibility and

equal opportunities; Combat in all TEES activities and in its value chain any forms of violence, sexual exploitation of children and adolescents, child, degrading or slavery-like labor, as well as moral and sexual harassment in all instances and any type of discrimination, intimidation and embarrassment; Ensure effective communication systems for receiving and handling manifestations and complaints regarding human rights violations, taking appropriate measures in the event of a proven violation; Carry out an annual assessment of human rights in the organization at the Social Responsibility critical analysis meeting.

L1A. (Optional) Please upload supporting documentation if applicable:

(Uploaded file cannot exceed 50MB)

Política_de_Direitos_Humanos (4).pdf

0.1 MB

application/pdf

L1A. (Optional) Please upload supporting documentation if applicable (2/2):

(Uploaded file cannot exceed 50MB)

PR_Due_Diligence (4).pdf

0.1 MB

application/pdf

L1.1. For each labour rights policy commitment, is it:

(Select all that apply) 

Aligned with	Approved at most	Applied to the	Applied to the company's own
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	international labour standards	Publicly available	senior level of the company Approved at most senior level of the company	company's own operations Applied to the company's operations	operations Applied to the suppliers company's own operations and suppliers
Freedom of association and the effective recognition of the right to collective bargaining	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Forced labour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Child labour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Non-discrimination in respect of employment and occupation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Safe and healthy working environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

	Applied to the company's own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)	Developed in consultation with workers and their representatives	Developed involving labour expertise from inside and outside the company	Other (Please provide additional information)
Freedom of association and the effective recognition of the right to collective bargaining	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Forced labour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Child labour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Non-discrimination in respect of employment and occupation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Safe and healthy working environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

L1.1A. (Optional) Please provide additional information:

L1.2. Does the company's policy on freedom of association and collective bargaining:

(Select all that apply) 

- Reference the respect for the right of all workers to form and join a trade union of their choice without fear of intimidation or reprisal and protect workers against acts of antiunion discrimination
- Prohibit any acts of interference in trade unions
- Facilitate collective bargaining with the trade union representatives**
- Provide trade union representatives with the information required for meaningful bargaining in the context of bona fide negotiations
- Reference the respect for the right of workers to submit grievances without suffering
- We do have a policy on freedom of association or collective bargaining but it does not include any of these details**
- We do not have a policy on freedom of association or collective bargaining

L1.2A. (Optional) Please provide additional information:

L2. Within of the reporting period, has the company engaged with affected stakeholders or their legitimate representatives in relation to the following labour rights topics?

(Select one answer per line) 

	No engagement on this topic	To better understand the risks/impacts in question	To discuss potential ways to prevent or mitigate the risks/impacts in question	To agree on a way to prevent/mitigate the risks/impacts in question
Freedom of association and the effective recognition of the right to collective bargaining	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Forced labour	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Child labour	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
	No engagement on this topic	To better understand the risks/impacts in question	To discuss potential ways to prevent or mitigate the risks/impacts in question	To agree on a way to prevent/mitigate the risks/impacts in question
	To assess progress in preventing/mitigating the risks/impacts in question	To collaborate in the prevention/mitigation of the risks/impacts in question	Other (Please provide additional information)	
Non-discrimination in respect of employment and occupation	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Safe and healthy working environment	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Freedom of association and the effective recognition of the right to collective bargaining	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Forced labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Child labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Non-discrimination in respect of employment and occupation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Safe and healthy working environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

L2A. (Optional) Please provide additional information:

L3. What type of action has the company taken within the reporting period with the aim of preventing/mitigating the risks/impacts associated with the following labour rights topics?

(Select all that apply) 

	No action within reporting period	Provided internal training/capacity building for the direct workforce	Built capacity among relevant business relationships (e.g., suppliers, consumers, communities)	Conducted an audit process and/or corrective action plan
Freedom of association and the effective recognition of the right to collective bargaining	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

the right to collective bargaining	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Forced labour	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Child labour	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Non-discrimination in respect of employment and occupation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Safe and healthy working environment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

No action within reporting period

Provides internal training/capacity building for the direct workforce

Collective action with peers or other stakeholders, in particular workers' organizations, to address the issue

Built capacity among relevant business relationships (e.g., suppliers, consumers, communities)

Conducted an audit process and/or corrective action plan

Collaborated with governmental or regulatory bodies

Other (Please provide additional information)

Freedom of association and the effective recognition of the right to collective bargaining	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Forced labour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Child labour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Non-discrimination in respect of employment and occupation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Safe and healthy working environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

L3A. (Optional) Please provide additional information:

L4. Who receives training for the following labour rights topics?

(Select all that apply) 

	No training provided	Select employees	All employees	Contractors	Direct suppliers
Freedom of association and the effective recognition of the right to	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	No training provided	Select employees	All employees	Contractors	Direct suppliers
collective bargaining					
Forced labour	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Child labour	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Non-discrimination in respect of employment and occupation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Safe and healthy working environment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
			Indirect suppliers	Other - such as partners, clients, etc.	
Freedom of association and the effective recognition of the right to collective bargaining			<input type="checkbox"/>	<input type="checkbox"/>	
Forced labour			<input type="checkbox"/>	<input type="checkbox"/>	
Child labour			<input type="checkbox"/>	<input type="checkbox"/>	
Non-discrimination in respect of employment and occupation			<input type="checkbox"/>	<input type="checkbox"/>	
Safe and healthy working environment			<input type="checkbox"/>	<input type="checkbox"/>	

L4A. (Optional) Please provide additional information:

L5. How does the company assess progress in preventing/mitigating the risks/impacts associated with the following labour rights topics?

