

2024

Annual Integrity and Compliance Report



Preparation:

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About us

Our Structure



At Cellerá, we care for health with dedication and responsibility, guided by solid values. We work together and courageously to improve people's quality of life, with a technical, specialized team with extensive experience in the pharmaceutical market. Our portfolio is developed with a focus on health and well-being, always seeking to make a difference in the lives of our customers.

Our Impact

+25k

Healthcare professionals visited

24%

of growth.
Sell Out YTD 24 in Brazilian Reais discount

20th

Company in prescription marketing share

+50k

Digitally impacted healthcare professionals

BRL 580 MM

YTD 24 Sell Out in Brazilian Reais discount

26th

Company in unit sales





Timeline

1947

- Delta Therapeutic Institute starts operation in Rio de Janeiro.



1980

- Operation transferred to São Paulo.



2007

- New Plant in Indaiatuba (São Paulo).



2010

- Acquisition of Delta Institute by Valeant.



2017

- Acquisition of the Delta Therapeutic Institute by Victoria/Principia Capital Partners and Omilton Visconde Junior.
- Creation of the Celleria Farma brand.



2018

- Acquisition of Pamelor (Novartis) and Benerva (Bayer), which placed Celleria in the prescription drug segment.
- Partnership with Eurofarma (generics).



2019

- Partnership with Janssen Pharmaceuticals for the commercialization and promotion of CNS and gastroenterology.



2020

- Launch of Culturelle in Brazil.



2022

- Partnership with Ferring for the development and commercialization of an innovative medicine in gastroenterology.



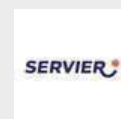
2023

- Acquisition of Tylex® registration in Brazil.
- Partnership with Sanofi/Medley for the promotion and distribution of Pyloripac, Alenthus XR, Prazolol and Baristar and CNS and gastroenterology medication.



2024

- Partnership with Servier, for the marketing, promotion and distribution of the drug Valdoxan (agomelatine) in Brazil.





Organizational Identity – Purpose and Values



PURPOSE

We take care of health in a different way.

VALUES

We are guided by values that govern a modern and bold vision in the way we look at each person.



Organizational Identity – Purpose and Values



VALUES

COURAGE

We raise our hand and speak!

HANDS ON

Work takes work, get started!

WE SAIL IN THE SAME DIRECTION

We know what has to be done.

WE ARE PROUDLY DIFFERENT

We deconstruct the pattern.

PEOPLE ARE OUR PRIORITY

We prioritize our patients,
employees and community.



Purpose of the Annual Integrity and Compliance Report

Our report aims to present the structure of the Company's Integrity Program, publicize the main actions developed in the 2024 fiscal year and disclose the projects for the 2025 fiscal year.

The indicators in this report summarize the evolution of the Celler Group's Integrity and Compliance Program over the course of 2024 and highlight how the Company is increasingly investing in a business model based on integrity, transparency and trust.

In 2024 we overcame many challenges, but we finished this journey with a sense of duty accomplished and with great enthusiasm for the next steps already planned for the year ahead.

Therefore, through this report, we renew our commitment to employees and partners to continue implementing plans to strengthen our governance, integrity, competence, efficiency and competitiveness, in order to preserve the sustainability and longevity of our business.



Cellera's Compliance and Integrity Program

Integrity and transparency are essential values in the development of the Celleria Group's activities and, therefore, acting ethically and in compliance with laws and internal policies is non-negotiable for us.

To support these values, we have implemented our Integrity and Compliance Program, whose main scope is to structure internal processes and procedures in order to prevent, detect, guide and remedy misconduct, fraud, irregularities and illegal acts.



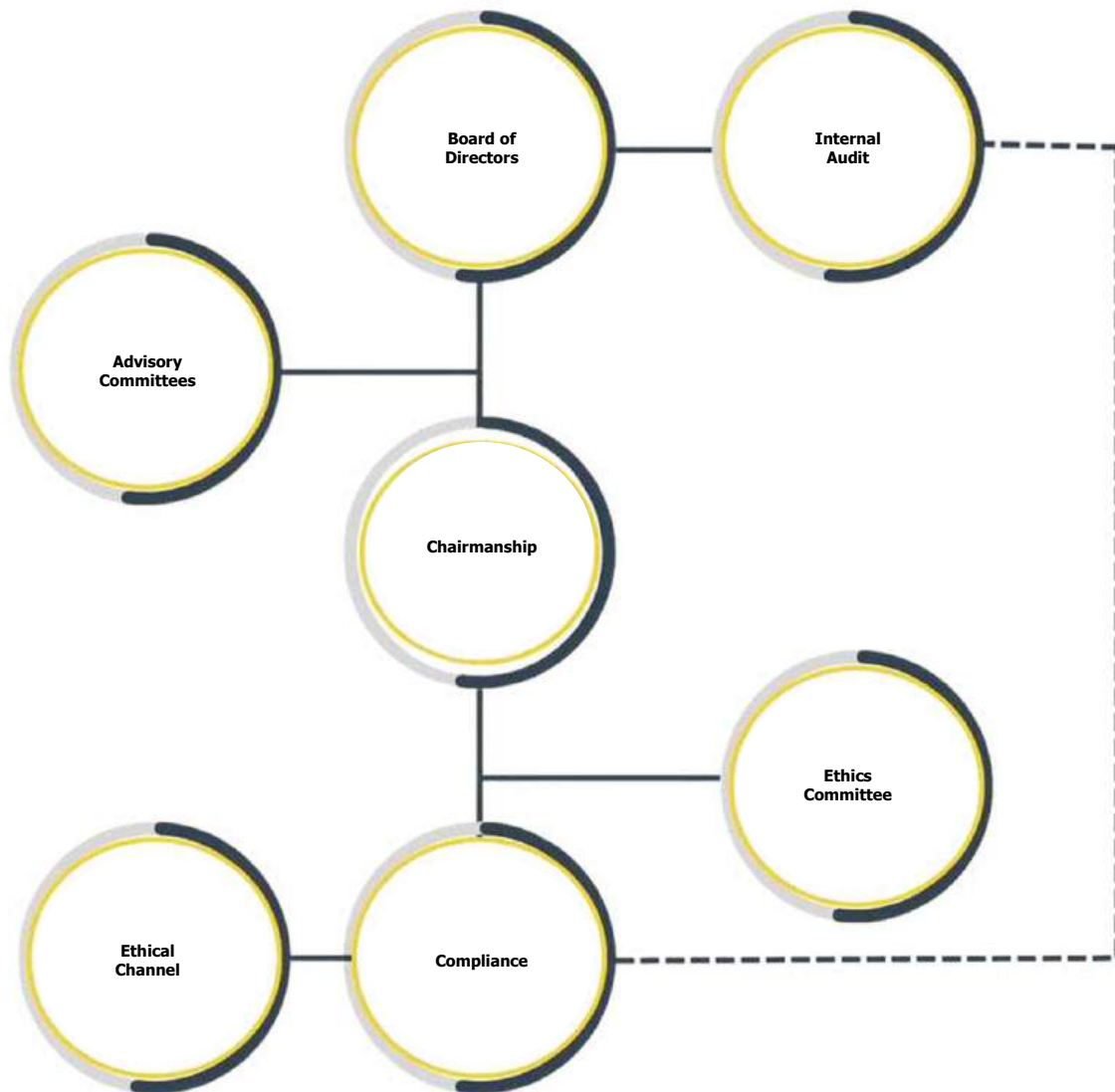
The program was developed based on the provisions of our Code of Ethics and Conduct and best corporate governance practices to guide the actions of our employees and partners, mitigate risks, contribute to cost reduction, promote the continuous improvement of internal processes and cooperate in strategic planning.

