BRK promotes discrimination-free work environment and acts to provide equal opportunities

The Company adopts Positive Work Environment Policy to keep professional spaces respectful and free from harassment

Respect for people is at the base of all the work that BRK develops. Therefore, the fight against discrimination of any kind and the promotion of diversity are practiced daily in the company.

The Code of Professional Ethical Conduct and the Positive Work Environment Policy outline guidelines for responsible, open and inclusive professional performance. And it is exhaustive: "the Company strictly prohibits Discrimination, Violence and Harassment in the Workplace".

The documents are applicable to all directors, officers, employees, interns and temporary workers. The Policy was formulated in line with international guidelines, such as Convention 111 of the International Labor Organization (ILO), on the eradication of discrimination in respect of employment, and principles 1, 2 and 6 of the Global Compact (an initiative proposed by the UN to motivate companies to adopt corporate social responsibility policies). BRK also has the Code of Ethical Conduct for Suppliers, which aims to establish rules that guide the ethical and socio-environmental conduct of suppliers in their relationship with BRK, reinforcing our zero tolerance for acts of discrimination, prohibition of child labor and forced labor and eradicating physical and mental harassment and abuse in the workplace.

What does the Global Compact say?

1. Businesses should support and respect the protection of internationally proclaimed human rights.

2. Ensure your non-participation in violations of these rights.

3. Businesses must support freedom of association and effective recognition of the right to collective bargaining.

4. The elimination of all forms of forced or compulsory labor – Theme present in the Policy for the Prevention and Combat of Modern Slavery and Trafficking in Persons (POL – 011).

5. The effective abolition of child labor – Theme is addressed in the Code of Professional Ethical Conduct, Code of Ethical Conduct for Suppliers and in the Policy for the Prevention and Combat of Modern Slavery and Trafficking in Persons
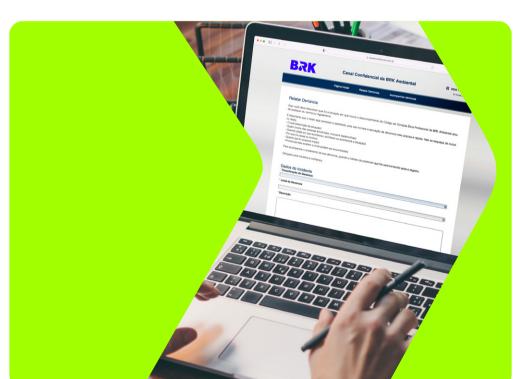
6. Eliminate discrimination in respect to employment.

7. Companies must support a precautionary approach to environmental challenges.

8. Develop initiatives to promote greater environmental responsibility.

9. Encourage the development and diffusion of environmentally friendly technologies.

10. Companies must fight corruption in all its forms, including extortion and kickbacks – BRK has an Anti-Bribery and Anti-Corruption Policy.

Combating harassment

The Positive Work Environment Policy educates employees about situations and practical cases of discrimination that may occur in the work environment. The document approved by the Board of Directors exemplifies the types of harassment that are not tolerated in the company - sexual harassment, psychological harassment and bullying, for example.

The document also guides employees who are victims of discrimination or harassment, or people who witness this type of situation, to file complaints through the Confidential Channel, a fully secure Compliance Program platform for communicating unethical attitudes and behavior.

Learn more

Diversity at BRK

In accordance with "respect for people", one of the company's values, the DiversifiK Program was created, with the aim of promoting a more plural working environment. The initiative, strategic to ensure broad visibility of the topic on the company's ESG agenda, has its own executive committee, led by the CEO and made up of directors and other leaders. The collegiate monitors the activities developed by four thematic groups (Gender, Race, LGBTQ+ and PWDs), composed of two leaders and six employees of BRK, responsible for creating projects and actions that expand diversity and inclusion in the team of employees. DiversifiK Program initiatives are carried out throughout the years and take place through different communication channels and platforms.

Learn more