



**Social Responsibility as a key element for Integral Port Development.**

**Portonave's Employee and Community Initiatives**  
**Alessandra Santos - HR Manager**  
**May 16, 2024**

# TIL – TERMINALS AND INVESTMENTS IN BRAZIL



## CONTAINER

- **1.5 million TEUs** (static capacity of 30,000 TEUs)

## INVESTMENTS

- To date: R\$ 2.5 billion
- To be invested: R\$ 3,0 billion

## JOB OPPORTUNITIES

- 1.182 direct jobs
- 5.500 indirect jobs



## CONTAINER

- **1,5 million TEUs** (static capacity of 34.600 TEUs)

## INVESTMENTS

- To date: R\$ 4,5 billion
- To be invested: R\$ 4,0 billion

## JOB OPPORTUNITIES

- 1.500 direct jobs
- 7.500 indirect jobs



## CONTAINER

- **1,0 million TEUs** (static capacity of 30.000 TEUs)

## INVESTMENTS

- To date: R\$ 1,3 billion

## JOB OPPORTUNITIES

- 800 direct jobs
- 4.000 indirect jobs

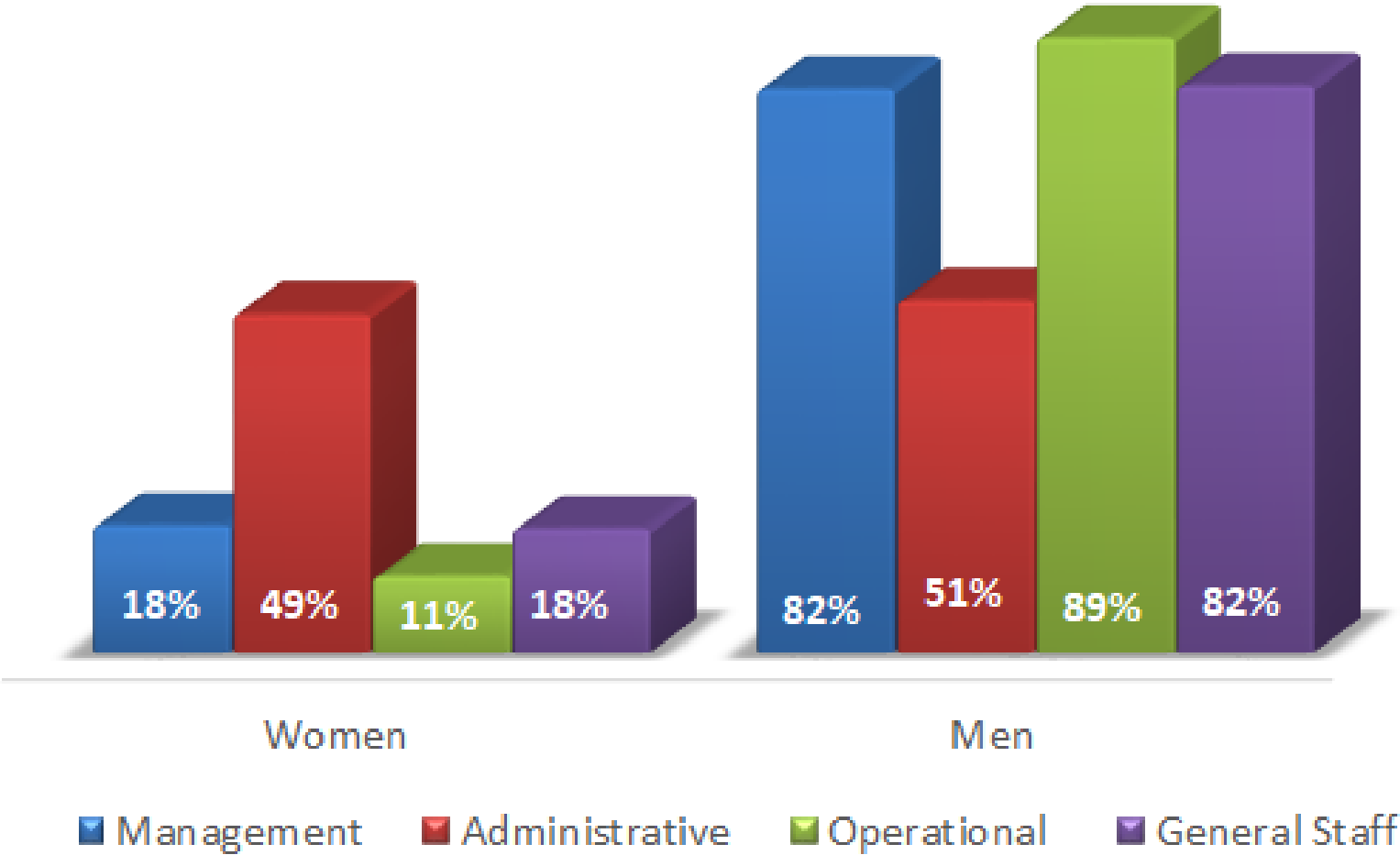


**PROFESSIONALS**



***PORTONAVE***

# STAFF





# ENVIRONMENTAL, SOCIAL AND CORPORATE GOVERNANCE

# ESG STRATEGY

## Intelligent Solutions

We work on the transition to a cleaner economy efficiency, encouraging new ideas, minimizing our impacts and seeking lasting and shared solutions.



