

# Votorantim Cimentos' Global Commitment Statement on our Support of Diversity

In an increasingly diverse and inclusive world, we at **Votorantim Cimentos** are undertaking, together with society, a journey of transformation, working under the certainty of change. We know that people are what really make a difference and ensure the perpetuation of the longevity and innovation embedded in our DNA.

Because we recognize this strength and because we want to welcome and value diversity in all of its forms, we express our global commitment with our employees, customers, suppliers, partners and society by stating that, at **Votorantim Cimentos**:

- **We do not tolerate** discrimination or prejudice of any kind, including of race, religion, age group, gender, political belief, nationality, marital status, sexual orientation, physical/mental/intellectual condition or any other;
- **We hold respect** for people as an unconditional value and we do not tolerate any position that is not in accordance with our Code of Conduct;
- **We are committed** to creating leaders who are engaged in the diversity agenda and who value and encourage the individual characteristics of the people who make up their team as a competitive advantage of our business;
- **We maintain and foster** an environment in which each of us feels safe to express our true self.

At **Votorantim Cimentos**, we believe that what makes us equal is the certainty of knowing that we are different, and that respect for our individual uniqueness will enable us to become increasingly better.

This document reiterates the commitment made in 2019.  
We're counting on you to join us on this journey.



**Osvaldo Ayres Filho**  
Global CEO Votorantim Cimentos



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