

PRESIDENTIAL DECISION
No. 007



Grupo Energía Bogotá

SCOPE OF THE DECISION

Adopting the Human Rights Policy.

BACKGROUND

According to Minutes No. 1680 of the Board of Directors of August 25, 2022, it was recommended to approve the Human Rights Policy in Grupo Energía Bogotá S.A. ESP and its controlled companies, since it was considered appropriate for the organization.

This policy seeks to establish the guidelines for developing and implementing a corporate culture of human rights based on national and international standards, among which are:

- The United Nations (UN) Guiding Principles on Business and Human Rights.
- The UN International Bill of Human Rights.
- The Universal Declaration of Human Rights.
- International Humanitarian Law (IHL).
- The Voluntary Principles on Security and Human Rights.
- The International Covenant on Civil and Political Rights.
- The International Covenant on Economic, Social and Cultural Rights.
- The fundamental conventions of the International Labor Organization (ILO) numbers 29, 87, 98, 100, 105, 111 138 and 182, as well as the ILO Declaration on Fundamental Principles and Rights at Work.
- ILO conventions 107 and 169 on the rights of indigenous and tribal peoples.
- The UN Convention on the Rights of the Child.
- The Convention on the Elimination of all Forms of Discrimination Against Women.
- The principles of the UN Global Compact.
- The Organization for Economic Cooperation and Development's (OECD) Guidelines for Multinational Enterprises.
- THE ILO's Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy.
- The due diligence guidelines for corporate operations that are mindful of Human Rights and International Humanitarian Law, of the Guías Colombia initiative.

PURPOSE

To establish the framework of action to develop a corporate culture of human rights and make sure human rights are respected and promoted in all spheres of engagement and territories in which GEB and its affiliates operate.

SCOPE

Grupo Energía Bogotá S.A. ESP and the controlled companies that integrate it must apply this policy, in accordance with the guidelines established in this policy and the applicable regulations in each jurisdiction in which they are domiciled.

STATEMENT OF COMMITMENT

The following commitments have been stated, in compliance with the higher purpose and corporate values:

GENERAL COMMITMENTS

1. Complying with national and international regulations on human rights and companies, with particular emphasis on the United Nation's Guiding Principles on Business and Human Rights.
2. Rejecting all forms of violence (physical, moral, sexual, psychological or verbal abuse).
3. Avoiding any form of discrimination due to race, age, sex, pregnancy, gender identity, sexual orientation, religion, culture, nationality, social or ethnic origins, permanent or temporary disability or union or political affiliations, representing a human rights violation against any stakeholder¹.
4. Adopting a preventive management approach through due diligence in human rights², in order to avoid the negative impacts the company's activities could cause and, if not possible, mitigate and repair them through effective, proportional and reasonable mechanisms.
5. Not tolerating threats, intimidation or other acts of retaliation against the peaceful expression of opinions or concerns with respect to the company's activities.
6. Maintaining continuous and transparent engagement with stakeholders, respecting the right to freedom of expression and participation and providing mechanisms to attend to and manage petitions, complaints and claims (PQRs, for the Spanish original) related to Human Rights, such as the Ethics Channel and PQRs management procedure.
7. Strengthening the capacities of stakeholders in terms of Human Rights through training programs.
8. Contributing to the right to universal access to energy through responsible, efficient and reliable business operations.
9. Respecting and promoting the human rights of various stakeholders.

¹ GEB's stakeholders are: Investors and Shareholders, Customers, Employees, the State, Local Communities, Suppliers and Contractors, the Board of Directors and Senior Management, Partners and Affiliates.

² GEB's due diligence process in Human Rights is regulated in the Due Diligence in Human Rights Manual and the Methodological Impact Assessment Manual, among other instruments.

SPECIFIC COMMITMENTS

Commitments to employees: decent, safe and respectful work conditions.

