



FÓRUM DE
EMPRESAS
E DIREITOS
LGBTI+

Adhesion Letter to the Companies and LGBTI+ Rights Forum and its work agenda expressed in the 10 Commitments of a Company to the Promotion of LGBTI+ Rights

1. Considering that the promotion of the Human Rights of lesbian, gay, bisexual, transgender and intersex people:
 - 1.1. Represents the statement in everyday practices that every person is born free and equal in dignity and rights, as defined in the Universal Declaration of Human Rights;
 - 1.2. Makes violence, exclusion, humiliation, harassment and discrimination against individuals in reason of their sexual orientation and gender identity unacceptable;
 - 1.3. Is a responsibility of every person and organization concerning the right to equality, liberty, access to opportunities and conditions of human development in social life;
 - 1.4. Is also a responsibility of companies and has them as important key players in the promotion of respect to all people, also considering matters of sexual orientation and gender identity.
2. Considering that the Companies and LGBTI+ Rights Forum:
 - 2.1. Represents a significant progress in the way the business environment articulates itself, shares challenges and apprenticeship in the promotion and respect to LGBTI+ Human Rights in its internal scope and in the relationship to its different stakeholders;
 - 2.2. Expresses our belief that this articulate action from companies is essential to strengthen and improve the practices of each one of them and of the group of active companies in the country, strengthening the building of a socially

responsible business environment, ethical, modern and co-responsible for a more sustainable world;

2.3. Establishes a space of production, sharing and spreading of knowledge and positioning, offering references and parameters to the ethical conduct of companies in the respect to LGBTI+ Human Rights;

2.4. Establishes a privileged space to express the positioning of a relevant part of the Brazilian business environment to dialogue with society on the commitment to the respect to the Human Rights of LGBTI+ people.

3. Considering that the respect to LGBTI+ Human Rights:

3.1. Is an unequivocal source of value to all people, organizations and to society by expressing the commitment to diversity valuing, relationships based on ethics and the building of respectful, inclusive and, consequently creative and innovative environments and relationships;

3.2. Is a demand of the current scenario, contributing to tuning the company to the reality in which it runs its business and to the tendencies that make our organizations more sustainable in the present and in the future;

3.3. Is an expression of the principles and values that run our organization, orient our practices, choices and relationships.

4. We hereby affirm our adhesion to the Companies and LGBTI+ Rights Forum, meaning:

4.1. Adhesion to its purpose of “articulating companies on the commitment to respecting and promoting LGBTI+ Human Rights;”

4.2. Adhesion to its goals of:

4.2.1. Improving business managerial practices for an effective addition of value to the brands of participating companies and their stakeholders;

4.2.2. Fighting homophobia and its harmful effects to people, businesses and to society;

4.2.3. Influencing the business environment and society to adopt practices of respect to LGBTI+ Human Rights.

4.3. Adhesion to the commitment of supporting its actions with resources within our reach and voluntarily, as well as strengthening and participating, when invited or elected, of its governance structure;

4.4. Adhesion and commitment to its work agenda expressed in the “10 Commitments of a Company to the Promotion of LGBTI+ Rights,” as described in this letter’s addendum.

5. The adhesion to the Forum and to the 10 Commitments of a Company to the Promotion of LGBTI+ Rights represents:

5.1. Our solid intention of moving toward their fulfillment in the company, not necessarily meaning that we have accomplished the entire agenda proposed by the 10 Commitments;

5.2. Our formal and publicly expressed commitment, indicating that we are a company that is committed to LGBTI+ Human Rights;

5.3. Our authorization, specific and exclusive, when signing this adhesion letter, to mention the company’s name among those that are formally participating in the Forum and participating in the efforts to make the 10 Commitments a reality with the company’s internal and other stakeholders.

Hence, I, _____ (name), representing the company
_____ (company name), sign this Adhesion
Letter to the Companies and LGBTI+ Rights Forum and its work agenda expressed in the
10 Commitments of a Company to the Promotion of LGBTI+ Rights.

_____, _____ of 20__.
(city and date)

(Signature)

Full Name: _____

Job Title: _____