



People Management Policy

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1. Policy

In the Eletrobras System, people are agents and beneficiaries of the organizational strengthening, who contribute towards competitiveness, profitability and business sustainability.

People management must be directed toward solutions that provide suitable conditions for people development, enhancement and retention.

The leadership must adopt management models and working environments able to motivate and engage personnel in the corporate strategy by focusing on the development of professional skills, on excellence and on the achievement of organizational objectives.

The employees must act with a focus on results, entrepreneurship, innovation, ethics and transparency.

Thus, the People Management should be structured toward transforming the Eletrobras System into the largest global enterprise system of clean energy, with profitability comparable to the best companies in the electrical sector.

2. Guidelines

1. Ensure the quality of procedures for selection, transfer and succession of personnel, according to the demands of the strategic planning of the workforce and the competencies profile necessary for business success within the organization.
2. Consolidate career and compensation policy based on merit.
3. Ensure personnel an appropriate level of training and development in their professional skills necessary to fulfill business processes.

4. Promote knowledge management in the Eletrobras System by establishing the continuous processes improvements.
5. Promote ongoing monitoring on employees performance, orienting towards career development with a focus on results and competencies.
6. Promote recognition of employees and teams who contribute distinctively towards fulfilling the objectives and goals of the organization.
7. Develop management skills in leadership, especially those related to people management, on a continuous basis and aligned with the strategic guidelines.
8. Promote the management of personal and professional information of the employees, in a transparent and confidential way.
9. Promote the management of organizational climate by establishing a continuous improvement in the level of the employees' satisfaction.
10. Stimulate an entrepreneurial culture that increases employees commitment to the organizational strategy.
11. Encourage management practices that stimulate social responsibility and ethical conduct in negotiations between the Eletrobras companies and the organizations representing the employees.
12. Prioritize employees' occupational safety and health, focusing on the prevention of occupational risks and diseases and health promotion, given the legal and regulatory requirements.
13. Promote actions providing more quality in employees lives, so they are able to satisfactorily carry out their functions.

14. Grant benefits to employees' dependents who are formally recognized by the companies, thus promoting tranquility and emotional balance necessary for their complete professional development.
15. Establish policies of gender equity and accessibility, with equal opportunities for everyone regardless of sex, color, religion, disability, marital status, sexual orientation, family status, age or any other condition.
16. Act comprehensively and accompany people management, to guarantee equal rights, opportunities and obligations, recognizing regional characteristics and differences, thus increasing cooperative interaction between the employees and the companies of the Eletrobras System.



Eletrobras