The structure of the Celleria Group's Integrity and Compliance Program was based on 8 pillars:



The pillars of the Integrity and Compliance Program are constantly evolving and improving, in order to address points for improvement identified during monitoring activities developed by the Celleria Group's Compliance department or through internal and external audits.

The management, maintenance, monitoring and inspection of the Celleria Group's Integrity and Compliance Program is the responsibility of the Compliance department, which reports directly to the Chairmanship and the Board of Directors, ensuring its full autonomy, with powers to adopt measures in a sovereign and non-subordinate manner:



The Celleria Group's Compliance area is made up of 2 (two) professionals, specialists in the subject, who act autonomously and independently, with adequate resources, provided for in the annual budget, also counting on the assistance of tools for the regular performance of activities.

The department's responsibilities include drafting and reviewing policies and procedures, conducting internal investigations, raising awareness through training and campaigns, monitoring and enforcing the Code of Conduct and other current policies, among others.

In addition to the sector dedicated to activities related to Compliance, the Celler Group also has four (4) Committees responsible for advising the Board of Directors on matters of greater relevance to the Company:

- ♦ **Audit, Finance and Compliance Committee**: its function is to evaluate internal audits, risk maps, monitor financial statements monthly, among others.
- ♦ **People, Governance and Appointments Committee**: its function is to discuss topics such as monitoring corporate governance policies, human resources strategies, succession programs, remuneration strategies, evaluating the company's processes, among others.
- ♦ **Strategy, Marketing and New Business Committee**: its function is to discuss topics such as Company strategies, analysis of acquisition opportunities, licenses and business partnerships, analysis of commercial structure, analysis of the market and products, among others.
- ♦ **Ethics Committee**: independent, advisory and permanent body, with autonomy and authority to adopt the measures necessary to implement and maintain the Celler Group Integrity Program, analyze and conduct investigations into reports from the Ethics Channel, review and develop standards, procedures and policies, among other attributions.



Senior Management Support



The senior management of Celleria Group is directly involved in activities related to the Integrity and Compliance Program through (i) acting in internal policy approval processes, (ii) monitoring activities developed by the Compliance department, as well as (iii) conducting training on topics related to corporate conduct and the like.

The Board of Directors, the Chairmanship and other officers also support the Integrity and Compliance Program through messages, communications and participation in the Company's Committees.

In fiscal year 2024, internal regulations were discussed and approved by the Executive Board and Board of Directors, including as Consequence Policies, Conflict of Interest Management Policy and Due Diligence Policy, which establish principles, guidelines and directives related to the Celleria Group's Integrity and Compliance Program.



Corporate Governance

As a support to Senior Management, in 2024, corporate governance was improved, refining the guidelines, policies and processes related to the management of the Company's documents and holding of Executive Board and Board of Directors meetings.

To support governance, a system was implemented to control minutes of Committee meetings, which assists in the exchange of information between the Board and the Company, allowing greater transparency and control.



