



CAVALETTI AMONG THE 500  
LARGEST COMPANIES IN  
SOUTHERN BRAZIL.

# Info Cavaletti

Year I - Issue 4 - December 2017



Thank you!  
This is also your conquest.

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# A WORD FROM THE PRESIDENT



Dear friends,

Sitting while time goes by, we “look” at the days of the finishing year and notice that we have lived some good and some not so good moments. A popular proverb says that “the mouth speaks out of the abundance of the heart. . .” This is why I believe that this is not a moment to talk of less good things, even if they have been present in the life of all of us. By acting that way, we do not wish to make believe that there have not been and there will not be any difficulties in the upcoming year. Much on the contrary, our life is made of expectancies and only evolves to become better as we overcome the difficulties we found with wisdom, effort and dedication. We all know the saying “there is no victory in war without losses. . .” For that reason, next year we will most probably exclude from the political agenda all of those who did not honor our trust and, with such hope, we will build a better Brazil for our children to again find moral and religious values which a part of the media insists to ignore.

This moment is perfect to dream of better days, but dreaming of anything is useless, no matter how good it may be, if it does not lead us to true happiness. Therefore, more than assets, it is time to hug our relatives, to look into their eyes and tell how much we love them and how important they are to us. Furthermore, we must show them, be it with a handshake, a hug and/or a kiss, this pure and noble feeling which truly unites us and makes us happy. I am sure that there will be no better medicine to overcome each and every difficulty which may eventually appear in our way in the year 2018.

Oh!... Also, do not fail from thanking God for the finishing year. After all, He knows all our past, our future and we know that He, as a good and beloved Father, only wants our well-being, which is a reason to honor and bless Him more and more.

Merry Christmas and may each day of the new year make us closer, more compassionate and better friends.

Please accept a huge hug, extensive to all your relatives.

**Mário Luiz Cavaletti**  
Director President



PROFESSIONAL SEATING

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Coordination: Cavaletti Marketing  
Circulation: 2000 copies.  
For contributions to InfoCavaletti  
or suggestions for articles, please  
send an e-mail to:  
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## Cavaletti among the 500 largest companies in Southern Brazil



One of the main trademarks for seats and collaborative furniture in Brazil, Cavaletti commemorates once again its inclusion in the ranking “Greats & Leaders – 500 Largest in the South”. Prepared by the Amanhã Magazine and audited by Price Waterhouse Coopers – PwC, the evaluation considers the results reached by companies in 2016. Besides being among the 500 largest companies, Cavaletti is highlighted by its profitability in the furniture field, thus recognizing its development.

The award ceremony for winning companies was held on November 22 at Expo Unimed, in Curitiba, where our Director President, Mr. Mário Luiz Cavaletti, received the prize. The event included chats by the President of the National Bank for Social and Economic Development BNDES, Mr. Paulo Rabello de Castro, on “Financing Efficiency”, and by the Federal Judge Mr. Sérgio Moro, on the subject “Corporate Integrity”. Cavaletti is proud for the reached landmark and thanks all its contributors and other partners, clients and providers for one more conquest.



## Cavaletti Vélo receives Good Design Award 2017

Once again, Cavaletti’s efforts to bring innovative, comfortable and high quality products have been recognized. Developed from a partnership between Cavaletti and the European designer Marc Sapetti, Cavaletti Vélo received a Good Design Award 2017 prize as one of the best product designs.

Good Design® is the oldest and most recognized and prestigious Design program in the world, yearly held by The Chicago Athenaeum Museum of Architecture and Design. Further information in our next edition!





# IT HAPPENS HERE

## Cavaletti Flip: multiple possibilities!

In modern spaces, only a multiuse line may offer comfort and promptness solutions in a wide range of uses. Cavaletti Flip has been designed to meet various working situations, dialogue and meetings with the best cost-benefit ratio in its class. Check some photos of its presentation in showrooms in Brazil and abroad.



