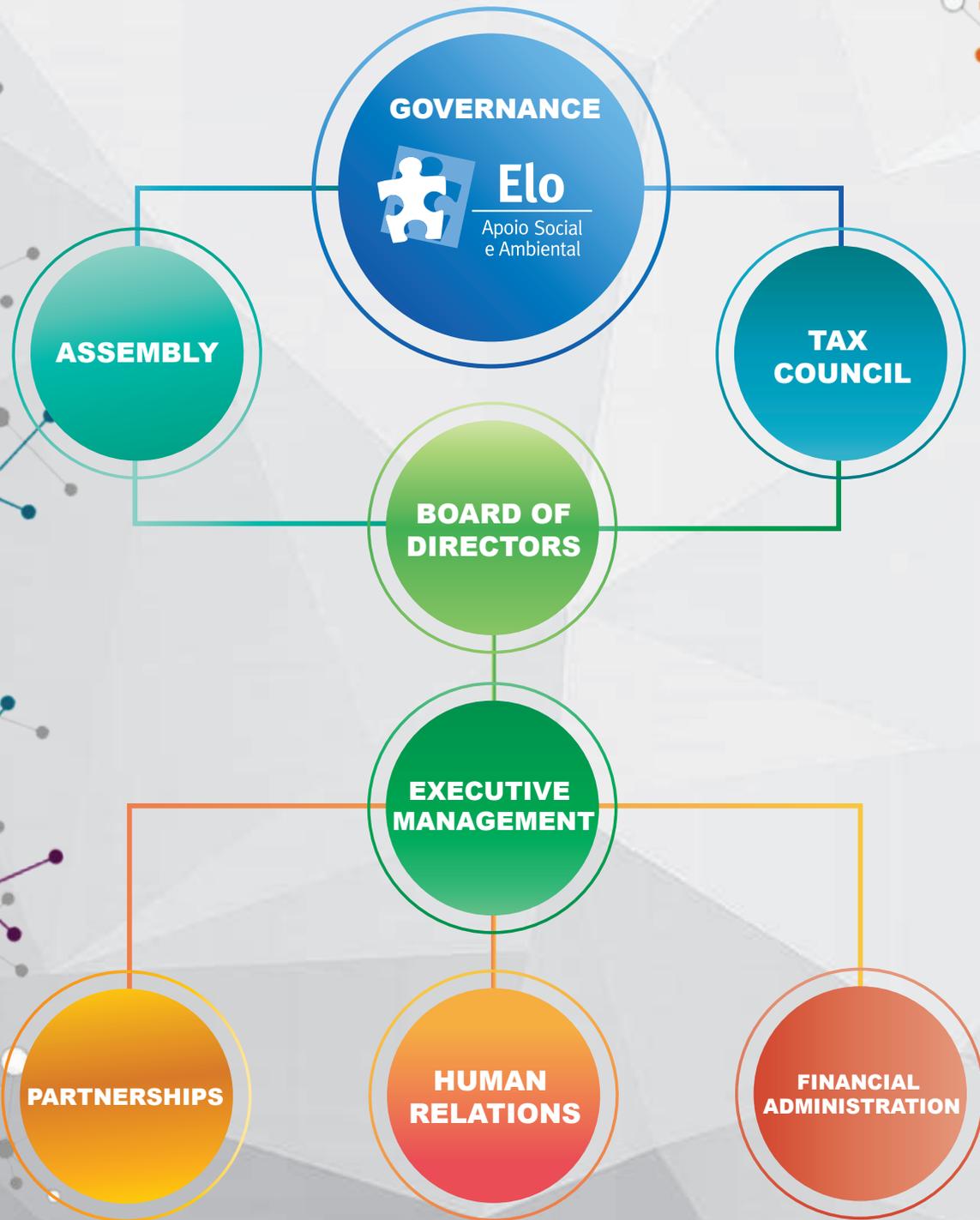


ACTIVITY REPORT 2019



Elo
Apoio Social
e Ambiental

www.eloapio.org.br



Third party supplies:

- Legal advice
- Psychological advice
- Financial audit
- Accounting
- Information Technology



PARTNERSHIPS THAT GENERATE VALUE

We are happy and honored for another year of social transformation and great achievements. We thank everyone who was part of our history in 2019, the 18th year of our achievements and social transformations. We present our results in this report to evidence our gratitude, responsibility and accountability to all stakeholders.

