



Institutional Profile



Mantecorp

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1. MISSION, VISION & VALUES

OUR MISSION

To develop differentiated products and services that promote the health and well-being of society, creating wealth and opportunities for investors, employees and partners.

OUR VISION

To be one of the best companies in the various markets of the healthcare industry where we do business, seeking sustainable growth, international credibility and the consolidation of good corporate responsibility practices, as well as generate employee satisfaction and pride.

OUR VALUES

VALUING HUMAN CAPITAL

Permanently invest in people, value diversity and recognize individual and collective contributions for business activity success.

ETHICS

Commit to integrity, justice in all relationships and transparency in organizational decisions and employee relations.

ENTREPRENEURSHIP

Commit to sustainable growth based on permanent investments and by maintaining profitability, objectivity and sense of urgency and priority in managing the business.

PROFESSIONALISM

Respect principles of corporate governance, value productivity and professional efficiency and practice precision, assertiveness, austerity and coherence in conducting business.

RESPONSIBILITY

Continuously exercise corporate responsibility in the social and environmental areas.

QUALITY

Maintain the company as a reference in technology and production processes.



2. WHO WE ARE

A HISTORY OF WORKING FOR THE GOOD OF HEALTH

Constituted as a business organization in 2006, Mantecorp has been a distinguished name in the history of Brazil's pharmaceutical industry. As a Schering-Plough partner since 1989, Mantecorp has built over the past 17 years, through a joint venture in which it reached in 2002 to detain 70% of the shares, an exemplary model of Research & Development (R&D), manufacturing excellence and ethical conduct in its relationship with society, standing as a benchmark for the entire market.

During this period, the company evolved to the point of achieving a leading sales position in several segments, such as cold & flu, respiratory, corticosteroids and dermatology, thanks to the respect earned among medical professionals and the general public. The quality of its management has also been amply praised over this period, with the company having obtained significant recognition in the Brazilian pharmaceutical sector, such as for being the most profitable company, for having the best performance in prescriptions, as well as being number eight in manufacturing volume and seven in sales revenue. Another important achievement was being voted one of the best companies to work in Brazil for 7 consecutive times.

This legacy is the basis upon which Mantecorp now begins to pave its course as a domestic and independent pharmaceutical laboratory. The corporate restructuring process implemented in 2006 not only led to the birth of a new company name, but also an industrial group whose strategic objective is to become the best Brazilian business organization in products and services that promote the health and well-being of the



population. It has in its favor the know-how accumulated over the years and the quality of a highly competent professional team.

Coordinated by the holding company Mantecorp Participações S.A., the group comprises the following companies: Mantecorp Indústria Química e Farmacêutica Ltda, Mantecorp Logística, Distribuição e Comércio S/A and Brainfarma Indústria Química e Farmacêutica Ltda.

All company operations are under the responsibility of the Mantegazza family, which has a 30-year history of achievements servicing Brazil's pharmaceutical industry. At the same time that it represents a challenging opportunity to expand a successful business model, Mantecorp also symbolizes the recognition of the work legacy of its chief executive, Gian Enrico Mantegazza, a leading entrepreneur in representing international brands in the domestic pharmaceutical industry.

The new brand name is already emerging as a major player in the sector. Positioned among the largest domestic pharmaceutical companies, Mantecorp began its journey with a portfolio composed of traditional and highly respected brands, such as the cold and flu remedy Coristina, the line of Epidrat moisturizers, the antihistamine Polaramine, corticosteroid Diprosan and the anti-inflammatory and anti-fungal topical medication Quadriderm. As a Schering Plough licensee, Mantecorp is also responsible for continuing to produce and market the Coppertone line of sunscreens, and the high complexity drug treatments for rheumatoid arthritis, psoriasis, ulcerative rectocolitis, Crohn's disease, etc., all leading products in their respective segments.



Every year, over 100 million units of products and medication for human use leave its manufacturing facilities in Jacarepaguá, Rio de Janeiro. With a total area of 300,000 square meters and 50,000 square meters of industrial facilities, it is one of the most modern plants in the country's pharmaceutical industry. As a center of scientific and manufacturing excellence, the Jacarepaguá complex benefits from the company's investment policy, which focuses on increasing the quality and reliability of its brands. Over the last 15 years, for example, the unit has invested roughly US\$ 70 million in modernization and technological evolution projects.

