

## **Triunfo People Management Policy**

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### **Presentation**

Although a series of factors determine the success of a business, one of them is of unquestionable influence: the people involved. We are certain that the competencies of Triunfo's professionals are what drive its sustainable growth, which is supported by our belief that offering service excellence depends on the qualifications, performance, health and safety of our people.

In this context, the Triunfo People Management Policy aims to establish the fundamental guidelines for the relations of the Company and its companies with their professionals. Going well beyond the process of recruiting and retaining talent, this document should guide our day-to-day activities. Together with the Code of Ethics, it serves as a guide for building relationships that are based on respect and transparency.

For this, we rely in particular on the persons responsible for People Management in our business. The mission entrusted to these professionals is to support the Company's performance by acting as the strong link that connects our corporate strategy, people and activities. This synergy will move us towards the sustainable growth to which we aspire.

In keeping with our corporate values and the Company's business strategy, the Triunfo People Management Policy marks the beginning of a new development cycle for our teams, which are increasingly better prepared to offer smart solutions for major challenges.

### **Carlo Alberto Bottarelli**

Chief Executive Officer of Triunfo Participações e Investimentos

### **Sandro A. Lima**

Chief Financial and Investor Relations Officer

*Approved by the Board of Executive Officers in January 2015.*

*Validated by the Sustainability Committee in April 2015.*



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## **MISSION**

To provide exceptional and quality public infrastructure services that satisfy the needs of our clients and in turn make Triunfo the most valued company in its industry segment.

## **VISION**

To be a reference in the infrastructure services sector, guided by the philosophy of innovation and a pioneering spirit.

## **VALUES**

- Respect for others
- Respect for the environment
- Support for local communities
- Innovation
- Ethics
- Quality
- Transparency
- Technology

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### **1. Attractive workplace**

With the purpose of attracting, engaging and retaining talent, Triunfo strives to offer an attractive workplace for its professionals, while figuring as a desirable option in the market for those seeking to build solid and challenging careers. In this environment, experience and youth complement each other to strengthen the organizational culture. For this, the Company conducts recruiting processes that are based on fairness, efficiency and respect and adopt methodologies that allow it to identify adherence to its corporate values, its competencies model and the requirements of the position.

### **2. Equal opportunities**

Triunfo values diversity in its workforce and respects differences. Its companies are committed to conducting activities and forging relationships without any prejudice based on race, color, religion, gender, political or partisan affiliation, age, social status, physical or mental limitations or any other means of discrimination. Respect for equality before the law shall prevail. As a practice, Triunfo companies act swiftly and effectively in any cases of discrimination.

### **3. Ethical and transparent conduct**

Ethics constitute one of Triunfo's fundamental values and permeate all of its actions and all of its relations with professionals and the other stakeholders with whom it interacts. The Triunfo Code of Conduct aims to foster ethical conduct in its business activities and establishes its expectations with regard to the attitudes and behaviors of professionals in this area. The Company also fosters the building of transparent relationships and maintaining dialogue through various communication channels.

### **4. Competencies development**

The competencies model adopted by Triunfo for its people management seeks to enhance the mechanisms for career appraisal and advancement, the recruiting of professionals and all aspects related to compensation. More than just identifying the presence of behavioral and technical competencies, the Company is committed to contributing to the development of its professionals. Towards this end, the development of an intense training program and incentives for continuing education provide opportunities for professional development and ensure the succession of the Company's key leadership positions as well as its technical and specialized positions.

### **5. Fair and competitive compensation**

To remain competitive in recruiting and retaining talent, Triunfo offers salaries and benefits that are compatible with the markets and regions in which it operates. It also seeks to establish a culture based on profit sharing.



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**6. Occupational health and safety**

Triunfo has the permanent goal of guaranteeing safe and healthy conditions in its workplace by developing a series of initiatives and programs focused on risk prevention and control. Worker safety is reinforced through specific training on the topic and activities aimed at preventing accidents and disseminating a culture of health and safety at work. The Company also seeks to contribute in general to the quality of life of its professionals by encouraging them to adopt healthy habits.

**7. Freedom of association and collective bargaining**

Triunfo complies with all laws involving freedom of association, collective bargaining and the representation of its professionals. As part of this effort, it maintains respectful relations with trade unions and other representative organizations that are based on ethics and respect for labor and union laws.

**Carlo Alberto Bottarelli**

Chief Executive Officer of Triunfo Participações e Investimentos

**Sandro A. Lima**

Chief Financial and Investor Relations Officer

Approved on April 1, 2015.