

BM&FBOVESPA S.A. - Securities, Commodities and Futures Exchange

Communication on Progress 2008 – Global Compact (UN)

Who we are:*

Latin America's leading exchange and one of the largest in the world, in market value

Headcount: 1,168 staff

Number of listed companies: 439

Financial volume traded, daily average: R\$ 1.6 billion

Market value of BM&FBOVESPA-listed companies: R\$ 1.37 trillion

*(*Data refers to December 2008)*

A word from the Chairman of the Board of Directors

This is the first time that the BM&FBOVESPA affirms its commitment to the Global Compact principles. The BM&FBOVESPA was born in May 2008 as a result of the merger of the two Brazilian exchanges, the old São Paulo Stock Exchange (better known by the acronym of Bovespa) and the Brazilian Mercantile and Futures Exchange (BM&F).

The new exchange inherited the Bovespa commitment to the Global Compact principles as the first stock exchange in the world to adhere in 2005 to the initiative launched by former UN Secretary General Kofi Annan. The reasons that prompted Bovespa to align itself with this movement still hold true for the new exchange.

As before, we still believe that companies have a critical role to play in advancing the social and economic conditions of the countries where they are based; as before, we believe that companies have a commitment to the sustainability of the planet; and, as before, we want the BM&FBOVESPA to continue to be an example and a source of inspiration to other stock exchanges and financial system institutions – equally engaged in the struggle for a more inclusive society and a healthier planet.

An important – and positive – difference in relation to the past is that the BM&FBOVESPA is stronger and more impacting than its predecessors– for the mere reason that it is the sum of two exchanges traditionally committed to social and environmental responsibility. The merger created one of the world's largest exchanges in market value (the second largest in the Americas) and the unrivalled leader on the Latin-American continent, both with regard to the stock market and the derivatives market.

In the social area, as the reader of this COP will be able to confirm, the Brazilian stock exchange strengthened its investments, not only by upholding the former exchanges' projects, but also by creating new programs, particularly with regard to Human Rights.

The BM&FBOVESPA has resolved to become a benchmark for the globalized capital market, and an essential part of this strategy is its social and environmental responsibility policy. This is a permanent commitment – which we now renew, before all of our stakeholders.

Arminio Fraga

Chairman of the Board of Directors

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and
Principle 2: make sure they are not complicit in human rights abuses and violations.

Commitment: The BM&FBOVESPA understands the importance of raising the Brazilian society's awareness with regard to the fundamental rights of Humanity, and thus help promote the Principles contained in the United Nations Universal Declaration of Human Rights. This effort is reflected in many of the company's activities, which target both its internal and external audiences. The focus on Human Rights is subdivided into social and financial education projects. Both aim to promote citizenship and democracy, in addition to fostering the social and economic inclusion of, especially, the most vulnerable sectors of the population.