Kind Regards,

Marília Tissot do Amaral e Renault Vieira dos Santos

Managing Directors of Elo Apoio Social e Ambiental

TEAM

General Manager

Cláudia Rodrigues

TI Managers

Marco Aurelio Dutra

Roger Sales

Communication and Public Relations Managers

Marilaine Martins

Amanda Regina

Human Resources Managers

Cristiane Wustro

Elliton Vieira

Evelyn Muller

Fabiana Trindade

Gabrielle Furtado

Hellen Yuya Frantz

Lorena Iachenski

Naila Oliveira

Pâmela Cioffei

Rejane Rodrigues
Sarita Menegusso
Thais Chagas

Finance Manager
Maria Izabel Tizzot

Apprentices (AGF)
João Lucas Barros
Nicoli Souza
Sara Sabrine

Partnership Managers

Bruna Raksa
Jacqueline Dranka
Roberta Napolitano

Administrative Managers

Adriana Neves
Simone Raksa
Lucimara Silva
Eliane Cordeiro
Sandra Terra

INSTRUTORS

Ana Julia Baumel Geraldi, Arlete Maria Ferreira Nater, Célia Ehlke Rieseberg, Claudia Regina De Figueiredo Boccalini, Débora Rufino, Eraide Franco Wenceslau, Eunice Moura, Fabiana da Cunha Medeiros, Giovanni Henrique Brunkow Araújo, Gustavo Adolpho Leal Brandão, Gustavo Yuri Mine Misael, João Otávio M. Turmann de Paula, Juliana Zacarkin dos Santos, Keli Pires, Krysthian Fabiano Ratier, Lesliane Cristina Grellmann de Moraes, Luis Felipe Soares, Maria Cristina Ribeiro, Maria Emilia Silveira de Freitas, Raquel Correa, Roberta Napolitano.

COUNCIL

Tax Council

Daniel Rugilo, Maria do Rocio Geraldi, Thiago Kuntze

Deputy Members

Rita de Cássia Jacaré, Roberto Gava, Samia Hadich Vigolo

Full members

Denise Tissot do Amaral, Flavia do Amaral Santos Ceschin, Franciele Gabardo, Kátia Correa, Lindadir Soares, Pedro Dias, Rejane Afonso Renata do Amaral Santiago, Rita de Cássia Jacaré, Roberto Gava, Samia Hadich Vigolo.

Distinguished members

Darly Soares Alves, Lindadir Soares, Nancy Tissot, Pedro Farinha Rebecca Gieese, Sonia Beraldi Magalhães

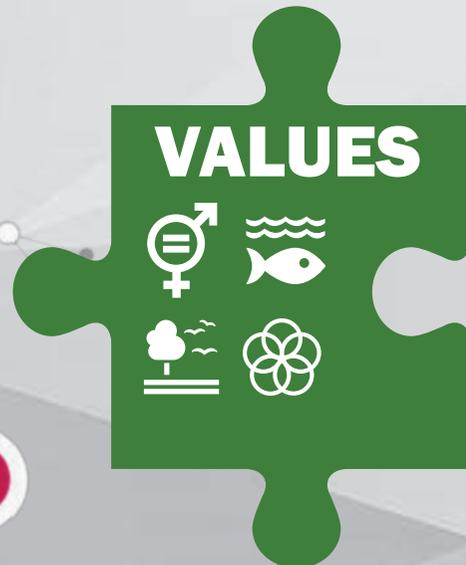


In 2019, Elo celebrated its 18th anniversary! Our story has been written by many encouraging and supportive hands, that together has a positive impact on more than 6 thousand people.

• To promote the development of human values, ethics and professional skills, inspiring social transformation on teenagers and young adults.



• To be an organization recognized for its excellency in training teenagers and young adults.



• Respect and love for the other, ethics, transparency, social environmental responsibility, purpose and passion, gratitude and faith.

ELO SUPPORTS THE OBJECTIVES OF SUSTAINABLE DEVELOPMENT

The objectives of sustainable development (SDGs) define global priorities and aspirations for 2030. The SDGs represent an unprecedented opportunity to eliminate extreme poverty and put the world on a sustainable path. Elo incorporates the SDGs in its projects and strongly acts to achieve them, putting into practice the values of the organization.

A Elo acts directly on the following SDGs:



We promote ethics and professional skills development and lead teenagers and young adults towards career readiness. This has a direct impact on the income raise of the families supported by Elo's projects and thus contribute to eradicate poverty.

ELOS' values:

Respect and love for the other and social environmental responsibility



The training program offered by Elo prioritizes contents related to human values & ethics, sustainable development, administration, trade & supply chain to enhance skills entrepreneurship, financial education, critical reading of the world, culture and languages, life and career planning. We align theory and practice with a primary focus on results, personal and professional excellency.

ELOS' values:

Purpose and passion



Decent work is ensured by Elo's project 'Projeto Plantando Futuro' (PPF) founded on the Apprentice Law, aligning theory and practice, human values, ethics and technical content. In partnership with companies, Elo contributes to employment, decent work and economic growth.

