



ELEKTRO

Activities Report



Established as a result of the privatization of the CESP (Companhia Energética de São Paulo) [São Paulo Power Company] distribution service, Elektro, a privately held company, has a 30-year concession, expiring 2028, renewable for an additional 30 years, to supply electric power to 223 municipalities within the State of São Paulo and five municipalities within the State of Mato Grosso do Sul, an area noted for its socio-economical and environmental diversity and also for its geographical discontinuity, which constitutes the main challenge that the company faces in its pursuit of operational sustainability.

In an area of 120-thousand square kilometers - 37% of the State of São Paulo and 8% of the State of Mato Grosso do Sul - 1.95 million customers are served, the equivalent of approximately five million people.

These customers are divided into the following consumer categories: residential and industrial, representing 67% of the total amount of electric power provided, then commercial, rural, government agencies, street lighting, and public services. In 2006, Elektro sold 9,651 GWh to its captive consumers. Electric power distributed within the concession area represented 4% of the country's market and 12% of the electric power



market within the State of São Paulo. During the same period, Elektro's gross operating revenue was R\$3.6 billion with net operating revenue at R\$2.3 billion.

In addition to these customers, the company also has within its concession area consumers known as free customers, those who have the choice to purchase electric power from other concessionaires.

These customers, upon leaving Elektro's captive customer base, must pay for the use of the company's distribution system, which, in 2006, generated revenue of R\$287.4 million.

Elektro's commitment to sustainable development is stated in its Management Policy, clearly establishing that the company is constantly seeking improvements in the quality of its services, together with continued improvements and innovation in its processes, technology, and managerial systems, designed to guarantee the satisfaction of its customers, shareholders, employees, and communities.

This vision, which has been broadened to satisfy the strategic public, can also be detected in Management Policy directives, which refer to the environmental, social, occupational health and safety, and people management areas, as well as the actual company Mission Statement and Values.

The voluntary initiative of Elektro employees in municipalities where the concessionaire distributes electric power has always been vibrant and essential for the company in the maintenance of a relationship with the community. Therefore, in order to intensify these activities and channel them to actions focused on the sustainable development of the communities instead of reinforcing the culture of dependency, in 2003, Elektro created the Elektro Institute, in which its Quality Management System is certified by ISO 9001. Qualified as a Public Interest Civil Partnership Organization ("Organização da Sociedade Civil de Interesse Público" - OSCIP) and fully maintained by Elektro's shareholders, the Institute develops and implements social projects and programs with the support of employees, volunteers, and partnerships with other organizations.



INDEX

The Principles of the Global Compact

Human Rights	
1	The support and respect of the protection of international human rights
2	The refusal to participate or condone human rights abuses
Labour	
3	The support of freedom of association and the recognition of the right to collective bargaining
4	The abolition of compulsory labour
5	The abolition of child labour
6	The elimination of discrimination in employment and occupation
Environment	
7	The implementation of a precautionary and effective program to environmental issues
8	Initiatives that demonstrate environmental responsibility
9	The promotion of the diffusion of environmentally friendly technologies
Anti-Corruption	
10	The promotion and adoption of initiatives to counter all forms of corruption, including extortion and bribery

The Millennium Development Goals

1	Eradicate Extreme Poverty and Hunger
2	Achieve Universal Primary Education
3	Promote Gender Equality and Empower Women
4	Reduce Child Mortality
5	Improve Maternal Health
6	Combat HIV/AIDS, Malaria and other Diseases
7	Ensure Environmental Sustainability
8	Develop a Global Partnership for Development



PRATICES

1. Elektro Formare School

Global Compact	1	2	5
Millennium Development Goals	1	2	8
GRI Indicators	EC1, EC8, PR9, SO1 e SO5		
Elektro Sustainability Report (page)	100		

Now in its fourth term, the Elektro Formare School has provided since 2004 a basic vocational school in the administrative area for first-year students at the Professor Benedicta Wutke High School, located near company headquarters in Campinas. The course, focusing on administrative services, is recognized by the Ministry of Education and Culture ("Ministério da Educação e Cultura" - MEC), and uses the lochpe Foundation methodology.

Approximately 160 employee volunteers take shifts to give classes in the Elektro Formare School. The classes are taught during working hours, by volunteers, at the Elektro Institute headquarters. Since its inception, 54 students, between 14 and 15 years old, selected by a test and a socio-economic evaluation, have already studied at the Elektro Formare School.

2. Programa FazerAcontecer (*Make It Happen*)

Global Compact	1	2	5		
Millennium Development Goals	1	2	3	7	8
GRI Indicators	EC1, EC8, PR9, SO1 e SO5				
Elektro Sustainability Report (page)	99 e 100				

The Fazer Acontecer (Make it Happen), which is part of Educare, was released in 2006. It was carried out in company concession area communities and its objectives are to strengthen leadership potential of adolescents and youngsters, to promote juvenile self-confidence and to contribute to the sustainable development of the communities.

During 2006, 236 teenagers participated in the program in eight municipalities where the Elektro regional offices are located: Andradina, Atibaia, Guarujá, Itanhaém, Limeira, Rio Claro, Tatuí, and Votuporanga. With a four-month duration and supported by local partnerships, the program was divided in two core parts, and a total of 14 academic modules. At the conclusion of the program, participants must present a social project to be implemented in their local community.



Classes are administered by Elektro employee volunteers and deal with subjects such as human rights, leadership and youth emphasis, fair trade and consumer rights, sustainable development and social responsibility, financial planning, macro environmental analysis, marketing plans and communication.

Site	Project	Objective
Andradina	Photocopier and paper recycler	Perform copying services with quality and social responsibility towards the community
Atibaia	Awareness campaign focused on the 3R concept (reduce, reuse and recycle) and on environmental education	Improve quality of life of this and future generations, awaking the awareness of people by means of the reduction, reuse and recycling of waste
Guarujá	Encourage volunteerism	Awaken solidarity and the volunteer spirit in people, in the community transforming them into multipliers of their abilities
Itanhaém	Receptive tourism agency and recreation	Promote the sustainable development and historical rescue using an innovative proposal of receptive tourism and quality
Limeira	Creation of a library in the Paulo Chaves State School	Provide the knowledge and culture to students, teachers and communities, stimulating the habit of reading
Rio Claro	Organic waste recycling, such as tree branches	Transform natural waste into organic waste, promoting the social and environmental mental responsibility
Tatuí	Implementation of a community library in CDHU	Provide culture with leisure and information, developing the community for the near future, generating constant growth for customers, employees, and partners
Votuporanga	Environmental awareness and planting saplings	Promote ecological activities, making people aware using social-environmental projects



3. Abrace

Global Compact	1	2	5	7	8
Millennium Development Goals	1	2		7	8
GRI Indicators	EC1, EC8, PR9, SO1 e SO5				
Elektro Sustainability Report (page)	100 e 101				

The Abrace program stimulates volunteerism among Elektro employees, encouraging solidarity, through internal campaigns and social activities with partnership organizations. In 2006, 19 projects were implemented in 12 municipalities in the company's concession area. A total of approximately 2,900 people have benefited from activities involving 110 employee volunteers and 19 partnership organizations.

