



Sustainability Report

2019





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Letter

from the CEO

GRI 102-14, GRI 102-15

It is with great pleasure that we present the Aeris Sustainability Report for another year. This year posed major challenges for the company, which we are proud to say that we have overcome with excellence. In 2019, we reached a new sales record and a new blade production record. All of this in a solid and sustainable way.

The year 2019 was marked by opportunities and achievements for Aeris. We underwent a major restructuring process due to our rapid growth, including the internationalization process of the previous year, and built new production warehouses, increasing our total area to 92,049.44 sq. m. With this new area, we are achieving more than twice our production capacity. In addition, we increased our staff by 80%, reaching the total of 3,627 employees in December.

A major achievement in 2019 was the Excellence Program, developed to standardize our processes, generate continuous improvement, and further strengthen sustainability in Aeris' DNA. The program defines standardized practices that will sustain our results in all scopes. I would like to highlight here the elaboration of the Environment Tower, an integral part of the program, which aims to integrate the processes, capturing information through the fulfillment of legal and customer requirements, and respecting the environmental premises in order to ensure an increasingly sustainable business. Moving towards one of the goals of Winds without Frontier, in 2019, we were honored to be among the 59 best companies to work for in Brazil, according to the Great Place to Work. This position is a historical landmark for us, and our goal is to reach the 50th position by the year 2023. We also reached 3rd place in the Brazilian state of Ceará according to the Great Place to Work and were

acknowledged, for the third consecutive year, by Exame magazine's Sustainability Guide. To complete our 2019 awards, we reached 3rd place in the Capital Goods category of the Bigger and Better rankings in Brazil and won the IEP Social Seal in the Gold category.

Although this Sustainability Report refers to the year of 2019, Aeris must not fail to comment on the situation currently being experienced by the whole world, due to the COVID-19 pandemic. Our efforts in relation to this new scenario have been in favor of guaranteeing the health, safety and well-being of our employees and family members, which are essential requirements for us at Aeris. In this sense, considering the guidelines of the World Health Organization (WHO) and government agencies, Aeris has adopted several measures aimed at preventing the virus in our facilities and collaborators, including suspension of domestic and international trips, screening at the entrances of our facilities, virtual meetings, distancing between people in cafeterias and work rooms, provision of masks and awareness of their use, and hand hygiene.

In 2020, we expect a year of strong growth, and even in the face of the biggest humanitarian crisis in the world, Aeris continues to boom. With solid values, always giving priority to our employees.

Enjoy your reading!

Alexandre Negrão
CEO of AERIS ENERGY

Introducing the Report

GRI 102-1, GRI 102-46, GRI 102-50, GRI 102-52, GRI 102-54



For the fourth consecutive year, Aeris Indústria e Comércio de Equipamentos para Geração de Energia S.A. – referred to in this document as Aeris – is publishing its Sustainability Report, prepared in accordance with the Global Reporting Initiative (GRI) Standards, in the essential option. With an annual issue cycle, the publication presents the main social, economic and environmental performance practices of the company, covering the period from January 1 to December 31, 2019. The last report, with an annual emission cycle, referred to the year 2018.

The preparation of the Report was guided by the main issues relevant to Aeris, raised through consultation with its stakeholders, held in 2016, interviews with executives, collection of quantitative and qualitative indicators, and consultation of company documents and publications.

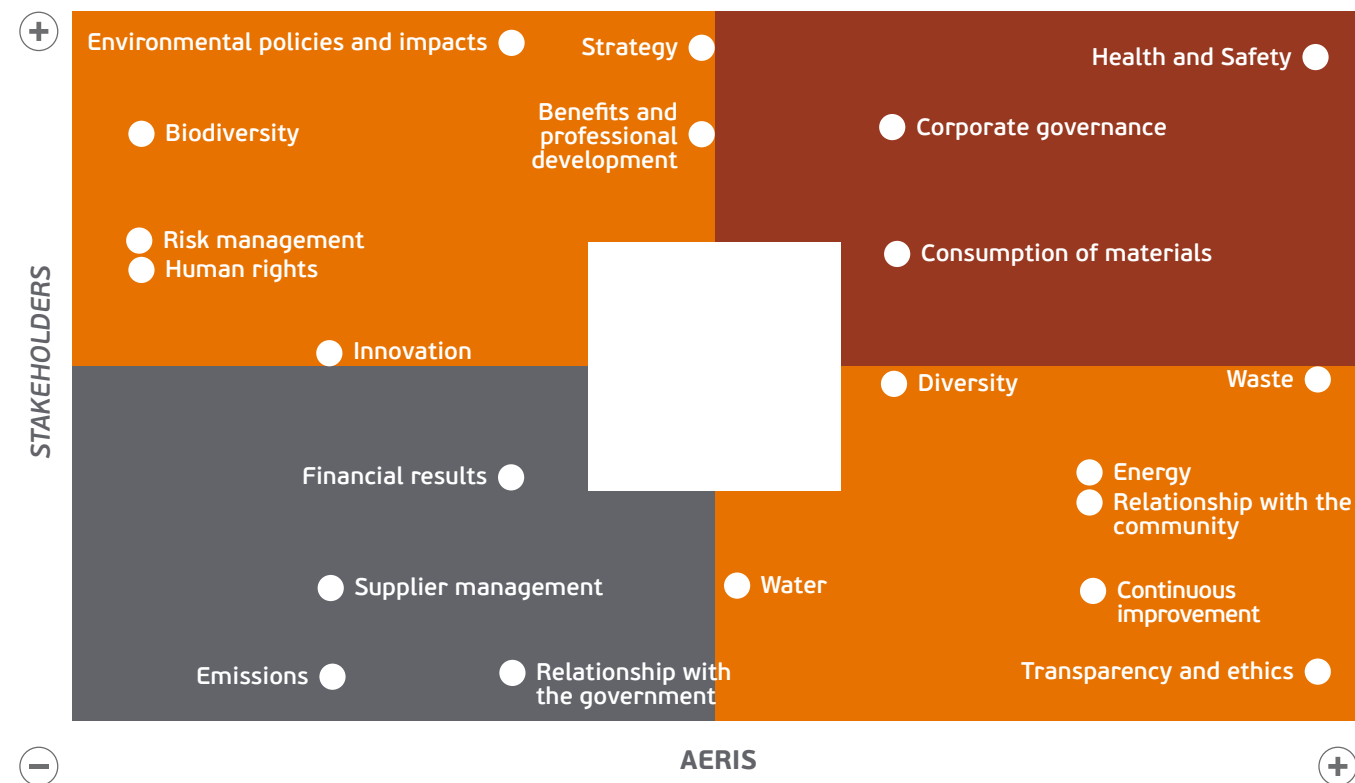
Stakeholder Engagement and Materiality Matrix

GRI 102-21, GRI 102-40, GRI 102-42, GRI 102-43, GRI 102-44, GRI 102-46, GRI 102-47

Through a questionnaire based on the GRI guidelines and Aeris' strategic concepts, in 2016, a stakeholder engagement process was carried out, which resulted in a Materiality Matrix. This questionnaire was applied with the aim of mapping the relevant issues for the company and to guide the report. The questionnaire covered three issues – Environmental Performance, Economic/Strategic Performance, and Social Performance – each of which was divided into seven subjects, which were ordered according to their relevance. Thus, the questionnaire allowed for the collection of the interest groups' opinion on 21 different subjects.

The participants had five weeks to answer the survey, having access to the questionnaire through an electronic address, with an individual login provided by email. Five interest groups were formed: customers; suppliers; financial institutions; Aeris employees at all levels and areas; and the company's Board of Directors. In all, 1,556 people were invited for the engagement, 28% of which answered the questionnaire. The most relevant issues identified in the Materiality Matrix obtained through this process are: Health and Safety, Corporate governance, and materials consumption. Aeris aims to improve the process over the years, including new issues and expanding the interest groups consulted.

Materiality Matrix



Sustainable Development Goals

As a signatory to the Global Compact, a United Nations (UN) initiative to encourage global efforts, encompassing governments, companies and civil society to adopt corporate social responsibility and sustainability policies, seeking the realization of human rights and poverty eradication, Aeris is committed to the Global Agenda that established the 17 Sustainable Development Goals (SDGs) and 169 targets for 2030. Taking into account some of these principles, Aeris carried out and developed social actions during 2019, impacting over 9,000 people. These actions can be seen in this report.





Overview



Corporate Profile

GRI 102-2, GRI 102-3, GRI 102-4, GRI 102-5, GRI 102-6, GRI 102-7, GRI 102-12, GRI 102-13, GRI 102-45

Aeris operates in the blade manufacturing market for wind turbines in the Brazilian territory and provides services in wind farms spread across the Americas. In Brazil, the destination of the blades is mostly the Northeast of Brazil.

Aeris Indústria e Comércio de Equipamentos para Geração de Energia S.A. is a privately held corporation incorporated in the country in August 2010. Its headquarters is located at Rodovia CE 155, Km 02 – Pecém Industrial and Port Complex, in Caucaia, in the state of Ceará (CE), with a strategic location. The construction of the plant in this region was motivated by the reduction of logistical costs, as roughly 70% of the Brazilian wind potential is located less than 500 km from the plant, as well as the proximity to the Port of Pecém, used both for the export of blades and for receiving inputs via import or cabotage.

In 2019, the Company maintained an occupancy rate higher than 90% for previously stabilized production lines and expanded its production capacity by more than 50% in the last quarter of the year. It has highly representative clients in the global wind market in the Company's portfolio, such as Vestas Wind Systems, General Electric Renewable Energy, Nordex-Acciona Windpower, and WEG S.A.

In 2019, the implementation of the expansion plan with the Vestas Wind System for the manufacture of the 73.7 m blade, which equips the V150-4.2MW wind turbine, was carried out successfully, fully meeting the client's quality requirements and fulfilling the plan for production vol-

