

# Living the **Present** with the eyes on the **future**

Cavaletti invests  
in clean energy  
generation,  
focused on  
sustainability

## Info Cavaletti

Year II - Issue 6 - June 2018



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# A WORD FROM THE PRESIDENT



Dear friends and contributors,

With great joy, we reach the first half of 2018. We have reached important landmarks in our path of growth. These are the fruits of our work being developed in the past few years, which results we are now collecting. We cannot forget that all these achievements are due to the dedication of our Contributors, Representatives and Customers, who spare no efforts to overcome themselves every day.

In a political and economic scenery not contributing to company growth, we have decided not to remain idle, waiting for the end of the crisis. Based on our strategic plan, we have developed a solid base with investments, both in manufacturing ability and human assets. Today, we can state that we have a transformer team focused on dialogue and trust, able to face challenges and overcome adversities. At the end of the day, numbers do not lie, and the results for this first semester have been the best ones in the last five years.

I confirm that the changes we have always looked for come from our examples and not from our opinions, and our actions make us advance. You never know the results from your actions, but there will be no results if we do nothing. The good news is that we are all born with a universal talent, an ability to always improve.

We also cannot leave the World Cup outside the news of this period. I believe that, no matter the uncertainty situation we live today, we should be patriots and support our team. However, we should not be silent in the fight to improve our country, since this shows the real value of being Brazilians.

Finally, by taking this new challenge, now as the President, very humbly and happily, I wish to recognize and thank for the efforts and dedication by everyone continuously contributing to our evolution. May these results serve as motivation for the next semester now beginning and please be assured of my commitment and seriousness to give continuity to this dream started 44 years ago.

I invite all of you to step together in this journey, since we are all a part of this great Cavaletti family.

A great hug!

**Gilmar José Cavaletti**

Director Presidente



PROFESSIONAL SEATING

## OFFICE HOUR

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## Cavaletti invests in clean energy generation

A recurrent social characteristic today is the highest demand for energy. Thinking on how to fulfill this need, Cavaletti has adopted, as a part of its strategical planning, the installation of photovoltaic panels, usually known as solar energy panels.

After studies on their operation, system capacity and the evaluation of the results which could be reached by using photovoltaic panels, 256 panels have been installed, with full capacity of 81.00 kWp which, in terms of generation capacity, is the quantity required to fulfill the whole consumption of Cavaletti's administrative sector. Besides the company becoming self-sufficient in energy management for that sector, the company stops emitting 250 kg/month of CO<sub>2</sub> (carbon dioxide), which is equivalent to run more than 2,400 km with a popular

car, according to INMETRO – the Brazilian National Institute of Metrology Standardization and Industrial Quality.

Such worry with the environment is a part of the company's philosophy, committed to social and environmental responsibility issues. Besides environmental policies and the whole requirements to reduce the emissions of gases causing global warming, this project aims to make a part of the company and its production processes self-sufficient with its own generation of electric energy.

Considering the success of the project, Cavaletti is already studying an improvement in this initiative, increasing the catchment area.

