

**CANACOL ENERGY COLOMBIA SAS** develops its hydrocarbon exploration, drilling and production activities, **guaranteeing** a healthy and safe environment for its **workers**.

**Consequently, the company rejects any type of behavior that may generate harassment at work and undertakes to carry out the following activities, focused on the prevention of this phenomenon within the organization, with the purpose of ensuring respect for the dignity of workers.**

- a. Ensure the creation and operation of the Labor Coexistence Committee in accordance with the provisions of Colombian law, specifically Resolutions 652 and 1356 of 2012.
- b. Generate spaces for dialogue, participation and coexistence, for the periodic evaluation of work life, in order to promote operational coherence and functional harmony to facilitate and promote good treatment within the company.
- c. Formulate constructive recommendations that may be appropriate in relation to business situations that could affect compliance with corporate values and habits.
- d. Examine specific behaviors that could constitute harassment at work, affecting the dignity of people, pointing out, together with the labor coexistence committees, the relevant recommendations.
- e. Ensure training tools within the company on mechanisms for prevention of harassment at work, focused on or directed at workers and committees, with the purpose of providing the necessary information about this type of behavior.

The company currently has the labor coexistence committee regulated by Colombian laws, a mechanism responsible for resolving disputes over harassment at work behaviors.

The company is committed to publishing and disseminating this policy with the purpose of ensuring its proper implementation. Also, to develop the other activities that at any time it may establish to prevent harassment at work.