Such care depicts the company's commitment to business continuity, production expansion and development of advanced research that ensure a continuous supply of first-line medications and services that prevent, treat and cure diseases.

COMMITMENT TO BRAZIL

As a generator of wealth and jobs, Mantecorp restates on a daily basis its commitment to Brazil's development. In the business arena, this translates into the relentless pursuit of better results, growth and new solutions for medications and services. In the community field, this commitment to the country is manifested through actions that aim to return to society part of what the company and its products receive in trust and prestige. One of the most important initiatives is the *Instituto Criança é Vida* (Child is Life Institute), an organization born out of the Mantegazza family's desire of contributing to the dissemination of knowledge in its area of specialization – healthcare.



3. TIMELINE

ENTREPRENEURIAL TRAJECTORY

1989-2006



1989

- Creation of a joint venture with the U.S. based Schering-Plough to create Industria Quimica e Farmacêutica Schering-Plough Ltda, a project headed up by entrepreneur Gian Enrico Mantegazza and to whom the management of the business was entrusted.

1996

- Implementation of the *Criança é Vida* project, a health education initiative aimed at improving the quality of life of underprivileged communities, through the dissemination of knowledge and information.

2001

- Change in the joint venture's shareholding composition, through the consolidation of 70% of the shares in the name of Mantecorp Participações Ltda, which company was controlled by Gian Enrico Mantegazza at the time.

EGRET AS SYMBOL AND ORANGE AS COLOR

The egret was chosen as Mantecorp's icon in a doubly justified decision. First of all because the bird symbolizes some of the values that the new organization hopes to see present in its future trajectory – freedom, prosperity and longevity. Secondly because, as a result of fortuitous coincidence, this bird has become a daily part of the company – for many years now, an egret (*garça* in Portuguese) has made the artificial lake at the Jacarepaguá plant its home. Loved by all, the egret is perceived by employees as a companion in their daily lives, becoming a mascot.

Together with the egret, the color orange will be the other element that will make up the company's visual identity. The choice has a simple explanation. In several cultures, the color orange is associated with success, agility, cordiality and prosperity – attributes that Mantecorp wishes to see among its main parameters of business conduct and performance.



2002

- Creation of the *Instituto Criança é Vida* as an independent social organization and an institution capable of sharing its experiences and health educational programs with a wider range of partners. At this point the Institute was already reaching more than 33.000 families.

2005

- Nominated one of most profitable companies in Brazil over the 1995–2004 period, according to Editora Abril's *Exame* magazine's "*Melhores e Maiores*" (Best & Biggest) survey. This same magazine named the company the number one in its business area within the "Wealth Created per Employee" category.
- Elected by the Group of Pharmaceutical Industry Executives (Grupemef) as the best company in terms of prescription performance, which recognition demonstrates the trust deposited by the medical community in the company's products.

2006

- For the seventh consecutive year is nominated one of the best companies to work for, according to a survey by Editora Abril's magazines *Exame* and *Voce S/A*, and Editora Globo's *Época* magazine.
- Awarded 'best company in the pharmaceutical sector' by Gazeta Mercantil newspaper's publication *Balanço Anual*.
- The company undergoes a corporate restructuring process giving rise to a new phase in the Mantegazza family's trajectory in Brazil's pharmaceutical sector. The operation, which included Schering-Plough's withdrawal from the company, resulted in the creation of Mantecorp.



4. BUSINESS AREAS

PRODUCTS WITH CREDIBILITY

Mantecorp's industrial activities focus on three key market segments – Primary Care (prescription medication), Specialty Care (High Complexity) and Consumer (Prescription-Free Medications –MIP)* – each one with widely recognized product lines and brands that are valued by physicians and consumers.

The Primary Care Division, which focuses on sales to pharmacies and the public sector, accounts for the greatest portion of company revenues. The division comprises six product lines: Respiratory, Dermatology, Central Nervous System, Pediatrics, Gynecology & Obstetrics and Orthopedics, all of which possess renowned brands.

The antipyretic Alivium and the corticosteroid Predsim, for example, give the company the lead in domestic sales of pediatric medications. The same occurs with the innovative Dermatological Line, which has been combining innovation and quality in the competitive cosmetics industry. In this segment, Mantecorp has two key products – the sun-screen and sunblock, Episol and the topical corticosteroid, Diprosone. The company also has a strong penetration in such niches as steroidal anti-inflammatory drugs, NSAIDs, antibiotics and anxiolytics with its Quadriderm, Diprospan, Celestamine, Scaflam and Apraz products.

