

Info Cavaletti

Year II - Issue 5 - March 2018



44 *#somosCavaletti*
YEARS

OUR PASSION FOR WHAT WE
DO INSPIRES US



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A WORD FROM THE MANAGER



Dear friends and contributors,

With happiness and satisfaction, we highlight the first anniversary of this communication outlet “InfoCavaletti”, which was the result of the efforts of many hands and the materialization of another dream which, as in our lives and in the life of our company, started shyly, but with irrefutable persistence. Also, in this month of March, Cavaletti commemorated 44 years of foundation, which work, effort, dedication, and with God’s help, resulted in a company committed to people and to the society. . . I believe that all of us feel a bit of this “holy” pride, since we are all co-workers for this result, thus deserving all congratulations.

However, as we know, there are many reasons for joy, and we cannot fail from highlighting that, exactly 10 years ago, we converted our company into a corporation, preparing it even more for the future. . . But our preparation for the future has not been limited to external transformations, much on the contrary, each one of us has been prepared, personally and professionally empowered and, in parallel, we have renewed our industry with new facilities, new and very modern machinery, which have challenged us for the constant search for excellence, which requires double efforts from us, in studies and professional training. . .

Time passes so quickly that we often take it for granted, and now I can see that, in these 10 years ahead of Cavaletti S. A., I had an excellent experience in sharing power, which will now be under the responsibility of our brother and partner Gilmar José Cavaletti, with whom I take the compromise to work hand in hand pursuing the same ideals and purposes, so to make Cavaletti S. A. always bigger and better, and may eventual prizes and/or public acknowledgements we may receive, as in the recent past, not obscure or avoid us from being good men and women, respecting and demanding respect from everyone.

While, on one hand, we realize that our Country’s Institutions are not adequately responding to the requirements of our Society, it is our duty to remain demanding respect, honor and dignity from our Country’s authorities, so to grant our children and grandchildren a fairer, more equal and less corrupt Brazil.

May God enlighten and bless us, extending His grace to the new Directory!!
Strong and fraternal regards to everybody!!!

Mário Luiz Cavaletti
Vice-President



PROFESSIONAL SEATING

OFFICE HOUR

This is a Cavaletti S/A
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44 YEARS OF A HISTORY OF CONQUESTS

...joining appreciation of people, technology, design, quality and sustainability, making Cavaletti become one of the main trademarks for seats and collaborative furniture in Brazil.

From the day of its foundation, March 15, 1974, to-date, the importance of product excellence is sustained, always following the mother's advice to make everything well.

This history started at a rented cellar with less than 30 m² counting on a simple (manual) sewing machine, a hammer, a pair of upholstering pliers and a simple stitcher. The whole process was handcrafted.

After 44 years of existence, Cavaletti presents results showing constant evolution, with well-known products among the most trustworthy ones in the national and international market. There are no longer boundaries for Cavaletti.

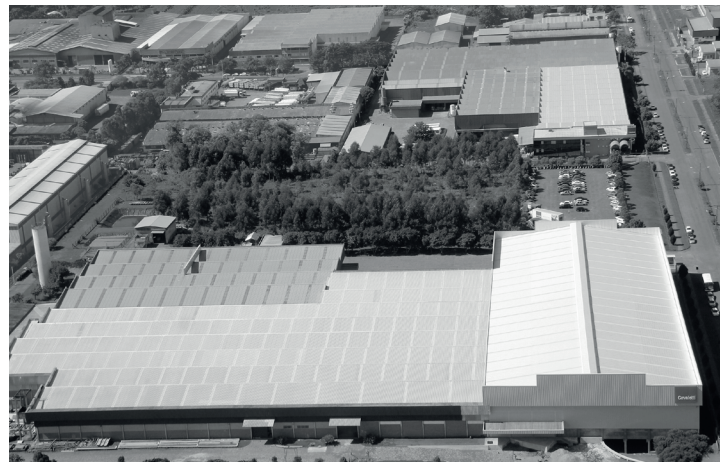
- Average production of 720,000 chairs/year;
- Seats: 50,000 units/month (approx.. 2,500/day);
- Integrated logistics for personalized delivery: 20 trucks;
- 500 employees;
- International market: present in Paraguay, Uruguay, Bolivia, Argentina, Chile, Colombia, Costa Rica, Panama, Estonia, Sweden, Qatar, Switzerland.