Municipality	Benefited People and Organizations	Proposal
Votuporanga	25 youths from the Recovery Community Nova Vida	Provide professional qualification through theoretical classes and practices of electricity, computing, safety at work.
Valentim Gentil	30 elders from São Vicente de Paulo Asylum	Reform the electric installations, exchanging over 50 lightbulbs for fluorescent lighting, install handrails in corridors and bathrooms and develop activities for the elderly
Itapeva	Around 400 people from AVACCI (Association of Volunteers for the Fight against Cancer of Itapeva and Region)	Make a VCR and television available to display films developed and distributed by the Jaú Hospital aiming at the prevention of cancer
Tatuí	Around 120 teenagers assisted by COSC (Social Council of the Community)	Mount a library at the COSC head office for assisting the community in general
Rio Claro	300 students from the Jardim das Palmeiras Municipal School	Organize speeches on subjects related to quality of life for youths and adults attending the school. The goal is to acquire a photocopier and donate it to the school
Andradina	70 children assisted monthly at Santa Casa de Andradina	Complete the implementation of the toy room at Santa Casa, acquiring materials
Limeira	20 teenagers from the Association of Residents of Victor d'Andréa District and the Association of Residents of Santana I and II	Teach adolescents and youngsters the graffiti technique on canvas. At the same time, youths benefited from the proposal - they had Art History and Citizenship classes, among other subjects
Itanhaém	15 youths from the street dance project Mensageiros da Palavra	Contribute to organizing, structuring, and increasing the street dance project "Mensageiros da Palavra"



Andradina	Around 20 housewives	Teach a course on basic electricity to housewives and maids
Guarujá	25 children and teenagers assisted by ALMA (Associação de Amigos do Lar do Menor Assistido)	Implement a learning and entertainment space with a television, DVD player and a collection of children's DVDs for improving assistance to the public benefited by the organization
Itanhaém	50 adolescents from the Associação Grupo de Capoeira Nossa Senhora da Conceição	Develop material on African-Brazilian history and culture and the description of the main capoeira movements and make uniforms for the capoeira group
Bertioga	70 adolescents and teenagers of Coral Ondas Sonoras	Support the performances of Coral Ondas Sonoras by making uniforms and acquiring musical instruments
Itanhaém	460 children and teenagers	Promote the cultural inclusion of adolescents and teenagers from rural areas and indigenous populations by means of monitored visits to cultural, historical, environmental and tourist spots in Baixada Santista
Itapeva	100 adolescents and teenagers from the Art and Education for All project	Promote the professional education of teenagers and adolescents by teaching techniques for cartonnage, decoupage, biscuit, among others
Andradina	1,000 students	Stimulate municipal school students to separate domestic waste for selective collection, through a contest. Funds earned with the sale of the collected material were used for the maintenance of the selective collection project in the school itself
Itapeva	25 teenagers of the Therapeutic Community Mãe da Vida	Install a machine to manufacture diapers for the purpose of obtaining funds with the sale of the products and contribute further to the maintenance of the organization
Fernandópolis	Teenagers assisted by APADAF (Associação de Pais e Amigos dos Deficientes Auditivos de Fernandópolis)	Teach computing classes to hearing impaired by acquiring a computer with the proper software
Rio Claro	50 children of the Charity Educational Institution Nosso Lar	Reform and restructure the organization's children's space
Guarujá	25 elders of Assistência Vicentina of Ilha de Santo Amaro	Promote handicraft workshops with the purpose of improving the income of the target public assisted by the Institution



4. Social Entrepreneur Award

Global Compact	1	2	5	7	8
Millennium Development Goals	1	2		7	8
GRI Indicators	EC1, EC8, PR9, SO1 e SO5				
Elektro Sustainability Report (page)	102				

The Social Entrepreneur Award selects social projects proposed by the company's own employees, for the purpose of benefiting the communities served by Elektro. The selection criteria is the cost involved and ease of implementation and reproduction.

In existence since 2003, the Social Entrepreneur Award selects the best three projects and rewards the teams with financial resources for the proposals' implementation. The program was one of the top 14 highlights among the over two thousand projects sent to Exame Guide for Good Corporate Citizenship in 2005.

Year	Town or City	Benefited Organizations and People	Awarded and Implemented Proposals	Purpose
2003	Atibaia	Mater Dei Cam - Casa de Apoio à Menina	Future Citizen Project	Contribute for the incidence reduction of pregnant adolescents in the city, stimulating awareness by means of theater plays, group dynamics and discussions
2003	Santa Fé do Sul	Co-operative of Waste Recycling	Luxo do Lixo Project	Extending another project - a waste recycling plant, which already existed in the city, making possible the building of a conveyor belt to separate recyclable waste
2003	Limeira	Escola Estadual Castelo Branco	Future Entrepreneurs Project- Bijous Mini business	Qualify students from a state school in the city to set up and manage a mini business production program

Year	Town or City	Benefited Organizations and People	Awarded and Implemented Proposals	Purpose
2004 ^(*)	Guarujá	Sobrei - Brazilian Society of Reference in Inclusive Education	Census and analysis of profile of persons with deficiencies in the city of Guarujá	Identifying the number and the living conditions of persons with deficiencies in the city of Guarujá, stimulating the integration of supporting actions promoted by the organizations which work with that public



(*)None of the other two awarded projects were implemented.