10. Strengthening an inclusive corporate culture where people individually or collectively feel welcomed, respected, listened to and recognized for who they are and their contributions.
11. Ensuring formalization through compliance with all employment regulations.
12. Ensuring decent work conditions and rejecting forced and mandatory labor practices and child labor.
13. Avoiding all kinds of discrimination.
14. Establishing specific measures to prevent, attend to, penalize and eradicate discrimination and work and sexual harassment.
15. Promoting diversity in staff through open and transparent processes.
16. Promoting equal treatment and opportunities.
17. Ensuring wage equality, making sure people receive equal pay in work conditions with the same value.
18. Respecting the right to unionize and collective bargaining, fully complying with the legal provisions aimed at protecting them.
19. Implementing actions to achieve a good balance between personal, family and work life, seeking to improve the quality of life of employees.
20. Making sure internal and external communications are free of any type of bias or discrimination, in languages and through mechanisms that do not reinforce social or cultural stereotypes.

Commitments to Communities: Recognizing and respecting the rights of communities.

21. Respecting and promoting the protection of the individual and collective rights of communities.
22. Contributing to creating favorable conditions to generate opportunities for social and economic development, respecting local traditions, customs and wisdom.
23. Promoting an approach of diversity, equality and inclusion in engagement with communities.
24. Respecting and promoting the rights of ethnic minorities and indigenous people, ensuring the development of spaces for genuine, timely and continuous dialogue in the framework of respect for diversity and multiculturalism.
25. Respecting the rights of communities to enjoy a healthy environment, and to have and enjoy their land, assets and resources safely and without affecting their health and integrity.
26. Rejecting all threats, intimidation and physical, written, verbal or legal attacks against associations or people that defend human rights.
27. Promoting the protection of the environment, natural resources and biodiversity, favoring safe and healthy environments in the areas of influence.

Commitments to Partners, Suppliers and Contractors

28. Incorporating the duty to comply with this policy in commercial agreements with partners, suppliers and contractors, implementing due diligence, supervision and sanctioning mechanisms for noncompliance.
29. Promoting decent work conditions and rejecting forced and mandatory labor practices and child labor in the value chain.
30. Promoting the adoption of good human rights, diversity, equality and inclusion practices.
31. Evaluating the performance of contractors in issues related to human rights.

RESPONSIBLE PARTIES

The Board of Directors of GEB, after a recommendation from the Corporate Governance and Sustainability Committee, is responsible for approving this policy, reviewing it and regularly following up on it, and assigning the necessary financial resources to comply with it.

GEB's CEO is responsible for assigning the necessary human capital resources for compliance with it.

GEB's Department of Sustainability and Communications is responsible for leading management to implement, follow up on, monitor, control and improve this policy.

The Boards of Directors of controlled companies are responsible for approving this policy, reviewing it and regularly following up on it, and assigning the necessary financial resources to comply with it.

The Management/CEO of controlled companies are responsible for assigning the necessary human capital resources for compliance with it.

The Sustainability departments of controlled companies are responsible for adapting this policy according to the local context and leading management to implement, follow up on, monitor, control and report on this policy.

The Communications departments of GEB and that of controlled companies are responsible for communicating and spreading this policy through the available means, for all the organization's stakeholders to know it.

The Talent Management Departments of GEB and controlled companies are responsible for developing training, awareness and knowledge measurement processes for employees on this policy.

The Sourcing Departments of GEB and controlled companies are responsible for making sure this policy is applied and complied with in the framework of commercial relationships, making it required for suppliers and contractors.

The Compliance Departments of GEB and controlled companies are responsible for making sure the monitoring mechanisms comply with international standards on Human Rights.

Human Rights Policy

The employees of GEB and controlled companies are responsible for applying this policy and reporting any possible risk, impact or deviation from the policy.

The partners, contractors and suppliers of GEB and controlled companies are responsible for honoring the commitments established in this policy.

DOCUMENTARY CONTROL

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Reviewed by:	Néstor Fagua	Vice President of Legal and Compliance	Vice President of Legal and Compliance
Approved by:	Juan Ricardo Ortega	CEO	CEO's Office

VALIDITY

No. of Prior Decisions	Version date	Type of action	Reason for the update and description of the last version
007	Sept/29/2022	Creation	The Corporate Human Rights Policy of GEB is created.