

Info Cavaletti

Year III - Issue 8 - April 2019



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A WORD FROM THE PRESIDENT



March, anniversary month. 45 years of fights and victories. We got more right than wrong, so we arrived here. I remind the analogy of the year opening speech, after well-deserved vacations, that an airplane makes new departures every day and each person should take care of every detail before starting the engine, since, after the departure, it must follow to the next airport. Each one's responsibility will remain while the plane is on air. Mistakes are not allowed, otherwise it will fall just once and be the subject of newspaper headlines. As long as it departs and lands normally, no one will give any news.

And so is the Company. We cannot fail, so not to jeopardize a whole operation with years of work. We should always offer our best product to the consumer. Investments are made daily, planning the improvement of the working environment, processes and products, aiming to surprise our customers. Employees are trained to perform the best of their abilities, for the products to reach the consumer with the desired quality. Even so, there are mistakes, since we are human beings, liable to error. However, you can be assured that we strive to exhaustion to deliver the product as desired by our customers.

Cavaletti reaches 45 years of existence committed to people and the society. I believe that all of us are proud of this journey, since we are all participants of this result. I hope that the same determination that brought us here will lead us to further conquests, making us become even bigger and better.

A big hug to everybody.

Gilmar José Cavaletti
Director President



PROFESSIONAL SEATING

OFFICE HOUR

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IT HAPPENS HERE

10 million times, Cavaletti.

Cavaletti reaches its 45th anniversary with a historic landmark: 10 million seats were produced.



From the first couch reform in a cellar in 1974 until today, the company has registered exponential yearly growth rates. Cavaletti surpassed R\$ 202 million sales in 2018 (a 30% growth over the previous year) and works to increase its income in more than 25% in 2019.

Its products are among the most reliable in the national and

international market. Currently, it exports to 13 countries in Europe, Central and South America. It plans to enter the Arab market. With more and more recognition, the company's strategic planning is to continually invest in production capacity, research and design, aiming to offer customers and especially its consumers well-being and life quality in their work through its products.



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Dois milhões, oitocentos e oitenta e oito mil,								
novecentos e sessenta e dois reais e vinte e quatro centavos								
Funcionários Cavaletti								
Erechim 15 de Março de 2019								
Cavaletti S/A								
Programa de Participação Resultados 2018								

Cavaletti's anniversary was commemorated on March 15, with the distribution of the amount of more than R\$ 2.8 million covering the 2018 Profit Sharing Program – PPR. This recognition reaches everyone for the effort to achieve goals, as a result of the company's evolution.

IT HAPPENS HERE

Cavaletti increases its manufacturing facilities

The company purchased the facilities of the company TRIEL-HT located by the side of its current facilities in the Industrial District. According to the president, Mr. Gilmar Cavaletti, this is one more investment to allow the adaptation of departments and the offer of new benefits to employees. “Our thought is focused on the future. This enlargement will hold the steel stocks, relocate the Tool and Human Resources Departments,

the Specialized Safety Engineering and Labor Medicine Service and the Dining Area, also inaugurating dental attendance. People care has always been one of our values, and taking care of dental health is also taking care of the well-being and health in general”, Mr. Gilmar states. Also according to Mr. Gilmar, there are other projects under way, always aiming the well-being of the society and the employees.



Cavaletti receives the Shopkeeper Merit Award

On December 13, Cavaletti received the 2018 Shopkeeper Merit Award, offered by the Federation of Shopkeeper Chambers of Rio Grande do Sul (FCDL-RS) in a ceremony held at the Associação Leopoldina Juvenil in Porto Alegre. The company was recognized by Rio Grande do Sul's retail outlets for providing excellent and high quality products, by its indication in the Furniture category.

Cavaletti feels honored to receive the Shopkeeper Merit Award as a provider of products with excellence and quality. According to the company's president, Mr. Gilmar José Cavaletti, “this award confirms the work developed with our partners, strengthening our commitment to offer innovative products to the market”.

Yearly held, the Shopkeeper Merit Award, in its 31st edition, recognized about 40 provider companies and 11 personalities in a survey performed with associates, for their highlighting work in various segments and contribution to the development of retail sales in Rio Grande do Sul.



Cavaletti at Frinape



Cavaletti took part of Frinape, the largest corporate exhibition in Northern Rio Grande do Sul, held between November 9 and 18, 2018, commemorating 100 years of the company's hometown of Erechim-RS. The participation had the object to contribute to regional development and show the results of the work, creativity and entrepreneurship of our people.

In this edition, Cavaletti's stand presented the latest introductions to its portfolio, which are a result of investments in research, technology and product design following the evolution of contemporary working forms. One of the new products, Cavaletti Joy, was the inspiration

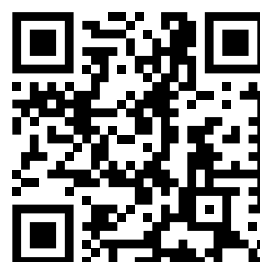
for the stand design, created by R4DESIGN. It served as a module to generate the background panel, creating tridimensional and multicolor texture. Furthermore, besides the whole range of colors for the product, it was possible to present its design in an innovative way, generating a pleasant interaction with the visitors.