JB Home & Office | Uruguay



Office Rios 1 | Sorocaba SP



Workshop | Porto Alegre RS



Tradesign | Porto Alegre RS



Use | Goiania GO

## LAPEMAC laboratory receives new certifications

On November 14, 2017, the Pedro Mateus Cavaletti laboratory (LAPEMAC) received from the National Metrology, Quality and Technology Institute INMETRO, the certification to perform chair assays according to the international rule ISO 21015:2007, and assays for clipboard life and strength following the Brazilian rule ABNT NBR 15878:2011. The lab already performs technical assays and product evaluations according to the rule ABNT NBR 13962:2006 – Office furniture – Chairs – Requirements and assay methods.

The whole lab infrastructure offers more flexibility for simultaneous assays with no interference. It has qualified engineers to perform all assays, using high technology equipment purchased in Germany. Recently, new equipment has been purchased to perform assays according to international rules. Please access its scope on the Inmetro site, by searching for the certification number CRL120: <http://www.inmetro.gov.br/laboratorios/rble/>





## Collaborative and welcoming environment at São Bernardo Apart Hospital



São Bernardo Apart Hospital was inaugurated in 2007 with an innovative medical proposal for the Northwest region of the State of Espírito Santo, by offering Technology and Humanization for its procedures, thus better meeting the needs of patients.

Reforms in the Apart Hospital's administrative sector had the object to widen and update the space, aiming to give humanization and comfort to its contributors.

OZ Arquitetura, a specialized company in Institutional, Commercial and Home Architecture, used humanization as a reference and attempted to create a modern and comfortable space, with welcoming lights in neutral and dark tones, translating the trademark of the company to the physical space.

"The environment has been divided according to specific

requirements, including a large reception, an administrative room, a meeting room, a directory room and others, but focusing and highlighting the "Rest and Interaction Area" for doctors, using the Cavaletti Talk line", OZ Arquitetura's architects highlight. The environments have made use of products from Vélo, Talk, Start, Air, Master, Go and Spot lines.



“ We from Casa Nova Móveis in Linhares-ES are proud to have been a part of this great project, with our partners from OZ Arquitetura. We are also very happy to have Cavaletti as our commercial partner, which is a company offering high quality and well designed products, and naturally with an excellent cost-benefit ratio, ” Flaviano M. Ruy and Jefferson A. Oliveira conclude.

**Client:** São Bernardo Apart Hospital  
**Reseller:** Casa Nova - Linhares - ES  
**Architectural project:** OZ Arquitetura  
**Photos:** Fabricio Silva Martins





# CAVALETTI CASES



## Cavaletti is present in corporative projects in Colombia

Lightness, modernity and efficiency have been the aspirations of this project by Comfama, at its headquarters in San Ignacio, looking for comfort and well-being for its employees. Inaugurated in 1954, after a voluntary agreement between business owners and trade unions to enhance the life quality of the Colombian population, Comfama is a private, autonomous and social corporation, also supervised by the State. It contributes to well-being and happiness, by offering health, education, employment credit, housing, recreation and culture services, being considered as one of the largest innovations in social politics.

The aim of the project was to re-shape the working space, by printing a new image. Cavaletti products were chosen to integrate that project, for meeting client expectancies with the Cavaletti Vélo model. According to the reseller Elementos y Complementos, "chairs were the final complement to a space which had already been multiply transformed. The project required strong chairs of high quality, with an ergonomic constituent providing comfort and well-being to the employees, but should also be in harmony with the visual and aesthetic identity of the company".

**Client:** Comfama - San Ignacio

**Reseller:** Elementos y Complementos - Medellín - Colombia

**Architectural project:** Elementos y Complementos

**Photos:** Alejandro Lopez







Client: Day Trade Academy  
 Reseller: Elementos y Complementos - Medellín - Colombia  
 Architectural project: Juan Carlos Franco  
 Photos: Alejandro Lopez

Another project was performed in Colombia for Day Trade Academy, a commercial training and investment education school. The object was to disrupt the traditional architecture of educational spaces towards something newer and innovative. Therefore, the largest challenge was to find a chair which could mix the colors of the corporate identity of the client but not seeming exaggerated in class rooms. For that reason, Cavaletti Vélo was chosen again. “We know that spaces dedicated to education usually need a mix of inspiring and welcoming colors. Undoubtedly, Cavaletti was our first choice, since it fulfilled the requirements of comfort, elegance and ergonomics, also offering a wide variety of colors, making our client fully satisfied”, architect Juan Carlos Franco highlights.