Systems / Actions	Performance
<p>Bolsa de Valores Sociais e Ambientais (BVS&A) - Environmental and Social Investment Exchange – Created in 2003, the BVS&A attracts financial resources for educational and environmental preservation projects by Brazilian NGOs. It works as a catalyst between “social and environmental investors” (public interested in contributing to the enhancement of education and the environment in the country) and “social and environmental actions” (represented by projects in need of financing to come true). Projects by NGOs across Brazil can be registered/listed at the BVS&A, which, after being analyzed and approved, come to integrate a list on site www.bovespasocial.org.br or www.BVS&A.org.br, where individuals and companies can make donations by credit card or bank deposit. The site also allows funders to track the projects to which they made donations, thus ensuring greater transparency to the process.</p>	<p>Since its creation, BRL 10.22 million was raised, with BRL 2.20 million in 2008 alone. Seventy-five projects have been funded (10 environmental and 65 social); there are 21 projects in progress (11 environmental and 10 social), for a total of 96 projects listed on the BVS&A. With the purpose of broadening the scope of its action, this year two new thematic areas were created. In the Education Area assessment was started on the theme “Education for the First Childhood”, comprising zero-to-six-year olds, whereas in the environment area the BVS&A started evaluating “Ecotourism” projects.</p>
<p>Dia de Responsabilidade Social - Social Responsibility Day - The BM&FBOVESPA allocates own resources to the Environmental and Social Investment Exchange (BVS&A). The resources come from a percentage of the fees collected on a June trading session, dubbed the Social Responsibility Day.</p>	<p>In 2008, the fifth edition of the Social Responsibility Day, the BM&FBOVESPA allocated to BVS&A-listed projects the amount of BRL 420 thousand.</p>
<p>Turismo Cultural - Cultural Tourism – Launched in 2005, the project consists of monitored visits by low-income children and teenagers to museums and other cultural spots, with a view to social and cultural inclusion. Visits are always on Sundays, mostly in the São Paulo downtown area, with a diversified cultural agenda. BM&FBOVESPA itself is one of the tour destinations, which also include the Ipiranga Museum, the State of São Paulo Pinacotheca, the School Patio, where the Jesuits founded São Paulo, and the See Cathedral.</p>	<p>Since its creation, the project took 1,662 teenagers, in the 11-17 age range, from 36 different institutions.</p>
<p>Philanthropy – For many years, the BM&FBOVESPA has supported a total of 72 charities, catering to children, youngsters and elderly people. These are daycare centers, elderly homes, orphanages, hospitals and entities specializing in several types of disease, most of which are located in the surroundings of the BM&FBOVESPA main office, in downtown São Paulo.</p>	<p>A social worker designated by the stock exchange regularly visits every beneficiary entity to make sure that targets are being adequately met. In 2008 the BM&FBOVESPA disbursed in excess of BRL 1.6 million to such entities.</p>

Systems / Actions	Performance
<p>Clube de Atletismo BM&F – BM&F Athletics Club – Created in 2002, the Club has made it possible to prepare and improve the performance of world-class athletes, the vast majority coming from the most vulnerable sectors of the population. Thereby, the program favors the social and economic inclusion of destitute teenagers and young adults through sport, contributing to boost their personal dignity. The Club receives an average of 90 athletes, in several sports (sprint races, high and long jump, shot put and throws; and middle- and long-distance races), with a grant in money and the assistance of coaches, doctors, nutritionists, physical therapists, masseurs – in partnership with Group Pão de Açúcar (retail industry), the City of São Caetano do Sul (neighboring city in the Greater São Paulo area) and Nike (sports gear).</p>	<p>In 2008, BM&F Club athletes won several prizes. At the Brazil Trophy, Brazil’s main track and field event, the Club won eight gold medals, one silver medal and one bronze medal. At the Beijing Olympics, one of the Club’s athletes, Maureen Maggi, won the gold medal in the women’s long jump. Another internationally-acclaimed athlete endorsed by the Club, Marilson Gomes da Silva, was a two-time winner of the New York City Marathon.</p>
<p>Espaço Esportivo Cultural BM&FBOVESPA (EECB) - BM&FBOVESPA Sports and Cultural Center – Set up in Paraisópolis, a São Paulo city underprivileged and overcrowded neighborhood, the Center offers children and teenagers sports, arts and cultural activities, with the purpose of building a whole individual. The sports court is the stage for free tennis, basketball, soccer and volleyball classes, registration at which is dependent upon each participant’s good school records. In the cultural area, activities include reading workshops, games and plays, music, arts, communication, and environment. The objective is to promote experimentation with playful or artistic work, bringing students closer to this universe, presenting them with new knowledge and stimulating reading and writing.</p>	<p>In 2008, the BM&FBOVESPA Sports and Cultural Center enrolled 863 children and teenagers in the project, with 514 having signed in for the sports activities, and 349 enrolling in cultural and educational activities. In the first semester we held the 2nd Paraisópolis Community Libraries’ Cultural Week, featuring poem recitals, literary soirées, talks, movies, theatrical plays, photo exhibits, book fairs, and cultural tours. More than 1,500 people attended the 2nd Week. There were also activities focusing on the theme of Human Rights, as described in the previous item. The Norberto Bobbio Community Library, which was set up in the community, increased its collection to 4,000 titles and recorded a significant rise in the number of children and teenagers borrowing books and attending the center’s activities, especially the reading workshops. Also noteworthy this year are the following activities with the Paraisópolis community: a) Cultural field trips to a jazz festival and to the University of São Paulo’s Institute for Brazilian Studies; b) Workshop on literary work “Macunaíma”; c) Visual arts’ exhibits; d) Xmas trip to the Ibirapuera Park; e) Concerts by the 70-children Choral Singing Group; f) Creation of Fanzine “Expressão Jovem”, by the students attending the Communication Workshop; g) Talk on sexuality to teenagers attending the handcraft workshop; h) Recycling of plastic PET bottles in partnership with social entity Entreatos; i) Soccer championship with the participation of seven local organizations; and j) In-house tennis tournament.</p>