Year	Town or City	Benefited Organizations and People	Awarded and Implemented Proposals	Purpose
2005	Itanhaém	Regional office in Itanhaém	Recriar Project	Implementing the selective collection program in Itanhaém's regional office, building an eco-collection point made of masonry and stimulating selective collection among Elektro's employees in their homes.
2005	Andradina	Santa Casa de Misericórdia	Risos Project	Creating a toys and games room at Santa Casa in the city of Andradina
2005	Campinas	Residents older than 50 in the areas of Jardim Nova América and Irmãos Sigrist	Recreational Projects for Citizens at Retiring Age	Performing a number of activities to improve the quality of life of the elderly who live near the Corporate Headquarters

5. Eonscientious Youth

Global Compact	1	2	5	7	8	9
Millennium Development Goals		2		7	8	
GRI Indicators	EC1, EC8, PR9, SO1 e SO5					
Elektro Sustainability Report (page)	103					

The “Eonscientious Youth” is a social and environmental responsibility program, which is part of the Preservare segment of the Elektro Institute, aimed at the qualification of teenage leaders in the dissemination of environmental sustainability concepts and their initiatives in the ambience of their communities. Launched in December 2006, the program features two centers, one in Pariquera-Açu, in Vale do Ribeira, and the other in Teodoro Sampaio, in Pontal do Paranapanema, which has the lowest IDH-M (Human Development Index - City) found in the State of São Paulo. A total of 25 students, aged between 15 and 17 took part in the program. The activities of the Eonscientious Youth are coordinated by local institutions in a partnership with the Elektro Institute.

In a first stage of the program, the teenagers take part in lectures and training courses on communitarian nurseries, conservation of soil and water resources, correct use of electric power and power line safety. Topics related to biodiversity are also covered, as well as agroforestry systems, pollution, deforestation, water resources, among others.



Following this stage, emphasis is given to integration with the community, through community mobilizations, such as tree planting and the creation of informative material for the promotion of environmental awareness. The participants also promote educational ecological visits, distribution of seedlings, tree-planting in areas under recovery, such as riparian forests, and lectures.

6. Ecological Children

Global Compact	1	2	5	7	8	9
Millennium Development Goals		2		7	8	
GRI Indicators	SO1					
Elektro Sustainability Report (page)	74					

Seedlings planted in the reforestation areas and donated to municipalities of the company's franchise areas are part of the project Ecological Children, maintained by Elektro in four towns: Araras, Campos do Jordão, Piracicaba and Votuporanga. Since 1998, over 600 thousand seedlings have been produced.

The project started in 1998 in Campos do Jordão, in a partnership with the Instituto Florestal and the municipal authorities, aimed at promoting environmental preservation and to educate and qualify young people. Starting in 2003, with the opening of a center in Piracicaba, Elektro, together with the Environmental Office, has started to channel some of the seedlings to reforestation as a way to compensate for other activities that require deforestation, such as clearing right-of-way.

Sixty boys and girls aged 14 to 17 participate in the project under the direct guidance of a qualified professional with a degree in environmental studies. The teenagers develop activities ranging from specimen identification and seed collection to the production of seedlings. The apprentices also participate in extra-curricular courses, sport activities and discussions on citizenship, the labor market and health. There is also an in-school follow-up of the teenagers.

7. Cine Elektro (Elektro Movies)

Global Compact	1	2	
Millennium Development Goals			8
GRI Indicators	EC1, EC8, PR9, SO1 e SO5		
Elektro Sustainability Report (page)	103		

Supported by the Rouanet Tax Incentive Law, Cine Elektro is a traveling movie theater which, since its creation in January 2005, has been attended by over 1.2 million people in 228 cities in Elektro's concession



area. Focused on stimulating knowledge and offering access to culture and entertainment, the project shows quality national and international movies for children, adolescents and families.

The project is also an opportunity for Elektro to provide pointers and instructions on the correct and safe use of electricity. Before each session (always twice daily, Friday to Sunday), a didactic video is shown with information on the caution required when dealing with electric power for children, adults, residents in rural areas and civil construction workers.

8. Elektro Station

Global Compact	1	2	
Millennium Development Goals			8
GRI Indicators	EC1, EC8, PR9, SO1 e SO5		
Elektro Sustainability Report (page)	103		

Elektro Station is the main company project that focuses on public safety with regard to the electric power system. The Station consists of a set of scientific experiments, mounted in a 42-foot trailer that permits playful and didactic contact with concepts of electricity: its discovery, electric power generation, its use, risks and necessary caution when using it.

From November 2005, when it started to cover Elektro's concession area, to December 2006, the project has been to 54 towns and provided guidance to 46.7 thousand children, adolescents and adults. All visits are accompanied by monitors who explain the concept behind of each experiment. The project also offers workshops with information on the caution required when dealing with electric power for professionals in civil construction, businesses and workers in rural areas.

9. Elektro Radio

Global Compact	1	2	
Millennium Development Goals			8
GRI Indicators	EC1, EC8, PR9, SO1 e SO5		
Elektro Sustainability Report (page)	103		

A social project that is present in the homes of most customers is the Elektro Radio, launched in November 2004, with the purpose of providing guidance on a series of diverse subjects: health, education, citizenship, household savings, consumer rights and obligations and correct and safe use of electric power. All this content is broadcast in two-minute bulletins from Tuesday to Thursday and on Fridays in 12-minute programs.



Broadcast on over 50 radio stations, Elektro Radio reaches 66% of the company's concession area and has won vast acceptance during its one-year existence. A survey commissioned by Elektro, found that listeners identified themselves a great deal with Elektro Radio and there is much interaction between the program and the customers, who make contact by phone, letter or e-mail to offer their suggestions, criticisms and praise.

10. Quality of Life Program - Estar Bem Elektro (Elektro Estar Bem Program)

Global Compact	1	2	5	6	
Millennium Development Goals			5	6	8
GRI Indicators	LA7 e LA8				
Elektro Sustainability Report (page)	84				

In 2006, Elektro took two important steps in consolidating its quality of life activities through its “Elektro is well” Program (Elektro Estar Bem Program), launched in 2004. With the creation of the Quality of Life at Work Department and the Quality of Life at Work Committee, the company defined ways to implement more activities, assess their impact and range and identify new opportunities for improvement in programs and projects.

For this reason, the “Elektro is Well” (Elektro Estar Bem Program), which has been in existence for three year, has been reformulated and expanded. The Programa Viva Leve (Light Living Program) is one of the new programs. Implemented in July 2006, for the 8th anniversary of Elektro, Programa Viva Leve (Light Living Program) offers nutritional guidance for employees. Of the 317 applicants, at least 80% have benefited with some improvement in their cholesterol and triglycerides rates and reduction of body fat. Each year, all company employees get a health check-up. Elektro uses the results to monitor hypertension, occupational diseases, triglycerides, obesity, weight excess, and cholesterol.

Managers, superintendents, and directors, receive an annual check-up with a clinical evaluation and a series of supplementary exams. In accordance with the clinical findings, specific exams may be requested.

In order to reduce the absenteeism rate in 2007, which had increased in 2006, Elektro will begin a follow-up of medical certificates to identify the most common ailments among employees. Armed with this information, a program for prevention against such ailments will be developed.

