

"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.

### **1. Objective**

Establish the guiding principles for CANACOL ENERGY COLOMBIA S.A.S (hereinafter the "Company"), concerning Human Rights in all its activities and areas of operations following international standards.

### **2. Scope**

This policy applies to our employees, contractors, and other business partners of the public and private sectors. It covers all our activities, projects, and operations.

### **3. Framework**

The Company promotes the respect for all fundamental rights, considering the impact of its operation and establishing as a priority in the performance of its business activities the following:

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

### **4. Policy**

The Company declares and establishes its commitment to the respect and promotion of the human rights enshrined in the Universal Declaration of Human Rights, International Covenants on Civil and Political Rights, as well as on Economic, Social and Cultural Rights, the eight conventions of the International Labor Organization (ILO), the eighth Declaration of the ILO on Fundamental Principles and Rights at Work, the United Nations Declaration on the Rights of Indigenous Peoples, the Convention on the Elimination of All Forms of Discrimination against Women, the Convention of the Rights of the Child, the 169 Convention of the ILO on

Indigenous and Tribal Peoples and other principles established in the Political Constitution and in the laws and international human rights treaties ratified by the Colombian State.

The Company implements its Human Rights policy through the guidelines provided by Senior Management, aligned with principles 1 and 2 of the United Nations Global Compact, the Guiding Principles on Business and Human Rights, and the Voluntary Principles on Security and Human Rights.

The Company implements a due diligence process to prevent, mitigate and remedy the adverse impacts on human rights that may arise from its operation under the following principles:

- Respect for human rights of its employees and contractors, suppliers, and neighboring communities, emphasizing women, children, ethnic communities, minorities, and people with disabilities.
- Ensure that employees, contractors, and other people linked to the operation of the Company carry out their functions with full observance of human rights, following applicable laws and the Company's internal guidelines.
- Attend human rights needs and concerns of the neighboring communities and address incidents through dialogue and access to remedy if adverse impacts occur.
- Guarantee the right to equality in all its actions, applying differential and gender criteria and approaches.
- Promote fair labor practices based on the required legal framework and ensure a constructive work environment by offering competitive remuneration.
- Provide a safe work environment for employees, contractors, and their operations under applicable laws. Safety is an imperative and indispensable component in each area, adopting a preventive approach to achieving sustainable development.
- Reject forced labor, exploitation, and any form of child labor.
- Disseminate policies to promote human rights with company personnel, the community, suppliers, the security area, and other stakeholders.

## 5. Attention to Requests, Petitions, Complaints, Claims and Concerns, and Complaints Mechanism.

The Company has the following mechanisms for the receipt, attention, management, and follow-up of requests filed by stakeholders:

- Ethical line, for reports related to violation of human rights, ethics and Asset Laundering, and Financing of Terrorism.
- PQRI ([Spanish acronym for] Petitions, Complaints, Claims and Concerns) Protocol.

These tools ensure good relations with our stakeholders and prevent and mitigate human rights risks in our operations.

## 6. Communication Channels

In case of doubts, complaints, and/or alleged incidents related to violation of human rights, please contact the Legal Vice Presidency, at the email [derechoshumanos@canacolenergy.com](mailto:derechoshumanos@canacolenergy.com), or access the Resguarda report line [www.resguarda.com/canacolenergy](http://www.resguarda.com/canacolenergy).

**As an expression of commitment, we sign:**

[Signature]  
Legal Vice President

[Signature]  
Country Manager

[Signature]  
President and CEO