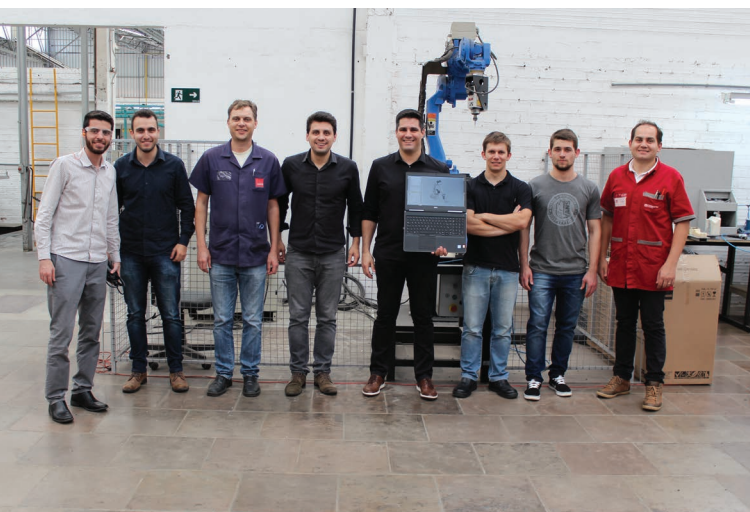




# IT HAPPENS HERE

## Cavaletti offers robotics trainment to its contributors

Between April 9 and 13, 2018, at Cavaletti's facilities, a robotic programming training session was held in partnership with the Advanced Institute of Robotics (IAR). The instructor was Eng. Rogério Vitalli, which is a specialist and expert in MOTOMAN robots from the manufacturers YASKAWA. The participants were contributors from the Welding, Maintenance and Process Engineering sectors. The training is a part of the Digital Cavaletti initiative, which object is to support offline robot programming by means of the Siemens NX CAM Robotics solution, recently purchased by the company, making it become one of the pioneers in Brazil by having such technology. Mr. Vitalli, who is also IAR's Executive Director, highlights that "one of the assumptions of 4.0 industry is to firstly provide all tests and validation in a virtual environment, then implementing them in the real world".



## Cavaletti is a winner at the 46th ADVBRS Export Prize



On June 7, 2018, Cavaletti became a winner at the 46th Export Prize by ADVBRS (the Brazilian Association of Sales and Marketing Executives in Rio Grande do Sul), receiving a prize in the Quality category as a Highlight in its Segment. In the occasion, the Commercial and Market Relation Director Mr. Loivo Luiz Bombana, the International Trade Manager Mr. Felipe S. Hagemann, besides Mr. Matheus B. Cavaletti and Mr. Leonardo Cavaletti, were present to receive the prize.

The prize at issue aims to recognize organizations connected to the exporting scenery in Rio Grande do Sul, highlighting companies in the quantitative category, based on export data from the Ministry of Development, Industry and Foreign Trade (MDIC), and the qualitative category, based on the expertise of the organizations as represented by the RS Export Prize Council.



Photo by Jefferson Bernardes



## Movie in tribute to the Cavaletti family is presented at the opening of the 100-year celebrations of Erechim

During the celebrations for the 100th anniversary of Erechim, the movie telling the story of the Cavaletti family was presented to the public. The movie is entitled “Os Lutadores, uma lição de vida” (Fighters, a lesson of life) and had its first public exhibition on March 28, at the July 25 Culture Center.

The story shows a bit of the history of the family, having its patriarch Mr. Pedro Mateus Cavaletti as the main character. The production

also shows the difficulties faced in its origin, in the town of Maximiliano de Almeida, until the foundation of the company with the arrival of the brothers Mário and Gilmar to the town of Erechim. The movie also includes statements by his nine children and wife, Ms. Líbera Cavaletti.

The feature film lasts 70 minutes and will be freely offered as short episodes through this year.



## Cavaletti honors its contributors in a campaign for the Labor Day and Mothers' Day

As a part of its internal campaigns to value its contributors, Cavaletti has published throughout this year its promotional materials on specific dates, and its contributors are the main part of its campaigns. This is an action intended to promote and value the efforts from each sector and their representatives. The campaigns already performed were the actions for Labor Day, when an institutional video was produced with reports from some contributors on the significance of work following their points of view, and the campaign for Mothers' Day, wherein the contributor Mikaeli reported how it is like to work for the same company of her mother, Ms. Leandra.

For the upcoming months, other campaigns will be prepared to directly involve the contributors, so to integrate and value them, not only internally but also outside the company. Materials for Labor Day and Mother's Day can be checked by accessing the links below.





# CAVALETTI CASES







## Walmart office - Huechuraba, Chile

More than a large retail outlet, Walmart cares for the essence of its formation, based on respect to individuals. As one of the large references in world trade, active in 27 countries, its trademark is supported by excellence and innovation, always aiming to reach the best for its customers and contributors.