In 2007, Elektro will continue with the programs already in existence and will resume the Programa Saúde da Mulher (Women's Health Program), which will cover women's health care in general and will include campaigns for the prevention of breast cancer and gynecological cancer.



Indicators	2004	2005	2006
Absenteeism (days)	5,158	5,088	5,618
Occupational Illnesses (occurrences)	1	1	None
Indicators (% of employees)			
Obesity	13	12	14
Overweight	47	44	42
Cholesterol	32	29	22
Triglycerides	25	24	25
Hypertension	6	4	4

Also within the Estar Bem Elektro (Elektro is Well Program), in July the Elektro Estar Bem Collection was released, containing a series of informative leaflets relative to three aspects of the Elektro Estar Bem Program: Health, Culture, and Activity. The objective is to encourage the adoption of healthy habits. Each month, employees receive a new leaflet to be added to the Estar Bem Collection notebook.

In addition to the activities promoted through the Programa Viva Leve (Light Living Program) and the Estar Bem Collection, the Elektro quality of life program has registered more than five thousand visits to cultural and sports activities and campaigns for education and prevention of diseases over the year. Some of the activities are the following; visits to Butantã; the Portuguese Language Museum; the Immigrant Museum and the Bienal de Artes, in São Paulo; encouragement of internal talents; sponsorship of fun runs; internal soccer championships; encouragement of gym classes; flu vaccinations; discouraging cigarette smoking, and the fight against AIDS and cardiac diseases.

11. Elektro Supplier Award

Global Compact	1	2	3	4	5	6	7	8	10
Millennium Development Goals							7	8	
GRI Indicators	EC6, HR1, HR2, HR6 e HR7								
Elektro Sustainability Report (page)	98								

The Elektro Supplier Award is presented in recognition of suppliers that present the best practices and also serves to stimulate continual improvement of processes. Created in 2004, the Award is divided into six



categories and four highlights, and acknowledges the companies with the best performance in social and environmental responsibility, safety, quality of products and services, and infrastructure.

12. Census of Persons with Deficiencies

Global Compact	1	2
Millennium Development Goals	8	
GRI Indicators	SO1 e SO5	
Elektro Sustainability Report (page)	105	

The close relationship between Elektro, public authorities and society made the application of the Census of the Disabled possible in the town of Limeira. The Census is a project developed from the proposal of an Elektro employee group based in the town of Guarujá, which was rewarded in 2004 with the **Social Entrepreneur Award**. The aim was to identify and register persons with deficiencies in the town where the Census took place and, based on the data, propose integrated actions between the authorities and non-profit organizations in order to promote quality of life and social inclusion of persons with deficiencies.

The Census was applied in Guarujá in 2004 and in Limeira in 2006 by the inclusion of a form with the customer's electricity bill. Collection boxes were installed at strategic points in the towns, such as schools, healthcare centers and community centers. The information was tabulated, forwarded to local government, non-profit organizations, civil society institutions and was registered on Elektro's website for updating and the inclusion of new data.

In 2006, in Limeira, the Census showed that, out of 2,154 people who answered the questionnaire, 40% were illiterate, nearly 30% had no access to medical care due to lack of money and, among the over 16's (1,450 registered), 87% were unemployed.

The disclosure and analysis of this data stimulated discussion in Limeira on the living conditions of the disabled and obviated the necessity for the creation of the City Council for the Defense of the Rights of the disabled; the first initiative resulting from the Census. Other initiatives, such as the creation of a special room for elementary school teaching of persons with hearing impairments, the reinforcement of Libras (Brazilian Sign Language), the promotion of computer literacy and the positioning of persons with deficiencies into the job market through PAT (Worker Service Center), were implemented by the local government and civil institutions.



13. Low Income - Elektro Communitarian Energy

Global Compact	1	2	7	8
Millennium Development Goals	1	2	7	8
GRI Indicators	SO1 e SO5			
Elektro Sustainability Report (page)	44			

Released as a pilot project in October 2006 in the Maré Mansa community, in the town of Guarujá, the "Elektro Communitarian Energy - For a Better Community" project is already being extended. Between January and September 2007, it will be expanded to cover a further nine communities in the town, as foreseen in the 2005/2006 cycle of energy saving activities.

The project was funded from the company's own resources together with investments from the Energy Saving Program (a total of R\$9 million, earmarked for the ten communities through September 2007) and support from local partnerships. The project consists of educational courses on household electricity, from which the best-performing students are hired to regularize the electrical installations of the community housing; education of monitors to disseminate information on the safe and correct use of electricity, and the maintenance of social projects; lectures on health; revitalization of locations through tree planting together with selective garbage collection. The project also foresees the internal regularization of 8,000 low-income consumer units and the donation of 100,000 compact 15 W fluorescent lamps, 2.2 thousand refrigerators and 119 solar heating systems.

The 2006/2007 cycle has already been approved by ANEEL and foresees investments in the region of R\$8 million for the low-income population by January 2008.

14. Ethics Committee and Code of Conduct

Global Compact	1	2	3	4	5	6	10
Millennium Development Goals							8
GRI Indicators	4.8, HR4 e SO3						
Elektro Sustainability Report (page)	80 e 81						

Created in 2004, the Ethics Committee is now consolidated as an important means of communication between employees and Elektro. With independence and autonomy to facilitate its functions, the Committee is responsible for the verification of the company's compliance with the Code of Conduct and has created a whistleblower channel on ethics issues and questions about the Code.

Re-launched in 2005, the Code of Conduct replaced the Company Ethics Code and contains provisions against all forms of discrimination and practices that disrespect human rights. The code also calls for



transparency and accuracy in accounting procedures and financial statements, and prohibits the use of illegal methods, such as bribery and corruption, among other aspects deemed unacceptable by the company in order to obtain commercial benefit from private or public entities.

All Elektro employees and suppliers have received a copy of the new Code, which is also available on the company's site (www.elektro.com.br). Employees have also taken an online course on the contents and on completion have signed a term of commitment to the guidelines presented. This training is currently part of the integration activities for newly-recruited employees.

Elektro includes an attachment with complete contents of the Code of Conduct and clauses and will require a commitment to the rules in its agreements with service and material suppliers.

There are three communication channels for all company departments to contact the Committee: a toll-free telephone number, an e-mail address, and a form on the internet (www.elektro.com.br/anonimo), which permits anonymous denunciations.

Of the 61 denunciations received by the Committee between 2004 and 2006, nearly 20% referred to confirmed violations of the Code of Conduct (none related to discrimination); around 30% referred to management aspects, and approximately 50% were unfounded, although they did result in some improvements in the process and guidelines.