Throughout its history, the trademark Cavaletti has also followed the transformation of its visual identity.

The red color has always highlighted the visual composition of the trademark. In 2008, with the new positioning, a final graphic solution was presented in a pure and precise geometric shape, so to represent the consolidation of the company.



Cavaletti 1974



Cavaletti 2018



CADEIRAS
ETTIFLEX

1974

 **Cavaletti**
ESTOFADOS PARA ESCRITÓRIO LTDA.

2000

 **Cavaletti**
CADEIRAS PROFISSIONAIS

2008

Cavaletti receives the second prize at Good Design Award

Developed from a partnership between Cavaletti and the European designer Marc Sapetti, Cavaletti Vélo received a prize at the 2017 Good Design Award as one of the best product designs. Good Design Award is organized each year by The Chicago Athenaeum Museum of Architecture and Design, recognizing not only the exterior aesthetics of products, but also users' experience and the environmental impact of the design, as well as innovative product qualities. For the designer Marc Sapetti, "it is highly rewarding for Cavaletti to have once again received the Good Design award, now for the Vélo chair! It is a recognition of the great effort of the whole team for the creation, development and embodiment of a high standard and very complex project. We are guiding the company towards internationalization, designing stylish products, accepted worldwide". By receiving this prize, Cavaletti highlights the work of all the company's employees involved in the development, production and delivery of its products and services.



The name Vélo has been inspired in the product, presenting concepts of flexibility and lightness. It is a neologism from the Portuguese words for wind ("vento") and sail ("vela"), reminding us of dynamism and speed, which are indispensable for corporate environments nowadays.

Cavaletti attends the 38th Expo Mueble Internacional

Between February 14 and 17, 2018, Cavaletti attended the Expo Mueble Internacional Invierno Fair in Guadalajara (Mexico). By means of the Brazilian Furniture Project, which is an initiative by the Brazilian Furniture Industry Association – ABIMÓVEL, in partnership with the Brazilian Import and Investment Promotion Association – Apex-Brasil, Cavaletti has taken its products to the largest event in Latin America so to prospect new business and make contacts.

According to Felipe Hagemann, responsible for the international area, "to take part in a fair in Mexico enables Cavaletti to better understand the particularities of that market, have contact with potential clients and enhance our commercial strategy".



Cavaletti at Ospa Music House

On February 5, 2018, the Foundation of the Porto Alegre Symphonic Orchestra (Ospa) and Cavaletti signed an agreement to provide seats for the Concert Hall of Ospa Music House, located at the Fernando Ferrari Administrative Center. In its almost 68 years of history, this is the first time Ospa will have its own place for shows and rehearsals. Cavaletti has especially developed seats for Ospa, considering the specific requirements of the Music House of the orchestra, such as design, acoustics and quickness. The Concert Hall, inaugurated on March 24, 2018, has approximately 1,100 places and will hold quite a number of presentations through the year.



IT HAPPENS HERE

The evolution of work environments and applied concepts at Cavaletti Showroom

Formerly, work environments were designed to highlight the individuality of each employee, while nowadays companies understand that coexistence, connection, spontaneous interaction and collective expression are essential to increase creativeness and productivity. Focused on that, Cavaletti has developed, at its factory in Erechim, a space embodying this new viewpoint, and consequently the new configuration of corporative environments. Spaces to promote integration and the exchange of ideas, which are multiuse, attractive and inspiring. Places with hybrid nature, where collaboration and concentration will live together in harmony.



CAVALETTI CASES



Cavaletti at Tramontina's offices

More than numbers, the permanent effort to make the life of people better and better is what defines Tramontina. It is well-known as a quality reference in more than 120 countries. Its trademark is supported by innovation, design, technology and human resource value.