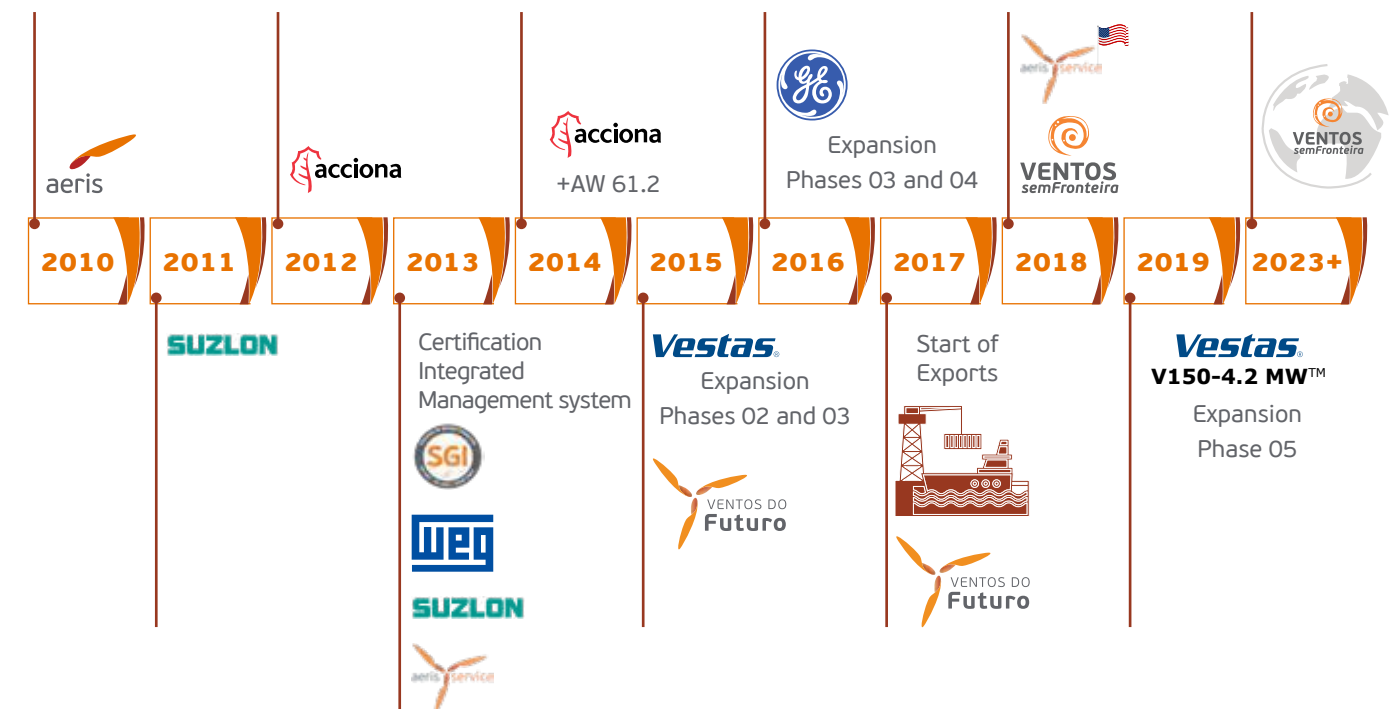
ume growth, which should reach stability in the 2nd quarter of 2020. Also, in 2019, an agreement was signed for the production of the blades that equip the Nordex-Acciona Windpower N-149/4.0-4.5 Wind Generator, which is expected to start production in the first quarter of 2020. The company, installed in an industrial park that allows for new expansions, keeps prospecting for new customers and increasing volume with current customers.

Complementing the supply of blades for wind turbines, the Company expanded its service provision operation with Aeris Service LLC (United States). With a specialized body of operation and engineering, the team is already one of the largest suppliers of blade maintenance services in the United States and works in other markets, such as Argentina and Mexico.

Aeris ended the year 2019 with R\$626.5 million in total liabilities, R\$333.1 million of which corresponds to current liabilities and R\$174.2 million to shareholders' equity. Exports accounted for 68% of net revenue, a result of competitiveness obtained through low waste rates and high labor productivity. The financial information presented here refers to both the operation of Aeris' manufacturing plant and the services offered by Aeris Service.

The company is affiliated to the Brazilian Wind Energy Association (ABEEólica), the Pecém Industrial and Port Complex Companies' Association (AECIPP), the Federation of Industries of the State of Ceará (FIEC), and the Brazilian Machinery Builders' Association (ABIMAQ).

About Us Timeline



AWEA – American Wind Energy Association



Aeris joined in the AWEA (American Wind Energy Association), one of the largest wind power fairs world, in Houston, Texas, in the United States and, for the first time, set up a stand to present Aeris Service to the U.S. market. This moment was very important in the company's history, which already has several projects underway outside Brazil.

Awards



IEP Seal
Gold Category



Great Place to Work
Third best company to work in Ceará and fifty-eighth company to work for in Brazil.



Exame Sustainability Guide
Elected among the 47 most sustainable companies in Brazil



Exame Magazine
Third place in the Capital Goods category of Maiores & Melhores in Brazil



Corporate Governance

GRI 102-16, GRI 102-17, GRI 102-18, GRI 102-19, GRI 102-20, GRI 102-22, GRI 102-26, GRI 102-31, GRI 102-32, GRI 102-33, GRI 102-35, GRI 102-45, GRI 103-1, GRI 103-2, GRI 103-3

The Board of Directors is Aeris' top corporate governance body, chaired by the majority shareholder and composed of another three members: one appointed by the majority shareholder and the others, by the minority shareholder. The Board of Directors is composed of the following members: Alexandre Funari Negrão, Alexandre Sarnes Negrão, Daniel Henrique da Costa Mello, and Luiz Henrique Del Cistia Thonon.

Board meetings are held monthly with the aim of evaluating the company's performance and deliberating on business strat-

egies, highlighting the management of risks and opportunities. Critical concerns are addressed to the Meeting of the Board of Directors by the directors of Aeris.

Aeris' governance has a Sustainability Committee and a Permanent Integrity Committee (PIC). The Sustainability Committee was established in 2015, with members consisting of Aeris' employees – selected for their familiarity with the issue and for their sustainable practices – and expert consultants, with a composition that is very favorable to the exchange of knowledge and the execution of effective

actions to integrate sustainability into organizational processes. The committee is in direct communication with the CEO, bringing topics for discussion at the meetings of this body. As actions of the committee, employees carry out dynamic activities in all areas of Aeris, taking actions to raise awareness and minimize environmental impacts.

Constituted by the People and Management Board and the Chief Executive Officer (CEO), the organization's Permanent Integrity Committee (PIC), which has been in operation since 2016, is responsible for ensuring compliance with the Aeris Culture Guide, which guides the standard of ethics and conduct of the company, available in Portuguese. The PIC acts in the investigation processes regardless of whether they are conducted internally or with the support of contracted business partners; in the application of possible punitive measures; and in handling failure and resulting actions to improve Aeris' risk management processes. The capture of complaints regarding the violation of the Aeris Culture Guide, any organization policies and rules and any facts that violate the ethical principles and laws in force, is performed through a virtual Reporting Channel, open to the internal and external public, through the email denuncia@aerisenergy.com.br. For 2020, the Aeris Culture Guide will be replaced by a

Code of Conduct developed in 2019 alongside the legal department.

Aeris adopts a remuneration policy that is always committed to motivating and retaining its top management members, executives, and employees. All Aeris' executives work under the same rules of variable remuneration, always based on economic, social and environmental indicators that are deployed for all areas of the company.

The statutory members have their compensation defined in a committee, and all have a shareholding (minority). In turn, the fixed monthly remuneration of contract employees is defined according to the functional categories. Profit Sharing is based on the achievement of the profit targets defined in the budget, considering annual and individual and collective weighted net income.

In 2019, Aeris continued with the Ventos sem Fronteira program, acting with a strong purpose and with the same objective of reaching the year 2023 as a company with a global presence, being one of the 5 most profitable capital goods companies in Brazil, one of the 50 best companies to work for in Brazil, and one of the 500 largest companies in Brazil.



Programa de

Excelência Aeris



**Operational
Excellence**



GRI 102-11, GRI 103-1, GRI 103-2, GRI 103-3

Aeris is in a very large growth cycle, witnessing the possibility of expanding and reaching new customers. With that, it realized that it was necessary to standardize a new management model and the modification of its *modus operandi*. In 2019, the IMS (integrated management system) area was incorporated into Aeris' Operational Excellence area, with the aim of strengthening the operational efficiency pillar of the Ventos sem Fronteira program, detailed on page 42. This management structure focuses on results, using Lean Manufacturing as a methodology to provide sustainable and predictable results, thereby ensuring continuous improvement, in order to integrate and manage other initiatives of excellence. This transition was driven by the commitment to assess the compliance of the areas and obtain more and more effective results focused on profitability and more reliable information, with greater control, thereby ensuring a more efficient management.

A major milestone of 2019 for Aeris was the launch of the Operational Excellence Program linked to the Ventos sem Fronteira program. The program was developed through benchmarking, internal studies and initiatives that already existed within Aeris,

being built alongside employees from all areas. Its main focus is the standardization of corporate processes, defining a standard management model so that all areas work in the same direction, in order to achieve results that support the company's growth.

Given that what drives the company is directly linked to its strategic planning, the Excellence Program was fully designed with a focus on creating the "Aeris Way of Being," so that a unique identity can be rooted in Aeris' way of doing.

OUR AERIS WAY

- Ethics;
- Focus on results, but not at any cost;
- Transparency;
- Fast and assertive responses;
- Flexibility;
- Resilience;
- Social responsibility;
- Teamwork, as opposed to individual work.

The Excellence Program is supported and associated with the Excellence Towers, which comprise guidelines for what should be done, how it should be done, and what should be sought in each field of knowledge, through a checklist format. Altogether, six towers were created to support the business.



Occupational Health and Safety Tower

Employee health and safety



Tower of People

Employees, performance assessment, hiring, training, and development



Management Tower

Methodologies, such as 5s, business description, PDCA practices, and results management



Quality Tower

Guaranteeing ISO 9001 so that all workers work towards it



Environment Tower

Respecting and managing environmental issues, and guaranteeing ISO 14001



Supply Tower

Managing the supply chain

Each tower has an appointed leader, who is responsible for establishing the tower's products and the form in which they will be implemented. All areas must deploy the products of the six towers, and this is guaranteed by the guardians elected by the leaders of each tower, who support the deployment and maintenance of the towers within the area. Guardians are responsible for applying the checklist, evaluating the results, partic-

ipating in biweekly meetings with the leader and assigning actions to each team. It is also the goal of the guardians to carry out self-assessments that undergo an external analysis of the operational excellence area.

The Operational Excellence Program should guarantee the maintenance of Aeris' certification, meeting all associated regulatory requirements in the towers

regarding the standards: ISO 9001:2015, which is a Quality Management System, aiming to ensure the optimization of processes and more agile production while maintaining the quality of services provided to customers; ISO 14001:2015, which has as its main focus on the improvement of environmental performance, being concerned with the management of environmental aspects during the lifecycle of the organization's products and services; and OHSAS 18001, an

Occupational Health and Safety Management System standard, which aims to protect and ensure that employees have a safe and healthy work environment. In 2020, Aeris will be transitioning from OHSAS 18001 to ISO 45001:2018, which also focuses on improving performance in terms of Occupational Health and Safety (OHS). These certifications add value to the company and attest to Aeris' commitment to its customers and employees, improving processes in a systemic manner, with environmental responsibility.



Another outstanding program that has brought great gains to Aeris is VISA – Valorizando Ideias e Sugestões (“Valuing Ideas and Suggestions”), whose goal is to encourage the culture of innovation through the participation of employees, generating results for the company. The program seeks to reduce costs and eliminate waste and generate innovations that provide a safer and more productive work environment, in addition to creating financial gains and promoting healthy competition for the best ideas.

The act of listening is the strong bias of the program, providing recognition to the protagonists involved in different ways. Participating employees accumulate points and virtual coins during the stages of the

process: launch; approval; deployment; and proof of financial gains of ideas. For each stage of the idea generation process, a number of “coins” (virtual currency) are given, which are available for redeeming items in the program's virtual store, with a wide variety of items.

There are also other categories of recognition, namely:

- **Featured ideas of the month:** The main ideas of the month are presented by the protagonists, in the monthly meeting forum of the company's managers and directors, giving people the opportunity to be better seen by managers;
- **Featured ideas of the year:** With a cash prize and trophy for the top 10 ideas of the year, being acknowledged at Aeris' year-end party, presented to all employees;
- **Leading department and employee in the point rankings:** Cash awards and improvements in the areas and trophy for the employee and department with the highest aggregate score in the idea rankings, with acknowledgment at the year-end party.

