



Edition 18, October 2025

On October 2nd, we held the **4th Annual Meeting of the Companies with Refugees Forum**, in São Paulo, with approximately 210 attendees, including representatives from 46 Forum member companies and 36 other companies and organizations, UN agencies, government representatives and refugee professionals. This key Forum event also celebrated a milestone for the initiative, which reached **150 members**.

The theme of this edition was "*Joint actions that transform the lives of people forced to flee.*" At the meeting, companies were able to discuss the impact of engaged leadership in the inclusion of refugees, the importance of intersectionality in this process, as well as exciting testimonies of the reconstruction of life in Brazil and with the protagonism of women, marking the 10th anniversary of the *Empowering Refugees Women* project. The traditional fair featuring refugee-led businesses was also held.

One of the highlights of the event was the inaugural **[Actions that Inspire](#)**, giving visibility to the best practices in refugee inclusion by members of the Companies with Refugees Forum in three categories: Engagement and Partnerships, granted to FIEP; Leaving No One Behind to A.C.Camargo Cancer Center, and Life Transformation awarded to Albert Einstein Hospital.

New data from the **Forum's Annual Monitoring** was also released, revealing that member companies currently employ 17,000 refugees and migrants, a 41% increase compared to 2024 ([details here](#)). Pictures of the event can be found here [at this link](#) and the graphic facilitation [is here](#). [Read the ACNUR article](#) for more information.

Our special thanks to the companies that made this event possible: **Accor, Assaí Atacadista, Construtora Tenda, Emflora, Foundever, Miguel Neto Advogados Associados, and Vagas.com.**



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### How to support the next Annual Meeting?

Would your company or organization like to sponsor the Forum’s event and gain even greater visibility in this important cause? Contact us at [empresascomrefugiados@pactoglobal.org.br](mailto:empresascomrefugiados@pactoglobal.org.br).

Follow all the news of the Forum on your [LinkedIn page](#)

## Launch of the Paraná Hub



In October, events related to the Forum's newest Hub also took place: [Paraná Hub](#). Led by SESI Paraná, the official launch took place during the SESI ODS Congress on October 15. The program included a discussion with the Paraná private sector on October 14, featuring thematic roundtables with Hub member companies and a panel on the [Empowering Refugee Women](#) project. Paraná Hub already has 17 members: Caemmun Industria e Comercio de Móveis, Descarbone Soluções, Espro, Fiasul, Foundever, Grupo Blues, ISBET, Krindges Industrial, Lavitta Engenharia, Mão Colorida, MBRF, Mineração São Judas Ltda, Plastilit, RHF Talentos, Ribeiro Automação, SIG Combibloc do Brasil, and Yazaki.

Does your company or organization operate in Paraná? Join Paraná Hub at [www.empresascomrefugiados.com.br/hub-paraná](http://www.empresascomrefugiados.com.br/hub-paraná).

## » IN THE MEDIA

Bem Paraná addressed the employability fair in Curitiba, featuring participation from Foundever.

[Read here](#)

Você RH wrote about refugee hiring at Assaí Atacadista.

[Read here](#)

Exame highlighted A.C.Camargo Cancer Center's recognition in the Leaving No One Behind category.

[Read here](#)

Integridade ESG reported on the 4th Annual Meeting of the Companies with Refugees Forum.

[Read here](#)

## Who is part of the Companies with Refugees Forum

[Eldorado Brasil Celulose, Mão Colorida Comunicação Visual LTDA, Grupo Risotolândia, Supermercado Gavião, Brazil2Export Ltda, and St Marche](#) are the newest members of the Companies with Refugees Forum

We are now:

**150 members**

To see all members of the initiative, visit:

[Who is part of the Forum](#)

## » COMING SOON

### Let's talk? How to include young refugees

November 11. Online, from 11:00 am to 12:00 pm (Brasília time). The discussion will address the socioeconomic inclusion of young refugees and initiatives such as Movimento Educa 2030

(Pacto Global) and 1 Milhão de Oportunidades (UNICEF). Interested parties should email [empresascomrefugiados@pactoglobal.org.br](mailto:empresascomrefugiados@pactoglobal.org.br).

## Basic Training on Hiring Refugees

December 4. Online, 10:00 am to 12:30 pm (Brasília time). [Register here](#).

## Refugee Entrepreneurs' Christmas Catalog

Coming soon: a guide featuring unique gift options to celebrate Christmas 2025.

## Launch of the Rio Grande do Sul Hub

In December, in Porto Alegre/RS. More details soon.

# Companies in Action

The screenshot displays the website interface for Grupo Risotolândia. At the top, there is a navigation bar with the company logo and a search bar. Below the navigation bar, a grid of course cards is visible. Each card features a representative image, a title, a description, a star rating, and a 'Saiba mais' (Learn more) button. The courses include:

- PELO FIM DA VIOLENCIA CONTRA AS MULHERES**: Assessoria jurídica. 5 stars.
- Diversidade é o futuro**: 4 stars.
- Código de Conduta, EAD**: 00h 30min.
- Português Avançado, EAD**: 08h 00min.
- Libras, EAD**: 08h 00min.
- DEI : Diversidade, equidade e inclusão, EAD**: 08h 00min.
- Relacionamentos Organizacionais - EAD**: 08h 00min.
- Integração Grupo, EAD**: 08h 00min.
- Português Básico, EAD**: 08h 00min.
- Desenvolvimento de Liderança, EAD**: 08h 00min.

