

PARTNERSHIP AGREEMENT

BY AND BETWEEN:

STOP HUNGER

An endowment fund incorporated and organized under the laws of France, with a registered SIRET number: 803 910 454 00013 and whose registered office is at 255, Quai de la Bataille de Stalingrad in Issy-les-Moulineaux (92130), France

Duly represented by **Mouna Fassi Daoudi**, acting in her capacity of Chief Executive Officer (*Directrice Générale*) of Stop Hunger.

Hereinafter referred to as "**STOP HUNGER**"

AND

SODEXO DO BRASIL COMERCIAL S.A.

A private company registered under Brazilian law, headquartered at Av. Ibirapuera, 1399 – Indianópolis - São Paulo - SP, ZIP Code 04028-000.

Duly represented by **Ana Menegotto**, acting as Vice President of People, Communication and ESG.

Hereinafter referred to as "**SODEXO**"

AND

REDE CIDADÃ

A **NON-PROFIT ORGANIZATION** registered under Brazilian law, headquartered at Rua Alvarenga Peixoto, nº 295, 5th floor, Lourdes, Belo Horizonte, State of Minas Gerais, ZIP Code 30.180-120. Duly represented by **Angela de Alvarenga Batista Barros**, acting as President of the Organization.

Hereinafter referred to as "**REDE CIDADADA**"

STOP HUNGER, SODEXO, and REDE CIDADADA are hereinafter referred to individually as a "Party" and jointly as the "Parties".

WHEREAS

STOP HUNGER is Sodexo's unique philanthropic cause, taking action in over 50 countries across the world. Its mission is to unite communities with initiatives, people and resources to drive sustainable change in the fight against hunger and food insecurity.

Thus, one of its key priorities is driving women and youth empowerment. STOP HUNGER relies on partnerships with over 300 local and international NGOs, as well as the unique ecosystem of Sodexo S.A., its founding partner.

SODEXO is part of the Sodexo Group and, as such, has signed Sodexo’s volunteer policy based on the donation of one day per year by eligible employees.

REDE CIDADA is a non-governmental organization specialized in developing innovative solutions for the professional and social integration of people in situations of social vulnerability.

To build a bridge between disadvantaged youth/women and a world where decent quality of life is possible, REDE CIDADA has implemented local Training and Development Centers. These youth/women come to develop soft and hard skills through a professional training Project. After completing their journey at REDE CIDADA, they are welcome to return to the centers for coaching advice or to use computers for job searches or to meet with other alumni in the “Stars Club.”

In the context of this agreement (hereinafter referred to as the “**Agreement**”), the Signatories wish to collaborate to combat hunger in Brazil through the project **Building Bridges**, in partnership with Rede Cidadã. The project aims to generate long-term social impact by improving employability and inclusion of vulnerable groups.

Over three years, it expects to directly benefit 168 participants – 56 per municipality – in São Paulo, Contagem, and Porto Alegre. Each participant undergoes 40 hours of in-person training focused on personal, professional, and emotional development. A monthly financial allowance of €15.58 is provided to reduce dropout rates. After training, Building Bridges participants are referred to job opportunities both at Sodexo and in similar companies and receive post-hiring support, with Stop Hunger volunteers actively engaged as mentors to strengthen integration and career development (hereinafter referred to as the “**Project**” or “**Building Bridges**”).

In line with the above, SODEXO will mobilize its employees (ie: Chefs, HR experts...) to support the Project, within the framework of its volunteering policy.

ARTICLE 1 – PURPOSE OF THE AGREEMENT

The purpose of this Agreement is to establish the terms and conditions of the partnership through which STOP HUNGER and SODEXO provide financial support and volunteer time to REDE CIDADA as part of their mission and the implementation of the Project detailed in Article 3 below during the term of the Agreement.

ARTICLE 2 – DURATION

2.1 The Agreement is entered into for a period of one year from the date of signature, automatically renewed twice until December 31, 2028, unless terminated by registered letter with acknowledgment of receipt by any of the Parties, 30 days before the annual renewal date, or another period agreed between the Parties.

2.2 Any of the Signatories may terminate this Agreement with immediate effect in any of the following cases:

- Breach by one of the Parties of any of its commitments or obligations under this Agreement, not remedied within ten (10) business days from the date the other Party sends a registered letter with acknowledgment of receipt informing of such breach; or
- Breach by one of the Parties of its commitments or obligations under this Agreement due to a situation of “Force Majeure”; or
- Judicial liquidation of one of the Parties, unless its activity is maintained as provided in Article L.641-10 of the French Commercial Code, or any equivalent procedure under applicable law; or
- Any event that harms the image and reputation of a Party and whose resonance, media coverage, or magnitude is likely to seriously affect the image and reputation of the other Party. In that case, the termination is without prejudice to any damages the other Party could claim; or

The notice of termination shall be sent to the other Parties by registered letter with acknowledgment of receipt at the address mentioned above.

2.3 Any of the Signatories may terminate this Agreement early, without the need to provide justification, by written notice to the other Signatory at least thirty (30) days in advance.

ARTICLE 3 – SUPPORTED PROJECT

The Project consists of the following:

Purpose:

Brazilian youth, especially those in marginalized areas, face deeply rooted challenges of social, educational, and economic exclusion. In 2023, nearly 20% of young people aged 15 to 29 were neither studying nor working, with women disproportionately affected. Low levels of education and structural barriers—such as the need to work or care for children—contribute to high rates of dropout, informality, and unemployment.

In response, the Project, developed by REDE CIDADÃ, SODEXO and STOP HUNGER, offers a comprehensive approach that combines technical training, socio-emotional development, and job placement. Anchored in the Work and Income Generation Network (RGTR), the initiative fosters human development through cross-sector collaboration and real employment opportunities, especially in kitchen-related roles. It aligns with national social assistance policies and promotes long-term inclusion, supporting participants beyond hiring.

More than a Project, **Building Bridges** is a call to empower individuals to transform their lives through dignity, citizenship, and meaningful work.

General Objective:

Increase the employability level of 168 young people in situations of vulnerability and/or social risk over a period of 36 months, with a view to developing autonomy, leadership, as well as social and productive inclusion.

Specific Objectives:

- Develop socio-emotional/behavioral and professional skills, through the structured training pathway designed by Rede Cidadã.
- Facilitate their qualified entry into the workforce, by creating concrete employment opportunities.

The socio-emotional training, based on an exclusive methodology with a reflective and experiential approach, strengthens essential skills and competencies. This significantly contributes to increased employability and job retention.

Methodology:

The methodology of Rede Cidadã's Development Pathway is structured around four pillars known as the Four Identity Structures: Personal, Social, Professional, and Integral Identity. This approach promotes self-discovery and connection with oneself and the world. It includes:

- Collaborative Practices, with pair and group activities that strengthen relationships and foster an environment of mutual learning.
- Experiential Learning, through workshops that encourage self-awareness and experience sharing in practical settings.
- Biodanza Techniques are incorporated, using movement and circular breathing to promote reconnection with the body, emotions, and ancestry.

A study conducted with Accenture shows that Project beneficiaries have a job retention rate up to three times higher than the average.

ARTICLE 4 - SODEXO AND STOP HUNGER COMMITMENTS

4.1 Contribution to the Project:

SODEXO is committed to contributing to the implementation of the Project detailed in Appendix 3 , by ensuring:

- The selection of mentors;
- The identification of sites to carry out the work experience of the apprentices;
- The follow up of the mentorship carried out on SODEXO sites.

4.2 Financial contribution

STOP HUNGER and SODEXO will grant REDE CIDADA the following financial support for the implementation of the Project:

	Year 1	Year 2	Year 3
SODEXO	108 357 BRL	108 357 BRL	108 357 BRL
STOP HUNGER	18 250€	18 250€	18 250€

Payments will be made separately. Payment by STOP HUNGER will be made in Euros (€) and payments by SODEXO will be made in Brazilian Reais (BRL), by bank transfer to the REDE CIDADA account, whose bank details (or other necessary banking documentation) are attached to the Agreement (Appendix 1).

The first payment will be made by STOP HUNGER after the signing of this Agreement. Subsequent payments will be made annually, after receipt of the annual report (in accordance with Article 7).

The financial contribution of SODEXO shall be made by September of each year

In the event of termination of the Agreement pursuant to Article 2.2, the obligations set out in this Article shall automatically cease for both STOP HUNGER and SODEXO.

4.3 Audit requests

STOP HUNGER and SODEXO undertake to answer any further written request made by the auditor of REDE CIDADA or any entity authorized to make such a request for information on the origin of the funds invested in the Project. As may SODEXO and STOP HUNGER audit the use by REDE CIDADA of the funds invested in the Project.

ARTICLE 5 – REDE CIDADA COMMITMENTS

5.1 – Project implementation

REDE CIDADA is committed to implementing the Project according to the modalities set out in the call for application (see Appendix 3)

5.2 Allocation of the financial contribution

REDE CIDADA undertakes to cover the expenses related to the implementation of the Project and to exclusively allocate the Financial Contribution provided by Stop Hunger under the Agreement to expenses incurred in carrying out the Project.

REDE CIDADA is responsible for the implementation and management of the Project, with the support of its staff. As a result, REDE CIDADA takes responsibility for complying with all administrative and legal rules related to the actions it undertakes.

5.3 Reporting Activity

REDE CIDADA undertakes to send STOP HUNGER an annual report (hereinafter referred to as the “**Annual Report**”). This Annual Report shall be sent on each anniversary date of the Agreement. It will describe the actions implemented in the context of the Project, specifying the social impact measures achieved, key performance indicators and the fund utilization reporting table. This Annual Report may include tables, photos, and a video.

This should include for direct beneficiaries (defined as those who receive support directly from STOP HUNGER or through its charity partner for their own benefit):

- Volume of interest and volume of approved participants for Project entry.
- NPS (Net Promoter Score) measuring the participants' experience.
- Engagement rate during the training and completion rate of the development journey.
- Profile-to-job match rate and employability rate.
- Number of follow-up meetings after hiring and evaluation of the post-hiring experience.
- Retention rate, based on the length of time participants remain in their positions.

For indirect beneficiaries (defined as those who receive support from STOP HUNGER or its charity partner as a result of the support provided to a direct beneficiary):

- E.g., number of family members of young people participating in the Project.