Over 5,000 ideas have already been generated in the program, and in the year 2019 alone, more than 250 items were distributed, in addition to gifts, pins related to the program, and awards for the year-end party.



Health and Safety

GRI 403-1, GRI 403-2, GRI 403-3, GRI 403-4, GRI 416-1, GRI 416-2, GRI 103-1, GRI 103-2, GRI 103-3



The health and safety of employees is a non-negotiable value, which goes beyond mandatory and legal requirements. In Aeris' view, the concern is to strengthen more and more the concept of prevention, seeking not only to prevent accidents, but also to ensure that the risks of injury among its employees are virtually eliminated. To this end, the company strives to analyze and assess the risks inherent in each activity.

In 2019, the Health area joined the Safety area, creating the Occupational Health and Safety (OHS) area. This union was crucial for Aeris, as it enabled the joint action of these fields of knowledge, facilitating the management of issues, adding value, and achieving positive results for all employees.

The main action program carried out by Aeris with regard to health and safety is the Program for the Development of Occupational Health and Safety Culture (PDOHSC). The program's goal is to develop a culture of health and safety in the company and to reduce accidents. All employees receive training in the occupational health and safety culture, with topics aimed at pre-

venting occupational accidents and diseases, which take place bimonthly.

Aeris has health and safety committees to manage the prevention actions carried out to guide employees. They receive the support of health and safety committees, such as ICAP (Internal Commission for Accident Prevention), composed of employees, with 40 representatives – 20 elected and 20 appointed. ICAP's mission is to prevent accidents and occupational diseases. It holds monthly meetings to discuss safety situations, update risk maps, and provide training for members to solve irregularities found.

The company also has an Emergency Brigade to address emergency situations and accidents. The team includes 356 brigadiers, about 10% of them being employees, in addition to 02 brigade vehicles, 04 civil firefighters, and 03 rescuers, who are on call on a 24/7 basis. Brigade members participate in internal training monthly according to the annual schedule defined with practical and theoretical topics relating to emergency equipment, evacuation simulation, first aid, chemical spills, and other emergency situations.



We are proud to say that, through OHS actions, Aeris broke its record in 2019 and reached the milestone of 730 days without accidents with leave.



The Occupational Health and Safety (OHS) area is composed of multidisciplinary professionals trained to promote the health and physical integrity of employees in the work environment and counts on Specialized Service in Safety Engineering and Occupational Medicine (SSSEOM), with 19 Technicians in Occupational Safety, 2 Engineers in Occupational Safety, 1 Occupational Nurse, 2 Occupational Physicians, and 4 Occupational Nursing Technicians. These committees represent 100% of Aeris' employees.

In 2019, Aeris achieved a very important management tool for the OHS area, which was the FAP Online system – Social Security Accident Factor, a platform that enables the integrated management of health, OHS-related programs, such as the Environmental Risk Prevention Program (ERPP) and the Medical Control and Occupational Health Program (MCOHP). Thanks to the quick access provided, the information in these documents can increase the efficiency of the daily activities of the department, in addition to providing real-time access to various indicators used daily, such as number of accidents and control of their actions, third-party management, control of legal training, management of physician schedules, consultations, exams, and medical certificates.

Hazard and Risk Management

The OHS team carries out a survey of hazards and risks, mapping them for operational controls and monitoring. The spreadsheets of hazards and risks are available in all areas, according to requirements of ISO 450001.

Some activities carried out in the production process of the wind equipment manufacture may presents hazards and risks related to allergies and respiratory diseases, due to exposure to chemical agents (dust, mists, and vapors) in activities related to handling chemical products and sanding, mainly in the areas finishing, involving an average of 710 employees. Control measures focus on prevention, by reducing the generation of dust, using a suction system for contaminated air. Automated machines and equipment are also used, with the use of Personal Protective Equipment (PPE) such as half-face and full-face respirators. In addition, training and instructions are given on their correct use, as well as fit tests (sealing test to ensure that all supplied respirators are well sealed) carried out before the supply.

Risks are also monitored through periodic examinations, in addition to disclosure of the risk spreadsheet with control measures according to the exposure of each area.

The delivery of PPE takes place through machines, in which the equipment is stored. These machines have a smart system that accesses, through digital reading, the employee data and type of PPE available. The machines are available to employees 24 hours a day, to meet their needs in the work environment according to the exposures to hazards and risks. All areas have control and the mapping of the use of PPE. In addition, Aeris provides material with the description of the PPE necessary for each employee according to their activities. This method reduces queues and waits for PPE,

increasing efficiency in the process of receiving and registering PPE delivery and ensuring greater control over the acquisition of these materials.

For the achievement of the results obtained by OHS actions, Aeris relies on audits designed for the involvement and participation of the protagonists of the area, through inspections such as:

Standardized Safety Work (SSW): Focus on developing a safety culture across Aeris Leadership (Leaders, Coordinators, and Managers), through the standardization of activities and the inclusion of safety issues in the routine of all leaders.

Safety Hour: A tool of weekly safety audits carried out by the team of managers, directors and the chairman in the production areas.

Aeris has a multidisciplinary team committed to developing a culture of Occupational Health and Safety in the daily lives of all employees.

Risk Potential: A tool used to identify and treat unsafe conditions identified in the workplace. Through these records, managers can jointly contribute to the analysis and mitigation of the risks identified.

Practiced Safety Index (ISP): Audits carried out every two weeks in all areas of the company, with the aim of reducing the risk potential in the workplace and subsequently reducing accident indicators, ensuring, through

awareness and inspections, safe conditions and compliance with legal requirements.

In 2019, Aeris reached the milestone of 747 days without accidents with leave. This result was only possible thanks to the development of an accident prevention initiative and the participation of everyone in the programs. The injury rate decreased by 52.3% compared to 2018, and again, there was no occupational disease rate or death, as shown in the table below.

Health and Safety in numbers

	2017			2018			2019		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Injuries									
Injury rate	18.5	15.72	2.78	3	3	0	1.57	1.57	0
Injury rate (with leave)	2	1.8	0.2	0	0	0	0.16	0.16	0
Injury rate (without leave)	16	15.2	0.8	3	3	0	1.47	1.47	0
Number of injuries	94	80	14	12	12	0	10	10	0
Number of injuries (with leave)	11	10	1	0	0	0	1	1	0
Number of injuries (without leave)	83	79	4	12	12	0	9	9	0
Occupational diseases									
Occupational disease rate	0	0	0	0	0	0	0	0	0
Number of occupational diseases	0	0	0	0	0	0	0	0	0
Days with leave									
Rate of days with leave	100.00	79.04	20.96	100.00	83.73	16.27	100.00	83.74	16.26
Number of days with leave	8,907	7,040	1,867	14,502	12,143	2,359	11,458	9,595	1,863
Absenteeism									
Absenteeism rate	4.46	2.09	2.37	3.2	1.46	1.74	2.31	1.06	1.25
Scheduled work days	680,538	580,851	99,687	605,400	516,300	89,100	1,054,488	905,534	148,954
Deaths									
Number of deaths	0	0	0	0	0	0	0	0	0

ITEMS	2017 Target		2017 Result		2018 Target		2018 Result		2019 Target		2019 Result	
Frequency Rate without Leave	13	↓32%	16.3	↓14%	7	↓63%	3	↓84%	2.75	↓8%	1.41	↓53%
Frequency Rate with Leave	8	↓53%	2.2	↓87%	1.8	↓90%	0	↓100%	0	-	0.16	↓16%
Total Frequency Rate	21	↓42%	18.5	↓49%	8.8	↓75%	3	↓92%	2.75	↓8%	1.57	↓48%
Severity Rate	44	↓50%	30	↓66%	10	↓89%	0	↓100%	0	-	5.16	↓516%
Practiced Safety Index (ISP)	80%		87%		95%		98%		98%		100%	
Excellence Program	Silver		Silver		Gold		Gold		Gold		Gold	

In 2019, no cases of noncompliance regarding the codes related to health and safety were identified at Aeris, with all of the company’s management processes respecting the current legislation.

As in every year, in 2019, Aeris held the Internal Week for Occupational Accident Prevention and the Environment (WIOAPE), focusing on accident prevention, health and sustainability aspects. In 2019, the topic “Protagonists in Security: Someone Waits for You” was addressed, in which the main activity was the recording of a video with the participation of the employees’ family members, who spoke of awareness regarding

preventive behaviors, the correct use of PPE, and the importance of carrying out safe work and returning healthy to find someone waiting for them, every day. There was also an exhibition of PPE with employees’ family members, representing the value of the correct use of PPE for employee health and physical integrity in the work environment. Family members paraded on the catwalk wearing PPE, reinforcing the mandatory use and the safe return home every day. In addition to this activity, the SIPATMA featured training, the Daily Dialogue on Occupational Health and Safety (DDOHS), and the Occupational Health and Safety Culture Development Program (OHSCDP).

Health Promotion

Aeris is continuously striving to improve the quality of life of its employees and the community and spares no effort to carry out actions and develop health promotion programs. Over the course of 2019, a number of programs in this sense were developed and continued intensely, as can be seen below.

Force for Good Program



It is an Aeris volunteer program in which the values of social and individual responsibility in the workplace reaffirm the ethical commitment and the long-term, trusting relationships with society. The program consists of blood donation campaigns carried out by Aeris' employees, having arisen from their initiative, who mobilized to donate blood to an employee’s child. The program is carried out every semester, and service is alternated with the Hemoce and Fujisan institutions. Employees who make donations are guaranteed a day off under the law.

Healthy Pregnancy Project



Aeris decided to assemble a multidisciplinary team (nutritionist, physicians, physical therapists, social worker, occupational therapist, and nurse) to provide support and guidance to employees from pregnancy to

the birth of the baby. Always aiming to promote health education for pregnant women, the project aims to raise awareness regarding the importance of a healthy pregnancy in order to strengthen the bond between mother and child, leading to quality of life in the physical, emotional and social aspects.

The project is carried out periodically, when the minimum number of 4 pregnant women per class is reached. The meetings feature workshops with issues focused on gestational health, mental health in the gestational/postpartum period, relaxation techniques, care for the newborn, breastfeeding, breast care, tips, and guidance on healthy eating. It also features weekly physical therapy sessions with Pilates classes and bimonthly session with weight monitoring and nutritional assessment. On the last day of the project, the pregnant women receive gifts for the baby.

Blue November

The month of November at Aeris was marked by a set of actions aimed at preventing prostate cancer. Among these actions, blue ribbons were delivered to employees, as well as massage therapy, parodies, and guidelines, always addressing information about prostate cancer and the importance of prevention exams.

In addition to the abovementioned actions, the Daily Dialogue on Occupational Health and Safety (DDOHS), held during the week from November 11 to 16, focused on the Blue November topic, presenting a set of preventive information about the disease.

The company contributed even more on the subject and sought best practices for employees, conducting a survey, using forms, with various questions related to the issue and mapping the risks of each employee, thereby taking the appropriate actions and conduct. Employees considered to be at higher risk were referred, on the company's own premises, to a specialist service (Urologist). These employees underwent routine clinical and laboratory tests. During three (3) days



of care, 34 patients over 40 years of age who had some major risk factor for disease were evaluated.

After initial evaluation and with the results of these tests, the urologist had the opportunity to guide and explain to each patient each result found, in addition to reinforcing the importance of prevention as the main form of cure for the disease.