ELOS' values:

Social environmental responsibility, purpose and passion



Reduced inequalities are also ensured by Elo's project 'Projeto Plantando Futuro' (PPF) and 'Projeto Plantando Esperança' (PPE), helping teenagers and Young adults find work, develop personal and professional skills, improve self-esteem and self-awareness and be prepared for life within vulnerable social surroundings.

Elo's value:

Respect and love for the other



ELO's values:

Since its foundation Elo practices the culture of peace, justice and transparency. We have been granted many awards and certificates by different institutions that recognize our management practices that ensure sustainable growth, ethics, and commitment with people and the planet.

Faith, social environment responsibility, ethics and transparency



Elo's values:

Elo, in partnerships with organization for all three sectors of the economy, contributes to the implementation of the SDGs by helping teenagers and young adults develop their human values, ethics, professional, sustainable development and management skills.

Faith, Social environmental responsibility, ethics, transparency and gratitude



In 2017, 2018 and 2019 Elo received the Sesi SDG stamp, from FIEP Paraná, as a recognition of four efforts in implementing the SDGs.

portalods.com.br



PROJETO Plantando Esperança

The project focuses on the development of professional and personal skills and competencies of teenagers and young adults that live in vulnerable social. It has a minimum workload of 60 hours and it's run in partnership with other social organizations, companies and volunteers.



CONTENTS OF THE PROJECT

SELF-AWARENESS

Emotional intelligence | Purpose | Self-esteem and potential | Interpersonal relationship | Life and career planning

SKILLS

Communication | Body language | Exercise of citizenship | Leadership

EMPLOYABILITY

The work place | Financial & environmental education | Information Technology | Entrepreneurship e professional orientation



TURMA PPE/ELO AND RH NOSSA

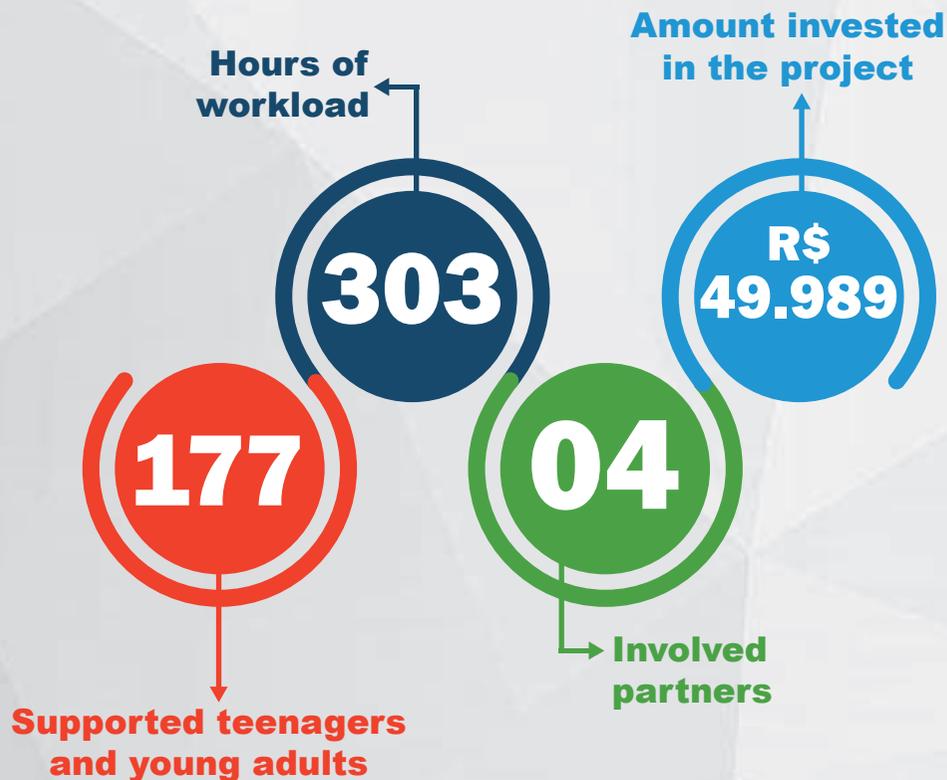
PERSONAL STATEMENT

“One of the most important things I’ve learned in the project Plantando Esperança was to developing my self-awareness. I discovered things I couldn’t even imagine. I got better in everything, identified my strengths, weaknesses and how I can improve.”

Andreelli de Oliveira da Silva, 17 years old.



PLANTANDO ESPERANÇA IN 2019



Partners: Escola de Informática e Cidadania (EIC), Instituto Playing For Change Brasil, PWC and Centro da Juventude de São José dos Pinhais.

Investor: RH Nossa

Recursos: donation from private individuals on page 24, Generated income from selling clothes at Elo's Charity Bazaar.