To offer products that result from the application of leading edge technologies worldwide for treating highly complex diseases, such as rheumatoid arthritis, is one of the commitments of Mantecorp's Specialty Care Division, which portfolio includes the leading product in this segment in Brazil.

* Current name for the Over-the-Counter (OTC) medications

The product range created by the Consumer Division includes brands as famous as they are traditional, encompassing the sunscreen segment and Prescription-free Medications* sold to consumers (such as nasal decongestants and cold and flu medications).

This division has two product lines. The Summer Line includes, among others, the internationally renowned Coppertone brand, and the Winter Line, in which Cristina is the cash cow. This division is also responsible for other highly credibility products, such as the topical analgesic Calminex and the antihistamine Polaramine – brand names that are synonymous with excellence for consumers.

VOCATION FOR PARTNERSHIPS

The reliability of Mantecorp products also stems from the company's efforts to deepen relationships with audiences that offer invaluable contributions to the perfecting of its activities. The scientific community is a major partner in the challenge to develop new drugs and solutions for the market. All products and clinical studies generated by the company, for example, undergo rigorous evaluations by Brazilian and foreign physicians who make up its team of specialist consultants, as well as the analysis and inspection of government authorities.

In order to identify and meet the demands of specialists and medical

* Current name for the Over-the-Counter (OTC) medications



associations, Mantecorp executes a comprehensive schedule of exclusive events for this target audience every year, as a means for maintaining an open communication channel with healthcare scientists. Additionally, company representatives visit over 90,000 specialist physicians every month, providing up-to-date information about its products.

The interaction with the various target audiences in its business area reveals Mantecorp's vocation for working with others and establishing partnerships, characteristics that are inherent to the company's DNA, which includes in its history not only the 17-year successful relationship with Schering-Plough, but also other associations maintained with key international companies.

With this history, Mantecorp is more than qualified, for example, to participate in the development, production, promotion and sales of medications together with other pharmaceutical laboratories, presenting itself as a potential partner for international companies looking to establish a presence in the Brazilian market and which share with Mantecorp the same ethical principles and determination of pursuing innovative products for the health and well-being of the population. To do so, Mantecorp has a department that focuses exclusively on prospecting and formalizing new ventures, through Mantecorp's Business Development unit.



5. QUALITY & DEVELOPMENT

QUALITY OF LIFE ORIENTED SOLUTIONS

At Mantecorp, innovation is perceived as more than just a statement of competitive advantage in the pharmaceutical segment. Research and the creation of increasingly safer and more effective medications are part of the company's reason for existing and an example of its commitment to society. Research & Development (R&D) activities comply with global parameters, such as the international Good Clinical Practices standard.

Seeking solutions that promote the health and well-being of mankind calls for considerable investments of time and talent. The company participates simultaneously in almost 100 research projects, counting on the support from the public and private academic institutions.

A paradigm with respect to technology and production processes, Mantecorp seeks to promote the continuous updating of its people, as well as the permanent upgrading of equipment and research and development procedures. Traditionally focusing on the incorporation of new technologies, the company is perfectly in tune with market trends, through regular participation at congresses and seminars, by offering training courses and programs to technical staff and by exchanging information with suppliers of pharmaceutical raw materials.

Modern and flexible, its industrial complex possesses a high production capacity in terms of volume as well as in pharmaceutical solution diversity. Commitment to quality is present in all stages of the process – the company is rigorous in applying standards that ensure industrial excellence. The main procedures adopted include:

- Qualification of raw material and service vendors, which implies contributing to their development and submitting them to periodic audits.
- Efficacy, safety and pharmacotechnical stability testing during the development of products, in order to ensure that medications produced preserve all the quality attributes throughout their useful life.
- Monitoring and control during the production and packaging phases, from the time raw materials are received until the product batch is released on the market.
- Selection and qualification of partners responsible for product distribution and transportation.
- Monitor consumer manifestations and complaints in the after market phase.

The quality of work executed at the industrial complex is recognized by the pharmaceutical industry. Major laboratories in Brazil use our Rio de Janeiro plant to produce a part of their products.

6. PEOPLE MANAGEMENT

RESPECT FOR THOSE WHO BUILD THE COMPANY

Mantecorp's success is directly related to the quality of its professional team. The company's people management policy is therefore based on recognizing the contribution made by each employee to the business and upholding the organization's credibility among society. The company adopts the principle of valuing teamwork and stimulating individual participation in the pursuit of improving professional relationships, production processes and services offered to consumers.