Pink October

In October, the month of the campaign to combat breast cancer, as is already a tradition at Aeris, actions were taken to raise awareness and education on the topic for the company's employees. On the first day of the month, pink ribbons (the symbol of the campaign) were delivered, as well as information for all employees, playful parodies at meal times, a lecture with the chair of the breast cancer committee of the City of Caucaia, and the testimony of a patient who underwent breast cancer treatment, in order to show the possibility of curing the disease, especially if it is diagnosed in its early stage. Massage therapy was also made available to employees, carried out in partnership with the UNIMED team.



During the month, the Daily Dialogue on Occupational Health and Safety (DDOHS) focused on the October Pink topic, exposing a set of information about the disease and its forms of prevention. During two days, at the company's outpatient clinic, consultations were held with a mastologist. During the consultations, patients underwent clinical preventive exams not only for breast cancer, but also for cervical cancer – a disease that also has a high prevalence among the female audience. In addition, they were given prevention guidelines for diseases and referrals for laboratory and imaging tests (breast ultrasound and mammography). In total, 47 employees were served. These had a higher risk of developing the disease, having undergone screening during the Occupational Health and Safety Culture Development Program (OHSCDP). In this approach, the employees answered a questionnaire, and after analysis of the information, they were directed to the actions. After initial evaluation and with the results of these tests, the mastologists had the opportunity to guide and explain to each patient each result found, in addition to reinforcing the importance of prevention as the main form of cure for the disease. On the occasion, the specialist verified the need for an employee to carry out follow-up every six months, as opposed to annually, as usual.

The health of employees is a precious thing for Aeris, which is why we continuously strive to improve the quality of life for the entire team, including their families.



Environment

GRI 102-15, GRI 102-11

Aeris constantly pursues the balance between its activities and the environment, always taking advantage of opportunities to mitigate its impact. The company values the complete understanding and management of its entire production chain, always seeking to predict the systemic effects of its corporate purpose.

The Environment department is guided by five environmental guidelines: "To protect our flora and fauna biodiversity;" "to reduce the generation of waste, as well as recycling and reusing;" "to survey the environmental aspects and impacts, defining plans for reduction;" "to reduce in a conscious manner the use of natural resources;" and "to develop a socioenvironmental culture alongside stakeholders."

Aeris is a signatory to the United Nations Global Compact and aims to encourage responsibility in the handling of all inputs and materials used and subject to disposal by the organization.

The monitoring of Aeris' environmental performance is performed through the Environmental Performance Index (EPI), composed of five environmental guidelines, namely: to protect biodiversity; to reduce waste generation, as well as reusing and recycling; to survey environmental aspects and impacts, to define plans for reduction; to reduce in a conscious manner the use of natural resources (water and energy); and to develop a socioenvironmental culture alongside stakeholders. This tool seeks the environmental excellence of the busi-

ness, generating sub-indicators that measure items such as compliance with legal requirements, amount of waste generated (recycled and non-recycled), water and energy consumption, number of open environmental events treated, and revenue generated with the sale of waste.

Through the index, the company manages to set goals and achieve continuous improvement, which can be seen in the various results presented in this report. Management through the IDA allows the process engineering team to identify the main opportunities presented, such as reducing or replacing the use of a given input; waste disposal; atmospheric emissions; and increased production efficiency as a whole. This control is reviewed and updated every six months through the IDA, or when significant changes are made in the process.

Aeris practices environmental compliance clauses with consequences including contract termination in case of untreated environmental issues by third parties. It also adopts the practice of due diligence by the Legal department to all potential suppliers / partners / service providers in contracting processes that are directly or indirectly linked to environmental issues.

The Environment area conducts environmental education programs such as the Daily Environment Dialogue (DED), which consists of a moment of dialogues focused on environmental concerns in its various subjects, aiming to raise awareness among employees regarding the reduction, control and assessment of the various types of impacts and relating them to the company's Environmental Guidelines and the IDA.

Despite having a low number of vehicles and equipment powered by fossil fuels, Aeris performs internal monitoring of the black smoke index, in addition to carrying out regular inspection. In 2019, Aeris maintained its standard of environmental investments, its main highlight being a major cost reduction related to environmental kits, which consist of blades, gloves,

area insulation tapes, and plastic bags, which are used in the containment and absorption of fluids. The Environmental Kits began being acquired in a sustainable way, that is, receiving as a donation the wood chips that comprise a liability for the lumber companies, providing Aeris with an environmentally correct solution.

Materials

GRI 301-1, GRI 301-2, GRI 103-1, GRI 103-2, GRI 103-3

In order to reduce the materials used in the production process, Aeris carried out in 2019 a series of actions that had a positive impact on the cost of the blades, as well as environmental gains, as it ensured waste reduction in the manufacture of blades without reducing the level of excellence in product quality. The actions carried out in each process were:

- 1 – Decrease in the amount of raw material;
- 2 – Frequent meetings to discuss material costs;
- 3 – Exchange of materials between the same supplier to ensure no waste;
- 4 – Decrease in part repairs;
- 5 – Failure treatment for consumption deviations;

The continuation of gains in the process of reusing buckets and bowls, by wrapping the buckets with plastic, in which all the waste generated settles into the plastic, thus facilitating conservation and reuse in the process. In turn, the bowls are usually contaminated with resin. With that, an opportunity to add hardener was considered, in order to facilitate the removal of the contaminant from the bowls. These actions represented major environmental and financial gains for the company.

Aeris has sought to replace materials that have a negative impact on the environment with more eco-efficient solutions, such as coconut fiber blanket and recycled channels. The coconut fiber blanket and paper towels are materials that come from the production process



of wind blades, originating from recycling processes and being considered consumable materials (they help in the process of infusion of the bark, contributing to a reduction in the exploration and pollution of the environment).

Plastic channels (as well as blankets and paper towels) are purchased from the recycling process, but the plas-

tic that is used in the making of these channels consists of plastic waste generated internally at Aeris. In other words, the plastic generated is sent for recycling and returns in the form of channels for the process.

In 2019, there was a reduction in the consumption of a few inputs, such as resin, metal parts, paints, and plastics, as can be seen in the table below.

Materials used, by weight or volume – GRI 301-1

MATERIALS	2017	2018	2019	Classification	Variation (%)
Resin (kg)	5,328,188	4,771,880	4,460,498	Non-renewable	-6.53
Reinforcement Fibers (kg)	9,398,609	8,718,487	9,152,635	Non-renewable	4.97
Foam (m)	15,599	8,554	9,501	Non-renewable	11.07
Metal Parts (kg)	182,615	295,023	127,337	Non-renewable	-56.83
Paints (kg)	267,266	200,868	173,553	Non-renewable	-13.59
Plastic (m)	917,635	765,947	746,824	Non-renewable	-2.49
Bucket (un)	135,445	76,880	106,594	Non-renewable	38.64
Bowl (un)	236,244	110,702	156,489	Non-renewable	41.36

Percentage of recycled input materials used – GRI 301-2

Material name	Material type	Quantity of inputs (t)	Quantity of recycled inputs (t)	Percentage of recycled inputs
2017				
Channel	Plastic	15.74	15.74	100.00%
Coconut fiber	Organic	0.30	0.30	100.00%
2018				
Channel	Plastic	13.88	13.88	100.00%
Coconut fiber	Organic	5.3	5.3	100.00%
Paper towel	Paper	40.90	40.90	100.00%
2019				
Channel	Plastic	75.26	75.26	100.00%
Coconut fiber	Organic	1.09	1.09	100.00%
Paper towel	Paper	26.61	26.61	100.00%

Biodiversity

GRI 304-1, GRI 304-2, GRI 304-3, GRI 304-4

For the installation of the Aeris plant, studies and materials were prepared, such as the Environmental Impact Study (EIS), Environmental Impact Report (EIR), Environmental Feasibility Study (EVA), Risk Assessment Study (RAS), Emergency Response Plan (ERP), Technical

Report for Plant Suppression Authorization, and Technical Environmental Monitoring Report, all prepared by engineers registered at the Regional Council for Engineering and Agronomy (CREA) and hired as specialized suppliers. Based on these studies and reports,

it was shown that there are no endangered species at the operation site. Aeris' activities have no impact on local biodiversity, and the company contributes directly to the protection of habitats through environmental compensation measures in permanent preservation areas (APP). These areas, declared in good condition, undergo inspection by external professionals and are identified with signs. The environmental compensation carried out in them relied on the planting of carnauba seedlings and other species from the caatinga and Atlantic forest biomes.

To ensure that impacts on diversity are not generated, Aeris controls the generation of external noise and controls the emissions of organic vapors in its paint booths.

In 2019, Aeris' direct impacts included the removal of vegetation for the construction of a blade storage warehouse. Approximately 32.80 hectares of land acquired by the company were suppressed and in 2020, and measures for environmental compensation are

scheduled begin, including the reforestation of a reserved part through the planting of seedlings.

The Aeris' environmental team monitors and follows the schedule of replanting activities and reports the status of the actions to the environmental agency. The suppression of the vegetation was followed up by a specialized company, which monitored the number of trees removed for the purposes of ensuring accountability with the environmental agency.

Own operating units, leased or managed in protected areas – GRI 304-1

APP	
Areas	Extension (m²)
APP 1	1,600
APP 2	36,000
APP3	1,100
Total	38,700





Water

GRI 303-1, GRI 303-3, GRI 306-1

Aeris is located in a region of water scarcity and believes that the good use of this resource is of paramount importance to its strategy. The company is supplied by Companhia de Gestão de Recursos Hídricos (COGERH), based in the state of Ceará, which serves the region of the Pecém Industrial and Port Complex (CIPP). The water collected comes from dams. In 2019, the consumption of water per blade produced amounted to 43.07 cubic meters.

In 2019, Aeris consumed 87,720 cubic meters of water, representing an increase of 19% compared to the previous year. Nevertheless, considering the metrics of water consumption by blades produced, Aeris achieved a reduction of 12.97% in relation to the previous year.

The measures adopted by the company included process optimization and environmental education. Aeris also has other initiatives in favor of reducing water use, such as flow reducers applied to the taps in bathrooms and changing rooms. The company's water management is fully carried out by monitoring indicators.

Since the end of the 2nd semester of 2018, Aeris has employed a system for reusing water obtained from the backwashing of the treatment plant filters. Previously, the water used was discarded, and after the implementation of the action, this water is directed to the water tank, with the following destinations: irrigation, washing of equipment, and roads. In 2019, the system was expanded. Additionally, in the 2nd semester of 2019, through the physical/chemical treatment of the Wastewater Treatment Plant (WTP), the irrigation of the gardens near the Aeris community center was started. In 2019, Aeris recycled 70,224 cubic meters of water, representing 80% of total consumption.

In addition to these initiatives, several actions were taken during the year, such as: Daily Environment Dialogue (DED), Celebration of World Water Day, Idea Campaigns, and other activities directly linked to compliance with the Environmental Guidelines, contributing to the conscious consumption of this natural resource.

