

PRINCIPLE	COMMITMENT	SYSTEM	INITIATIVE	PERFORMANCE
<p>Principle 6 Business should support the elimination of discrimination in respect of employment and occupation</p>	<p>Copagaz is committed to being the best place for the personal and professional development of its employees. The Company acknowledges and values its employees, promoting an integrationist and non-discriminatory culture and practicing meritocratic policies in its selective process.</p>	<p>Code of Conduct</p>	<p>This document sets forth the Company's ethical and behavioral standards, consolidating and updating a wide set of principles, norms and procedures that has been respected since it was founded.</p> <p>Hire- and Promotion-related Issues Our Code of Conduct expressly deals with hire- and promotion-related issues, establishing that the criteria adopted when dealing with these issues is related to the fulfillment of the requirements of each function. It also sets forth a non-discriminatory policy.</p>	<p>All employees must sign a formal commitment instrument, stating their awareness, agreement and adhesion to the Code of Conduct.</p>
		<p>Ethical Conduct Committee</p>	<p>Consisting of the managers from the Human Resources, Auditing and Legal areas, its goal is to centralize the issues raised by employees, customers and suppliers.</p>	<p>The Ethical Conduct Committee verifies and evaluates all violations of the Code of Conduct, to ensure that no discrimination occurs at the Company or in its selective process.</p>
		<p>Awards</p>	<p>2005 “Valor Carreira – As Melhores na Gestão de Pessoas” (Valor Career – The Best in People Management) award from the newspaper Valor Econômico</p> <p>2005 “As Melhores Empresas Para Você Trabalhar” (The Best Companies To Work For) from the magazines Exame and Você S/A</p> <p>“3 Melhores Empresas do Setor Óleo & Gás” (Three Best Companies in the Oil & Gas Industry) from the magazine Isto É Dinheiro</p>	<p>For the second year in a row, Copagaz received the “Valor Carreira – As Melhores na Gestão de Pessoas” award, in the category “501 to 1,000 employees”.</p> <p>The Company was recognized as one of the 100 best companies in Brazil in human resources management.</p> <p>Copagaz was named one of the three best companies in its industry. In addition, it was shortlisted in the following categories: “Renovation and Quality”, “Human Resources”, “Social Responsibility” and “Management”.</p>