These practices, coupled with self-development incentive actions and an advanced compensation, recognition and benefits policy, place the company among the most admired organizations with regards to the quality of professional relations, as demonstrated in the rankings of corporations that provide employees the best conditions to perform and develop a professional career. In this field, the company has been successively selected since 2000, as one of the "150 Best Companies to Work for", an award presented by *Exame* and *Voce S/A* magazines. Likewise, *Época* magazine included Mantecorp in its survey "The 100 Best Companies to Work For", the first of which was conducted in 2006.

With roughly 1,500 direct employees, one of its main priorities in the Human Resources area is to attract, develop and retain the greatest possible number of professional talents. For such, the company follows a set of principles that includes:





- Maintain a relationship between leaders and teams based on credibility.
- Provide clear and transparent communication.
- Support professional development, by creating training opportunities and access to resources and equipment necessary for good work performance.
- Focus on people, with leaders being responsible for promoting a healthy work environment for the teams.
- Offer equal and impartial treatment to all employees.
- Actively cultivate a pleasant environment that favors developing respectful and cordial relationships between work colleagues.
- Disseminate a feeling of corporate pride aimed at creating employee commitment towards company objectives.

RECOGNITION, TRANSPARENCY AND DIALOGUE

At Mantecorp, valuing people who contribute to the success of the business is manifested in several manners: through the application of a competitive salary policy, to granting bonuses, awards and profit-sharing; through the offer of training programs, to periodic performance assessments coupled with feedback that help employees improve their performance.

In line with best market practices, the benefits policy includes a series of tools that focus on the quality of life of employees, such as an on-site gym, dental treatment, leisure areas, sports field, daily labor workouts, periodic medical examinations and social services for employees.



Additionally, the company dedicates special attention to women. The Maternity Program, daycare center allowance, the breastfeeding room at the Rio de Janeiro plant and the Gynecological Cancer Prevention program are just some of the actions designed for female employees. This set of initiatives contributed to the company being included among the top companies for women to work for, according to a survey conducted by *Época* magazine.

The company also maintains a formal recognition program for individual and group effort. The Our People Program (*Programa Nossa Gente*) awards prizes for performances that exceeds expectations. Created to stimulate employee creativity, increasing awareness about their importance to the organization, the program is open to contributions from the entire staff.

Actions of this type are only successful when based upon a business culture characterized by dialogue between the different hierarchical levels of the company. Employees are permanently stimulated, for example, to always discuss all issues relating to their professional daily life with their supervisors, coordinators and managers.

A climate that favors the exchanging of information results in a transparent communications policy, supported by formal means of dialogue. In addition to institutional materials, the company resorts to tools such as the intranet, in-house magazine, internal policies, informative pamphlets, notice boards and the Human Resources Department (HRD) portal.

Another resource is the Speak Out Program (*Programa Fala Você*) where employees can express their opinion on any subject and submit messages using the Internet or the suggestion boxes distributed throughout company premises.

PROFESSIONAL DEVELOPMENT AND EDUCATIONAL SUPPORT

In addition to being stimulated to participate in Mantecorp's development, employees receive continuous support aimed at their personal and professional improvement. Among the various initiatives, the company promotes management development courses, career plans, technical visits, onsite training programs, potential assessments, internship and in-house recruitment programs, as well as language courses and formal education support for obtaining undergraduate, graduate and MBA degrees.

Since 1995, the company has maintained an Educational Program, a supplementary schooling project that benefits employees at the Rio de Janeiro industrial plant who wish to continue or complete their elementary and high school education.





7. ENVIRONMENTAL RESPONSIBILITY

CARING FOR WHAT BELONGS TO EVERYONE

Environmental responsibility is of utmost importance for Mantecorp, which seeks to conduct its operations in harmony with nature. In practice, this means meeting the present business demands without compromising future generations. The Rio de Janeiro plant is constantly improving production processes so as to bring them in line with the latest precepts of sustainability. To assist it in this mission, the unit utilizes an advanced Environmental Management System.

