

"Business enterprises should respect human rights. This means that they should avoid infringing on the human rights of others and should address adverse human rights impacts with which they are involved" United Nations - New York and Geneva, 2012

CNE OIL & GAS is committed to the respect and promotion of the human rights established in the International Bill of Human Rights (Universal Declaration of Human Rights, International Covenant on Civil and Political Rights, International Covenant on Economic, Social and Cultural Rights), the Conventions of the International Labor Organization and the framework of the United Nations to protect, respect and remedy.

This Policy is implemented through the guidelines provided by senior management to be extended in the development of its activities, projects and operations ensuring to each of the members of the Company (partners, workers, contractors and community) the fulfillment of our main purpose acquired through the signing of the United Nations Global Compact, which is the commitment to maintain the highest standards in the fulfillment and protection of human rights.

CNE OIL & GAS assumes the commitment on the basis of the Guiding Principles on Business and Human Rights, the Voluntary Principles on Security and Human Rights and all those obligations arising from the United Nations Global Compact, ensuring that each and every member of the Company individually and rigorously assumes the obligation to protect and respect human rights.

General Guidelines:

- **CNE OIL & GAS** will carry out all its business operations respecting human rights, in accordance with the principles established in the Political Constitution of Colombia and in the international human rights laws and treaties ratified by the Colombian State.
- **CNE OIL & GAS** will engage with local communities to understand their Human Rights concerns and to address incidents through dialogue and access to remedy, where appropriate.
- **CNE OIL & GAS** will promote respect and promotion of human rights as management and business decision-making criterion.
- **CNE OIL & GAS** will act with due diligence to prevent and mitigate adverse human rights impacts that may arise from the operation of the company and, if they occur, it will adopt the necessary corrective measures to improve management and redress those affected.
- **CNE OIL & GAS** will establish mechanisms for the dissemination of human rights with company personnel, the community, suppliers, the security area and other stakeholders.

- **CNE OIL & GAS** will provide the relevant employees and contractors with the knowledge and tools to address Human Rights issues.
- **CNE OIL & GAS** will establish complaint and claim mechanisms that be transparent and accessible and allowing to respond to Human Rights incidents.
- **CNE OIL & GAS** will monitor Human Rights investigations related to the operation and will report the incidents of which it may become aware.
- **CNE OIL & GAS** will establish mechanisms in the company with the purpose of monitoring respect for human rights of workers and communities in areas of influence.
- **CNE OIL & GAS** will present reports on its Human Rights performance internally and externally.

Action framework:

CNE OIL & GAS establishes as a priority in the development of its business activities the respect and promotion of the following rights taking into account the impact of its operation:

- Rights and freedoms without distinction: race, color, gender, language, religion, opinion.
- Right to Health.
- Right to life, security and freedom.
- Right to freedom of thought, conscience and religion.
- Right to work in a safe and healthy environment.
- Right to quality of life, free time and rest.
- Elimination of forced and child labor.
- Promotion of greater environmental responsibility.
- Protection to special groups.

This policy applies to relationships with our workers, contractors and other business partners in the public and private sectors regarding their activities on our behalf. In case of doubts or if you want guidance to report suspected or alleged human rights incidents, please contact the Legal Vice Presidency.