(Select one answer per line) 

	No monitoring of progress	Review topics on ad hoc basis	Set annual targets/goals, track progress over time (internal programmes only)	Set annual targets/goals, track progress over time (internal and external programmes)
Freedom of association and the effective recognition of the right to collective bargaining	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

Forced labour	<input type="radio"/>	<input checked="" type="radio"/>	Set annual targets/goals, track progress over time (internal programmes only)	Set annual targets/goals, track progress over time (internal and external programmes)
Child labour	<input type="radio"/>	<input checked="" type="radio"/>		
Non-discrimination in respect of employment and occupation	No monitoring of progress <input type="radio"/>	Review topics on ad hoc basis <input checked="" type="radio"/>		
Safe and healthy working environment	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other (Please provide additional information)

Freedom of association and the effective recognition of the right to collective bargaining	<input type="radio"/>
Forced labour	<input type="radio"/>
Child labour	<input type="radio"/>
Non-discrimination in respect of employment and occupation	<input type="radio"/>
Safe and healthy working environment	<input type="radio"/>

L5A. (Optional) Please provide additional information:

L6. Do(es) the existing collective bargaining agreement(s) provide(s) more favourable rights than those provided in legislation, where appropriate?

(Select all that apply) 

- Yes, by providing more favourable conditions related to wages
- Yes, by providing more favourable conditions related to working hours
- Yes, by providing more favourable conditions related to health coverage and/or sick leave
- Yes, by providing additional rights not otherwise provided (Please provide additional information)
- There is (are) no existing collective bargaining

agreement(s)

No

L6A. (Optional) Please provide additional information:

L7. Within the reporting period, what was the percentage of women in managerial positions? [i](#)

Percent women - (Please input answer as a whole number (e.g., 95% = 95))

Unknown

25

L7A. (Optional) Please provide additional information:

We are 4 managers and one is a woman, that is, 25%

L8. What was the average ratio of the basic salary and remuneration of women to men (comparing jobs of equal value) within the reporting period? [i](#)

Salary ratio (Women/Men %) - (Please input answer as a whole number (e.g., 95% = 95))

Unknown

Choose to not disclose

50

L8A. (Optional) Please provide additional information:

In the same position the salaries are the same

L9. Within the reporting period, how frequently were workers injured (injuries per hour worked)? [i](#)

Frequency of injury

Unknown

Choose to not disclose

0

L9A. (Optional) Please provide additional information:

We have a zero accident policy

L10. Within the reporting period, what was the company's incident rate (injuries per worker)? [i](#)

Incident Rate

Unknown

Choose to not disclose

0

L10A. (Optional) Please provide additional information:

We have a zero accident policy

L11. Within the reporting period, has the company been involved in providing or enabling remedy where it has caused or contributed to adverse impact(s) associated with the following labour rights topics?

(Select one answer per line) [i](#)

	No remedy provided/enabled	Yes, remedy provided/enabled	No adverse impact identified or caused	Choose to not disclose
--	----------------------------	------------------------------	--	------------------------

Freedom of association and the effective recognition of the right to collective bargaining

Forced labour

	<input checked="" type="radio"/> No remedy provided/enabled	<input type="radio"/> Yes, remedy provided/enabled	<input type="radio"/> No adverse impact identified or caused	<input type="radio"/> Choose to not disclose
Child labour				
Non-discrimination in respect of employment and occupation	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Safe and healthy working environment	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

L11A. (Optional) Please provide additional information:

L12. Briefly describe additional relevant practical actions the company has taken within the reporting period and/or plans to take to implement the labour rights principles, including any challenges faced and actions taken towards prevention and/or remediation.ⁱ

We have ISO45001 certification to guarantee worker health and safety in addition to human rights. We hired totalpass to provide gyms, physical activities and training to all employees and help with mental health.

Environment

[Click for additional guidance](#)

E1. Does the company have a policy commitment in relation to the following environmental topics?

(Select one answer per line, if 'Yes', include the value)ⁱ

	No, but we plan to next two	Yes, included within a broader policy or as a stand-alone	Not applicable (Please provide additional
No, and we have no plans to develop			

	a policy	years	policy	information)	Year policy was last updated (YYYY)
Climate change	<input type="radio"/>	No, but we	<input checked="" type="radio"/>	<input type="radio"/>	2024
Water	<input checked="" type="radio"/>	No, and we have no plans to develop a policy	<input checked="" type="radio"/>	<input checked="" type="radio"/>	
Oceans	<input type="radio"/>	No, and we have no plans to develop a policy	<input checked="" type="radio"/>	<input type="radio"/>	
Forests/Biodiversity/Land use	<input type="radio"/>	No, and we have no plans to develop a policy	<input checked="" type="radio"/>	<input type="radio"/>	2024
Air pollution	<input type="radio"/>	No, and we have no plans to develop a policy	<input checked="" type="radio"/>	<input type="radio"/>	2024
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="radio"/>	No, and we have no plans to develop a policy	<input checked="" type="radio"/>	<input type="radio"/>	2024
Energy & resource use	<input type="radio"/>	No, and we have no plans to develop a policy	<input checked="" type="radio"/>	<input type="radio"/>	2024



E1A. (Optional) Please provide additional information:

E1A. (Optional) Please upload supporting documentation if applicable:

(Uploaded file cannot exceed 50MB)