The number of volunteers supporting the Project should be included and should the Project support more than one community, the Annual Report should detail the number of communities supported.

The Annual Report will include the details of how the funds for running the project were spent (Appendix 4 – NGO Fund Utilization Report Template)).

In addition to the Annual Report, and due to SODEXO & STOP HUNGER's internal reporting restrictions, REDE CIDADA undertakes to send STOP HUNGER, by mid-August each year, a table analyzing the social impact measures of the Project: number of communities supported, number of direct and indirect beneficiaries, as well as number of volunteers.

ARTICLE 6 – COMMUNICATION AUTHORIZATIONS ON INTELLECTUAL PROPERTY RIGHTS

Each Party is and remains the sole owner of the intellectual property rights, in particular those relating to the trademarks and logos it uses for the needs of its activity, including those listed in Appendix 2.

Each Party may use the other Party's logo in its internal and/or external media, as listed in Appendix 2, after having received the other Party's prior separate written approval or unless otherwise specified.

In such cases, each Party agrees to:

- Comply with the graphic guidelines provided by the other Party;
- Respond with approval or request for changes within five (5) business days, or within a timeline mutually agreed upon.

In case of termination of the Agreement following Article 2.2, each Party undertakes to immediately stop to use the other Party's logo and to remove the other Party's logo from all external and internal communication supports.

ARTICLE 7 – DATA PRIVACY

Where the performance of this Agreement requires either Party and/or its affiliates to collect, use, process, disclose and/or transfer Personal Data (as defined in the applicable data protection regulations), that Party agrees that such collection, use, processing, disclosure and/or transfer of Personal Data is conducted on behalf of controller or operator of the Personal Data. The Parties agree not to use such personal data for any other purpose than for the purpose of the Agreement or to disclose it to any third party without the other Party's prior written approval. The Parties undertake to take appropriate technical and organizational measures to protect the Personal Data which is processed according to the Agreement.

All Parties represent and warrant that it has complied with all applicable laws to enable the collection, use, processing, disclosure and/or transfer of Personal Data by the other party and/or its affiliates. In particular, all Parties represent and warrant that they have obtained or shall obtain all relevant consents required for purposes of such collection, use, processing, disclosure and/or transfer of any Personal Data by the other Party and/or its affiliates. All Parties acknowledge that in the event of any Personal Data transfer outside the applicable jurisdiction, such transfer will be subject to a binding agreement incorporating the relevant framework (e.g., the European Commission standard contractual clauses or any other applicable document).

The Parties acknowledge and agree that, for the purposes of the applicable data protection regulations, each Party shall act as an independent data controller (or the similar term used in the local applicable regulation) in relation to any personal data it processes in connection with this Agreement.

ARTICLE 8 - CONFIDENTIALITY

Both Parties agree to maintain confidentiality regarding any sensitive information shared in the course of collaboration and training delivery. This includes any proprietary or personal data about participants, content, or methodologies.

ARTICLE 9 - COMPLIANCE WITH LAWS AND PRACTICES

9.1 This partnership is grounded in the parties' ethical and social responsibility commitments to: (i) promote a culture of probity and integrity internally and with their partners, (ii) not resort to any form of forced or compulsory labour; (iii) actively combat all forms of discrimination; (iv) ensure working conditions for their employees that comply with their legal and regulatory obligations in terms of health and safety; (v) work to reduce their impact on the environment; and (vi) not to have engaged and not to engage in any form of corruption or influence peddling, public or private, direct or indirect, in particular within the framework of this Agreement.

9.2 Each Party shall comply with all laws that are applicable to it in the context of the execution of this Agreement in particular:

- legislation on labor, social and human rights including those prohibiting forced or compulsory labor, or requiring affiliation with healthcare and other benefit regimes and the payment of social security contributions,
- anti bribery and anti-corruption or any other legislation prohibiting or sanctioning any kind of fraud or fraudulent activity or requiring individuals or entities to implement fraud prevention programs,
- work safety and security legislation as well as any safety and security measures in force in the site and facilities in which they operate or are present,
- tax and accounting regulations, including for the recording of this Agreement in their accounts.

A Party will immediately notify the related Party in connection with any case of corruption, bribery, influence peddling, violation of public tender rules or conflict of interest which it would become aware of, that would directly or indirectly be connected to this Agreement. Such notifying Party will provide the notified Party all necessary evidence and testimony that would be required to investigate the facts notified and respond to any administrative or judicial authority in connection with those facts.

9.3 REDE CIDADA:

- acknowledges that the purpose of this Agreement and the conditions in which it was agreed are fully compliant with the laws and regulations applicable to REDE CIDADA. In particular, that it is not a condition or a consequence or connected in any way to any commercial contract or public tender pursued or executed by one of the other Parties;
- confirms that none of its representatives has obtained or will obtain any advantage (financial or otherwise) under or in connection with this Agreement other than what is expressly specified in this Agreement;
- will maintain throughout the duration of this Agreement its own policies and procedures to ensure compliance with all applicable laws and regulations and implement appropriate controls and verifications to ensure those policies and procedures are complied with;
- will ensure that all third parties and individual persons associated with REDE CIDADA for the purpose of achieving the objectives described in this Agreement adhere and contribute to the principles set out in this Article 9;
- will immediately notify the other Parties if a public official becomes an officer or employee of REDE CIDADA or acquires a direct or indirect interest in REDE CIDADA;

- will immediately notify the other Parties in case of a potential conflict of interest involving REDE CIDADA or one of its representatives in relation to this Agreement.

9.4 Breach of the provision set out in this Article shall be deemed a material breach of this Agreement.

ARTICLE 10 – GOVERNING LAW-JURISDICTION

This Agreement is governed by Brazilian law. Any dispute relating to the conclusion, interpretation, or performance of this Agreement shall be submitted to the exclusive jurisdiction of the Court of São Paulo.

ARTICLE 11 – ENFORCEABLE AGREEMENT – LANGUAGE - ELECTRONIC SIGNATURE (DocuSign)

The Parties acknowledge that this Agreement has been translated into Brazilian Portuguese, as set out in Appendix 5, with the exception of its Appendices. In the event of any discrepancy, inconsistency or divergence of interpretation between the English version and the Brazilian Portuguese version, the English version shall prevail in its entirety, including its Appendices.

The Parties agree that this Agreement may be executed by means of electronic signature, using the DocuSign platform or any equivalent technology that meets the minimum requirements of integrity, authenticity, and auditability, as provided under Provisional Measure No. 2,200-2/2001 and Law No. 14,063/2020.

The electronic signature shall constitute an unequivocal expression of will, producing all legal effects and being equivalent to handwritten signatures.

The Parties expressly acknowledge and accept the evidentiary value of digital records (including date, time, and IP address logs) and waive the requirement for handwritten signatures, notarization, legalization or apostille.

*The signature page of this Agreement appears on the following page.
The Appendices referenced herein are attached hereto and form an integral part of this Agreement.*

For and on behalf of **STOP HUNGER**

Date: 03 février 2026

Name: Mouna Fassi Daoudi

Acting in her capacity of Chief Executive Officer (*Directrice Générale*)

Signature: _____
DocuSigned by:
Mouna Fassi Daoudi
B2E9F280D99F422...

For and on behalf of **SODEXO**

Date: 03 de fevereiro de 2026

Name: Ana Menegotto

Acting in her capacity of Vice Presidente de Pessoas, Comunicação e ESG

Signature: _____
DocuSigned by:
Ana Menegotto
36630B344C9346E...

For and on behalf of **REDE CIDADADA**

Date: 11 de fevereiro de 2026

Name: **Angela de Alvarenga Batista Barros**

Acting in her capacity of President

Signature: _____
Assinado por:
Angela de Alvarenga Batista Barros
51DD95F8042B432...



APPENDIX 1
BANKING INFORMATION OF REDE CIDADA

Checking Account: 4664-7
Branch: 3484-3
Bank: Bradesco
IBAN Code: BR67 6074 6948 0348 4000 0046 647C 1

Segue o código IBAN conforme solicitado

AGENCIA: 03484 CONTA: 000004664

TIPO DE CONTA: CONTA CORRENTE

CNPJ/CPF : xxxxx315/0001-50

NOME : REDE CIDADA

CODIGO IBAN : BR67 6074 6948 0348 4000 0046 647C 1

APPENDIX 2
LOGOS OF THE PARTIES



PROUD SUPPORTER OF

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APPENDIX 3
REDE CIDADA WORK PLAN – DEVELOPEMENT TRACK



WORK PLAN		
DEVELOPMENT TRACK		
1 – PROPONENT INFORMATION		
1.1. Registration Information:		
Name of Proposing Organization: Rede Cidadã		
Fiscal ID (CNPJ): 05.461.315/0001-50		
Address – Headquarter: Alvarenga Peixoto Street, 295 – 5th Floor – Lourdes.		
City: Belo Horizonte	State: MG	Zip Code: 30.180-120
Email: parceriaeprojetos@redecidada.org.br	Phone: 31 3290-8000	CMDCA Registration: 0274
CMAS Registration: 076		
Name of Legal Guardian: Angela de Alvarenga Batista Barros		
Term of office of the Legal Representative: 18/10/2023 to 17/10/2026		
Partner: Sodexo		
1.2. History of the Organization:		
<p>The Rede Cidadã is a Social Assistance Entity committed to the development of continuous, permanent and planned programs and projects, with special emphasis on the promotion of social inclusion and the guarantee of rights. Since 2002, we have been a pioneer in networking, bringing together civil society, companies, public agencies, social organizations and volunteers to offer effective solutions in the generation of work and income. For us, it is essential to recognize the interdependence between life and work, as we believe that both are essential to promote professional and personal fulfillment.</p> <p>The Rede Cidadã is deeply committed to the effective articulation with the Rights Guarantee System (SGD in Portuguese) and the Unified Social Assistance System (SUAS in Portuguese), recognizing their importance in promoting human dignity and protecting the fundamental rights of individuals in situations of social vulnerability. In line with the National Social Assistance Policy and committed to income generation as a crucial means to address vulnerability and fight poverty, we follow the principles established by CNAS/MC Resolution No. 43/2021.</p> <p>We believe in socio-emotional development as a fundamental tool to reduce dropout and idleness in the world of work, encouraging and supporting users in the search for autonomy and protagonism. Committed to social inclusion and citizenship, our projects are developed to welcome and support all vulnerable groups, regardless of their gender identity, sexual orientation, race, ethnicity, age or socioeconomic condition. The Rede Cidadã consolidated 142.502 hires in the world of work, some developments of this number demonstrate the entity's commitment to Brazilian society:</p> <ul style="list-style-type: none"> ▪ 41.007 young people and adults hired; ▪ 100.455 young apprentices hired; ▪ 1.040 interns hired; 		

- 2.389 people from the LGBTQI+ group hired;
- 2.994 homeless people hired;
- 4.317 people with disabilities
- 222 senior hires;
- 1.698 projects supported;
- 3.588 partner companies;
- 2.772 volunteers;
- 794 partner social organizations;
- 3.604 partner companies.

