

HUMAN RESOURCES POLICY

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1. INTRODUCTION

CEMIG - Companhia Energética de Minas Gerais considers its Human Capital the primary factor for making its commitment to economic, social and environmental sustainability. With this focus, it adopts the best practices in the labor market in personnel management.

The endless search for competitiveness and corporate profitability, within a posture of respect for constitutional, legal, environmental and social principles, occurs through the adoption of policies permeated by ethics, transparency, and mutual respect that characterize labor relations. These policies include staffing, labor and trade union relations, worker training and development on a professional and personal level, occupational health and safety, social monitoring, compensation and benefits, as well as promoting communication with employees.

CEMIG's human resources policy is based on culture, beliefs and values prevailing in the company, keeping consistent with its Statement of Ethical Principles and Code of Professional Conduct and Social Responsibility Policy.

The practice of this Human Resources policy continuously allows Cemig to add value, reinforcing its goal of being "The best energy in Brazil." In this context, the company believes that the best energy in Brazil is the energy of its people. This is why it considers and recognizes each of its employees as essential in fulfilling its corporate mission.

Attentive to the dynamic character of social relations that permeate and affect labor relations, CEMIG is committed to consistently reviewing and updating their policies, adjusting them where necessary to the transformations that occur within political, economic and social contexts, in the endless search for balance between the interests of consumers, its employees, shareholders, and society.

2. DEFINITION

The Human resources policy is a set of guidelines, based on beliefs and values, which should guide working relationships, giving support to business strategies, in a dynamic and lasting way, in order to ensure the availability of qualified, safe, healthy, motivated, and satisfied staff that add value to the company's business.

3. STAFFING

CEMIG seeks, quantitatively and qualitatively, to meet business needs and requirements, with people possessing the skills required by the company and established in the profiles of the positions.

3.1 PRINCIPLES

3.1.1 The optimization of human resources in the company should be guided in such a way that it is possible to identify, internally and externally, people with technical and essential skills and their best use in positions with requirements compatible with the potential presented.

3.1.2 Careers and positions should be clearly structured and dynamic in order to facilitate occupational mobility alternatives, individual career planning, the administration of potential and succession, and proper remuneration of work.

3.1.3 The company should practice maximum transparency in the disclosure of the criteria adopted for functional movement and pay, allowing the employee's career planning.

3.1.4 The recruitment and selection of staff must be conducted within the legal precepts, seeking, internally or externally, people with profiles that match job requirements and business needs.

3.1.5 The workforce should be sized according to the company's strategic objectives in a dynamic and contingent way.

4. COMPENSATION AND BENEFITS

CEMIG remunerates and provides benefits to its employees in an advanced and competitive way, in line with best market practices.

4.1 PRINCIPLES

4.1.1 Remuneration should be compatible with the market average, according to the activities carried out, performance, and professional competence, in order to attract, retain and appreciate its workforce.

4.1.2 Business results achieved should be shared, favoring partnership relations between capital and labor, rewarding and motivating employees.

4.1.3 The benefits offered by the company should improve the quality of life and social well-being of employees and their families, contributing to the continuous improvement of the organizational climate.

5. HUMAN RESOURCES DEVELOPMENT

CEMIG promotes training and continuous development of its employees, aligning them to the challenges and needs of the company, in order to maximize the performance of its human capital and business results, seeking a balance between personal and professional life.

5.1 PRINCIPLES

5.1.1 Training and development programs should be developed in a proactive, continuous and integrated manner, based on competencies and results, guided by the endless search for improvement, at the same time complying with the law, internal requirements applicable to job requirements, the evolution of work processes, and the technological stage of the company.

5.1.2 The employee is the main agent of the development process, pledging to spread acquired knowledge and transform their skills and training into solutions that add value to the company.

5.1.3 The manager is the stimulator, the facilitator, and the person responsible for the training and development process of employees. No employee may, without plausible explanation, exempt themselves without due liabilities.

5.1.4 Individual initiative taken for professional training and development, consistent with the business needs, should be encouraged.

6. WORK RELATIONS AND LABOR UNIONS

CEMIG recognizes unions as legitimate representatives of their employees, their activities respected by the company. CEMIG's goal is to facilitate a relationship with employees and their representative bodies consistently, through transparent and ethical attitudes, always seeking to exhaust all corporate means acceptable for negotiated solutions.

6.1 PRINCIPLES

6.1.1 It is a point of honor for the company to comply with the labor rights of their employees, provided for by law, collective labor agreements, and in its internal rules.

6.1.2 Building a transparent relationship of partnership between employees and the company, seeking satisfaction and the commitment of staff, must be based on prevention and anticipation of possible conflicts.

6.1.3 Claims and the negotiation process with bodies representing employees should be treated ethically and respectfully, seeking negotiated solutions that strengthen relationships of trust and mutual respect.

7. SAFETY, HEALTH AND WELL-BEING

CEMIG believes that to be “The Best Energy in Brazil,” it also needs to remain the safest energy. Therefore, it established principles of safety, health and well-being that constitute its policy on these matters as defined in NO-02.03 - Policy on Safety, Health and Well-Being.

8. HUMAN RESOURCES COMMUNICATION

CEMIG promotes the communication of matters pertaining to human resources by conveying agile and efficient information, seeking to build a foundation of trust and credibility, which helps to strengthen the relationship between the company and the employees, aligning them to guidelines and business strategies.

8.1 PRINCIPLES

8.1.1 Employees should always be informed of matters pertaining to personnel management.

8.1.2 Communication to employees must be agile, clear, objective and directed, providing greater credibility and transparency between company and employees.

8.1.3 The manager is actively and directly responsible for maintaining open a channel of communication allowing employees to dispel doubts and express their opinions and concerns, contributing to the improvement of the organizational climate.

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