

Sustainability and disability

Professionals with Disabilities &
Employment Business Strategies



Article 5. All are equal before the law, without distinction of any
kind (...)

1988 CONSTITUTION OF THE FEDERAL REPUBLIC OF BRAZIL



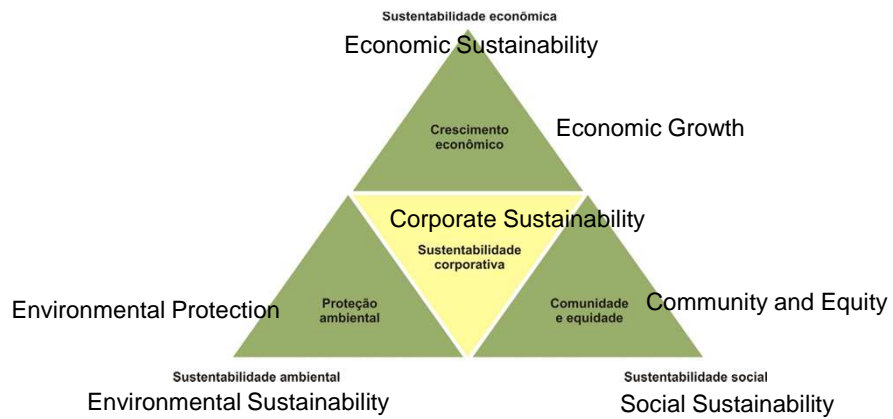
What is sustainability?

A systemic concept that relates to the continuity of economic, social, cultural and environmental aspects of human society.

- It is a method of configuring civilization and human activity;
- meet their needs;
- preserve biodiversity and natural ecosystems.



Sustainable Development



Sustainable Development



Attitude that makes the difference



Petrobras System



OVERVIEW



- Comprising about 300 subsidiaries, affiliates and subsidiaries operating in Brazil and abroad
- Proved reserves in Brazil and abroad (SPE): 16 billion boe
- Average daily production - Brazil and abroad: 2583 million boe
- Production platforms: 132
- Refineries: 15
- Wind Farm: 1
- Fertilizer Factories: 2
- Service Stations: about 8000
- Biodiesel plants: three (own) and two (shared)
- Ethanol plants: participation in 10 units





Refinery Isaac Sabbá



Refinery located in the city of Manaus, Amazonas state, which belongs to Petrobras, with installed capacity of 46 000 bbl / day.

Its main products are:

- LPG;
- naphtha;
- gasoline;
- aviation fuel;
- diesel;
- fuel oils;
- Light oil for electric turbine;
- oil for power generation;
- asphalt.



Exploration and Production's Operation Unit of Amazon

At the heart of the Amazon rainforest, the Urucu oil province is now a global benchmark of harmonious coexistence between the activity of exploration and production and the environment.

Located in the State of Amazonas, more specifically in the city of Coari, configures the largest land reserves of natural gas in Brazil.

From this province are taken about 10 million cubic meters of natural gas and 52 thousand barrels of oil and condensate daily.

Urucu responds for the production of approximately 1.3 tonnes of LPG (cooking gas) per day, a volume capable of supplying the states of Pará, Amazonas, Rondônia, Maranhão, Tocantins, Acre, Amapá and part of the Northeast.



 **PETROBRAS**

Social Responsibility at Petrobras

Mission


Operate in a safe and profitable manner, with social and environmental responsibility in national and international markets, providing products and services tailored to customer needs and contributing to the development of Brazil and countries where it operates.



Vision

We will be one of the five largest integrated energy companies and preferred by our stakeholders.



 **PETROBRAS**


Sustainability and disability

DECREE Nº 3.298 OF DECEMBER 20TH, 1999.

Regulates Law #7,853, of October 24th, 1989, which presents the National Policy for the Integration of Persons with Disabilities and consolidates the standards of protection, and other measures.

DECREE Nº 5.296 OF DECEMBER 2ND, 2004.