Volume and percentage of recycled and reused water (m³) – GRI 303-3

Volume used	Volume reused	Percentage reused
2017		
82,100.00	12,240.00	14.91%
2018		
73,105.00	21,931.50	30%
2019		
87,720.00	70,224.00	80%

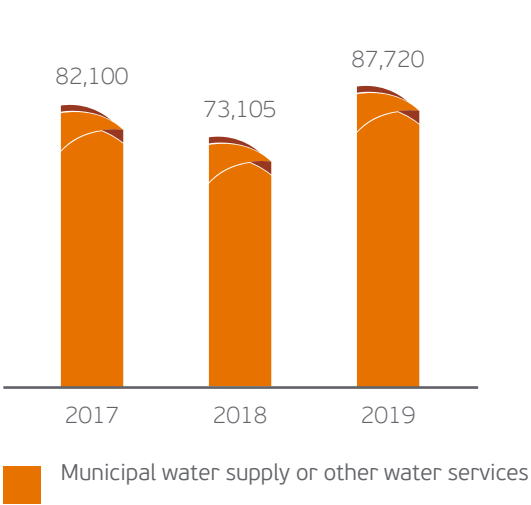
In the production process of the blades, the steps of cutting, drilling and cleaning filters result in the disposal of water, which is treated according to the requirements of state ordinances and COEMA Resolution 02/2017, which provides for standards and conditions for the discharge of liquid effluents generated from polluting sources. The disposal of water takes place in the

soil through infiltration ditches in compliance with the ordinance criteria. The amount of water discharged in 2019 suffered a significant reduction of 47% compared to the previous year, due to the reuse of the water in cleaning the filters. As for the water used in the cutting and drilling stage, there was a small increase from 2018 to 2019, due to the increase in blade production.

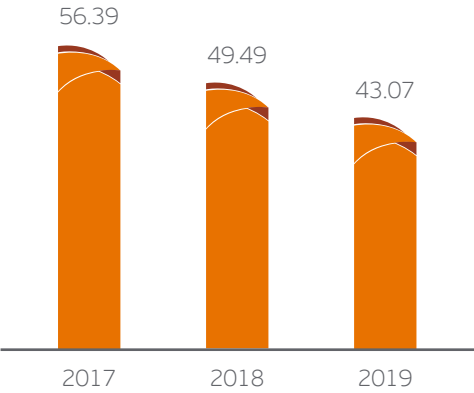
Volume of water discharged, by destination (m³) – GRI 306-1

	2017	2018	2019
Blade cutting and drilling	2,448	2,496	3,099
Filter cleaning	60,091	53,096	26,316
Volume discarded	62,539	55,593	29,415

Total water withdrawal, by source – Water consumption (m³) – GRI 304-1



Water consumption per blade produced (m³)



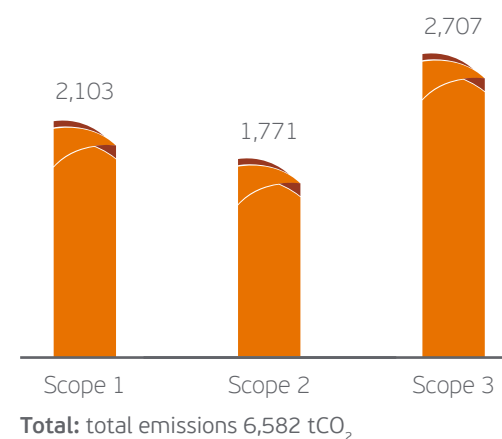


Emissions

GRI 305-1, GRI 305-2, GRI 305-3, GRI 305-5

Through the GHG Protocol methodology, in compliance with the Brazilian specifications contained therein, Aeris prepared its calculations of greenhouse gas emissions for the year 2019. The company emitted 6,582 tCO₂e, with 2,103.18 tCO₂e in scope 1, 771.32 tCO₂e in scope 2, and 2,707.60 tCO₂e in scope 3. The calculation base considered industrial processes, mobile and stationary sources, fugitive emissions, effluents, business trips, electricity, transportation, and distribution, among other items. The gases included in the calculations were: CO₂; CH₄; N₂O; and HFCs.

Greenhouse Gas Emissions (Scopes 1, 2 and 3)



Greenhouse Gas Emissions (Scopes 1, 2 and 3)

Sources of greenhouse gas emissions (tCO ₂ e)	2017	2018	2019
Scope 1 Emissions			
Stationary combustion	238.2	81.6	84.3
Mobile fonts	576.9	113.3	370.2
Effluents	217.9	84.9	84.9
Fugitive emissions	1,451	1,343	1,563
SCOPE 1 TOTAL	2,484	1,623	2,103
Scope 2 Emissions			
Electricity purchased and consumed	1,804	1,167	1,771
SCOPE 2 TOTAL	1,804	1,167	1,771
Scope 3 Emissions			
Waste generated in the operation	5,073	2,571	1,910
Business trips	31.9	20.5	20.8
Employee transportation	2,233	1,508	776
SCOPE 3 TOTAL	7,338	4,100	2,707
TOTAL EMISSIONS	11,626	6,892	6,582

In 2019, the company achieved a reduction in total GHG emissions, compared to the previous year. The reduction happened more precisely in Scope 3, thanks to several actions, such as the diagnosis of the fleet and the itinerary carried out in the transportation of employees, where it was possi-

ble to reduce the number of vehicles used. In the item of waste generated in the operation, it was possible to achieve improvements thanks to the training programs on waste reduction, as well as waste sorting, in addition to large amounts of waste being sent for recycling or co-processing.

Energy

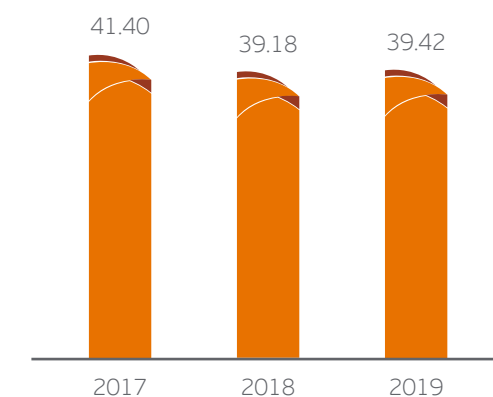
GRI 302-1, GRI 302-3, GRI 302-4

Aeris' energy matrix consists of the consumption of electricity and fuels from non-renewable sources, such as diesel fuel and liquefied petroleum gas (LPG). In 2019, the company consumed 80,247.40 liters of diesel oil, 59,700.00 kg of LPG, and 79,596.10 GJ of electricity. Diesel fuel consumption reached a significant increase compared to the previous year, due to the acquisition of new equipment, including 2 16-metric ton forklifts and 6 medium-sized and large cranes, ranging from 60 to 160 metric tons.

Electricity consumption suffered a small increase compared to 2018 due to the company's growth and an increase in production. The goal for the year was to reach 38.88 GJ per blade produced. Nevertheless, energy efficiency remained at the same level as the previous year, reaching 39.42 GJ per blade produced, that is, the company is producing more while maintaining the same level of consumption. This is thanks to the eco-efficient initiatives adopted by the company, in particular the use of LED lamps in the facilities, motors with frequency inverters, and expansion of the photocell system, which is programmed to switch the external lights on or off using a daylight and time sensor.

In addition to the actions mentioned, Aeris also works strongly on environmental education programs, guided by the Environmental Guidelines, in which one of its premises is the reduction and optimization of energy consumption. Throughout 2019, the company carried out the DED with all employees, raising awareness of the actions and good practices to be adopted at Aeris facilities. The celebration of the Conscious Consumption Day was also held, in which employees had the opportunity to suggest ideas for reducing energy consumption and promoting conscious consumption, through the VISA (Valuing Ideas and Suggestions at Aeris) platform, detailed on page 20.

Energy consumption per blade produced (GJ)



Energy consumption in the organization – GRI 302-1

	2017	2018	2019
Diesel Fuel (L)	39,865	215	80,247
Liquefied Petroleum Gas (kg)	-	37,561	59,700
Electricity (GJ)	60,609	57,867	79,596





Waste

GRI 306-2, GRI 306-4

Waste management is one of Aeris' main concerns, and identifying risks and opportunities in this regard is considered one of its main environmental performance strategies. Care regarding the generation and destination of waste is part of the company's daily routine, which considers that the production process ends only when the waste generated receives the appropriate disposal. The aspects considered in the management of waste generated by Aeris are: reduction, reuse, recycling, treatment, and environmentally correct final disposal.

In 2019, the main challenge for Aeris was to reduce the sending of solid waste to landfills. In view of this challenge, the opportunity arose to further develop the waste sale project, started in 2017, with a focus on reducing the environmental impact and income generation. The waste-o-meter, a dynamic monitoring tool for waste generation, created by the Aeris environment team, was used even more in

the year. The tool calculates the amount of revenue generated by the sale of waste, and the expenses required for the disposal are disclosed weekly to employees, thus creating an environment of cooperation, improving the engagement of waste sorting, and allowing each month's target to be reached.

The waste is sent for co-processing and sold to cement companies, which use it in the generation of energy. In 2019, Aeris' goal was to sell R\$180,000.00 in waste. This goal, however, was exceeded, and the company managed to sell R\$225,000.00.

As in recent years, Aeris carried out a number of actions in search of a reduction in waste disposal, including the DDMA, which focused on reducing waste through recycling. The company also relied on the Aeris Recycles project, which consists of encouraging employees to develop artisanal works with the waste generated. A photographic exhibition was held with the objects created during the Internal Week for Occupational Accident Prevention and the Environment (WOAPE).

Another action that represented positive results, contributing to the reduction of waste in 2019, was the implementation of the Electronic POP project, aiming to replace printed controlled procedures with electronic controlled copies, eliminating paper and expenses with printing and re-printing, loss of documents, wear of operating procedures, and use of technology in the concept of Industry 4.0. In parallel to the electronic POPs, there was also the

replacement of the manual Checklist carried out daily in the production process, which consumed an average of 30,000 sheets of paper per month, with the Digital Checklist, in which printed forms were replaced with tablets and computers that enable the data management in a fast, reliable and sustainable manner. The project started in June 2019, and as of September, the 228 digital models were already in full use on the mobile platform.

Regarding the improvement of processes, the Production and Engineering teams continued to develop efficiency studies, which made it possible to replace materials and reuse waste, such as infusion plastics, utilized in other activities of the production process. Several training sessions on waste sorting were also carried out on the production lines, in which the main guideline was not to contaminate materials with hazardous products without a real need. Within this principle, two materials that are separated, classified as class I (leftover resin and catalyst), are mixed in the operational areas. After curing (already in solid state), the two materials become a compound, becoming non-recyclable waste. This classification is certified according to a waste characterization report prepared by a specialized company. Thus, the environmental impact is minimized, providing a financial contribution to Aeris, considering that the disposal of Class I waste generates more expenses.

In 2019, Aeris discarded 7,564 metric tons of waste, representing an increase of 42% over the previous year, due to the company's growth and increased production volume. The generation of Class I waste was 88.6 metric tons – mainly represented by uncured epoxy resins and paints or materials contaminated with oils and greases. As for the generation of Class II waste, the company generated 5,390.2 metric tons.

The monitoring of residues is also performed through the IDA, which allows the analysis and management of residues generated. The final destination of residues is 100% monitored by a specialized company, including the flow of environmental documentation.

Transportation of hazardous waste (t) – GRI 306-4



In addition to developing environmental awareness, Aeris' waste management has become a business opportunity, further guaranteeing the company's sustainability.