2 – CHARACTERIZATION OF SOCIAL ASSISTANCE

LEGAL BASIS:

- Federal Constitution of 1988: Section IV – On Social Assistance - art. 203/204;
- Organic Law of Social Assistance – LOAS: Considering the Organic Law of Social Assistance – Law No. 8,742 of December 7, 1993, with last amendment given by Law No. 12,435/2011, which in its article 2, item I, paragraph c, establishes Integration into the Labor Market as one of the objectives of social assistance;
- National Social Assistance Policy – PNAS: Resolution No. 145, of October 15, 2004;
- National Council of Social Assistance – CNAS: Resolution No. 33, of November 28, 2011.

OFFER: Project

CHARACTERIZATION: Resolution No. 33/2011, Technical Note No. 02/2017/DRSP/SNAS and Article 29, III, of Complementary Law No. 187/2021 – Actions to Promote Integration into the Labor Market in the field of Social Assistance (access to the world of work).

3 – PROJECT INFORMATION

3.1. Project Name: SodexoPRO (Restart and Opportunity Program)

3.2. Municipality covered by the project: São Paulo/SP, Contagem/MG and Porto Alegre/RS

3.3. Target Audience:

- a. Young people between 18 and 30 years old, in a situation of vulnerability and/or social risk.
- b. Women over 18 years of age in situations of vulnerability and/or social risk.

3.4. Service goal: 28 users per year, totaling 84 people served.

3.5. Execution Period: 36 (thirty-six) months

3.6. Proposal value: € 109.048,14

4 – OBJECT OF THE PARTNERSHIP

Train 28 people over 18 years of age in situations of vulnerability and/or social risk, per year, totaling 84 people in 36 months, in training workshops to prepare for the world of work with a workload of 36 hours, in 9 days, per class, in the cities of Contagem/MG, São Paulo/SP and Porto Alegre/RS, with referral to the

positions in Sodexo's units and post-hiring follow-up.

5 – JUSTIFICATION AND DESCRIPTION OF REALITY

Brazilian youth, especially those located in peripheral territories, face historical challenges of social, educational and productive exclusion. The most recent data from the Continuous National Household Sample Survey (PNAD) reveal that 19.8% of young people aged 15 to 29 were neither studying nor working in 2023, representing about 9.6 million people. The rate among women is even more alarming: 25.2% were out of school and out of the labor market, against 14.3% of men (IBGE, 2024).

The low level of education is one of the main obstacles to dignified insertion in the world of work. Also according to the IBGE, 65.2% of young people aged 18 to 24 did not attend school and had not completed higher education (IBGE, 2024). The causes are structural: among young people who dropped out of school, 53.4% of men pointed to the need to work as the main reason, while 23.1% of women cited pregnancy or child care as a justification (IBGE, 2024).

This scenario is aggravated when one observes informality and unemployment among young people. According to the Roberto Marinho Foundation (2023), the informality rate among young people aged 18 to 29 reaches 45%, and jumps to 63.9% among those who have not completed high school. The unemployment rate is 18.6% among young people without complete secondary education, contrasting with 6.8% among those with higher education.

Given this situation, it is urgent to implement strategies that combine professional training, socio-emotional development, and post-employment follow-up. It is in this context that the “SodexoPRO” (Restart and Opportunity Program) project, carried out by Rede Cidadã in partnership with Sodexo, gains relevance.

The project is anchored in the social technology Work and Income Generation Network (RGTR), created in 2002 by the Rede Cidadã and recognized by the Social Technologies Bank of the Banco do Brasil Foundation in 2011. This historical methodology has as a differential networking and intersectorality, articulating governments, companies and civil society organizations to generate productive inclusion and human development.

The development track goes beyond technical qualification. It promotes the integral formation of young people, integrating essential socio-emotional skills, such as communication, cooperation, conflict resolution and self-knowledge. Such skills are now considered as decisive as technical skills for staying in employment and building a solid career (OECD, 2015).

In addition, the project has the capture of real job opportunities by Sodexo, with a focus on the kitchen area, and guarantees post-hiring follow-up, promoting the permanence and professional success of the participants, contributing to the continuity and growth of Sodexo's business, while generating real social impact for the participants and their families.

The project is aligned with the guidelines of the National Social Assistance Policy (PNAS) and the Organic Law of Social Assistance (LOAS – Law No. 8,742/1993), which recognize work as a fundamental social

right. Social assistance has the mission of creating conditions for individuals in vulnerable situations to overcome structural barriers and access opportunities worthy of citizenship.

More than a project, the SodexoPRO is a call for each human being to recognize in themselves the power to transform their history. When we provide spaces for listening, learning, and recognizing potential, we plant the seeds of a more just, humane, and inclusive society. We believe that, by awakening self-knowledge and offering real paths for the exercise of full citizenship, we can change destinies. And it is in this horizon that this project proposes to act: with technique, sensitivity and commitment to life and work.

6 – OBJECTIVES

6.1. General Objective:

Increase the level of employability of 84 (eighty-four) people in situations of vulnerability and/or social risk, in a period of 36 (thirty-six) months, aiming at the development of autonomy, protagonism and social and productive inclusion.

6.2. Specific Objectives:

- 1.** Develop socio-emotional/behavioral and professional skills of 84 (eighty-four) people in situations of vulnerability and/or social risk;
- 2.** Promote the productive inclusion of people trained by the project, through their qualified insertion in the labor market — with priority for opportunities in Sodexo's operation —, while contributing to the strengthening of employability, the generation of social value and the sustainability of the business.

6.3. Actions:

Objective 1: To develop socio-emotional/behavioral and professional skills of 84 (eighty-four) people in situations of vulnerability and/or social risk.

Action 1.1. Hire/relocate the team foreseen in the project;

Action 1.2. Train the contracted team;

Action 1.3. Sensitize and mobilize the social assistance network and users with a profile for the project;

Action 1.4: Offer workshops for comprehensive preparation for the world of work;

Objective 2: To insert the people trained by the project in the world of work.

Action 2.1: Refer trained users to opportunities in the world of work in Sodexo's operational units.

Action 2.2: Insert users into the world of work in opportunities available in Sodexo's operational units.

Action 2.3: Accompany users who are inserted in the world of work, within the period of the partnership, supporting them in resolving conflicts, improving characteristics, and acclimatizing them in the world of work.

7 – ALIGNMENT WITH THE SUSTAINABLE DEVELOPMENT GOALS

This proposal falls under the following SDGs - Sustainable Development Goals:



8 – PROJECT METHODOLOGY

The execution of the project takes place through interconnected stages, strategically designed to ensure the quality of care, the protagonism of users and the effectiveness of the results. Each phase plays a fundamental role in the cycle of productive inclusion, from the preparation of the structure to the post-insertion follow-up in the world of work. The strategy is supported by the methodology developed by the Rede Cidadã, built from two fundamentals:

Fundamentals of Social Integration

- Establish lasting alliances with the Government, Companies and Civil Society Organizations;
- Create a connection with public policies;
- Create a connection with the ESG of the corporate world;
- Create collaboration and convergence of social assistance actions with other CSOs;
- Contribute to the SDGs (UN Sustainable Development Goals).

Social Impact Fundamentals

- Prioritize the inclusion of users of the Social Assistance Policy;
- Create a permanent space for people development;
- To meet the plurality and diversity of audiences;
- Strengthen the user's bond with their family and community.

Project stages:

1. **Project Implementation:** The starting point consists of structuring the project: the training of the technical team, the hiring of professionals and the acquisition of the necessary resources – whether third-party services, inputs or teaching materials. It is at this stage that the reference team aligns the schedule of activities, validates the dates of the workshops and defines the service flows, ensuring that the entire operation is developed in an organized, coherent manner and focused on the proposed objectives.
2. **Articulation with Partners:** With the structured team, the process of articulation with the actors who will contribute to the consolidation of the trail. This involves mapping and mobilizing public, private and civil society institutions, in addition to identifying volunteers and complementary resources that enhance the project's performance. At the same time, users in vulnerable situations who have the profile and

interest in participating in the SodexoPRO are identified, promoting the connection between opportunities and people.

- 3. Identification and Awareness of Participants:** This stage is dedicated to direct contact with priority audiences. Through awareness-raising actions, the team presents the project's objectives, clarifies doubts and encourages active participation. More than publicizing the workshops, the focus here is to generate bonds, arouse interest and show the value of the trajectory that will be built, reinforcing the SodexoPRO as a possible and accessible path to transform realities.
- 4. Training: Workshop of Integral Preparation for the World of Work:** In the training, participants experience the central workshop of the trail. It is a space for learning, listening and reflection, in which each person is invited to look at themselves, recognize their potential, develop technical skills and strengthen their emotional skills. With the support of the Individual Development Plan (IDP), participants build their life project and establish goals for their insertion in the world of work, based on their interests, vocations and realities.
- 5. Referral to Opportunities:** Once the training stage is completed, the process begins to articulate the vacancies available in Sodexo's operational units that will be previously mapped by the Human Resources team. If it is not possible for the company to absorb all participants, other strategic partnerships will be used, in which case the Rede Cidadã Talent Center will act as a bridge in this process, promoting alignment between the interests of users and the demands of the world of work, with individualized monitoring and continuous support.
- 6. Post-hiring follow-up:** Entering the world of work does not end the SodexoPRO cycle – it marks a new beginning. Therefore, the last stage is dedicated to post-placement follow-up. Rede Cidadã monitors the trajectory of users in the first months of operation, offering support to both workers and Sodexo. This active listening and the attentive eye of the team ensure that any difficulties are overcome with technical support, strengthening the employment relationship and promoting the personal and professional growth of the participants.