## People on Board

We value people, creating fair working conditions, promoting their development and fostering community engagement, with safe behaviors and welcoming diversity.



## Lasting Legacy

We build relationships based on the highest ethical and transparency standards throughout our entire chain, prioritizing the best human rights practices and contributing to the social and economic development of our entire community.



# PROGRAMS AND PROJECTS

5 GENDER  
EQUALITY



 PORTONAVE

## PORT FOR HER

Training program for women with the aim of promoting employability and career building in the port sector.

**40** women in 2022  
**30** black women in 2023



# PORT FOR HER PROGRAMME

One initiative to incentivize more women to work at Portonave is to offer some preparative courses.

The objective is to contribute towards qualified women in the region and prepare them for eventual employment in the Port sector.





# PORT FOR HER PROGRAMME

Port For Her

“Have you, as a woman, thought about working in a port environment”?

Course 1 – Introduction to Port Logistics

Vacancies: 20

Applicants: 466

Course 2 – Introduction to Port Maintenance

Vacancies: 20

Applicants: 147



The poster features three female port workers in red safety vests and white hard hats. The background is dark with gear icons. The text is in white and red. Logos for 'EQUIDADE DE GÊNERO' and 'ENFRAESTRUTURA' are in the top right, along with a 'SOMOS TODAS' logo. The bottom right contains logos for 'PORTONAVE' and 'ICEPORT'.

**PORTO Para elas!**

**Você, mulher, já pensou em trabalhar na área portuária?**

A Portonave, em parceria com a Assessoritec e Podium, irá oferecer cursos profissionalizantes de forma gratuita.

Para se cadastrar, é só acessar ao Trabalhe Conosco **no site [www.portonave.com.br](http://www.portonave.com.br)** Escolha um dos cursos e se inscreva.

Todas participarão de uma pré-seleção para efetivar a matrícula no curso escolhido.

**IMPORTANTE:** O período de inscrições é de 15 a 30/7. O curso terá início no dia 15/8, das 19h às 22h, em Itajaí. As inscrições terão prioridades para as residentes de Navegantes.

**Curso 1**

**INTRODUÇÃO À LOGÍSTICA PORTUÁRIA**

- Curso Básico para Operações de Empilhadeira e Paleteira
- Curso Básico de Conferência de Armazéns

Carga horária: 36 horas  
Vagas: 40

**Curso 2**

**INTRODUÇÃO À MANUTENÇÃO PORTUÁRIA**

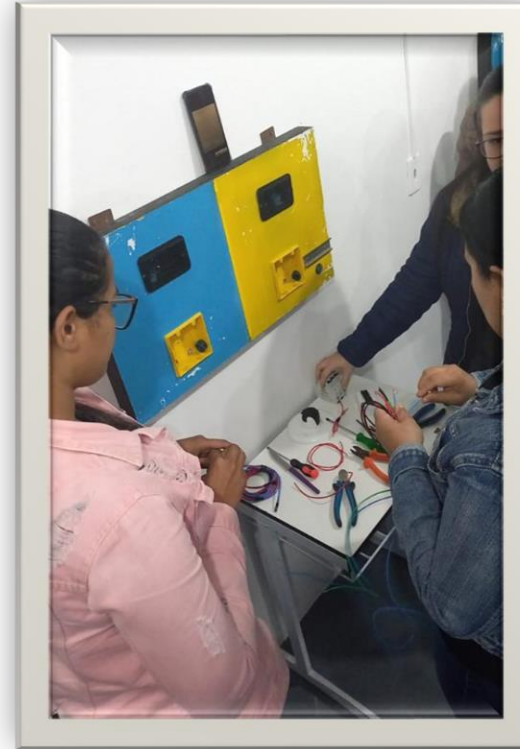
- Manutenção Mecânica
- Manutenção Elétrica

Carga horária: 60 horas  
Vagas: 20

Logos:   **PORTONAVE** 

# PORT FOR HER PROGRAMME

Port Logistics Course  
Forklift simulator classes



Port Maintenance Course  
Electrical maintenance lessons

# PORT FOR HER PROGRAMME

Hearing success stories



# PORT FOR HER PROGRAMME

Visiting the operational and maintenance areas



# PORT FOR HER PROGRAMME

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2023 Second Edition

The women who were not selected for the first edition courses had the opportunity to re-apply for the second edition of the program. 29 women graduated from second edition, which took place between October and December, 2023



