



Eletrobras

**SOCIAL RESPONSIBILITY POLICY
OF THE ELETROBRAS COMPANIES**

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SOCIAL RESPONSIBILITY POLICY OF THE ELETROBRAS COMPANIES

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1 Objective

Guide the strategic and operational performance of the Eletrobras companies by the principles of social responsibility, continuously fostering value creation for the companies and their stakeholders.

2 Concepts

- **Communities** – those the company interacts with and/or live alongside the company due to either its business portfolio or the projects it develops in order to improve the population's quality of life.
- **Sustainable development** – promotion of development in order to meet the needs of the current generation, without affecting the fulfillment of demands to future generations.
- **Ethics** – set of principles and references that regulate the moral conduct of individuals, groups, institutions, organizations, communities, societies, peoples and nations.
- **Corporate governance** – the system by which organizations are directed, monitored and encouraged, involving the practices and relationships between owners, board of directors, management and control bodies. Good corporate governance practices translate principles of Transparency, Fairness, Accountability and Corporate Responsibility into objective recommendations, aligning interests in order to preserve and enhance the value of the organization.
- **Private social investment** – voluntary allocation (non-mandatory, not imposed by law) of the company's own resources for social, environmental and cultural actions and projects of public interest.
- **Stakeholders** – any organization or individual that may be affected by the company's activities, and whose actions may affect the company's capacity to implement its strategies and achieve its objectives.
- **Social responsibility** – conducting businesses and activities in a way that is committed to sustainable development, participating and promoting ethical and transparent dialogue with the stakeholders, and taking into account their expectations, needs and social, cultural, economic, political and environmental backgrounds.
- **Corporate volunteering** – social responsibility initiative of companies aiming at stimulating, organizing, supporting and recognizing voluntary actions of citizen participation undertaken by their employees and other stakeholders, for the benefit of society.



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3 References

This policy is based on guiding documents that include, but are not restricted to:

- International ISO standard 26.000;
- Sustainable Development Goals – SDGs of the United Nations’ Development Programme – UNDP;
- United Nations’ Global Compact;
- United Nations’ Guiding Principles on Business and Human Rights;
- Treaties and conventions of the International Labor Organization - ILO, such as the 169 ILO convention on indigenous and tribal peoples in independent countries;
- OECD Guidelines for multinational corporations;
- Global Reporting Initiative – GRI Guidelines.

4 Principles

- Conduct business with ethics, integrity and transparency, respecting the rule of law and the legal and regulatory frameworks, adopting anticorruption practices, and stimulating the denouncement of all actual or attempted violation of the compliance norms of the Eletrobras companies.
- Respect Human Rights in all operations of the Eletrobras companies, not tolerating any kind of discrimination or violation of these rights.
- Build a reputation of excellence in corporate citizenship, recognizing the impact of their actions and the power to contribute to sustainable development.
- Ensure permanent dialogue with communities, respecting their values and interests, so as to improve their quality of life regarding social, economic, cultural and environmental aspects.

5 Guidelines

5.1 General guidelines

The Eletrobras companies shall:

- Act in alignment with Eletrobras’ Strategic Planning, norms and public policies, as well as with international and national acts signed by Brazil and the companies.
- Act in conformity with good corporate governance practices and the legislation of the territories where they operate.



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- Respect and promote Human Rights in the actions, decisions and practices of the Eletrobras companies, as well as adopt permanent mechanisms to identify, prevent, monitor, inspect and mitigate current or potential Human Rights impacts resulting from their own activities or activities of those with whom they have relationships.
- Use ethical and integrity criteria and mechanisms, ensuring permanent dialogue with stakeholders in their relationship and social responsibility actions.
- Act in a proactive manner in order to identify current or potential impacts of their business, contributing to the role of their operations as vectors of sustainable development.

5.2 Thematic guidelines

5.2.1 Human Rights

The Eletrobras companies shall:

- Respect and value social and cultural diversity, as well as individual differences, and fight against all forms of discrimination, giving to everyone equal treatment without prejudice towards social, cultural or ethnic backgrounds or prejudice towards gender, age, religion, political opinion, sexual orientation, physical, psychic and mental condition, and any other illegitimate form of discrimination.
- Ensure that Human Rights be a parameter for conducting their business, respecting and repairing eventual violations resulting from their activities.
- Protect dignified work, ensuring freedom of association, observance of collective bargaining norms, promotion of health and occupational safety, accessibility and equal opportunities.
- Fight against any kind of violence, sexual exploitation of children and adolescents, child, degraded and forced labor, moral and sexual harassment in all levels, and any kind of discrimination in all activities of the Eletrobras companies and their value chain.
- Ensure effective systems of communication to receive and treat manifestations and complaints related to Human Rights violations, taking appropriate measures in case of verified violations.
- Disseminate the respect to Human Rights throughout the Eletrobras companies' value chain, incorporating the principles and guidelines of this Policy to the clauses of signed contracts and partnerships.
- Undertake Human Rights impact assessment in the Eletrobras companies' business operations and the joint ventures in which they are shareholders.
- Promote the social organization of groups affected by their operations, especially vulnerable groups, encouraging the participation of women and ethnic or social minorities in the debate on the socioenvironmental actions that shall be implemented.



