



ENVIRONMENTAL
SOCIAL AND
GOVERNANCE

REPORT 2023



Company's Message

As a firm that has been in the market for years, we seek constant innovation, not only to maintain our competitiveness, but also, and above all, to be a company that makes a difference in society and is prepared to meet the demands of the future.

Therefore, we have an engaged society, with established purposes and social initiatives, observed and fulfilled by all. We understand that for our ESG policy to be sustainable, the process must start with us.

Still with a long way to go and many challenges to face, we present some measures already taken and others in planning by our Office, for the conservation of the environment, for the appreciation and protection of our team, for the evolution of our community and to guarantee a conduct ethical, responsible and transparent business. Our actions are guided by the Sustainable Development Goals set out in the UN's 2030 Agenda.

- ✓ *Thiago Chohfi*
- ✓ *Daniela Vitti Cavallari Masetto*
- ✓ *Thaís Barbosa de Almeida*
- ✓ *Ana Carolina Ribeiro Miguel Scandiuzzi*
- *Gabriel Leão JC de Andrade*
- ✓ *Ana Raquel Buassali do Amaral*
- ✓ *Marcella Genovese campagnone*



About us

For more than 30 years, our firm has been assisting its clients wherever and whenever necessary. We value the human resources that work with us and the personalized service of our clients, with the direct attention and dedication of each partner in charge and their team.

We work in a participatory way, in a true partnership between client and office, always valuing lasting and transparent relationships.

We are committed to technology and market trends, making our data and guidelines more assertive and secure.

Our Philosophy



WE DO NOT GIVE UP

Ethics, honesty and transparency;



OUR DAILY MISSION

Technical and social responsibility;



IN CONSTANT RENEWAL

Modernity, agility and assertiveness.



*End poverty in all its forms,
everywhere*

In **2023**, Chohfi Sociedade de Advogados purchased 48 chocolate fruit cakes from the Rotary International Institution, aiming to assist in the social activities carried out by the institution.

In **2023**, Chohfi Sociedade de Advogados donated 30 toys and 50 children's books to the charity event "*Carreta do Bem*" in Sorocaba/SP.

POVERTY ERRADICATION



End hunger, achieve food security and improved nutrition, as well as promote sustainable agriculture

Chohfi Sociedade de Advogados also offers food and/or meal vouchers to the entire administrative sector and, in 2023, extended this benefit to all its lawyers.

**ZERO HUNGER
AND SUSTAINABLE
AGRICULTURE**



Ensuring healthy lives and promoting well-being for everyone at all ages

Internally, Chohfi Sociedade de Advogados annually promotes a flu vaccination campaign for its entire team, at the cost of vaccines in full .

Chohfi Sociedade de Advogados also offers sector-wide health plan administrative and, in 2023, extended this benefit to all its lawyers.

Still, Chohfi Sociedade de Advogados promotes by health professionals, awareness lectures and fight against serious diseases, such as cancer.

Aiming at **improving the Unified Health System (SUS)**, Chohfi law firm promotes *pro bono* advocacy to the Association "Amigos do HC", a non-profit organization aimed at raising funds for implementing improvements at the "Hospital das Clínicas de Campinas" – Unicamp. In 2023, Chohfi Sociedade de Advogados paid for the registration of its entire team in the street race developed by the "Amigos do HC" Association.

Chohfi Sociedade de Advogados also promotes advocacy *pro bono* to the Association Beneficent Saint John of Scotland, and in the year 2022, we helped the aforementioned institution at allocation and accountability of values applied in charity projects with the hospitals located in the city of Campinas/SP, citing, as example, the improvement of the burn ward at Hospital Santa Casa.

HEALTH AND WELLNESS



Ensure inclusive, equitable and quality education and promote lifelong learning opportunities for all

Chohfi Sociedade de Advogados values the qualification of its professionals and, therefore, provides scholarship in colleges and post graduation, instigating all you your collaborators to the study.

In **2023**, we paid for scholarships, with 60% of our employees in the administrative area studying in undergraduate courses or having graduated with such assistance.

Chohfi Sociedade de Advogados also pays for English and updating courses in the area of Law for its professionals.

**QUALITY
EDUCATION**



Achieve gender equality and empower all women and girls

71% of Chohfi's shareholding Law Firm, currently, is formed per women.

82% of Chohfi's management positions Sociedade de Advogados is currently occupied by women.

The team that makes up Chohfi Sociedade de Advogados, **64%** graduated are women.

Chohfi Sociedade de Advogados also promotes events destined to female empowerment, with two editions already launched and performed, called "MOMENTO DELAS".

Chohfi Sociedade de Advogados, in **2023**, held an event called "*Equal Pay Law*", as a way of demonstrating the importance of gender equality.

GENDER EQUALITY



*Ensure availability and sustainable
management of water and sanitation
for all*

Chohfi Sociedade de Advogados has as project to start, in 2024, reforms in your structure physics , including rainwater harvesting system.

**SANITY AND
DRINKABLE WATER**



Ensure access to cheap, reliable, sustainable and renewable energy for all.

Chohfi Sociedade de Advogados has as project to start, in 2024, reforms in your structure physics, including system for capturing sunlight.

**CLEAN AND
ACCESSIBLE ENERGY**



Promote inclusive and sustainable economic growth, full and productive employment and decent work for all

According to the "Diversity and Inclusion (D&I)" survey, conducted by the global consultancy Great Place To Work (GPTW), overall, only 10% of employees declare themselves LGBTI + in our Office, **17% of our team declare themselves as LGBTQIAP+.**

Also, we will offer working hours flexible to facilitate work - life balance staff and institutionalize the work remote, in hybrid mode.

Chohfi Sociedade de Advogados has the **Blue Seal** for the partnership signed with **Oscip Pira 21**, an entity charity that seeks development sustainability and quality of life of this and future generations in a participatory and democratic way, no city of Piracicaba.

DECENT LABOR AND ECONOMICAL GROWTH



Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation

Chohfi Sociedade de Advogados encourages and promotes innovation in your internal structure. To this end, the Office 's Controlling team has consultancy weekly, held per professional specialist, who assists in analysis, improvement and innovation of routines and flows internal, well as us trainings arising of these improvements.

Another highlight is the digitization of all you files and documents existing in the Office, working fully in digital system, which consequently, reduces paper usage and increases efficiency at search for data and information.

**INDUSTRY,
INNOVATION AND
INFRASTRUCTURE**





Ensuring sustainable production and consumption patterns

Chohfi Sociedade de Advogados performs, daily, the separation of dry garbage (recyclable) from garbage moist (organic and common).

RESPONSIBLE PRODUCTION AND CONSUMPTION



Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, halt and reverse land degradation and halt biodiversity loss

Chohfi Sociedade de Advogados has as a project, by the year of 2024, to adopt a square in the city of Campinas for the care and planting of trees.

LIFE UNDER EARTH



Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

Chohfi Sociedade de Advogados, on a *pro bono* basis, assisted in the creation of Associação Beneficente Acácia, a non-profit organization focused on the defense of social rights, including the fight against corruption.

Chohfi Lawyers provides full legal service and *pro bono* to those who own financial hyposufficiency. It may be quoted, as an example, judicial actions focusing on obtaining medication.

**PEACE, JUSTICE
AND EFFECTIVE
INSTITUTIONS**



CHOHFI ADVOGADOS



CHOHFIADVOGADOS.COM.BR



Registration under the Brazilian Bar Association, São Paulo Section, under No. 12765