Waste discarded, by type and disposal method (t) – GRI 306 -2

	2017	2018	2019	Final disposal
Class II	5,219	3,785	5,390	Landfill
Class I	150.0	65.4	88.6	Co-processing
Cardboard	252.0	293.4	393.7	Recycling
Plastic	165.0	140.7	240.9	Recycling
Metal	227.0	101.7	173.6	Recycling
Wood	318.0	466.9	778.3	Reuse
Metal drum	27.0	51.1	88.7	Reuse
Fiberglass fabric	136.0	233.6	35.3	Recycling
Plastic drums	232.0	238.6	374.3	Reuse
Total	6,726	5,377	7,564	



Environmental Compliance

GRI 102-11, GRI 307-1

Aeris is concerned with articulating the environment and society, valuing the complete understanding of its production chain, and thus invests in the development and application of technologies in the production processes that cause the least possible environmental impact. The company understands that the precautionary principle must be deployed in all of its business partners, and therefore, it has contractual clauses that address requirements on environmental compliance, as well carrying out

due diligence practices through the legal sector. Failure by partners to comply with the clauses may result in contract termination. Aeris uses dedicated software for the management of its legal compliance and relies on the monitoring of the operational excellence area, ensuring the continuous improvement of the administration of aspects related to environmental preservation. The company has no history of fines or other legal sanctions for noncompliance regarding environmental laws or regulations.



ation of high-economic-value and added-value contracts to the optimization of external logistics, with more efficient freight and transportation modes.

The planning of the purchase of materials is also the responsibility of the Supply Chain area, which manages the consumption of materials in production, stock levels, and supplier replenishment times. The purchase of direct materials is based on the technical list, which contains a list of all the necessary inputs in each process. This information is compiled in a document called the Technical List, which serves as a guide to the production and planning process, creating a consumption forecast horizon.

The Supply Chain area also has a Foreign Trade and Logistics team, responsible for addressing the logistics chain for all imported materials and machinery, from the readiness of the cargo at the supplier to customs clearance and use of special customs regimes.

The sectors of the Supply area work in synergy to meet all internal demands, always seeking the best price, the best quality, and the shortest delivery times. Aeris follows the VDA P-5 (VDA – Verband Der Automobilindustrie; P5 – Supplier Management) and APQP4WIND (Advanced Product Quality Planning) standards, comprising procedures and techniques used to manage the production quality specific to the area, to support selection indexes and monitoring of suppliers using tools such as: Preliminary Assessment Questionnaire for

Suppliers; Aeris Culture Guide, Supplier supply manual; Quality assurance agreement; Quality inspection of raw material; Quality inspection prior to using raw material on the line ; Issuance of noncompliance report and action plans to correct identified flaws; Supplier Quality Index (SQI); Audits at the production units; and quarterly delivery performance meetings (OITIF).

In 2019, Aeris contracted 400 suppliers of materials and services, which account for 13% of the total suppliers. Approximately 16% of purchase orders issued in the year went to domestic suppliers, involving direct and indirect materials and services, totaling R\$100.5 million. The main suppliers of direct materials are located in the United States, Germany, Spain, China, Denmark, Italy, the Netherlands and Great Britain, while those of indirect materials and services are located in the United States, Germany, and Brazil. (States: Ceará, São Paulo, Bahia, and Rio de Janeiro)

It should be noted that the Supply Chain area adopted new logistics practices in 2019, such as cabotage, an additional mode to facilitate the transportation of materials, from the port of origin to the destination. Cabotage has a lower impact on the environment, having lower emissions of polluting gases compared to the road mode, which is predominant in Brazil. In its transportation negotiations, Aeris managed to reduce logistical costs by about 35% by adopting Cabotage instead of Road transportation.



In 2019, Aeris was acknowledged by *Jornal do Meio Ambiente de São Paulo* and received the Green Seal, an environmental certificate that acknowledges, encourages and honors a select group of companies that are committed to sustainable development and good environmental practices. Its goal is to verify the adequacy of operational licenses issued by environmental agencies, at the municipal, state and federal levels.



Supply Chain

GRI 102-9, GRI 102-10, GRI 204-1

Aeris' Supply Chain area aims to meet the company's internal demands, from the purchase of raw materials, to the provision of employee transportation services. The sector is responsible for purchasing and contracting all materials and services provided at Aeris. In 2019, the area gained a strategic bias, from the standpoint of the purchasing area to the standpoint of the Supply Chain area, responsible for reducing direct costs in finished products, from the negoti-



Aeris Organizational Culture

GRI 102-16

Winds Without Frontier

Always in search of continuous improvement, Aeris continued the Winds of Future program, which achieved the goals of being one of the 1,000 best companies in Brazil, one of the 100 most sustainable companies in the country, and one of the 10 best to work for in the State of Ceará in 2018, and thus, launched the Winds Without Frontier program, which has operational efficiency, leadership and longevity as its pillars, becoming a company with a global presence, with goals established until 2023.

- To be one of the 5 most profitable capital goods companies in Brazil;
- To be one of the 50 best companies to work for in Brazil;
- To be one of the 500 largest companies in Brazil.

The pillars of the program are being practiced by all areas of the company, in a strategic alignment to achieve the goals and targets set, counting on the cooperation of

all employees, who play a key role in the history of Aeris.



Employee Profile, Remuneration and Benefits

GRI 102-8, GRI 102-41, GRI 202-1, GRI 401-1, GRI 401-2, GRI 401-3, GRI 405-1

In 2019, Aeris grew a lot, almost doubling its staff. The company had 4,452 workers in its workforce, an increase of 80% over the previous year. Among them, 137 are apprentices, 22 are interns, and 825 are outsourced employees. This growth was thanks to the increased demand for products and services.

Total employees by employment contract and gender – GRI 102-8

2017						
	Permanent staff		Temporary staff		Outsourced	
	Male	Female	Male	Female	Male	Female
	1,881	290	36	39	262	24
Total	2,171		86		286	
2018						
	Permanent staff		Temporary staff		Outsourced	
	Male	Female	Male	Female	Male	Female
	1,641	279	80	18	417	37
Total	1,920		98		454	
2019						
	Permanent staff		Temporary staff		Outsourced	
	Male	Female	Male	Female	Male	Female
	2,974	494	127	32	751	74
Total	3,468		159		825	

Total employees by employment contract and region – GRI 102-8

	2017			2018			2019		
	Permanent staff	Temporary	Outsourced	Permanent staff	Temporary	Outsourced	Permanent staff	Temporary	Outsourced
Northeast	2,171	75	286	1,904	98	454	3,449	159	825
South	0	0	0	15	0	0	1	0	0
Southeast	0	0	0	1	0	0	17	0	0
Center-West	0	0	0	0	0	0	1	0	0
Total	2,532			2,472			4,452		

*Aeris does not have part-time employees.

Employees by gender and functional category – GRI 102-8

Functional category	2017			2018			2019		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Board of Directors	8	1	9	8	1	9	7	1	8
Management	21	3	24	20	3	23	20	4	24
Coordination	47	6	53	41	5	46	59	4	63
Technical	188	8	196	147	11	158	301	26	327
Administrative	115	104	219	124	98	222	172	114	286
Operational	1,508	162	1,670	1,301	161	1,462	2,415	345	2,760
Apprentices	30	35	65	72	12	84	119	18	137
Interns	6	4	10	8	6	14	8	14	22
Outsourced	262	24	286	417	37	454	751	74	825
Total	2,185	347	2,532	2,138	334	2,472	3,852	600	4,452

Percentage of total employees by functional category, gender and age group (%) – GRI 405-1

	Functional category								
	Administrative	Apprentice	Coordination	Board of Directors	Intern	Management	Operational	Technical	Outsourced
2017									
Gender									
Male	52.51	46.15	88.68	88.89	60	87.5	89.94	95.92	91.6
Female	47.49	53.85	11.32	11.11	40	12.5	10.06	4.08	8.4
Age Range									
18-25 years	31.05	100	3.77	0	80	4.17	42.51	25.51	35.29
26-35 years	49.77	0	52.83	44.44	20	33.33	43.71	42.35	42.69
36-45 years	15.98	0	35.85	55.56	0	58.33	12.34	26.53	14.48
46-55 years	2.28	0	7.55	0	0	4.17	1.38	5.61	6.5
Over 55 years	0.91	0	0	0	0	0	0.6	0	1.04
2018									
Gender									
Male	55.86	85.71	89.13	88.89	57.14	86.96	88.99	93.04	91.85
Female	44.14	14.29	10.87	11.11	42.86	13.04	11.01	6.96	8.15
Age Range									
18-25 years	28.83	100	4.35	0	78.57	0	40.42	18.99	33.48
26-35 years	50	0	50	33.33	21.43	21.74	44.46	43.67	41.63
36-45 years	17.12	0	39.13	55.56	0	69.57	13.47	29.75	15.64
46-55 years	3.6	0	6.52	11.11	0	8.7	1.57	6.96	7.27
Over 55 years	0.45	0	0	0	0	0	0.07	0.63	1.98
2019									
Gender									
Male	60.14	86.86	93.65	87.50	36.36	83.33	87.50	92.05	91.03
Female	39.86	13.14	6.35	12.50	63.64	16.67	12.50	7.95	8.97
Age Range									
18-25 years	30.42	100	1.59	0	72.73	0	41.85	18.04	36.12
26-35 years	46.15	0	49.21	37.50	27.27	25	42.90	46.18	54.79
36-45 years	18.53	0	42.86	62.50	0	70.83	13.30	28.75	7.03
46-55 years	4.20	0	6.35	0	0	4.17	1.92	6.42	1.45
Over 55 years	0	0	0	0	0	0	0.04	0.61	0.61

In 2019, Aeris' recruitment and selection process became even more connected and borderless. The company acquired the Gupy recruitment and selection software, whose goal is to give more visibility to vacancies, provide a positive experience to applicants, and ensure a more assertive screening process.

Applications began being carried out the Aeris Career website – aeris.gupy.io, which makes it possible to engage all parties involved, from vacancy managers to applicants interested in working at Aeris. This platform is also used for internal applications. Applicants are able to view all stages of the process and perform online

tests that are standardized by function, which allows monitoring through an evaluation dashboard, which is visible to the manager and the People team, providing greater support for decision making. Subsequently, the screening of résumés occurs by artificial intelligence, ranking applicants according to the listed criteria. One of the most relevant tests for the definition of the best applicant is the Cultural Fit test, which observes applicants' behavioral patterns, the profile of preferences, and beliefs in relation to organizational culture.

The platform also offers the possibility of giving the applicant personalized feedback in stages, guaranteeing feedback to all those involved in the process. Through the platform, 96,532 registrations were reached on the Aeris Careers website, which helped to fill the 1,949

vacancies available at the company in 2019. In addition to the steps available on the Gupy platform, Aeris also conducts situational and dynamic tests, which can take place in person, in virtual rooms, individually or in groups with managers, allowing candidates from any location to have access and participate in the selection processes, thus achieving the company's goal of becoming borderless.

The company's turnover rate in 2019 totaled 9.32%. The greatest number of hires occurred among males, within the age group of 18-25 years. The company's recruitment model favors contract workers, and 99% of its employees are covered by collective bargaining agreements. Only 22 interns and 6 statutory directors were not covered by the collective agreement.

