

AES Brasil Group companies, on the basis of the Universal Declaration of Human Rights (UN-1948), Guiding Principles for Business and Human Rights (UN-2011), International Convention on the Rights of the Child (UN-1949), Estatuto da Criança e do Adolescente (1990), its Code of Conduct and Sustainability Policy, express their commitment to assure the basic rights to anyone to whom they have any relationship, without any discrimination of race, color, gender, language, nationality or any other reason whatsoever, such as religion, age, sexual orientation, political opinion or social condition.

We hereby declare that the following principles guide the daily management of AES Brasil business in its whole value chain, particularly with its employees and contractors, in order to support its suppliers to also spread such practices in their businesses and relationships:

Equality of treatment and dignity of the human being

To ensure a respectful and decent treatment to either its employees or any other person being related to AES activities, such as suppliers, customers, service providers, among others.

Eradication of child labor and forced or compulsory labor

Not to explore child labor and employ adolescents in night-shift, hazardous and unhealthy activities, by complying with the Statute of the Child and Adolescent, in addition to eliminating all the forced or compulsory labor methods.

Combat discrimination in all its forms and appreciation of diversity

To prevent prejudice and discrimination at the work environment in order to ensure an environment respecting and appreciating the differences in any individual in all company activities, including selection and hiring, salary, promotion and training.

Prevention of moral and sexual harassment

To prevent any and all abusive conducts manifested by behaviors, words, acts, gestures or writings that may harm the personality, dignity or physical or mental integrity of a person, and jeopardize their job or degrade the work environment, as well as any conduct that may embarrass any person, in order to obtain any sexual advantage or favor.

Respect to free unionization and right to collective bargaining agreements

To provide the employees with the free choice to constitute and join organizations as they think as fit, as well as to support collective bargaining agreements concerning the respect to their rights at the work environment.

Labor rights of employees and third parties

To respect and fulfill the labor rights set out at the law in force, as well as collective bargaining agreements.

Access to education and development activities

To support initiatives aiming at the professional enhancement of the workers, either by means of activities at the company site or covenants made with education institutions.

Internal dialogue

To offer a work environment providing open communication in which everyone is comfortable to clarify doubts, express concerns and make proper suggestions as for the company's business and employment relationships, without entailing any type of retaliation or arrest. For such purpose, to provide formal channels, such as Helpline, reporting boxes and "Disk RH", in addition to informal channels with leaders.