15. Relationship with the Employees

Global Compact	1	2	3	4	5	6	
Millennium Development Goals							8
GRI Indicators	LA7 e LA8						
Elektro Sustainability Report (page)	84 a 95						

Organizational Work Environment

Between February and March 2007, Elektro held the third Organizational Environment Study ("Estudo de Clima Organizacional" - ECO), which received a turnout of approximately 81% of company employees (Less those on vacation or traveling at the time). Since 2003, the study has been carried out at two-yearly intervals with the purpose of mapping the organizational climate by identifying expectations and opinions of all employees on a variety of subjects, including work conditions, remuneration and benefits policy, links with the company and its regulations, and even relationships with colleagues and superiors, in order to develop an increasingly transparent and ethical work environment.



Based on the ECO, an action plan for the following two years is developed. This plan is monitored and systematically divulged, and to ensure its validity, it is checked in the middle of the year after the application of the study, based on the results from the “Great Place to Work” survey, involving 600 randomly chosen company employees. Based on these results, the action plan receives minor improvements to be applied before the next Organizational Climate Study, or if necessary modifications or additions of new initiatives.

On the adoption of methodology from the Great Place to Work Institute, in 2005, ECO initiated the assessment of five elements of the work place (credibility, respect, impartiality, pride, and inter-personal work relationships) and the comparison of Elektro with other companies.

By the end of 2006, the company had adopted a series of improvements and new initiatives from the 2003 and 2005 results. The principal of which refer to: the **Top Elektron Acknowledgment Program**; the Hay Classification System, which matches salary levels to those of the market average; the continuous development of leadership at Elektro; improvements in the recruitment and selection process; greater integration among employees; discussion groups on the manner of performance evaluation; disclosure of communication channels between employees and the company; and the creation of the Ethics Committee.

Top Elektron Acknowledgment Program

In February 2007, Elektro acknowledged 550 employees, around 20% of the total headcount, through the Top Elektron Recognition Program. This program, implemented in the second half of 2006, is the result of the action plan generated from the Organizational Climate Study ("Estudo de Clima Organizacional" - ECO) of 2005, in which company employees indicated the need to create a formal system for the acknowledgment of additional effort and for achievements not linked to daily activities.

With seven categories, the Top Elektron is aligned with strategic objectives and company values and permits the participation every employee.

- **Commitment** - honors employees for the time served with the company: 5, 10, 15, 20, 25, and 30 years;
- **Outstanding Customer Call Center Assistant** - Values the call center assistant by recognizing the best assistant of the month and the best assistant of the year;
- **Safety Employee and Head Office Safety Champion** -Reinforces the importance of Elektro’s number one value, Safety, and rewards nine employees: one from each regional office and one from company headquarters;
- **Volunteering** - Acknowledges employee voluntary activities. Nine volunteers are selected, 1 from each regional office and one from company headquarters through an employee survey;



- **Elektro Educators^(*)** -Acknowledges employees who make the greatest effort to share their knowledge with co-workers. Awards are given to nine employees, three in the category of attendance (training time), three in the category of relevance (importance of the theme), and the top three managers for enabling subordinate employees to participate as multipliers of knowledge;
- **Estar Bem^(*)** -Recognizes the employees who most incorporate the quality of life philosophy, taking into account the greatest participation in sports events and programs that stimulate quality of life, and who have the best performance in clinical indicators (reduction of cholesterol and triglycerides);
- **Innovations and Great Ideas^(*)** - Allows all employees to give suggestions on how to improve company processes, rewarding ideas that will bring more economical, social, and environmental benefits to the business and to all interested parties.

(*)Recognition will happen, beginning in 2008. Corporate Education.

Corporate Education

Through Elektro Corporate Education ("Educação Corporativa Elektro" - ECE), Elektro demonstrates its commitment to the continuous development of direct and indirect employees. The objective of the ECE is to improve professional skills and consolidate and leverage competencies of its professionals, thus guaranteeing alignment with strategic company objectives and the improvement of individual and organizational performance.

To achieve these objectives, the ECE promotes four program groups: Technical-operational, which encompasses company linemen and employees of contracted companies; Leadership, aimed at directors, managers, coordinators and supervisors; Engineering, aimed at engineers and specialists (program scheduled for implementation in 2007); Corporate, focused on employees in corporate areas and those in managerial and administrative levels of the regional offices. In 2006, R\$6.1 million was invested in all program groups, R\$4.8 million in employee training, and R\$1.3 million on contracted company employees.

The Technical-Operational Program is for all Elektro and sub-contracted linemen and promotes educational courses and recycling according to the "Standard Step" and NR-10, a Ministry of Labor rule that deals with safety in electrical installations and services. In 2006, technical and operational training totaled 314,600 man-hours for company employees and 181,000 man-hours for sub-contractors.

Safety, in all its aspects, is Elektro's fundamental concern. For this reason, the company adopts the "Standard Step": a set of standardized procedures for executing lineman duties with the main purpose of accident prevention. The "Standard Step" establishes clear rules for operational procedures in all activities related to measurement, operation, and maintenance of distribution networks, together with the quality, productivity, and safety control system.



The Leadership Program is based on the development of organizational competencies (relationships, sustainability and value generation), aligning managerial development with the business strategy and the development of leadership competencies, seeking the development of the managerial role with its main challenges. The Program targeted at Engineering will focus on the dissemination of professional knowledge, with the aim of developing technical competencies. The Corporate Program group focuses on the development of general competencies (structural and general techniques). The planning of development activities is carried out with the use of performance evaluations, showing points for improvement and investment. Such activities vary from training in- company to open scholarships, among others.

For scholarships, the ECE runs two programs, which contemplate: (1) courses for supplementary teaching, medium level technical professional education, college education, and (2) graduate courses, MBA courses, post-graduate degree and long distance teaching.

For the first program, the reimbursement amount is established in accordance with the employee's salary level, and is limited to R\$240. For the second program, reimbursement is partial: up to 80% for graduate level and up to 70% for the MBA, Masters degree, and PHD. During the course, 100% of the monthly fees are paid for by the company. The employee's portion is charged after the completion of the course and can be divided into 12 installments. Should the employee leave the company during the course or during repayment, the full amount paid by the company must be reimbursed.

Corporate Education has another two other programs that were started in 2006: the *Mais Energia* (More Energy) Program for interns and trainees, and the *Massa Crítica* (Critical Mass) Program.

In 2006, the "More Energy" – Trainee Program included 20 participants chosen through an external selection process: five university graduates and 15 Elektro employees identified as young talents. The objective was to stimulate cultural and organizational renewal, and to ensure succession and long-term personnel planning. The "More Energy" – The duration of the Trainee Program can be up to two years and includes participation in meetings and supporting activities, such as e-learning, administered by consultants and teachers hired by the company.