Hiring and turnover rates by gender – GRI 401-1

2017				
Gender	Hired employees	Hiring rate (%)	Employees dismissed	Turnover rate (%)
Male	738	38.50%	737	38.45%
Female	203	61.70%	166	50.45%
Total	941	41.90%	903	40.20%
2018				
Gender	Hired employees	Hiring rate (%)	Employees dismissed	Turnover rate (%)
Male	425	24.69%	645	37.48%
Female	92	27.96%	142	47.81%
Total	517	25.62%	787	38.99%
2019				
Gender	Hired employees	Hiring rate (%)	Employees dismissed	Turnover rate (%)
Male	1660	53.53%	284	9.16%
Female	289	54.94%	54	10.277%
Total	1949	53.74%	338	9.32%

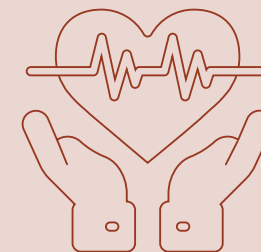
Hiring and turnover rates by age range – GRI 401-1

2017				
Age Range	Hired employees	Hiring rate (%)	Employees dismissed	Turnover rate (%)
18-25	477	60.92%	468	59.77%
26-35	333	32.93%	320	31.65%
36-45	115	29.64%	90	23.20%
46-55	14	22.95%	24	39.34%
Over 56	2	66.66%	1	33.33%
Total	941	41.90%	903	40.20%
2018				
Age Range	Hired employees	Hiring rate (%)	Employees dismissed	Turnover rate (%)
18-25	302	36.62%	332	42.46%
26-35	158	18.29%	314	36.34%
36-45	54	16.82%	125	38.94%
46-55	3	6.25%	16	33.33%
Over 56	0	0%	0	0%
Total	517	25.62%	787	39.00%
2019				
Age Range	Hired employees	Hiring rate (%)	Employees dismissed	Turnover rate (%)
18-25	953	26.28%	174	4.80%
26-35	697	19.22%	99	2.73%
36-45	256	7.06%	58	1.60%
46-55	41	1.13%	9	0.25%
Over 56	2	0.06%	0	0%
Total	1,949	53.74%	340	9.32%

At Aeris, the lowest salary paid to employees, both male and female, is 28% higher than the minimum salary established by the Federal Government. As for outsourced employees, the lowest salary follows the values established by national law. These data were compiled from the list of employees extracted from the payroll.

Aeris annually applies for its employees the Great Place to Work survey, a certification program created to recognize organizations that value people and addresses specific topics related to compensation, aiming to understand excellence in the work environment and maintain the salaries of its employees. equivalent to the local and national reality.

Benefits offered to employees



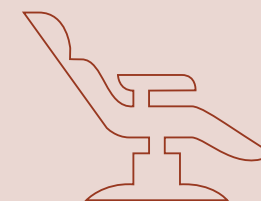
Life Insurance

- Coverage equivalent to the employee's annual salary.
- 100% paid by the company.
- Coverage: Death, Disability, and Family Funeral.



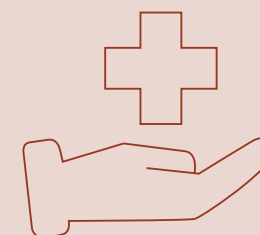
Meals:

- Two meals a day at the company's restaurant.



Dental Care

- Holder: 100% paid by the company.
- Dependents: 50% paid by the company.



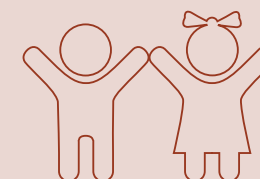
Healthcare

- Holder: 100% paid by the company.
- Dependents: Paid by the company with a discount percentage proportional to each dependent added.



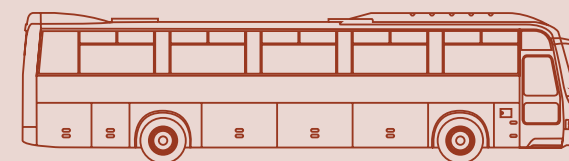
Food Voucher

- Food Voucher*.
- Christmas basket in December.



Daycare Aid

- Paid monthly to breastfeeding women from the return of their license until the newborn's sixth month.



Transportation

- Chartered transportation partially paid by the company.

* The monthly Food Voucher amount is not granted to apprentices or employees under a temporary contract

During the period of 2019, 153 employees used maternity and paternity leave, of which 100% returned to work after the leave period. Of this total, 98% of men and 80% of women remained at work after 12 months of leave.

Maternity leave and paternity leave

Gender	Employees entitled to leave			Employees who used the leave period		
	2017	2018	2019	2017	2018	2019
Male	1,917	1,721	3,101	117	51	132
Female	329	297	526	13	19	21
TOTAL	2,246	2,018	3,627	130	70	153

Gender	Employees who returned from leave			Employees who remained in employment 12 months after returning from leave		
	2017	2018	2019	2017	2018	2019
Male	117	51	132	99	48	130
Female	13	19	21	7	13	17
TOTAL	130	70	153	106	61	147



Training and Capacity Building

GRI 404-1, GRI 404-2

Valuing professionals is essential for an organizational environment that generates satisfaction and quality results. Aeris believes in the importance of the effective and continuous development of employees for the success of its business and constantly invests in training and capacity building.

In 2019, the average hours of training per employee was 18.09, considering a total of 63,473 hours of training for 3,508 employees. The control of training records was done by classes performed. For this reason, it was not possible to calculate the average number hours of training by functional category and gender. Aeris is in the process of acquiring an LMS (Learning Management System), which should provide the necessary controls and a higher level of details of information related to training.

In 2019, the company invested in development programs for the leadership public,

specialists, young apprentices, and interns. Approximately 170 leaders, 30 specialists, 88 apprentices and 20 interns were trained. The training sessions addressed topics such as Self-Knowledge, Perception, People Management, Teamwork, Communication, Feedback, Conflict Management, Paradigms and Expected Behaviors, Results Management, and Workplace Safety. Specific training was also carried out, as demanded by the management staff. In 2019, managers participated in a training course with the aim of putting into practice financial instruments for decision making in capital investment and providing analytical knowledge to assess the impact of decisions at Aeris.

The company endeavored to continue the programs Being an Apprentice, Internship Program, Aeris Generation and Aeris School. Finally, in 2019, it developed Aeris University, as seen below.

Being an Apprentice

This is a program geared towards the preparation and insertion of young people in the labor market, based on the Apprenticeship Act (Act 10,097/2000). The goal of the program is to take care of young apprentices upon arrival at the company and to promote their professional development, aiming to develop their skills and strengthen their competences so that they can become qualified young professionals, capable of using their talent to give continuity to the business and support the processes through the career pipeline.

Being an Apprentice seeks to provide opportunities for young people in the region and children of employees, offering training for young professionals for basic positions in operational and administrative careers, generating the opportunity for their first job. It is aimed at people aged from 18 to 23 years old. The program has a partnership with SENAI and IEP (Portal Education Institute), which act as intermediaries.

The Being an Apprentice program aims to develop and prepare apprentices to be protagonists in the Aeris world. The young protagonists take the necessary training for their assignments and undergo daily pedagogical guidance from IEP (Portal Education Institute), which teaches classes in a personalized way in the company, developing projects aimed at improving their performance within each area. Monitoring is car-



ried out by the team of managers and sponsors, who are ready to teach and build together. This project is necessarily presented at each end of contract and/or hiring period.

Every two months, a specific and exclusive training session for apprentices is carried out, with topics addressing behavioral and technical aspects, focusing on the reality of each apprentice's performance. The result of this program is seen directly in the company's environment, with apprentices throughout the plant, adding and generating a unique value for the Aeris world. It should be noted that the young protagonists embrace social causes as volunteers and invest their time for the benefit of others.

Aeris University

Aeris University is a program developed in 2019, with the aim of offering professional training to employees and featuring a range and options, so that they are able to choose between training and courses of interest in various areas. The program is scheduled to be implemented in 2020.



Internship Program – Aeris Generation

The Internship program – Aeris Generation aims to develop talent and consists of monitoring, developing and training the niche that the company views as potentials in development, encouraging interns to think outside the box for exponential growth.

The interns of the Aeris Generation program undergo monthly training, which mixes technical and behavioral issues in order to train professional protagonists in the Aeris culture and prepare them for the challenges of everyday life. Throughout the internship contract, which lasts for one year and can be renewed for another year, interns develop an improvement project for their field of activity, with the participation and monitoring of the manager, which is presented at the end of the contract or prior to the moment of hiring.

The selection process encompasses the following steps: People and Management (interview/group activity), interview with the manager, analysis of documentation,



admission exams, and signing of the internship and integration commitment term. Disclosure is carried out through social networks, universities, email groups focusing on the labor market, and Catho. After the applicants start, in addition to integrating the company, they undergo training aimed specifically at interns.

Aeris School

Aeris School aims to develop and enhance the intellectual capacity of its employees, in addition to providing personal and professional growth.

Aeris School is a project developed in partnership with SESI (Industry Social Service) and aims to provide employees with the opportunity to complete high school education in the EJA (Young Adult Education) mode, aimed at those who did not have access to education at the conventional age. Classes take place on company premises, including the provision food and transportation for employees. In all, 177 employees completed secondary education in the period 2017-2019, and at the end of the course, a moment of recognition for the achievement is held.



Employee and community engagement

GRI 413-1

Social Intelligence

In line with its commitment to the United Nations Sustainable Development Goals (SDGs), Aeris works on the development of corporate social responsibility and sustainability policies.

Since establishing itself in the Pecém Industrial and Port Complex in 2010, Aeris, a manufacturer of wind blades, has realized that the surrounding region, particularly the municipalities of Caucaia and São Gonçalo do Amarante, lacked projects and initiatives with a focus on community development. Based on this perception, the company began to structure projects and actions that could benefit this population. In 2019, the projects and social services promoted and supported by Aeris benefited 9,246 people from six communities in the region, for a total of more than 471 hours dedicated to volunteer work.

To structure and organize the actions, Aeris established a Social Intelligence Committee that acts as a driving cell to promote social programs, the group is composed of employees from different sectors of the company. The Social Intelligence area acts with the aim of positively impacting people, generating shared value and social transformation on three fronts: Corporate Volunteer Program, Incentive Project Management Program, and Private Social Investment Program. Within the Volunteer Program, Aeris carries out three projects, which are further detailed below.

People Who Make it Happen in the Community

In this program, employees replicate knowledge in the communities through lectures, workshops, and short courses. Issues related to employability, environmental education and sustainability are addressed, as well as technical development issues. Since it was implemented, the People Who Make It Happen in the Community project has carried out about 10 actions, including lectures, workshops, and even actions to install infrastructure and cleaning in the communities. Through the project, 120 young people from six communities have already been trained, through the work of 91 volunteers, 64 of whom are Aeris employees and 27, suppliers and partners, accounting for 272 hours of volunteer work.



Adopt a Smile

The initiative consists of Aeris employees, who sponsor children from institutions in the region on Children's Day (celebrated on October 12). Adopt a Smile, in an action carried out in October last year by 44 volunteers, benefited five institutions, sponsoring roughly 190 children. This action included in total almost 200 hours of volunteer work.



Solidary winds

The Solidary winds program is a joint effort of services rendered to communities, bringing together Aeris' volunteers, suppliers, and government partners. The project involved the participation of 240 residents from three surrounding communities, carrying out 609 calls through the work of 86 volunteers.

Within the Incentive Project Management Program, the company supported the International Audiovisual Exhibition (Miau), which toured the municipalities of Caucaia, São Gonçalo, Fortaleza, Sobral and Guaramiranga from March 26 to April 26, 2019. With an audience of 7,500 people, the show was an opportunity for communities, particularly children and teenagers, to experience the audiovisual exhibition at the Dragão do Mar Art and Culture Center, as well as movie theaters, public schools, and squares.

