



PRINCIPLES OF SUSTAINABILITY

Principles of Sustainability

For ConstruGomes, development is achieved when its business generate value for the stakeholders, thereby supporting social empowerment, maintaining and improving the health and safety conditions of its employees and neighbouring communities, environmental responsibility and socio-economic development of the regions where it operates, through conscious management and responsible practices. As a principle, ConstruGomes prioritizes the management of risks and impacts, ensures the safety of the employees and leaving a legacy through its projects, which allows it to support social, economic and environmental development in the regions where the company operates.



Labour Rights and Safety

ConstruGomes adopts the Declaration of the International Labour Organization on Fundamental Principles and Rights at Work, supporting freedom to join a union, recognizing the right to collective bargaining and outright rejects any discrimination in employment and all forms of forced and child labour.



People Management and Human Rights

ConstruGomes advocates the Universal Declaration of Human Rights, committing to respect and protect its founding principles. ConstruGomes focuses its efforts on developing respect for and defence of individual rights and freedom.



Social Responsibility

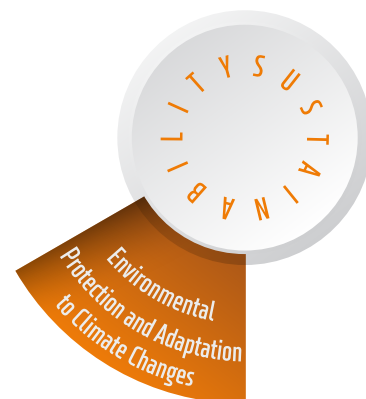
ConstruGomes, as a company operating in three continents, takes on the challenge of contributing to sustainable development and the adoption of social responsibility practices.

ConstruGomes' principles of Social Responsibility are based on: Transparency, respect for the Rule of Law, respect for international standards of behaviour and respect for the interests of the stakeholders.



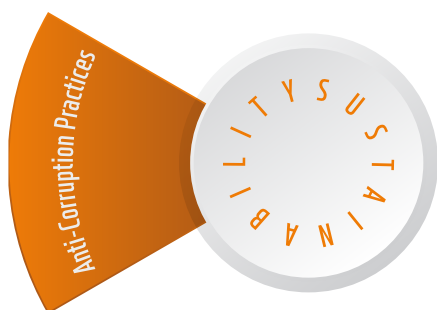
Environmental Protection and Adaptation to Climate Changes

ConstruGomes endorses the Rio Declaration on Environment and Development through a preventive approach to environmental challenges, the promotion of environmental responsibility and the development of environmentally friendly technologies.



Anti-corruption Practices

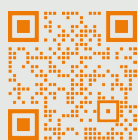
ConstruGomes supports the principles of the United Nations Convention against Corruption (Resolution No. 47/2007), pledging to fight corruption in all its forms within the scope of its business activities.



Delegation of Authority and Business Continuity

ConstruGomes considers that authority flows downwards while responsibility flows upwards. Therefore, it has opted to establish the Delegation of Authority with the main goal of directing, disciplining and optimizing the decision-making flow, aiming at business continuity.





Social Media

ConstruGomes
Engenharia