PR_Levantamento_de_aspectos_e_impactos_ambientais (2).pdf

0.2 MB
application/pdf

E1A. (Optional) Please upload supporting documentation if applicable (2/2):

(Uploaded file cannot exceed 50MB)

PR_Gerenciamento_de_resíduos (3).pdf

E1.1 For each environmental policy commitment, is it:

(Select all that apply) 

	Aligned with international environmental standards	Publicly available	Approved at most senior level of the company	Applied to the company's own operations	Applied to the company's own operations and suppliers
Climate change	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Forests/Biodiversity/Land use	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Air pollution	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Energy & resource use	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

	Applied to the company's own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)	Developed involving environmental expertise from inside and outside the company	Other (Please provide additional information)
Climate change	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Forests/Biodiversity/Land use	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Air pollution	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Waste (e.g., chemical spills, solid	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

waste, hazardous, plastic, etc.)

Applied to the company's own operations and the value chain (e.g., suppliers, consumers,

Developed involving environmental

Energy & resource use

E1.1A. (Optional) Please provide additional information:

PR Air quality and noise

1. OBJECTIVE Control and monitor gaseous effluents that may have an impact on the environment and/or pose a threat to employee health and safety, as well as sound/noise in the work environment.

2. APPLICATION This procedure is applied to all areas that make up the Integrated Management System (SGI) of T Engenharia e Sistemas (TEES).

3. DESCRIPTION

3.1 POLLUTION CONTROL Does not apply, as it is a commercial space on the 11th floor.

3.2 ATMOSPHERIC EMISSION CONTROL SYSTEMS Does not apply, as it is a commercial space on the 11th floor.

3.3 MEASUREMENT OF BLACK SMOKE FROM DIESEL VEHICLES Does not apply, as it is a commercial space on the 11th floor.

3.4 NOISE MONITORING It will only be applicable when there is in-person work at the TEES office. Carried out at least annually based on Standard NBR 10.151, a technical report must be prepared by specialized companies to control noise emissions at points defined by the Standard.

NOTE: If there are deviations at the conclusion of the report, it must be treated as a Non-Conformity of the Management System and an Action Plan must be opened to correct this deviation, in accordance with the PR procedure Non-conforming outputs and corrective action.

4. FORMS Not applicable

5. WORK INSTRUCTIONS Not applicable

6. INFORMATION SECURITY The information, documents, products prepared and/or maintained in this procedure were classified and labeled as provided for in the PR Classification and Labeling of Information and registered in the SGI Control Panel. The guidelines and guidelines defined in the Policies associated with Information Security must be applied when carrying out this procedure.

E2. Within the reporting period, has the company engaged with potentially affected stakeholders or their legitimate representatives in relation to the following environmental topics?

(Select one answer per line) 

	No engagement on this topic	To better understand the risks/impacts in question	To discuss potential ways to prevent/mitigate the risks/impacts in question	To agree on a way to prevent/mitigate the risks/impacts in question
Climate change	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Water	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Oceans	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Forests/biodiversity/land use	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Air pollution	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
	No engagement on this topic	To better understand the risks/impacts in question	To discuss potential ways to prevent/mitigate the risks/impacts in question	To agree on a way to prevent/mitigate the risks/impacts in question
Air pollution	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Energy & resource use	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
		To assess progress in preventing/mitigating the risks/impacts in question	To collaborate in the prevention/mitigation of the risks/impacts in question	Other (Please provide additional information)
Climate change		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Water		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Oceans		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Forests/biodiversity/land use		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Air pollution		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Energy & resource use		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

E2A. (Optional) Please provide additional information:

PR Air quality and noise Edit this section 1. OBJECTIVE Control and monitor gaseous effluents that may have an impact on the environment and/or pose a threat to employee health and safety, as well as sound/noise in the work environment. Edit this section 2. APPLICATION This procedure is applied to all areas that make up the Integrated Management System (SGI) of T Engenharia e Sistemas (TEES). Edit this section 3. DESCRIPTION Edit this section 3.1 POLLUTION CONTROL Does not apply, as it is a commercial space on the 11th floor. Edit this section 3.2 ATMOSPHERIC EMISSION CONTROL SYSTEMS Does not apply, as it is a commercial space on the 11th floor. Edit this section 3.3 MEASUREMENT OF BLACK SMOKE FROM DIESEL VEHICLES Does not apply, as it is a commercial space on the 11th floor. Edit this section 3.4 NOISE MONITORING It will only be applicable when there is in-person work at the TEES office. Carried out at least annually based on Standard NBR 10.151, a technical report must be prepared by specialized companies to control noise emissions at points defined by the Standard. NOTE: If there are deviations at the conclusion of the report, it must be treated as a Non-Conformity of the Management System and an Action Plan must be opened to correct this deviation, in accordance with the PR procedure Non-conforming outputs and corrective action. Edit this section 4. FORMS Not applicable Edit this section 5. WORK INSTRUCTIONS Not applicable Edit this section 6. INFORMATION SECURITY The information, documents, products prepared and/or maintained in this procedure were classified and labeled as provided for in the PR Classification and Labeling of

E3. What type of action has the company taken within the reporting period with the aim of preventing/mitigating the risks/impacts associated with the following environmental topics?

