



# Newsletter

## 2024



PEOPLE  
INSPIRE US





## **We are committed to people and the future.**

In order to comply with the commitment agreement signed by CTA with the Public Ministry of Labor, and in line with our sustainability objectives, we have developed several actions to raise awareness among employees and integrated producers regarding safety, health, and human rights.

Our focus is to establish a safe and healthy working environment that promotes respect for human rights and the well-being of all those involved in our production chain. Through educational programs, specific training and social projects, we continually strive to improve our practices and strengthen our commitment toward social and environmental responsibility.

In this edition, we present a historical overview of the company's key initiatives and accomplishments, underscoring those undertaken in the second half of 2023 and the first half of 2024.

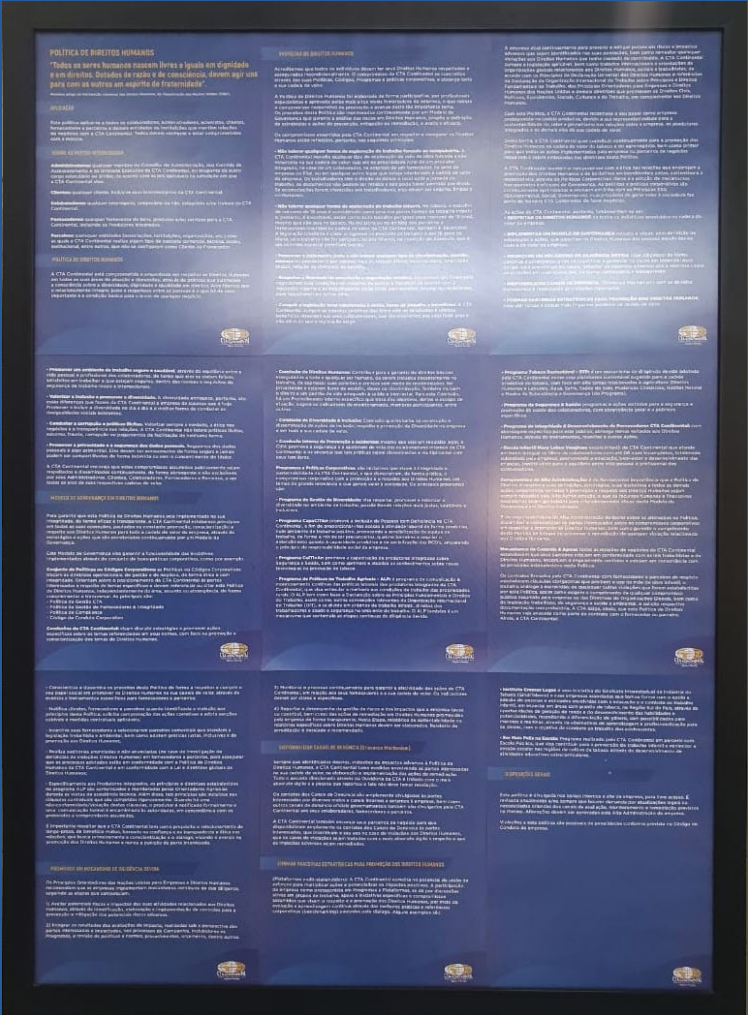
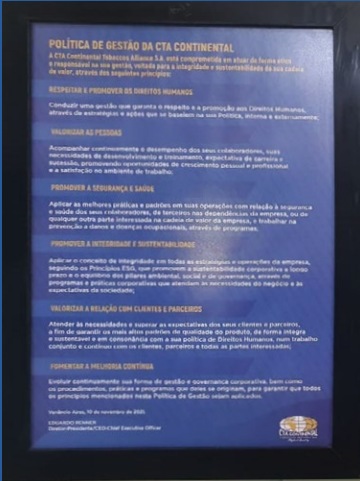
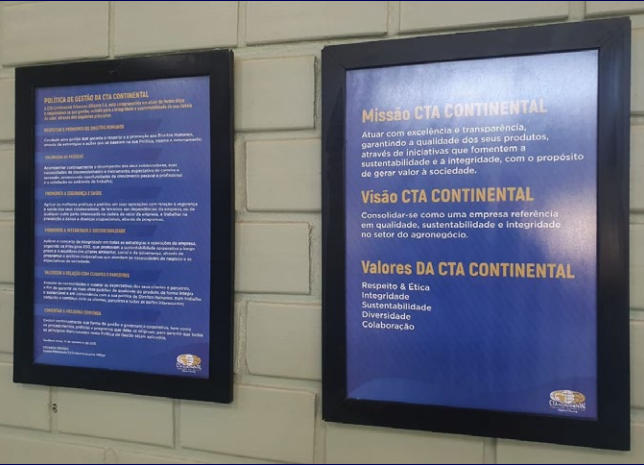
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# The start

One of the initial steps was to publish the assumed commitment prominently on the company's website and public channels (LinkedIn, Facebook, e-mail), specifying the Sustainability area to ensure its compliance.





