

SUPPLEMENTARY GRI INDICATORS

EMPLOYEES' PROFILE

GRI 102-8

Number of employees by functional level	2015		2016		2017		Variation	
	Men	Women	Men	Women	Men	Women	Men	Women
Executives	184	62	194	56	163	56	(16%)	0%
Non-executives	12,746	9,634	13,110	9,472	10,416	8,522	(21%)	(10%)
Total by gender	12,930	9,696	13,304	9,528	10,579	8,578	(20%)	(10%)
Total	22,626		22,832		19,157		(16%)	

Number of employees by type of contract	2015		2016		2017		Variation	
	Men	Women	Men	Women	Men	Women	Men	Women
Definite period	54	35	7	15	26	35	271%	133%
Indefinite period	12,876	9,661	13,297	9,513	10,553	8,543	(21%)	(10%)
Total by gender	12,930	9,696	13,304	9,528	10,579	8,578	(20%)	(10%)
Total	22,626		22,832		19,157		(16%)	

Number of employees by type of employment	2015		2016		2017		Variation	
	Men	Women	Men	Women	Men	Women	Men	Women
Full-time	11,268	4,533	11,688	4,653	8,533	3,895	(27%)	(16%)
Part-time	1,662	5,163	1,616	4,875	2,046	4,683	27%	(4%)
Total by gender	12,930	9,696	13,304	9,528	10,579	8,578	(20%)	(10%)
Total	22,626		22,832		19,157		(16%)	

Number of employees per region	2015		2016		2017		Variation	
	Men	Women	Men	Women	Men	Women	Men	Women
Southern Region	284	43	241	41	322	177	34%	332%
Southeastern Region	10,289	8,431	10,307	8,257	7,610	7,201	(26%)	(13%)
Mid-Western Region	1,700	1,112	1,863	1,104	1,631	1,051	(12%)	(5%)
Northeastern Region	397	69	579	63	610	28	5%	(56%)
Northern Region	83	5	98	6	95	5	(3%)	(17%)
Argentina	106	16	97	13	122	5	26%	15%
Chile	6	2	5	2	-	-	(100%)	(100%)
Colombia	65	18	99	34	104	39	5%	15%
Mexico	-	-	15	8	85	62	-	-
Total by gender	12,930	9,696	13,304	9,528	10,579	8,578	(20%)	(10%)
Total	22,626		22,832		19,157		(16%)	

Total employees by age group	2015		2016		2017		Variation	
	Men	Women	Men	Women	Men	Women	Men	Women
Less than 30 years	5,318	5,348	5,236	5,186	4,476	4,786	(15%)	(8%)
Between 30 and 50 years	6,787	4,026	7,295	4,063	5,445	3,499	(25%)	(14%)
Over 50	825	322	773	279	658	293	(15%)	5%
Total by gender	12,930	9,696	13,304	9,528	10,579	8,578	(20%)	(10%)
Total	22,626		22,832		19,157		(16%)	

TURNOVER

GRI 401-I

Turnover by gender	2015				2016				2017			
	Admissions	% New hires	Dismissals	% Turnover	Admissions	% New hires	Dismissals	% Turnover	Admissions	% New hires	Dismissals	% Turnover
Men	5,032	22%	5,350	21%	5,006	22%	4,632	21%	3,725	19%	3,664	19%
Women	4,176	19%	5,294	23%	3,804	17%	3,972	17%	3,602	19%	3,833	20%
Total	9,208	41%	10,644	44%	8,810	39%	8,604	38%	7,327	38%	7,497	39%

Turnover by age group	2015				2016				2017			
	Admissions	% New hires	Dismissals	% Turnover	Admissions	% New hires	Dismissals	% Turnover	Admissions	% New hires	Dismissals	% Turnover
Under 30	5,644	25%	6,190	27%	5,345	23%	4,672	22%	5,042	26%	4,602	25%
Between 30 and 50 years.	3,307	15%	4,052	16%	3,200	14%	3,572	15%	2,177	11%	2,697	13%
Over 50 years	257	1%	402	1%	265	1%	360	1%	108	1%	198	1%
Total	9,208	41%	10,644	44%	8,810	39%	8,604	38%	7,327	38%	7,497	39%

