

## Progress Communication

MPD

From Jan/2014 to Dec/2014

## DECLARATION OF CONTINUOUS SUPPORT

São Paulo, January 30th 2015.

To participants,

MPD Engenharia Ltda. comes to renew its vow of support to the ten principles expressed on the Global Pact of the United Nations, integrated to the strategies and operations of our company, aiming to make MPD a fairer, more humane, more equalitarian and socially responsible company.

We reaffirm our public commitment including our clients, suppliers and collaborators in implementing actions that strengthen, each time more, the principles linked to Global Pact in the areas of Human Rights, Work, Environment and the fight against corruption.

We multiply initiatives towards the implementation of the good neighbors' corporate practices, our actions and business transparency, valorizing our people, elimination of all and any way of discrimination, inequalities' reduction and the promotion of a better social inclusion.

In this annual communication about our progresses, we describe our actions made to improve continually the integration of the Global Pact and its principles in our strategy of business, culture and daily operations.

We commit to share this information with our participants that use our main communication channels.

During this period, we realized actualizations in our intern processes of which we are proud.

Sincerely,

**Mauro Piccolotto Dottori**  
President-Director

## MPD PROFILE

With 32 years of actuation, MPD is one of the biggest construction companies and incorporation of vertical residential and commercial high standard enterprises. The company won twice the Master Real State Prize, it is recognized for its competency and trust in its enterprises, strictly handed within the schedule. In 2014, we stayed with the maxim classification – gold – in the “Risks and Damage Control” category of the third SECONCI –SP Prize, with the work developed towards security and welfare of its workers in constructions sites. For two consecutive years, 2013 and 2014, the company entered on “150 better companies to work in” (in Brazil), published by Você S.A magazine. The company was also elected as one of the best at people management in “Career Value 2014”.

MPD already built more than 2 million square meters and has another million under construction. Its portfolio includes commercial, industrial, hospital facilities and laboratories, educational and leisure enterprises. For four years obtained recognition on the ITC SustentaX Prize as the construction company that built more square meters following the sustainable principles.

### Vision

Being national reference in its construction and incorporation activities, recognized for its commitment and respect to clients and collaborators, with innovation, sustainable growing and financial consistence.

### Values

**Our Way** – We transform adversities in opportunities, acting with simple and gentle attitudes, cultivating “good morning” and “thank you very much”.

**People** – We attract and keep the best people who are competent and work with pro activity and twinkle in the eyes. We care about our collaborators, looking their human side and their development, searching for a balanced environment with trust, collaboration and loyalty.

**Clients** – We have sense of urgency, care and captivate our clients every day. In addition, we direct every effort to enchant and guarantee that they feel valued and satisfied.

**Security** – We believe that accidents can be avoided, we provide training and awareness continuously. We do not tolerate noncompliance with the rules and in the treatment of deviations.

**Quality** – We develop products and services among the highest excellence patterns. We also accomplish what we promise, respecting the stablished schedule, searching innovation and improving our processes continuously.

**Results** – We aim the best results with balance in all its components and agility in the making of decisions.

## PROGRESS COMMUNICATION 2014

### HUMAN RIGHTS PRINCIPLES

MPD Engenharia has the strong commitment to defend ONU's Universal Declaration of Human Rights and particularly because it is a private company, on the following articles:

Article I: "All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood".

Article IV: "No one shall be held in slavery or servitude; slavery and the slave trade shall be prohibited in all their forms".

Article XVII: "Everyone has the right to own property alone as well as in association with others".

Article XXIII: "Everyone has the right to work, to free choice of employment, to just and favorable conditions of work and to protection against unemployment. Everyone, without any discrimination, has the right to equal pay for equal work. Everyone who works has the right to just and favorable remuneration ensuring for himself and his family an existence worthy of human dignity, and supplemented, if necessary, by other means of social protection. Everyone has the right to form and to join trade unions for the protection of his interests".

Article XXIX: "Everyone has duties to the community in which alone the free and full development of his personality is possible".

With constant investment in technology, in the good practice of human relations and in the qualification of its more than 4 thousand collaborators, being then direct or indirect, the aim of MPD is in the respect and satisfaction of its collaborators and clients, in the continuous technical evolution and in the environmental balance of its enterprises. In 2014, we stayed with the maxim classification – gold – in the "Risks and Damage Control" category of the third SECONCI –SP Prize, with the work developed towards security and welfare of its workers in constructions sites. For two consecutive years, 2013 and 2014, the company entered on the "150 better companies to work in" (in Brazil), published by Você S.A magazine. The company was also elected one of the best at people management in "Career Value 2014".

