

COMMITMENT TERM – SUPPLIERS AND SUB-CONTRACTED PARTIES

Aligned to the best national and international practices and within the **Social Liability** context, Niplan Engenharia invites your company, to assume through this document, the adhesion to the principles related to the following themes:

1. CHILD LABOR

Child labor isn't supported or practiced by the Organization. The company doesn't use children labor (under the age of 16). In case of usage of young employees (with age between 16 and 18 years old), they shall not be exposed to night works or situations that are dangerous, unsafe or insalubrious.

2. FORCED LABOR

Forced labor isn't used or supported by the Organization. The employees can't have their documents retained or be obliged to make deposits as a condition to be hired.

3. HEALTH AND SAFETY

The work environment shall be safe and healthful, and necessary individual and collective safety equipment shall be assured, with adequate measurement to prevent incidents and damages to the employees' health.

4. ASSOCIATION FREEDOM AND RIGHT TO COLLECTIVE NEGOTIATION

The right of the employees of forming or associating to unions, as well as negotiating collectively, is assured by the Organization.

5. DISCRIMINATION

Any discrimination attitude due to race, age, social class, nationality, religious option, physical or mental capacity, gender, sexual orientation, union or political filiation isn't practiced by the Organization. The company shall not allow sexually coercive, threatening, abusive or explorative behavior.

6. DISCIPLINARY PRACTICES

There isn't, in its labor relations, usage of abusive disciplinary practices, establishing a respectful and considerate environment that involves the entire organization.

7. WORK TIME

The Organization shall follow applicable laws, respecting the limits of the labor journey foreseen in Labor Legislation, Convention and Labor Collective Agreements.

8. REMUNERATION

Salaries paid to employees shall satisfy legal or minimum standards defined for the segment, and shall always be enough to meet the employees' basic needs.

9. LEGALITY

The company shall comply with the labor legislation, as well as fulfill its financial, fiscal and social obligations concerning its operation segment.

The signatory company declares that:

9.1- is in conformity with all elements described above;

9.2- is open for monitoring activities of the company, by Niplan Engenharia or its representative, in order to verify the fulfillment of these requirements;

9.3- will promptly implement repair action or correction action to treat any deviation of these elements.

d) will only count on suppliers and sub-suppliers that are in accordance with these requirements.

São Paulo, June 4th, 2008.

Signature of the Legal Representative of the Company

(Name , position and company's stamp)