# ALP program - improving agricultural and work practices

## PROGRAMA ALP

Práticas de trabalho agrícola

Os Produtores Integrados devem estar comprometidos em não utilizar trabalho infantil na produção de tabaco e em garantir um ambiente de trabalho seguro e justo a todos os trabalhadores, de acordo com a legislação local e conforme as recomendações dos Orientadores Agrícolas da CTA Continental.

### Trabalho Infantil

**É proibida a utilização de mão de obra de crianças e adolescentes em qualquer fase na produção do tabaco.**

- Crianças e adolescentes devem estar matriculados e frequentar a escola.
- Durante as férias escolares, as crianças e adolescentes não podem trabalhar na produção de tabaco.
- Crianças e adolescentes não podem realizar atividades consideradas perigosas em nenhuma outra atividade agrícola, de acordo com a lista de trabalhos perigosos:

- carregar e manusear cargas pesadas;
- manusear produtos químicos tóxicos;
- trabalhar frequentemente por longas horas;
- trabalhar em altura acima de 2 metros sem proteção contra a queda;
- manusear ferramentas agrícolas afiadas;
- empilhar e operar máquinas e equipamentos agrícolas motorizados;
- empilhar produtos a calor intenso, umidade e luz solar direta;
- empilhar a colheita ou palha no chão;
- trabalhar à noite.

### Legislação/direitos dos trabalhadores

- Os trabalhadores devem receber tratamento justo e respeitoso, não podendo haver ameaças, intimidação e qualquer tipo de assédio ou discriminação.
- Tudo e qualquer tipo de trabalho realizado na propriedade rural deverá ser voluntário.
- É importante que o produtor formalize a contratação de mão de obra, observando as regras da legislação vigente, que seja assinado no seu sindicato, para a correta contratação dos trabalhadores.
- Os pagamentos devem ser feitos regularmente e diretamente aos trabalhadores, juntamente com uma cópia do comprovante de pagamento.
- Os cultivos pagos aos trabalhadores devem atender à legislação ou a referência regional.
- Os trabalhadores não podem ser expostos a longas jornadas de trabalho, de maneira segura e confortável. Pausas para as refeições e para descanso devem ser observadas.
- Os trabalhadores não podem ter seus documentos retidos, nem trabalhar como forma de pagamento de uma dívida adquirida com o produtor (serviço por dívida).
- Os trabalhadores devem ter liberdade de se associarem a sindicatos ou associações.

### Ambiente de trabalho seguro

- Proporcionar um ambiente de trabalho seguro e organizado, tomando medidas capazes para evitar bores e acidentes, incluindo o fornecimento dos EPIs adequados e em condições de uso a todos os trabalhadores, sempre que necessário.
- Os trabalhadores devem ser treinados sobre os riscos da Doença da Folha Verde do Tabaco (FTV) e adotar as medidas necessárias para evitá-la, de acordo com as orientações da empresa.
- A aplicação de agrotóxicos deve ser feita somente por pessoas treinadas e com a utilização correta dos EPIs.
- Menores de 18 anos ou idosos com mais de 60 anos, mulheres grávidas e lactantes não devem manusear ou aplicar agrotóxicos.
- Após a aplicação de agrotóxicos, as lavagens devem ser realizadas e o período de reentrada deve ser obedecido.
- Os agrotóxicos devem ser armazenados em depósito seguro, resistentes e passíveis de descontaminação, devendo ser classificados, não permitindo o acesso de crianças e animais.
- As embalagens vazias de agrotóxicos não podem ser reutilizadas e devem ser descartadas corretamente, após a triagem final.
- Utilize apenas agrotóxicos recomendados para a cultura do tabaco e de acordo com a bula e o registro do agrotóxico.
- Máquinas e implementos devem ser operados de acordo com a finalidade para a qual foram projetados e desenvolvidos.
- Ferramentas manuais devem ser disponibilizadas em boas condições de uso e armazenadas de forma segura.
- As instalações elétricas, hidráulicas e dos gases e enfusos devem ser revisadas periodicamente, para evitar riscos de acidentes.
- Os trabalhadores devem ter acesso à água limpa para beber e se lavar, assim como a instalações sanitárias.
- As acomodações, quando fornecidas, deverão ser limpas, seguras e organizadas, atendendo às necessidades básicas dos trabalhadores e seus dependentes.
- O transporte dos trabalhadores para o local de trabalho, quando oferecido, deve ser feito de forma segura e gratuita.
- O produtor deve garantir acesso a primeiros socorros em caso de acidente de trabalho leve. Em caso de acidente mais grave, o serviço de emergência deve ser acionado.