MPD strengthens initiatives that promote citizenship of gender and race and the defense of human rights. In recognition to the adoption of model practices at the work place, we orientate actively processes development that transform equality practices in management instrument.

### Implementation

- International Women's Day – Reunion with all our feminine team, besides flowers distribution with notes about the relevance of Woman in the modern society;
- MPD promotes a series of programs aiming the collection of many items, counting with collaborators, clients and community. Every material collected in each type of collection is passed to entities previously registered, in 2014 the chosen entity was the "Núcleo Terapêutico Helena Antunes";

- Leadership Training: Since 2007, MPD realizes intern programs focusing on development and motivation. In 2014, the theme was Time de Craques MPD, involving our work team in order to disseminate our values;
- Educational reinforcement at schools with theatrical presentations about the theme. We also develop the planting of trees, involving more than two thousand students from both public and private schools;
- National Book Day, the company distribute books at schools of Alphaville and Tamboré's region. All the books had as its title "The Biggest History of All" and were in blanc, when opened they had an incentive message for the children about reading and writing besides the instruction for then to use it with the purpose of writing their own histories;
- Actions for people with special needs. We promote initiatives that offer to people with deficiencies opportunity to knowledge and professional abilities acquisition. By its means, they can be inserted in labor market in a more competitive way, besides promoting its interaction by means of professional, educational, social, cultural and sports activities offered by the company. Regarding the work opportunities evolution, in 2012, MPD had on its board only 3 collaborators with special needs, the next year the number grew to 9. However, since 2014 the company has 21 collaborators being 10 hearing, 7 physical, 2 visual, 1 multiple and 1 mental, following integrally the hiring quota for people with special needs in its construction sites and office;
- Among the activities linked to our commitment with young people, we highlight the work activity and social insertion extension by our Program "Menor Aprendiz". MPD signed Technique Cooperation Agreements in association with Senai, creating an attractive scholarship system that has as its option the hiring on the end of its period. In 2014, the hiring process for young learners, for which the minimal age is 14 years old, received an addition of 20 new resources, against just 5 in 2013;
- Financial tools disclose which facilitate the day to day of our collaborators, allowing them to program their financial agenda, make and receive payments in a more secure manner. The program also develop local solutions to extend access and benefits of the formal financial system, as well as bringing knowledge and education needed to a sustainable inclusion. From short term, the program is executed at construction sites. The financial education is done through expositive classes taught by a professor of the own company, trained by our financial management;
- MPD cares about its collaborators welfare and it is proud of its participation in various phases of their lives. Maternity is one of the main and in order to honor them for these phase they are going through, MPD congratulates them by sending flowers arrangements and a teddy bear that are handed at maternity hospital after the birth or at the family residence, followed by a card congratulating the parents and wishing them welcome to the new family member. Besides four months of maternity assistance, when mothers return from it they receive a salary complementation of R\$ 200,00 for six months;

- Family Day, during the end of the year commemorations a day is chosen to receive at the company office our collaborators' children, so they can meet their parents' work place. On the visit day, the company programs a breakfast for the family and many activities during the period. Therewith, MPD aims on narrowing the relationship with its collaborators and on making them feel more as part of the business.

MPD Engenharia's Intern Regulation register:

Hiring and work contract, Article 1 – The criteria for hiring will be meeting the basic requisites of each role, according to predetermined criteria and goals. There will be no discrimination by religion, philosophical or political conviction, nationality, origin, gender, skin color, sexual orientation, marital status, or physical or mental disability.

On all contracts between MPD and service providers there are specific clauses demanding that all employees of these companies are hired according to the law and receive all benefits.

In addition, all principles and values of MPD are also demanded from the contracted service providers:

Internal Regulation – Preamble – The directives on this internal regulation apply to all employees and when applicable, to all those only with a contractual connection to MPD Engenharia.

## Results Measurement

One of the main goals for Human Resources area is to maintain MPD on the list of "150 Better Companies to Work in" (in Brazil), according to Você S.A/Editora Abril magazine, as it was achieved in 2013 and 2014. The fact of being among the 150, demonstrates MPD's commitment in front of its collaborators to uphold norms and procedures for hiring, evaluation, payment, benefits, and recognition of the people who work at MPD Engenharia without any kind of discrimination.

