

**MONITORING OF ALÔ AGROPALMA RECORDS**

Record ID	Registration Date	Transcription Date	Deadline for Answer	Classification of Nature	Transcript Summary	Status	Answer Form	Closing Date (CD)
year-sequential number ex. 2024-01	dd/mm/yyyy	dd/mm/yyyy	(dr + 21 days) dd/mm/yyyy	Low  Moderate Sensitive	[text]	Opened and Forwarded  In Progress Appeal Closed	(Available on the website, on company bulletin boards, by email, DDSEH, and in communities)	dd/mm/yyyy
2024-01	05/01/2024	08/01/2024	26/01/2024	Moderate	Attorney forwards court decision on alimony owed by employee.	Closed	The answer to the user was given through by email. The pension will be deducted, according the sentence.	29/01/2024
2024-02	14/01/2024	16/01/2024	04/02/2024	Sensitive	An employee of the 7A agricultural team reports several instances of misconduct within the work team.	Closed	The answer to the user was given through by email. A thorough investigation carried out and action was taken.	08/04/2024
2024-03	15/01/2024	17/01/2024	05/02/2024	Sensitive	Employee reports misconduct by Belém monitoring staff.	Closed	The answer to the user was given through by call. An investigation was conducted, but no evidence wasn't found to prove.	14/02/2024

2024-04	16/01/2024	17/01/2024	06/02/2024	Moderate	The representative of the company Hitoku and Kimura, gets in touch to complain about "Fertirrigation" employee.	Closed	Answer given personally to the manufacturer. At that time, all information related to the complaint was provided.	23/01/2024
2024-05	17/01/2024	17/01/2024	07/02/2024	Moderate	Employee complains about Prime's buses, claiming they are in terrible condition.	Closed	The answer to the user was given through by email, with explanations of the measures taken by the company to prevent a recurrence.	18/04/2024
2024-06	19/01/2024	19/01/2024	09/02/2024	Moderate	Employee complains of misconduct by IOC staff at a meeting.	Closed	Response given personally. Training was provided to involved in the complaint, for prevent recurrence.	23/02/2024
2024-07	19/01/2024	22/01/2024	09/02/2024	Sensitive	Employee reports misconduct by Belém monitoring employees.	Closed	The answer to the user was given through by call. An investigation was conducted, but no evidence wasn't found to prove.	14/02/2024
2024-08	29/01/2024	30/01/2024	19/02/2024	Moderate	Crude oil tanker worker in Belém, reports misconduct by FCU (Fat Conditioning Unit) employee.	Closed	Answer given in meeting with employees in the area. An investigation and negotiations were carried out.	22/04/2024

2024-09	29/01/2024	30/01/2024	19/02/2024	Moderate	Employee from Tailândia complains about the Prime company bus.	Closed	The answer to the user was given through by email. The employee was informed of the administrative measures taken against the outsourced company to prevent a recurrence.	16/04/2024
2024-10	30/01/2024	30/01/2024	20/02/2024	Moderate	Crude oil operator complains to FCU Belém employees, who was threatened with dismissal.	Closed	Answer given in meeting with employees in the area. An investigation and negotiations were carried out.	22/04/2024
2024- 11	31/01/2024	01/02/2024	21/02/2024	Moderate	Employee complains about spoiled dessert offered, which would have made employees feel uncomfortable.	Closed	The answer to the user was given through by email. Investigations have been conducted and steps have been taken to prevent this.	19/02/2024
2024- 12	05/02/2024	08/02/2024	26/02/2024	Sensitive	A employee of FCU (Fat Conditioning Unit) Belém, reports occurrence of function desviation in the area.	Closed	Answer given in meeting with employees in the area. An investigation and negotiations were carried out.	22/04/2024
2024- 13	05/02/2024	08/02/2024	26/02/2024	Low	Boa Esperança School is asking for donations of snacks for a event.	Closed	The answer to the user was given through by email. We are developing a donation policy, but until the documentation is approved, donations are suspended.	01/0324

2024- 14	08/02/2024	08/02/2024	19/02/2024	Sensitive	Team 3A employee reports buying drinks on way home. Bus number 16, from Transport Bezerra.	Closed	The answer to the user was given through by phone and WhatsApp. An investigation was conducted, but no evidence of what happened. The complainant himself has not provided any evidence to support his account.	17/02/2024
2024- 15	09/02/2024	14/02/2024	01/03/2024	Low	BHU (Basic Health Unit) Boa Esperança request TV donation	Closed	The answer to the user was given through by email. We are developing a donation policy, but until the documentation is approved, donations are suspended.	01/03/2024
2024- 16	11/02/2024	14/02/2024	03/03/2024	Low	Former employee wants contact P&M (People and Management) to discuss termination.	Closed	The answer to the user was given through by WhatsApp. The former collaborator wanted information about unemployment insurance and had his doubts cleared up.	16/02/2024
2024- 17	19/02/2024	19/02/2024	11/03/2024	Sensitive	User says that P&M employee is harassing, prejudicing and discriminating against PWD (person with disability) employees.	Closed	The answer to the user was given through by email. An investigation was conducted with other members of the team, and it was determined that the employee named in the complaint didn't engage in the reported conduct.	10/04/2024

