



# Gender Equity Policy

TELAR ENGENHARIA E COMÉRCIO LTDA.

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## I. INTRODUCTION

**Telar Engenharia e Comércio LTDA.** has been operating in the construction sector for over 55 years, being recognized as a benchmark company in the execution of large-scale projects, particularly in the areas of basic sanitation, drainage, and road tunnels, as well as in the operation of highway concessions, urban mobility, sanitation, and citizen service operations. With strong partnerships built over decades with the Public Sector, Telar is fully aware that its work—widely recognized for its technical excellence and strict adherence to ethical standards—provides security and, above all, contributes to building a fairer and more upright society.

This awareness extends further to its role in helping eliminate the many forms of inequality and discrimination that still exist in the workplace, particularly regarding the presence of women.

Guided by this principle, and mindful of the example and contribution it must leave to its network of relationships, the present Gender Equity Policy is established as a guiding practice addressed to all company employees.

## II. OBJECTIVES

In general terms, this document encompasses compliance with current laws and regulations, as well as the establishment of measures aimed at giving concrete effect to existing legislation on the subject.

The 1988 Federal Constitution enshrined gender equity as a fundamental right, establishing in item I of Article 5 the mandate that men and women are equal in rights and obligations. However, the historical weight of female oppression has revealed that gender equity cannot be fully



achieved solely through legal provisions. There is, therefore, a need for continuous effort to internalize this equality and make it effective. In this regard, the main objectives pursued by Telar Engenharia are:

- I. To act in the eradication of all forms of discrimination and violence against women;
- II. To promote female inclusion and reduce the disparities experienced by women in the labor market, being recognized as a reference company in these measures and influencing the entire civil construction sector;
- III. To contribute to reducing discrepancies and discrimination in women's access, remuneration, opportunities for development, and career advancement;
- IV. To extend these measures beyond the internal environment, encouraging all suppliers to adopt inclusive gender equity policies.

### **III. REGULATIONS FOR THE PROTECTION OF WOMEN'S WORK**

In addition to the constitutional provision on gender equality, already mentioned in this policy, there are numerous other constitutional provisions with a protective character toward women, such as:

- I. Maternity leave, without loss of employment or salary, lasting 120 days;



- II. Prohibition of salary differences, job functions, and hiring criteria based on gender; and
- III. Guarantee of job security for pregnant women, from confirmation of pregnancy until five months after childbirth, among others.

At the infraconstitutional level, special mention should be made of the rules contained in the Consolidation of Labor Laws (CLT), which, between Articles 372 and 401, established guidelines to be followed, among which we highlight:

- I. Prohibition of publishing job advertisements that make reference to gender;
- II. Prohibition of refusing employment, promotion, or encouraging dismissal on the grounds of gender, except when the nature of the activity so permits;
- III. Prohibition of considering gender as a factor in remuneration and career advancement;
- IV. Prohibition of requiring pregnancy or sterilization certificates at the time of hiring.

Within this legal framework, it is the duty of Telar not only to ensure absolute compliance with these regulations—a commitment upheld by the company since its foundation—but also, as stated in the objectives of this policy, to expand their application, embed them as part of its culture, and extend them throughout its entire network of relationships, thereby contributing to a fairer and more equitable society.



## **IV. WOMEN'S WORK IN CIVIL CONSTRUCTION**

### **A BRIEF HISTORY**

Since the dawn of the 20th century, the issue of gender inequality has rightly been considered a challenge to be overcome. Numerous advances have gradually been achieved, expanding women's participation and consolidating their presence in the national political arena. However, in the labor market, this consolidation has proven to be considerably more difficult, despite women's high qualifications and continuous professional development.

In civil construction—a sector historically dominated by men—the situation was even more unequal. However, according to data from the Ministry of Labor and the Annual Social Information Report (RAIS), between 2007 and 2018, women's participation in civil construction grew by approximately 120%, as reported by the Brazilian Institute of Geography and Statistics (IBGE). Furthermore, according to data from the latest Higher Education Census of the National Institute for Educational Studies and Research Anísio Teixeira (Inep), 37.4% of graduates in Engineering, Production, and Construction programs are women.

Despite this remarkable growth, subtle forms of inequality are still observed on a daily basis, making the creation of internal equity policies—such as the one now presented—all the more relevant and necessary.

## **V. TELAR POLICIES**

At our company, the activities performed by employees are clearly defined, by function, in the Job Description and Analysis. These activities are established regardless of the position holder's gender, whether male or female.



Project Schedules set deadlines that are broadly communicated to each department and to every position holder, applying equally to both genders and ensuring full equality of treatment.

The Human Resources policy provides for Performance Evaluations, during the probationary period and semiannually, for all positions, regardless of the employee's gender. These evaluations measure whether the employee is fulfilling their responsibilities and meeting expected performance, based on objective and technical criteria. This ensures a fair and impartial assessment of employees, without any gender-based distinction.

**Telar** also maintains an updated Salary Policy, supported by annual salary surveys, always aiming to retain talent of both genders and to encourage young women to feel motivated to join the company. Aware that this is still a predominantly male sector, Telar remains attentive to changes and to the many female talents who, under an equal opportunity policy, can become part of our workforce.

## VI. FEMALE WORKFORCE IN THE COMPANY

As of July 2020, **Telar** has the following positions occupied by women:

CARGO	SETOR
CLEANING ASSISTANT	OFFICE
ADM. AND FINANCIAL ANALYST	OFFICE
ADMINISTRATIVE ASSISTANT	OFFICE
ADMINISTRATIVE AIDE	OFFICE
COORDINATOR	OFFICE



BIDDING COORDINATOR	OFFICE
COST ENGINEER	OFFICE
CIVIL ENGINEERING INTERN	OFFICE
RECEPTIONIST	OFFICE
EXECUTIVE SECRETARY	OFFICE
JUNIOR SECRETARY	OFFICE
ADMINISTRATIVE ASSISTANT	CONSTRUCTION SITES
HR ASSISTANT	CONSTRUCTION SITES
GENERAL SERVICES ASSISTANT	CONSTRUCTION SITES
ADMINISTRATIVE ASSISTANT	CONSTRUCTION SITES
CIVIL ENGINEERING INTERN	CONSTRUCTION SITES
ENVIRONMENTAL MANAGER	CONSTRUCTION SITES
ENVIRONMENTAL TECHNICIAN	CONSTRUCTION SITES
OCCUPATIONAL SAFETY TECHNICIAN	CONSTRUCTION SITES

## VII. GLOSSARY

### CB

Brazilian COnstitution

### CLT

Consolidation of Labor Laws

### SUDECO

Superintendence for the Development of the Midwest

### IFB

Federal Institute of Brasília

### Sinduscon

Civil Construction Industry Union