(Select all that apply) 

	No action within reporting period	Provided internal training/capacity building for the direct workforce	Built capacity among relevant business relationships (e.g. suppliers, consumers, communities)	Conducted an audit process and/or corrective action plan	Collective action with peers or other stakeholders to address the issue
Climate change	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Water	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Oceans	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Forests/Biodiversity/Land use	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Air pollution	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Energy & resource use	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Collaborated with governmental or regulatory bodies	Other (Please provide additional information)
Climate change	<input type="checkbox"/>	<input type="checkbox"/>
Water	<input type="checkbox"/>	<input type="checkbox"/>
Oceans	<input type="checkbox"/>	<input type="checkbox"/>
Forests/Biodiversity/Land use	<input type="checkbox"/>	<input type="checkbox"/>
Air pollution	<input type="checkbox"/>	<input type="checkbox"/>

Waste (e.g., chemical spills, solid waste,

waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)

Collaborated with governmental or regulatory bodies

Other (Please provide additional information)

Energy & resource use

E3A. (Optional) Please provide additional information:

PR Waste management Edit this section 1. OBJECTIVE Minimize the generation of waste at source, adapt to segregation at source, control and reduce risks to the environment and ensure correct handling and final disposal, in accordance with current legislation. Edit this section 2. APPLICATION This procedure is applied to all areas that make up the Integrated Management System (SGI) of T Engenharia e Sistemas (TEES). Edit this section 3. DESCRIPTION Edit this section 3.1 Definitions Definition of Solid Waste (ABNT NBR 10004:2004) "Waste in solid and semi-solid states, resulting from activities of industrial, domestic, hospital, commercial, agricultural, service and sweeping origin. This definition includes sludge from water treatment systems, those generated in pollution control equipment and installations, as well as certain liquids whose particularities make their release into the public sewage system or water bodies unfeasible, or require it to be released. solutions that are technically and economically unfeasible in the face of the best available technology". Edit this section 3.2 Solid waste management aims to: Eliminate generation: through technological changes, replacement of raw materials and replacement of inputs; Reuse: reuse, recover as a by-product, recycle or return to the manufacturer; Treat: apply physical, chemical, biological, thermal processes, among others; Dispose appropriately in sanitary or industrial landfills; Reduce generation through process improvements and operation optimization. Waste management aims to classify, quantify, indicate ways for the correct identification and segregation at source of waste generated by area / unit / sector of the company. Edit this section 3.3 Waste characterization It consists of classifying waste based on chemical analysis reports, according to NBR 10004, subjecting the waste to Solubility and Leaching tests or another type of analysis (chromatography, atomic absorption, UV spectrophotometry, among others) that it deems necessary to better identify its components. For Dangerous products, which are those capable of producing adverse effects on the health and/or safety of the community, the following are defined: the risk potential (by consulting the Chemical Product Safety Information Sheets - FISPQ and Emergency Sheets), forms of handling, packaging, storage, transportation, Work Instructions, emergency actions and means of communicating risks. To record this activity, the Solid waste treatment form must be used. Edit this section 3.4 Segregation It consists of the operation of separating waste by class, in accordance with ABNT NBR 10004 Solid Waste - Classification, those identified at the time of their generation, looking for ways to package them appropriately, and the best alternative for temporary storage and final disposal. Waste segregation aims to avoid the mixing of incompatible waste (follow the chemical incompatibility table), aiming to ensure the possibility of reuse, recycling and safe handling. Mixing incompatible waste can cause: heat generation; fire or explosion; generation of toxic fumes and gases; generation of flammable gases; solubilization of toxic substances, among others. To control the location of the company's waste, the document Annex A - Control of waste generation must be used. When work is carried out at the TEES office, the following guidelines must be observed for the correct disposal of solid waste: Batteries: will be disposed of at a nearby pharmacy or supermarket. Light bulbs: will be discarded at a nearby pharmacy or supermarket. IT equipment: will be disposed of through a UFRJ partner cooperative. Edit this section 3.5 Identification The identification of waste serves to guarantee the segregation carried out at the generation sites and must be present on packaging, drums, big bags, in storage locations, and in internal and external collection vehicles. All chemical waste located in the company or produced or used in the company's activities must be properly identified and packaged, maintaining its emergency record for the product in question. Edit this section 3.6 Transport The operation of TEES does not require the transfer of waste. Edit this section 3.7 Waste

transport. The operation of TEES does not require the transfer of waste. Edit this section 3.7 Waste control and disposal Using the Solid waste treatments form, waste is identified, its class, appropriate forms of packaging, destinations, and for possible occurrences (environmental impacts) ways to mitigate the effects. Edit this section 3.8 Solid waste inventory In Waste Generation Control, the movements and quantity of waste generated are recorded. Edit this section 4. FORMS Solid waste treatment Annex A -

E4. How does the company assess progress in preventing/mitigating the risks/impacts associated with the following environmental topics?

(Select one answer per line) 

	No monitoring of progress	Review topics on ad hoc basis	Set annual targets/goals, track progress over time (internal programmes only)	Set annual targets/goals, track progress over time (internal and external programmes)	Other (Please provide additional information)
Climate change	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Water	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Oceans	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Forests/Biodiversity/Land use	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Air pollution	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Energy & resource use	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

E4A. (Optional) Please provide additional information:

PR Waste management Edit this section 1. OBJECTIVE Minimize the generation of waste at source, adapt to segregation at source, control and reduce risks to the environment and ensure correct handling and final disposal, in accordance with current legislation. Edit this section 2. APPLICATION This procedure is applied to all areas that make up the Integrated Management System (SGI) of T Engenharia e Sistemas (TEES). Edit this section 3. DESCRIPTION Edit this section 3.1 Definitions Definition of Solid Waste (ABNT NBR 10004:2004) "Waste in solid and semi-solid states, resulting from activities of industrial, domestic, hospital, commercial, agricultural, service and sweeping origin. This definition includes sludge from water treatment systems, those generated in pollution control equipment and installations, as well as certain liquids whose particularities make their release into the public sewage system or water bodies unfeasible, or require it to be released. solutions that are

technically and economically unfeasible in the face of the best available technology". Edit this section 3.2 Solid waste management aims to: Eliminate generation: through technological changes, replacement of raw materials and replacement of inputs; Reuse: reuse, recover as a by-product, recycle or return to the manufacturer; Treat: apply physical, chemical, biological, thermal processes, among others; Dispose appropriately in sanitary or industrial landfills; Reduce generation through process improvements and operation optimization. Waste management aims to classify, quantify, indicate ways for the correct identification and segregation at source of waste generated by area / unit / sector of the company. Edit this section 3.3 Waste characterization It consists of classifying waste based on chemical analysis reports, according to NBR 10004, subjecting the waste to Solubility and Leaching tests or another type of analysis (chromatography, atomic absorption, UV spectrophotometry, among others) that it deems necessary to better identify its components. For Dangerous products, which are those capable of producing adverse effects on the health and/or safety of the community, the following are defined: the risk potential (by consulting the Chemical Product Safety Information Sheets - FISPQ and Emergency Sheets), forms of handling, packaging, storage, transportation, Work Instructions, emergency actions and means of communicating risks. To record this activity, the Solid waste treatment form must be used. Edit this section 3.4 Segregation It consists of the operation of separating waste by class, in accordance with ABNT NBR 10004 Solid Waste - Classification, those identified at the time of their generation, looking for ways to package them appropriately, and the best alternative for temporary storage and final disposal. Waste segregation aims to avoid the mixing of incompatible waste (follow the chemical incompatibility table), aiming to ensure the possibility of reuse, recycling and safe handling. Mixing incompatible waste can cause: heat generation; fire or explosion; generation of toxic fumes and gases; generation of flammable gases; solubilization of toxic substances, among others. To control the location of the company's waste, the document Annex A - Control of waste generation must be used. When work is carried out at the TEES office, the following guidelines must be observed for the correct disposal of solid waste: Batteries: will be disposed of at a nearby pharmacy or supermarket. Light bulbs: will be discarded at a nearby pharmacy or supermarket. IT equipment: will be disposed of through a UFRJ partner cooperative. Edit this section 3.5 Identification The identification of waste serves to guarantee the segregation carried out at the generation sites and must be present on packaging, drums, big bags, in storage locations, and in internal and external collection vehicles. All chemical waste located in the company or produced or used in the company's activities must be properly identified and packaged, maintaining its emergency record for the product in question. Edit this section 3.6 Transport The operation of TEES does not require the transfer of waste. Edit this section 3.7 Waste control and disposal Using the Solid waste treatments form, waste is identified, its class, appropriate forms of packaging, destinations, and for possible occurrences (environmental impacts) ways to mitigate the effects. Edit this section 3.8 Solid waste inventory In Waste Generation Control, the movements and quantity of waste generated are recorded. Edit this section 4. FORMS Solid waste treatment Annex A -

E4.1. For each environmental topic for which the company sets timebound goals/targets, what kind of targets has the company set?

Please provide a description of targets (e.g., what is the target, absolute vs. intensity, externally verified, on track, etc.) ⓘ

Reduce CO2 emissions in employees' homes and in the company, with less energy use. Transport using the metro, electric public transport and not

Climate change

combustion. Distribute at least one newsletter per semester on the topics of the environment, air pollution, climate change, forests and deforestation, and energy use to all employees.

Forests/Biodiversity/Land use

Reduce CO2 emissions in employees' homes and in the company, with less energy use. Transport using the metro, electric public transport and not combustion. Distribute at least one newsletter per semester on the topics of the environment, air pollution, climate change, forests and deforestation, and energy use to all employees.

Air pollution

Reduce CO2 emissions in employees' homes and in the company, with less energy use. Transport using the metro, electric public transport and not combustion. Distribute at least one newsletter per semester on the topics of the environment, air pollution, climate change, forests and deforestation, and energy use to all employees.

Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)

Reduce CO2 emissions in employees' homes and in the company, with less energy use. Transport using the metro, electric public transport and not combustion. Distribute at least one newsletter per semester on the topics of the environment, air pollution, climate change, forests and deforestation, and energy use to all employees.

Energy & resource use

Reduce CO2 emissions in employees' homes and in the company, with less energy use. Transport using the metro, electric public transport and not combustion. Distribute at least one newsletter per semester on the topics of the environment, air pollution, climate change, forests and deforestation, and energy use to all employees.

E4.2. For each environmental topic in which the company sets timebound goals/targets, how is progress against target/goal tracked?

(Select one answer per line) 

Progress is reviewed against goals annually or more frequently

Progress is reported internally to the most senior level

Progress is reported externally

Other (Please provide additional information)

	Progress is reviewed against goals annually or more frequently	Progress is reported internally to the most senior level	Progress is reported externally	Other (Please provide additional information)
Climate change	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Forests/Biodiversity/Land use	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Air pollution	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Energy & resource use	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

E4.2A. (Optional) Please provide additional information:

E5. Within the reporting period, has the company been involved in providing or enabling remedy where it has caused or contributed to adverse impact(s) associated with the following environmental topics?