To conceive the headquarters of Tramontina in Porto Alegre (RS), every detail of the project has been considered to add aesthetics and comfort to the daily activities. The conception, designed by the architects Fabiano Neuhaus and Angela Burgel, has been developed based on a practice attempting to integrate and rescue the connection between the city man and nature by means of architecture. According to the architect Fabiano Neuhaus, "the idea was for the working space to be as pleasant and enjoyable to all the occupants, and for that, we have taken a few conceptions from biophilic design, aiming to project comfortable and energizing cities and offices, in the conception and use of materials. We have eliminated all unnecessary sealings and panels, highlighting the wide area within glass and stimulating interaction between all employees. As for materials to be used, we tried to bring to the project natural or similar materials".

In the working spaces, compartments were only used when absolutely required. The "great hall" stimulates interaction and speeds up the exchange of information between everybody.

“Multiple meeting rooms were required, so we proposed two multiuse spaces: a video conference room, receiving daily meetings (a practice which was uncommon in the space as previously used by the company), and the “decompression” space, which has also been prepared to host informal meetings (highly used nowadays). The result has been a fluid environment with no barriers,” the architect Fabiano Neuhaus, explains.

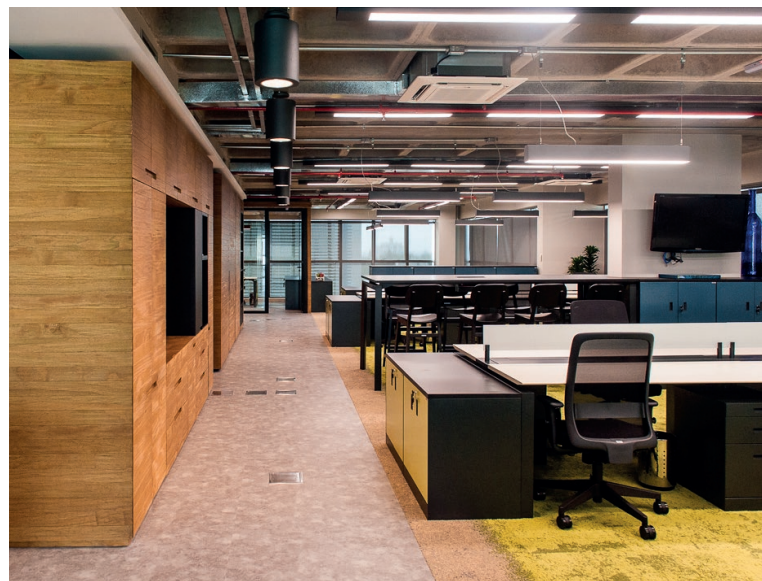
In this project, Cavaletti has met design and ergonomics requirements with Air and Vélo chairs.

Reseller: Tradesign Office

Representative: SEA Representações Comerciais Ltda.

Architectural project: Fabiano Neuhaus e Angela Burgel

Photos: Christiano Cardoso



LIVE CVALETTI

Cavaletti gathers employees and their relatives for its year-end celebration

On December 16, 2017, Cavaletti held its traditional year-end celebration party, gathering employees and their relatives. This is an opportunity for integration and celebration of the conquests of the year. In a Christmas environment, Santa Claus brought gifts to the children.



Getting to know the departments: Painting



Cavaletti's painting department currently has 13 contributors, in two working shifts. It is responsible for aesthetic finishing, and also for granting resistance against corrosion to the parts. The currently implemented system consists in the application of powder electrostatic paint to carbon steel surfaces.

This department has recently received the investment of a new robot painting system, which is in final stage of implementation. The main object was to increase production capacity, flexible application of various colors (by means of a fast exchange system), reduction in the consumption of energy and LGP gas and reduction in effluent emission, since it operates with a surface treatment system with spray and nanoceramic technology, well-known for demonstrably generating low residues.

The project has also been conceived considering operational ergonomic aspects, since the system contemplates different levels for the positioning of parts in the process, thus avoiding possible postural discomfort.



