

HUMAN RIGHTS POLICY

BCR SUPPLY COLOMBIA SAS, is committed to respecting, promoting, and protecting Human Rights throughout its operation, with emphasis on employees, suppliers, contractors, the community and interest groups.

The **BCR SUPPLY COLOMBIA SAS** Human Rights policy is coherent and aligned with its philosophy, and with its Vision and Mission, which is aware of the obligation of the State to respect, guarantee and protect the human rights of all those involved in the organization, to respect and promote them, and believes in these rights realization through joint action between society, companies, and institutions.

We are convinced that the full human rights validity and democracy are the best environment to develop our operation, and that our commitment to human rights derives from our ethical foundations more than from our legal obligation; We understand that applying these principles adds value and competitiveness to the company. Therefore, we commit to:

- Respect and abide by Colombian laws.
- Respect and promote the rights and freedoms of workers, contractor companies members, suppliers that provide services to the operation and the communities in the influence area without any discrimination; act with due diligence and not be complicit in human rights violations.
- Pay special attention to the vulnerable groups rights, for example: boys, girls, women, the disabled, older adults, ethnic groups, minorities, and displaced persons, among others.
- Identify, prevent, mitigate, remedy and/or compensate in all cases any possible impacts on people's rights.
- Respect the uses, customs and culture of the indigenous communities and promote an adequate relationship with them.
- Make every effort to ensure that our business relationships are developed by applying this respect for human rights policy.
- That the task of guaranteeing our employees safety, assets and facilities is carried out effectively, but also with full subjection to the laws and respect for human rights.
- Develop a respectful, transparent and constructive dialogue with all groups interested in doing so;
- Implement a management system for this policy that involves all the company levels, where it develops and applies indicators that allow for continuous improvement and monitoring.
- Respond to, record, and investigate in a transparent, effective, and timely manner complaints related to our operation impacts and to seek through dialogue the solution and implementation of appropriate compensation when appropriate.
- Promote the child labor prohibition.

All **BCR SUPPLY COLOMBIA SAS** employees have the obligation to know and contribute to putting this policy into practice in the scope of their daily activities. Any possible Human Rights violation or this policy must be immediately reported to the direct boss or the **BCR SUPPLY COLOMBIA SAS** General Management. The **BCR SUPPLY COLOMBIA SAS** performance,

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regarding Human Rights will be communicated periodically within the Sustainability report framework.

All **BCR SUPPLY COLOMBIA SAS** workers must be transparent in the decisions and actions taken; no information of interest regarding the work performed results or other information requested by the client or any interest group will be withheld.

Failure to comply with this policy will be subject to sanctions that may extend to the termination of the employment contract, without prejudice to any legal actions that may arise, according to current applicable laws.



MARIELBA CONTRERAS
GENERAL MANAGER