ACTIONS 2024

Risk Assessment

Business Continuity Plan - BCP

Code of Conduct and Policies

Ethical Channel

Internal Due Diligence

Investigations

Internal Audits and Continuous Monitoring

Communication, Training and Actions 2024

ESG - Environmental, Social and Governance



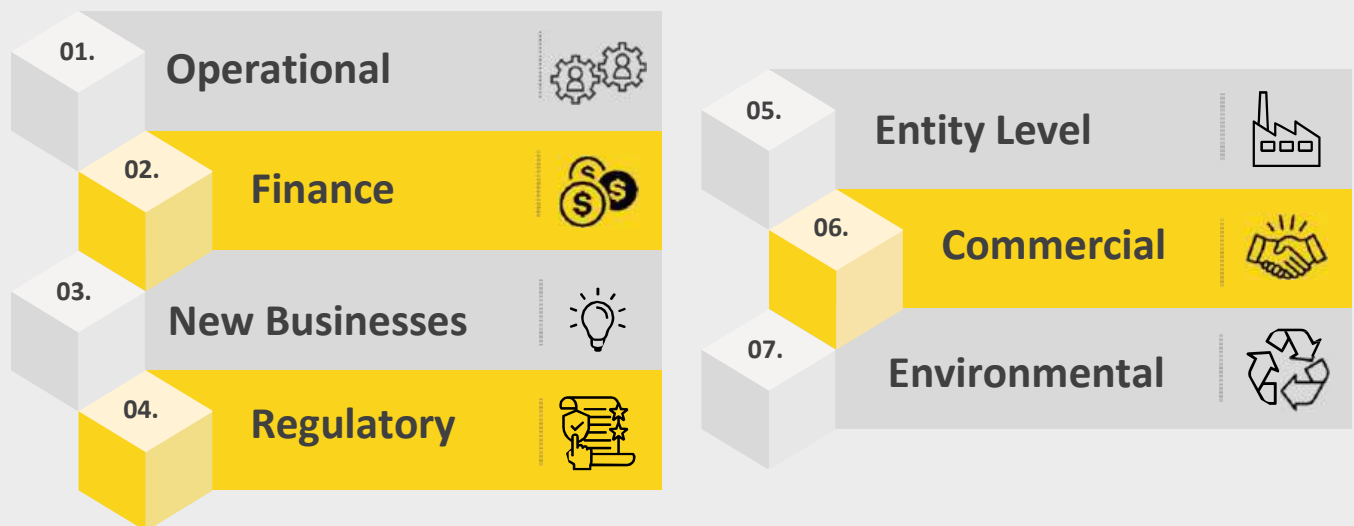
cellera farma
SUA SAÚDE, NOSSA INSPIRAÇÃO



Risk Evaluation

The Celleria Group identifies, assesses, controls and monitors the risks that may affect your business and its objectives, whether at a strategic, tactical or operational level.

In fiscal year 2024, the Compliance and Internal Audit areas revisited the risk assessment methodology. In this review, they subdivided the risks into 7 (seven) categories:



In this project, interviews were conducted with managers and, to classify risks, the business risk assessment panel was prepared and approved, as well as the institutional/corporate risk matrix being formalized.

During the process, existing controls were also mapped, as well as relevant treatments. With this, the implementation of treatments/controls of the risks included in the approved matrix began, the monitoring of which will continue until the 2025 fiscal year.

Business Continuity Plan - BCP

As part of the corporate risk assessment and management process, a Business Continuity Plan (BCP) was also established in 2024, as well as a Crisis Management procedure.

Through these tools, we aimed to enable agile management in possible crises and contingencies with an effective response to potentially harmful organizational interruption situations.

The purpose of the Crisis Management procedure is to establish guidelines, indicate the procedures and protocols to be adopted in a crisis situation or threat of crisis, as well as define the organizational structure, its roles and responsibilities. It also aims to guide the adoption of appropriate responses, mitigate reputational impacts and contribute to the sustainability of businesses before, during and after the crisis, through planning, implementation and adoption of measures previously defined and evaluated by the Company.

For the implementation of the Business Continuity Plan, three (3) crisis management matrices were prepared for the Indaiatuba plant and for the distribution centers in Itapevi/SP and Serra/ES, through which potential threats, locations of occurrence, probable causes, emergency actions and responsible sectors and people were identified.

The implementation of these tools demonstrates Celleria Group's concern with the pillars of Corporate Governance.



Code of Conduct and Policies

As part of its Integrity and Compliance Program, the Celleria Group has a Code of Ethics and Conduct, as well as a set of Policies and Procedures, which are published on the Intranet, on the Celleria Educa training website and in the SE Suite system.

In 2024, the Celleria Group began a process of reviewing its Policies, as well as the preparation of new internal regulations. The Company's main policies in force are:

- *Code of Ethics and Conduct*
- *Anti-Harassment and Anti-Discrimination Policy*
- *Diversity and Inclusion Primer*
- *Due Diligence Policy*
- *Conflict of Interest Policy*
- *Anti-Corruption and Anti-Money Laundering Policy*
- *Purchasing Policy*
- *Data Protection Policy*
- *Sponsorship and Events Policy*
- *Consequence Management Policy*
- *Quality Policy*

- *Commercial Policy*
- *Fleet Policy*
- *Travel Policy*
- *HSE Policy*
- *Corporate Credit Card Policy*
- *Accounts Payable Policy*
- *Credit and Collection Policy*
- *Information Security Policy*
- *Risk Policy*
- *Donation Policy*
- *DRV Policy*



Ethical Channel

The Celleria Group provides its employees and third parties with a reporting and complaint channel, called the Ethics Channel, which is managed by an independent external company, which guarantees the confidentiality and secrecy of information, in addition to allowing anonymous reporting, which guarantees the impossibility of retaliation.