“ Elementos y Complementos has noticed that Cavaletti’s products are different from the usual offerings, with high quality standards in comparison with available products in the local market, besides having a good cost-benefit ratio and wide range of finishes. I can summarize this partnership in three words: good, wide and trustful. For 2018, Elementos y Complementos will attempt to expand the national coverage for Cavaletti products throughout the country.”

Luis Javier Estrada, company owner.



Elementos y Complementos Team



# LIVE CAVALETTI



## Cavaletti engaged for FSC Friday

On September 29, 2017, Cavaletti's contributors took part of FSC Friday by wearing green clothes. This is a yearly global celebration of the forests in the last Friday of September, aiming to raise the awareness of the importance of responsible forest management.

Since 2016, Cavaletti holds the FSC® - Forest Stewardship Council certification for Chain of Custody. FSC® is a nonprofit organization promoting responsible forest management worldwide. It works as a certification for forest products: wood, paper and various non-wood products, certifiable by FSC. The FSC stamp identifies products originated from responsibly handled forests.

By means of this certification, FSC helps to take care of forests, people and inhabiting animals. It is a tool for conscious consumption, collaborating for forests to remain alive for future generations.

## World Heart Day campaign promotes prevention and changes in habits

Commemorated on September 29, that date is an important opportunity to evaluate living habits and make people aware of heart diseases. At Cavaletti, three days of guidance to contributors on healthier living habits have been promoted, checking blood pressure and analyzing laboratorial tests performed during Maispat (the Month of Internal Health Activities and Prevention of Occupational Accidents). Contributors have also received material and information on care and prevention.





## Pink October and Blue November

Every time is appropriate to remind of the importance of health care. But October and November are months dedicated to reinforce the idea of breast and prostate cancer prevention, respectively. Cavaletti performs actions all the year round, but they get stronger in that period. The following actions were performed:

- Mammography for contributors more than 45 years old, in partnership with the Department of Health;
- Preventive tests for cervix, performed in partnership with URI – Erechim and the Department of Health;
- Gynecological appointments at the Emergency Medical Unit UPA;
- Collection of PSA (Prostate Specific Antigen) for men from 38 years old;
- Chat on men's health with Unimed Urologist, Dr. Marcelo Guollo;
- Awareness campaign by distributing pink and blue ribbons for use throughout the period; and
- Presentation of videos and delivery of guidance material on women's and men's health.



## Getting to know the departments: Welding

Cavaletti's welding department is constituted by 22 contributors. It is responsible for the process to join metal constituents, following the design of parts and production order, so to transform them in a set to be used in chairs. In that department, there are seven welding robots,

similar to those producing last generation automobiles, guaranteeing precision and quality in welding. They also reduce physical efforts and provide more comfort to contributors during their working days.





## Human Resource Indexes

INDEXES	2013	2014	2015	2016	2017 - Jan and Oct
Invested amount in health per year	186,958.33	190,293.73	239,632.32	271,283.09	259,189.02
Invested amount with safety per year	197,282.35	236,282.63	316,729.75	311,913.38	264,861.93
Hours of workplace exercise per year	10109	11640	14211	13278	12943
Cost of the hours of workplace exercise per year	130,642.22	186,220.32	252,457.28	257,903.14	266,021.04
Hours of training per year	8454	8054	10804	12847	11464
Cost of the hours of training per year	109,254.06	128,850.38	191,932.20	249,531.68	253,622.75
Hours of absence per year	12219	12728	9741	9456	9581
Absent employees (monthly average)	6	6	5	4	8
Number of employees	372	368	390	364	417

## Cavaletti at Siemens Industry Symposium 2017

We know that technological evolution has faced large economical challenges lately. Although companies do not spare efforts to remain updated, digitalized and ahead of their time, this is a hard task requiring efforts and investment. The Siemens Industry Symposium 2017, held on November 14 in Porto Alegre-RS, showed that innovation may be performed by means of well-structured processes and adequate solutions. Cavaletti was invited to take part, having the contributor Jeferson Gevinski as its representative, sharing the company's experience on actions being implemented, such as the digitalization process known as "Cavaletti Digital", in partnership with Siemens Industry Software. According to Jeferson Gevinski, "Cavaletti's participation in an event like that proves that we are on the right path concerning the innovation of our products and processes."