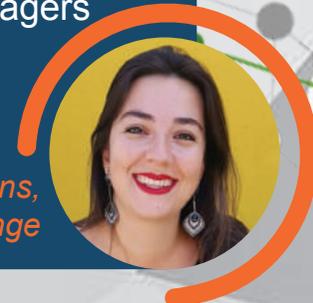


01 CLASS PPE / ELO AND INSTITUTO PLAYING FOR CHANGE

PERSONAL STATEMENT

“One of the key questions of the NGOs working with children is how to close the cycle with teenagers. Our partnership with Elo is very important because it acts directly on this problem.”

*Virgínia Martins,
Gestora do Instituto Playing For Change*



Organizations supported by the project

12

Events with families

08

147

Received psychological care

3.992

Meals offered



PWC CLASS

PERSONAL STATEMENT

“In Plantando Esperança’s project, I improved my teamwork skills. I also learned not to judge people by their appearance and not to form premature opinions. I decided to volunteer at Elo so I could improve some skills, get more knowledgeable and prepare myself for a new job. But after I joined Plantando Futuro, it was like a dream come true, so much has changed since then, especially when it comes to the amount of responsibilities I gained. I’m working at the pharmaceutical sector of a hospital, where I adapted very fast, working with a team on a daily basis, and always reminding myself of the things learned at Plantando Esperança.”



*Yan Matheus Gonçalves
16 years old.*



www.eloapoio.org.br



1 ERRADICAR A POBREZA

4 EDUCAÇÃO DE QUALIDADE

8 TRABALHO DIGNO E CRESCIMENTO ECONÔMICO

16 PAZ, JUSTIÇA E INSTITUIÇÕES EFICAZES

17 PARCERIAS PARA A IMPLEMENTAÇÃO DOS OBJETIVOS

PROJETO PLANTANDO FUTURO

Here apprentices have the opportunity to receive 400 hours of theoretical training and 880 hours of professional practice at partner companies. Based on the Apprentice Law 10.097/00, Decree 9579/18, Ordinance 723/12 of the Brazilian Ministry of Labor and Employment.

Areas of learning:

Administration, trade & supply chain, focused on sustainability

Objectives of the project:

Employability, personal and professional development, entrepreneurship, solidarity and sustainability

PLANTANDO FUTURO IN 2019

Supported teenagers and young adults



Entry of new teenagers and young adults



Company's projects created by apprentices



Hours of workload

Interviews and new registrations



PERSONAL STATEMENT

“When I joined the Project, I’ve started to have a routine and finances to help to support my home. At Elo, I learned many things that I can put in practice in my personal and professional life. I also share Elo’s values to other people in different places. I want to learn as



much as I can and continue to contribute with this collaboration.”

*Bruno da Silva -
Apprentice of PPF with
practical activity at Ecoverde.*

Intakes with teaching methodologies applied

20

Active intakes in the setting up of individual development planning - 'Implantação do Plano de Desenvolvimento Individual' (PDI)

34

44

15

Hours of continued training for instructors

intakes working on a new methodology for entrepreneurial education – “Nova Metodologia de Educação Empreendedora”, with “Programa Despertar / Sebrae”

PERSONAL STATEMENT



“Elo introduced me to the working world and to a wonderful company, where I put in practice my training as apprentice. I have a great team. I work with hardworking people that support my development.”

Isabela Klostermann - Apprentice of PPF with practice at DAMBROSI.

PERSONAL STATEMENT

“The project Programa DESPERTAR, of SEBRAE, provides apprentices of PPF access to entrepreneurial tools with a dynamic and engaging methodology. Throughout the project, teenagers and young adults have the opportunity to develop a fictitious company, and experience the challenges and sense of accomplishments of starting a new business. The objective is to broaden career and employment possibilities, enabling them to continue their projects or embarking on an entrepreneurial life.”



*Naila Oliveira
Coordinator of
Plantando Futuro*

PERSONAL STATEMENT



“Elo has been like a family to me. Everyone that I met transformed a little of my character and the way I see the world. to me . Here I developed a constructive and critical eye.”

Paulo Gabriel Ribeiro - Apprentice of PPE with practice at Grupo Barigui.

PERSONAL STATEMENT



“Elo taught me about respect. I learned to deal with people with different opinions, beliefs and customs. This had an extraordinary impact on my personal life. With r
espect, other things followed, such as the love for myself and the development of critical thinking. I will never forget the change it has had on me.”

Tassila Georgia Camargo - Apprentice of PPE with activities at Sodexo.

PERSONAL STATEMENT

“It has been a great experience to work in partnership with Elo on the selection and monitoring of young professionals. It is gratifying to see the evolution of each apprentice and the vision we built together.”