Stage 1 – Project Implementation

Acquisition of permanent assets and contracting of third-party services

In the first month of the project, the acquisition of the planned permanent goods is carried out, and the hiring of the third-party services necessary to start the execution of the project, such as: hiring the supplier of snacks for the users, assessment tool (behavioral profile map), graphic services necessary to offer the training workshops, materials for the workshops, computer equipment licenses, certificates, team transfer, mobile phone plan, office supplies, and staff training. It should be noted that the team's training and qualification rubric is exclusive for the cost of food, lodging, hotel/Rede Cidadã transfer, and air and/or ground floor ticket, for the methodological facilitator who will apply the training to the project's employees, especially with the

Human Development Analysts.

Hiring and training staff

Considering the need to hire personnel, it is necessary to train this new team to meet the activities proposed by the project. In this sense, it is necessary that all new employees be trained in the service methodology of the Rede Cidadã, the development trail, so that they can carry out the activities together with the participants. It is a moment that is part of the introductory training of all the institution's new operational teams, which are also composed of institutional and administrative topics, characterizing the first week of work of all new employees.

Stage 2 – Articulation with Partners

The establishment of partnerships with the public agencies and entities of the social assistance network of the cities of Contagem/MG, São Paulo/SP and Porto Alegre/RS is a crucial step for the success of the project. Initially, it is necessary to identify the main actors that are and/or may be part of the project, which include Social Assistance Secretariats and their respective public facilities, companies, and other social organizations active in the area. Then, the initial contact will be made by the Social Worker of the Rede Cidadã with these institutions, through emails, phone calls or invitations to face-to-face meetings, with the aim of presenting the project in detail, highlighting its objectives, methodology and potential benefits for the community. During this process, the guidelines for referral and counter-referral with the social assistance network will be defined, including the responsibilities of each party, the resources to be made available and the expected results.

Step 3 - User Identification and Awareness

The mobilization stage is much more than a call to participate. It is the key moment to arouse interest, provoke deep reflections and generate enchantment. It is at this stage that the project presents itself to users not only as an opportunity for training, but as a space to rescue the meaning of life and work, and to give new meanings to their trajectories.

We live in times when many people feel disconnected from reality, without clear perspectives, often disbelieving in work as a possible path to achieving dreams. Therefore, mobilization needs to go beyond the informative — it needs to **touch, inspire and open horizons**.

By showing that the project offers citizen, professional and, above all, socio-emotional training, we create the opportunity to reconnect the user with what is most essential: their desire to live with dignity, with purpose, with meaning and long-term vision. Work, in this perspective, is presented as a means of connection between what is dreamed of and what is accomplished — an instrument of individual and collective transformation, of belonging, of contribution to the world and of the construction of one's own history.

Throughout the project, participants will be invited to look at themselves, their experiences and potentialities,

developing self-knowledge and the ability to project the future with clarity and intention. Each participant will build their Life Project and prepare an Individual Development Plan (IDP), where dreams gain a name, form and direction. Tangible goals are set, and work ceases to be an obligation to become a path of achievement, autonomy and fulfillment.

To mobilize, therefore, is to show meaning. It is to invite young people to believe that their lives matter, that their dreams are possible and that work, when connected to their values, can be a source of dignity, self-esteem and transformation.

This stage of the project will take place after the establishment of partnerships with the public agencies and entities of the social assistance network of the cities of Contagem/MG, São Paulo/SP and Porto Alegre/RS, aiming at an effective and broad collaboration. The social assistance network will have priority in the referral of participants with a social assistance profile.

It is important to highlight that the project does not create the commitment of the social assistance network in the referral of the target audience. However, the importance of meeting the latent demands for referral by the social assistance network itself is recognized.

The ways to access this stage will be:

- a. referral from the social assistance network,
- b. spontaneous demand and
- c. active search.

The identification and sensitization of participants will be a continuous step that aims to identify and sensitize a sufficient number of users to achieve the general goal of 84 (eighty-four) trained participants.

User registration

On the Rede Cidadã website there will be a specific link for the registration of the project. From the registrations, the local team will contact the user and check if they want to participate in the SodexoPRO and if there is profile compatibility. If he wishes to participate, the team will guide him on what the development trail of the Rede Cidadã is, reinforcing the commitment necessary when accepting the invitation to participate. New users who arrive through active search, social networks, spontaneous demand, public schools, public secretariats, the socio-educational system or other civil society organizations, will be advised to register in the system. For users who do not have access to the internet or even difficulties in filling out the registration, it will be available to fill out the form. During the period of the comprehensive training workshops for the world of work, participants will receive financial aid in the amount of €15,58 per day of training. This measure aims to reduce dropout rates and support basic needs, acknowledging the challenges faced by participants (such as cases in which they forgo informal work to join the development track), this contributing to their ability to engage in the training process with greater stability and commitment.

Socioeconomic study

It will be carried out with participants who register and do not have registration in CadÚnico. This study will be carried out before the start of the Workshop. If this is not possible, the process can be carried out while users are participating in the trail actions. After carrying out the Study, which is the responsibility of the Social Worker, if the condition of vulnerability is confirmed, the professional must make the user's counter-referral to the CRAS of his region of residence so that he can be enrolled in CadÚnico.

Stage 4 – Training Workshops**Stage 4.1 – Workshop of Integral Preparation for the World of Work**

Periodicity: 10 days.

Workload: 40 hours – 4h/day.

One of the main objectives of the trail is to develop socio-emotional, behavioral skills and technical knowledge, helping users to enter, remain and grow in the world of work. To offer adequate preparation for the integration of users into work, an entry stage will be made available prior to hiring, promoting equal conditions in the search for job opportunities.

Thus, we developed the **Workshop of Integral Preparation for the World of Work**, which promotes the awakening of self-knowledge and the development of technical skills of users, the interaction between different audiences, when possible, and the establishment and strengthening of the bond with the Rede Cidadã. Using tools such as the Individual Development Plan (IDP), the workshop consists of a reflective-experiential process that aims to express personal, social and professional identity, generating and adding values for life and work. In this way, it seeks to identify the profile, interests and needs of each user to establish the best path to be taken towards the world of work.

The entire training track is articulated with domains of competencies required for the world of work. This combination between self-knowledge, its connections with aspects of human identity, with the understanding of emotions and at the same time with their impact on work relationships, allows the construction of 6 Learning Lessons and 9 Organizational Competencies, which make it possible to develop the exit profile of users. Both learning and competencies were identified in the labor market as domains for personal and professional relationships recognized as positive. They act directly on the success of relationships, as well as on the ability to perform productively. This Workshop has the following objectives:

- Present the Rede Cidadã, Sodexo and the SodexoPRO and their objectives;
- Promote listening to users' expectations;
- Identify the different stages of life in which each user finds himself;
- Create a safe environment and relationships of trust between users and professionals of the Rede Cidadã;
- Help reveal the true SELF and the attitudes, the feelings of the users;
- To allow freedom of movement, the rescue of body awareness, feeling, emotions and the integration of

thoughts, in the individual and in the collective, stimulating human exchanges that favor the awareness of feeling;

- To promote the self-reflection of users, motivating them to enhance and/or develop the various skills necessary for the context of their personal life, training and professional career;
- Act in a practical way in the face of obstacles and challenges of situations, encouraging active participation;
- Take advantage of the full potential of the experience, motivating and encouraging the gradual learning of new behaviors;
- Build the Individual Development Plan (IDP), to awaken self-knowledge and build a career plan and trajectory of the user;
- To offer users the fundamentals and practical guidelines for insertion in the world of work, thus contributing to their approval in the process of choosing the company and a better adaptation to the world of work.

The workshop of integral preparation for the world of work will have a **workload of 40 (forty) hours**, structured by the reflective-experiential method previously grounded. All meetings will take place in **person**, with **10 (ten) meetings**, per class, throughout the training cycle. Once the training is completed, users who complete the workshop with a minimum of 70% attendance will be certified and sent to the insertion stage in the job vacancies available by Sodexo and/or to the Talent Center of the Rede Cidadã.

THEME DEVELOPMENT - 36H - FACE-TO-FACE MODALITY				
ASPECTS OF IDENTITY	MEETING	GENERAL OBJECTIVE	DAILY WORKLOAD	MODULAR WORKLOAD
Personal Identity - Me	1. Starting Point	Presentation of the Citizen Network and the Development Trail.	4h	12h
	2. Self-knowledge, identity and values	Awaken to self-knowledge and commitment to one's own life and work.	4h	
	3. Existential Integration: thinking, feeling and acting	Ideo-affective-motor coherence.	4h	
Social Identity – Me and the Other	4. Nonviolent Communication (NVC)	Raise awareness and strengthen effective and affective communication.	4h	12h
	5. Empathy and Diversity	Improve the relationship with the other.	4h	
	6. Social Policies	Know about the rights that are guaranteed by law.	4h	



Professional Identity – Me and the World of Work	7. Market Overview, Organizational Skills and Personal Marketing	Reflect on the meaning of work in life.	4h	8h
Integral Identity – Self and Integral Life	8. Curriculum and Mock Selection Workshop	Social adequacy, work as a life-oriented construction action and strengthening of labor relations.	4h	8h
	9. Closure and certification	Stimulate the desire to live to dream and fulfill the dream.	4h	
Sodexo	10. Sodexo Day	Acclimatizing the company's operational routines	4h	4h
TOTAL			40h	

Classes

The project training will be divided into 3 (three) classes, with 1 (one) class per city covered by the project, with each class having a workload of 40 hours. The classes will be held weekly, and will be held in person. This duration was established taking into account the expertise of the Rede Cidadã in working with people in situations of vulnerability and/or social risk, covering various segments. The organization empirically understands that offering long-term training does not result in sustainable long-term adherence.

It is worth noting that the first month will be dedicated to the implementation of the project, with the hiring and/or reallocation of the work team, as well as initial training. As well as the last month of the project will be used to prepare the final reports and accountability.

Training and Technical Visit

After completing the Workshop on Integral Preparation for the World of Work, the graduates will be sent to a complementary stage of practical training offered by Sodexo.