(Select one answer per line) 

	No remedy provided/enabled	Yes, remedy provided/enabled	No adverse impact identified or caused	Choose to not disclose
Climate change	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Water	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Oceans	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Forests/Biodiversity/Land use	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Air pollution	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Energy & resource use	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

E5A. (Optional) Please provide additional information:

E6. What were the company's gross Scope 1 and/or Scope 2 global greenhouse gas (GHG) emissions within the reporting period?

(Select one answer per line, if "Known", include the value) 

We did not measure
our gross emissions
[Please explain in the
text box]

Known


Measured Total Emissions (tCO₂e)

Scope 1
emissions

Scope 2
emissions

E6A. (Optional) Please provide additional information:

In the year 2023, there was an increase of approximately 92% in emissions compared to 2022. This growth can be attributed to several factors, such as increased energy consumption, changes in the values of SIN emission factors, a more detailed analysis home office which includes a greater number of electronic devices, an increase in the number of employees, improvements in the accuracy of data from electronic equipment used in the home office and changes in the methodology for calculating daily energy consumption in the home office. In 2023, 0.873 tons of CO₂e were emitted, which corresponds to 0.058 tons of CO₂e per employee. This value is higher than that obtained in 2022, which was 0.03 tons of CO₂e per employee. Emissions from home office work, described in Scope 3, represent more than 95% of the organization's emissions. It is important to highlight that it is important that employees understand the sources of emissions from their homes and that they are informed about strategies to reduce their emissions while teleworking. Therefore, it is necessary that training is constantly carried out in this area and that the company's GHG inventory is presented to all employees. By preparing a greenhouse gas inventory and an action plan, it is possible to monitor and monitor emissions, enabling the identification of improvements to the organization's actions and processes.

E7. What were the company's gross Scope 3 global greenhouse gas (GHG) emissions within the reporting period? 

We measured Scope 3 GHG emissions [Please input the measured tCO₂e in the text box below]

We did not measure Scope 3 GHG emissions

E7A. Please provide additional information, including measured tCO₂e:

0,84 tCO₂

E7.1. Which Scope 3 categories are included in the company's Scope 3 emissions calculation?

(Select all that apply) 

- Purchased goods and services
- Capital goods
- Fuel- and energy-related activities**
- Upstream transportation and distribution
- Waste generated in operations**
- Business travel
- Employee commuting**
- Upstream leased assets
- Downstream transportation and distribution
- Processing of sold products
- Use of sold products
- End-of-life treatment of sold products
- Downstream leased assets
- Franchises
- Investments
- Other - upstream
- Other - downstream
- Unknown

E7.1A. (Optional) Please provide additional information:

E8. What percentage of the company's revenue was invested in R&D of low-carbon products/services within the reporting period?ⁱ

Percent of revenue (%) -
(Please input answer as a
whole number (e.g., 95% =
95))

Unknown

Not applicable (Please
provide additional
information)

5

E8A. (Optional) Please provide additional information:

E9. Has the company acted to support climate change adaptation and resilience?

(Select all that apply)ⁱ

We have taken action to increase company-wide resilience to climate change

We have taken action to increase resilience in our supply chains

We have taken action to increase resilience in the communities in which we operate

We have provided funding for climate change adaptation and resilience initiatives and projects

We have not taken actions to build climate change resilience in the reporting period

Unknown

E9A. (Optional) Please provide additional information:

E10. Please report the company's renewable energy consumption as a percentage of total energy consumption within the reporting period.ⁱ

Percent of total energy consumption -

(Please input answer as a whole number
(e.g., 95% = 95))

Unknown

10

E10A. (Optional) Please provide additional information:

E11. What percent of the company's revenue came from low-carbon products/services within the reporting period? If applicable, please give a description of the products/services included in your calculation (e.g., relevant certifications). [i](#)

Percent of total revenue (%)

- (Please input answer as a whole number (e.g., 95% = 95))

Unknown

Not applicable (Please provide additional information)

50

E11A. Please provide additional information:

We replaced all notebooks used by employees to reduce energy consumption when working remotely. Aiming to reduce scope 3 emissions

E12. Which of the following has the company identified as material environmental topics connected with its operations and/or value chain (e.g., based on the most severe actual or potential negative impacts on people and/or the environment)?

(Select all that apply) [i](#)

Water [Prompts E13, E14]

Forests, Biodiversity, and Land use [Prompts E15, E16, E17]

Air pollution [Prompts E18]

Waste (e.g. chemical spills, solid waste, hazardous, plastic, etc.) [Prompts E19, E20]

E21]

None of the topics have been identified as material by the company

E12A. (Optional) Please provide additional information:

E19. In metric tonnes, please report the company's total weight of waste generated within the reporting period.ⁱ

Waste generated
(t)

Unknown

Not applicable (Please provide additional information)

0.03

E19A. (Optional) Please provide additional information:

E20. Please report the company's hazardous waste as a percentage of total waste (e.g., hazardous waste ratio) generated within the reporting period.ⁱ

Hazardous waste ratio (%) -
(Please input answer as a whole number (e.g., 95% = 95))

Unknown

Not applicable (Please provide additional information)

E20A. Not applicable (Please provide additional information):

We sell services and consultancy without generating waste

E20A. (Optional) Please provide additional information:

We sell services and consultancy without generating waste

E21. In metric tonnes, please report the company's estimated consumption of single-use plastic, wherever material along the value chain, within the reporting period. [i](#)

Single-use plastics (t)

Unknown

Not applicable (Please provide additional information)

E21A. Not applicable (Please provide additional information):

We sell services and consultancy without generating waste

E21A. (Optional) Please provide additional information:

E22. Briefly describe additional relevant, practical actions the company has taken within the reporting period and/or plans to take to implement the environment principles, including any challenges faced and actions taken towards prevention and/or remediation. [i](#)

We carried out social garbage collection projects on the beach with all of our employees and this is part of our social responsibility report.