**Telefones úteis e de emergência:**

SAMU (Serviço de Atendimento Móvel de Urgência): 192  
Corpo de Bombeiros: 193  
Polícia Militar: 190  
Delegacia de Defesa do Consumidor: 156  
Central de Atendimento ao Cliente: 180

**Divisão CTA:**  
Seu canal de comunicação para dúvidas, reclamações, sugestões e denúncias.  
E-mail: [cta@cta.com.br](mailto:cta@cta.com.br)  
Telefone: 0800 303 3030  
www.ctacontinental.com.br

CTA's Agricultural Labor Practices Program (ALP) provides integrated growers with crucial information on important issues such as child labor, proper and safe use of pesticides, fair labor practices, and workers' rights. ALP is an ongoing program to communicate and monitor farm labor practices with the goal of promoting continuous improvement to working conditions.

ALP is divided into specific criteria that include child labor eradication, the guarantee of workers' rights, and promotion of health and safety in the workplace. The program also incorporates a due diligence mechanism to ensure that all agricultural practices are continuously monitored and adjusted to maintain high standards of responsibility and sustainability.

Training sessions on the correct use and storage of pesticides, completed in December 2022, qualified all Company integrated producers. This ongoing effort reinforces our commitment to workers' safety, health and their rights, promoting responsible and sustainable agricultural practices throughout the production chain.

## Permanent Control Mechanism for Tobacco Production - Due Diligence

CTA-Continental is dedicated to continuous improvement and the governance of practices to combat child labor, guaranteeing decent working conditions for its integrated producers.

To this end, we have developed the Permanent Control Mechanism, also known as Due Diligence. This mechanism enables more accurate data analysis for decision-making and is supported by the Sustainable Tobacco (STP) and Agricultural Labor Practices (ALP) programs, which focus on agricultural production. This continuous control system guarantees that all actions taken are in line with our high standards of social responsibility and sustainability.

## Training of ALP multipliers

In November 2021, CTA trained ALP multipliers on agricultural practices. Speaker and communication consultant Liesel Dick addressed key topics such as empathy, active listening, and understanding the perceptions of others, which are essential for effective communication between field technicians and producers.

The 16-hour training program, with the participation of 22 individuals, was designed to prepare Field Technicians to act as information multipliers within their respective teams and with integrated producers. The training was designed to enhance understanding and commitment to the prevention of child labor and labor practices akin to slavery, while also promoting workers' rights. It also served to ensure compliance with ALP Program requirements, current legislation, and continuous improvement of labor, health, and safety conditions on farms.

## Child labor prevention

Poster



Billboard



Digital cards





The 2024 Campaign reaffirms CTA-Continental's commitment to providing children with what they are entitled to - a safe and healthy environment free from exploitation. We recognize that every child has the right to a full and happy childhood through the concept "Childhood is what every child is entitled to."

Children deserve to learn, grow and develop within educational settings rather than work settings. They need protection, love, care and safety, not exploitation and abuse. Children have the right to be free to be children, to play, to express themselves, and to enjoy the innocence of childhood. Above all, they

are entitled to health, wellbeing and happiness in all aspects of their lives.

The advertising campaign is carried out through the simultaneous use of various media in the three southern Brazilian states. These include radio, website, a permanent banner on the website during the month of June, billboards, WhatsApp, social media, and posters for headquarters (Venâncio Aires/RS) and branches (Araranguá/SC, Ituporanga/SC, Papanduva/SC, and Irati/PR).

## Billboard

**Crianças têm direito de aprender, NÃO DE TRABALHAR.**

Denuncie o trabalho infantil pelo **Disque 100**, pela Ouvidoria da CTA, ligando para **51 3793-2230** ou buscando auxílio no **Conselho Tutelar** do seu município.

**12 de junho: Dia Mundial contra o Trabalho Infantil**

CTA-CONTINENTAL  
PESSOAS NOS INSPIRAM

sobre.de

## Poster

**Crianças têm direito de sonhar, NÃO DE TRABALHAR.**

Ajude a preservar a infância das crianças.