The channel is accessible via hotsite, email and telephone, according to data widely disclosed on the Company's plans, on the institutional website, on the intranet and in training provided by the Compliance department:



(11) 4580-0569



canal-etico-celleria@missaocompliance.com.br



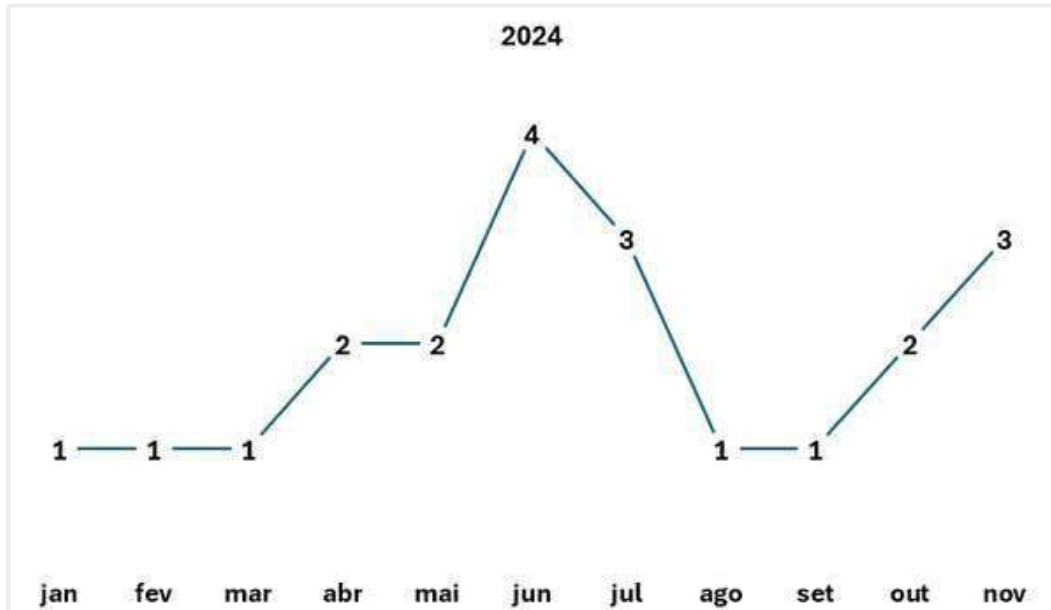
<https://canaletico.missaocompliance.com.br/canal-etico/celleria>

Conduct that may be reported through the reporting channel includes, but is not limited to, conduct considered unethical or that violates ethical principles and standards of conduct and/or current legislation.



Ethical Channel *Numbers*

Between January and November 2024, the Ethical Channel received 21 reports:



ORIGIN OF REPORTS:



16



4



1

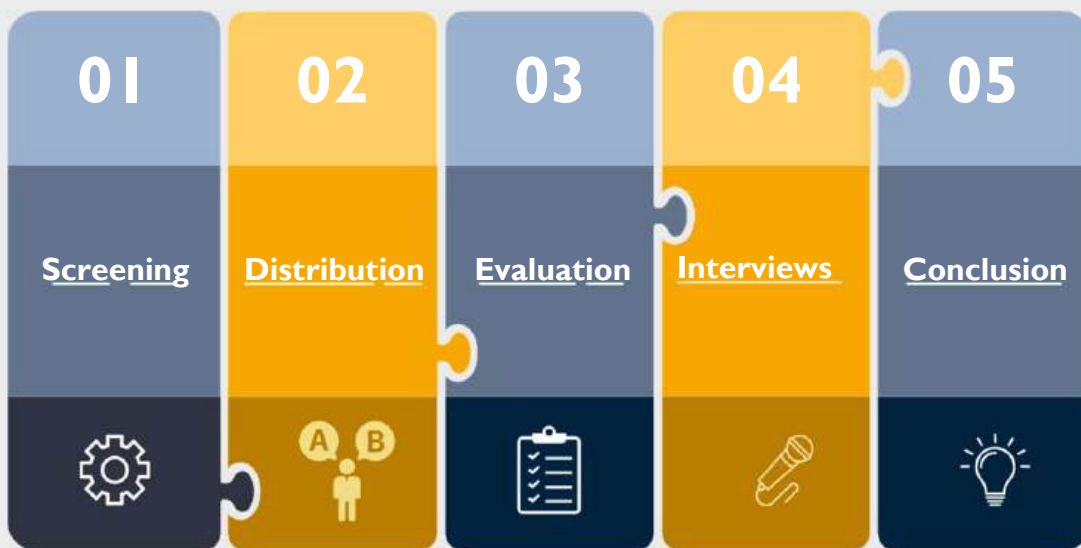
The Ethical Channel reports assist the Compliance department in monitoring the points of attention and help to identify the needs for action, which support the new training and communications that will be carried out, as well as review of policies and procedures.



Internal Investigations

Internal investigations are carried out for all reports received through the Ethics Channel, which are confidential and seek to determine whether or not the complaints made are true.

Internal investigations follow their own procedure with 5 (five) phases:



At the end of each internal investigation, an opinion is prepared with the conclusions and recommendations regarding the report, which is made available to the Ethics Committee, which is responsible for recommending the application of disciplinary and legal measures, when applicable, in accordance with current legislation and the Company's internal policies.





Due Diligence

The Celleria Group has an internal policy and procedure for carrying out third-party due diligence.

The Due Diligence Policy establishes the guidelines and responsibilities for evaluating third parties to be hired by the Celleria Group, aiming at mitigating risks.

Its guidelines apply indistinctly and indiscriminately to all employees and third parties, regardless of the business area to which they are linked, in an impartial and unbiased manner, within the Celleria Group's commitment to conducting its business with ethics, integrity and in accordance with current legislation.

The assessment comprises 4 (four) stages that range from identifying the need for hiring to post-hiring monitoring:





Due Diligence

01

Preliminary analysis of the third party or employee

02

Supplementary analysis of the third party or employee

03

Due Diligence

04

Continuous monitoring

In fiscal year 2024, the Celler Group carried out **877 (eight hundred and seventy-seven)** background check procedures with the aim of identifying and avoiding potential conflicts of interest and eliminating risks that could in any way impact the Company.

It is worth noting that in stage 02 there is implementation of:

- a) Background check;
- b) Provision of the certificate of technical capacity, and;
- c) Provision of additional documentation required by Legal & Compliance.

