



Despite the fact that 2015 was a challenging year for our country, our social programs in the city of Alfenas continued and we happily celebrated together the expansion of our operations, with the creation of a new unit of the project Educação em Ação in the city of Conceição do Rio Verde. Located in Circuito das Águas region, Conceição do Rio Verde has around 12,000 inhabitants and few opportunities of education and leisure for the young ones. Only in its first year, our project attended around 80 children and adolescents. These actions mirror our permanent effort to contribute with the community where we are located. With more than 12 years of operation, Ipanema Institute has effectively disseminated the company's social actions and, at the same time, it has also encouraged our employees to engage in volunteer work in the local communities.

Washington Rodrigues  
CEO

1 - Calculation base	2015 Value (in thousands of reais)			2014 Value (in thousands of reais)		
Net Income (NI)	58.731			(27.783)		
Operating income (EBIT)	8.459			(26.065)		
Gross payroll	29.383			(35.090)		
2 - Internal Social Indicators	Value (in thousands)	% of Gross payroll	% of NI	Value (in thousands)	% of Gross payroll	% of NI
Food	88	0,30%	0,15%	56	(0,16%)	(0,20%)
Obligatory payroll taxes	2.589	8,81%	4,41%	2.301	(6,56%)	(8,28%)
Private pension	-	0,00%	0,00%	-	0,00%	0,00%
Healthcare	537	1,83%	0,91%	444	(1,27%)	(1,60%)
Health and Safety at work	266	0,90%	0,45%	230	(0,66%)	(0,83%)
Education	2	0,01%	0,00%	-	0,00%	0,00%
Culture	-	0,00%	0,00%	-	0,00%	0,00%
Training and professional development	20	0,07%	0,03%	17	(0,05%)	(0,06%)
Transportation	1.830	6,23%	3,12%	1.575	(4,49%)	(5,67%)
Others	-	0,00%	0,00%	-	0,00%	0,00%
<b>Total - Internal Social Indicators</b>	<b>5.333</b>	<b>18,15%</b>	<b>9,08%</b>	<b>4.623</b>	<b>(13,17%)</b>	<b>(16,64%)</b>
3 - External Social Indicators	Value (in thousands)	% of EBIT	% of NI	Value (in thousands)	% of EBIT	% of NI
Education	339	4,01%	0,58%	298	(1,14%)	(1,07%)
Culture	-	0,00%	0,00%	-	0,00%	0,00%
Health and sanitation	-	0,00%	0,00%	-	0,00%	0,00%
Sport	6	0,07%	0,01%	6	(0,02%)	(0,02%)
Combating hunger and food security	-	0,00%	0,00%	-	0,00%	0,00%
Others	42	0,49%	0,07%	-	0,00%	0,00%
<b>Total of contributions to society</b>	<b>387</b>	<b>4,57%</b>	<b>0,66%</b>	<b>304</b>	<b>(1,17%)</b>	<b>(1,09%)</b>
Taxes (except social taxes)	-	0,00%	0,00%	-	0,00%	0,00%
<b>Total - External Social Indicators</b>	<b>387</b>	<b>4,57%</b>	<b>0,66%</b>	<b>304</b>	<b>(1,17%)</b>	<b>(1,09%)</b>
4 - Environmental indicators	Value (in thousands)	% of EBIT	% of NI	Value (in thousands)	% of EBIT	% of NI
Investments related to the company production and operation	59	0,70%	0,10%	130	(0,50%)	(0,47%)
Investments in programs and/or external projects	217	2,56%	0,37%	126	(0,48%)	(0,45%)
<b>Total of investments in the environment</b>	<b>276</b>	<b>3,26%</b>	<b>0,47%</b>	<b>256</b>	<b>(0,98%)</b>	<b>(0,92%)</b>
Regarding the establishment of "annual targets" to minimize waste and the overall consumption in the production / operation and increase the efficiency in the use of natural resources, the company:						
<input type="checkbox"/> does not have goals <input type="checkbox"/> accomplishes 51 to 75% <input type="checkbox"/> does not have goals <input type="checkbox"/> accomplishes 51 to 75% <input type="checkbox"/> accomplishes 0 to 50% <input checked="" type="checkbox"/> accomplishes 76 to 100% <input type="checkbox"/> accomplishes 0 to 50% <input checked="" type="checkbox"/> accomplishes 76 to 100%						
5 - Employees indicators	2015			2014		
Number of employees at the end of the period	690			589		
Number of admissions during the period	1.284			1.238		
Number of third party employees	43			34		
Number of interns	13			10		
Number of employees more than 45 years old	308			261		
Number of women working in the company	68			57		
% of management positions held by women	0,17%			0,17%		
Number of African Brazilians working in the company	175			183		
% of management positions held by African Brazilians	5%			5%		
Number of people with disabilities or special needs	18			16		
6 - Information relevant to business citizenship	2015			Goals for 2016		
Comparison between the highest and lowest remuneration in the company	37,81			37,81		
Total number of work accidents	30			0		
The social and environmental projects developed by the company were defined by:	Directors and managers			Directors and managers		
The safety and health standards in the workplace were defined by:	Everybody + Internal Commission of Accidents (Cipa)			Everybody + Internal Commission of Accidents (Cipa)		
Regarding freedom of association, the right to collective negotiation and the internal representation of workers, the company:	Encourages and adopts International Labour Organization recommendations			Encourages and adopts International Labour Organization recommendations		
Private pension plans include:	There is not			There is not		
The profit or profit sharing includes:	Directors, managers and coordinators			Directors, managers and coordinators		
In the selection of suppliers, the same ethical standards and social and environmental responsibility adopted by the company are:	not considered			not considered		
Regarding the participation of employees in voluntary work programs, the company:	organizes and encourage			organizes and encourage		
Total number of consumer complaints and criticisms:	in the company 0%	in Procon (government agency for consumer protection) 0%	in Justice 0%	in the company 0%	in Procon (government agency for consumer protection) 0%	in Justice 0%
% of complaints and criticisms answered or solved:	in the company 0%	in Procon (government agency for consumer protection) 0%	in Justice 0%	in the company 0%	in Procon (government agency for consumer protection) 0%	in Justice 0%
Total added value to be distributed (in thousands of R\$):	<b>In 2015:</b>			<b>In 2014:</b>		
Distribution of Added Value:	0,66% government	23% employees	6,53% shareholders	30,35% government	16,02% employees	68,66% withheld
	2015 (People attended)			2014 (People attended)		
a. External Social Programs in Development						
Support to municipal day care centers and to organizations that help children and adolescents	795			645		
Support to rehabilitation institutes	210			144		
Support for people with diseases (cancer and others)	2074			1232		
<b>TOTAL</b>	<b>3079</b>			<b>2021</b>		
b. Internal Social Programs in Development						
Educação em Ação Project (for children and relatives of employees)	158			193		
Educação em Ação Project (Unit II)	80			40		
Eu quero mais Project	4			3		
De Olho no Bicho Project	there was not			450		
<b>TOTAL</b>	<b>242</b>			<b>686</b>		