

National

DEI (Diversity, Equity and Inclusion)

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These policies are subject to change without notice.

Who applies	All users Local Franchises; Pioneering Franchises; Regional Offices; local Franchises
Policy number	166
Date of this version	15/11/23
Responsible area	RH
Replaces the version of	15/11/23
Date of original version	15/11/23

Nature of review

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Purpose

As a Brazilian company with operations in several countries, LIMPIDUS influences the lives of thousands of people every day.

We regard our franchisees, employees and suppliers as a vital asset in our long-term sustainable business success, and we we recognize that having a diverse workforce is a major competitive advantage in the competitive Facilities segment, specifically in commercial cleaning activity.

At Limpidus, we aim to have an inclusive culture where everyone feels valued, engaged and respected, and where everyone is treated fairly and equally.

Inclusion at LIMPIDUS means empowering people to contribute their unique skills and perspectives by bringing not only people of diverse races, genders, sexual orientation, culture, ethnicity, physical abilities, religious background, but also personality or diversity of thought to the benefit of organizational performance and the end result of our business.

We employ people from more than 60 countries around the world, from the most varied cultures, from diverse backgrounds, and speaking a symphony of languages, all working as a team to achieve one purpose:

“Help people thrive and reduce our environmental impact by ensuring safety and well-being in the workplace”.

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Policy

Our commitment and approach

LIMPIDUS is committed to promoting and fostering a culture that values Diversity and Inclusion at all levels of the Limpidus system and that provides an environment of equal opportunity.We will strive to reach and maintain a workforce that broadly reflects the local situation of the communities where we operate. We recognize the benefits of Diversity and Inclusion as a way to achieve better performance, greater innovation, retention and attraction of talents and improved engagement and well-being of employees, franchisees and suppliers. In addition, LIMPIDUS supports the United Nations precepts regarding the Standards of Conduct for Companies in combating discrimination against lesbians, gays, bisexuals, trans and Intersex People (LGBTI).LIMPIDUS is committed to supporting LGBTI employees at work and eliminating all discrimination against LGBTI employees, customers, franchisees and suppliers.

Diversity

Diversity has to do with individual differences and recognition of the mix of knowledge, skills and perspectives that people bring to the work environment.

Diversity may include characteristics such as cultural origin and ethnicity, nationality, race, age, gender, gender identity, ability physical, sexual orientation, religious beliefs, language and education. Diversity also includes characteristics such as professional skills, and work, style, location and life experiences.

Diversity is about understanding one another and moving beyond simple tolerance to take advantage of the rich dimensions and experiences that diversity of each individual brings to the benefit of our business.

Our strategic approach to Diversity and Inclusion focuses on the following:

- ^Geerations and Age
- ^cultures, race and ethnicity
- "Orgulho
- ""habilities
- "Gender balance

Gender Diversity and our global diversity goal

At LIMPIDUS, our management levels already reflect a balance, as we operate in an environment where women represent 54% of collaborators.

Therefore, our focus has been on maintaining this gender representation that is favorable to women, and as we move forward, she said we want to maintain this gender diversity and build a culture of inclusion in the other four dimensions of inclusion.

LIMPIDUS has a diversity goal of achieving 55%% gender balance in business leadership by 2025. To promote, facilitate and increase the number of women in the corporate leadership of LIMPIDUS, we have set ourselves the following objectives:

Increase the percentage of women as vacancies arise, subject to identification of candidates with relevance, skills and in this context, ensure that at such times we are able to identify female candidates for such positions.

Develop a succession plan in the internal hierarchy to identify gender-balanced successors to corporate leadership positions to build and develop a balanced gender distribution.

Inclusion

At LIMPIDUS, we aim to develop our inclusive culture where everyone feels valued, engaged and respected, and where everyone they are treated fairly and equally.

Inclusion means empowering people to contribute their unique skills and perspectives for the benefit of performance organizational and business outcome and to ensure that everyone feels they belong to LIMPIDUS.

Commitment of Franchisees and Employees

All LIMPIDUS franchisees and employees must behave in accordance with LIMPIDUS' commitment to Diversity and Inclusion at all times, so that we can move forward with our inclusive culture. Everyone is responsible for ensuring that our vision of DEI - Diversity, Equity and Inclusion are effectively incorporated into the decision, preparation and management of business activities.

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Support documentation

[Limpidus Code of Conduct - version 1.0](#)

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Supplements

There are no supplements to this policy

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Contact information

Questions about DEI (Diversity, Equity and inclusion), you should consult your regional office  
If you want to send suggestions for improving this policy, send an email to [politic@limpidus.com.br](mailto:politic@limpidus.com.br)

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Background/reasoning

There is no background/reason for this policy.

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I declare that I have read the above policy and am aware of it