Denuncie o trabalho infantil pelo **Disque 100**, pela Ouvidoria da CTA, ligando para **51 3793-2230** ou buscando auxílio no **Conselho Tutelar** do seu município.

**12 de junho: Dia Mundial contra o Trabalho Infantil**

CTA-CONTINENTAL  
PESSOAS NOS INSPIRAM

## Digital cards

**Crianças têm direito de brincar, NÃO DE TRABALHAR.**

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CTA-CONTINENTAL  
PESSOAS NOS INSPIRAM

**Crianças têm direito de brincar, NÃO DE TRABALHAR.**

Toda criança tem direito de **BRINCAR, APRENDER E CRESCER COM SEGURANÇA.**

Denuncie o trabalho infantil pelo **Disque 100**, pela Ouvidoria da CTA, ligando para **51 3793-2230** ou buscando auxílio no **Conselho Tutelar** do seu município.

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CTA-CONTINENTAL  
PESSOAS NOS INSPIRAM



## BNCC and Reggio Emilia continued training

Training of educators included a course on “The Reality of Students with ASD and their Daily School Challenges”, held on April 18, 2023. There was also a course on “New Theories and Practices for Educators to Innovate their Proposals in Early Childhood Education (BNCC)” with several meetings between March and May. Practical workshops on the Reggio Emilia and Maria Montessori methods were also held in this period. After this training, the school set up a pedagogical studio with a Reggio Emilia and Maria Montessori approach, with children’s development in mind, to cultivate greater awareness and welcoming of diversity.





# Human rights

On International Human Rights Day and National Day against Slave Labor, information cards were distributed to reinforce awareness of human rights.

The cards, shared on social media, contained images and texts that highlighted essential information on human rights and promoted reporting channels, such as CTA Grievance and Dial 100. The purpose of the campaign was not only to provide information, but also to encourage reporting of violations to promote a safer and fairer environment for everyone.



## Our Human Rights Commission consists of:

### **Adriano Alflen**

Regional agricultural production and market manager (Ituporanga branch)

### **Angela Regina Fischer**

Executive Director

### **Cleberson Lazzari**

Agricultural production and market supervisor

### **Dieter Knak Filho**

Sustainability supervisor

### **Elisângela Ferreira**

Administrative quality control coordinator

### **Fábio Henrique Zinn**

Warehouse coordinator

### **Gilberto Bender**

Executive export Director

### **Juliano Luis Glesse**

Workplace safety manager

### **Karine Maria Sehn**

Occupational health supervisor

### **Leila Cristina Wunsch**

Sustainability manager

### **Leandro Augusto Jaeger**

Sales Director

### **Lucas Reus**

Agricultural production and market supervisor (Araranguá/SC branch)

### **Luciano Weiss**

Stockroom coordinator

### **Neron Cesar Pauleski**

Regional agricultural production and market manager

### **Nilson Adamcheski**

Agricultural production and market manager (Papanduva branch)

### **Solange Maribel Scheibler**

Research and sustainability analyst

### **Human Rights Commission Coordination:**

### **Angela Regina Fischer**

Executive Director

## Human rights in the corporate environment

CTA Continental's Human Rights Commission convenes monthly to determine the company's course of action. The planning process includes scheduling dates for social causes and activities related to the third sector:



National Day Against Slave Labor.



Black Awareness Day



International Rural Women's Day



International Human Rights Day



Tobacco Farmers' Day



## Allusive dates

CTA is committed to recognizing and promoting special dates that are important for reflection, awareness, and engagement. In 2023, we highlighted several significant dates, including:



**O campo e a cidade conectados por quem acredita num futuro melhor.**

**25 de julho**  
Dia do Colono e Motorista

 **PESSOAS NOS INSPIRAM**

Settlers' (farmers) and Drivers' Day



**A inclusão transforma o mundo ao nosso redor.**

De 21 e 28 de agosto, viva conosco a Semana Nacional da Pessoa com Deficiência Intelectual e Múltipla.