Anti-Corruption

[Click for additional guidance](#)

AC1. Does the company have an anti-corruption compliance programme? [i](#)

- No, this is not a current priority
- No, but we plan to within the next two years
- Yes

AC1A. (Optional) Please provide additional information:

AC1.1. If yes, in what year was this programme last reviewed? (YYYY) [i](#)

AC1.1A. (Optional) Please provide additional information:

AC2. Does the company have policies and recommendations for employee procedures in case of doubt and/or in situations that may represent a conflict of interest, e.g. with regard to gifts and hospitality, donations, sponsorship, or interactions with public officials? [i](#)

- No, and we have no plans to develop any policy/recommendation
- No, but we plan to within the next two years
- Yes, included within a broader policy or as a standalone policy

AC2A. (Optional) Please provide a link, and/or provide additional information:

Anti-Corruption and Anti-Bribery Policy T Engenharia e Sistemas (TEES), operating in the engineering and systems segment, has its Anti-Corruption and Anti-Bribery Policy defined in the guidelines defined below. Edit this section CONCEPTS Thing of Value – Means money, gifts, travel, entertainment, job offers, meals and work. It may also include event sponsorship, scholarships, research support and

charitable contributions, even if they are for the benefit of a legitimate charitable organization.

Compliance – The term Compliance originates from the English verb “comply”, which means to comply, execute, satisfy and carry out what was imposed in accordance with the legislation and regulations applicable to the Company and its activities, in accordance with the Code of Ethical Conduct Professional and normative instruments.

Anti-Bribery Compliance Function – Person responsible for supervising the design and implementation of the anti-bribery management system with due competence, authority and independence, with direct access to Senior Management, and that their duties are communicated within and outside the organization.

Corruption – Is the misconduct, by a Public Official, at any level or instance, or by individuals, individuals or legal entities, whose objective is to obtain an undue advantage for themselves, for others or for a group of people. It can also be understood as the act or effect of degenerating, seducing or being seduced by money, gifts, entertainment or any benefit or advantage that leads someone to move away from, act or fail to act in accordance with the law, morality, good customs and what is considered right in the social environment. Any form of corruption will not be tolerated, whether with public entities or agents or with private parties.

Due Diligence – Procedure for analyzing information and documents with the predetermined objective of knowing and evaluating the Third Party with which the Company intends to relate and interact.

Collaborator – Refers to any and all advisors, administrators, directors and employees who make up the Company’s staff.

Facilitating Payments – These are payments made to guarantee or accelerate routine actions or otherwise induce Public Officials or Third Parties to carry out routine functions that they are required to carry out normally, such as issuing licenses or permits, releasing goods held in customs or various inspections.

Bribe – Is money or undue advantage, promised, offered, obtained or provided in an illegal manner and/or for illegal purposes.

Bribery – Consists of the act of inducing someone, whether a Public Official or a Third Party, into any action or omission with illegal, dishonest or unethical objectives, for their own benefit or that of any other person, by offering them money, gifts, entertainment, benefits, advantages or anything of value.

Third party – Refers to, but is not limited to, any and all natural or legal persons that the Company has or will have a relationship with, service provider, supplier, consultant, client, business partner, contracted or subcontracted third party, tenant, assignee of commercial space, regardless of formal contract or not, including one that uses the Company's name for any purpose or that provides services, provides materials, interacts with a Public Official, the Government or other Third Parties on behalf of the Company in the scope of the contract.

Edit this section TEES prohibits and repudiates: Any and all actions of direct or indirect fraud and corruption, as well as attempted bribery, committed by members of its corporate structure, employees and third parties in internal and external relations, as well as in the conduct of business; Any act that may constitute a violation of the prohibitions described in the Anti-Bribery and Anti-Corruption Laws, including payment, offer, promise or authorization to pay money or anything of value, directly or indirectly, to any employee or agent of the government/private company; Any influence exerted on a government agent to stop him from carrying out an official act, with the purpose of benefiting the organization, or any other person, to obtain or retain business, or direct business to any third party; Any influence exercised over an agent of a private company, with the purpose of benefiting the organization, or any other person, to obtain or retain business, or direct business to any third party.

Edit this section TEES, through its partners and administrators, declares its commitment to: Compliance with laws, decrees and regulations associated and/or linked to anti-corruption and anti-bribery; Compliance with the requirements of the anti-bribery management system; Continuous improvement of the anti-bribery management system; The application of ethical and honest criteria and mechanisms to establish relationships with third parties, including conflicts of interest and identification of unethical conduct on the part of third parties with which it relates or may come

AC2A. (Optional) Please upload supporting documentation if applicable:

(Uploaded file cannot exceed 50MB)

Política_Anticorrupção_e_Antissuborno (4).pdf

0.1 MB

application/pdf

AC2A. (Optional) Please upload supporting documentation if applicable (2/2):

(Uploaded file cannot exceed 50MB)

PR_Due_Diligence (4).pdf

0.1 MB

application/pdf

AC3. Who receives training on anti-corruption and integrity?

(Select all that apply) ⓘ

- Select employees
- All employees**
- Contractors
- Direct suppliers
- Indirect suppliers
- Other – such as partners, clients, etc.
- No training provided

AC3A. (Optional) Please provide additional information:

AC3.1. How often is such training provided?

