



**Eletrobras**

**SOCIAL RESPONSIBILITY  
POLICY OF THE ELETROBRAS  
COMPANIES**

Version 2.0  
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SOCIAL RESPONSIBILITY POLICY OF THE ELETROBRAS COMPANIES

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## SOCIAL RESPONSIBILITY POLICY OF THE ELETROBRAS COMPANIES

### 1 Objective

Guide the practices of the Eletrobras companies by the precepts of social responsibility, making them part of its management framework.

### 2 Concepts

- **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 regulates 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** - relevant communities who have some interest regarding the company, or even individuals or entities that take some kind of risk, direct or indirect, on behalf of society.
- **Traditional peoples and communities** - culturally diverse groups that acknowledge themselves as such, with their own means of social organization, occupying and using territories and natural resources as a condition for their cultural, social, religious, ancestral and economic reproduction, using knowledge, innovations and practices generated and transmitted by tradition.
- **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.
- **Territories of coexistence** - locations that constitute the physical premises of the companies, or where they develop projects aimed at improving the quality of life of the population.



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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 - SDG of the United Nations' Development Programme - UNDP;
- United Nations Global Compact - UN;
- UN Guiding Principles on Business and Human Rights - UN;
- Treaties and conventions of the International Labor Organization - ILO, such as the 169 ILO convention on indigenous and tribal peoples in independent countries;
- OECD Directives for multinational corporations.

### 4 Guidelines

Eletrobras Companies shall:

- Conduct their business with ethics, integrity, transparency and respecting the rule of law, complying with legal commandments and committed towards sustainable development.
- Act in alignment with public policies – such as those related to the universal access to electrical energy, social inclusion and other social responsibility aspects –, to international and national acts signed by Brazil and national companies and to the best corporate governance practices, whether or not they are included in the laws of the corresponding territories.
- Act in a proactive manner in order to identify current or potential impacts of their business, acting in order for the undertakings to be vectors of sustainable development.
- Promote engagement and qualified relationships with stakeholders, with ethical and transparent dialogue, considering expectations, needs and social, cultural, economic, political and environmental contexts, with special attention towards vulnerable groups, such as:
  - traditional and indigenous communities, acknowledging their culture and different forms of social organization;
  - children and adolescents, promoting prevention and combat against sexual abuse and exploration, as well as fighting against child labor;
  - elderly people;
  - handicapped people, promoting equal access;



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- racial afro-descendants, fighting against institutional and structural racism, strengthening actions towards racial equality;
  - women, strengthening actions towards gender equality for their full citizenship;
  - the LGBT population, respecting diversity, free sexual orientation and gender identity.
- 
- Ensure permanent dialogue with communities, respecting their values and interests, in order to improve quality of life in its social, economic, cultural and environmental aspects.
  - Demonstrate, in relationships with stakeholders, the relationship channels maintained by companies and their ventures.
  - Respect and promote human rights in their actions, decisions and practices, adopting permanent mechanisms in order to identify, prevent, monitor and mitigate current or potential impacts to human rights as a result of their activities or activities of those with whom they have relationships.
  - Respect and value social and cultural diversity, as well as individual differences, and fight against all forms of discrimination, giving to everyone an 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 or any other illegitimate form of discrimination.
  - Protect dignified labor, ensuring freedom of association and the right to collective bargains, as well as the promotion of work health and safety, accessibility, equal opportunities, equality towards gender and ethnicity, respecting and valuing diversity in all relationships.
  - Fight, in all activities and relationships, against the practice of child labor, degrading, slave or bonded labor, as well as moral and sexual harassment in all occurrences, and any type of discrimination, intimidation and embarrassment.
  - Ensure the adoption of anticorruption practices, legal compliance, ethics and transparency, encouraging whistleblowing of all and any form or attempt to perform acts that violate Eletrobras' compliance standards.
  - Make consumers aware regarding the safe, efficient and responsible use of electric energy, contemplating these aspects transversally in its programs and actions.
  - Align social responsibility actions and projects to the strategic planning of Eletrobras Companies, contributing towards the execution of their objectives and goals.
  - Perform actions and projects of private social investment in a strategic manner, contributing towards the reduction of social inequality and towards the sustainable development of coexistence territories, promoting engagement and the permanent role of the community as a protagonist.
  - Promote, along with business partners and other stakeholders, the adoption of social responsibility standards compatible with those assumed in this policy.



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### 5 Responsibilities

- **Eletrobras' Executive Board** - to approve this policy and ensure its implementation.
- **Eletrobras Companies' Executive Boards** - to ensure the implementation of this policy in their company.
- **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 company.
- **Eletrobras Companies' Permanent Committee of Social Responsibility** - to facilitate communication between companies and the effective implementation of this policy.

### 6 General Dispositions

- 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 280/2016, of May 02<sup>nd</sup>, 2016.
- This policy is in line with other Eletrobras company policies.