2024- 18	19/02/2024	19/02/2024	11/03/2024	Sensitive	Employee reported industrial supervisor of abusing power and omission information for employees.	Closed	The answer to the user was given through by email. The information was reviewed and was determined that there was no abuse of power or omission of information. The supervisor's decisions were well aligned with Industrial and Transportation Management.	26/02/2024
2024- 19	22/02/2024	22/02/2024	14/03/2024	Sensitive	A user says that an employee the training department influenced her own sister to be hired by the company.	Closed	The answer to the user was given through by email. Following an internal investigation, we take appropriate action to correct any errors identified. We reaffirm our commitment to transparency and compliance with internal policies.	08/04/2024
2024- 20	22/02/2024	22/02/2024	14/03/2024	Moderate	An employee at Branch 7 complains about the menu and the time of the supper is served.	Closed	The answer given through notice boards at Branch 7 (Agropalma and Parapalma Industries). A survey was carried out and most of the complaints weren't found.	22/03/2024
2024- 21	23/02/2024	26/02/2024	15/03/2024	Sensitive	A User says he wants to file a report and asks the company to call him back.	Extended Deadline		

2024- 22	24/02/2024	26/02/024	16/03/2024	Low	The representative of Arquivar requests the minutes of the meeting held on 2/22, in Gonçalves Village.	Closed	The answer to the user was given through by email. Informations about the meeting was shared with the user.	14/03/2024
2024-23	29/02/2024	01/03/2024	21/03/2024	Sensitive	A truck driver complained about the procedure for loading trucks with Agropalma products. He reported about the delay in the process and the retreat his cell phone, as well as the treatment he received from the employees.	Closed	The answer to the user was given through by email, with explanation of what happened and any errors made by the driver.	20/03/2024
2024-24	02/03/2024	05/03/2024	23/03/2024	Moderate	An employee who lives near the São Marcos branche complained about a change in the bus route.	Closed	The answer to the user was given through by call. The company reached out, listened to the user, and provided clarification on the issue.	17/04/2024
2024-25	04/03/2024	05/03/2024	25/03/2024	Sensitive	A resident of the Sempre Alegre community expresses concerns about environmental issues.	Closed	The answer to the user was given through by email. We provide clarifications on the issues raised by the User.	14/03/2024

2024-26	06/03/2024	07/03/2024	27/03/2024	Sensitive	A former employee of Limeira Quality Control (QC) reports reports having suffered moral harassment	Closed	The answer to the user was given through by email. The company conducted an investigation and not found evidence to support the allegation.	22/04/2024
2024-27	06/03/2024	07/03/2024	27/03/2024	Sensitive	Employee wonders why the dinner menu at Branch 07 is not the same that offered at the central cafeteria.	Closed	Answer given on the notice boards of Branch 7 (Agropalma and Parapalma Industries). The cafeteria management team ensures that the menu is strictly followed in all units, including Branch 07. However, there may be minor variations due to logistical issues.	25/04/2024
2024-28	08/03/2024	11/03/2024	29/03/2024	low	The employee praises the RSPO and Alô Agropalma training, and suggests that the company include libras linguagem in the videos, to improve communication with some employees.	Extended Deadline		

2024-29	12/03/2024	12/03/2024	02/04/2024	Moderate	Employee complains about the service and lack of empathy of the People & Management (P&M) team towards new employees, especially those from Agricultural.	Closed	The answer to the user was given through by email. The information provided wasn't verified, but the team was coached on the importance of good service, empathy with colleagues, effective communication, and reasonable response times.	08/04/2024
2024-30	19/03/2024	19/03/2024	09/04/2024	Sensitive	CPA (Palmares Company Industry) Employee isconduct by co-worker in a situation related to Personnel Transportation.	Closed	The answer to the user was given through by email. We conducted a thorough investigation and is taking every step to mitigate all of the issues raised by the employee.	17/04/2024
2024-31	22/03/2024	25/03/2024	12/04/2024	Sensitive	CPA employee reports discomfort caused by two other employees in a power struggle.	Closed	The answer to the user was given through by email. We conducted a thorough investigation and is taking every step to mitigate all of the issues raised by the employee.	17/04/2024



2024-32	26/03/2024	26/03/2024	16/03/2024	Moderate	An employee of the Belém unit complains about the misconduct of a Limpcar employee.	Extended Deadline		
2024-33	02/04/2024	02/04/2024	23/04/2024	Sensitive	User expresses dissatisfaction with Nutrition employee and alleges misconduct.	Closed	The answer to the user was given through by email. Following an internal investigation, conducted with the utmost discretion to protect the privacy of all involved, we want to inform you that steps are being taken to address the issues raised in your report.	08/04/2024
2024-34	02/04/2024	03/04/2024	23/04/2024	Moderate	Employee wonders why outpatient physician did not accept certificate from dentist	Closed	The answer to the user was given through by email, for clarification of the denial.	08/04/2024
2024-35	02/04/2024	02/04/2024	23/04/2024	Low	Outsourced truck driver questions why SegurPro employees request rides every day.	Closed	The answer to the user was given through by email with clarifications about the question.	08/04/2024