Systems / Actions	Performance
<p>Direitos Humanos Nota 10 - Grade A Human Rights – In celebration of the 60th anniversary of the Universal Declaration of Human Rights, in 2008 the BM&FBOVESPA Institute for Social and Environmental Responsibility launched several activities to promote the principles and values of the United Nations’ acclaimed document. The target was to reach the population at large, especially children and youth, in an effort to help them understand the Principles of the Declaration and adopt them to their lives, thus also becoming disseminators of such knowledge. The activities were:</p> <p>a) Cultural Contest “Human Rights at School” (public schools) – The project aimed at disseminating the culture of Human Rights to São Paulo State public school children and youth and stimulating research and debate with regard to democracy and citizenship. The contest awards a prize to those students who submitted views on the theme from the fine arts (drawing and painting) to literary work (short stories and poetry). The organizers distributed research material to those registered and held talks/workshops on the theme to teachers and students alike. The template on which the talks were based was provided by Professor José Sérgio Fonseca de Carvalho of the University of São Paulo’s Education College. Since 2001, Mr. Carvalho has been at the head of the Human Rights at School program of the Education College.</p> <p>b) Cultural Contest “Human Rights at School” (private schools) – A similar project was developed at private school “Scuola Italiana Eugenio Montale”, of São Paulo, with the participation of 200 students who also submitted literary (short stories and poetry) and fine arts works on the theme.</p> <p>c) Project “Legal Path – Human Rights on Wheels” – A van decorated externally with some of the Principles of the Universal Declaration of Human Rights, which, on specific occasions, visits several spots in the city of São Paulo, especially schools and universities, in a drive to call attention to the theme and raise people’s awareness with regard to the content of the Universal Declaration. For its mobility and visibility, the van can be used in events and activities related to Human Rights, in partnership with other institutions. For BM&FBOVESPA Institute projects, the van transported trained monitors to talk on the theme, plus primers and other materials on human rights.</p>	<p>a) The project was put in practice in three São Paulo State public schools (elementary and high school), in Paraisópolis, a needy neighborhood in the city of São Paulo. Also taking part in the project were the students attending the BM&FBOVESPA Sports and Cultural Center, in the same neighborhood, which provides free sports classes to children and teens, a universe that amounts to some 7,400 students. The literary and fine arts works registered were evaluated by a panel composed of representatives from the BM&FBOVESPA Institute, the State of São Paulo Department of Education, UNESCO and NGOs/institutions acting in Paraisópolis. The winning students were awarded iPod MP3s; the teachers, photo cameras; and the participating schools, one desktop.</p> <p>b) The project prompted the production of fifty artistic jobs on the theme. Using fine arts and written language (short stories and poetry), the students of Italian school Eugenio Montale expressed their thoughts and feelings in relation to the need to respect human rights.</p> <p>c) “Legal Path – Human Rights on Wheels” – The van made 27 visits to several schools in São Paulo, particularly to those that participated in the Cultural Contest Human Rights at School.</p>