The visitors could also visit Worklab, the new Cavaletti's space in Sao Paulo, by means of a virtual tour. With virtual reality glasses and 360 degree images, it was possible to make an immersive experience, exploring the various environments for an office as a catalyst for well-being and productivity.



Do you want to take a virtual tour of Worklab?

Use VR glasses to see the 360 degree images. The tour is available for computers and mobile devices.



cavaletti.com.br/showroom

Clinic in Piauí applies a new architectural conception for the health segmentt



Medicine makes quick progress towards the search for new treatment and cure solutions for diseases. In parallel, other sciences follow the same route, contributing and adding alternatives and improvements for treatments. But not only medicine, physiotherapy or psychology work in this direction. Architecture and engineering have been increasing their space for a long time, showing how much they can make a difference in the healing process of a patient.

Following this conception, the new headquarters of the Núcleo Diagnósticos clinic have been recently inaugurated in Piripiri-PI, to be a health center created and designed to offer various care and diagnostic alternatives in one single place. Designed by Casa Porã Arquitetura e Design, the project expresses well-being, elegance and comfort, avoiding the typology usually employed by more traditional companies in the health field, with vertical gardens, wide areas and glass walls, thus allowing visual communication with the urban environment.

The design has been conceived following sustainability principles, and is the first one in the region to implement this conception. Thermal and acoustic comfort, use of natural light, sun energy, water mirrors and others are ideas which together bring in comfort and savings, besides a clear harmonic activity with the environmental question.

According to the architect, Mr. Áureo Tupinambá Júnior, “more than searching for a space language to fit the project within a

“More than searching for a space language to fit the product within a stablished hierarchy of clinics, we have chosen the creation of a large lounge linked to a green façade and open waiting areas next to a long water mirror with fountains. As elements to ease health-related experiences, these spaces connect consulting areas and laboratories, forming a more open, social and human route”. Áureo Tupinambá Júnior, architect for Casa Porã Arquitetura e Design.

to a long water mirror with fountains. As elements to ease health-related experiences, these spaces connect consulting areas and laboratories, forming a more open, social and human route”.

To reach the objects of the design, Cavaletti Talk line has been chosen by means of the Marko Informática re-seller. Modules allowing for different assembly arrangements have been used, which are ideal for lounge and reception spaces, with the circulation of people, thus creating a pleasant, humanized and contemporary environment.

CAVALETTI CASES



Re-seller: Marko Informática, Teresina-PI
Representative: Mecafer Representações Ltda
Architectural design: Casa Porã Arquitetura e Design
Photos: Adriano Alves de Souza Liberato

Cavaletti gathers employees and their families in celebration

On December 15, 2018, Cavaletti held its traditional Year-End Celebration Party, gathering employees and their families. This is a special opportunity for integration and commemoration of the conquests of the year. Anticipating Christmas, Santa Claus received the children and delivered presents.



Tribute to women

To honor the International Women's Day, Cavaletti paid tribute, on March 8, to all contributors with a souvenir. Their dedication is our best inspiration!



Adriana (Upholstery) and Sindel (HR).



Alana (Carpentry) and Jaine (HR).



Adriana (Upholstery) and Sindel (HR).



Roselei (Upholstery) and Sindel (HR).



Letícia, Andressa, Simone, Greicemar (Billing) and Sindel (HR).

Human Resource Indexes

INDEXES	2014	2015	2016	2017	2018
Invested amount in health per year	190.293,73	239.632,32	271.283,09	271.322,44	398.037,08
Invested amount with safety per year	236.282,63	316.729,75	311.913,38	289.730,72	379.906,42
Hours of workplace exercise per year	11640	14211	13278	12943	15802
Cost of the hours of workplace exercise per year	186.220,32	252.457,28	257.903,14	266.617,97	326.109,17
Hours of training per year	8054	10804	12847	11683	14762
Cost of the hours of training per year	128.850,38	191.932,20	249.531,68	240.662,73	304.646,47
Hours of absence per year	12728	9741	9456	10125	11809
Absent employees (monthly average)	6	5	4	5	5
Number of employees	368	390	364	417	468

Getting to know the departments: Plating

Decoration with plated products has always been a widely adopted trend in architecture for being a versatile product, making environments become modern and sophisticated, and producing a positive aesthetical effect. At Cavaletti, the Plating department is responsible to perform such covering on metal surfaces.

Plating has 17 employees and performs, using electroplating techniques, the application of very thin nickel layers over the structures, added by decorative chromium. The operation is performed in three different stages: it starts by cleaning the parts, followed by nickel baths to provide the opalescent (shining)

aspect, and finally the application of chromium layers with transparent aspect and protective properties.

