

Our Values



People

We work as a team in a lean and integrated way. For this reason, we rely on different and committed people who are socially responsible, innovative, flexible, agile, and with initiative.



Owner's Feeling

We rely on restless people, who put passion into what they do, assume responsibilities, and make conscious decisions.



Impact on Society

Here, we teach you how to fish. We make decisions focusing on the potential impact on the individual, on the family and, on the society, seeking to multiply knowledge and ensure the perpetuity of the program.



Our Way

We are focused and obsessed with results and efficiency. This requires permanent evaluation, transparency, and meritocracy.

Integrity and Ethics

In all our actions and in our relationship with employees, partners, suppliers, government representatives, volunteers, and students, we are guided by compliance to the applicable laws and regulations, including anti-corruption legislation and the rules of conduct applicable to PROA's daily activities, as described in this Code.

Conflicts of Interest

At PROA, we do not allow the personal interests of our employees, directors, or partners to interfere or compromise our performance and the way we take on our responsibilities.

Any attitude that may conflict, indicate a conflict of interest, or compromise the exemption, impartiality, quality, and performance of our work is not allowed. Our employees must act with respect and maintain a good relationship with everyone, avoiding personal affinity with people who might have a conflict of interest.

Suppliers and Business Partners

We seek to cultivate relationships of excellence, which are transparent and generate mutual trust between the organization and our suppliers and partners. To do so, we choose our contractors based on integrity.

In all our relationships, we establish a fair contracting process that maintains the quality and sustainability of the services provided to PROA's. Before the start of activities, we carry out an evaluation of criteria such as: commitment to anti-corruption policies, technical qualification, legal qualification, and tax compliance, among others.

Anti-Corruption Policy

At PROA, we do not tolerate any act of corruption and we consider compliance to this rule essential for the existence of the organization. Our employees, directors, volunteers, students, and business partners must ensure compliance to applicable laws and regulations, including, but not limited to, Federal Law No. 12846/2013 and its regulations.

Thus, it is certain for us that no employee, director, volunteer, student, partner, or anyone representing PROA may offer, promise, donate, accept, or request undue advantage of any value (financial or otherwise), directly or indirectly and regardless of location, in violation of applicable laws, as an inducement or reward to a person who is acting or failing to act in relation to the performance of their duties.

Freebies, gifts, trips, accommodation, and others

In view of the purpose of our activities, it is common for our employees to encounter suppliers, service providers, volunteers, and partners willing to make financial donations, freebies, services, and others. In these situations, as long as the action is aimed at achieving the objectives of PROA, we value the use of common sense and compliance to our Code of Ethics and Conduct. Moreover, in case of doubt about the possibility of acceptance, we encourage our employees to dialogue with PROA's management to determine the best way how to handle the situation.

In any case, it is certain that gifts, freebies, favors, loans, services, or special treatment of any kind (such as payment of trip expenses or meals) from people or organizations that do not comply with this Code of Ethics and Conduct are absolutely prohibited by the organization.

Harassment, discrimination, and prejudice

Respect for people and diversity, equality, authenticity, and dignity are fundamental pillars of our culture. Therefore, we do not tolerate any form of harassment, discrimination, prejudice, or intimidation among employees, directors, volunteers, students, and business partners.

At PROA, we do not accept any type of aggression or harassment, whether physical, psychological, moral, or sexual, and we will not maintain relationships with third parties in which such practices are public knowledge.

Equity

At PROA, we seek to treat everyone the same way, without disrespecting and not recognizing the differences of each individual.

Therefore, we strive for equity in all our relationships, so that each person has their individuality, privacy, and diversity preserved, whether in relation to their origin, social status, hierarchical position, level of education, religion, belief or philosophy of life, disability, color, race, gender, sexual orientation, marital status, family situation, political ideology, or association with class entities.

Emails, internet, information systems, social media, and instant messaging applications

For all our online relationships, it is essential that we are careful in disclosing information, and that our employees act prudently and carefully, whether they are speaking on their own behalf or on behalf of PROA.

In addition, when using social media and other digital means of communication on behalf of PROA, all published information must have express authorization from management, who will carefully ensure that confidential or inappropriate information is never published.

Moreover, all PROA's internal systems, including corporate email and other data that travel through the Institute's social media and systems, belong exclusively to the organization. Therefore, as long as permitted by the current legislation, PROA may monitor and use this data to verify compliance to laws and internal regulations.