*Mirian Luciane de Loiola
Training and Development
Manager of Grupo Barigui.*



ACHIEVEMENTS AND INNOVATIONS

In 2019, apart from achieving to impact the lives of more than 1.200 teenagers and young adults, we were granted recognition by well-known institutions. We became a stronger force for social change with innovation, transparency, ethics and gratitude.



ACHIEVEMENTS



In the search for **sustainable development**, through the Plantando Esperança project, we received the SDGs Sesi stamp in the SDGs 1, 4 and 17



In recognition of our financial reporting **transparency** and **credibility**, we received the Impulso of **Boas Práticas** (Boost of Good Practices) Third Sector Award in the category of finance, by **GRPCOM** Institute.



By acting with participative leadership, we also received the Impulso of Boas Práticas (Boost of Good Practices) in the category of **leadership**. We developed a sense of ownership and responsibility among our staff.



Elo was one of the 52 Brazilian organizations selected to participate in VOA, a mentorship program in management by **AMBEV**. The program provided us with management tools for process improvement.



Feira do empreendedor ELO

Elo's Start Up and Entrepreneurship Fair

There are ideas that are so good that need to be made true. It was with that in mind that, and with the support of **Programa Despertar** (Awakening Program) from Sebrae, that our apprentices set up Elo's Start Up and Entrepreneurship Fair. At the fair, the apprentices presented to the public the Projeto Empresa (Business Project) created during Plantando o Futuro's project, with a structure based on human development and incentive for entrepreneurial thinking. In 2019, we organized 4 entrepreneurial fairs, presenting projects with surprising results in innovation, potential for growth and social environmental responsibility.



PERSONAL STATEMENT

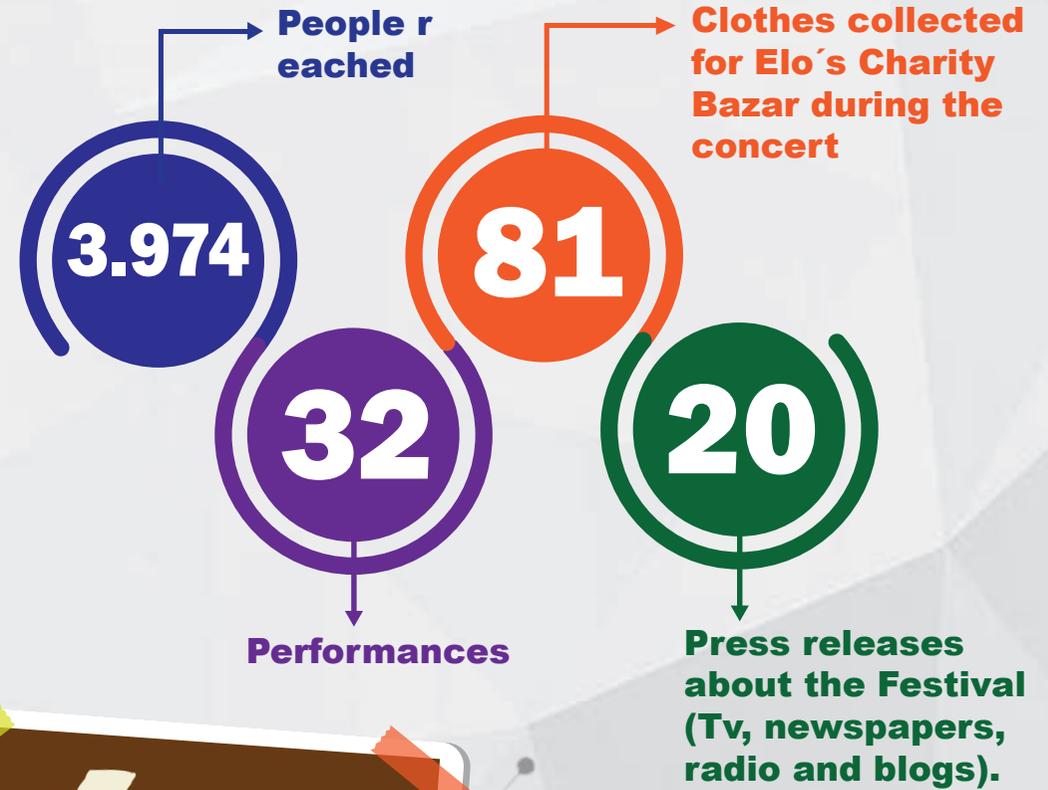


“The fairs provide us with the opportunity to see in practice the entrepreneurial behavior, proactivity, commitment, planning and self-confidence of our apprentices. Our partnership with Sebrae brings innovation and empowers our drive to prepare the apprentices to personal and professional life.”