Based on this essence, Walmart Chile's office, located at one of the main corporate areas in the city of Santiago and which is a customer of our distributor Ohoffice, has successfully performed the project designed by the architects Nicolas Ferrari, Carolina Cortez and Pamela Arancibia, contemplating the whole corporate identity of the trademark throughout its history.

Aiming to add aesthetics, functionality and comfort for its contributors, spaces have been created to incorporate current working trends. Collaborative, light and happy environments, so to motivate and keep closer those people working in them.

Different Cavaletti's products have been chosen, such as: chairs, couches, stools and tables, to make this design unique and exclusive. Due to its high customization, both in colors and types of cloth, coworking environments and personalized meeting rooms could be created, but still maintaining the whole Walmart's identity. Another important factor for choosing Cavaletti's products was their delivery deadline, a crucial point to embody the project within the dates established by planning.

**Distributor:** Ohoffice S.P.A

**Work:** Walmart Office, Corporate City, Huechuraba

**Architectural project:** Nicolas Ferrari, Carolina Cortez and Pamela Arancibia

**Photos:** Ohoffice S.P.A





## Cavaletti promotes XXII MAISPAT

Aiming to reach better quality of life and improvements in the work of its contributors, Cavaletti promoted, between May 2 and 31, 2018, XXII MAISPAT – the Month of Internal Health Activities and Work Accident Prevention.

In that period, various courses, chats and trainings were promoted, involving all sectors and contributors. Besides various subjects covered during the programs, open actions to families were promoted, including the vaccination campaign against the influenza



H1N1 virus, wherein Cavaletti vaccinated many employers and their families in a partnership with SESI, the Social Service of Industry. There were also chats on the prevention of sexually transmitted infections (STI) and HIV with the nurse Ms. Clarice Teresinha Maroso and chats on Women's Health, with the nurse Ms. Miriam Regina Ceconello, besides preventive cervical and breast tests. Also, in that opportunity, laboratory tests were performed to identify and prevent eventual problems related to cholesterol and diabetes.

Among trainings for contributors, specific chats and courses were offered on chemical handling, IPE, battery pater stacker and forklift operation, overhead crane, ergonomics and postural guidance. At Cavaletti, these actions during MAISPAT should be maintained throughout the year, so to show that everybody's well being comes from continued health promotion and prevention.



## Cavaletti promotes actions of incentive for new readers

The appreciation for literature is just a question of habits and practice. Based on these principles, and in a partnership with Sesi, Cavaletti promotes campaigns throughout the year to promote reading among its contributors, such as the World Book Day Campaign and the offer of a bibliographic collection for borrowing as a part of the Sesi Imagination Program.

The search for the habit and appreciation for reading should be promoted by all means, not only in school and families, but also in the professional environment. For this reason, Cavaletti brings regular



campaigns to its contributors, so to awake the interest and generate reading habits. Besides these campaigns, and also in partnership with Sesi, Cavaletti offers its contributors a free bibliographic collection, where books may be borrowed. Reading brings in many benefits, since it stimulates and develops people, besides widening general knowledge, vocabulary and writing skills. It also plays an important role in personal formation, and people with that habit get more prepared for studies, work and life.







## Getting to know the departments: the Effluent Treatment Station

Aiming to reduce the environmental impact from the generation of chemical residues and other materials from the industrial processes in its productive chain, Cavaletti has invested in the expansion of its new Effluent Treatment Sector (ETE).

Today, that state-of-the-art structure operates 11 hours in manual system and 24 hours in continued automatic system, thus allowing effluents to be continuously treated. Three contributors divide those daily tasks among themselves to keep the whole structure in operation. The Effluent Treatment sector is responsible for treating all the water used in the structures of the company. More than 29,000 liters of effluents (coming from water-closets, the dining area and industry) are treated daily, and this quantity is sufficient for the consumption of a four-member family during a period of 45 days. This treatment process allows all the used water to be returned to the environment with no risk of environmental impact. Currently, part of this treatment is re-used by the sanitary systems of the whole company, who is already studying the possibility of an investment for expanding such re-use,

which would bring in not only savings, but also the conscientious re-use of natural resources.