2024-36	04/04/2024	04/04/2024	25/04/2024	Moderate	An employee from Belém complains about P&M delay in providing him, with the health insurance benefit requested on 02/14.	Closed	The answer to the user was given through by email. The employee and his dependents were included in the benefit as requested.	08/04/2024
2024-37	05/04/2024	08/04/2024	26/04/2024	Sensitive	Residents of the Semper Alegre community say there have been no improvements related to the environmental issues reported in the 2024-25 request.	Extended Deadline		
2024-38	04/04/2024	04/04/2024	25/04/2024	Moderate	User reports that he received Bauducco product offered in refectory in a condition unfit for consumption.	Closed	The answer to the user was given through by call. The company conducted a detailed investigation of the reported incident and took immediate action to prevent a recurrence.	22/04/2024
2024-39	10/04/2024	10/04/2024	01/05/2024	Sensitive	User contests the answer given in demand 2024/17 about discrimination and prejudice supposedly practiced by a P&M employee against PWD (person with disability).	Opened and Forwarded		

2024-40	11/04/2024	15/04/2024	02/05/2024	Low	The employee praises the welcome she received after returning from maternity leave, and thanks for working in a company like Agropalma.	Closed	The answer to the user was given through by e-mail. The company appreciation the feedback and clarified the company's care and work with women returning from maternity leave.	22/04/2024
2024-41	12/04/2024	16/04/2024	04/05/2024	Low	Employee praises industrial employee, and company initiative to create Gender, Diversity & Inclusion Committee.	Opened and Forwarded		
2024-42	19/04/2024	23/04/2024	10/05/2024	Moderate	A employee in Limeira reports that he has applied for health insurance, but has not yet received a reply.	Opened and Forwarded		
2024-43	22/04/2024	23/04/2024	13/05/2024	Moderate	Employee requests better salary for tractor and skid steer operator.	Opened and Forwarded		

2024-44	22/04/2024	23/04/2024	13/05/2024	Moderate	Employee requests better working conditions and salary increase for tractor operators.	Opened and Forwarded		
2024-45	22/04/2024	23/04/2024	13/05/2024	Moderate	Employee requests better salary for tractor operator and better working conditions.	Opened and Forwarded		
2024-46	22/04/2024	23/04/2024	13/05/2024	Moderate	Employee requests salary adjustment for tractor driver and more recognition for the category.	Opened and Forwarded		
2024-47	22/04/2024	23/04/2024	13/05/2024	Moderate	The worker operates a tractor in the industrial area demands an increase in salary and income per production, just like the workers in other areas.	Opened and Forwarded		

2024-48	22/04/2024	23/04/2024	13/05/2024	Moderate	Employee requests salary increase for tractor drivers.	Opened and Forwarded		
2024-49	22/04/2024	23/04/2024	13/05/2024	Moderate	Workers demand better pay and working conditions for tractor drivers.	Opened and Forwarded		
2024-50	22/04/2024	23/04/2024	13/04/2024	Moderate	Employee requests wage increase for tractor and mini-loader operators.	Opened and Forwarded		

2024-51	23/04/2024	23/04/2024	14/05/2024	Moderate	Employee requests hiring of industrial tractor driver and salary increase.	Opened and Forwarded		
2024-52	23/04/2024	24/02/2024	14/05/2024	Moderate	Employee reports on the work situation of tractor drivers in the industry.	Opened and Forwarded		
2024-53	24/04/2024	24/04/2024	14/05/2024	Moderate	Former employee requests termination of employment.	Opened and Forwarded		
2024-54	24/04/2024	24/04/2024	14/05/2024	Moderate	Employee from Belém reports embarrassment caused by a co-worker and asks for action.	Opened and Forwarded		

2024-55	25/04/2024	25/04/2024	16/05/2024	Moderate	Employee says there's a lack of communication to formalize the PAM in the Belém unit.	Opened and Forwarded		
2024-56	28/04/2024	29/04/2024	19/05/2024	Sensitive	PWD (Person With Disability) employee says being harassed and asks the company to contact him.	Opened and Forwarded		
2024-57	29/04/2024	01/05/2024	20/05/2024	Moderate	Employee at branch 8 complains about the way promotions are made.	Opened and Forwarded		
2024-58	30/04/2024	02/05/2024	21/05/2024	Low	Limeira employee informs the unit is without birthday gifts.	Opened and Forwarded		

2024-59	02/05/2024	02/05/2024	23/05/2024	Moderate	G&G employee demands equal pay for analysts.	Opened and Forwarded		
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