According to the Due Diligence Policy guidelines, suppliers that have a duly implemented and proven Integrity Program have preference in the order of hiring. Therefore, in 2024, the Celler Group carried out a survey of the main continuous suppliers and mapped the partners that have a duly implemented Integrity Program and/or certifications related to sustainability.



Internal Audit and Monitoring

In 2024, the Internal Audit department, whose scope is to carry out periodic risk assessments, acted, based on the planning of the Annual Audit Plan, on 6 (six) fronts:

- ◆ *Corporate Credit Card Usage;*
- ◆ *Accounts Payable Cycle;*
- ◆ *Raw Materials Purchase;*
- ◆ *Fleet Management;*
- ◆ *Accounts Receivable Cycle;*
- ◆ *SAP Access Profile Release Process.*

Still as part of the Celleria Group's Integrity and Compliance Program, the Internal Audit area carried out 3 (three) training sessions:

- ◆ *Anti-fraud training for New Representatives;*
- ◆ *Anti-fraud training for District Managers;*
- ◆ *Business Continuity Plan Training for Celleria Leadership.*

Additionally, the Internal Audit area continuously monitors the Company's activities, with the purpose of identifying the existence of risks related to integrity and ensuring timely and necessary decisions are made to mitigate exposure that may result in negative impacts.





Communication, Actions and Training

The Celler Group has a Training Policy with the aim of detailing the criteria, procedures and steps for developing, operating, implementing and carrying out training involving Compliance policies and others related to the Company.

Additionally, the Celler Group provides its employees with a training platform, Celler Educa, an environment in which, in 2024, the following were disclosed:

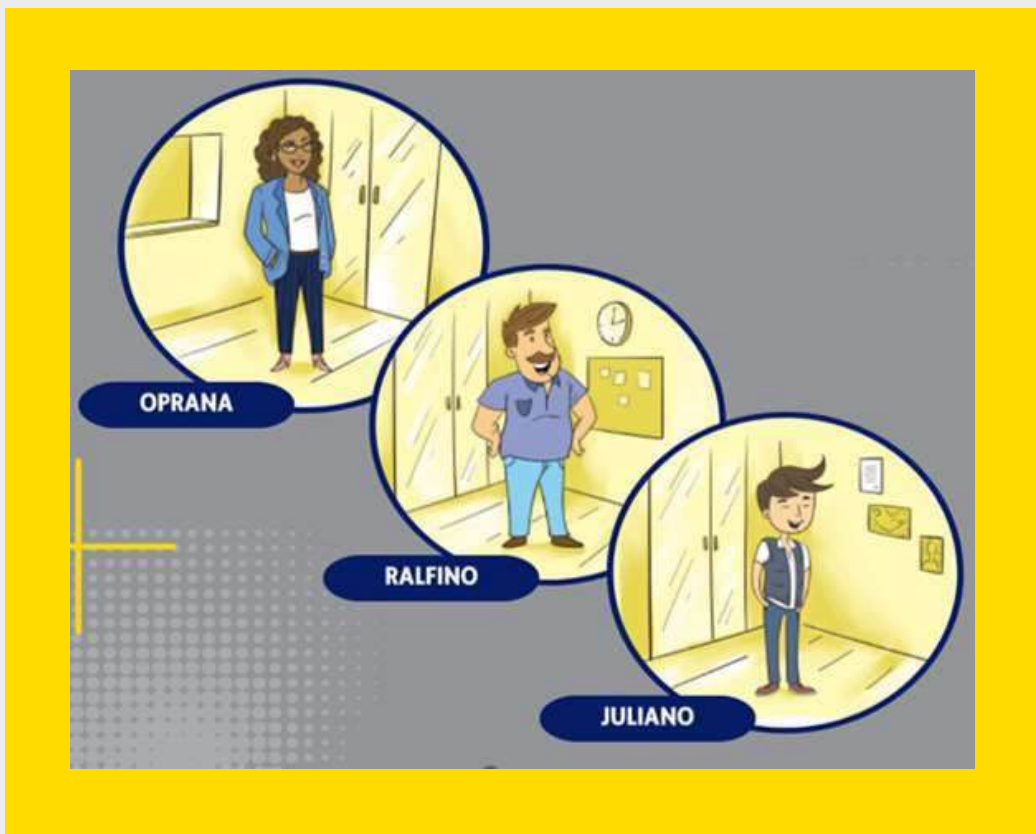
- *10 (ten) new knowledge paths;*
- *18 (eighteen) new Manuals on Celler Group products;*
- *2 (two) Campaign Regulations;*
- *2 (two) Variable Remuneration Regulations;*
- *2 (two) Reviews of the Standard Operating Procedure (SOP) for Free Samples and Promotional Materials;*
- *2 (two) Reviews of the Integration Training of New Employees;*
- *5 (five) new/revised Compliance Policies of the Celler Group;*
- *2 (two) new trainings on Compliance for business partners;*
- *2 (two) new trainings on Fleet Management;*
- *1 (one) system/application training.*





Communication, Actions and Training

In 2024, the Celleria Group sought to innovate in the formats of its training, using the most modern market techniques, such as gamification, theatricalization, dynamics, among others. And, to engage employees, 3 (three) characters were created, Oprana, Ralfino and Juliano, the Compliance defenders. In institutional cartoons, they portray situations regarding Compliance, Information Security, ESG, Diversity, Sustainability, reinforcing the Code of Ethics and Conduct and other internal policies. Throughout the year, every two weeks, on Tuesdays, the comic strips were made available on Celleria's communication channels:





Communication, Actions and Training

Tirinha de Compliance

Os defensores do Compliance ganharam sua própria história em quadrinhos. E a primeira delas já está no ar. Vamos aprender com o Ralfino, Oprana e Juliano?