This training will have a workload of 4 hours a day and will be aimed at acclimatizing the company's operational routines, focusing on the specific functions for which participants can be absorbed. Content will include:

- Correct use of Personal Protective Equipment (PPE);
- Safety and hygiene procedures;
- Organization and dynamics of the work "zones" in the operational units;
- Behavioral and technical aspects necessary for the performance of the activities.

At the end of this training, a technical visit will be made to a Sodexo operational unit, with the objective of providing participants with an immersive experience, allowing them to get to know the work environment, teams, physical structure and daily routines of the company up close. This experience aims to facilitate the

future integration of participants, increase engagement and promote greater security and confidence for the beginning of work activities.

Methodological and evaluation tools

To support the development of users, some instruments are used in the training, such as: T0, Autobiography, the Assessment Tool (behavioral profile map), the user's Individual Development Plan (PDI), T1 and Evaluation and Testimonial.

The **T0**, also known as "**Time Zero**" or "**Time of Arrival**", is a research instrument in the form of a questionnaire with multiple-choice questions. It aims to analyze the impact of the workshop on the user's life and behaviors. This must be answered by the user, through the form available on Rede Conecta, which can be filled out manually or online, in their second meeting of the Workshop of Integral Preparation for the World of Work.

The **Autobiography** aims to get to know the user, their expectations and how they arrive for training. This questionnaire should be answered at the second meeting of the Workshop on Integral Preparation for the World of Work. The Analyst will collect this document to read and understand better about each user, and there is no record in the system of this instrument.

The **Individual Development Plan** is an instrument to assist the user in mapping their interests, dreams and desires. It is developed gradually, throughout the training, and is in the possession of the user, and their information is not recorded in any tool or system of the Rede Cidadã.

T1, called "**Time One**" or "**Exit Time**", is the same questionnaire as T0, but applied after the Workshop. This must be answered by the user manually or online, in their last meeting. The analysis of the two questionnaires is comparative and it is evaluated whether the users had a sharp upward or downward curve or if they maintained the development of their professional and socio-emotional skills and competencies.

The **Evaluation and Testimony** will be the instrument to collect the user's perception in relation to the Workshop of Integral Preparation for the World of Work. The recorded data will serve as inputs for the improvement of the Workshops, as well as evidence to be presented to the project partners. This questionnaire should be answered at the last meeting of the Workshop.

Step 5 – Referral to opportunities in the world of work

The success of the SodexoPRO depends in large part on the ability to create real connections between the potential of users and the opportunities available in the world of work. In this sense, three steps are articulated in a complementary way to ensure that this meeting takes place in an assertive, responsible and transformative way. Below we elucidate how the mobilization of partners and the conquest of opportunities in the world of work will take place, for subsequent referral of users trained by the project.

Mapping of vacancies: The first step in this process will be the mapping of Sodexo units preferably close to

the users' homes, considering that the distance between work and home is also a factor of employee engagement and retention in the company.

Prospecting for vacancies: Once the units have been identified, a survey of the available vacancies will be carried out, with all the details of the activities, salary, benefits, etc.

Referral to vacancies in the world of work: After the alignment between profile and opportunity, the user will be interviewed, at which time the activities of the function, salary and benefits will also be explained. This stage will be conducted by Sodexo's Human Resources team together with the management of the operational units, with the support of Rede Cidadã, ensuring that the selection process is transparent, respectful and inclusive

If there is not enough vacancies available at Sodexo, users will be referred to the two solutions of the Rede Cidadã, elucidated below:

Request by Partner Company: The Rede Cidadã team receives from the partner company a request from candidates to participate in the selection process, through the Vacancy Request.

Prospecting through the Citizen Network: The Rede Cidadã team activates partner companies to verify the existence of vacancies and offers candidates from the Talent Center to participate in the selection process. If there are vacancies, the team sends the Vacancy Request to the company to register the vacancy information.

Step 6 – Post-Hire Follow-up

This stage of the SodexoPRO aims to contribute to the user's adaptation and permanence in the work environment, offering guidance that helps to solve possible challenges.

After the integration of users into the world of work, post-hiring monitoring begins, which includes monitoring, guidance and service measures conducted by the Rede Cidadã. The objective is to evaluate the performance and permanence of users in the world of work, considering the perspectives of both the user himself and the company. This post-hiring follow-up is carried out collaboratively between the Rede Cidadã team, users and their families and Sodexo.

Monitoring for all users will be carried out during the period of validity of the partnership. During this time, the team will be available to provide the support, guidance, and assistance needed to support users' development and success in their respective jobs.

During the post-hiring follow-up of users, they will receive information and invitations about complementary training offered by the Rede Cidadã through Continuing Education. In addition, families and companies will be invited to the "Building Networks" meetings, aiming to strengthen partnerships and promote social inclusion.

Shared HR

It is a commitment established between Rede Cidadã and the company for cases in which the user initiates a dismissal route. At this point, the possibilities of dismissal of the contracted user are widely evaluated, with the objective of identifying actions that can improve the user's adaptation to work and reverse the desire to disconnect. However, should the company or the user choose to terminate the employment contract, it is crucial to ensure that all mentoring and development opportunities have been explored and that the user is aware of their co-responsibility in this process. This approach aims to increase the user's awareness of their commitment to work and their life trajectory.

Continuous Monitoring

Throughout the SodexoPRO, users will be assisted and supported through Continuous Monitoring, with actions that aim to help them overcome their difficulties, to remain frequent in the actions of the trail and active in the world of work. In addition, monitoring also makes it possible to assess the socio-emotional and technical development of users, seeking opportunities for continuous growth.

Free of charge for the actions developed

All actions and activities of the project are free of charge to users, in accordance with the National Social Assistance Policy – PNAS.

Financial Assistance to Participants

Considering the socioeconomic challenges faced by the public served, it is important to highlight that, during the training planned in this project, participants will receive financial aid in the amount of of €15.58 (fifteen euros and fifty-eight cents) per day of training. This measure aims to enable the permanence of participants in training activities, reduce dropout rates and ensure greater regularity and commitment throughout the training process. In addition, the aid acts as a concrete incentive to value the time dedicated to professional qualification, recognizing the possible difficulties of travel, food and other expenses that may compromise continuous participation in the project.

Operating Period

The workshops for integral preparation for the world of work will take place from **Monday to Friday between 8 am and 5 pm**, during the working hours of the Rede Cidadã Unit of Contagem/MG, São Paulo/SP and Porto Alegre/RS. The schedules of the workshops will be defined according to the study that will be made of the availability of participants, in the reception phase.

Expected social impacts

The social impact of the project goes beyond the numbers. It manifests itself, above all, in the concrete change in the reality of people historically excluded from spaces of economic and social participation. Through an approach centered on integral human development, the project aims to promote profound and lasting transformations, which reverberate not only in the individuals served, but also in their families, communities, and territories.

Reduction of situations of social vulnerability: By welcoming people in situations of vulnerability and/or social risk, the project proposes a development trajectory that values self-knowledge, strengthens self-esteem and encourages autonomy. Through workshops and experiences aimed at awakening potentialities, participants begin to recognize themselves as subjects capable of transforming their own history. Productive inclusion, in this context, becomes not only a goal, but a concrete bridge for the reconstruction of social bonds, for the strengthening of the sense of belonging and for the resumption of dreams interrupted by exclusion. By creating these conditions, the project acts directly to overcome social vulnerability, expanding the possibilities of choice and a dignified life.

Development of skills and competencies for life and work: The training offered by the SodexoPRO prepares participants far beyond the technical requirements of the labor market. Through active methodologies and humanized pedagogical processes, users develop fundamental socio-emotional skills, such as effective communication, teamwork, resilience, empathy, and emotional intelligence — skills that are increasingly valued in professional and social relationships. At the same time, they receive practical content aimed at building specific professional skills, which contribute to strengthening their trajectories in the world of work. This integral development increases the chances of insertion and permanence in formal jobs, stimulates social mobility and enhances the protagonism of participants in their communities.

9 – GOALS**Goal 1: Develop socio-emotional/behavioral and professional skills of 84 people in situations of vulnerability and/or social risk.**

Actions to achieve the goals	Indicators	Documents for assessment
1.1. Hire/relocate the team foreseen in the project.	Number of professionals hired.	- CTPS signed. - Employment contracts.
1.2. Train the contracted team.	No. of trained professionals	- Photographic records. - Report of the actions developed.
1.3. <u>Raise awareness and mobilize 252¹</u> (two hundred	Number of users sensitized and mobilized.	- Photographic records. - Report of the actions

¹ From the experience of the Citizen Network in social projects with the public in situations of vulnerability and/or social risk, we understand that it is necessary to mobilize three times as many users for the projects, in order to reach the proposed number of graduates, reducing the risk of dropout.

and fifty-two) people in situations of vulnerability and/or social risk in the cities of Contagem/MG, São Paulo/SP and Porto Alegre/RS, 84 (eighty-four) per territory.		developed.
1.3. Offer 40-hour comprehensive preparation workshops for the world of work for 84 (eighty-four) users, 28 (twenty-eight) per city.	<p>Number of workshops for integral preparation for the world of work offered.</p> <p>Number of users trained.</p> <p>Number of users who consider that they had an increase in socio-emotional and professional skills.</p>	<ul style="list-style-type: none"> - Photographic records. - Report of the actions developed. - Attendance list. - Satisfaction survey.

Goal 2: Insert the people trained and trained by the project in the world of work.

Actions to achieve the goals	Indicators	
2.1. Refer trained users to opportunities in the world of work in Sodexo's operational units.	Number of users referred to the world of work.	<ul style="list-style-type: none"> - Report of the actions developed. - List of users referred to opportunities in the world of work.
2.2. Insert 84 (eighty-four) trained users in the world of work, in Sodexo units, 28 (twenty-eight) per city covered by the project.	Number of users inserted in the world of work.	<ul style="list-style-type: none"> - Report of the actions developed. - List of contracted users.
2.3. Monitor 100% (one hundred percent) of users who are inserted in the world of work during the partnership period.	Number of users followed up after insertion into the world of work.	<ul style="list-style-type: none"> - Report of the actions developed. - List of users monitored post-contract.

10 – DESCRIPTION OF THE PROJECT TEAM

Social Worker (30h/week)

Qualification: Complete higher education in Social Work

Period of operation: 12 (twelve) months – per territory.