**CAPACITAR**  
Mudando a maneira de pensar e agir

 **PESSOAS NOS INSPIRAM**

National Week for People with Disabilities



**Voluntariado: cuidado que vem de dentro da gente.**

28 de agosto  
Dia Nacional do Voluntariado

 **PESSOAS NOS INSPIRAM**

National Volunteering Day



**Sua vida é preciosa. Cuide dela com carinho.**

**Setembro Amarelo**

 **PESSOAS NOS INSPIRAM**

Yellow September



**Crianças nos inspiram a fazer do mundo um lugar melhor.**

**12 de outubro**  
Dia das Crianças

 **PESSOAS NOS INSPIRAM**

Children's Day



**A atuação feminina na agricultura nos inspira a continuar buscando um futuro mais igualitário.**

**15 de outubro**  
Dia da Mulher Rural

 **PESSOAS NOS INSPIRAM**

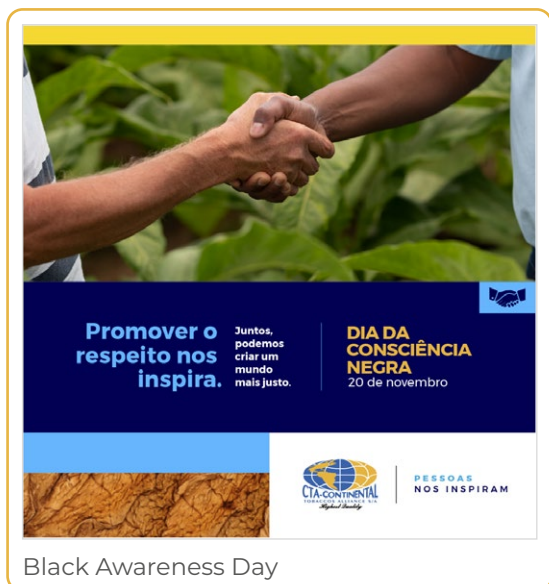
Rural Women's day



Tobacco Grower Day



World Day Against Prostate Cancer



Black Awareness Day



World Day Against AIDS World Day



Skin Cancer Awareness Month



International Human Rights Day



In the first half of 2024, we drew attention to the following dates:



**Trabalho escravo existe e pode estar mais próximo do que você imagina.**

**28 de janeiro**  
Dia Nacional de Combate ao Trabalho Escravo

 **PESSOAS NOS INSPIRAM**

World day against slave labor



**Hoje é um dia que simboliza a luta feminina.**

**E nós estamos juntos de todas as nessas causas.**

**Dia Internacional da Mulher**  
**8 de março**

 **PESSOAS NOS INSPIRAM**

Women's Day



**Preservar as nascentes é preservar a vida.**

**Dia Mundial da Água**  
**22 de março**

 **PESSOAS NOS INSPIRAM**

World Water Day



**Saúde**  
é o nosso bem mais valioso.

**07 de abril**  
Dia Mundial da Saúde

 **PESSOAS NOS INSPIRAM**

World Health Day



**Os colaboradores da CTA-Continental nos inspiram a fazer a diferença em cada ação.**

**01 de maio**  
Dia do Trabalhador

 **PESSOAS NOS INSPIRAM**

Labor Day



**Crianças têm direito de serem ouvidas,**

**NÃO DE TRABALHAR.**

Denuncie o trabalho infantil pelo **Disque 100** pela Ouvidoria da CTA, ligando para: **51 3793-2230** ou buscando auxílio no **Conselho Tutelar** do seu município.

**12 de junho:**  
Dia Mundial contra o Trabalho Infantil

 **PESSOAS NOS INSPIRAM**

World Day against Child Labor

These dates present a unique opportunity to reinforce connections, promote inclusion, and elevate awareness about pressing societal issues. They also showcase our unwavering dedication to solidarity, respect, and equality.

# Springs Preservation Project

CTA-Continental demonstrates a clear commitment to the responsible use and preservation of our natural resources, and we are proud to play a key role in the restoration of the Castelhana stream. We have made a significant contribution in terms of both labor and materials for this recovery process. In addition, we have provided expert technical monitoring for the restoration and preservation of the springs and other vital water sources.



The objective of this initiative is to provide rural families with access to quality water and to improve hygiene and basic sanitation conditions. The project, which started in August 2022, benefits not only integrated producers' families, but also other rural and urban families in Venâncio Aires, thus contributing to the sustainability and well-being of the local community.

A video of the project was also produced in 2023 to disclose and illustrate the implemented actions.

# Life Dialogues

The program includes internal training given by CTA-Continental employees from diverse areas. This exercise encompasses discussions and hands-on activities centered on a wide range of topics including the principles outlined in the Universal Declaration of Human Rights.

The goal is to establish a more conscious and informed work environment regarding human rights, as well as to strengthen a culture of respect and dignity among all employees. We encourage active participation from everyone to ensure that our fundamental human rights principles are understood and applied to our day-to-day operations.