# PORT FOR HER PROGRAMME

Results - Challenges and opportunities for improvement

	Students	Hired	%
2022	40	12	30,00%
2023	29	2	6,90%
Total	69	14	20,29%

Promoted	Dismissed	Same position
4	3	7
29%	21%	50%



# PROGRAMS AND PROJECTS



## MATERNAL SUPPORT PROGRAMME

Since 2019 mothers are supported when returning to work after maternity leave.

Talks, feedback meeting with their managers has been organized by HR team.



# MATERNAL SUPPORT PROGRAMME

## PURPOSE

Returning to work after maternity leave can be a critical period for some women who need to deal with readaptation into the workplace. Sustainability Reports have shown a significant number of women who don't return to work after this period or decide to resign during the first year.

The programme aims to mediate between mothers and their managers to align expectations before women take the decision to resign due to readaptation difficulties.

## COORDINATION

The programme is lead by Josiani Bittencourt; HR Supervisor, Psychologist and mother of a 07 year old boy.





# MATERNAL SUPPORT PROGRAMME

## PARENTAL LEAVE IN BRAZIL

The standard maternity leave period is 04 months.

However, Portonave participates in the “Citizen Company Programme” a government fiscal incentive allowing maternity leave to be extended by a further 2 months. The mother can also choose to include her 30 day holiday extending this period to a total of 07 months.

As a result of the “Citizen Company Programme” paternity leave has also increased from 5 to 20 days.



# MATERNAL SUPPORT PROGRAMME

## DURING PREGNANCY

Exchange experiences with other mothers in a WhatsApp group and send some articles related to maternity and professional life topics.

## MATERNITY LEAVE

Contact the professional in the last month of maternity leave to establish the wellbeing of the professional and her baby, as well as, expectations for the return to work.