Human Resource Indexes

INDEXES	2013	2014	2015	2016	2017
Invested amount in health per year	186,958.33	190,293.73	239,632.32	271,283.09	271,322.44
Invested amount with safety per year	197,282.35	236,282.63	316,729.75	311,913.38	289,730.72
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	266,617.97
Hours of training per year	8454	8054	10804	12847	11683
Cost of the hours of training per year	109,254.06	128,850.38	191,932.20	249,531.68	240,662.73
Hours of absence per year	12219	12728	9741	9456	10125
Absent employees (monthly average)	6	6	5	4	5
Number of employees	372	368	390	364	417

International Women's Day at Cavaletti

To celebrate the International Women's Day, Cavaletti gave a souvenir to all female employees on March 8, 2018. Their dedication is our highest inspiration!



CAVALETTI SPONSORS YPIRANGA FOOTBALL CLUB

Cavaletti has consolidated itself as one of the biggest partners of Ypiranga football club in the last years. Besides having its trademark stamped on the Canarinho's uniform (as the club mascot is affectionately known), the company is also a partner in a series of activities developed by the club, which is located at Erechim/RS. In 2017, Cavaletti donated a van, which is now a moving unit for the club's marketing actions. The company has also been a partner for the largest modernization reform of the Colosso da Lagoa Stadium since its inauguration, by constructing new bunkers and producing custom-made seats.

Canarinho's directors visited the company in December 2017 to thank for Cavaletti's efforts to keep professional soccer in the Alto Uruguai's region, and for the partnership established in the past years, helping to project Ypiranga in the Brazilian soccer scenario. That support from Cavaletti to local sports integrated the actions developed for social responsibility, collaborating to the development and improvement of the local community. Besides Ypiranga, Cavaletti is also an official sponsor for Atlético Futsal and Erechim Rally Brasil.



Mr. Mário Luiz Cavaletti and Mr. Gilmar José Cavaletti have received at Cavaletti Mr. Adilson Luis Stankiewicz and Mr. Vanderlei Carminatti to renew the sponsorship on the Canarinho's uniform for the 2018 season.



+ Healthy Cavaletti Project

The + Healthy Cavaletti Project, coordinated by the Staff Management area as a partnership with the Industry Social Service SESI, was started in 2015 with a group of 11 employees invited to take part of chats and assistance on dietary re-education, incentive to the practice of physical exercise and activities resulting in improving self-esteem. Healthy habits have the objective of improving life quality. In March this year, another group of 18 employees concluded their participation in the project. Among the participants, there were various changes in dietary habits, such as increase in water consumption, reduction of soft drink ingestion, fruit consumption and increase in food frequency. Another very positive result from this group was the total reduction of 54 kg of body weight.



A WORD FROM THE MANAGER

Dear friends,

Checking the calendar, we see that Autumn has just arrived. . . If it arrives in silence, we should remind that, in this month of March, we have at least three great reasons for commemoration.

Just in the beginning of the month, on the 8th, we celebrate Women's Day. We, exactly, with our kindness, wisdom, strength and determination, have conquered more space in the society and the job market with our capacity. All of us, women, who are mothers, daughters, wives, housewives, professionals in many fields, who come out and fight, shining, crying, laughing, giving our lives for our families and making life meaningful for everybody around us. Each one of us, with our beauty and charm, conquers everything we want and transforms the world. Congratulations, women, we are the power.

For us, the second special reason is the 15th day of the month, when Cavaletti completed 44 years of history. We are witnesses of this story of success, which is the result of hard work, dedication, determination, humbleness, honesty, ethics and especially consideration and respect to all participants which are or have been a part of this company. May this entrepreneurship strength remain and continue to inspire the next generations. We are grateful for being a part of this success, and may it be permanent.

Finally, I wish to mention the Holy Week starting on the 26th, and culminating with the Easter of the Resurrection. For that, I wish to invite you who are reading this small text to stop for a while and think, analyze your life, grant and ask for forgiveness, put yourself in your neighbor's position and get prepared to understand him, cheer him and incentive him to be happier, to believe in himself, but especially in God. If we do this, surely the world will be better, more peaceful and united.



Maira Regina Cavaletti
Directora Administrativa Financiera

Cavaletti

CADEIRAS PROFISSIONAIS

Comfort, Quality
& Sophistication.

Cavaletti Essence