Aware of its responsibilities, Mantecorp aims to exceed compliance with laws and regulations, by respecting a series of commitments, to wit:

- Promote, in all levels of the company, a sense of individual responsibility with regards to the environment and prevention regarding potential sources of risk associated to products, operations and workplaces.
- Seek to continuously improve environmental performance by reducing waste and optimizing the use of natural resources and raw materials.
- Establish and update environmental objectives and goals, making them available for consultation at the plant.

The company also manifests its responsibility in this area by allocating 5% of its annual investment plan to Environmental Management. A part of this budget is used to increase environmental awareness among employees, by means of educational campaigns on topics such as garbage separation (plastic, glass, aluminum, organic waste, etc.), recycling, using water and

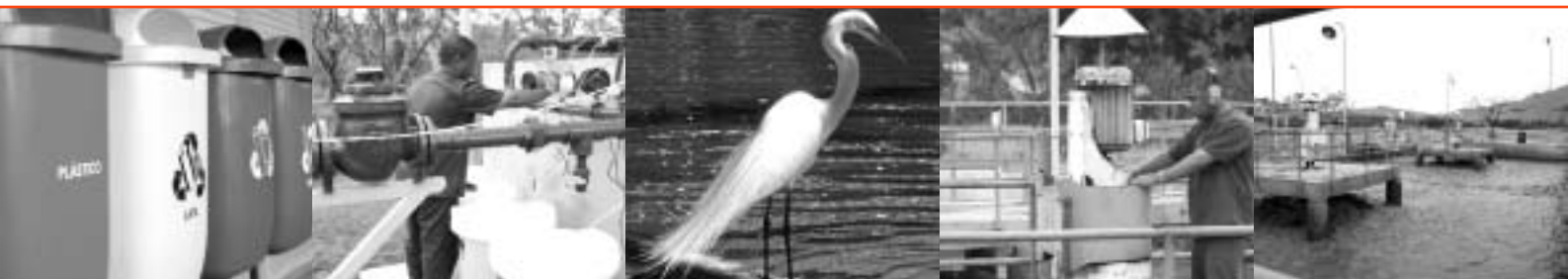
electricity in a rational manner, reduction in waste generation and valuing the Environmental Management System, as well as operational training courses aimed at minimizing eventual negative effects of certain activities.

IMPACT CONTROL.

Monitoring the impact of production activities on the environment is a constant practice at the plant, which possesses standardized procedures for potential risk activities. A detailed Emergency Control Plan (which includes training for employee teams) is available in the event of accidents involving fires, explosions, chemical leaks or spills. Furthermore, the environmental pollution control equipment is subjected to strict maintenance procedures.

The industrial plant also has a Waste Management Policy, which covers initiatives such as incineration and co-processing of solid parts deemed hazardous and wastewater treatment. The Industrial Water Treatment Station allows the company to reutilize roughly one-third of all the wastewater processed, for use in the cooling towers.

Aware of the global depletion issue of freshwater reserves, Mantecorp also operates the Integrated Water Resources Management Program, which focuses on reducing consumption of drinking water in industrial processes and the subsequent reduction in wastewater volume released into the sewage system.



Implementation of this program has allowed the Jacarepaguá plant to regularly capture water from three alternative sources – domestic and industrial sewage coming from a wastewater treatment station; rainwater collected from the roofs of the unit; and water used in the production process. The program enables the unit to save 33,000 m³ in annual water consumption, which amounts to approximately 30% of all water used.

As a benchmark in the pharmaceutical industry, this initiative has also earned recognition from specialists and society, as seen in 2005 when the program was included in the Environmental Benchmarking award, created by environmental consulting firm Maisprojetos, with the objective of rewarding corporate actions that benefit sustainability, in terms of economic, social and environmental aspects.

Environmental activities also extend to the communities located next to the plant. One example is the quality of treated wastewater that is released into the water system of that area, which quality is superior than required by state legislation.

Aware that its projects may be copied by other industries, Mantecorp participates in actions aimed at developing environmental responsibility within the sector, being a member of the Environmental Committee of the Brazilian Pharmaceutical Industry Federation.

8. SOCIAL RESPONSIBILITY

CITIZENSHIP ACTIONS

Commitment to life – and quality of life – are essential premises for exercising Mantecorp's core business: provide the most advanced technology for developing and producing medications and services that prevent, treat and cure diseases. By putting this principle into practice, the company not only benefits society with effective solutions in the healthcare area, but also contributes to the evolution of its own business segment and of society.

