



With diversity and inclusion as a priority, BRK accelerates innovation and efficiency in its business

The company's diversity program aims to reach 40% of women in leadership positions by 2024

At BRK, around 10,000 professionals – including its own and outsourced workers – guarantee service with water and sewage services for more than 100 Brazilian cities. They are people from different parts of the country, with their own life experiences and trajectories, unique bodies of work, which form a diverse team.

And it is precisely the appreciation of diversity and inclusion – fundamental elements to drive innovation and efficiency – one of people management's strategic pillars at BRK.

The promotion of a plural and inclusive work environment is based on respect for people, valuing professional performance and combating any type of discrimination. These guidelines are set out in our Code of Professional Ethical Conduct, the Positive Work Environment Policy and the Recruitment and Selection Standard.

To go beyond discourse and materialize diversity in practice, the company created the DiversifiK Program. This platform promotes internal and external initiatives focused on diversity and inclusion, through four thematic working groups – Gender, Race, LGBTQ+ and PWDs.

The work carried out annually by employees who volunteer for these groups is monitored by the Diversity Committee, led by BRK's CEO and with the participation of other company leaders.

The projects proposed under the DiversifiK Program are guided by goals to promote diversity and inclusion, focusing on the challenges of each of the work groups. BRK has commitments such as reaching 40% women in leadership positions and having a staff of 30% female workers by 2024. These goals are in line with the "Equity is Priority" initiative, promoted by the Global Compact (UN) and to which BRK is a signatory.

In addition, the promotion of opportunities and professional integration of black people, people with disabilities and LGBTQ+ also guide programs and initiatives.



Affirmative actions

The company promotes a series of projects and actions to promote diversity inside and outside the company. Teaching Brazilian Sign Language (Libras) to BRK agents, for example, enabled 80 employees to be trained to serve deaf customers at BRK's service stores.

The career acceleration program for black women and the program for professional training of women (Venezuelan refugees, Brazilians in situations of social vulnerability, black women and indigenous people) as plumbers and hydraulic installers are other examples of how the company directs its efforts to materialize the inclusion and diversity. These two initiatives benefited 40 women in 2020 alone.

The processes for selecting and hiring people to work at BRK also take into account the principles of diversity and inclusion. The Recruitment and Selection Standard has a series of guidelines aimed at preserving equity, combating discrimination and offering equal opportunities for everyone.

In 2020, we exceeded the internal goal of filling 50% of the Internship Program vacancies offered that year with black people. 59% of black and mixed race people were hired in this latest edition of the program.