Communication, Actions and Training

Among the other trainings, the following are also worth highlighting:



Weekly Setting for New Employees

Annual Compliance Training 2024



Servier Compliance Training

Leadership Training to Combat Harassment





Communication, Actions and Training



Compliance Training for Sales Force

Annual J&J Compliance Training



Annual J&J Compliance Training

CIPA Anti-Harassment Training – SIPAT Week

Papel da CIPA

A CIPA promove a segurança e saúde dos trabalhadores e, a partir da vigência da Lei 14.457/22, acrescentou em sua MISSÃO o combate ao ASSÉDIO e à discriminação no ambiente de trabalho. E porque isso é TÃO IMPORTANTE?



colliera farma



ESG - Environmental, Social and Governance

The Compliance Department of the Company coordinates the ESG Committee, created in 2024, also that enhances jointly with other areas, discusses, integrates and sustainable practices in the Company's operations.

As a result of these internal partnerships, the following initiatives carried out in 2024 are worth highlighting:

Mulheres em Foco
Bate-papo para mulheres

Lembre-se de que na segunda-feira, nós temos um encontro com a liderança feminina da Cellera para celebrar o Dia das Mulheres.

A Simoni Buranello, a Vanessa Borzani, a Thatiane Camargo, a Luisa Benzaquen e a Aline Davoli vão conversar sobre carreira, maternidade, assédio, entre outros assuntos.

Esteja presente!

Quando? Dia 18, segunda-feira
Horário? 08h30 às 10h
Onde? No Teams ([clique AQUI](#))

cellera farma

17 de MAIO
DIA MUNDIAL DA RECICLAGEM

Hoje nós vamos #celebrar o Dia Mundial da Reciclagem com uma novidade no refeitório.

Os copos de plásticos serão substituídos por copos retornáveis de alta durabilidade. Essa ação faz parte do nosso Programa ESG (na tradução, Ambiental, Social e Governança).

Com essa troca, a expectativa é de que a Cellera economize por mês, **20.840 unidades**. Com isso, ajudaremos a não descartar no meio ambiente esse material, que pode levar até 400 anos para se decompor.

Então, a partir de hoje, toda vez que for tomar a sua bebida durante as refeições, você já sabe que está ajudando o meio ambiente!

cellera farma

VOCÊ JÁ SABE QUE A CELLERA CUIDA DE UM JEITO DIFERENTE. E NESTE MÊS DEDICADO A SEGURANÇA NO TRÂNSITO, A CELLERA OFERECE UM WEBINAR SOBRE O TEMA.

AMA RELO

QUANDO: 24/05, sexta-feira
HORÁRIO: 15h30 às 16h30

CLICK AQUI PARA ACESSAR O WEBINAR

Esperamos você!

cellera farma



ESG - Environmental, Social and Governance

CARTILHA DE DIVERSIDADE E INCLUSÃO

Hoje nós damos mais um passo dentro do Programa de ESG - Meio Ambiente, Social e Governança, que é o lançamento da nossa cartilha de **Diversidade e Inclusão!**

E para explicar mais sobre essa ação feita pela Celler, a **Vanessa Borzani, Head de Jurídico & Compliance**, gravou um vídeo.

[Acesse a imagem abaixo para assistir.](#)

Ah! E a nossa cartilha está na intranet, no ícone ESG! Leia e aplique as dicas em seu dia-a-dia.



Diversidade e Inclusão Celler Farma



Auxílio para o Rio Grande do Sul

Entenda as medidas da Celler e seus colaboradores para auxiliar as áreas afetadas

-  Doação de R\$ 1.6 MILHÕES em medicamentos
-  Doação de 2 mil itens de produtos de higiene
-  Arrecadação de dinheiro para a compra de produtos de Primeiros Socorros

PARA OS COLABORADORES AFETADOS

- Garantia de 100% da Remuneração Variável Mensal
- Antecipação do décimo terceiro
- Trabalho remoto
- Assistência e apoio da nossa área de saúde



SEMANA DO MEIO AMBIENTE

Um pequeno gesto, muito resultado!

De 20 a 24 de maio, a Sapore pesou a quantidade de comida desperdiçada em nosso refeitório.

Contabilizamos **27,7 quilos** de alimentos que foram para o lixo, quantidade que daria para alimentar **79 pessoas**.

Um número assustador, não é mesmo?

Sabendo disso, vamos fazer a nossa parte para reduzir isso?

De 03 a 07 de junho vamos medir novamente o desperdício e se reduzirmos em 5%, teremos uma surpresa!





#TDAH ALÉM DOS RÓTULOS

As ações do Julho Laranja, Mês da Conscientização do Transtorno do Déficit de Atenção e Hiperatividade, continuam aqui na Celler.

Agora é a vez de uma ação exclusiva para os colaboradores. A professora mestre em Psicologia, Psicopedagoga e Neuropsicóloga, Alessandra Wajnsztein, e o Prof. Dr. Rubens Wajnsztein, Médico Neurologista Infantil, parceiros da Celler no movimento #TDAH Além dos Rótulos, falarão sobre **TDAH e comorbidades: invisibilidade, diagnóstico e direcionamento**.

Dia: 22 de julho, segunda-feira

Horário: das 08h30 às 10h

setembro AMARELO

Sua Vida importa



Saúde mental é assunto sério e devemos falar sobre isso. Para marcar nosso **Setembro Amarelo** e trazer mais informações sobre o mês e a causa, nós vamos bater um papo com representantes da ong **Centro de Valorização da Vida (CVV)** que trarão esclarecimentos de como podemos ajudar pessoas que passam por momentos de enfraquecimento da saúde mental.

Data: 16/09/2024, segunda-feira
Horários: 10h

Cuidado agora

Saúde Sempre!
#CellerFarma



A CELLERA CUIDA DE VOCÊ!