Turnover by region	2015				2016				2017			
	Admissions	% New hires	Dismissals	% Turnover	Admissions	% New hires	Dismissals	% Turnover	Admissions	% New hires	Dismissals	% Turnover
Southern Region	237	1%	129	1%	79	0%	124	0%	334	2%	116	1%
Southeastern Region	7,315	33%	9,129	36%	6,797	31%	6,953	31%	5,410	28%	6,049	31%
Center-West Region	1,382	6%	1,218	6%	1,391	6%	1,236	6%	1,113	6%	925	5%
Northeastern Region	244	1%	134	1%	329	2%	153	1%	196	1%	192	1%
Northern Region	30	0%	34	0%	80	0%	64	0%	39	0%	37	0%
Argentina	0	0%	0	0%	30	0%	42	0%	50	0%	40	0%
Chile	0	0%	0	0%	0	0%	1	0%	0	0%	4	0%
Colombia	0	0%	0	0%	81	0%	31	0%	54	0%	67	0%
Mexico	0	0%	0	0%	23	0%	0	0%	131	1%	67	1%
Total	9,208	41%	10,644	44%	8,810	39%	8,604	38%	7,327	39%	7,497	39%

TRAINING BY FUNCTIONAL CATEGORY

GRI 404-I

Functional category		2015			2016			2017		
		Men	Women	2015 Total	Men	Women	2016 Total	Men	Women	2017 Total
Executives	Total hours	15,040	5,227	20,267	10,755	3,876	14,631	5,797	3,390	9,186
	Total employees in the category	184	62	246	194	55	249	163	56	219
	Hours per employee in the category	82	84	82	55	69	59	36	61	42
Non-executives	Total hours	422,238	639,658	1,061,896	433,711	806,033	1,239,744	450,062	543,669	993,730
	Total employees in the category	12,746	9,634	22,380	13,060	9,437	22,497	10,415	8,523	18,938
	Hours per employee in the category	33	66	48	33	85	55	43	64	52
Total	Total hours	437,278	644,885	1,082,163	444,466	809,909	1,254,375	455,858	547,058	1,002,917
	Total number of staff	12,930	9,696	22,626	13,254	9,492	22,746	10,578	8,579	19,157
	Hours per employee	34	67	48	33	85	55	43	64	52

Remote training	Courses	Distinct participants	Participations
Total	502	12,192	72,999

DESCRIPTION OF THE SUPPLIER CHAIN

GRI 102-9

The Corporate Procurement Center (CCC) was created in 2014 to centralize the procurement activities of the Algar group, to transform the “Procurement” function from a merely transactional approach into an effectively strategic operation. Its main purpose is to make a sustainable contribution to improving the economic and financial performance of the Algar business through best procurement practices and negotiation.

In 2017, the Algar companies closed procurement business with approximately **6,800 suppliers** through 65,500 purchase orders; among these, the highest financial volume was intended for negotiation with companies operating in the field of IT, Telecom and Agribusiness.

Currently, the activities of these Algar group companies are distributed nationwide, with higher concentration in the Southeast. Thus, most of the suppliers are to be found in the Southeastern region.

Regarding the specific activities of the procurement department, negotiations are carried out by the area using the Total Cost of Ownership (TCO) methodology, establishing policies and procedures that seek to ensure greater transparency and regularity to the processes, internal audits, contract management and the ascertainment of the area’s internal results.

CORPORATE STRUCTURE

GRI 102-5

· Algar S.A. acquired an indirect subsidiary, Algar Farming, from the subsidiary Algar Agro in December 2017, in accordance with the decision of the General meeting of Shareholders.
 · Algar Segurança was disposed of by Algar S.A. to the parent company Árvore S/A Empreendimentos e Participações in November 2017.

■ Consolidating Companies