## Contributor wins groundbreaking Taekwondo medal

Cavaletti's contributor and athlete Beatris Paz de Oliveira brought to Erechim a gold medal won at the national championship held on September 21-23, 2017. Cavaletti supported Beatris to attend the championship representing the Rio Grande do Sul team. The competition was promoted by the Brazilian Taekwondo Confederation, gathering more than 300 athletes at the Almirante Adalberto Nunes Physical Education Center, in the city of Rio de Janeiro.

"Thanks to Cavaletti's support and incentive, it was possible for me to attend the championship and win this first-time medal for Erechim. I started to practice this sport as an incentive for my children, and ended up by winning more than I would imagine. I wish to continue training to reach high level performance and perhaps play for the Brazilian team", Beatris states.





  
Hints!!!  
To enjoy the summer very healthily.

Summer is the time to enjoy outdoor life, nature, beaches, swimming pools and all other small joys of life. The hottest season of the year is a true invitation to leave home and enjoy the sun and hot weather with the family and friends. To safely and healthily enjoy the hottest season, check now the hints we have prepared for you:

## Don't forget water

This advice is critical to make the summer a pleasant period, without headache, sickness, fever and weakness caused by de-hydration. Always have a bottle of fresh water at hand and drink it various times per day – try to drink 2 liters daily.



## Adapt the menu

Summer heat interferes with the operation of our whole organism, thus requiring a few adaptations. To avoid taking risks or overloading your digestive system, make summer a fat-free season. Prefer light food and the fruits of the season.



## Always take care of the skin

In summer, the use of sunscreen is mandatory all the time, since that product is able to absorb or reflect sun radiation, avoiding permanent damage to the skin. Ideally, the sun protection factor (SPF) is always above 30, especially for children and the elderly. Engage in outdoor activities in times of healthy sun: before 10:00 a.m. and after 4:00 p.m. On the beach or swimming pool, always have a hat or sunshade available.



## A WORD FROM THE MANAGER

Dear friends,

Many times, daily worries make us lose the track of time, and then we suddenly become aware that the year is ending and, as we know, this is a perfect time for our mind and heart to think and review objectives, promises, targets, etc.

Some of us worry for losing or gaining weight... Some of us try to find reasons for thoughtless decisions, others for disagreements, or also for reached or unreached targets. Each one of us attempts, on his/her own way, to make an "assessment of life". But an old question always appears: what have I concretely done this year to make other people happier? The replies may be widely varied: from family to work, the community... and, as varied as they may be, a question will always remain if what I did has really made the other(s) happier.

We may not even have the reply to that question... However, that reply may come from who does not have such experience, or so many years of life. With no mistake, if we ask a child what really makes him/her happy, the reply will surely not be the gifts, trips or any other material thing we may have given, but how much time we have dedicated ourselves to him/her, how many times we stopped to listen to him/her, understand him/her, wipe his/her tears and laugh of his/her jokes.


It is true that we need to work, earn resources and reach targets to live. This is essential, but not the most important. Therefore, if you allow me an advice today, please dedicate yourself to "lose" some time with those who sincerely love you. Try to forgive those who hurt you. Be sure that each one of us will feel happier and will make other people even happier. This is CHRISTMAS, renewed every day.

Merry Christmas and a great 2018!



**João Paulo Cavaletti**  
Logistics Director





Love, peace, gratitude, respect, joy, affection.  
The more you give, the more you receive in return.  
And Christmas is the perfect opportunity to enhance  
these feelings. Take the best that Christmas brings  
throughout the year, since happiness is much  
better when shared.

**Merry Christmas.**