Systems / Actions	Performance
<p>Associação Profissionalizante (APBM&FBOVESPA) - BM&FBOVESPA Job Training Association – Since 1996, the Association has upheld its pledge to promote personal and professional training and education for thousands of low-income youths, facilitating their social inclusion by way of actions that transform the present and secure the future. The Association offers programs “Do-It-All”, “Beauty Parlor” and “Capacity Building for Employability”, which are detailed below.</p> <p>a) Do-It-All – Focused on construction and building maintenance, in this module students learn how to build a house, including the installation of plumbing and electric networks, floors, and wall tiles, plus painting and carpentry. Since 2000, this program is being developed in Rio de Janeiro in partnership with Samba School Estação Primeira de Mangueira. The program also keeps Community Center Convivência Dorival Rodrigues Alves, which comprises a library, a magazine collection and computers with access to the Internet.</p> <p>b) Beauty Parlor – courses tailored to young underprivileged girls for the purpose of training hairdressers, cosmetologists, manicurists and pedicurists, with body care and esthetics know-how.</p> <p>c) Capacity-Building for Employability – The program was developed to train professionals in notions of labor legislation, commercial and banking documentation, and customer service.</p> <p>d) Ex-students services – Complementary and/or improvement courses are offered to update ex-students know-how.</p> <p>e) Job Center – Through this program, the Association offers free placement services to students and former students. Registered companies send the profile of the professional they are seeking and the Association selects those most suited for the interviews.</p> <p>f) Benefits to students and family members – In addition to investing in the education of destitute youngsters, the APBM&FBOVESPA extends its programs to their families and the community at large.</p>	<p>In 2008, the Association enrolled approximately 500 students, distributed in programs <i>Capacity-Building for Employability</i>, <i>Do-It-All</i> and <i>Beauty Parlor</i> (including São Paulo and Rio de Janeiro). Total registration for these programs reached 574, confirming the effectiveness of the work developed by the Association. Since its inception, in 1996, the Association has already benefited over 5,400 youngsters, 75% of whom have been placed in the labor market. At the Education for Citizenship Center are offered workshops on healthcare, sexual education, creativity, nutrition, personal marketing, computer literacy, and commercial and banking documentation.</p> <p>a) The construction, electricity, plumbing and carpentry courses enrolled 212 students and were monitored by 16 ex-students. In São Paulo, more than 5,000 teenagers visited Community Center Dorival Rodrigues Alves in 2008. Over the year students used 1,042 different items belonging to the library’s collection, including books, magazines and games.</p> <p>b) In 2008, in São Paulo, the program had the participation of 30 female students, divided into two groups, aged 15-20 years. Moreover, a new Beauty Parlor module was opened in Rio de Janeiro, benefiting 32 students. With the aim of contributing to the community while in the learning process, students enrolled in the <i>Do-It-All</i> and <i>Beauty Parlor</i> programs delivered services to two entities: Instituição Arca and Association Reciclázero.</p> <p>c) In 2008, 132 youngsters benefited from this program.</p> <p>d) In 2008, more than 170 youngsters had accounting, bookkeeping, telemarketing, financial mathematics, English and Spanish, and construction plan reading courses. Furthermore, 17 ex-students were selected to work as monitors.</p> <p>e) In 2008, 43 youngsters were hired, while 166 students were recommended. Some 75% of the students involved managed to find an opening in the labor market either by recommendation of the APBM&FBOVESPA or on their own initiative. The APBM&FBOVESPA also referred 16 youngsters to other job training programs in the photography and hotel fields.</p> <p>f) In 2008, a total of 25 meetings were held with parents or those entrusted with their care, with an average attendance of 96 percent. Besides food baskets (1,128), uniforms (1,006 sets), school supplies (250 kits), backpacks (250), glasses (12), transportation passes (67,759) and meals (90,311), and allowances (1,183), the APBM&FBOVESPA granted several benefits to its students and their parents/relatives. Among them: medical services: 1,352 consultations, including laboratory tests and surgeries, through a health insurance plan with HMO Medial Saúde; dental care: 4,448 treatments, including prostheses, through contract with HMO Odontoprev; psychological services: 338 consultations, held by a psychologist under contract.</p>