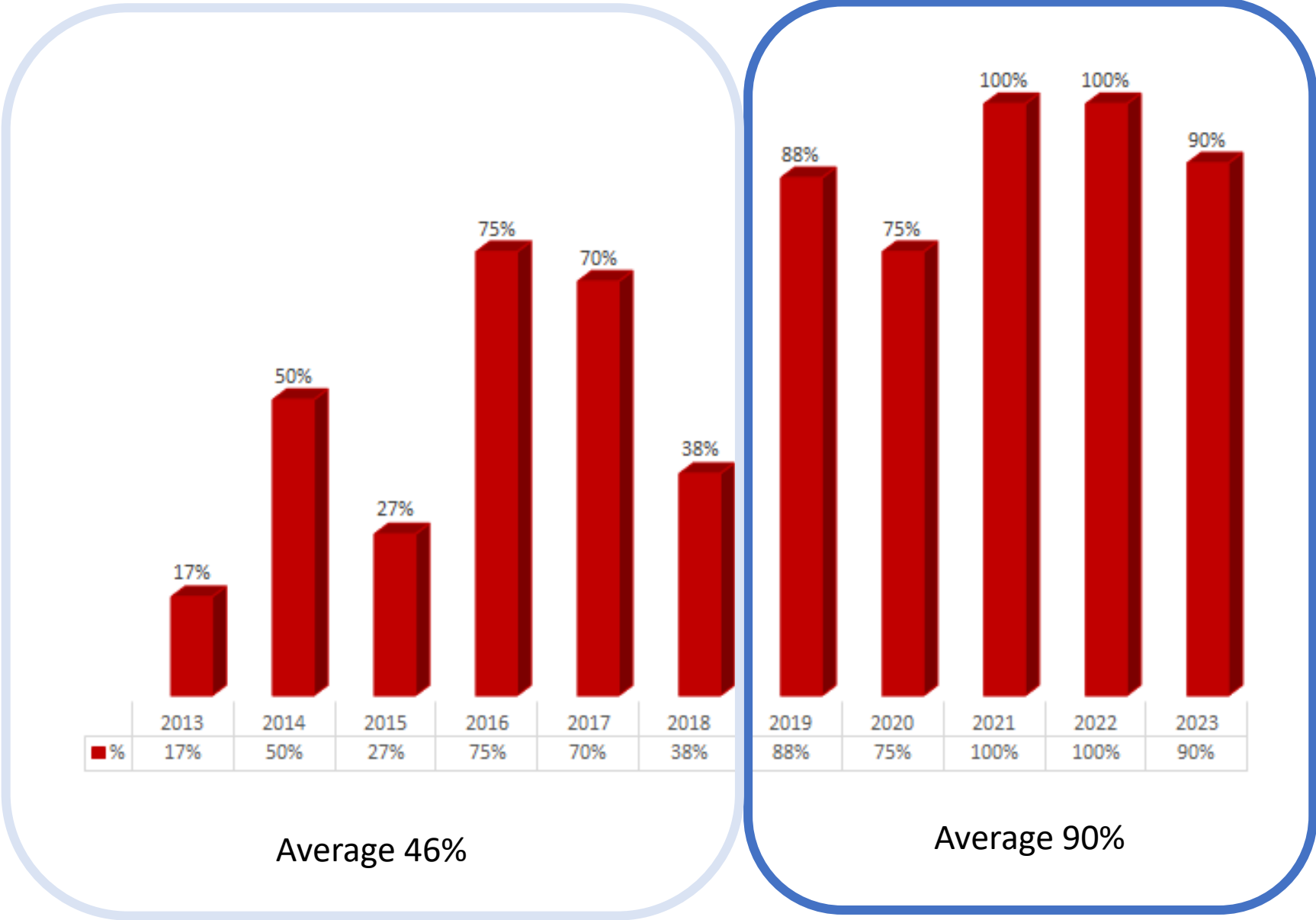
## RETURN TO WORK

Monthly follow-up meeting with the manager and employee, to ensure a positive readaptation into the workplace.

The programme finishes on the baby's first birthday.



# MATERNAL SUPPORT PROGRAMME



# PROGRAMS AND PROJECTS



## MATERNAL SUPPORT PROGRAMME

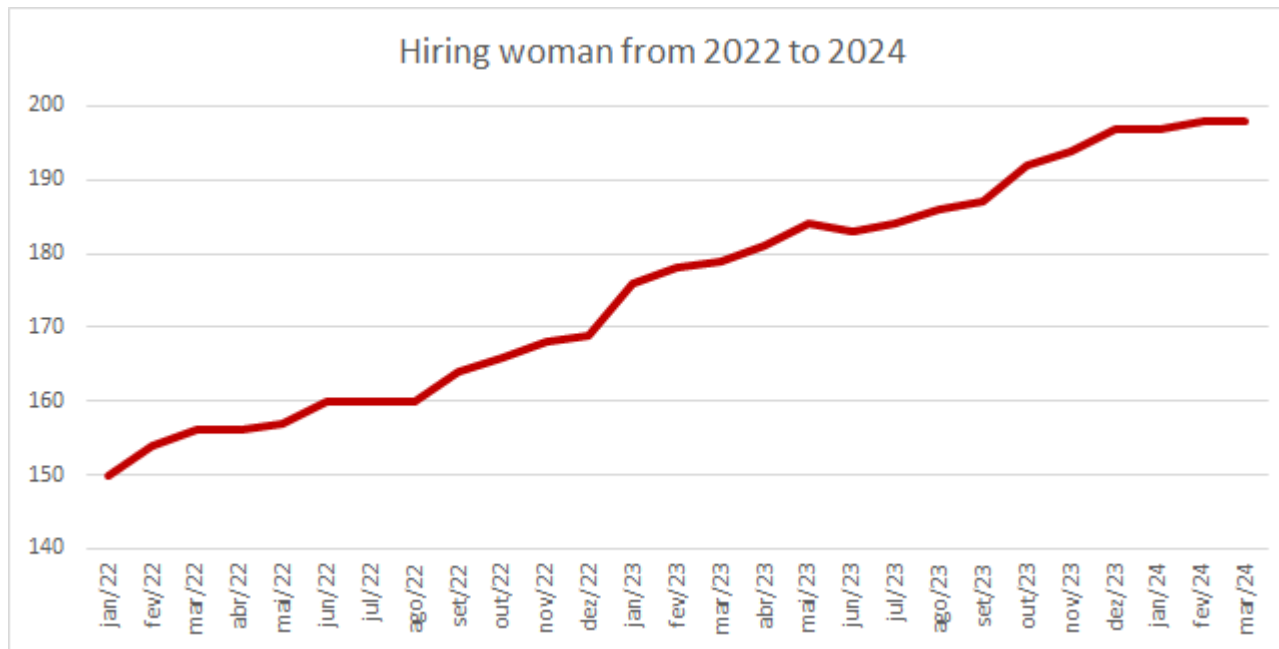
**2023 Maritime Award of the Americas**

**Category: Empowerment and Equality**



# ESG STRATEGY – RESULTS

This is why the number of women at Portonave has increased by 32%



We have developed the following initiatives:

- Diversity & Inclusion Training
- Headhunting women for non-obvious positions
- Port-for-her Programme
- Maternal-Support Programme



**HANDLING MORE  
THAN CONTAINERS**



***PORTONAVE***