The "More Energy" Program – internal selection is from university students who are in the penultimate or final year of studies and must work for up to two years in several areas of the company.

The Critical Mass Program is based on the strategic pillars of Elektro, linked to organizational competencies and to the corporate strategic objectives (strategy and relationship management, operational excellence, sustainability and leadership and organizational behavior). The program, which has 50 participants instructed by specialized consultants, requires that each participant be the agent of his own professional development and bear responsibility for the activities of the program. Participants also receive corporate support and must conciliate strategic alignment (considering company objectives) with the alignment of career management.



The ECE also increased its virtual activities with the launch of the Corporate Education Website, carrying resources such as discussion groups and a greater offer of online courses.

Elektro Corporate Education - Employees	2004	2005	2006
Investment in Technical-Operational Training (R\$)	1.9 million	2 million	2.8 million
Investment in Development Programs (R\$) ^(*)	1 million	1.7 million	2 million
Man Hours – Technical-Operational Training	276,500	249,200	314,600
Man Hours - Development Programs – Training ^(*)	41,000	44,000	45,400
^(*) Leadership, Engineering, and Corporate.			
Elektro Corporate Education - Contracted Parties	2004	2005	2006
Investment in Technical-Operational Training (R\$)	377,400	674,000	1.3 million
Man Hours – Technical-Operational Training	95,900	124,200	181,000

Respect for the Employee through Internal Selection

One of the premises of Elektro's recruitment policy is the offer of opportunities for growth and professional development to all employees. In practice, this concept is demonstrated by the priority given to internal searches and recruitment before selecting professionals from the market.

This is just another company strategy recognizing the value of its employees. Giving priority to promotion from within motivates the employees with the sense of satisfaction for having their career and professional expectations met.

In-company selection aims at offering employees opportunities for growth and professional development and is invariably given priority in all internal selection processes.

Internal head-hunting, which has the same objective, is used as a selection strategy when employees with the profile and competencies required for the position are not readily identified internally. In this case, the



position is announced by the HR department via intranet and the selection process is initiated among the employees who have applied for the position.

These are strategies for making the best use of human potential and talent, aimed at targets, challenges, and results which promote professional development, fundamental to the sustainability of the business.

During the last two years, the target has been to fill 28% of the total number of positions opened using internal recruitment. However, this rate has significantly increased the return on investment in employee development and is a consequence of the priority given to internal recruitment by the company's leadership.

Year	Available Openings	Available Filled Through Internal Employment Index	Internal Employment Index
2004	459	111	24%
2005	532	145	27%
2006	288	105	36%

Learning and Career Tracks

The Learning and Career Tracks project is a result of a 2005 Elektro project based on position and salary structure and presents the possibilities of professional growth, together with the requirements and alternatives for self-development of competencies for all positions available within the company. This gives all employees access to the necessary information in order to follow a professional path and develop a continuous learning process for career management.

Turnover Rate

In 2006, Elektro's turnover rate was 8.6%. This indicator represents the company's level of renewal and demonstrates whether the company is reaching a balance between retaining employees and in capturing new and different professionals, thus preserving its organizational culture without failing to adapt to innovations. This calculation considers the number of admissions against all dismissals and resignations.

Elektro's Remuneration Policy

In 2004, Elektro implemented a remuneration model that sought to align strategic company objectives with incentives and recognition plans. This model considers the assessment result of professional competencies and the results of collective or individual targets. In the organizational scope, the remuneration model implemented at Elektro follows a new market reality, which requires a concept of the future, an enterprising managerial style and strategic planning.



The remuneration model combines a balanced manner of different remuneration forms including: fixed, variable, and special compensations.

Fixed remuneration is established according to position and adjusted to the market and is part of the remuneration basis, also composed of social security and benefits.

Variable remuneration is linked to individual targets set by employees, teams or the organization.

Special forms of remuneration are compensation programs, including awards, gratifications, and other types of recognition. They are utilized to create an organizational environment focused on achieving Elektro's strategic objectives.

In February 2007, the lowest salary in Elektro was R\$499.95: 42.7% more than the country's set minimum wage. The ratio between Elektro's highest and lowest salary is 48.

Average Remuneration Differential between Men and Women

In Elektro, the average remuneration for men is 22% higher than for women, but some differences are based on category. In managerial positions (director, manager, superintendent), men are still ahead, with earnings 6.09% higher. Among specialists (technicians, engineers, remuneration for men is 28.4% higher than that of women. In administrative positions, male employees receive 45.69% more than female employees. At the operational level, however, the situation is inverted with the average remuneration for women standing at 15.62% more than for men.

Some factors specific to electric sector companies help explain the difference in remuneration between men and women at Elektro, principally the large concentration of hired males (linemen, technicians, and engineers). Throughout the years at Elektro, men have worked longer and have reached a larger number of supervisory positions than women.

At the operational level, as the older linemen with higher remuneration retire, positions are filled with professionals at the base starting salary. This turnover elevates the average female remuneration, even though they are fewer in number. The women, who have been with the company longer (but not long enough to retire), end up having an average remuneration greater than the men.

Benefits

Medical Assistance consists of program administered by Fundação CESP guaranteeing assistance in the accredited or private network for all employees through the reimbursement system. Elektro pays 70% of the total direct costs and employees contribute with a shared amount on a monthly basis. Employees pay between 10% and 50% of the medical and hospital fees, to a total limited to 15% of the base salary plus



fixed additional amounts. In all cases the contribution is debited from the payroll. Management and administrative positions are eligible for executive benefits.

The Dental Assistance Plan is administered by Fundação CESP and is part of the Collective Bargaining Agreement, Guaranteeing assistance from the accredited network or through the free choice system open to all employees. It covers nearly all dental cases. Employees pay 50% of the fees and Elektro pays the remaining 50%.

Additional Medical Assistance - For all employees; this benefit is linked to medical assistance or to social security. The program guarantees a discount or reimbursement of 40% of expenses on medicaments and products (needles, syringes, probes, etc), provided they are duly prescribed.

Prosthesis and Orthosis - Plan administered by Fundação CESP, guaranteeing all employees 40% reimbursement for the acquisition of:

- orthoses (materials used to correct any deficiency in organs, limbs or any other body part);
- prostheses (materials used to replace any organ, limbs or any other body part);
- orthopedic shoes and insoles (reimbursement is limited to three pairs over a 12-month period).