Quantity: 01 (one)

It will be responsible for conducting specialized technical assistance to project users, ensuring qualified listening and ethical and humanized reception. It will work in the social evaluation process, carrying out individual and/or group consultations, focusing on building bonds, strengthening autonomy and developing personalized intervention plans. Among its attributions, the preparation of socioeconomic studies and opinions, referrals to the social assistance network through referencing and counter-referencing, and the production of social reports of care stand out. The professional will also be co-responsible for monitoring the families served, identifying vulnerabilities, potentialities and promoting articulations with public and private services available in the territory. It will act in the process of post-insertion in the world of work, contributing with qualified listening, punctual interventions and strategies for permanence and development in the work environment. It should also contribute to the monitoring and evaluation of the project's actions, systematizing information and ensuring the quality and effectiveness of the services provided, always in accordance with the ethical principles of the profession and with the guidelines of the National Social Assistance Policy (PNAS).

Human Development Analyst (40h/week)

Qualification: Completed higher education

Period of operation: 4 (four) months – per territory.

Quantity: 02 (two)

The Human Development Analyst is responsible for conducting the workshops together with users, supporting the process of referral to job opportunities and accompanying them, interacting with families and partner institutions whenever necessary. The training team will be composed of a pair of Human Development Analysts, who will be responsible for conducting and monitoring the adolescents in the training course. The importance of working in pairs for technical cooperation is revealed, reconciling technological support activities and direct monitoring of users, with necessary guidance and support. In this way, the objective is to establish and sustain a consistent and trusting relationship, so that this generates a qualitative impact on the realization of the project. He will also perform administrative functions inherent to the project's activities.

11 – EXECUTION SCHEDULE

São Paulo/SP

Goal	Share	Month of Execution
1	Hiring/reallocation of the team provided for in the work plan.	Month 01
1	Training of the contracted team.	Month 01 to Month 02



1	Awareness and mobilization of users.	Month 01 to Month 02
1	Offer of the Workshops of Integral Preparation for the world of work.	Month 03
2	Referral of trained users to the world of work.	Month 03
2	Post-contracting follow-up during the term of the project.	Month 03 to Month 12

Contagem and/or Betim (MG)

Goal	Share	Month of Execution
1	Hiring/reallocation of the team provided for in the work plan.	Month 13
1	Training of the contracted team.	Month 13 to Month 14
1	Awareness and mobilization of users.	Month 13 to Month 14
1	Offer of the Workshops of Integral Preparation for the world of work.	Month 15
2	Referral of trained users to the world of work.	Month 15
2	Post-contracting follow-up during the term of the project.	Month 15 to Month 24

Porto Alegre/RS

Goal	Share	Month of Execution
1	Hiring/reallocation of the team provided for in the work plan.	Month 25
1	Training of the contracted team.	Month 25 to Month 26
1	Awareness and mobilization of users.	Month 25 to Month 26
1	Offer of the Workshops of Integral Preparation for the world of work.	Month 27
2	Referral of trained users to the world of work.	Month 27
2	Post-contracting follow-up during the term of the project.	Month 27 to Month 36

12 – MONITORING AND EVALUATION

The monitoring and evaluation of social projects are crucial steps to ensure the effectiveness and efficiency of the proposed interventions. These steps involve the systematic collection and analysis of data to determine the progress and impacts of the actions implemented. This monitoring is vital to identify changes in the behavior, skills, and living conditions of the individuals and families served. Through evaluations, it is possible to adjust intervention strategies according to the needs and particularities of each case, promoting a more personalized and effective approach.

The **social report** is a fundamental document in this context. It compiles detailed information about the socioeconomic profile of users, their living conditions, history of care and main needs identified. This report serves as a basis for the preparation of action plans and for the continuous evaluation of the social impacts of the project. It includes observations from field professionals, interviews with users, and records of progress made. Parallel to the social report, the **physical and financial report** offers a comprehensive view of the execution of the goals agreed upon in this work plan and the planned budget. The physical report details the activities carried out, the resources used, the number of consultations performed and the immediate results achieved. The financial report, on the other hand, addresses the management of resources, presenting a detailed analysis of revenues and expenses, as well as compliance with the planned budget.

Finally, the **satisfaction survey** is an indispensable tool to capture the perception of users and other participants about the project. This survey may include questionnaires, interviews, or focus groups, and aims to assess the degree of satisfaction with the services provided, identify strengths and challenges of the intervention, and obtain suggestions for improvements. The analysis of the data obtained through the satisfaction survey allows for continuous feedback on the monitoring and evaluation process, promoting adjustments and improvements in the actions implemented.

13 – FORECAST OF REVENUES AND EXPENSES

Nature of the expense	Estimated Value
People	€ 52.192,86
Investments	€ 4.857,97
Third-Party Services	€ 20.146,92
Administrative costs	€ 31.867,29
Total	€ 109.048,14
Total project (per year) – by city covered	€ 36.349,38

Note: (*) For the Human Resources item, the gross value of salaries was considered, plus charges, provisions, collective bargaining and benefits. (**) The currency conversion (from BRL to EUR) is based on an exchange rate of R\$6.42 per euro, as of May 28, 2025, according to the official website of the Central Bank of Brazil.

Summary of the budget	Link	CH	UND.	Number of Months	Unit. R\$	Total
Direct Costs						
People						
Wages/Charges/Benefits						
Social Worker	CLT	30h	1	36	€ 671,36	€ 24.168,99
Human and Professional Development Analyst	CLT	40h	1	12	€ 842,01	€ 10.104,13
Human and Professional Development Analyst	CLT	40h	1	12	€ 842,01	€ 10.104,13
Subtotal						€ 44.377,25
Labor and severance provisions						
Social Worker	CLT	30h	1	36	€ 114,71	€ 4.129,43
Human and Professional Development Analyst	CLT	40h	1	12	€ 152,89	€ 1.834,64
Human and Professional Development Analyst	CLT	40h	1	12	€ 152,89	€ 1.834,64
Subtotal						€ 7.798,71
Total						€ 52.175,96
Acquisitions						
Investments						
Notebook	NF		3	1	€ 631,15	€ 1.893,46
Smartphone	NF		3	1	€ 432,61	€ 1.297,82
Multimedia Projector	NF		1	1	€ 543,61	€ 543,61
Pad	NF		66	1	€ 13,47	€ 889,44
Speaker	NF		1	1	€ 233,64	€ 233,64
Subtotal						€ 4.857,97
Third-Party Services						
Software Licensing	Contract		3	36	€ 46,58	€ 139,75
Certificates	Contract		84		€ 0,73	€ 61,37
Team transfer	Contract		60	3	€ 12,46	€ 747,66
Transportation assistance	Contract		1680		€ 1,09	€ 1.832,40
Snack for participants	Contract		840		€ 1,25	€ 1.046,41
Workshop Supplies	Contract		3	3	€ 288,51	€ 865,53
Assessment tool	Contract		84	3	€ 3,89	€ 327,10
Telephony (Mobile)	Contract		108	36	€ 6,23	€ 672,80
Training and Qualification	Contract		1		€ 1.370,41	€ 1.370,41
Financial Aid – Participants	Contract		84		€ 155,76	€ 1.370,41
Subtotal						€ 20.146,92
Administrative Costs						
Partnership Management	Contract		1	36	€ 885,20	€ 31.867,29
Subtotal						€ 31.867,29
Total						€ 109.048,14

Belo Horizonte/MG, May 28, 2025.

Rede Cidadã - Civil Society Organization

APPENDIX 4 STOP HUNGER – NGO FUND UTILIZATION REPORT TEMPLATE (EXCEL FORMAT)

Stop Hunger – NGO Fund Utilization Report Template

Purpose

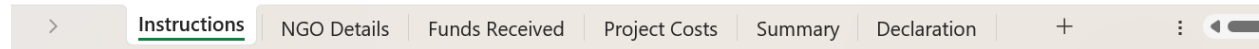
Use this workbook to report how funds were used for your empowerment project. Complete all required fields and attach supporting document

How to complete

- 1) Fill in NGO Details and Reporting Period.
- 2) Record all fund transfers in the 'Funds Received' sheet.
- 3) Enter expenditures/spendings by approved budget line / category in 'Project Costs'. Attach invoices/receipts.
- 4) Review the 'Summary' sheet for variances; explain material variances ($\pm 10\%$ or $> \text{€}500$).
- 6) Confirm and sign in 'Declaration'.

Definitions

Approved Budget: The budget agreed in your contract. Variance: Difference between actual and approved budget (Actual - Approved).



APPENDIX 5
BRAZILIAN PORTUGUESE VERSION

ACORDO DE PARCERIA

POR E ENTRE:

STOP HUNGER

Fundo de dotação constituído e organizado ao abrigo das leis francesas, com o número SIRET: 80391045400013 e com sede social em 255, Quai de la Bataille de Stalingrad em Issy-les-Moulineaux (92130), França

Devidamente representada por **Mouna Fassi Daoudi**, na qualidade de CEO (*Directrice Générale*) da Stop Hunger.

Doravante denominado "**STOP HUNGER**"

E

SODEXO DO BRASIL COMERCIAL S.A

Empresa privada registrada sob as leis do Brasil com sede na Av. Ibirapuera, 1399 – Indianópolis - São Paulo - SP, CEP 04028-000.

Devidamente representado por **Ana Menegotto**, atuando na qualidade de Vice Presidente de Pessoas, Comunicação e ESG.

Doravante denominada "**SODEXO**"

E

Rede Cidadã

UMA **ORGANIZAÇÃO SEM FINS LUCRATIVOS** registrada sob as leis do Brasil com sede em Rua Alvarenga Peixoto, nº 295, 5º andar, Lourdes, Belo Horizonte, Estado de Minas Gerais, CEP 30.180-120. Devidamente representado por **Angela de Alvarenga Batista Barros**, na qualidade de Presidente da Organização.

Doravante denominada "**REDE CIDADA**"

STOP HUNGER, SODEXO E REDE CIDADA são doravante denominadas individualmente como "**Parte**" e conjuntamente como "**Partes**".

CONSIDERANDO QUE

STOP HUNGER é a causa filantrópica da Sodexo, atuando em mais de 50 países em todo o mundo. Sua missão é unir comunidades com iniciativas, pessoas e recursos para impulsionar mudanças sustentáveis na luta contra a fome e a insegurança alimentar.

