

## Promotion of diversity and human rights

Our commitment to respect for human rights is manifested in all our actions. Specific contractual attachments to ensure that our suppliers and partners act ethically, internal and external reporting channels, codes of ethics

and policies formalize and support this diligent action.

The promotion of diversity and inclusion among employees is part of this way of acting and directs the company towards

innovation in its human resource management processes and tools. The first step is to ensure, through structured policies and processes, the fight against discrimination and unconscious biases in the selection and hiring of new employees. Another initiative is conducting internal surveys to gain knowledge and construct a demographic census of employees and identify opportunities for improvement.

Currently, around 42% of all Enauta employees are women. The female presence in leadership positions (supervisors, coordinators and managers) reached, in 2022, a level of 39%.

We are working to identify opportunities to increase the participation of other diverse groups in our workforce. Diversity surveys have been carried out in partnership with the GPTW consultancy, with a

methodology that ensures the right to privacy and individuality of each employee and affirmative goals are being built to alleviate the identified gaps.

We also work on training our stakeholders, providing a mandatory course on diversity and inclusion, both for employees and Enauta suppliers, with a total of 103 people (68% of the workforce) having completed the course.



[Click here](#)

to learn more about our practices and diversity indicators in the 2022 ESG Databook

