



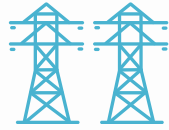
# Human Rights Risks and Controls



Grupo  
Energía  
Bogotá

*Better lives with  
sustainable and  
competitive  
energy*

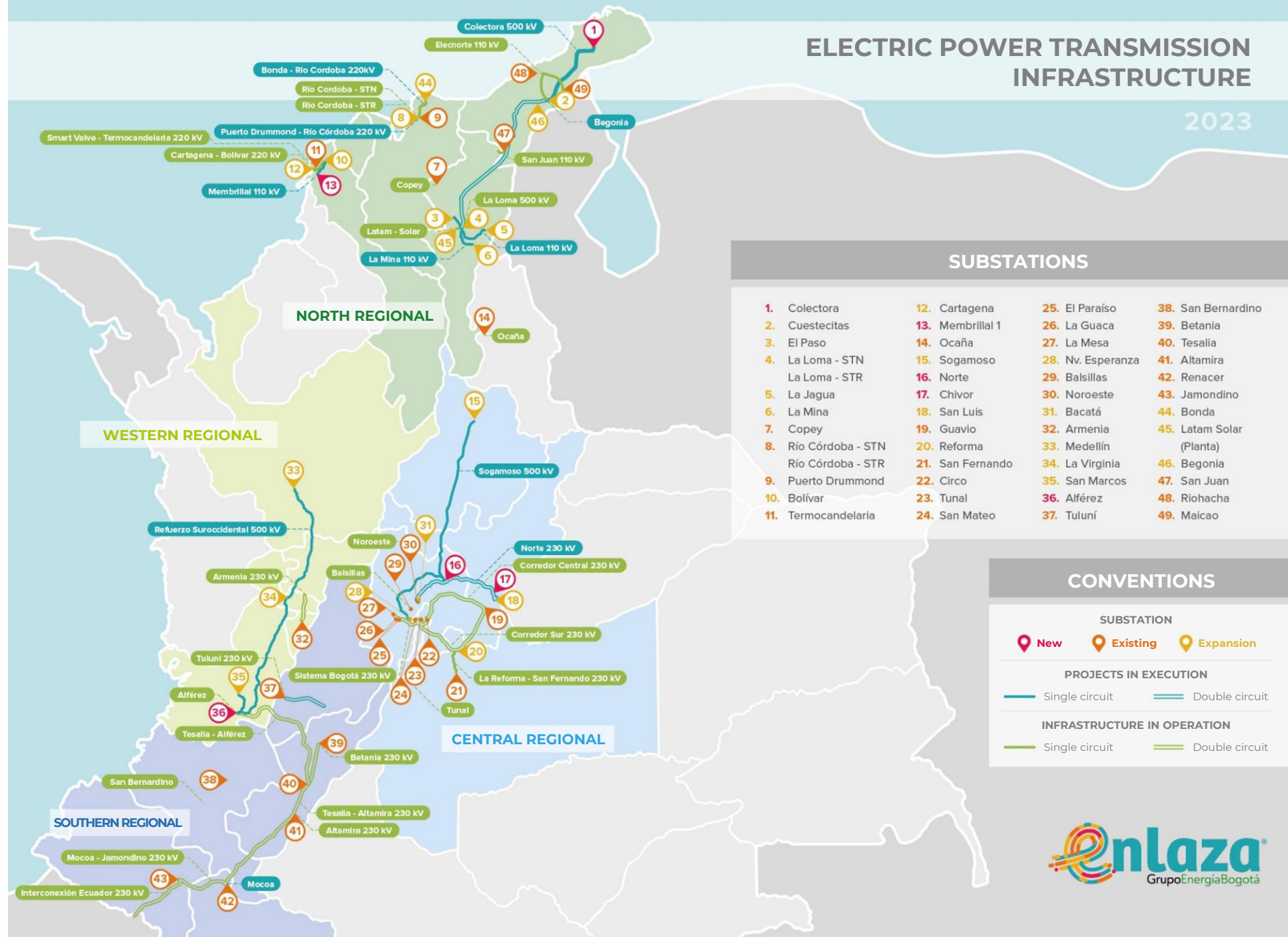
# Scope



The human rights risks, controls, mitigation and remediation measures are presented below for electric energy transmission operations in Colombia, which correspond to the projects located in GEB's four regions ("*sites*").



# 4 Regions in Colombia (center, north, west and south)



# Risks and Controls Associated with Human Rights

Risk	Mitigation Actions
<p><b>Effect due to Socio-environmental Conflict (communities, authorities, and others)</b></p>	<ul style="list-style-type: none"> <li>• In-depth knowledge of the territories (ecosystem, culture, politics, socio-politics).</li> <li>• Understanding of conflict and post-conflict territories.</li> </ul>
	<ul style="list-style-type: none"> <li>• Developing and implementing the territory intervention strategy (preferably anticipated).</li> </ul>
	<ul style="list-style-type: none"> <li>• Social and environmental impact studies, including management plans and measures. Incorporating practices to increase value and lessons learned.</li> </ul>
	<ul style="list-style-type: none"> <li>• Implementing the shared value project policy.</li> <li>• Community outreach through Shared Value Projects.</li> <li>• Defining and sharing from the early phases to the energization of new assets, such as continuous support in developing Shared Value Projects.</li> </ul>
	<ul style="list-style-type: none"> <li>• Genuine and transparent engagement with stakeholders in areas of influence.</li> </ul>
	<ul style="list-style-type: none"> <li>• Developing service providers related to the community.</li> </ul>
	<ul style="list-style-type: none"> <li>• A reputational line with the media. Developing reputational lines with different media.</li> </ul>
	<ul style="list-style-type: none"> <li>• Ongoing community involvement. Including the community and having them participate in communications and decisions regarding the development of projects and company support in assets in operation.</li> </ul>
<p><b>Easements without Formalization</b></p>	<ul style="list-style-type: none"> <li>• Generating the report of the list of properties within the quality classification of the owner (holder or occupant).</li> </ul>
	<ul style="list-style-type: none"> <li>• Following up to sign a Memorandum to formalize the private property in properties that make it impossible to sign the Easement.</li> </ul>
	<ul style="list-style-type: none"> <li>• Monitoring the progress of the GEB Property Reorganization Plan, which includes both vacant lots and privately owned properties.</li> </ul>