Assim, uma de suas principais prioridades é impulsionar o empoderamento das mulheres. A STOP HUNGER conta com parcerias com mais de 300 ONGs locais e internacionais, bem como com o ecossistema único da Sodexo, sua parceira fundadora.

A **SODEXO** faz parte do Grupo Sodexo e, como tal, assinou a política de voluntariado da Sodexo com base na doação de um dia por ano por funcionário elegível.

A **REDE CIDADADA** é uma empresa de organização não governamental, especializada no desenvolvimento de soluções inovadoras para a integração profissional e social de pessoas em situação de vulnerabilidade social.

Para construir uma ponte entre os Jovens/Mulheres provenientes de origens desfavorecidas e um mundo onde a qualidade de vida decente é possível, a REDE CIDADADA implementou Centros de Treinamento e Desenvolvimento localmente. Os Jovens/Mulheres estão chegando para desenvolver soft skills e hard skills por meio de um projeto de treinamento profissional. Quando terminarem sua jornada na REDE CIDADADA, os Jovens/Mulheres ainda são bem-vindos para voltar aos centros para se beneficiar dos conselhos dos treinadores, ou se precisarem usar os computadores para procurar emprego ou para se encontrar com os outros membros do grupo de ex-alunos chamado "Stars Club".

No contexto deste acordo (doravante denominado "Acordo"), as Signatárias desejam colaborar para o combate à fome no Brasil por meio do projeto Building Bridges, em parceria com a Rede Cidadã. O projeto visa gerar impacto social de longo prazo, melhorando a empregabilidade e a inclusão de grupos vulneráveis.

Ao longo de três anos, espera beneficiar diretamente 168 participantes – 56 por município – em São Paulo, Contagem e Porto Alegre. Cada participante passa por 40 horas de treinamento presencial com foco no desenvolvimento pessoal, profissional e emocional. Um subsídio financeiro por mês de € 15,58 é fornecido para reduzir as taxas de abandono. Após o treinamento, os participantes são encaminhados para oportunidades de emprego na Sodexo e empresas similares, recebem suporte pós-contratação, com voluntários do Stop Hunger ativamente engajados como mentores para fortalecer a integração e o desenvolvimento de carreira. (doravante denominado “Projeto” o "Building Bridges").

Em consonância com o exposto, a SODEXO mobilizará seus funcionários (ou seja: chefs, especialistas em RH...) para apoiar o Projeto, no âmbito de sua política de voluntariado.

FICA AGORA ACORDADO o seguinte:

ARTIGO 1 – OBJETO DO ACORDO

O objetivo deste Acordo é estabelecer os termos e condições da parceria pela qual a STOP HUNGER e a SODEXO fornecem apoio financeiro e tempo voluntário à REDE CIDADADA como

parte de sua missão e da execução do Projeto detalhado no Artigo 3 abaixo durante a vigência do Acordo.

ARTIGO 2 - DURAÇÃO

2.1 O acordo é celebrado por um período de um ano, a contar da data de assinatura do acordo, renovado automaticamente duas vezes até 1º de dezembro de 2028; a menos que denunciado por carta registrada com aviso de recepção por qualquer das Partes, 30 dias antes da data de renovação anual, ou outro período acordado entre as Partes.

2.2 Qualquer das Signatárias poderá rescindir este Contrato com efeito imediato em qualquer um dos seguintes casos:

- O incumprimento por uma das Partes de qualquer dos seus compromissos ou obrigações ao abrigo do presente Acordo, que não seja sanada no prazo de dez (10) dias úteis a contar da data em que a outra Parte lhe enviar uma carta registada com aviso de recepção informando-a de tal incumprimento, ou,
- Incumprimento por parte de uma das Partes dos seus compromissos ou obrigações ao abrigo do presente Acordo devido a uma situação de "Força Maior", ou,
- Liquidação judicial de uma das Partes, a menos que sua atividade seja mantida conforme previsto no artigo L.641-10 do Código Comercial francês, ou qualquer procedimento equivalente nos termos da lei aplicável, ou,
- Qualquer acontecimento que prejudique a imagem e a reputação de uma Parte e cuja ressonância, cobertura mediática ou magnitude seja suscetível de afetar gravemente a imagem e a reputação da outra Parte. Nesse caso, a rescisão não prejudica quaisquer danos que a outra Parte possa reivindicar.

A notificação de denúncia será enviada às outras Partes por carta registrada com aviso de recepção para o endereço acima mencionado.

2.3 Qualquer uma das Signatárias poderá rescindir este Acordo antecipadamente, sem a necessidade de fornecer justificativa, mediante notificação por escrito à outra Signatária com pelo menos 30 (trinta) dias de antecedência.

ARTIGO 3 - PROJETO APOIADO

O Projeto consiste n no seguinte:

Objetivo

A juventude brasileira, especialmente aqueles em áreas marginalizadas, enfrenta desafios profundamente enraizados de exclusão social, educacional e econômica. Em 2023, quase 20% dos jovens de 15 a 29 anos não estudavam nem trabalhavam, sendo as mulheres desproporcionalmente afetadas. Baixos níveis de educação e barreiras estruturais – como a necessidade de trabalhar ou cuidar de crianças – contribuem para altas taxas de evasão, informalidade e desemprego.

Em resposta, o projeto Building Bridges, desenvolvido pela REDE CIDADÃ, SODEXO e a STOP HUNGER, oferece uma abordagem abrangente que combina formação técnica, desenvolvimento socioemocional e colocação profissional. Ancorada na Rede de Geração de Trabalho e Renda (RGTR), a iniciativa fomenta o desenvolvimento humano por meio da colaboração intersetorial e de oportunidades reais de emprego, especialmente em funções de cozinha. Ele se alinha às políticas nacionais de assistência social e promove a inclusão de longo prazo, apoiando os participantes além da contratação.

Mais do que um projeto, o Building Bridges é um chamado para capacitar indivíduos a transformar suas vidas por meio de dignidade, cidadania e trabalho significativo.

Objetivo geral:

Aumentar o nível de empregabilidade de 168 jovens em situação de vulnerabilidade e/ou risco social ao longo de um período de 36 meses, com vista a desenvolver a autonomia, a liderança e a inclusão social e produtiva.

Objetivos específicos:

- Desenvolver competências socioemocionais/comportamentais e profissionais, por meio do percurso de formação estruturado pela Rede Cidadã.
- Facilitar a sua entrada qualificada no mercado de trabalho, criando oportunidades concretas de emprego.

A formação socioemocional, baseada em uma metodologia exclusiva com uma abordagem reflexiva e experiencial, fortalece habilidades e competências essenciais. Isso contribui significativamente para o aumento da empregabilidade e da retenção no emprego.

Metodologia:

A metodologia do Percurso de Desenvolvimento da Rede Cidadã está estruturada em torno de quatro pilares conhecidos como as Quatro Estruturas de Identidade: Identidade Pessoal, Social, Profissional e Integral. Esta abordagem promove a autodescoberta e a conexão consigo mesmo e com o mundo. Inclui:

- Práticas colaborativas, com atividades em pares e em grupo que fortalecem as relações e promovem um ambiente de aprendizagem mútua.
- Aprendizagem Experiencial, por meio de workshops que incentivam a autoconsciência e o compartilhamento de experiências em contextos práticos.
- Técnicas de Biodanza são incorporadas, usando movimentos e respiração circular para promover a reconexão com o corpo, as emoções e a ancestralidade.

Um estudo realizado com a Accenture mostra que os beneficiários do projeto têm uma taxa de retenção de emprego até três vezes superior à média.

ARTIGO 4.º - COMPROMISSOS STOP HUNGER E SODEXO

4.1 Contribuição para o Projeto:

Stop Hunger e Sodexo comprometem-se a contribuir para a implementação do projeto detalhado no Anexo 4, garantindo:

- A seleção de mentores;
- A identificação de locais para realização da experiência prática.

4.2 Apoio financeiro

No que diz respeito ao Projeto e às condições que regem a REDE CIDADADA e a implementação do Projeto, STOP HUNGER e SODEXO concederão à REDE CIDADADA o seguinte apoio financeiro:

	Ano 1	2º ano	3º ano
SODEXO	108 357 BRL	108 357 BRL	108 357 BRL
STOP HUNGER	18 250€	18 250€	18 250€

Os pagamentos serão feitos separadamente. O pagamento do STOP HUNGER será feito em Euros e os pagamentos feitos pela SODEXO serão feitos em Reais (BRL).

O primeiro pagamento será realizado pela STOP HUNGER após a assinatura deste Acordo, devendo a SODEXO pagar a parcela anual até setembro do ano seguinte, sendo que essas datas servirão de referência para o cumprimento das obrigações de pagamento. Os seguintes pagamentos serão feitos anualmente, após a recepção do relatório anual (de acordo com o artigo 7), por transferência bancária para a conta da REDE CIDADADA, cujos dados bancários (ou outra documentação bancária necessária) estão anexados ao Acordo (Anexo 1).

4.3 Solicitações de Auditoria

STOP HUNGER e SODEXO comprometem-se a responder a qualquer solicitação adicional por escrito feita pelo auditor da REDE CIDADADA ou por qualquer entidade autorizada a fazer tal solicitação, referente a informações sobre a origem dos recursos investidos no Projeto.

ARTIGO 5 – COMPROMISSOS DA REDE CIDADADA

5.1 – Implementação do Projeto

A REDE CIDADADA compromete-se a implementar o projeto de acordo com as modalidades estabelecidas no edital de inscrição (ver Anexo 3).

5.2 – Alocação da contribuição financeira

A REDE CIDADADA compromete-se a cobrir as despesas relacionadas à implementação do projeto e a destinar exclusivamente a Contribuição Financeira fornecida pela Stop Hunger, conforme o Acordo, às despesas incorridas na execução do Programa.

A REDE CIDADADA é pessoalmente responsável pelo cumprimento de todas as normas administrativas e legais relacionadas às ações que realiza.