Você já sabe que a Celler cuida de um jeito diferente e depois da Campanha de Vacina contra a Gripe, chegou a hora de todos os colaboradores ganharem **Culturrelle Saúde Digestiva**, com 30 cápsulas, para ajudar nos cuidados da flora intestinal.

Como será a distribuição?

INDAIATUBA

- Cada colaborador receberá seis unidades de Culturrelle que devem ser utilizadas até setembro. Sendo assim, duas ficam para uso próprio e quatro para serem presenteadas para seus familiares ou amigos. A entrega será feita pelo gestor da área.

SÃO PAULO, SERRA e ITAPEVI

- Os colaboradores receberão seus kits no dia 26 de julho, sexta-feira.

Culturrelle é a marca de probióticos líder nos Estados Unidos. O primeiro probiótico do Brasil que contém *Lactobacillus rhamnosus GG (LGG)*. Proporciona bem-estar diário, equilibra e protege a microbiota intestinal, contribuindo para a saúde gastrointestinal.



ESG - Environmental, Social and Governance

FÁBRICA DIVERSIPA

Dia das crianças

É nesta sexta-feira o nosso Dia das Crianças!

A Cellerer recebe os filhos dos colaboradores de 02 a 12 anos, para um tour animado no escritório!

Confira os detalhes dessa manhã de diversão!

- As crianças e seus pais ou mães, colaboradores, devem chegar no horário do expediente normal;
- O dia começará com um café da manhã especial entre pais e filhos;
- Durante a manhã teremos uma oficina de construção de instrumentos musicais com materiais reciclados e também pintura facial;
- As atividades encerram-se às 11h, com a entrega do presente. Os pais e mães que preferirem podem continuar com o expediente de trabalho em formato home office.

Saiba+

cellera farma

A Cellerer cuida da saúde de um jeito diferente. E oferecer formas de ajudar no desenvolvimento profissional é um deles. Pensando nisso, lançamos hoje a Biblioteca Saiba+! Veja como vai funcionar:

- Se você for de Indaiatuba, pode escolher e fazer a retirada no segundo piso do prédio administrativo;
- Se você for de São Paulo, você pode solicitar o livro que deseja ler pelo e-mail sabaimais@cellerafarma.com.br e o receberá pelo correio. A lista completa está na intranet;
- Temos títulos separados pelas competências corporativas da Cellerer, ou seja, eles podem ser usados em seu PDF como forma de autodesenvolvimento;
- Além dos livros técnicos, temos também de outros gêneros, como romances, científicos, entre outros.

IMPORTANTE: assim como o livro fiz, ele deve voltar para que outros colaboradores possam ter a mesma oportunidade!

CLIQUE AQUI para acessar a lista de títulos da Biblioteca Saiba+

Projeto Olhar

LEVANDO SAÚDE OCULAR DE FORMA GRATUITA PARA TODOS

O Projeto Olhar foi criado para levar de forma rápida e com qualidade exames de prevenção ocular e exames de visão gratuitos a empresas e comunidades. Os profissionais fazem uma consulta completa, com equipamentos modernos. E a Cellerer se junta ao projeto para receber este time que atenderá aos seus colaboradores.

Além de todas as consultas e exames serem gratuitos para os colaboradores, as lentes são oferecidas com valor de custo e possuem a garantia de um ano, e as armações são gratuitas.

- Calendário** Dia de atendimento: 22 de outubro, terça-feira
- Localização** Local dos atendimentos: Sala Tandene
- Relógio** Horário dos atendimentos: Das 09h às 16h

Como serão os atendimentos?
Basta ir ao local das consultas e demonstrar seu interesse para a enfermeira Ana Paula. Na mesma oportunidade você fará a consulta e poderá escolher a sua armação.

DIA DO ROSA

OUTUBRO ROSA

MÊS DE PREVENÇÃO AO CÂNCER DE MAMA

Vamos finalizar Outubro lembrando a importância do auto cuidado?

Separe a sua roupa rosa, venha trabalhar com ela e garanta a foto. Envie-a para o e-mail celleranews@cellerafarma.com.br e aguarde a divulgação em nossos canais de comunicação.

Quando: Segunda-feira, dia 30

Muito mais do que vestir a cor, é lembrar a importância de se cuidar!

cuide-se

VIÉS INCONSCIENTE

12 de novembro, sexta-feira, às 16h, você vai aprender mais sobre Viés Inconsciente!

AGUARDE!

cellera KIDS

Na Cellerer, entendemos que o apoio à educação é essencial para o desenvolvimento de futuros profissionais, por isso, temos o orgulho em oferecer o Kit Escolar aos filhos de nossos colaboradores.

- O kit foi escolhido para cada faixa etária e nível escolar, entre 4 a 12 anos. Nosso compromisso, é não apenas com o sucesso da nossa equipe, mas também com o bem-estar de suas famílias.

Essa é mais uma ação alinhada aos nossos valores, que valoriza as pessoas e investe no futuro.

Quem pode receber o benefício?
Todos os colaboradores que tenham dependentes com as idades mencionadas acima.

Como será a entrega?
Indaiatuba
De 04 a 06 de dezembro na área de Gente e Gestão

São Paulo
Dia 03 de dezembro na sala Tandene

Itapevi e Serra
Será enviado na semana de 02 de dezembro

Campo
Envio feito por Sedex na semana de 02 de dezembro



ESG - Environmental, Social and Governance

In order to materialize its commitment to implement actions to minimize negative impacts on the environment, as well as collaborate with a more conscious and fair society, the Celleria Group carried out actions in 2024 within the 3 ESG pillars, such as recycling, until 06/30/2024, of 5.8 tons of paper and cardboard and 2.03 tons of plastic.

