

# Diversity, Equity and Inclusion (DE&I)

Principles of diversity, inclusive workspace and our continuous desire for change and flexibility



ATRIA

# Purpose

*Everyone involved in Atria's environment must feel valued and proud. We are all expected to do our best to treat each other with respect and comply with values of equality, diversity and inclusion.*

*All people, without any distinction, must be cared for, treated with love and their welfare placed at the center of everything we do at Atria.*

*We know there are diverse ways of thinking, doing things, working and feeling connected that may differ from our own. But remember it is okay to be different in the same place.*

*Base your acts in principles of humanity, ethics, truth and care for each other. Remember that everybody has the right to participate, in any kind of discussion, within an inclusive and safe workspace and to be treated with positive attitude.*

*Please do not forget that inclusion should be simple: no one is left out.*

*That means more than just saying everyone is welcome. We should always attach great importance to take action and include people in opportunities, to make everyone feel they are respected and belong.*

*We should not have only one way to do things. Act in a flexible and adaptive way, instead of expecting people to adapt to how we think things should be done.*

*This DE&I Policy outlines the values and behaviors we should adopt to be an active voice and guarantee everyone's rights.*

*Kind regards,*

**Gustavo Costa**  
Founding Principal



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Make everyone feel  
they are respected and  
belong.

No one should be left out.

Place welfare at the  
center of everything we  
do.