## Training of the Child and Adolescent Protection Network

On August 16, 2022, CTA-Continental organized a training session for the child and adolescent protection network of Venâncio Aires, Boqueirão do Leão, and Passo do Sobrado. On the occasion, the participants engaged in a productive discussion on the theme “Networking: what are our challenges?” with insights from Luisa Helena Schwantz de Siqueira, a sociologist and social project consultant; Vinícius Lourenço de Assunção, head of the Venâncio Aires and Boqueirão do Leão police stations; and Vivian Laube, a journalist and specialist in non-violent communication.

Among the topics discussed were: social protection of children and adolescents, the fight against child sexual abuse and exploitation, plus communication and networking connection. Through this initiative, the company fortified the protection network and boosted the quality of the work already being accomplished in the three municipalities.



## Women in the field

CTA sponsored and took part in the 29th Intermunicipal Women's Meeting in the Central-Highlands region of Rio Grande do Sul. This event, organized by the Sobradinho Rural Workers' Association, is in line with our company's commitment to promoting inclusion and respect for women's contribution to the Brazilian agribusiness.



On March 8, 2023, over 4,000 women gathered to address the challenges of family farming and highlight their crucial role in this process. The event, which was attended by representatives from public authorities, organizations, and the community, was a testament to the growing recognition of women's contributions in agriculture.

CTA distributed folding hand fans with the 12 rights of women defined by the United Nations.



## Rural youth

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The company firmly believes in the importance of encouraging the integration of new generations into agricultural crops as a way of fostering rural sustainability in the country. With that in mind, the company supported the “1st Cerro Branco Rural Youth Seminar,” which took place on November 27, 2023.

The event, organized by the Association of Unions of Rural Workers and Family Farmers of the Vale do Rio Pardo and Baixo Jacui Regional Unions of Rio Grande do Sul, involved family farmers and rural workers, as well as various rural organizations from 16 municipalities in the central region of the state.

## Farmer training

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By December 2022, CTA-Continental had reached a significant milestone: training 100% of its integrated producers in the correct use and handling of CPAs. And it didn't stop there.

Training was also extended to producers' spouses and other guests, ensuring a comprehensive and collaborative approach to promoting safe and responsible agricultural practices.

## Hiring farm labor

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The initiative, carried out in partnership between CTA and the National Rural Apprenticeship Service (SENAR), had one main goal: to disseminate information and raise awareness among integrated producers. 20 training sessions were organized over the course of the project, with clear focus on the correct and safe hiring of labor. Additionally, 6 more specific training sessions were held regarding

Regulatory Norm NR-31, applicable to the agricultural sector. These training sessions provide information on appropriate hiring practices and effectively promote improvement in farm management, in addition to stimulating the production chain in Rio Grande do Sul.

The partnership with SENAR ensured that the classes were conducted in a well-structured and effective manner, which directly benefited producers and contributed to a safer and more legally sound work environment in the region's farms.



## Agrotop Project



This initiative was created to promote good agro-economic, social, and environmental practices among CTA-Continental's integrated producers. The project's main objective is to select producers interested in implementing improvements on their properties, focused on areas such as increasing profitability, adopting good agronomic practices, adhering to health and safety criteria, environmental preservation (including protection and recovery of springs and conservation of native forest), and energy self-sufficiency from legal, sustainable, and traceable biomass.

Through Agrotop, CTA-Continental's supports its producers in developing their potential and taking advantage of opportunities to increase profitability. The project not only expands producers' agronomic, social, and environmental knowledge, but also stimulates rural property well-being, safeguarding a more secure and profitable future for all involved.

## Technical week in the field

On October 24, 25, and 26, Agrotop and CTA hosted the 2023 Technical Week in the Field. On the occasion, we discussed the importance of good agronomic, social, and environmental practices, and how they can transform the reality of the field, improve profitability, and promote sustainability. We also shared what was developed on model farms participating in the project.



# Materiality assessment

In August 2022, CTA-Continental initiated a process of assessing corporate materiality with the objective of identifying the most salient societal issues relating to environmental, social, and governance (ESG) concerns. This analysis incorporates these elements into the company's business strategies and initiatives.

Following a comprehensive examination of the tobacco agribusiness scenario in which tobacco is embedded, a number of pertinent issues were identified and presented in a form so that stakeholders could share their views, suggestions, and comments. With an 88% participation rate, a

diverse range of stakeholders, including employees, shareholders, customers, farmer representatives, financial and insurance institutions, suppliers, civil society organizations, government representatives, the media, and subject matter experts contributed significantly to identify the most relevant topics. These items are considered material, as they represent areas where CTA can impact or be impacted in a positive or negative way by society.