Winds of Knowledge is also part of this program, comprising an initiative of Invento Produções, through the Culture Incentive Act (Rouanet Act), sponsored by Aeris, in partnership with the SEARA Institute, Ação Humanitária, and the Municipality of Caucaia. The goal of the project is to transform public school libraries into leisure and social spaces, as well as cultural educational activities focusing on reading, developing children's cognitive, creative and language skills. Through the project, libraries of four municipal schools for kindergartens and elementary schools in Caucaia, Aba Tapéba (Indigenous), Alice Moreira de Oliveira, Luiza Rocha Mota and Saul Gomes de Matos were renovated, transforming them into model libraries. The project trained the librarians and teachers of the institutions and promoted educational and cultural activities, such as storytelling, literary and guitar workshops. In all, 1,050 students were benefited and 130 teachers were trained through the Qualification Seminar for teachers



and librarians. 1,000 books, 200 toys and educational games, 24 guitars, a number projected furniture items, 04 50" smart TVs, 04 air conditioners and 12 computers were donated to the project. After the operation of the libraries, it was found that the monthly visits to the libraries went from 35 to 1,342.

In the Incentive Management Program, Aeris currently sponsors projects under the Culture, Elderly, Childhood and Sports Acts. Another initiative is the partnership with the Instituto de Educação Portal (IEP), which promotes economic, social and cultural inclusion, through a continuing education and professional training program. At Aeris, apprentices are served by the Institution, which currently serves more than 3,000 teenagers per year, free of charge, with professional capacity building and insertion into the job market.

In addition to these projects, the company promotes social initiatives aimed at employees, which significantly contribute to the motivation and engagement of the teams. They include Aeris Voice Choir, which currently has 20 members and is led by Rio Grande do Norte musician Fernandes Fontenele, Master Poty, and Escola Aeris, as mentioned earlier in this report.

Aeris Beyond the Walls

The Aeris Beyond the Walls program aims to promote environmental awareness in the communities surrounding the organization, in addition to encouraging the increasing search for the reduction of environmental impacts where the community may be inserted. This action occurs at least once a year, focusing on the environmental issue that is most applicable to the participating public.

For the year 2019, the topic "Benefits of Arborization" was addressed with elementary school students at Escola do Cauipe (in the surrounding community), with trees planted at the school alongside students, detailing in a playful way the benefits of trees, both for the environment and for human beings. In addition to raising awareness, the action also contributed to the preservation of local biodiversity.

Ethical Commitment

GRI 205-1, GRI 205-3, GRI 406-1, GRI 408-1, GRI 409-1, GRI 412-3, GRI 415-1, GRI 419-1

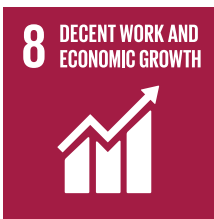
At Aeris, respect for people and the environment are guided by high ethical standards. To ensure compliance with these principles in a concrete way, the company adopts the practice of prior diligence by the Legal department with its potential suppliers and partners and service providers, in the process of contracting that are directly or indirectly linked to corrupt practices, in addition to including compliance clauses related to human rights in contracts, providing for termination in the event of problems regarding child and forced labor. For these cases, the company has a virtual Reporting Channel, open to the internal and external public by email at denuncia@aerisenergy.com.br, managed by the Permanent Integrity Committee (CPI).

In 2019, Aeris did not report any cases of corruption, and there were no operations submitted to the corruption risk assessment, as no suppliers were found to be directly or indirectly linked to potential corruption practices with the public sector and discrimination. Similarly no suppliers were identified with significant risks of child labor. There were no reports of violation, legal noncompliance or deviations from the Aeris Culture Guide, which prohibits any kind of political contribution. Aeris' Integrated Management Policy stresses the organization's competitive compliance and its stance to combat unfair practices.





Economic Performance

**GRI 201-1, GRI 201-2, GRI 203-2**

The year 2019 was positive from an economic standpoint for Aeris, thanks to all the changes that took place during the year, both in management and in strategy. The company's internationalization and the growth in exports spurred even greater efforts to reduce costs, reduce waste, and ensure more assertive negotiations with suppliers, allowing the practice of even more competitive values. Aeris reported a 26.5% growth in revenue compared to 2018.

Aeris generates positive economic impacts, generating jobs and income in the region where it operates. The surrounding communities that house Aeris employees have experienced economic development thanks to the increased consumption power in the region, which has been growing sustainably in the past 5 years, following Aeris' growth. In 2019, Aeris paid approximately R\$160 million in salaries and benefits, generating employment and income in a region with a high poverty rate.

The company's activities have a direct impact on the quality of some services and on the engagement of neighboring communities, in addition to the development of suppliers that, together with the demand and growth of the company, have also grown and increased the quality of its products.

Aeris has an intelligence and operations team in special customs regimes that work to obtain fiscal and financial benefits for the company, which reduces, year after year, the cost of materials and machinery used in the production process of wind blades. In 2019, the company achieved great savings in taxes resulting from production inputs and began using new special customs regimes, generating savings in taxes and imports.

All savings obtained by Aeris through special customs regimes are converted into expansion and improvement of its own structure, always aiming to guarantee the best operating and production conditions for its employees and customers.

Components	2017	2018	2019
Direct economic value generated	764,142	741,970	886,785
Net sales revenue	682,899	646,833	818,754
Economic value distributed	284,951	340,199	405,649
Operational costs	509,217	435,649	662,942
Employee salaries and benefits	113,783	97,006	160,333
Payment to capital providers	32,636	58,325	44,371
Taxes	52,156	46,288	59,539

VALUE ADDED DISTRIBUTION IN %	2017	2018	2019
Employees (remuneration and benefits for employees)	39.93%	28.52%	39.52%
Government	18.30%	13.61%	14.67%
Shareholders	5.09%	17.14%	10.93%
Retained earnings	11.45%	17.14%	10.93%
Interest and rent (operating costs)	25.23%	23.59%	23.92%



GRI

Content Index

GRI 102-55

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	GRI 102-49	Changes in reporting	In 2019, there were no changes in the scope of the report.	
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	GRI 102-52	Reporting cycle.	6	
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	GRI 102-56	External assurance	Aeris has chosen not to carry out the external verification of this document.	

GRI Standards	Disclosure	Notes	Report page	Omission
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GRI 202: MARKET PRESENCE	GRI 202-1	Ratios of standard entry level wage by gender compared to local minimum wage	42	
GRI 203: INDIRECT ECONOMIC IMPACTS	GRI 203-2	Significant indirect economic impacts	56	
GRI 204: PURCHASING PRACTICES	GRI 204-1	Proportion of spending on local suppliers	38	
GRI 205: ANTICORRUPTION 2016	GRI 205-1	Operations assessed for risks related to corruption	53	
	GRI 205-3	Confirmed incidents of corruption and actions taken	53	
GRI 206: UNFAIR COMPETITION	GRI 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	In 2019, there was no record of lawsuits filed due to unfair competition at Aeris.	

GRI Standards	Disclosure		Notes	Report page	Omission
ENVIRONMENTAL SERIES					
GRI 302: ENERGY 2016	GRI 302-1	Energy consumption within the organization	Aeris considers only energy consumption within the organization for the calculation of energy intensity.	35	Aeris does not use heating, cooling or steam energy, as well as renewable energy. Data on electricity sales are considered confidential by the organization.
	GRI 302-3	Energy intensity		35	
	GRI 302-4	Reduction of energy consumption		35	
GRI 303: WATER 2016	GRI 303-1	Total water withdrawal, by source.	Not applicable. Aeris is supplied by a state concessionaire, COGERH. This, in turn, supplies the region of the Pecém Industrial and Port Complex (CIPP) with water from several dams, alternating so as not to harm the volume of the water body.		
	GRI 303-2	Water sources significantly affected by withdrawal of water		32	
	GRI 303-3	Water recycled and reused		32	
GRI 304: BIODIVERSITY 2016	GRI 304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		30	
	GRI 304-2	Significant impacts of activities, products and services on biodiversity		30	
	GRI 304-3	Habitats protected or restored		30	
	GRI 304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations		30	

GRI Standards	Disclosure		Notes	Report page	Omission
GRI 305: EMISSIONS 2016	GRI 305-1	Direct (Scope 1) GHG emissions	Aeris Energy does not use equipment or products that use substances that deplete the ozone layer. It certifies that at the time of purchase negotiations, based on a blacklist, on which the products and purchases are prohibited.	34	
	GRI 305-2	Energy indirect (Scope 2) GHG emissions		34	
	GRI 305-3	Other indirect (Scope 3) GHG emissions		34	
	GRI 305-5	Reduction of GHG emissions		34	
	GRI 305-6	Emissions of ozone-depleting substances (ODS)			
	GRI 306-1	Water discharge by quality and destination		32	
GRI 306: EFFLUENTS AND WASTE 2016	GRI 306-2	Waste by type and disposal method	36		
	GRI 306-4	Transportation of hazardous waste	36		
	GRI 306-5	Water bodies affected by water discharges and/or runoff	There are no bodies of water significantly affected by Aeris' disposal. When water discharge is required, the effluent is treated and undergoes laboratory analysis at external laboratories.		
	GRI 307-1	Non-compliance with environmental laws and regulations		38	
SOCIAL SERIES					
GRI 401: EMPLOYMENT 2016	GRI 401-1	New employee hires and employee turnover		42	
	GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees		42	
	GRI 401-3	Parental leave		42	

GRI Standards	Disclosure		Notes	Report page	Omission
GRI 404: TRAINING AND EDUCATION 2016	GRI 404-1	Average hours of training per year per employee		48	
	GRI 404-2	Programs for upgrading employee skills and transition assistance programs		48	
GRI 405: DIVERSITY AND EQUAL OPPORTUNITIES 2016	GRI 405-1	Diversity of governance bodies and employees		42	
GRI 406: NON-DISCRIMINATION 2016	GRI 406-1	Incidents of discrimination and corrective actions taken		53	
GRI 408: CHILD LABOR 2016	GRI 408-1	Operations and suppliers at significant risk for incidents of child labor		53	
GRI 409: SLAVE OR COMPULSORY LABOR 2016	GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor		53	
GRI 412: HUMAN RIGHTS ASSESSMENT 2016	GRI 412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening		53	
	GRI 413-1	Operations with local community engagement, impact assessments, and development programs		51	
GRI 413: LOCAL COMMUNITIES 2016	GRI 413-2	Operations with significant actual and potential negative impacts on local communities			
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016	GRI 414-2	Negative social impacts in the supply chain and actions taken			
GRI 415: PUBLIC POLICY 2016	GRI 415-1	Political contributions	Aeris has no negative impact on local communities. Aeris does not have negative social impacts on the supply chain.	52	
GRI 416: CUSTOMER HEALTH AND SAFETY 2016	GRI 416-1	Assessment of the health and safety impacts of product and service categories		21	
	GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		21	
GRI 418: CUSTOMER PRIVACY 2016	GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	There was no record of complaints about privacy violations and loss of customer data		
GRI 419: SOCIOECONOMIC COMPLIANCE 2016	GRI 419-1	Non-compliance with laws and regulations in the social and economic area		53	

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