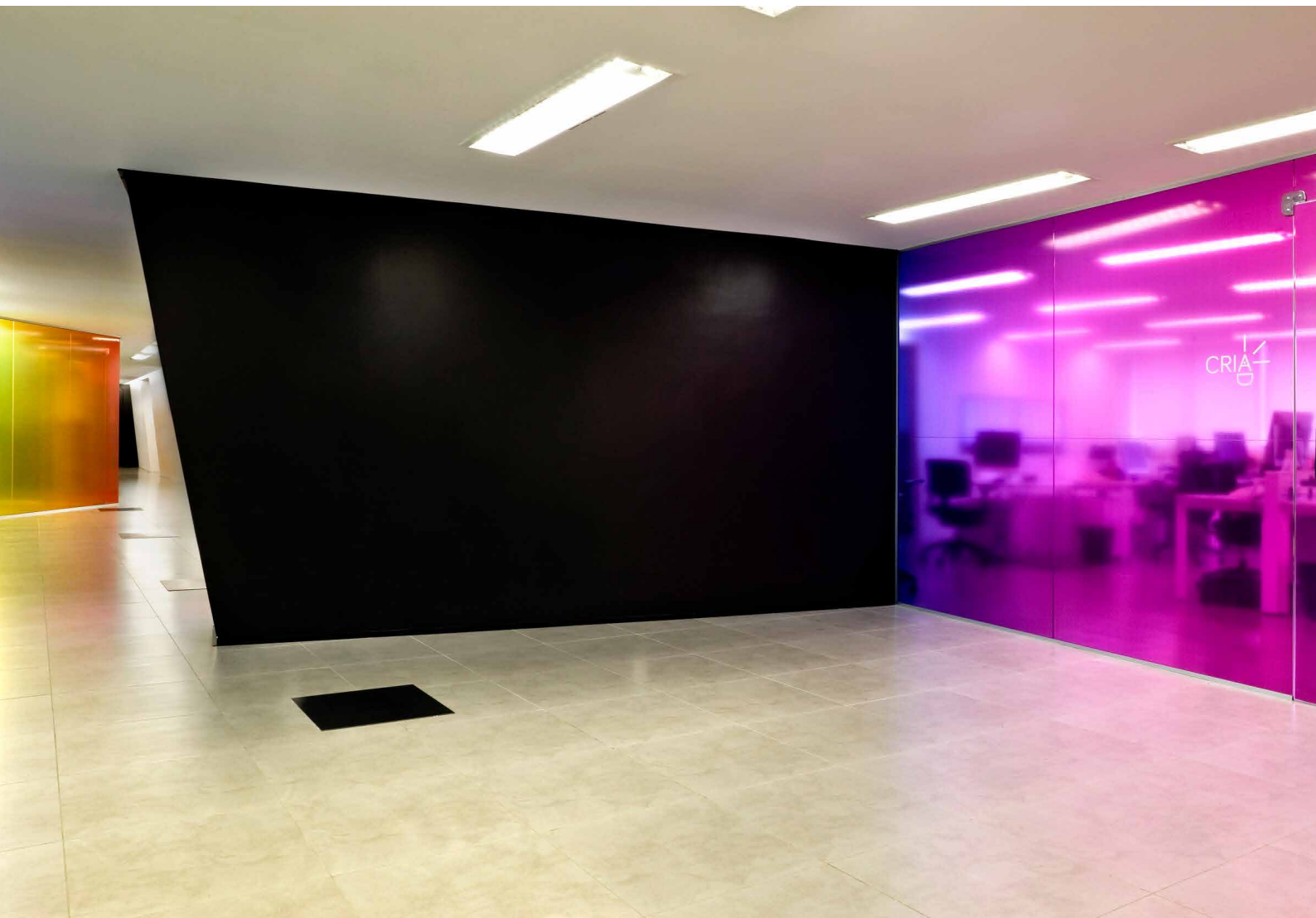
# Diversity

## What is Expected of Everyone?

We welcome people of all races, cultures, ethnicities, religion, gender identity, language, physical ability and socioeconomic backgrounds. You belong here. Your voice matters.

We work everyday to create an internal culture to be proud. Our DE&I program is based in values that celebrate differences, encourages participation, and ensures everyone is treated fairly.

We strongly believe that in a creative business as Atria, synergy happens when people from different origins collaborate on equal conditions. We expect that all voices can be heard and valued.



# Colaborating with synergy

We strongly believe that in a creative business, synergy happens when people from different origins collaborate on equal conditions.





# Equity

## Giving opportunity

We want to engage our people and provide what is necessary to help put them in the best possible position.

We are aware that tackling equity issues requires an understanding of the root causes of outcome disparities within our society.

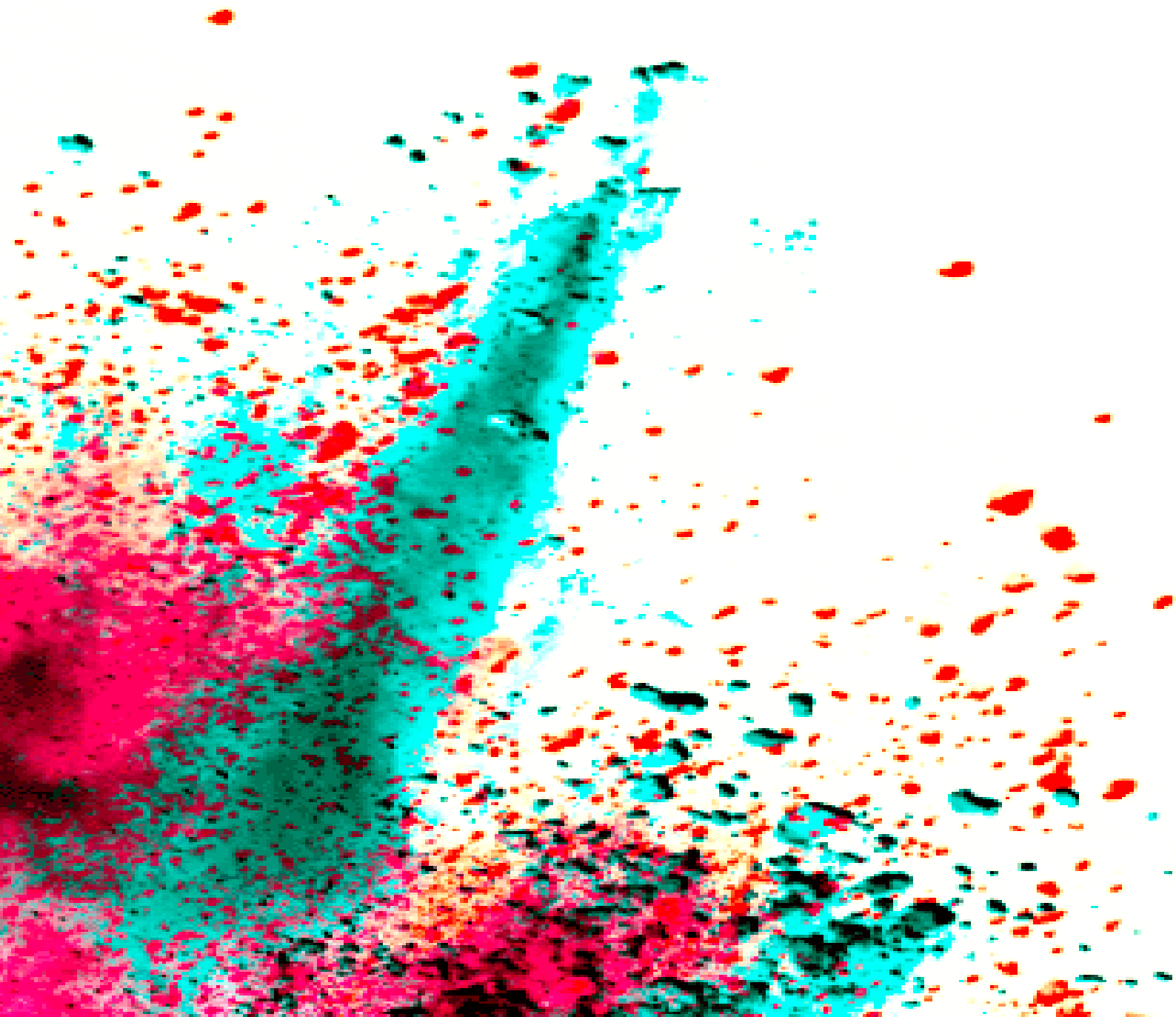
At Atria equity reflects our commitment to providing consistent and systematic fair and impartial treatment for all stakeholders, internal and external.

