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# Workplace & Sexual Harassment Prevention Policy

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## 1. Purpose

To establish the principles that guide Canacol Energy LTD (hereinafter the “Company” or “Canacol”), with respect to the prevention of workplace and sexual harassment in all its activities and areas of operation, in accordance with international declarations and current regulations on the matter.

## 2. Scope

This Policy applies to Canacol’s relationships with its employees, contractors, commercial partners and in general with the different parties in the Company’s projects, activities and operations.

## 3. Definitions

**Workplace harassment:** Workplace harassment shall be understood as any persistent and demonstrable conduct, exercised on an employee or worker by an employer, or an immediate or intermediate hierarchical superior, a co-worker or a subordinate, aimed at instilling fear, intimidation, terror and anguish, causing work-related harm, generating demotivation at work, or inducing resignation from the same.

**Sexual Harassment:** Unwanted sexual conduct, whether visual, verbal, or physical, which may include, but is not limited to, unwanted sexual advances, unwanted touching and suggestive touching, language of a sexual nature, sexual jokes, innuendoes, suggestions, suggestive looks, or a display of sexually suggestive visual materials.

**Discrimination:** Giving differential treatment to individuals or to groups because of their ethnic or national origin, religion, age, gender, opinions, political and sexual preferences, health conditions, disabilities, marital status or other characteristics.

**Labor Coexistence Committee:** A committee that is focused on the prevention and remediation of situations caused by workplace harassment. Its primary purpose is to provide a healthy work environment, which allows workers to fulfill their duties to their satisfaction, to protect their rights to work in dignified and fair conditions, to privacy, to honor and to mental health, among others.

## 4. Policy

Canacol fosters a work environment where everyone is treated with respect and dignity. The Company provides equal employment opportunities to all persons regardless of race, color, religion, sex, national origin, age, sexual orientation, physical or mental disability, or any other characteristic protected by laws and regulations applicable in the jurisdiction where employees and officers are located.

This Policy is in harmony with the Company’s current policies, manuals and procedures which are related to this matter, namely: the Human Rights Policy, the Human Rights Manual, the Internal Work Rules, and the Code of Ethics and Business Conduct, among others.

At Canacol, we are committed to implementing initiatives, policies, and corrective actions to ensure fair employment, including equal treatment criteria in hiring, promotion, training, remuneration and termination of contracts, and we will not tolerate any discrimination by our employees.

Accordingly, the Company will apply a zero-tolerance policy for any form of harassment of its employees, customers or suppliers, including sexual harassment. To prevent this type of conduct within the organization and to ensure respect for the dignity of workers, the Company will:

- Guarantee the effective operation of the Labor Coexistence Committee.
- Generate dialogue and participation to periodically evaluate the work environment and promote harmony and good treatment within the Company.
- Formulate and implement appropriate recommendations for situations that may affect compliance with corporate values and habits.
- Examine the specific behaviors that may constitute workplace harassment and establish the pertinent actions with the Labor Coexistence Committee.
- Ensure training tools on mechanisms to prevent harassment and labor discrimination against workers are available.
- Forbid any conduct that may constitute workplace harassment, including sexual harassment.

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

The Company has an independent complaints hotline where employees, managers, contractors and suppliers can escalate and report incidents of workplace harassment, including sexual harassment. In addition, Canacol has the Labor Coexistence Committee, a mechanism responsible for resolving conflicts over workplace harassment behaviors.

The Company undertakes to publish and disseminate this Policy to ensure its appropriate implementation. In addition, the Company commits to developing additional guidelines and activities that aim to prevent workplace harassment, including sexual harassment.

All harassment complaints will be taken seriously and will be treated with respect and in confidence. No one will be victimized for making any such complaints. Any violation of this Policy may result in disciplinary action, including termination of the employment or service.

Our counterparties, employees, as well as contractors, may report any suspicions regarding workplace and sexual harassment acts, either anonymously or directly.

**Toll Free:** 01-800-752-2222 Option 1 operator, Option 2 recorded message

**E-mail:** [denuncias.resguarda@canacolenergy.com](mailto:denuncias.resguarda@canacolenergy.com)

**Website:** [www.resguarda.com/canacolenergy](http://www.resguarda.com/canacolenergy)

**Fax:** toll-free 01-800-752-2222 option 3