



Valuing people and promoting quality of life strengthen professional development at BRK

Leadership training, benefits and welcoming programs contribute to the pride of belonging to the company

In 2020, BRK conducted its first organizational climate survey involving employees. That year, more than 3,500 employees answered questions about their perception of the work environment and the company achieved an overall confidence index of 80%.

The high level of approval and satisfaction is one of the indicators considered by BRK to guide its talent management strategy and strengthen actions to value and retain employees. People development drives the ability to innovate, aggregate knowledge and strengthen the corporate culture values.

Research indicates that different factors influence employees' decision to develop and improve their performance at the company:

Leadership engagement

Good relationships with direct managers encourage alignment with cultural values and achievement of individual goals. At BRK, leaders are trained to know how to encourage and extract the best from their teams through the Leaders Academy. Since 2020, 750 leaders have participated in the program.

Another initiative is the First Leadership Acceleration Program, aimed at training leaders who have taken, for the first time in their careers, positions with the responsibility of leading other professionals. The initiative promotes self-awareness and the development of people management skills and abilities. The project was launched in 2020, with a class of 9 participants. In 2021, two new classes were held, with 14 participants from the corporate headquarters and 16 professionals from the business units.

Compensation and benefits

The compensation and benefits package also has a big influence on employee satisfaction. At BRK, total compensation is established based on salary surveys and sector benchmarking. The Board of Directors, advised by the People and Compensation Committee, established the strategy of positioning salaries and variable compensation in the top quartile (p75).

In addition to the financial aspect, a series of internal programs are aimed at promoting the quality of life and well-being of employees:

Remote Work Standard: guidelines and directives to allow remote work implemented in an emergency during the Covid-19 pandemic, giving employees greater flexibility and quality of life.

Viva Bem Program: aimed at quality of life and emotional support for BRK employees. In 2020, because of the pandemic, there was a need to be closer to employees to support mental health and adaptation to remote work. The program offers professionals and their families free consultancy and guidance services with psychologists, social workers, lawyers, pedagogues, nutritionists, physical education professionals, veterinarians (PET), in addition to financial guidance.

Nascer Project: initiative to welcome pregnant employees and spouses, through targeted assistance from psychologists, social workers, nutritionists and nurses for general guidance and monitoring in the stages of pregnancy, postpartum and return to work.

Amparo Project: initiative to welcome and protect commercial agents, through targeted assistance from psychologists with guidance and monitoring to strengthen emotional balance in the face of day-to-day challenges, expanding the perception of events and developing protection strategies.

Sou +BRK: program created to emphasize the feeling of pride in belonging to BRK, a company that values the journey and dedication of professionals. The idea is to value all those who dedicate themselves, believe in and invest their time and career, with the delivery of gifts for the five-year period completed at the company.

Turnover rate

With the initiatives adopted to enhance and develop teams, BRK has achieved low turnover rates in recent years. Employee turnover continues at healthy levels to ensure the renewal of staff together with the preservation of the company's organizational culture values.