In January 2023, the company's Board of Directors prioritized the following propositions as the most pertinent to corporate material topics, based on stakeholder assessment results:



## Environmental sustainability

Focus on sustainable agricultural practices and preservation of natural resources.



## Social responsibility

Promotion of initiatives aimed at protecting human rights and the well-being of communities.



## Corporate governance

Implementation of governance practices that guarantee transparency and integrity in all the company's operations.



## Technology and Innovation

Investment in new technologies to improve tobacco production efficiency and sustainability.



## Community development

Projects that promote the development of the communities where the company operates, with emphasis on education and health.

This prioritization of material topics guides CTA-Continental's actions, ensuring that the company remains aligned with its stakeholders' expectations and continues to make a positive contribution to society and the environment.





## Solidarity bean stew

In September 2023, the ComparTilhAr team of volunteers promoted the first solidarity bean stew, an initiative that transcends the boundaries of a mere gastronomic event. With the support and generosity of all involved, we amassed a sum exceeding BRL \$19,000, a considerable figure that will benefit the Mariante community.

The proceeds from the bean stew will be allocated towards the purchase of art and educational materials for the Mariante High School. Moreover, a portion of the proceeds will be directed to purchasing furniture for families who have been adversely affected by the flood in the region. This solidarity action is further proof of how together we can make a difference and make the world a better place for everyone.



## Sesi's dentist at PARESP

This initiative is a program designed to provide oral hygiene guidance to children enrolled in the PARESP\* program. It is a collaborative effort between the company and Sesi\*\*, promoting oral health and educating children on the importance of dental care from an early age.



During the sessions, a Sesi dentist carries out educational activities, such as advice on correct brushing, flossing and healthy eating habits for healthy teeth.

*\*PARESP = Partners in Hope*

*\*\*Sesi = Industry social service*

## “Muda” project

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Since 2023, in partnership with the University of Santa Cruz do Sul (UNISC) CTA is engaged in mitigating the impact caused by erosion on the Castelhana stream. The project employs natural engineering techniques to identify areas experiencing degradation and implements effective recovery strategies.

In addition to its role in environmental regeneration, the Muda project also involves riverside communities, providing technical guidance on soil conservation and management.

The initiative encourages crop diversification in regions experiencing adverse effects, contributing to local agricultural sustainability.

The producers selected within the Castelhana river basin receive specialized technical support and will be invited to take part in CTA's Field Days. This event is a unique opportunity for integrated producers to share knowledge and delve into agricultural innovations that promote sustainable and efficient practices.

## “Conectar” project

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In May 2022, we launched the “Conectar” project, an initiative designed to streamline internal processes and optimize routine activities. By mapping processes, diagnosing improvement opportunities and defining specific action plans, we are committed to achieving management excellence.

Our combined efforts are yielding notable outcomes, enhancing not only the operational procedures but also information systems with full support of the IT team, despite the fact that we are in the initial phase of the project, with numerous new processes to be mapped and a range of improvement actions to be implemented.

## Internal events

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### Hearing Conservation Program - HCP

As part of the HCP, we set up a quiet room in 2022, used on a rotational basis by employees from the manufacturing areas. After thoroughly mapping noise levels in the factory, we identified the impacted job positions and set up scheduled breaks for them. The breaks are controlled with an access card.

### Individualized monitoring

The occupational health team monitored the health of employees with hypertension and diabetes, conducting regular follow-ups, from routine medication to consultations with specialists. This supervision allows us to identify opportunities for improving the quality of care provided to these employees.

We also provide special attention to pregnant women, offering ergonomic assessment and guidance from a physiotherapist, as well as follow-ups by the medical and outpatient teams. Additionally, we provide two extra snacks a day, prepared by a nutritionist.





## Rural Management Workshop

In 2023, we held a workshop at the CTA Club focused on labor hiring. We were joined by a number of experts who discussed their expectations and preparations. We took the opportunity to clarify doubts with the audience, including rural producers and representative parties.

## Revitalization of the leisure area

We revamped the leisure area in 2023 to ensure everyone's comfort and well-being. Now, our employees can enjoy an even more welcoming environment equipped with a coffee machine, comfortable sofas, TV, pool tables, and other items

that make the leisure experience more enjoyable. This is yet another step in our ongoing quest for a work environment that values and cares for those who make CTA what it is today.



## CTA charity shop

Another CTA charity sale was held in 2023, totaling nine thus far. The event took place on May 22nd and 23rd at the company's training center.