Claudia Rodrigues, Executive Manager

INOVATIONS

We and our apprentices attended the Festival "É no choro que eu vou", organized with the sponsorship of **Revalore Coprocessamento**. The festival promoted Elo during the concerts and supported local musicians.



MARKETING

Our projects are increasing reach and engagement on social media and PR

Check it out:



www.eloapoio.org.br

REACH AND VISIBILITY ON SOCIAL MEDIA IN 2019



ELO CELEBRATES THE APPRENTICE´S DAY IN AN INTEVIEW FOR TRANSAMÉRICA TV

9.048 
FOLLOWERS
ON FACEBOOK
PAGE

134.088
REACH OF
FACEBOOK
POSTS IN
2019 


1.123
FOLLOWERS ON
INSTAGRAM

169
ASSESSMENTS
(COMMENTS)
ON GOOGLE
IN 2019 

FINNANCIAL SUSTAINABILITY

To reach our strategic objectives and the goals of SDG 16, we optimized our internal processes of financial management with the support of an audit committee. We also regularly showed our balance sheets on the website, ensuring transparency and credibility. Every year we invest on external financial audit. For the past 8 years we hired **Consult** for the job.

16 PAZ, JUSTIÇA E INSTITUIÇÕES EFICAZES



17 PARCERIAS PARA A IMPLEMENTAÇÃO DOS OBJETIVOS



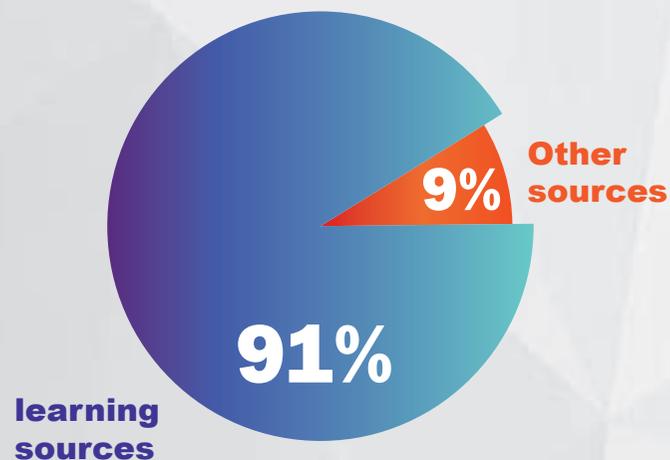
Elo
Apelo Social
e Ambiental
APRENDIZ

SOCIAL SPONSORS

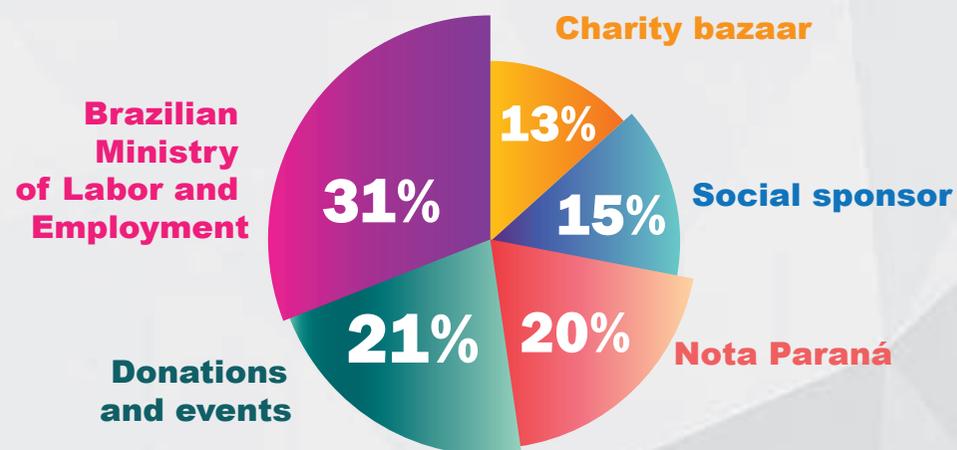


ELO'S FINANCIAL RESULTS IN 2019

FUNDRAISING



OTHER FUNDRAISING SOURCES



Number of hours volunteered in 2019: **2.664**

PERSONAL STATEMENT



“After completing an extension on Social Entrepreneurship at PUC/PR in 2015 I looked for an organization with values aligned to mine that I could connect with emotionally. I chose Elo. I was happily surprised with Elo because at that time it already had external audit and many financial and accounting controls in place. Since the start of my activities as an advisor there, I was closely working with its financial department and the mentors from SAP. We were awarded CEBAS and became known for our excellency in financial management!”

