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# Human Rights Policy

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“Businesses must respect human rights. This means 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. Purpose

This Policy establishes the principles that guide Canacol Energy LTD, its affiliates and subsidiaries (collectively “Canacol” or the “Company”) on its commitment to the respect and promotion of human rights in all its activities and areas of operation in accordance with international standards.

## 2. Scope

This commitment applies to relationships with our employees, contractors, suppliers, communities and or other business partners in the public and private sectors.

## 3. Framework for action

The Company promotes respect for all fundamental rights, considering the impact of its operations and establishing the following priorities:

- Rights, freedoms, and compensation without distinction between race, color, age, gender, sexual orientation, gender expression, language, religion, or opinion.
- Right to life, security, health, and dignity.
- Right to quality of life, free time, and rest.
- Right to freedom of thought, conscience, and religion.
- Right to work in a healthy and safe environment.
- Elimination of all forms of forced labour, exploitation of children and human trafficking.
- Collective and environmental rights.
- Protection of special groups including women, children and adolescents, persons with disabilities, ethnic communities, indigenous peoples, and migrant workers, among others.

## 4. Policy

The Company declares and establishes Canacol’s commitment to the respect and promotion of the human rights protected in the Universal Declaration of Human Rights, the 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 on the Rights of the Child, the ILO Convention 169 on Indigenous and Tribal Peoples, and other principles established in the Political Constitution and in the laws and international human rights treaties.

The Company implements its Human Rights Policy through guidelines provided by senior management, considering principles 1 and 2 of the United Nations Global Compact, the Guiding Principles on Business and Human Rights, as well as the Voluntary Principles on Security and Human Rights.

The Company has processes in place to prevent, mitigate and remedy adverse human rights impacts that may arise from its operations under the following principles:

- Respect for the human rights of its employees, as well as of contractors, suppliers, and communities that are in the areas of operation, paying special attention to women, children, ethnic communities, indigenous peoples, minorities, and people with disabilities.
- Ensure that employees, contractors, and other persons linked to the operation of the company carry out their functions with full observance of human rights, in accordance with applicable laws and treaties, as well as the Company's internal guidelines on the matter.
- Respecting the rights, needs and concerns of communities and addressing of incidents through open dialogue and remediation, in the event of adverse impacts.
- Right to equality in all its actions, applying differential and gender criteria and approaches.
- Promoting fair labor practices based on the legal framework of the required provisions, promoting a constructive work environment by offering competitive remuneration.
- Providing a safe working environment for employees and contractors in accordance with applicable laws thereby adopting a preventive approach to achieving sustainable development.
- Regarding safety as an imperative and indispensable component in each area of the Company.
- Rejection of forced labor, exploitation and any form of child labor or human trafficking.
- Dissemination of human rights policies with company personnel, communities, suppliers, and other stakeholders.
- Training employees in the prevention of human rights violations.
- Special protection for migrant workers.

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

The Company has the following grievance and claims mechanisms for the receipt, attention, management and follow-up of incidents related to violations of human rights, ethics, money laundering and terrorism financing:

- Ethics hotline
- Petitions, Complaints, Claims and Concerns Protocol.

These tools are aimed at maintaining a good relationship with our stakeholders, as well as preventing and mitigating the risks associated with human rights in operations.

## 6. Communication channels

In the event of accusations and/or alleged incidents related to human rights violations, contact the Vice President of Legal at the e-mail address [derechoshumanos@canacolenergy.com](mailto:derechoshumanos@canacolenergy.com), or access the complaint hotline at [www.resguarda.com/canacolenergy](http://www.resguarda.com/canacolenergy).