Therefore, corporate responsibility is the concept that guides the interaction with the many audiences – employees, vendors, consumers, healthcare professionals, governments and community. Ethics, good manufacturing practices and transparency in business activities are values that preside these relationships.

HEALTH EDUCATION

Mantecorp's commitment to society is not limited to supplying high quality products and services. It is also based on intense community activities in the name of citizenship. Its main action tool is *Instituto Criança é Vida*, which seeks to contribute to improving the quality of life of the local population by disseminating information on preventive healthcare.

Created in 1996 as a corporate project, the institute gained independence in 2002 when it began sharing the successful experiences of its health education programs with a wider range of partners. Present in the





cities of Santos, Sao Paulo and Rio de Janeiro, it has over 600 health-care agents assisting 13,400 families.

Mantecorp is the institute's primary sponsor, playing an active role in the recruitment and training of volunteers involved in replicating preventive healthcare projects in underprivileged communities. An example of solidarity, Mantecorp's volunteers are one of the pillars of the institute – in Sao Paulo and Rio de Janeiro, company employees take on the role of disseminators of the organization's educational activities on weekends.

Certified by the Ministry of Justice as a Civil Society Organization of Public Interest (OSCIP), the institute also prides itself on its growing network of partners with which it shares the experience and know-how achieved through its projects.

GREATER SAFETY ON BEACHES

Community integration also makes Mantecorp a permanent contributor of public authorities in social initiatives. One example is the Safe Beach Project (*Projeto Praia Segura*), created in 2000 by the company with the objective of contributing to improve safety conditions of beaches in Sao Paulo.

Carried out during the summer months in partnership with the 17th

Sao Paulo Fire and Sea Rescue Brigade, the project focuses on providing explanations and orientation to beachgoers about preventing accidents and drowning, as well as improve working conditions for sea search and rescue operations carried out by the lifeguards. The Safe Beach Project encompasses roughly 600 kilometers of coastline, covering 15 coastal towns such as Santos, Sao Vicente, Guarujá, Praia Grande and Ubatuba.

The partnership with the Fire Brigade has helped to significantly reduce the occurrence of beach accidents – between 2000 and 2005, the number of drowning incidents along the Sao Paulo coast fell by around 50%.

CLEAR RULES IN PARTNERSHIPS WITH VENDORS

Transparency is the prime parameter to be followed in relationships with vendors. Understandings between parties are based on precise and detailed rules, which are set forth in the company's Code of Ethics. The document establishes, for example, that the selection and contracting of suppliers must be based solely on technical, professional and ethical criteria, through impartial and fair evaluations. Additionally, the company offers outsourced workers the opportunity to participate in its professional development and training programs, where practices and concepts of corporate responsibility are disseminated.

ETHICAL CONDUCT WITH CONSUMERS

Interaction with consumers is based on respect and recognition of the fact that the public has the right to safe and reliable information about products and services offered to them. In order to ensure that this objective prevails, the company seeks to maintain easy to access communication channels, through which the population can openly express their needs, expectations, queries and concerns.

The Mantecorp Contact Center is a good example of the care taken in this area. The Center is composed of healthcare professionals trained to identify problems and, with autonomy and speed, present solutions to queries made by consumers and users of company products. The company also has a website, www.mantecorp.com, which provides useful information on diseases, healthcare tips and warnings on the risks of self-medication.

Rules in the Code of Ethics also govern relationships with clients. Through this corporate document, the company makes a series of consumer commitments, such as:

- To not engage in abusive practices based on the current state of the economy, nor coercive or disloyal practices or violations against principles of free enterprise.



- To develop products using only raw materials, components, packaging and processes that are ethical and accepted by regulatory and official authorities in the country.
- To waive deceptive advertising that uses false or inaccurate data or facts, eluding the recipient of the message with the objective of gaining advantages for the company.
- To not disseminate advertising messages with abusive content, that are discriminatory, incite violence, exploit fear or superstition, take advantage of the lack of judgment and experience of children, disrespect environmental principles or that induce consumers to behave in a manner harmful to their health or safety.

HISTORY AS INSPIRATION FOR THE FUTURE

More than consolidated into conduct and relationship codes and manuals, Mantecorp's vision regarding its responsibilities towards its various partners and society has been a task developed day-by-day about business activities and community interaction.

At the start of a new phase, the organization inspires itself on examples of its own trajectory, the history of which has been built over the last two decades as part of the life of Brazil's population and that will continue being based by the highest standards of ethics and professionalism.



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