Systems / Actions	Performance
<p>Centro de Estudos Norberto Bobbio (CENB) - Norberto Bobbio Study Center – Opened in March 2005, the Norberto Bobbio Study Center (CENB) is an integral part of the BM&FBOVESPA Institute for Social and Environmental Responsibility. Besides receiving visitors, the project also organizes research groups, holds events for the outside audience and works with the publication of texts. Its 1,000-book collection may be divided into works by Bobbio or directly linked to Bobbio’s thinking and those works not directly linked to Bobbio’s thoughts, the latter consisting primarily of classics of philosophy, political thought, human rights and general theory of Law. Open to public consultation, the collection also has 100 unpublished writings donated by the Bobbio family on the occasion of the foundation of the Center. The Italian thinker’s reflections on democracy, human rights, and the relation between the State and the individual and civil society underpin the BM&FBOVESPA emphasis on the transparency of its procedures and on corporate governance, as well as serving as an inspiration to initiatives designed to strengthen its pledge to the national development.</p>	<p>In 2008, the CENB concentrated its activities on the thematic axis of Human Rights. The Center received some 2,000 visitors. In addition to the public present at the premises, the CENB received queries made by email, at an average of two a week, which totaled approximately 100 messages during 2008. The Center also reached out to the external public by means of events that involved 1,500 people in activities related to the celebration of the Universal Declaration of Human Rights. Some examples of partnerships made this year are: the Federal Magistrate School at São Paulo, the São Paulo state Federal Attorneys’ Office, the Rio de Janeiro state Attorney General’s Office, the University of São Paulo’s Law School, the Getúlio Vargas Foundation Law School, the São Paulo Pontifical Catholic University International Relations School, the XI de Agosto student center, the Barão do Rio Branco Student Center, the FIPECAFI-USP, the Federal Government’s Human Rights Special Secretariat and the São Paulo State Department of Public Safety. In 2008, the CENB also translated and conducted the technical revision of the book <i>O terceiro ausente</i>, by Bobbio, which focuses of the mainstreaming of human rights in the international order, an unpublished classic in Portuguese. Moreover, a partnership was signed with publishing house Editora Manole for the publication of the <i>Norberto Bobbio Study Center Collection</i>, which includes ten books by Bobbio which still have not been translated. Included in the collection are the more than 100 books donated by the Bobbio family.</p>
<p>Campanha Natal Sem Fome – The Xmas without Hunger campaign – The Xmas without Hunger campaign is a Brazilian civil society movement created in 1993 by nongovernmental organization Ação Cidadania, and the support of private businesses, the media, artists, grassroots’ movements, students and ordinary citizens. Its objective is to raise solidarity in people and, thereby, make the dream of a Brazil without hunger and poverty come true. The BM&FBOVESPA believes and takes part in this initiative, stimulating its employees to donate and work to collect food.</p>	<p>For the 2008 Xmas without Hunger more than three tons of non-perishable food items were collected. The total amount sufficed to prepare 195 food baskets, which were sent to NGO – Food Bank, which in turn handed them out to 51 registered charities in the city of São Paulo.</p>
<p>Em Boa Companhia - In Good Company - The BM&FBOVESPA has a special section on its Internet site at www.bmfbovespa.com.br so that listed companies can post their Social and Environmental Responsibility projects and programs. The companies themselves feed their pages on the Internet, informing about the new initiatives they might be putting in place. The goal is to promote social and environmental responsibility in the corporate world.</p>	<p>In 2008, the In Good Company site was adhered to by three companies and was visited by an average of 5,180 people every month. Today the site has 44 registered companies, with a total of 299 social and environmental projects – most of them in the Environmental and Education areas.</p>