Analogously, the goal will also be keeping qualification among the 35 main companies in Brazil, in human management, reference made by Valor Carreira magazine with technical support and methodology of AON, focusing on prizing politics, benefits and training, as main tools of engagement and satisfaction, generating trust and motivation to our teams.

It is the Human Resources Directors' task to accomplish the customary awareness activities to impress on employees the importance of Human Rights, as well as other training and personal development activities.

MPD keeps suggestion boxes in all its offices and construction sites to gather complaints, criticism or suggestions from employees regarding upholding Human Rights within the company. It is also possible to give feedback using the Human Resources e-mail and a direct phone line, Fala aí, 2149-0010.

In all its training and development activities, in all the company levels, MPD reinforce and reaffirm the need for respecting human rights.

The internal regulation, the benefits regulation, the hiring per competency, payment policies, and the team development courses on construction sites and offices are aligned to the Vision of MPD: to be a national reference in construction and incorporation, recognized by the respect for customers and collaborators, with innovation, sustainable growth, and financial solidity.

For seven years, there is a performance evaluation process in MPD Engenharia, both for administrative employees and for the operational ones. Three years ago, the electronic process was put in place and thus the managers receive the evaluation sheets from the previous year, as well as the goals previously negotiated, to evaluate performance and results achieved. In this process, the manager gives feedback, both positive and constructive, and outlines a development plan together with the employee on what needs to improve. On the form itself, the manager indicates any promotion or pay raise, if appropriate.

When there is a specific complaint, the situation is analyzed by the Human Resources Directors of MPD so that corrective or punitive measures can be taken together with the line manager of the department or activity area in which the complaint came from.



## WORK PRINCIPLES

Integrates the Internal Regulation from MPD Engenharia the following Article: "Article 16 – It is the company's duty to make sure that the necessary measures are taken to guarantee hygiene and security at work, and it is the employee's responsibility to follow the regulations that follow them. To not follow these rules constitutes transgression".

MPD has integral adhesion to the norms of the 1988 Convention 167 of the ILO - International Labor Organization, regarding security and health in construction.

### Implementation

In order to give comfort, security, physical and mental welfare to collaborators, we implanted a new construction site model, began in Mogi das Cruzes, and now used in others regions where MPD actuates, with success. Projected to attend the many enterprises where construction present strong sustainable requirements as reuse, social integration and collaborators' welfare. The new construction site has been reference even for other companies regarding several innovations focused on the employees, providing a more favorable environment to work resulting in more satisfaction and productivity.

- Training and Events Area – destined to every construction sites collaborators' event, fraternization and trainings.
- Experience Area – destined to collaborators after meals counting with table tennis, chess and foosball.
- Water drinker on floors – in order to attend security measures to water consume vertical displacement, we have an area destined to a collective water drinker on each floor.
- Bike Rack – area available to collaborators so they can park their bikes.
- Internal School to attend an alphabetization group and fundamental education.
- Restaurant – common use restaurant with self-service system.
- Training in Height – area destined to NR-35 training, a requirement to collaborators that are going to work with height.
- Electronic turnstile for collaborators' identification and security.

We initiated tests at our construction sites with solar heat to showers, besides traditional wheels-washer with reused water and material recycling center. In addition, we have sustainable measures put in practice to control environment aggressive elements and use only certified wood.

Also on MPD Engenharia internal regulation, the Chapter 1 says explicitly that the company is committed to hiring employees based on competencies and not at any discriminatory factor.

MPD maintains the Menor Aprendiz Project offering the opportunity of a first job on the office's administrative areas. We also hire young through SENAI's agreement, in which students receive an auxiliary scholarship to participate on technical courses and, after its conclusion, they can be effectuated on the company, having open opportunities because we do not hire minors due to security regulations on the sites.



There is too an internal document, known by every new and older employee, called "Benefit regulation".

The policies of performance evaluation, roles and pay grades, training and hiring at MPD can be found on an integrated management system for the company provided by an online Project Management, Architecture, Engineering and Constructions platform.