Thiago Kuntze, Tax Advisor



OUR GRATITUDE

COMPANIES SUPPORTING OR SPONSORING SOCIAL PROJECTS

**ANB Farma, Cia Ambiental, RAC,
Revalore, RH Nossa and Volvo.**

SUPPORTERS OF NOTA PR

**Aviário Belga, Bistrô Passeio, Buffet do Teatro,
Café Galeria Lustoza, Consórcio Servopa,
Farma Forte, Max Farma, Papelaria Universidade,
PIX Farma, Pizza Hub, Quitanda da Família,
Quintal do Monge, Restaurante Shack, Rico Pão,
Supermercado Araucária, Supermercado Cristal,
Supermercado L'Acqua Verde and Supermercado Nosso**



www.eloapoio.org.br

EPARTNER COMPANIES AND ORGANIZATIONS

Association Passerelle France Brésil & Solidarités Lusophones CBS Cologne Business School, AVA, Brazilian Experience, BeeBrain, Casa China, Centro da Juventude Borda do campo de São José dos Pinhais, CPCE, GRPCOM, Emunah Centro de Reabilitação, EIC - Escola de Informática e Cidadania, FACOP, FAE, Fórum de Aprendizagem, Instituto Legado, Ju Riboldi master coach, Junior Achievement Brasil Rede do Terceiro Setor, Lampert, On The Road, Orgone e Neurons Psicologia Clínica, Playing for change, Pride, PWC, RH Nossa, Sauí, Sebrae, SESI/FIEP, VOA - AMBEV, Voopyn.

DONORS OF PLANTANDO ESPERANÇA's PROJECT

Arlete Nater, Djennifer Ferrari, Elisa Alves da Costa, Fabiana Cunha, Letícia Geraldi, Maria do Rocio Geraldi, Mauricio Cauduro, Nelson Fonseca, Renata Amaral Santiago e Simone do Amaral.

VOLUNTEER SPEAKERS

Cléo Busatto, Diva Irene Paz Vieira, Eliane Ventura Catalano, Evandro Mota, Fernanda Favoreto, Indakeia Marissol, Maísa Guapyassú, Marcia Morini, Maristela Marchezatti, Roberta Ribas da Silva Costa, Sebastian Blanc, Thiago Kuntze e Willian Augusto Andrade,

EXCHANGE STUDENTS

Matteo Bachmann (Alemanha), Nilla Annikki Virén (Finlândia), e Ronja Kivinem (Finlândia).

VOLUNTEERS

Bernard Milanese Ávila, Bruno José Raksa, Cleia Wonsoski, Daniella Paula Rodrigues, Isaac Brites, Isabela Terumi Oliveira de Andrade Tanobe, José Airton Silva, José Luiz de Melo, Juliana Cristina Riboldi, Junior Cezar Ribeiro, Luís Pimenta, Marina Proença, Mauricio Panzarini, Meire Gasparoto Panzini, Natália Rodrigues, Nicole Cardoso Machado, Nielly Vitória, Ricardo Siqueira, Valeria Cabrera.



WORKSHOP ABOUT OSDs



LECTURE "OS CAMPEÕES DEIXAM PISTAS", PROMOTED BY RH NOSSA, ON BEHALF OF PLANTANDO ESPERANÇA



We would like to thank the team for their love and professionalism in impacting the lives of teenagers and young adults and inspiring Elo to fly greater heights in 2019.



We would also like to thank all the instructors that helped in 2019. Their commitment ensured our teenagers and young adults had access to technical knowledge, developed critical thinking, ethics and human values.



COURT FINES

Dra Mariane Josviak - Procuradora Regional do Trabalho.

COUNCILS & NETWORKS

CMAS, COMTIBA, Fórum de Aprendizagem do Paraná, Rede do Terceiro Setor.