This whole process is a part of the social-environmental commitment advocated by Cavaletti, based on ISO 14001. Therefore, it aims to treat and re-use natural resources, also recycling residues from the processes as used by the company.



## Cavaletti pays PPR covering the second half of 2017

On March 10, 2018, Cavaletti paid PPR – the Participation in Results Program – covering the second half of 2017. This is one of the various programs offered by Cavaletti as a recognition to all contributors for their efforts to reach pre-established goals in its strategic planning.

The amount paid for that period was 128.4% over salaries. To reach the results, objectives and goals are established, and their indicators serve as a standard to evaluate the evolution i. e. the better is the company's result, the higher will be the participation in results for contributors.





Photo by Edson Castro

## Cavaletti present in the largest rally event in Brazil

Cavaletti was present in the 21st edition of Erechim Rally Brasil, the largest and most important rally round in the country. Besides sponsoring the event, Cavaletti has also supported, by means of tax incentive laws, the Nova Itália (New Italy) RS Rally Team, featuring the pair Evandro Carbonera and Juliano Gracioli, competing for the RC5 class in the Rally championships of Brazil and Rio Grande do Sul.

Throughout the years, Cavaletti has highlighted for supporting sports in our region. Besides sponsoring various events, it also sponsors the two main local soccer teams, Atlético and Ypiranga, also being a partner to the latter in the largest modernization works for the Colosso da Lagoa stadium, providing personalized seats for the new bunker.





## Evandro Carbonera offers motivational chats to Cavaletti contributors

As a part of XXII MAISPAT, Cavaletti offered its contributors a chat cycle with Mr. Evandro Carbonera. Besides telling a bit more about his story on tracks, the object was to show the main characteristics of enterprising behavior, wherein the main object is to face fears and limitations, and strengthen abilities.

In his chat, Mr. Carbonera shared stories and talked on self-improvement to reach one's dreams. Showing personal examples, he explained how he managed



to become a driver and win his first championship in 2013, by using his determination to reach defined goals.

Evandro Carbonera is a rally driver for the Nova Itália RS Rally Team, of which Cavaletti is one of the main sponsors.

## A WORD FROM THE MANAGER

Dear contributors, friends and Cavaletti family!

I wish to share with you a few ideas which may be of help for the strengthening and sustainable growth of this great company. It has 44 years of history, highlighted by learning, transformation, processes and technology. We would be unable to survive in the market nowadays if we did not invest sufficiently in the innovation of our products and services. The disruptive level of a process is when you build something from zero. It is the stage wherein an unknown product, process or business model comes to life. It is the longest-lasting step, which usually requires investment. Many people confound innovation and creativity, but they are not the same thing. Being creative is restricted just to thinking, and many people are excellent for that. But being innovative requires action. It is not possible to only think. To innovate is to put the ideas to work, aiming to reach sustainability and responsibility.

We will always give continuity to our development and innovation process, generating and opening new product fronts, unique in the market, meeting regulations, required situations and demands from clients, more and more avid for creative products.

We cannot forget that Cavaletti's success is linked to those processes and quality levels, an unavoidable item to reach the market, besides the trust in an excellent product. This is what we attempt to do every day. It is of no use to make something at the lowest costs if its quality is not significant to meet the requirements of our customers, our daily engines.

We live in a world wherein having is the new human desire and design. It is such a permanent search for assets and richness that we frequently forget the real values of life. And it should not be this way. Let's innovate, think differently, but also act! It does not matter if we currently have problems with our political system, if we do not win in soccer, or if we have problems in our country, state or town. We have always had them! It is up to us to look for ways to solve these questions. We should act by solving what is at our hands and, when it is not possible, we will take part and require actions for a better Brazil.

Even if only for us, let us start.

I want a better and different world.

Regards to everyone.



**Jairo Roque Benincá**  
Engineering and Innovation Director



# RESPONSIBILITY IS IN OUR HANDS

Environmental consciousness is our duty. The future of everybody is our responsibility. Preserve the environment, it is not only yours - it is ours.