Program for the disabled - The plan, administered by the Fundação CESP to which all employees have a right, is aimed at getting the proper assistance in the rehabilitation process for the disabled, whether physical, mental, sensorial or multiple. The Program offers reimbursements of 75% to 90% of expenses from specific rehabilitation treatments, such as special schools, therapeutic treatment (physiotherapy, speech therapy, and psychology), occupational and psycho-pedagogic therapy, hydrotherapy, swimming and equitherapy, transport, specific medications, devices, prostheses and orthoses.

Social Security Assistance - Supplementary social security assistance, including a 13th salary bonus is given to all employees on leave from work due to illness or work-related accidents.

Day Care Center Assistance - A reimbursement system of expenses from day care centers, nannies or baby sitters, valid for women or divorced men (with legal custody), with children from ages newborn to seven years old. The reimbursement amounts are limited to R\$236.27

Life Insurance - Benefit granted to interns, supervisors, managers, and directors, which offers 24 times the nominal salary, limited to R\$600,000, with the following coverage: basic indemnity for death (100%); special indemnity for death by accident (100%); permanent disability, whether total or partial, due to accident (up to 100%); automatic inclusion of the spouse with 50% of the policy owner's listed coverage in case of death



(basic indemnity); automatic inclusion of children with 100% of the coverage of the policy owner in case of death (basic indemnity limited to R\$10,000.00).

Indemnity for Death or Disability - In the case of total and permanent disability or death of any employee caused by a work-related accident, Elektro guarantees indemnity corresponding to 50 nominal salaries plus fixed additional amounts. Indemnity may be paid to the employee or his legal dependants or to the person duly authorized by a court order.

Food/M meal Voucher - Subsidy for meals for Elektro employees, credited monthly on a magnetic card. This benefit is divided between meal and grocery vouchers, thus allowing employees the option of determining the percentage to be credited on each card. Regional office employees have the option of only one of the models described. The total value of the benefit is between R\$150.00 and R\$360.23. Payroll deduction for the benefit varies from 3% to 20% according to salary level.

Staple Food Basket - A staple food basket program, in the amount of R\$72.93 for all employees is credited on the magnetic card and added to the food voucher. Employee participation varies from 25% to 100% in accordance with the salary level.

Paid Vacation - Under current legislation, an employee on vacation receives an additional 1/3 of his/her salary. At Elektro the system is different: paid vacation is composed of a fixed amount (R\$1,286.27) and a variable amount equivalent to 40% of the difference between the employee's base salary and the referred fixed amount, which changes whenever there is a general adjustment to Elektro salaries. The paid amount is limited to one base salary.

Transport Voucher - Under current legislation, all Elektro employees are entitled to a transport voucher, with a maximum deduction of 6% of their nominal salary plus additional amounts (if the total value of the vouchers is higher than that percentage), or a deduction in the total amount of the vouchers (if this amount is lower than 6% of their salary).

Pension Fund Obligation Coverage Established by the Organization

Elektro offers a supplementary retirement plan through the Fundação CESP or through a financial institution, the latter applying only to company executives. Participation is not mandatory. As of December 2006, 2,116 employees participated in the supplementary plan through Fundação CESP and 34 employees participated in the supplementary plan through a financial institution.

The Fundação CESP Plan is composed of 70% of a defined benefit and 30% of a defined contribution. Elektro contributes an amount equivalent to the employee's contribution on the first item. In relation to the defined contribution, the company pays up to 2.5%



The financial institution plan is a Free Benefit Generator Plan ("Plano Gerador de Benefício Livre" - PGBL), which will be reformulated in 2007, and has 100% defined contribution. The employee can opt to participate with up to 6% of the remuneration. Elektro participates with an amount equal to that of the employee.

Both funds have no connection whatsoever with the official Social Security retirement fund (INSS). Legal dependants are beneficiaries.

Supplementary Retirement Plan

Year	Amounts (R\$ millions)
2004	3.8
2005	3.9
2006	4

Occupational Health and Safety Management

Elektro adopts the OHSAS 18001 (Occupational Health and Safety Assessment Series) as a model for its Occupational Health and Safety Management System ("Sistema de Gestão de Segurança e Saúde Ocupacional" - SGSSO), enabling the identification of hazards that employees are exposed to during their activities and also facilitating the assessment of such hazards, assisting with the implementation of initiatives to eliminate or reduce risks.

The OHSAS 18001 is a rule developed in cooperation with several organizations, among which are certifying bodies, such as the SGS (Société Générale de Surveillance).

The use of a system certified by this standard signifies that there is an emphasis on preventive action, continuous improvement in company development, and commitment to legislative compliance, as well as other requirements applicable to the organization.

In June 2004, Elektro started the implementation process of the SGSSO, at the company's headquarters and regional offices in accordance with OHSAS. This process was finalized in June 2006, with the certification of the Guarujá regional office. Today, the headquarters and the eight regional offices are certified by OHSAS 18001. Annually, all the units undergo inspection processes to renew the certification.

The Emergency Assistance Plan ("Plano de Atendimento a Emergências" - PAE) is one of the OHSAS requirements. The PAE includes a series of stages that must be complied with, in emergency situations. At least once a year, simulation exercises are carried out both at the regional offices and at company



headquarters in order to assess the applicability of the PAE and its effectiveness in case of an actual emergency. Elektro also maintains an emergency brigade who participate in annual training exercises to put the plan into practice if required.

Indicators

With the SGSSO implementation and certification by OHSAS, Elektro has made great strides in the quality of information regarding accidents to employees, sub-contractors, and the public. After 2004, controls over such occurrences became more rigorous and started to include incidents (situations that almost resulted in an accident).

Safety	2004	2005	2006
Elektro			
Fatalities	-	-	1
Lost Time Injury	-	-	1
Contracted Parties			
Fatalities	-	1	1
Lost Time Injury	26	6	11
Population			
Fatalities	18	7	12
Injuries	28	24	48

Ergonomics

In 2006, Elektro completed part of its Ergonomic Assessment Program ("Programa de Avaliação Ergonômica"), started in 2005. The program, carried out by a specialized consultancy, consists of the ergonomic assessment of work, and the furniture utilized in the work place. Between 2005 and 2006, the live-line crewmen, Operation Dispatch Center staff ("Centro de Operação de Distribuição" - COD) and the Customer Assistance Call Center staff ("Central de Atendimento ao Cliente") also attended the program. During this period, employees and their work conditions were assessed in order to develop a 2007 ergonomic plan.



CCTSMA

The nine Environmental, Health and Working Conditions Commissions ("Comissões das Condições de Trabalho, Saúde e Meio Ambiente" - CCTSMA) (eight at the regional offices and one at Elektro's headquarters) are formed by members elected by the employees and appointed by the Board of Directors. The commissions meet on a monthly basis to discuss aspects related to safety, health and environment, which includes the presentation of reports, case analyses and the discussion of action plans to minimize the risks of accidents and occupational illnesses.