We are committed to ensuring everyone working with us is educated about the resources available to them in support of their goals and success on the long run.



# Using our voice

Our team is united and proud to support diversity among our collaborators, clients and colleagues. We wish to be an active voice for inclusion and equity.





# Inclusion

## General Principles

We know there are different ways of thinking, doing things, working and feeling connected that may differ from our own. We believe that it is okay to be different in the same place.

We want to enable everybody to bring their whole self to Atria and feel engaged to our purpose. We understand that everybody has the right to participate within an inclusive and safe space and to be treated with respect, care and a positive attitude.

We will make our policy public by forwarding it to our stakeholders, publishing it on our website, posting our DE&I values on public communications. We believe that when we see notices in our languages or images that reflect who we are, we all feel more welcome and included.



# Action

## Programs

We believe that beyond our policies we need to take action. Our DE&I programs help to put in practice our values and become an active system to help people understand a real impact on their lives.



*We will not always get it right. But we will try. With your help, we can get it right. Our place can be everybody's place with your help. We welcome your suggestions to change, improve your experience and make our place your place too. We have a process for change. We ask that you complete the Change Form (see appendix 1) and send it to our Chief Executive Officer. You can also opt to use our confidential and safe channel on [www.atria.arq.br](http://www.atria.arq.br). Visit "Compliance" menu.*



*Diversity and Inclusion program aims to generate a full range of values that are communicated to our entire network. We expect that every year our public communications exal values of diversity and inclusion.*



*Discrimination is unacceptable and unlawful. "No Room for Racism" is a program to call attention to the importance of the topic. Atria will not tolerate discrimination of any kind. If you have been or are being discriminated against, please contact us in a way you feel comfortable and we can work through your request together.*



*We are a certified "Great Place to Work". We understand that the certification process prepares our company to listen to employees, to manage the existing practices and to adjust our action plan.*

# Contact Information

## General Contact

+55 61 2196-7818    [info@atria.arq.br](mailto:info@atria.arq.br)

Address:  
Parque Cidade Corporate  
SCS Quadra 9 Torre C Sala 1003  
Brasilia, DF  
70.308-200



# Appendix 1

Change request form



# Change request Form

Diversity, Equality and Inclusion (DE&I)

Name:

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Phone:

Email:

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Address:

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Date:

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Description of proposed change:

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How will this change help you?

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**To be responded by ATRIA**

Date received:

Received by:

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Can this change be accommodated?  Yes  No

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If no, why not?

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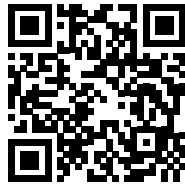
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**Provide this Change Request form to Atria's Chief Executive Officer**

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Atria reserves the right to amend,  
alter or terminate this Code at any  
time and for any reason. ©