



# Moraes & Co Sustainability Policy 2024

Dear reader,

I will not write here a classical company policy.

As Moraes & Co our approach is different and unique.

Are you ready to read how sustainability will be seen in my company?

First, do you need to understand what sustainability is, for us as Moraes & Co?

The classical term is relatively new and the origin you can easily find on Wikipedia, I will not open the discussion on how this was integrated into the financial and cooperative world.

For Moraes & Co, sustainability is the only way to save the world in all aspects, layers and spheres. Sustainability is in everything and everywhere, we are all humans living on this planet and we need to take care of our home. No matter what policy, action or path you choose to take, or if it is small or big, as humans we need to do our parts, together we are a big wave of change, where every single person matters, all actions matter, all responsible actions matter.

Moraes & Co truly believe that we are all energy and our energy connects. If you do your part, from the bottom of your heart, following the right principles and looking for the good of the planet, you are doing your job. In this sense, Moraes & Co will point to some actions about sustainability in a big sense, where we are doing our parts to make this world better.

**We abide by the following the UN Sustainable Development Goals (SDG's):**

- **Number 5 “Gender Equality”:** For the UN “Political, economic and social equality for women will benefit all the world’s citizens” (UN, 2015) For Moraes & Co this is the most important thing to do and we go beyond, we fight for the women with young children, women that return from the maternity leave and in the first day back are fired, colors women that has so few opportunities to achieve good positions. We fight for all unheard women's voices.
- **Decent work and economic growth number 8:** For the UN “If we promote job creation with expanded access to banking and financial services, we can make sure that everybody gets the benefits of entrepreneurship and innovation” (UN, 2015). For us, decent work is basic, and we will embrace innovation and creativity, to make our company a happy place to go. This is important for us because our workers' bees (collaborators) will spend part of their lives working in this space and we need to have a harmonious place to work
- **Reduce Inequalities number 10:** For the UN “In order for nations to flourish, equality and prosperity must be available to everyone – regardless of gender, race, religious beliefs or economic status” (UN, 2015). For Moraes & Co we will promote salary equity, no matter gender, race, or religious beliefs, we truly believe that we are all human and all deserve the same treatment. In our open job positions, we will focus on that principle.

**We will focus on wellbeing:**

- **Physiological treatment:** Moraes & Co believes that mental health is as important as physical health, in this sense we will allow our worker's bees to have a therapy section during work time, and in the future, we will provide this cooperative benefit
- **Physical activities:** We know about the dangers of a sedentary life, also how hard it is to do regular exercises, combining both scenarios we will have in the future partnership with gyms and studios to encourage physical activity.



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## Individual development:

- Languages skills: Moraes & Co understand the importance of the development of multi-language skills, but we also understand the difficulties of this process. In this sense we encourage the worker bees to study languages during the work time (max 2 hours per week) and in the future the company will also have partnership with language schools.
- Technical, Intellectual and Practical skills: For us the individual development is crucial and we will encourage all types of development.
  1. Investment on social actions
- Develop community projects to enhance the quality of life of the citizens in poor situations. In Brazil poverty is a well-known problem and Moraes & Co believes that we can make a difference for these poor communities.

If you are here with me you now understand what Moraes & Co believes and will fight for, and if you still don't understand that you are important for the world, you need to see it. If you think that a single action doesn't make a difference because it is just one person, one company, or one group, you still think that you have no responsibility for what is happening in the world, but you have. The news is alarming, almost everyday we see across the globe different types of catastrophe relative to extreme weather and we are part of this and also we are the solution, together we can make a big wave of sustainability that changes the world in a better place.

We have our responsibility with what is happening and now we need to change the game. My life purpose is to make a difference for my childrens, for my country and for the world.

What is yours?

What are you doing to make this planet more sustainable?

What are you doing to save our home?

You can make a difference. I believe in you.

**Marcela Moraes Simão**

*The Queen Bee*

