

Ecos Turismo Ltda



Ana Flavia Capanema Merheb (F)

Diretora

Na Ecos, acreditamos que promover a igualdade de gênero é mais do que assumir um compromisso institucional: é reconhecer que empresas mais diversas, inclusivas e justas são também mais fortes e capazes de transformar a sociedade. Ao aderirmos aos Princípios de Empoderamento das Mulheres (WEPs), reafirmamos nosso compromisso de criar oportunidades, fortalecer a liderança feminina e contribuir para que mulheres possam desenvolver plenamente seu potencial, dentro e fora do ambiente de trabalho. Fazer parte dessa comunidade global representa transformar nossos valores em ações concretas e ajudar a construir um futuro em que mulheres e homens tenham as mesmas oportunidades para crescer, liderar e prosperar.



General Information

WEPs signatory since 02 February 2026



Private F



11-50 employees



Baseline

Between 51% and 80% women employees.

Between 30% and 50% women at management level.

Above 80% women on boards/executive team/partners.



Industry



Travel, Lodging and Amusement



Location



Brazil, Americas and the Caribbean,



Progress - 2026

Percentage of women and men employees

56 - 60%

41 - 45%

Percentage of women and men in senior management positions

45 - 50%

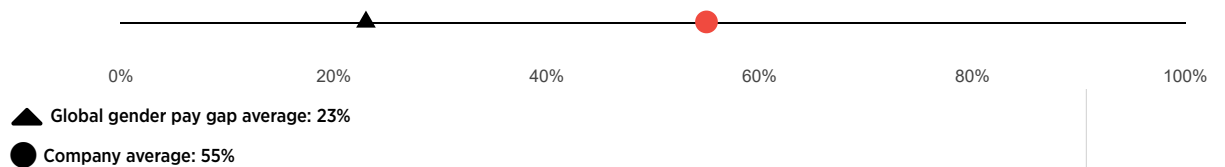
45 - 50%

Percentage of women and men on the company board

100.00

0

Ratio of basic salary of women to men



Percentage of new hires, women and men

45 - 50%

45 - 50%

Percentage of promotions and career opportunities, women and men

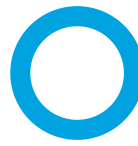
45 - 50%

45 - 50%

Retention rate of women and men employees who took parental leave



100.00



100.00

✓ Has a confidential grievance, resolution, reporting and non-retaliation mechanism and procedure to respond to incidents of violence and harassment



Annual Report

- 2026 (<https://ecos.tur.br/institucional/compliance.html>)

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