The following item, among others, integrated the hiring instruments of third-party companies which participate on MPD Engenharia constructions: "The contractor must meet all the obligations mandated by law towards its employees, according to the current labor laws, in particular the registration of Work Contracts and Labor Safety. It must also respect and make their workers and contractors respect the regulation for security and labor medicine. In case the contracted company fails to meet any of the regulations above, it will be subjected to a cumulative fine for infraction made by each employee or contractor, which will be imposed by the hirer".

MPD uses an integrated management process – PGI 09, with a plan for security and health management at work.

MPD is certified by the OHSAS 18.001 regulation for meeting the work security procedures requisites.

MPD also adopts PCMSO (Programa de Controle Médico e Saúde Ocupacional, Occupational Health and Medical Control Program), PCMAT (Programa de Condições e Meio Ambiente de Trabalho na Indústria da Construção, Conditions and Work Environment Program at the Construction Industry), LTCAT (Laudo Técnico das Condições Ambientais do Trabalho, Technical Report of Work Environment Conditions) and PPRA (Programa de Prevenção de Riscos Ambientais, Environmental Risk Prevention Program).

MPD also uses the Golden Seal Program, which awards employees of the month, who have shown commitment to security by giving them a gift certificate and a golden seal for their cap.

MPD hiring for all employees and third parties respect the current regulation of the Brazilian labor law.

All employees hired by MPD go through the integration dynamics of the company and get to know the security regulations.

In all construction sites, there are daily dialogs on security before the start of the work so the workers are prepared to accomplish their tasks with the best quality and security procedures.

## Results Measurement

MPD held in 2014, the 1<sup>st</sup> MPD and partner companies Meeting of Master Builders and Foremen. Realized on Mogi das Cruzes Capacitation Center, 28 collaborators participated on the meeting, led by the instructor José Carlos Moretti. By means of dynamics and group debates, themes about People Management, Leadership, Moral and Verbal Harassment, Feedback and Communication.

MPD adopts: Integrated Management Procedures PGI08 (Identificação e Avaliação de Perigos e Danos SST, Identification and Evaluation of Dangers and SST Damages) and PGI09 (Plano de Gestão de Segurança e Saúde do Trabalho, Work Security and Health Management Plan). And there is a Work Security video on every integration dynamic activity.

Is a fact that when employees are satisfied with the work environment, their productivity increases exponentially. Besides having a decrease on the accidents and removals numbers, caused by fatigue, the new site provides integration on the common area.

MPD stayed in 2014 with the maxim classification in the "Risks and Damage Control" category on 3<sup>rd</sup> SECONSI-SP Prize, for its work developed on collaborators security and welfare on Helbor Patteo Mogilar's construction site, a group of apartments, offices and stores buildings under construction in Mogi das Cruzes. This is the third edition of SECONCI Prize and the third time MPD was awarded. The prize is done by civil construction companies and has as its goal valorize the best practices in Health and Work Security on construction sites in Brazil.

MPD's salary and job title politics keeps a fair remuneration compared to market and hegemony among similar job's responsibilities. The Turn-over is reduced if compared to the market.

The performance evaluation politics provides professional development, orientating collaborators to improve their performance, recognizing and valorizing the ones with better performance.

MPD's Human Resources area is responsible for ensure the fulfillment of labor laws.

According to 728 performance evaluations, made each year with MPD's collaborators, the numbers are:

706 legal full time employees according to CLT Brazilian law, 17 interns and 25 minors who are apprentices.

Leadership:

Men: 87%, Women: 13%.

Gender:

86% male, 14% female.

Age range:

17% up to 25 years old,  
18% from 26 to 30,  
30% from 31 to 40,  
19% from 41 to 50,  
13% from 51 to 65,  
02% older than 65 years.

Time on the company:

36% one year,  
26% two years,  
17% five years,  
11% ten years,  
10% over ten years.

MPD maintains suggestion boxes on all offices and sites in order to collect complaints, criticism or suggestions from employees regarding Human Rights within the company. It is also possible to receive feedback using the human resources directors email and a direct telephone line, called "Fala aí", 2149-0010.

The company follows and make other follow labor laws, respecting the rights of the workers. If one of its subcontractors fails to observe any legal norm, MPD intensifies supervisory checks and demands the necessary changes. In case the subcontractor fails to adjust, then they are cut off from working with the company.

