

**ESG**

# Diversity and Inclusion Cellera Farma

*We present to you  
Cellera Farma's Diversity booklet.  
In it you will find the pillars  
of Diversity, tips and what to do  
in the event of discrimination.*



Environment, Social  
and Governance

# Ethics Channel

*Remember that you can always count on Celleria Farma's support, which is why our Ethics Channel is still available to help in all difficult situations! It is anonymous and staffed by third-party professionals.*

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## Taking care of health in a different way

*Cellera Farma understands that caring for health goes far beyond researching and developing medicines. We are a business platform that offers a range of services, always thinking about bringing more health to the greatest number of people.*

*We want to implement actions that make us increasingly recognized for caring for the health and well-being of people throughout Brazil, expressing the care we take internally and externally. Taking care of the quality of relationships is essentially about promoting respect. This essential value is the basis for harmonious relationships.*



## Let's think together?

*Instead of building barriers, we should build bridges, establish dialogues and bases for coexistence around our purpose, which is to take care of health in a different way.*

*Having different ethnicities, religions, sexual or gender orientations, as well as people with disabilities on our teams strengthens our ability to collaborate and do things differently. It increases the passion for excellence, for doing more and better, because everyone feels engaged, without having to put aside their way of being, thinking or acting.*



## Gender

*Women are increasingly present in the job market and are often also family leaders. It's no different at Cellera, which is why we treat men and women equally, offering the same benefits and equal pay. Our tip is: Focus on the professional attributes and qualities that the person needs to have, whether man or woman, and realize that despite the gender difference, both have equivalent skills and deserve equal opportunities. It's good to know that we have great professionals and that they can develop and take on leadership positions, regardless of the area in which they work.*



## Disability

*Society has been built on the idea that "normal" is the human type without a disability. But this doesn't correspond to the reality that people also have unique physical characteristics. That's why there is an effort to make our spaces, attitudes and work tools more accessible to people in all their diversity. The most inclusive world is one that considers that people with disabilities need their individual characteristics to be taken into account in order to develop and perform at their best at work.*



## Race

*Affirmative action to correct the historical problem of the exclusion of black people from society in Brazil is a recent development. Black people are still not on an equal footing, but at Cellera Farma we are trying to change this reality. Including by opening up dialogue on the subject.*



## Etatism

*Judging a person's competence based on their age is a mistake. The stereotype that age is a problem is a prejudice and greatly affects more experienced people who have a lot to teach everyone.*



## Religion and Spirituality

*The world has many religions and beliefs. All of them are valid and should be respected. There is no religion that is better than another. You can live your religiosity in harmony with colleagues and friends who have a different faith to yours. Because religiosity has to do with how each person works with their spirituality and not with excluding those who have a different faith. Remember: there is no religion that preaches hatred and discrimination.*



## Sexual orientation

*For historical reasons, we see a greater appreciation and acceptance in society of heterosexuality. And sexual orientations other than the so-called "normal" do not define character or competence. All forms of love are valid.*



## Sexual orientation

*Ainda falando sobre Orientação Sexual, precisamos falar sobre as pessoas assexuais, bissexuais, homossexuais, pansexuais, entre outros. Piadas, comentários grosseiros ou apelidos direcionados a colegas, fornecedores ou clientes devem ser repudiados. Cada um em sua singularidade deve contar com o apoio de todos. Rir de alguém é bem diferente de rir junto com alguém.*



## Xenophobia

*Nenhum país vive isolado ou sem influência de outros povos e suas culturas. A mistura é uma realidade presente na história do Brasil e não podemos nos esquecer que sempre recebemos pessoas de outras nacionalidades que ajudaram a construir o nosso País. Além disso, nascer em estados diferentes no mesmo País, só nos faz mais diversos e ricos, um motivo de orgulho e respeito.*

## Pay attention to these tips:

- Get to know the people you work with better;
- Don't start a relationship with judgments or prejudice;
- Be curious without being invasive or rude;
- Remember that inclusion is a two-way street: whoever includes will be included;
- Expand your moral universe and confront your prejudices;
- Get out of your box and try to contribute;
- Consider that listening is essential to offering your best;
- Ask questions and don't give quick answers;
- Always respect, remembering that respect does not necessarily require agreement.

## How can we promote diversity and inclusion in everyday life?

Be yourself and let others be who they are. Don't judge, but listen to what the other person has that is different and can enrich you. Practice inclusion of people, ideas and new ways of seeing the world. Don't let disrespectful situations happen to you.

**LEAD BY EXAMPLE AND BE THE EXAMPLE.**