Systems / Actions	Performance
<p>Educação Financeira/ Popularização - Financial Education/Mainstreaming The BM&FBOVESPA believes that the financial education of the population is a form of social and economic inclusion; thereby, the BM&FBOVESPA offers a wide range of courses and activities on the theme, each of them customized for the public it targets. Courses range from basic notions on economics and finance, aimed at beginners, to specialized MBAs on the stock and derivatives markets. A substantial part of the financial education is housed in program "BM&FBOVESPA Goes to You", launched in 2002, which is focused on mainstreaming the capital market as a long-term investment and asset-building alternative. The program's format includes monitored visits to companies, business fairs, clubs, trade unions, universities, etc. In 2008 the project had a total public of 75,602 people. Below are some highlights of the financial education program.</p> <p>a) Educate: launched in 2005, Educate is an initiative targeting those who wish to better plan their personal finances and elect the investment that is most suitable to their profile. It teaches mechanisms for controlling household finances, such as using credit consciously and the importance of saving. Appropriate for any person, at school age or not, it comprises different modules prepared for every age bracket.</p> <p>b) BM&FBOVESPA Challenge: an inter-school contest organized by the stock exchange, whose objective is to allow participants to experience the theory and the practice of the working of the stock market. The public and private winning schools' students and teachers earn credits (in Brazilian <i>reals</i>) to start investment clubs, and other prizes.</p> <p>c) Visitation Program: a visitation program to the "BM&FBOVESPA Center", which comprises a 750-square-meter area where the former Bovespa open-outcry floor used to work. The venue boasts a 3D movie theater, an auditorium for 64 people, a trade desk with a business simulator, an audiovisual museum, broker-dealer offices and market-data access terminals. The "BM&FBOVESPA Center" is also part of the city of São Paulo's official Historical Downtown tour.</p> <p>d) Women in Action: targeting the female audience, this initiative was launched in 2003 to bring women closer to the stock and derivatives market, by providing financial education and information on the theme. The project was undertaken in light of the relevance of the role women play in the household budget, as a result of their entrepreneurial and transformative nature. Since its launch, the program has organized hundreds of presentations across Brazil.</p>	<p>a) Educate: program served 32,653 people in 2008, in capital cities São Paulo, Rio de Janeiro, Porto Alegre, Fortaleza and Recife, for a total audience of 89,584 people since the creation of the program in 2006.</p> <p>b) BM&FBOVESPA Challenge: 505 schools registered in 2008, with 1,143 students and teachers participating, for a total of 1,659 people involved.</p> <p>c) Visitation Program: the number of people hosted by the BM&FBOVESPA Center in 2008 reached 142,810 visitors.</p> <p>d) Women in Action: In 2008, the project visited six Brazilian capital cities while participating in the largest fair specializing in mainstreaming the capital and financial market, ExpoMoney, occasions on which 2,561 people received information/orientations at the program's stand.</p>

Labour Rights

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
Principle 4: the elimination of all forms of forced or compulsory labour;
Principle 5: the effective abolition of child labour; and
Principle 6: the elimination of discrimination in respect of employment and occupation.

Commitment: The BM&FBOVESPA respects and keeps a professional relationship with workers' trade unions, and upholds all ILO principles. It also pledges to offer equitable working conditions to its employees, besides respecting and fostering diversity.

Systems / Actions	Performance
Integração – IntegrAction – The program developed by the then Bovespa Holding (the company that in mid-2008 merged with the BM&F) aimed at the enhancement of the human working environment by developing solidarity attitudes and boosting staff motivation.	In 2008, prior to the merger of the two stock exchanges, several events were held: dance classes with program Dance with Me; drama and singing classes; two movie sessions, known as the PopCorn Session, in January (with the film "Ratatouille") and in July ("Alvin and the Chipmunks").
CIPA - Health and Safety at Work – The In-Company OSHA team is made up of representatives nominated by the BM&FBOVESPA and members elected by the staff and seeks to prevent hazards and labor-related diseases, preserve life, promote employee health, as well as observe and report on hazardous conditions.	In October 2008, during the Quality of Life Week, was held the In-House Working Accidents Prevention Week.
Physically challenged and special needs employees	In 2008, two physically challenged and special needs employees were hired.
Minor Apprentices Program – Hiring and training of low-income 14-to-16-year olds for the labor market, offering them hands-on professional training. Project developed in partnership with Social Vocational Teaching (ESPRO), an NGO in the apprentice capacity-building sector.	In 2008, a young person was hired through this program.
First-College Program – This is a subsidy for the payment of tuitions that the company extends to its employees who are attending their first higher education course or a specialization course. The BM&FBOVESPA believes that the institution's success and perpetuity depend on its staff capacity building. The Stock Exchange subsidizes up to 60% of the tuitions in courses somehow related to the company's interest, such as Business, Economics, Accounting, Engineering, Law, Data Processing and Communications.	In 2008, total expenditure with this program reached BRL 512,473.26, with a total of 106 employees benefited.
Graduate and MBA programs - the BM&FBOVESPA offers grants to those willing to earn an MBA or attend Graduate School.	In 2008, 72 employees were benefited by the program, in which the company invested BRL 446,788.40.
Language courses (English and Spanish) – Agreement with Berlitz and private teachers for in-company classes.	In 2008, 159 employees were benefited. The course, fully paid-for by the company, had total disbursements of BRL 1,056,665.76.