Annually there are meetings with the MPD Engenharia's leadership, involving Coordinators, Managers and Directors, in which are promoted debates, definitions and the company strategic planning is aligned. The strategies guidelines are disclosed through systematic activities and communication material. Every indicator has goals and measurement forms and the plain development is followed monthly.

At MPD, periodic reunions are realized so the team can define maintenance for intern procedures:

- Weekly: with Directors and Management team on the Main Office, aiming the involvement of every department representatives.
- Monthly: with Directors, Management team, Engineers and sites Coordinators, aiming the discussion of production procedures and sites quality.
- Semiannually: with Directors, Management team and Engineers responsible for the sites, in which the law department indicates the recurring questions in labor actions in order to define maintenance for intern procedures.

External Audits:

ISO 9000-2008 audit made by Instituto Falcão Bauer;  
OHSAS 18000-2007 audit made by Instituto Falcão Bauer;  
Financial audit made by PWC - PricewaterhouseCoopers.

## ENVIRONMENTAL PRINCIPLES

MPD Engenharia has an internal document called "Sustainable Practices Guide".

There it is possible to find, among other things, the "Sustainable diagnosis of projects Project":

### 1. SUSTAINABLE PLANNING

- 1.1 Start
- 1.2 Lifecycle analysis of construction implementation
- 1.3 Elements for an architectural project
- 1.4 Projects
- 1.5 Additional Projects
- 1.6 Sustainable landscaping
- 1.7 Eco-Urbanism (sustainable urbanism)
- 1.8 Construction management
- 1.9 Financial resources planning

### 2. PASSIVE LEVERAGE OF NATURAL RESOURCES

- 2.1 Natural lighting
- 2.2 Ventilation
- 2.3 Vegetation

### 3. ENERGY EFFICIENCY

- 3.1 Architectural project
- 3.2 Electrical Project

### 4. WATER SAVINGS AND MANAGEMENT

### 5. BUILDING RESIDUE MANAGEMENT

### 6. AIR QUALITY AND INTERIOR ENVIRONMENT

### 7. THERMALACOUSTIC COMFORT

### 8. RACIONAL USE OF MATERIALS

### 9. USE OF PRODUCTS AND TECHNOLOGIES ENVIRONMENTALLY FRIENDLY

Integrate the hiring instruments of third-party companies that participate on MPD Engenharia constructions the following item: "The contractor in order to receive its dues, besides other mandates of this mechanism and those constants of the Summary Board, independently of any warning or request, deliver to the company the copy of the documents required by law within 15 days of the contract signing: "Environmental Risk Prevention Program for services within its scope - PPRA".

Since 2008 MPD maintains the Sustainability Committee to disseminate sustainable attitudes in all of the companies' activities in all construction sites and in December 2014, structured the Committee in pillars, giving bigger mobility and amplitude for its decisions.

The Sustainability Committee has a board with Mauro Piccolotto Dottori as its President and two vice presidents, Milton Meyer Filho (Operations Vice-President) and Mauro Santi (Executive Vice-President). Dividing attributions separately by "commissions", involving collaborators of different departments and different job roles, for creation, development and implementation of its actions aiming better solutions implantation. Its actions and solutions are disseminated on the website [www.embuscadasustentabilidade.com.br](http://www.embuscadasustentabilidade.com.br) by the blog [www.mpdnews.com.br](http://www.mpdnews.com.br), on an online informative bulletin and consolidated on the Annual Report.

In all internal work security and protection events at MPD there are awareness activities on the need to protect the environment.

All construction sites and central administration of MPD have special programs to save resources and deal with residues, as well as save energy and water.

New construction sites of MPD use recycled material and supplies from other deactivated sites as a way to fully use materials and supplies.

All the wood used in MPD's construction sites are certified and the reuse waters are used for activities that do not demand drinkable water (equipment washing, water proofing tests, pools etc.).

The material purchasing contracts, when applicable, specify the need to prove the certified origin of the material.

MPD construction sites are followed by Environmental Engineering technicians as for Work Security technicians.

The environmental protection activities on MPD construction sites are under the responsibility of the Operations Vice-President, the Technical Directors and directly by the Contract Management Engineers.

### Implementation

- Raise on the procedures control, involving residues treatment as well as water and electric energy economy, reducing the discard volume.
- Water Day: Divulcation through the program Diário Ecologia, on TV Diária (Rede Globo partner). The report on sustainable use of water in constructions, while the country faces a phase of lack of water and water rationing. In Helbor Patteo Mogilar's site, certified by AQUA Project, many measures such as reuse of water to wash truck wheels, boots and brushes were divulgated. We presented the water decantation system before discard, the system of treatment for wash effluents and the prevention system against soil and water contamination.