Regulates the Law #10,048, of November 8th, 2000, which gives priority service to people who are specified on it, and the Law #10,098 of December 19th, 2000, which defines the general rules and criteria for the promotion of accessibility for people with disabilities or reduced mobility, and other measures.



Sustainability and disability



LAW Nº 8.213, JULY 24TH, 1991, Law on companies hiring people with disabilities. Law 8213/91, defines quotas for persons with disabilities and provides the Welfare Benefit Plans and other measures to hiring people with disabilities.

Article 93 - a company with 100 or more employees are required to complete two to five percent of their positions with beneficiaries rehabilitated, or people with disabilities, in the following proportion:

- Up to 200 employees 2%
- 201-500 employees 3%
- 501 to 1000 employees 4%
- 1001 or more employees... 5%



Sustainability and disability



Petrobras ended 2011 with a total of 81,918 employees, of which:

81,052 contracts are of indefinite duration;

810 contracts are for a limited time


56 special contracts, and 1,825 trainees.

The number of employees of other companies that provided services to Petrobras, in Brazil and abroad, was 328,133.

Our staff is distributed among the 56 professions under the Career Plan of Petrobras, including middle and higher levels.

According to Article 37 of the Constitution of Brazil, enrollment in the company is held through a public selection process, with 5% of the places reserved for persons with disabilities without discrimination of workers by origin, race, sex, color, age or any other differentiating factor.






PETRÓLEO BRASILEIRO S.A. – PETROBRAS


PUBLIC SELECTION PROCESS FOR HIRING. HIGH SCHOOL DIPLOMA AND BACHELOR'S DEGREE LEVELS, NOTICE # 1 - PETROBRAS/PSP-RH-1/2012 ON MARCH 21st, 2012

Total job openings: 1.521 (High School Diploma- 874 and Bachelor's Degree-647)

3 – JOB OPENINGS FOR THE PEOPLE WITH DISABILITIES
 3.1 –Following the Decree No. 3.298, of December 20th, 1999, as amended by Decree No. 5.296, dated December 2nd, 2004, and pursuant to Precedent 377 of the Superior Court, from the total number of job openings provided in this notice, a specified number of reserved spaces for people with disabilities will be provided in the following positions:

<p>Junior Administrator – National – 5 openings; Junior Lawyer - National – 1 opening; Junior Marketing and Logistics Analyst - Trade and Supply – National – 1 opening; Junior Marketing and Logistics Analyst - Maritime – National – 1 opening; Junior Systems Analyst - Software Engineering - National – 1 opening; Junior Systems Analyst - Infrastructure – National – 1 opening; Junior Systems Analyst - Business Process – National – 1 opening; Junior Economist – National – 1 opening.</p>	<p>Junior Production Engineer – National – 3 openings; Junior Administrative Assistant – State of Bahia – 1 opening, State of Amazonas – 1 opening, State of Rio de Janeiro – 2 openings, and in the city of Macae – 1 opening; Junior Marketing and Logistics Assistant – State of Rio de Janeiro – 1 opening; Junior Information Technology assistant – State of Rio de Janeiro – 1 opening; Junior Supply of Goods and Services Assistant - Administration – city of Macae – 1 opening Junior Supply of Goods and Services Assistant - Mechanical – State of Rio de Janeiro - 1 opening, and in the city of Macae – 1 opening.</p>
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■ **PETRÓLEO BRASILEIRO S.A. – PETROBRAS**

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3.1.1 - Besides the aforementioned reserved openings in the positions listed in subsection 3.1, of which will be created during the term of validity of the Public Selection Process, 5% will be provided in accordance with article 37, VIII, of the Constitution and Article 37, § 1 of Decree No. 3.298, of December 20, 1999, as amended by the subsection 3.3



Sustainability Report



RELATÓRIO DE
SUSTENTABILIDADE
2011

Workforce	2011	2010
Total of employees	81.918	80.492
New Employees	3.447	4.353
Employees from outsourcer	328.133	291.606
Interns	1.825	1.402
Employees older than 45 years	35.927	34.504
Women employees	13.860	13.408
% of chief positions occupied by women	14,4%	13,3%
Black employees	18.468	16.447
% of chief positions occupied by black employees	24,9%	25,3%
Employees with disabilities	1.104	1.093

Social Responsibility at Petrobras

**Brazilian Sign Language courses**

- ✓ Training, Employment and Income Association for persons with disabilities in the State of Amazonas;
- ✓ inclusion of persons with disabilities and low-income youth into the labor market;
- ✓ provides 90 jobs in the Brazilian Sign Language courses.