# Risks and Controls Associated with Human Rights

Risk	Mitigation Actions
<b>Work-related accidents in project development, operation and maintenance activities</b>	<ul style="list-style-type: none"> <li>Implementing the Industrial Safety Cultural Transformation Program.</li> </ul>
	<ul style="list-style-type: none"> <li>Inspecting and verifying compliance with occupational safety and health (OSH) procedures for high risk jobs and affiliations to the social security system.</li> </ul>
	<ul style="list-style-type: none"> <li>Periodically verifying the skills and training of Company and contractor employees. Orientation and periodic awareness-raising on the risks and hazards employees and contractors are exposed to.</li> </ul>
	<ul style="list-style-type: none"> <li>Establishing indicators to measure OSH skills and performance at all organizational levels and with contractors.</li> </ul>
	<ul style="list-style-type: none"> <li>Continuous and on-site supervision or assurance of the Occupational Safety and Health component (analysis of safe work, work permits, checklists).</li> </ul>
	<ul style="list-style-type: none"> <li>Explicit inclusion of consequences (sanctions or constraints) due to noncompliance in the contracts, with indicators and legal obligations regarding Occupational Safety and Health.</li> </ul>
	<ul style="list-style-type: none"> <li>Periodically reviewing and/or updating operating procedures for high risk activities.</li> </ul>
	<ul style="list-style-type: none"> <li>Defining construction and/or maintenance procedures that include safety parameters in the designs or in the planning for executing works or maintenance activities.</li> </ul>
	<ul style="list-style-type: none"> <li>Requiring personal accident insurance policies for high-risk field tasks from contractors and sub-contractors.</li> </ul>

# Human Rights Mitigation Plans

The following are several of the most noteworthy processes undertaken by GEB that involve the development of mitigation plans.



**Communities:** GEB's guidelines for intercultural relations require the due diligence process to include an assessment of actual and potential human rights impacts and the formulation of management measures, including guidelines on managing any possible negative consequences at different project stages.



**Suppliers and contractors:** They are regularly evaluated on HSE, environmental management and social responsibility. When the evaluation is negative, they must present improvement plans to GEB. Additionally, the HSSE Manual mandates that contractors must anticipate and manage possible social conflicts between stakeholders and GEB, within a framework of respect for human rights. GEB regularly trains suppliers and contractors on Human Rights, diversity, equality and inclusion, and the contracts GEB and its subsidiaries sign include a termination clause in the event of a Human Rights violation by a contractor. For additional information, please refer to the HSSE Manual: [https://www.grupoenergiabogota.com/en/content/download/33835/file/Manual%20HSSE\\_En.pdf](https://www.grupoenergiabogota.com/en/content/download/33835/file/Manual%20HSSE_En.pdf)



**Employees:** GEB operates a Diversity, Equity, and Inclusion (DEI) Committee tasked with ensuring compliance to the Human Rights Policy and the HRD and DEI strategy. The Committee approves and monitors prevention and mitigation plans pertaining to HR and DEI, which include training and awareness-raising for employees, tools to ensure impartiality and non-discrimination in selecting staff, implementing the “Equipares” gender equality management system, etc.: <https://www.grupoenergiabogota.com/en/sustainability/social-performance/human-rights>. Additionally, GEB’s Employee Relations Committee receives and manages workplace harassment complaints, applying the established procedure for that purpose: <https://www.grupoenergiabogota.com/conoce-geb/talento-geb/comite-de-convivencia>

# Human Rights Remediation Plans

In the cases in which Grupo Energía Bogotá identifies that it has caused or contributed to causing adverse impacts on the human rights of others, the Group will provide or cooperate reasonably in offsetting or remediating the impacts through the provided complaint mechanisms or within the framework of any other legitimate process.

For more details, see:

- **GEB Risk Policy:** <https://www.grupoenergiabogota.com/en/content/download/31772/file/Risk%20Management%20Policy.pdf>
- **GEB Ethics Channel (PQRS):** <https://www.grupoenergiabogota.com/en/geb-group/ethics-and-compliance-program/ethics-channel>
- **GEB Website (HR section):** <https://www.grupoenergiabogota.com/en/sustainability/social-performance/human-rights>
- **GEB Code of Ethics:** <https://www.grupoenergiabogota.com/en/geb-group/ethics-and-compliance-program/code-of-ethics>
- **Intercultural Relations Guidelines:** <https://www.grupoenergiabogota.com/en/content/download/33987/file/Intercultural%20Relations%20Guidelines%20%283%29%20%282%29.pdf>





# Grupo Energía Bogotá



For restricted use by GRUPO ENERGÍA BOGOTÁ S.A. ESP. and its subsidiaries. All rights reserved. No part of this presentation may be reproduced or used in any form or by any means without the express permission of GRUPO ENERGÍA BOGOTÁ S.A. ESP or its subsidiaries as owners of the information.