



UNI americas



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GLOBAL FRAMEWORK AGREEMENT FOR THE AMERICAS UNION NETWORK INTERNATIONAL (UNI) AND BANCO DO BRASIL *

This agreement is between **BANCO DO BRASIL S.A. and UNION NETWORK INTERNATIONAL FOR THE AMERICAS**. It covers all units and branch offices of Banco do Brasil in the American continent.

BANCO DO BRASIL S.A. (hereinafter referred to as **BANCO DO BRASIL**), a private law, mixed capital open joint stock company with its headquarters in Brasília, capital city of the Federative Republic of Brazil, represented in this act by its Vice-president of Human Resources and Sustainable Development, Robson Rocha, and **UNION NETWORK INTERNATIONAL FOR THE AMERICAS** (hereinafter referred to as **UNI AMERICAS**), UNI's global union regional organisation, with its headquarters in City of Panama, capital city of Republic of Panama, represented in this act by its Regional Secretary, Adriana Rosenzvaig,

CONSIDERING

that the financial system has consolidated itself worldwide through changes caused by liberalizing factors, changes in regulation mechanisms, greater competitiveness and new forms of information technology and communication; that all these factors are demanding a new model that guarantees competitiveness and efficiency of the companies that operate in this sector; and considering that it also brings about an enormous challenge for workers, employers and society about how to operate in this scenario,

DECIDE

to recommend and agree on the following measures:

Article 1:

The Parties recognise, as a powerful tool to prevent and minimize conflicts at work, the dissemination of social dialogue, once they realize that it may implement cooperation and contribute to the guarantee of mutual benefits. The Parties also recognise that the existence of social dialogue is only possible when there are principles of understanding, gains, respect, accountability, mutual trust and commitment to develop such principles in the relationship.

Paragraph 1:

The Parties recognise as another issue of great importance the corporate social responsibility and commit themselves to develop joint policies that spread this responsibility throughout society, promoting actions that balance good corporate outcomes with development of the communities in which they are socially involved and of the environment.

Article 2:

The Parties commit themselves to receive, analyse and consider with seriousness and interest the reciprocal proposals and will seek to implement them through specific agreements.

Article 3:

The Parties commit themselves to respect the contractual rules and the legal framework in each country, concerning the labour activities, recognizing the human fundamental rights in each community and in the workplace.

Article 4:

BANCO DO BRASIL will respect, promote and ensure, with good will and according to each country's legislation, the guarantees of the Declaration of the International Labour Organisation over the Fundamental Principles and Rights at Work, as follow:

- I. freedom of association and the recognition of the right to collective bargaining;

II. elimination of all kinds of forced or compulsory labour;

III. effective elimination of child labour; and

IV. elimination of discrimination in relation of employment and occupation

Article 5:

BANCO DO BRASIL will promote, in good faith, and in accordance with each country's legislation, the Global Compact's 10 Universal Principles, which are derived from the United Nations conventions, besides the ILO Declaration on Fundamental Rights and Principles at Work, of the Universal Declaration of Human Rights, of the Rio Declaration on Environment and Development and of the United Nations Convention against Corruption.

Article 6:

BANCO DO BRASIL commits itself, in accordance with each country's legislation, to adopt the necessary measures to tackle and prevent health problems caused by labour activities, aiming to promote its workers' health and safety, with the participation of union representatives; and UNI Americas commits itself, together with all workers who it represents, to respect the safety rules and to follow these rules, when they are agreed.

Article 7:

BANCO DO BRASIL commits itself, in accordance with each country's legislation, to promote workers' training and qualification through courses and seminars with the participation of workers' representatives.

Article 8:

UNI Americas commits itself with the participation of workers it represents in training and qualification programmes offered by BANCO DO BRASIL referred in Article 7, mainly in those focusing on the use of new technologies.

Article 9:

BANCO DO BRASIL is committed, in accordance with each country's legislation, to develop policies that prevent moral and sexual harassment at workplaces, through programs that eliminate their causes and effects, as well as equal opportunity programs for men and women, always considering the issues of race/colour and ethnicity.

Paragraph one:

UNI AMERICAS is committed to having workers following basic rules of relationship, avoiding any behaviour that leads to lack of respect or disdain for others; and workers who take higher positions must assign the working tasks to their subordinate, with equity and responsibility, both quantitatively and qualitatively.

Article 10:

BANCO DO BRASIL is committed to ensuring no discrimination of employment, in a way that all workers have the right to equal opportunities and equal treatment, regardless of their ethnicity, religion, political opinion, gender or sexual orientation; and to the right to equal pay for work of equal value.