Systems / Actions	Performance
<p>Benefits to staff – Human resources policies prompt employees to continuously improve their performance, constituting a key factor to their own well-being and company objectives. They include, among others, healthcare and dental treatment, a private pension plan, profit sharing, vaccination campaigns, and educational life insurance.</p>	<ul style="list-style-type: none"> - Health Insurance: All employees and their legal dependents (spouse and children up to the age of 24) are entitled to health insurance, with no grace period. - Dental Insurance: Dependents included are the spouse or companion and single children up to the age of 24, in addition to aggregates such as parents, brothers and sisters and children aged 24-plus. In the Comprehensive plan, there is no grace period, while in the Master plan there is a 90-day grace period to use the prosthesis and orthodontics specialties. - Discount prices: Partnerships with institutions in several sectors, enabling special discount prices at gyms, drugstores and language schools, and access to personal credit at lower interest rates. - Sports: Also as an incentive to sports practice, the company has an agreement with an indoor soccer facility open to all employees, weekends included, besides organizing an In-company Soccer Tournament. - Private pension: BM&FBOVESPA provides part of the contributions of its employees' retirement fund to the Multi-sponsored Pension Fund of the Financial and Capital Market Institutions (Mercaprev). - Life Insurance: Group life insurance policy fully paid-for by the company in case of accident- or sickness-causing total permanent disability. Should an employee find it convenient, he/she may opt for a complementary policy, both raising values and broadening coverage to include natural and accidental death. - Extras: Provide in-company, 20-minute massage sessions to employees, plus Anti-Stress Space, with shiatsu massage, and physical and mental relaxation. BM&FBOVESPA also provides a one minimum-wage bonus on occasion of a wedding or birth and finances computer equipment. - Health and Quality of Life Program: developed by the Occupational Medicine doctor, the program comprises activities and actions geared to improving the quality of life and well-being conditions at the workplace. Preventive medical campaigns are held, such as those to control cholesterol, glaucoma and hypertension. - Campaigns: vaccination against the flu; nutritional follow-up; quality of life week - Agreement with Run For Life (RFL): seeks to offer the staff the opportunity to increase physical activity with the supervision of highly qualified professionals. Training takes place in the streets, parks and tracks, with RFL ongoing monitoring. - Profit/Result Sharing: BM&FBOVESPA granted profit-result sharing to its employees in the months of June and December, in accordance with the collective bargaining agreement agreed upon with the trade unions and approved in July 2001 in an Assembly held by the employees.

<i>Systems / Actions</i>	<i>Performance</i>
<p>Benefits to staff – Human resources policies prompt employees to continuously improve their performance, constituting a key factor to their own well-being and company objectives. They include, among others, healthcare and dental treatment, a private pension plan, profit sharing, vaccination campaigns, and educational life insurance.</p>	<ul style="list-style-type: none"> - Daycare: A mother or father employee holding the legal care of his/her children receives day care reimbursement as follows: children of up to six months of age, full reimbursement of expenses with daycare, starting after the end of the parent’s leave; over six months of age and up to 35 months of age, reimbursement of one minimum wage. - Education: BM&FBOVESPA offers free educational insurance covering tuitions of all employees’ children aged 17-under should their parent pass away while their working contracts are still in force. - Food: BM&FBOVESPA provides 100-percent-paid-for food vouchers to employees.