- Educational reinforcement at schools with theatrical presentations about the theme. We also develop the planting of trees, involving more than two thousand students from both public and private schools;
- Tree Week: Actions realized on schools at Mogi das Cruzes, on June, and at Alphaville and Tamboré, on September, involving more than two thousand students. The students received seeds and followed closely the planting of a small tree made by a gardening professional of the company at the common area of the institution. The trees planted at these schools were cultivated in a tree nursery maintained by MPD, located on Barueri. This educational action stimulates the children to preserve and shows the company's concerns about environmental problems. The students took their seeds home and had the opportunity to put in practice, in the company of their families, what they learned at school.
- Good Neighbor Project: Presentation made to the neighboring community to sites, opening a communication line to receive complaints or even suggestions. There were two at Jundiaí and another one at Barueri, discussing the way MPD works, focusing its cares with aggressive elements to the neighbors such as garbage production, noise, flow of workers and improvements to be done at each place.

### Results Measurement

- Reused Water (Non potable): Because of the increase on its use, we obtained a decrease on the cost per truck. Used to wash truck wheels that leave our sites, streets, garden irrigation, slopes and on waterproofing tests on pools and slabs. As well as washing of common areas, restaurant and clothes cleaning and discharge of toilets on sites.
- Potable Water: We implanted on all sites a water storage system that make its bombing to floors through a closed circuit with buoys, attached to storage plastic recipients on chosen floors, avoiding waste on opening a tap and not closing it.
- On the concluded enterprises, we focus the water economy by using taps with reduced flow of water and toilets with reduced flow from 3 to 6 liters.



## ANTICORRUPTION PRINCIPLES

In the last decade, there have been important advances in Brazil when it comes to supervising, detecting and punishing cases of corruption and bribery, both in private and public institutions.

MPD Engenharia believes strongly that adopting a zero incident policy for corruption and bribery is fundamental for the economic health of nations and companies, as well as critical for the trustworthiness of professional and personal relations between employees and managers of different companies.

When it comes to the relationship with public institutions, MPD anticipated itself regarding the Anticorruption Law, nº12846/13, approved by President Dilma Rousseff at August 2013, in which people involved in corruption acts against public administration are accountable for it. MPD internal regulation is explicit: "It is expressly forbidden to all MPD employees to offer gifts or benefits to civil servants, their family members or friends, whether directly or through third parties".

When it comes to the relationship with private companies, the MPD internal regulation is explicit: "The MPD employees and their families must not give or accept gifts or favors from clients, suppliers or competitors who correspond to more than US\$100,00 (one hundred US dollars). Gifts or favors over US\$100,00 (one hundred US dollars) which are received through business relationships must be communicated to the MPD Directors and, in case they are not approved, must be given back to whoever gave them with thanks and explanations".

### Implementation

MPD promoted intern studies and specific training about the Anticorruption program for all the collaborators given by Deloitte Consulting that presented the theme with transparency; responsibility and risks involved; tools and practices; tendencies and perspectives; besides structure to attend challenges presented and the best anticorruption practices previewed on an integrated program. MPD shows its unrestricted support to the United Nations Convention against Corruption, published by the UN on October 2003 and which Brazil has adopted on December 2003. The adoption was ratified on January 2006 after the text approval on December 2005 by the National Congress.

The company also firmed a commitment with 10º United Nations Global Compact Principle Agenda, participating in the appeal made by the private sector to governments, encouraging them to promote anticorruption measures and implement politics in order to stablish good governance systems.

MPD watches over permanently on incidents of corruption and/or bribery on business activities, which it takes part on. The company believes that corruption and/or bribery are a threat to the sustainable good health of societies, companies, public institutions and the people who work on them.



Aiming the fight against possible deviations on Anticorruption Politic, MPD maintains suggestion boxes in all its offices and sites and a direct phone line "Fala aí": 2149-0010 as a contact with the directors.

The people responsible for applying and checking the Anticorruption Policies of MPD Engenharia are the Presidency, Vice-Presidencies and Directors.

### Results Measurement

There is no evidence of corruption acts regarding the company or its agents.