Article 11:

BANCO DO BRASIL is committed, according to each country's legislation:

I – not to employ child labour;

II – to respect the compulsory schooling age as a minimum reference of hiring;

III – ensure that young people under 18 will not engage in tasks, that in their nature or for their circumstances, may harm their health, safety or education; and

IV – not to hire and not to work with companies that do not respect these principles.

Article 12:

BANCO DO BRASIL is committed to providing to UNI AMERICAS quality information in a timely manner about decisions that affect working relations and conditions.

Article 13:

The Parties recognise the mutual right, without any distinction or previous authorisation, and in accordance with each country's legislation, to be represented by organisations/associations of their own choice, as well as the right of their employees and represented personnel to become members of these organisations, as long as they follow their statutes.

Paragraph one:

The organisations, in accordance with each country's legislation, have the right to:

- a) Elaborate their own statutes and administrative rules;
- b) Elect their representatives in a free and independent way;
- c) Organise their administration and their activities; and
- d) Define their action plan.

Paragraph two:

The Parties recognise, according to the each country's legislation, the right of these organisations to create and to be organised collectively in federations and in confederations, and the right to become member of these organisations. The Parties also recognise the right of these organisations, federations and confederations to affiliate to international organisations of workers and employers.

Paragraph three:

The union organisation rights and the employers' organisation rights, referred in this article, will be ensured in accordance with the local legislation of each country.

Article 14:

BANCO DO BRASIL recognises the right of the workers' representatives not to be discriminated for their condition and will allow their access to the workplaces respecting the necessary time limit for them to comply with their representation role, as long as the bank safety rules and each country's legislation are considered.

Article 15:

BANCO DO BRASIL recognises, in accordance with each country's legislation where the union organisations affiliated to UNI AMERICAS are legally established and possess legal mandate to represent their workers, the right of these organisations to represent workers in:

I – collective bargaining negotiations, under the Parties' commitment to negotiate in good faith, by seeking the best possible practices in the communities in which they are socially based, and ensuring the company's development and market viability, ultimate condition of employability guarantee for its employees.

II – any procedure of conflict resolution concerning employment relations;

III – negotiations and consultation about issues that affect employment and workers' training/qualification.

Article 16:

The Parties commit themselves to comply with the collective agreements in each country and with the commitments that come out as a result of this framework agreement.

Article 17:

BANCO DO BRASIL recognises the right of workers for at least equal remuneration in relation to the remuneration defined by legislation or national collective agreement in each country, ensuring that not a single employee, earns wage below the minimum legal national wage, being sufficient to address workers' and their families' needs, ensuring transparency concerning the remuneration policies and practices for all employees.

Article 18:

BANCO DO BRASIL recognises the right of workers to have their legal working time respected, as a minimal condition in each country, as well as the working time defined by national collective agreements and by the banking sector regulations. The bank also recognises that employees who work extra hours do so on a voluntary basis and that these extra hours cannot be part of the core remuneration or have a habitual feature.

Article 19:

The Parties will respect the national legislation about employment in each country.

Article 20:

BANCO DO BRASIL commits itself, in accordance with the legislation in each country, to make this agreement known to all its offices and units in the states of the American continent.

Article 21:

The Parties, in accordance with the legislation in each country, are jointly responsible for the implementation of this framework agreement, keeping continuous dialogue, meeting yearly at the anniversary of signature of the agreement to conduct a joint assessment of its implementation.

Paragraph one:

The Parties commit themselves to jointly look into possible divergences in the interpretation and application of this framework agreement, by any affiliated organisation, in order to, if it is the case, and in accordance with the legislation in each country, promote the necessary recommendations for the respective organisation.

Paragraph two:

The Parties commit themselves, for the implementation of paragraph one of this article, to create a group with equal number of representatives, freely appointed by the Parties, with the role of looking into the divergences of interpretation and application of this framework agreement and to present conclusions and suggestions to resolve them.

Article 22:

BANCO DO BRASIL recognises that the respect for the practices agreed in this framework agreement represents a step forward in its labour relations, committing itself to recommend these same practices to the suppliers and subcontractors with whom the company has contractual relationships.

Article 23:

The Parties agree that the present framework agreement duration is valid for 24 months considering the date of its signature. Either signatory may withdraw from this agreement at any time, provided it gives a simple formal notice, being in this case, exempt from any penalties and responsibilities.

Brasília – Distrito Federal, 30 May 2011

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****The official version of this agreement is only in Portuguese and this version in English was translated by the Brazilian National Confederation of Finance Sector Workers (Contraf/CUT), affiliated to UNI, whose president, Carlos Cordeiro, is also UNI AMERICAS FINANCE president.***