In this field, to guarantee quality, visual inspection is very important and the activities are thus manually performed, with the possibility of rotation of staff positions, providing employees with a favorable environment to perform their activities. Furthermore, the job of discharging generated residues and effluents is developed in this area. These are delivered to the effluent treatment station, following the company's environmental commitments.



Marciano Trevisan, Sérgio Zelak, Paulo da Silveira Dutra, Rodrigo Golin, Romelito Lino, Luiz Zonin, Oscar Lino, Rodrigo Auler, Mateus de Olivera Muller, Antônio dos Santos, Rubens Roger Reidia, Daniel Prichoa, Adriano Antônio Ganzawa, Eric Felipe Sentofante, Jhonatan Rossarola, Iraci Baú, Adelar Rodrigues de Godoes

Cavaletti promotes chats on Family Budget

Giving continuity to instructive chat programs for its employees, Cavaletti promoted, on March 20, a chat on Family Budget with the object to provide knowledge and tools for expense control. To develop this chat, Cavaletti had the participation of Professor Master Aldecir Theodoro from the Integrated Regional University of Upper Uruguay and Missions Region URI – Erechim, highlighting to employees that financial organization will reassure a person in the family and professional environment, and adequately enable him/her to better schedule his/her purchases.



Cavaletti supports the Brazilian Women's Team for the World Deaf Futsal Championship

On February 9 and 10, the Brazilian Women's Team held a training session for the participation in the World Deaf Futsal Championship to be held in November 2019, in Winterthur (Switzerland).

The deaf athletes tried the new T-shirt, with the logo of the company "Cavaletti S. A. Cadeiras Profissionais" for the friendly match against the friends of the professional goalkeeper Vivi (of the club Palmeiras), who played for the Brazilian Soccer Team (non-deaf).

Cavaletti's support is one the quotas established by the National Team to support the deaf athletes for the world event, looking for financial resources to cover the required expenses. For Cavaletti's president, Mr. Gilmar José Cavaletti, "we are proud to contribute with the team and help them to participate of such a great event. We know all the difficulties they face, but we believe in sport as a tool for social inclusion and education. I believe that we are doing our part to build a better society".

The contributor for the Brazilian Deaf Sport Confederation (CBDS), Ms. Deborah Dias, highlights the need for other partners believing in the challenge and our ability for victory. "Together with the Brazilian women's futsal team, we thank for Cavaletti's support, who showed trust in our work, in the deaf athletes' potential and in



the technical members. Thank you for sharing with us the desire to make this dream come true." The team participants include Ms. Stefany Krebs from Erechim, who plays for the Brazilian team since 2013. In 2015, she received the award as the best player in the world, when she was just 17 years old.

Get to know your chair

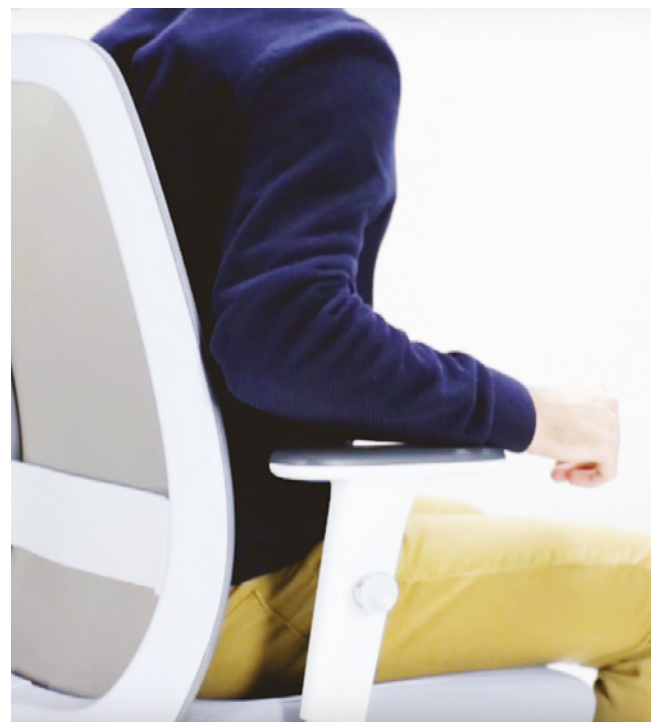
If your life is full of possibilities, why would your chair not be alike? Cavaletti develops products contributing to comfort with a variety of features, considering all adjustments which may be inserted in a chair project and understanding the human being in all his/her aspects.

For that purpose, Cavaletti developed the "Get to know your chair" series to allow you to know more about all their features and using them to guarantee comfort and well-being in your activities, enhancing your productivity.



To watch it, please access Cavaletti's channel or the QR Code:

<https://bit.ly/2YHgUXO>





Cavaletti

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