The CCTSMAs also investigate accidents at Elektro, through groups specifically formed for this purpose, regularly carrying out inspections of the work place to verify compliance with safety regulations. Annually, the Commission promotes the SIPAT.

SIPAT

The Week for the Internal Prevention of Work Related Accidents ("Semana Interna de Prevenção de Acidentes do Trabalho" - SIPAT) is an event held in the second half-year, at all regional offices and at company headquarters simultaneously to reflect on safety, health, quality of life, and the environment.

Every year, a new theme is devised as a way to enrich the event. In 2006, SIPAT, using the slogan "We take care of our people," reinforced the importance of three concepts: "I take care of myself," "we take care of each other," and "Elektro values life." They were incorporated into speeches, theater, video displays, and contests.

In 2006, 3,682 employees and sub-contractors participated in the week.

Driving Safely

With a fleet of 722 vehicles, the prevention of traffic accidents is another subject often dealt with at Elektro events such as SIPAT and the Drive Safely Program ("Programa Direção Segura") created in 2004. With training involving company employees and sub-contractors, the program mixes theory and practice and offers opportunities to people who drive for the company to adopt safe driving habits. In 2006, 846 employees participated in the course, including drivers of operational vehicles, such as 4 wheel traction vehicles.

Aimed at involving employees even more in the culture of safety, Elektro will complement the Drive Safely Project with the release of the Elektro Letter in 2007. This will be delivered to employees who have already passed the Drive Safely course and are drivers for the company'. The Elektro Letter represents a commitment made by employees to obey safety rules transmitted during the course.



16. Relationship with the Unions

Global Compact	1	2	3	4	5	6	
Millennium Development Goals							8
GRI Indicators	HR5 e LA4						
Elektro Sustainability Report (page)	107						

Elektro respects and recognizes unions as legitimate representatives of employees and establishes a permanent communication channel on matters which interest all parties, valuing good relationships with the following entities: Union of Electric Power Industry Workers of Campinas, Union of Electric Power Industry Workers of São Paulo, Union of Electric Power Industry Workers of Itanhaém, Bertioga, Guarujá, Litoral Sul and Vale do Paraíba and the Union of Engineers in the State of São Paulo.

At Elektro, the employees are represented by these unions and supported by Collective Agreements.



17. Annual Social Balance Sheet - 2006

Global Compact	1	2	3	4	5	6	7	8	9	10
Millennium Development Goals	1	2	3	4	5	6	7	8		
GRI Indicators	4.8									
Elektro Sustainability Report (page)	83									

1 - Calculation Basis	2006 Amount (R\$ Thousands)		
Net Income (NI)			2.294.692
Operating Result (OR)			745.200
Gross Payroll (GP)			200.657
2 - Internal Social Indicators	Amount/Thousands	% on GP	% on NI
Food	11.039	5,50%	0,48%
Transportation	994	0,50%	0,04%
Compulsory Social Charges	41.730	20,80%	1,82%
Private Pension Plan	4.007	2,00%	0,17%
Health	9.091	4,53%	0,40%
Work Safety and Medical	4.216	2,10%	0,18%
Education	389	0,19%	0,02%
Culture	17	0,01%	0,00%
Training and Professional Development	6.346	3,16%	0,28%
Nursery or Day Care Assistance	286	0,14%	0,01%
Profit or Results Sharing	14.592	7,27%	0,64%
Other	2.504	1,25%	0,11%
Total - Internal Social Indicators	95.211	47,45%	4,15%
3 - External Social Indicators	Amount/Thousands	% on OR	% on NI
Education	2.472	0,33%	0,11%
Culture	3.431	0,46%	0,15%
Health & Sanitation	0	0,00%	0,00%
Sports	8	0,00%	0,00%
Fight Against Hunger and Food Safety	35	0,00%	0,00%
Other	2.870	0,39%	0,13%
Total Societal Contributions	8.816	1,18%	0,38%
Taxes (excluding social charges)	1.462.137	196,21%	63,72%
Total - External Social Indicators	1.470.953	197,39%	64,10%
4 - Environmental Indicators	Amount/Thousands	% on OR	% on NI
Investments Related to Company Production/Operation	8.492	1,14%	0,37%
Investments in External Programs and/or Projects	650	0,09%	0,03%
Total investments in the environment	9.142	1,23%	0,40%

In establishing annual goals to minimize residuals, consumption in general in () has no goals () obtains 51 to 75% production/operation and increase effectiveness in using natural resources, the



company

() obtains 0 to 50% (X) obtains 76 to 100%

5 – Head-Count Indicators	2006
Number of employees at the end of the year	2.649
Number of admissions during the year	277
Number of demissions during the year	178
Number of contracted/third-party employees	3.333
Number of trainees	30
Number of employees older than 45	508
Number of women working in the company	471
% of supervisory positions held by women	13,75%
Number of African-Brazilians working in the company	241
% of supervisory positions held by African-Brazilians	1,25%
Number of employees with deficiencies or special needs	13
6 – Relevant information on exercising corporate citizenship	2006
Difference between the highest and lowest salary in the company	48
Number of total work accidents	40
Social and environmental projects developed by the company were defined by:	() officers and management (X) officers and employees management () all employees
Safety and health care standards in the work environment were defined by:	() officers and management and () employees (X) all + Cipa (Accid. Prev. Com)
Regarding union freedom/liberties, the right to collective bargaining and internal representation for employees, the company:	() doesn't get involved () follows ILO regulations (X) gives incentives and follows ILO
Private Pension includes:	() officers and management () officers and management (X) all employees
Profit Sharing includes:	() officers and management () officers and management (X) all employees
In choosing suppliers, the same ethical standards and social and environmental responsibilities adopted by the company:	() are not considered (X) are required (X) are suggested
Regarding employee participation in voluntary work programs, the company:	() doesn't get involved () supports participation (X) organizes and gives incentives
Total number of consumer complaints and criticisms:	63,311 in the company: in Proconbeing (consumer judically protection decided agency) 797 721



% of complaints and criticisms responded to or resolved:

in the company: 100% in Proconbeing
 (consumer protection agency) 100%
 judicially decided 13%

Total Added Value for Distribution (in R\$ thousands):

In 2006: 2,330,488

Distribution of Added Value (DVA):

62.74% government 7.02% employees
 20.45% shareholders 8.71% contracted parties
 1.08% withheld

7 – Other Information

2006

1 – Number of non-profit organizations that received discount benefits on electric power invoices

349