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- Promote the structuring of a justice system especially in the territories where their business operations or joint ventures will be implemented.

5.2.2 Gender, race and diversity

The Eletrobras companies shall:

- Value and respect diversity in all Eletrobras companies' relationships, promoting gender and race equality, diversity, inclusion of people with disabilities, and respect to sexual orientation and gender identity.
- Act in alignment with the national and international public policies related to gender, race and diversity issues.
- Stimulate suppliers, partners and clients to adopt practices that promote gender and race equity, and respect to diversity in their internal and external relationships.
- Implement mechanisms to fight practices of inequality, discrimination and harassment related to gender, race and diversity.
- Provide equitable conditions for accessibility, remuneration, professional development, internal movement, promotion and permanence in employment.
- Contemplate gender, race and diversity aspects in the Eletrobras companies' internal and external publicity and institutional propaganda, thus publicly recognizing and disseminating the commitment with gender and race equity, and valuing diversity.

5.2.3 Social Private Investment

The Eletrobras companies shall:

- Select and invest in actions, projects and programs that contribute to improving the social, economic and environmental conditions related to their business and activities.
- Adopt integrity management procedures in their social investment, watching over the prevention of interest conflicts, and vetoing acts of corruption and fraud.
- Promote mobilization and action with other companies, governments (national, state and municipal) and civil society organizations, through multisector networks and partnerships, aiming at optimizing efforts and resources to disseminate successful projects.
- Contribute to local development, promoting initiatives in education, employment and income generation, health, environment, sports, culture, assurance of children and adolescent rights and other actions aiming at promoting citizenship.
- Align social responsibility actions and projects to the Eletrobras companies' strategic planning.



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- Value community protagonism, stimulating open dialogue and the participatory construction of social investments decisions.
- Monitor e evaluate the costs and results of the investments made.

5.2.4 Corporate volunteering

The Eletrobras companies shall:

- Foster and recognize their employees' exercise of citizenship through social actions developed by corporate volunteering programs, enabling them to become agents of transformation, including in communities directly and indirectly impacted by Eletrobras companies' actions.
- Support and incentive corporate volunteering actions in compliance with the legislation, and the Eletrobras companies' Code of Ethical Conduct and Integrity and further corporate policies.
- Enable volunteering actions so as to strengthen social projects in articulation with public and private, governmental and non-governmental entities.
- Respect volunteers' will considering their availability, aptitudes and preferences to act.

5.2.5 Relationship with stakeholders

The Eletrobras companies shall:

- Publicize their relationship channels, as well as those maintained by their enterprises and the joint ventures in which they are shareholders, receiving manifestations with confidentiality, independence and exemption, with guarantee of response.
- Promote with their business partners, suppliers and other stakeholders the adoption of social responsibility standards compatible with those stated in this policy.
- Train employees and raise awareness of partners and suppliers about issues related to social responsibility and Human Rights.
- Build engagement and relationship promoting ethical and transparent dialogue, considering expectations, needs and the social, cultural, economic, political and environmental contexts, with particular attention to vulnerable groups, such as those listed in the international ISO 26000 Social responsibility standard.
- Raise awareness of consumers about the safe, efficient and responsible use of electrical energy, contemplating these aspects across their programs and actions.



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6 Responsibilities

- **Eletrobras' Executive Board** – to approve this Policy.
- **Eletrobras' Board of Executive Officers** – to approve this Policy and refer it for approval by Eletrobras' Executive Board, as well and ensure its implementation.
- **Eletrobras Companies' Boards of Executive Officers** – to ensure the implementation of this Policy in their companies.
- **Eletrobras Companies' Committee of Communication** – to guide, follow and evaluate the implantation of this Policy.
- **Eletrobras' Social Responsibility Department** – to act as the manager of the implementation and dissemination of this policy in Eletrobras and in the Eletrobras companies.
- **Eletrobras Companies' Social Responsibility Departments** – to manage and promote the implementation, dissemination, monitoring and evaluation of this policy in their companies.
- **Eletrobras Companies' Subcommittee of Social Responsibility** – to follow, evaluate, run the implementation and recommend updates of this Policy.

7 General dispositions

- This Policy applies to all the direct and outsourced employees, suppliers, partners and stakeholders of the Eletrobras companies.
- This Policy is in line with other Eletrobras companies' policies.
- This policy may generate other specific normative documents, always aligned with the principles and guidelines set forth herein.
- This policy was approved through the Resolution nº 775/2018 of Eletrobras' Board of Executive Officers, of May 12, 2018, and the Deliberation nº 237/2018 of Eletrobras' Executive Board, of November 30, 2018.