APPRENTICES' EMPLOYERS

Aço Mineração, Administradora de Imóveis Gonzaga, AGF Engenharia, Amil, ANB Farma, ASPP, A Yoshii, Banco Volvo, Cavo, C&A Lojas, C&M Engenharia, Cemed Care APEX, Centro Diagnóstico Água Verde, Centro Diagnóstico da Mulher, CIA Ambiental, Cimento Itambé, Cipry, Clínica Los Angeles, Claro, Companhia Paranaense de Construção – COPACONS, Construtora e Incorporadora Pride, Coritiba Foot Ball Club, Dambrosi Aparas e Embalagens, Dex Peças, Diagnósticos da América - DASA, Ecoverde Corretora de Seguros, Eletrolux do Brasil, Embralux, Embrasil, ESHO, Estre, Evertis Brasil, Extramed Administração e Serviços, Fábrica de Banha e Linguíça Santo Antônio, Ferramentas Kennedy, Fresnomaq, Fundação de Estudos Sociais do Paraná – FESP, Gmad Compin Suprimento para móveis, Grupo Barigui, Grupo J. Malucelli – Equipamentos, Grupo J. Malucelli Rádio 90.1 FM, Grupo J. Malucelli Rádio Studio 96 FM, Junto Seguro – Grupo J. Malucelli Seguradora, GVM Logística, Hexion – Momentive, Hospital Cruz Vermelha Brasileira do Estado do Paraná, Hospital N^a SR^a das Graças, Hospital Vitória – UHG Brasil, Hospital XV, Junto Holding Brasil – Grupo J. Malucelli Participação em Seguros e Resseguros, , Intersept, Jprolab, Kapazi, Lanac, Laserflex, Latal, Laticínios Ruhban, Lemarin, Levapan do Brasil, Luciane Cozinhas, Vitta Planejados, Lar Escola Luciane Mary Paris, Lyx Engenharia, Lumenlab, Manpowergroup, Maran Gehlen & Advogados, Associados, Maternidade Mater Dei, Maternidade N^a SR^a de Fátima, Maxflex, Miranda Alumínio, Multilit, Natuphitus, Novozymes, Orlando Bertoldi, Ortoeste, Paranacal, Pernambucanas, Pharmalog, Pinocal, Plastilit, Policlínica Capão Raso, Proadec, Pró-vascular, Puma do Brasil, Puma System, Qualieng, RAC Engenharia, Rápido Andrade – Transportadora Rápido Paraná, Rápido Andrade – Rápido Service, Revalore Coprocessamento e Engenharia do Meio Ambiente, RH Nossa, Rottas Construtora e Incorporadora, San Julian, Serion Brasil Importação e Distribuição de Produtos Diagnósticos, Sodexo do Brasil, Stock Tech, Supermercados Stall, Supermercado Tanguá, Tabelionato de Notas Fazenda Rio Grande, Total Biotecnologia, Total Química, Transresíduos, Valid S.A, Verona Indústria de Plástico, Volvo.





BECOME A LINK IN THIS CHAIN OF GOOD

Discover the various possibilities of contributing to Elo in the teenagers and young adults' formation.

DONATION OF TIME, GOODS,
RECONGNITIONS AND CASH

DESTINATION OF INDIVIDUAL
AND LEGAL INCOME TAX

COMPANY

BE A SOCIAL INVESTOR

This is an opportunity to combine social responsibility and give visibility to your brand by training young people in situations of social vulnerability.



www.eloapoiio.org.br



BE A VOLUNTEER

Volunteer your time, share your talent and experience tempo and help the training of teenagers and young adults or on the administration of Elo.

DONATE WHAT YOU CAN

- Donate clothes and accessories to our Charity Bazaar;
- Donate children-youth books to our library;
- Donate IT equipment (monitors, printers, cabinets with CPU, tablets, mouse e keyboards) and other equipment in good conditions.

DONATE YOUR SUPPORT

- Read, comment and share our contents on your social media. This will help more people to engage in our cause;
- You can also support us by giving us an ad space on your site, event, magazine or in any other communication channel.

CONTRIBUTE FROM ANYWHERE

DIRECT CONTRIBUTIONS

Contribute with any amount for the sustainability of four projects.

BANK ACCOUNT

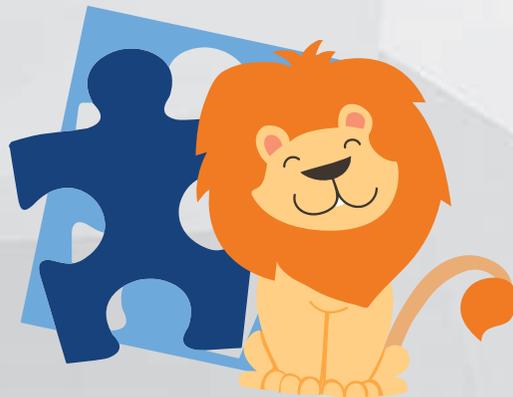
 **Bradesco**
Banco Bradesco (237)
Agência: 5727
Conta Corrente: 8576-6
CNPJ: 04.626.953/0001-10

ONLINE CONTRIBUTION

Access our site eloapoio.org.br, go to “**Doe Elo**” and contribute any amount using credit card or bank transfer.

DESTINATION OF INCOME TAX AS A PERSON OR AS AN ENTITY

YOUR INCOME TAX CAN BECOME RESOURCES FOR OUR PROJECTS:



Read more about it on:
eloapoio.org.br

or call:
[+55 \(41\) 3023-6915](tel:+554130236915) | **Jaqueline Dranka**



Elo

Apoio Social
e Ambiental

Mariano Torres, nº 108, Centro, Curitiba - PR

 **41 3023-6915**

 **/eloapoio**

 **@eloapoiosocialeambiental**

“I can do all things through Christ who strengthens me” Fp. 4:13