(Select one answer per line) 

- | | One time only | Every two or more years | Every year | Unknown |
|---------------|-----------------------|-------------------------|----------------------------------|-----------------------|
| All employees | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |

AC3.1A. (Optional) Please provide additional information:

AC4. Does the company monitor its anti-corruption compliance programme?

(Select all that apply) 

- Yes, through review on ad hoc basis
- Yes, through internal employee self-evaluations
- Yes, through automated controls monitoring
- Yes, through external independent monitoring**
- Yes, through other mechanisms (Please provide additional information)**
- No, we do not monitor the anti-corruption compliance programme (Please provide additional information)

AC4A. (Optional) Please provide additional information:

audits contracted to certify and validate.

AC4A. Does the company monitor its anti-corruption compliance programme?

Yes, through other mechanisms (Please provide additional information)

By hiring auditors to certify the ISO37001 standard and internal policies. Bribery Risk Assessment Policy T Engenharia e Sistemas regularly assesses its bribery risks in the most critical areas and

Policy & Engagement Systems regularly assesses its bribery risk, in the most critical areas and prone to occurrences associated with the processes: Customer Acquisition, Contract Management, Purchasing and Finance together with the company's Management and those responsible for the areas involved in the execution of these processes, allows: Identify bribery risks based on your Organization Context; Analyze, evaluate and prioritize identified bribery risks on a periodic basis; Verify the effectiveness of existing controls and/or new controls established to mitigate the assessed bribery risks; Establish criteria to assess your level of bribery risk, taking into account the Anti-Corruption and Anti-Bribery Policy and the objectives of Anti-Bribery Management. Risks are assessed and treated as defined in the SGI PR Risk Management procedure.

AC5. Please report the company's total number and nature of incidents of corruption within the reporting period.

(Select one answer per line, if 'Known', include the value) ⓘ

	Known	Unknown	Choose not to disclose	Number of Incidents
Confirmed within the reporting period, but related to previous years	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text" value="0"/>
Confirmed within the reporting period, and related to the reporting period	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text" value="0"/>

AC5A. Please describe the nature of the incidents in the text box below:

Zero, there was none.

AC6. Within the reporting period, what measures has the company taken to address suspected incidents of corruption independently or in response to a dispute or investigation by a government regulator?

(Select all that apply) ⓘ

- Initial case assessment
- Internal investigation
- Review by risk/ethics committee

- Review by risk/ethics committee
- Review by board of directors
- External audit/review
- Other (Please provide additional information)

Not applicable/no incidents in the reporting period

AC6A. (Optional) Please provide additional information:

AC7. Does the company engage in collective action against corruption? [i](#)

- No, this is not a current priority
- No, but we plan to in the next two years**
- Yes (Please provide additional information)

AC7A. (Optional) Please provide additional information:

AC8. Briefly describe additional relevant practical actions the company has taken within the reporting period and/or plans to take to implement the anti-corruption principle, including any challenges faced and actions taken towards prevention and/or remediation. [i](#)

PR Investigation of violations in the Anti-Bribery Management System (SGAS) Edit this section 1. OBJECTIVE Establish, implement, identify and maintain a procedure for investigating any bribery, or violation of the anti-corruption and anti-bribery policy and/or the Anti-Bribery Management System (SGAS) of T ENGENHARIA E SISTEMAS (TEES). Edit this section 2. APPLICATION This procedure is applied to the entire organization (TEES). Edit this section 3. DESCRIPTION Edit this section 3.1 RESEARCH Any and all complaints registered through the Reporting Channel, anonymously, enabled on the TEES website, Contact/Contact Us Form - Report associated with: suspected or actual event of bribery, violation of policies associated with Anti-Bribery Management or the Anti-Bribery Management System (SGAS) is conducted independently by the committee formed by the Operations Directorate, Human Resources Coordination and responsible for the Anti-Bribery Compliance function. If there is any conflict of interest, the affected party will not participate in the investigation committee and will be replaced by another person as advised by the TEES Legal Department. As defined in the Anti-Corruption and Anti-Bribery Policy, TEES "Ensures total secrecy, confidentiality and institutional

protection against possible attempts to retaliate against whistleblowers of deviations related to fraud, bribery and corruption in the Reporting Channel". Important factors that must be considered in the investigation include: Applicable laws Personal security Risk of defamation when making statements Protection of the person who made the report Potential for criminal, civil and administrative liability, as well as damages Any legal obligation or benefit to the organization to report to authorities Maintaining confidentiality The investigation is conducted in a confidential and restricted manner, both to collect evidence associated with the complaint made about suspected or actual bribery, violation of policies associated with Anti-Bribery Management and/or the Anti-Bribery Management System (SGAS). Edit this section 3.2 ANALYSIS AND TAKING CORRECTIVE ACTIONS Based on the collection of evidence obtained, analysis is carried out to take corrective actions, always with the support of the Legal Department. Analysis and decision making to determine corrective action, when applicable, follows the guidelines defined in the Policy for Analysis and Decision Making. The report covering the analysis and proposed corrective action(s), associated with the complaint in question, is forwarded to the Anti-Bribery Compliance function, so that a critical analysis can be carried out of the proposed action(s) to deal with the complaint made and identify improvements to the Anti-Bribery Management System (SGAS). Edit this section 4. FORMS Not applicable Edit this section 5. WORK INSTRUCTIONS Not applicable

R5. (Optional) Please upload the sustainability report for your company

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