Environmental Protection

Principle 7: Businesses should support a precautionary approach to environmental challenges;
Principle 8: undertake initiatives to promote greater environmental responsibility; and
Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Commitment: BM&FBOVESPA believes that true citizenship manifests itself not only by social and economic inclusion but also by preserving the environment. The company is fully aware that, on the whole, social and environmental actions undertaken by the private sector are indispensable to ensure the sustainable development of Brazil.

Systems / Actions	Performance
<p>Índice de Sustentabilidade Empresarial (ISE) - Corporate Sustainability Index – Created in 2005, the ISE is a market indicator composed of stocks issued by companies that present a high level of commitment to sustainability and social responsibility. Its formula builds on the widely accepted concept of the Triple Bottom Line (TBL), which assesses in an integrated way environmental, social and economic-financial elements. Yet, to these TBL principles, three other indicators have been added: corporate governance, general characteristics and the nature of the product. The economic-financial, social and environmental dimensions of companies applying to join the index are addressed in a questionnaire that contains four sets of criteria: policies (indicators of commitment); management (plans, programs, goals and monitoring); performance (performance indicators); and legal (compliance with environmental, labor, competition, and consumer protection codes, among others). The ISE is a pioneer initiative of the Latin-American capital market and a powerful driver of governance and social and environmental best practices among the exchange's listed companies.</p>	<p>The portfolio that will be in force until 30 November 2009 comprises 38 assets of 30 companies, totaling BRL 372 billion in market value. The amount corresponds to 30.7% of the total capitalization of the 394 companies trading shares on the exchange, which was BRL 1.21 trillion (data collected in November 2008). For screening the companies BM&FBOVESPA used qualitative analysis, i.e., checking answers contained in questionnaires sent to the companies prior to releasing the composition of the portfolio.</p>
<p>Carbon Market - BM&FBOVESPA is the only Brazilian institution featuring a trading system for environmental certificates in accordance with the principles set forth by the Kyoto Protocol. This process started this decade with a joint initiative of the former BM&F with the Federal Department of Development, Industry and Foreign Trade, and was christened the "Brazilian Market for the Reduction of Emissions". Initially, a database was set up with projects capable of generating carbon credits, which was, later on, replaced by an electronic auction platform.</p>	<p>In September 2008 was held the second auction of Certified Emission Reductions (CERs), whose beneficiary was the city of São Paulo. A single auction of 713,000 CERs, conducted according to the principles guiding the Clean Development Mechanism, was sold to Mercuria Energy Trading, a Geneva-based company.</p>
<p>Recycling policies - BM&FBOVESPA organizes programs for the collection of disposable goods, which are sold and whose proceeds are transferred to the APBM&FBOVESPA.</p>	<p>In 2008 61.3 tons of paper, 8.4 tons of plastic, 452kg of glass, 241.3kg of aluminum, 914.5kg of copper/iron and 35kg of electricity cables, totaling 71.4 tons and BRL 7,759.94.</p>

Anti-corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Commitment: The BM&FBOVESPA guides its work by the principles of ethics, transparency and disclosure, and believes that corruption poses a serious hurdle to Brazil's economic and social development.

Systems / Actions	Performance
<p>Pacto Empresarial pela Integridade e Contra a Corrupção - Corporate Compact for Integrity and Against Corruption - This is the initiative of over 100 Brazilian companies and signatory institutions, the UNDP and UNDOC among them. The Compact appeared in 2006 in face of mounting denunciations of corruption involving the public power and the private sector.</p>	<p>In addition to being a member of the Compact's Mobilization Council (charged with devising alternatives to foster new adhesions), in 2008 the BM&FBOVESPA became part of an anti-corruption corporate working group coordinated by Institute Ethos. As a signatory to the Compact, the BM&FBOVESPA has fulfilled its commitment to ethics in business, foremost in the State-private initiative relationship.</p>

NOTE: This Communication on Progress was modeled after a concept developed by Visão Sustentável.



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