Agreement with ADEFA

- ✓ Association of the persons with disabilities of the State of Amazonas – Adefa;
- ✓ empowerment of people with disabilities in various administrative areas of the Manaus Refinery. Stay during 2 years.





Social Responsibility at Petrobras



INCLUSION OF STUDENTS WITH DISABILITIES BY WAYS OF SCIENCE, ART AND AFFECTION

- ✓ Society for Teaching and Therapy in Macaé - Sentrom;
- ✓ ensure and broaden the therapeutic educational services to students with disabilities in the city of Macaé and its surroundings.

Efficient People

- ✓ Center for the integration of persons with disabilities of the city of Paulínia - Cindep
- ✓ serves people with special needs, age: 02-24 years;
- ✓ integration of persons with disabilities and physical rehabilitation of people with physical, hearing and visual disabilities.



Social Responsibility at Petrobras



CUSTOMER PROGRAM PETROBRAS

- ✓ partnership with the Center for Independent Living;
- ✓ Persons with physical and visual disabilities answer customer calls,
- ✓ centralizes the emergency care of the company during the entire work hours.

INCLUSION OF PEOPLE WITH DISABILITIES IN THE WORKPLACE

- ✓ NGO Solazer;
- ✓ Research Center of Petrobras - Cenpes;
- ✓ Down syndrome patients;
- ✓ Contributes to the insertion into the labor market.



Social Responsibility at Petrobras

YOUNG APPRENTICE PROGRAM

- ✓ National Service of Industrial Learning - Senai;
- ✓ promotes social inclusion of young people in social risk and people with disabilities;
- ✓ contributes to their insertion into the labor market.



Social Responsibility at Petrobras



CITIZENSHIP EXERCISE

- ✓ National Council of Rubber Tappers - CNS;
- ✓ telecentre for digital inclusion in Carauari;
- ✓ serves around 600 students per year. In 2012, it has been expanded to 695 people, both in the urban and rural areas.

PRODUCE AND ADD

- ✓ Association of Rural Producers of Carauari - Asproc;
- ✓ it helps in the income generation for the riverine communities of the Juruá;
- ✓ it enhances the production of regional flour and it trains 260 farmers.



Social Responsibility at Petrobras



MELIPONICULTURE

- ✓ Honey extraction Association of São Raimundo - Amecsara;
- ✓ production and marketing of honey from indigenous bees, which has no stinger.

NUMIÃ KURÁ – “Women group”

- ✓ 50 participants of the association belong to different ethnic groups in the Upper Black River, among them Tikuna, Dessana, Wasana, Tukano, Piratapuaia, Arapasso, Tuiuca and Tariana.
- ✓ production and marketing of handicrafts as an alternative work for income generation.



Social Responsibility at Petrobras



Creating Opportunities

- ✓ Youth Centre São Geraldo;
- ✓ education for professional qualifications in the field of baking and confectionery industry;
- ✓ 160 young adults and adults coming from Coari are trained by the institution during each edition.

Samaúma Boat School

- ✓ National Service of Industrial Learning - Senai;
- ✓ Mobile River Unit that promotes educational and professional qualifications;
- ✓ 24,487 people have been qualified in 63 different municipalities of the states of Amazonas and Pará





Social Responsibility at Petrobras

Interviews

ADEFA, ACERPAM with an employee with special needs in the OU-AM.



Bibliography

Sustainability's Website:

<http://www.sustentabilidade.org.br/>

Federal Government's Website:

http://www.planalto.gov.br/ccivil_03/decreto/d3298.htm

Petrobras' Website:

<http://www.petrobras.com.br>



Thank You

www.petrobras.com.br