5.3 – Relatório de Atividades

A REDE CIDADADA compromete-se a enviar à STOP HUNGER um relatório anual (doravante definido como "Relatório Anual"). Este Relatório Anual será enviado anualmente, no mês da assinatura do Acordo. Descreverá as ações implementadas no contexto do Projeto, especificando as medidas de impacto social alcançadas a tabela de relatório do plano orçamentário e os indicadores-chave de desempenho

Isso deve incluir para beneficiários diretos (definidos como aqueles que recebem diretamente o apoio da Stop Hunger ou por meio de seu parceiro de caridade para seu próprio benefício):

- Volumetria de interesse e volumetria de participantes aprovados para início da jornada.
- NPS (Net Promoter Score) da experiência das pessoas participantes.
- Percentual de engajamento durante a capacitação e percentual de conclusão da jornada.
- Percentual de aderência do perfil à vaga e percentual de empregabilidade.
- Volumetria de encontros pós-contratação e avaliação da experiência após a contratação.
- Percentual de retenção, de acordo com o período de permanência no emprego.

Para beneficiários indiretos (definidos como aqueles que recebem o apoio da STOP HUNGER ou de seu parceiro de caridade decorrente do apoio fornecido a um beneficiário direto):

- Ex: Número de familiares dos jovens participantes do projeto

O número de voluntários que apoiam o projeto e os detalhes da despesa dos fundos também devem ser incluídos. Caso o projeto apoie mais de uma comunidade, o relatório deve detalhar o número de comunidades apoiadas

Este relatório pode incluir tabelas, fotos e um vídeo. **E no apêndice, o relatório incluirá os detalhes de como os fundos foram gastos para a execução do projeto. (modelo no Apêndice 4)**

Além do Relatório Anual, e devido às restrições de relatórios internos da SODEXO & STOP HUNGER, A REDE CIDADADA compromete-se a enviar ao STOP HUNGER, até meados de agosto de cada ano, uma tabela analisando as medidas de impacto social do Projeto: número de comunidades apoiadas, número de beneficiários diretos e indiretos, bem como número de voluntários.

ARTIGO 6 – AUTORIZAÇÕES DE COMUNICAÇÃO SOBRE DIREITOS DE PROPRIEDADE INTELECTUAL

Cada Parte é e continua a ser a única proprietária dos direitos de propriedade intelectual, em especial os relativos às marcas e logótipos que utiliza para as necessidades da sua atividade, incluindo os enumerados no apêndice 2.

Cada Parte pode utilizar o logótipo da outra Parte nos seus meios de comunicação internos e/ou externos, tal como enumerados no Apêndice 2, após ter recebido a aprovação prévia por escrito da outra Parte e salvo especificação em contrário.

Nesses casos, cada Parte concorda em:

- Cumprir as diretrizes gráficas fornecidas pela outra Parte;

- Responder com aprovação ou solicitação de alterações no prazo de cinco (5) dias úteis, ou dentro de um prazo mutuamente acordado.

Em caso de rescisão do Contrato nos termos do Artigo 2.2, cada Parte compromete-se a parar imediatamente de usar o logotipo da outra Parte e a remover o logotipo da outra Parte de todos os suportes de comunicação externa e interna.

ARTIGO 7 – PRIVACIDADE DE DADOS

Quando a execução deste Contrato exigir que qualquer uma das Partes e/ou suas afiliadas colem, usem, processem, divulguem e/ou transfiram Dados Pessoais (conforme definido nos regulamentos de proteção de dados aplicáveis), essa Parte concorda que tal coleta, uso, processamento, divulgação e/ou transferência de Dados Pessoais seja conduzida em nome do controlador ou operador dos Dados Pessoais. As Partes concordam em não usar esses dados pessoais para qualquer outra finalidade que não seja a finalidade do Contrato ou divulgá-los a terceiros sem a aprovação prévia por escrito da outra Parte. As Partes comprometem-se a tomar as medidas técnicas e organizacionais adequadas para proteger os Dados Pessoais que são processados de acordo com o Contrato.

Todas as Partes declaram e garantem que cumpriram todas as leis aplicáveis para permitir a coleta, uso, processamento, divulgação e/ou transferência de Dados Pessoais pela outra parte e/ou suas afiliadas. Em particular, todas as Partes declaram e garantem que obtiveram ou obterão todos os consentimentos relevantes necessários para fins de coleta, uso, processamento, divulgação e/ou transferência de quaisquer Dados Pessoais pela outra Parte e/ou suas afiliadas.

Todas as Partes reconhecem que, no caso de qualquer transferência de Dados Pessoais para fora da jurisdição aplicável, tal transferência estará sujeita a um acordo vinculativo que incorpora a estrutura relevante (por exemplo, as cláusulas contratuais padrão da Comissão Europeia ou qualquer outro documento aplicável).

As Partes reconhecem e concordam que, para fins das regulamentações aplicáveis de proteção de dados, cada Parte atuará como um controlador independente de dados (ou termo equivalente utilizado na regulamentação local aplicável) em relação a quaisquer dados pessoais que processe em conexão com este Acordo.

ARTIGO 8 – CONFIDENCIALIDADE

Ambas as Partes concordam em manter a confidencialidade em relação a qualquer informação sensível compartilhada durante a colaboração e a execução das atividades de capacitação. Isso inclui quaisquer dados proprietários ou pessoais sobre participantes, conteúdos ou metodologias.

ARTIGO 9 - CUMPRIMENTO DAS LEIS E PRÁTICAS

9.1 Esta parceria baseia-se nos compromissos éticos e de responsabilidade social das partes para: (i) promover uma cultura de probidade e integridade internamente e com os seus parceiros, (ii) não recorrer a qualquer forma de trabalho forçado ou compulsório; (iii) combater ativamente todas as

formas de discriminação; (iv) garantir condições de trabalho para os seus funcionários que cumpram as suas obrigações legais e regulamentares em termos de saúde e segurança; (v) trabalhar para reduzir o seu impacto no ambiente; e (vi) não ter praticado nem praticar qualquer forma de corrupção ou tráfico de influências, pública ou privada, direta ou indireta, em particular no âmbito do presente Acordo.

9.2 Cada Parte deverá cumprir todas as leis que lhe são aplicáveis no contexto da execução do presente Acordo, em particular:

- legislação sobre direitos trabalhistas, sociais e humanos, incluindo aquelas que proíbem o trabalho forçado ou compulsório, ou que exigem a filiação a regimes de saúde e outros benefícios e o pagamento de contribuições para a previdência social,
- legislação anticorrupção e antissuborno ou qualquer outra legislação que proíba ou sancione qualquer tipo de fraude ou atividade fraudulenta ou que exija que indivíduos ou entidades implementem projeto de prevenção de fraudes,
- legislação sobre segurança e proteção no trabalho, bem como quaisquer medidas de segurança e proteção em vigor no local e nas instalações em que operam ou estão presentes,
- regulamentos fiscais e contábeis, incluindo para o registro deste Contrato em suas contas.

Uma Parte notificará imediatamente a Parte relacionada em relação a qualquer caso de corrupção, suborno, tráfico de influência, violação das regras de licitação pública ou conflito de interesses de que tenha conhecimento, que esteja direta ou indiretamente relacionado com o presente Acordo. A Parte notificante fornecerá à Parte notificada todas as provas e testemunhos necessários para investigar os fatos notificados e responder a qualquer autoridade administrativa ou judicial em relação a esses fatos.

9.3 REDE CIDADA:

- reconhece que o objetivo do presente Acordo e as condições em que foi celebrado estão em total conformidade com as leis e regulamentos aplicáveis à REDE CIDADA. Em particular, que não é uma condição ou consequência ou está de alguma forma ligado a qualquer contrato comercial ou concurso público realizado ou executado por uma das outras Partes;
- confirma que nenhum dos seus representantes obteve ou obterá qualquer vantagem (financeira ou outra) ao abrigo ou em conexão com o presente Acordo, para além do que está expressamente especificado no presente Acordo;
- manterá, durante toda a vigência do presente Acordo, as suas próprias políticas e procedimentos para garantir o cumprimento de todas as leis e regulamentos aplicáveis e implementará os controlos e verificações adequados para garantir o cumprimento dessas políticas e procedimentos;
- garantirá que todos os terceiros e pessoas singulares associados à REDE CIDADA com o objetivo de alcançar os objetivos descritos no presente Acordo cumpram e contribuam para os princípios estabelecidos no presente artigo 9.º;
- notificará imediatamente as outras Partes se um funcionário público se tornar um diretor ou funcionário da REDE CIDADA ou adquirir um interesse direto ou indireto na REDE CIDADA;
- notificará imediatamente as outras Partes em caso de um potencial conflito de interesses envolvendo a REDE CIDADA ou um de seus representantes em relação ao presente Acordo.

9.4 A violação da disposição estabelecida neste Artigo será considerada uma violação material do presente Acordo.

ARTIGO 10 – LEI APLICÁVEL, JURISDIÇÃO

Este Contrato é regido pela Lei Brasileira. Qualquer disputa relacionada à conclusão, à interpretação ou à execução deste Contrato será submetida à jurisdição exclusiva do Tribunal de São Paulo.

[De tudo o que precede, foi elaborado o presente Acordo que foi assinado eletronicamente pelas Partes, através do prestador de serviços DocuSign (www.docusign.com).

ARTIGO 11 - ACORDO VINCULANTE - IDIOMA - ASSINATURA ELETRÔNICA (DOCUSIGN)

As Partes reconhecem que o presente Contrato foi traduzido para o português do Brasil, conforme disposto no Anexo 5, com exceção de seus Anexos. Em caso de qualquer divergência, inconsistência ou diferença de interpretação entre a versão em inglês e a versão em português do Brasil, a versão em inglês prevalecerá integralmente, inclusive quanto aos seus Anexos.

As Partes concordam que o presente Contrato poderá ser celebrado por meio de assinatura eletrônica, utilizando a plataforma DocuSign ou qualquer tecnologia equivalente que atenda aos requisitos mínimos de integridade, autenticidade e auditabilidade, nos termos da Medida Provisória nº 2.200-2/2001 e da Lei nº 14.063/2020.

A assinatura eletrônica constituirá manifestação inequívoca de vontade, produzindo todos os efeitos legais e sendo equivalente à assinatura manuscrita.

As Partes reconhecem e aceitam expressamente o valor probatório dos registros digitais, incluindo logs de data, hora e endereço IP, e renunciam à exigência de assinaturas manuscritas, bem como de reconhecimento de firma, legalização ou apostilamento.