## Free online courses for refugee and migrant employees

Grupo Risotolândia, through its Human Resources department, offers personalized support to refugee and migrant employees, ensuring clear and humane communication with the help of multilingual professionals. The company also has the Risotolândia Corporate University, which promotes continuous learning through over 60 free courses in gastronomy, quality, leadership, and administration. Highlights include courses in Portuguese, Spanish, and Brazilian Sign Language (Libras), reinforcing the commitment to linguistic inclusion and professional development. Currently, Grupo Risotolândia employs around 160 refugees and migrants, strengthening an increasingly diverse, welcoming and inclusive culture.



*Fair with ©Tenda's  
refugees entrepreneurs*

## **Tenda launches volunteer program and fair with entrepreneurs**

Construtora Tenda launched in June the Portuguese Conversation Volunteer Program, aimed at creating opportunities for refugees and migrants attending classes at Missão Paz to practice the language. The online sessions focus on conversation and cultural exchange, covering topics such as expressions, gestures and everyday Brazilian situations. Two editions have already been held, involving 35 pairs of volunteers and refugees and migrants. Additionally, from September 25 to 30, Tenda promoted a series of actions to value diversity and foster the inclusion of refugees and migrants. The program included the launch of the program's new brand within the company, now called Reconstrução, a panel on inclusion in the job market, a conversation circle between Brazilian and migrant employees and a fair featuring refugee entrepreneurs.

## **Training for women as forklift operators**

Superfrio Armazéns Gerais launched a training program for female employees to become forklift operators. In September, four Venezuelan women participated in Mulheres na Direção (*Women at Wheels*) initiative at the São José dos Pinhais unit in Paraná. The goal is to qualify them to fill these roles, which are predominantly held by men. The company employs 25 refugee and migrant professionals at this location.

## **Foundever participates in international event**

Laurent Delache, CEO of Foundever do Brasil, was a panelist at the launch of the Private Sector Dialogue Mechanism of the Comprehensive Regional Framework for Protection and Solutions (MIRPS). The online event on October 10 was organized by the Organization of American States (OAS) Department of Access to Rights, in partnership with UNHCR and the governments of Costa Rica and Colombia. The panel highlighted private sector initiatives for refugee inclusion, with special emphasis on Foundever's actions.



## Hotel host lunches to celebrate traditions from countries of origin

The Ibis Budget São João hotel, in São Paulo, has approximately 50% of its housekeeping team composed of refugee and migrant employees, the majority from Angola. To honor the cultural traditions of their countries of origin, Dayanne Flores, a housekeeper at the unit and daughter of Bolivian migrants, began organizing monthly collective lunches. During these gatherings, each employee is invited to bring a traditional dish and share the family story behind the food and the context in which it is served. The most recent event focused on Angolan cuisine, where participants enjoyed dishes such as kikuanga (cassava-based dough) and pinchu (meat).



Inside the  
**HUBS**



## Grupo Direccional promotes inclusion and welcoming with translated materials

To strengthen integration and a sense of belonging for its over 100 Venezuelan employees, Grupo Direccional, a member of the [Amazonas Hub](#), took an important step towards inclusion and barrier-free communication. The company began translating the Integration Manual and the site signage into Spanish, ensuring everyone clearly understands the essential daily information. More than a communication action, this initiative reflects Direccional's commitment to valuing people, promoting safety, and building a truly inclusive work environment.

## FORUM VOICES

*"I am one of the first African women to achieve this position"*



"My adaptation process was very difficult, I faced several operational and technical challenges, but I could count on the hospital's support and my supervisor. She always understood my struggles, helped resolve them, and considered that I am a Black refugee woman. Currently, I am a leader in attending notable patients in the presidency sector, and I am one of the first African women to achieve this position."

*[Jadmira Queta](#), Angolan, Patient Care Assistant III at Hospital Albert Einstein and 2025 Recognition in the Inspiring Actions category for Life Transformation*

*"We saw an incredible demonstration of resilience, dedication and willingness to contribute"*

"Hiring refugees was an enriching experience. At first, there were uncertainties, cultural differences, language barriers, and adaptation to the work environment. But what we saw was an incredible demonstration of resilience, dedication, and willingness to contribute. These refugee employees brought stories of overcoming that inspired the entire team. We learned to value empathy, active listening, and the importance of a truly inclusive environment. Today, I can proudly say we are a stronger, more diverse, and more humane team. And this is largely due to the courage and resilience of these people who are now part of our story."

Paloma Garbim, Unit Manager in Cajamar/SP at Sodexo.



## >> WHAT HAPPENED

**2nd Advisory Committee Meeting:** held on July 22, bringing together leaders to discuss key actions for the Forum's second semester.

**1st and 2nd Amazonas Hub Meeting:** on July 29, (8 companies) and October 21, (10 companies).

**Basic Training on Hiring Refugees:** on August 5, with 99 participants.

**Advisory Committee Dinner:** on October 1, in São Paulo.

### Let's talk?

- **Annual Monitoring and Best Practices Recognition (August 14)** - 41 participants
- **Interiorization and Hiring of Venezuelans (September 16)** - 55 participants

## Publications

### Forum's Annual Monitoring of the Refugee Business

Forum companies employ almost 17,000 refugees and migrants, a 41% increase over 2024. They have also offered leadership sensitization and support such as mentoring and Portuguese courses. Learn about the actions being developed.

[Access the data here](#)

## Guide to the Forum's Best Practices for Socioeconomic Inclusion

At the 4th Annual Meeting, the best practices of Forum members were recognized. This guide features the finalist initiatives in three categories: Leaving No One Behind, Life Transformation, and Engagement and Partnerships.

[Read here](#)

To join the Companies with Refugees Forum, companies must commit to the Forum's Values and fill in an application form.

[Click here to access the form](#)

Iniciativa:



Pacto Global  
Rede Brasil

Parceria estratégica:



FOXTIME

Apoio:

