

# DIVERSITY AND COMMITMENT PROGRAM



This program, led by three psychologists with a specialization on emotional health, constantly advises groups and individuals. The main philosophy is: "**Each day we can build a more human organization.**"

The program supports company talent by constantly asking how they can bring new ideas into their work, families and society, and how to make a difference in each activity.

## This is how we do it:

1. We trust each other and know we always do our best.
2. We build spaces every week where we raise awareness of our communication and behavior so those work teams are enriched.
3. We accompany and advise our people on work and family difficulties so that a balanced life can be maintained.
4. We make available spaces for listening and continuous feedback, reinforcing the processes of change, and inviting creativity.

## In the First half of the year:

1. We do an open announcement to all the talent in the company, to participate in areas of personal growth and awareness. In these programs, an average of 220 people has participated every year. We see these people as **multipliers** of our work philosophy and build with them the responsibility to bring these messages to their group and project peers.
2. We work on projects and areas, paying attention to relationship situations that arise everyday within groups.
3. A special activity takes place each semester, which promotes the participation of the company talent in the reflection of our values. (Post: Why people are important, Contest: Who do you consider best lives our values, Invitation to define new challenges, As far as you want to go.)
4. We bring special guests who help us with reflection on issues like ethics, creativity and Humanistic Management.