Other highlights of 2024 within the ESG pillars:

- *White January Campaign;*
- *Venomous Animal Capture Training;*
- *Signage of the Celleria Group plants;*
- *Food Waste Reduction Campaign;*
- *Water Day Awareness;*
- *National Day for the Prevention of Accidents at Work;*
- *#Vaideetanol Campaign;*
- *Meatless Monday Project;*
- *Cellera Kids - Donation of school kits;*
- *Orange July - ADHD campaign beyond labels;*
- *Flu Vaccination Campaign;*
- *Toy Donation - ABID NGO;*

- *Correct Disposal of Medicines;*
- *Internship Fair and Employability CIESP/SESI of Indaiatuba/SP;*
- *Reverse Drug Logistics Plan;*
- *Reverse Logistics Plan for packaging (Food and Supplements);*
- *Review and Approval of POP-SEG.006 – Waste Management – Document Approved by SESUITE, on 08/28/2024;*
- *Approval MAN- 008 Waste Management Plan - Document Approved by SESUITE on 04/29/2024.*

ESG





Diversity and Inclusion

The Celleria Group understands that taking care of health goes far beyond researching and developing medicines. Therefore, the Company aims to implement actions that make it recognized for its care for the health and well-being of people throughout Brazil, expressing the care it has internally and externally.

By culture, the Group understands that taking care of the quality of relationships is essentially respect and that this essential value is the basis for harmonious relationships.

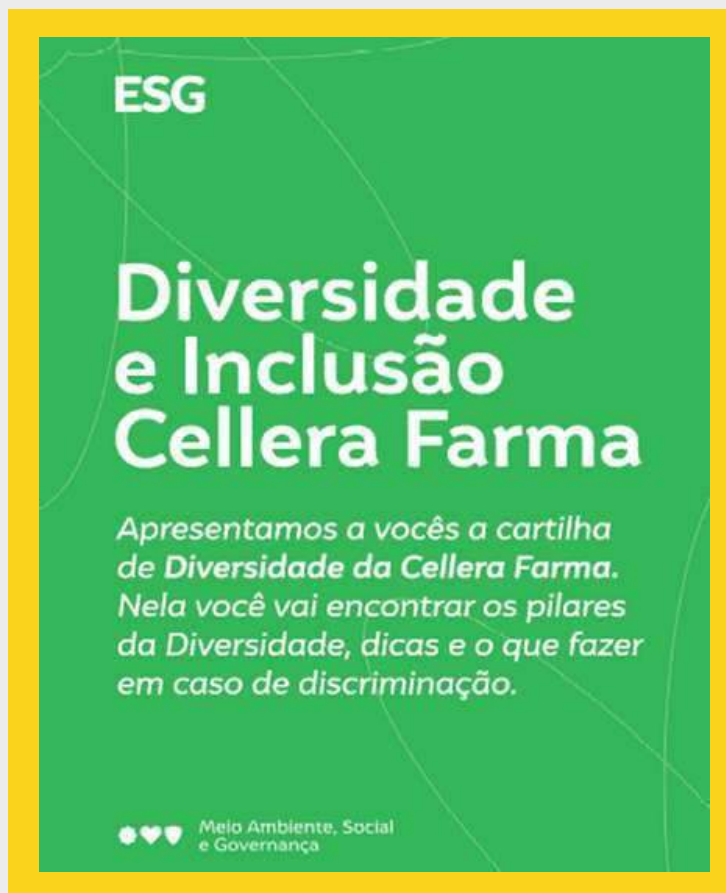
For this reason, at the Celleria Group, employees are encouraged to promote diversity and inclusion. The practice of any discriminatory act is prohibited by our Code of Ethics, as well as by internal policies, and communications and training reinforce the topic.





Diversity and Inclusion

In May/24, we launched the Diversity and Inclusion Primer, which reinforces the pillars of Diversity and provides tips and what to do in case of discrimination:



In November/2024, we held a webinar on Unconscious Biases, aiming to sensitize and educate our employees on the subject.





Equal Pay Reports

As part of the Celleria Group's commitment to social proposals, and as part of its ESG Program, the Company published, in fiscal year 2024, 2 (two) Transparency and Equal Pay Reports for Women and Men:



Within this theme, the Celleria Group develops several programs and training courses with the aim of training managers, leaders and employees on equality between men and women, as well as to promote the inclusion, permanence and advancement of employees in the job market without any discrimination criteria based on gender, ethnicity, age, or any other exclusion factor.





GPTW Seal - Great Place to Work

Great Place To Work® is a global consultancy that helps organizations achieve better results through a culture of trust, high performance and innovation. The Cellera Group, as a company that places its employees at the center of its business strategy, has been certified with the GPTW Seal for years in a row and, in 2024, it was no different: it was recognized as one of the best work environments.



Orgulho de ser **Certificada™
pelo Great Place To Work**

Hoje é o Dia Mundial das empresas certificadas pela GPTW
16 de outubro, 2024
#GPTWcertified

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Next Steps for 2025

And we are already preparing for 2025:

- *Annual Celleria Compliance Training*
- *Annual Sales Force Compliance Training.*
- *Annual Campaign to Encourage Diversity and Inclusion.*
- *Annual Anti-Harassment and Anti-Discrimination Training (CIPA).*
- *Annual Compliance Trainings of Celleria Group business partners.*
- *Cellera Baby Program – Kit delivery.*
- *Cellera Teens Program – Delivery of kits to young apprentices and interns.*
- *Employee Comprehensive Healthcare and Wellness Program.*
- *Vaccination campaign.*
- *Health Blitz - measurement of high blood pressure, diabetes and Bioimpedance.*
- *Eye health campaign.*
- *Yellow May Webinar*





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