
COMMITMENT TO HUMAN RIGHTS

CEMIG, reaffirming its commitment to sustainability and a vision of a more prosperous world, and in line with the UN Universal Declaration of Human Rights, with the fundamental labor standards of the International Labor Organization (ILO) and with the UN Global Compact, a commitment of which it is a signatory, formalizes its "Commitment to Human Rights."

The "COMMITMENT TO HUMAN RIGHTS" is based on practices already adopted by CEMIG and its formalization by the Executive Board of the Company is aimed at disseminating to its administrators, tax advisers, employees, trainees, contractors and subcontractors, business partners, suppliers and service providers, the guidelines to ensure that these rights are preserved and respected by everyone.

CEMIG respects and supports the internationally recognized protection of human rights in its area of influence, seeking to ensure that it is not an accomplice with respect to human rights abuses and violations.

This Commitment should be used in all relations established due to the activities of CEMIG with its administrators, tax advisers, employees, shareholders, society, customers, contractors, subcontractors, trainees and everyone with whom the Company is related.

This Commitment applies to Companhia Energética de Minas Gerais - CEMIG, Cemig Geração e Transmissão S.A. - CEMIG GT, Cemig Distribuição S.A. - CEMIG D and other wholly-owned subsidiaries and parent companies, and serves as a guideline to all companies in which it holds an equity interest.

ANTI-CORRUPTION

CEMIG does not accept the practice and concealment of acts of fraud and corruption in all its forms, including bribery, extortion, kickback and money laundering. Suspicions and denunciations of such acts are strictly determined and the disciplinary procedures provided for in the Company's internal regulations and in the pertinent legislation are applied.

CEMIG also has a system of internal controls and compliance, composed, among others, of: Statement of Ethics Principles and Code of Professional Conduct; Ethics Committee; Anonymous Denomination Channel; Anti-Fraud Policy; Set of policies, standards and procedures instructions to guide the conduct of employees; control areas such as Internal Audit, Risk, Compliance, Controllershship and Information Security, and several internal committees that evaluate and forward recommendations on issues important to decisions of the Executive Board and the Board of Directors of the Company.

HEALTH AND SAFETY

Safety is inherent in the work. No work can be done without security. There is no urgency or importance, or any other reason that may be invoked to justify the lack of safety at work.

It is guaranteed to any employee, hired and from contractors, the right to refuse to perform a task in which security measures are not satisfactory.

EMPLOYMENT RELATIONSHIP

The recruitment and selection of employees must be carried out within the legal precepts, seeking, internally or externally, people with profiles that meet the requirements of the position and the business needs.

FREEDOM OF ASSOCIATION,, EFFECTIVE RECOGNITION OF THE COLLECTIVE BARGAINING AGREEMENT AND RIGHT TO STRIKE

CEMIG recognizes the legitimacy of the trade unions that represent its employees, respecting the free association and negotiates with all of them the Collective Bargaining Agreement and Specific Work Agreements on subjects relevant to workers.

CEMIG considers the strike to be legitimate, under the terms of the legislation pertinent to the essential service it provides, taking care of the mutual respect between all those involved or affected by any stoppage of activities.

EQUAL OPPORTUNITIES

Cemig maintains permanent efforts to encourage training, development and equal opportunities, guided by respect for constitutional, legal, environmental and social principles, permeated by ethics, transparency and mutual respect, which characterize labor relations.

COMPENSATION AND BENEFITS

The remuneration must be compatible with the market average, according to the activities carried out, the performance and the professional competence, in order to attract, retain and value its workforce.

The benefits offered by the Company should favor the quality of life and social welfare of employees and their families, contributing to the continuous improvement of the organizational environment.

MATERNITY LEAVE

The pregnant employee is entitled to maternity leave of 120 (one hundred and twenty) days, without prejudice to employment and wages.

ELIMINATION OF CHILD LABOR AND ALL FORMS OF FORCED OR COMPULSORY WORK

CEMIG combats and condemns any form of child labor, forced labor or the like of a slave, cruel or inhuman condition, and values the employment and labor relationship in an assertive manner.

PREVENTION OF MORAL AND SEXUAL HARASSMENT AND VALUATION OF DIVERSITY

CEMIG fights and condemns any form of moral and sexual harassment, discrimination based on race, gender, sexual orientation, color, appearance, nationality, religion, age, physical and mental condition, civil status or political ideology, and values diversity and equal opportunity and seeks to provide accessibility for its employees and clients with special needs.

In all of its bidding documents and contracts for the supply of materials and services of the Company there are clauses aiming at combating and practicing discrimination in all its forms, valuing diversity.

RECEIPT AND TREATMENT OF COMPLAINTS AND CONSULTATIONS

CEMIG ensures the maintenance of internal relationship channels, through the anonymous and external complaint channel, through the Ombudsman's Office; Made available to the Company, its Customers, Suppliers, Administrators and Employees, for the purpose of receiving anonymous or identified complaints, of practices considered to be illegal and contrary to the interests of the Company, as well as of its Wholly-Owned Subsidiaries and Parent Companies.

When announcing the adoption of these commitments, CEMIG publicly reaffirms and expresses the principles and values in which it believes.

Original signed by:

BERNARDO AFONSO SALOMÃO DE ALVARENGA
Chief Executive Officer