The charity sale offered a diverse array of items, including apparel, footwear, personal accessories, and even bedding and household linens. All the items were observed to be in excellent shape and ready for use by their new owners.

CTA's charity shop is an initiative that reinforces our commitment to sustainability and solidarity, promoting the reuse of items in good condition, thereby benefiting our community.



Tampinhas do bem

Sua solidariedade  
**faz a diferença.**

 As tampinhas arrecadadas serão destinadas para uma instituição de caridade.

**CompartilhAr**

 **PESSOAS NOS INSPIRAM**





## Volunteers

The unity among 23 company sections was instrumental in the successful mobilization for a worthy cause. The collection of plastic caps gained momentum and significance when each of the volunteers committed themselves to this initiative. The result was highly gratifying: together, we managed to collect 249.11 kg of plastic caps.

The carefully collected material was donated to the Venâncio Aires Cancer League, which uses the funds generated by recycling them for various actions. It is gratifying to see how a simple action can make a difference in the lives of so many people.



## Employee library

CTA's Employee Library is a space dedicated to knowledge and culture, conveniently located in the company's leisure area. The library offers a diverse collection of books spanning different genres and themes available to all employees. In addition to promoting the habit of reading, the library also encourages book donations, allowing employees to further enrich the collection. It is a welcoming environment open to all, providing moments of learning and entertainment for the CTA community.



## Grievance channels

In 2024, CTA is making it clear that transparent and effective communication is essential. We are therefore announcing the Grievance channels. We value all opinions, whether they are compliments, suggestions, complaints, or criticisms. They are fundamental to strengthening our values and continually improving our work.

To contact our channels, please use one of the following methods:

- **dial** this number: +55 51 3793 2230;
- **send** e-mail to: [sustentabilidade@cta.com.br](mailto:sustentabilidade@cta.com.br);
- **fill out** the form "Incident Report";
- **go to** the Sustainability section.

You may also **use Dial 100**, available 24 hours a day to report human rights violations, or to inquire about human rights.

## Talent show

On April 30, CTA promoted a Talent Show to celebrate Labor Day. This event gave our employees a chance to show off their artistic and cultural skills. It took place in the Training Center during break periods, providing a moment of relaxation and integration for everyone.

This activity, which CTA has been implementing for many years, reinforces team spirit, enhances the organizational culture, and offers occasions for relaxation and enjoyment.



# SIPAT 2024

The 2024 Internal Week for the Prevention of Accidents at Work (“SIPAT” in local language) focused on the important theme “the right to health, well-being and safety.” This annual event, which occurred from May 20 to 24, is an invaluable opportunity to raise awareness and prevent accidents at work, aside from reinforcing the importance of health and safety in the workplace.



A diverse range of activities was made available to employees during SIPAT 2024, such as an interactive crossword puzzle centered on the articles of the Universal Declaration of Human Rights, visual informative material reinforcing human rights, and insightful lectures. Of particular note was the presentation on harassment and proactive care, which addressed harassment prevention and promoted proactive care attitudes among employees.

SIPAT provides all employees with the chance to play an active role in creating a safer, healthier, and more respectful work environment.

## Launching of the “CulTivA” app

The app was developed to provide integrated CTA-Continental producers with strategic information for improvements in the agronomic, social, and environmental areas. This free of charge app provides producers with up-to-date and strategic information at their fingertips with just one click. In addition to providing personalized content, the

CulTivA app helps us to maintain closer contact with our integrated producers, creating a direct and efficient communication channel. The platform also offers digital qualification and training, which we believe will help producers to increase profitability and quality while adopting more sustainable and socially responsible practices.



## 30 years of CTA

To commemorate our three decades of impact and transformation, CTA launched the “People Inspire Us to Make a Difference” campaign. It started in June 2024 and is planned to run for 12 months.

To date, we have already produced an institutional video and other audiovisual materials for monthly distribution. The campaign demonstrates CTA's continued dedication to the community and all its members.



## Campaign manifesto

**Making a difference is in our essence.**

**From the beginning, we recognized that every action, regardless of its simplicity, has the potential to positively impact our surroundings.**

**And during our 30-year journey we have discovered a fundamental truth: people inspire us. They inspire us with their stories of triumph, their dedication and their ability to turn challenges into opportunities.**

**We are a business, but much more than that, we are a community united by a greater purpose: to make a difference. Making a difference is not just a mission, it is our passion. And that passion will be our guide to a promising future.**

***People inspire us to make a difference - today, tomorrow and always.***

*Pessoas nos inspiram*  
A FAZER A DIFERENÇA







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