

GOVERNANCE

- HSEQ AND SOCIAL HANDBOOK FOR CONTRACTORS AND SUPPLIERS

TGI S.A. ESP works on several processes associated with the supply chain to ensure good practices by encouraging labor participation and integration of the local population in the territories, as part of the commitments and actions that the Company performs to boost regional and local economies, aiming to generate a transformation in the territory, focused on improving life quality of communities, and strengthening the social and economic environment through the development of employment opportunities.

Some of these activities and results are listed below:

1. Guidelines for Hiring Local Labor and Contracting Goods and Services:

TGI HSEQ and Social Handbook for Contractors and Suppliers has ensured that, through existing business contracts, both suppliers and local contractors ensure a local and regional employment strategy within their processes. It provides labor participation to communities, and encourages the procurement of goods and services from companies in the area of influence in the territories. The guidelines established in the HSEQ and Social Handbook include training for communities and companies in the territory on associated issues such as Human Rights, Gender Equality and Decent Work.

Annex 1 – HSEQ and Social Handbook for Contractors and Suppliers

2. Inductions and Training for Suppliers and Contractors:

TGI S.A. ESP suppliers and contractors have 69 inductions and socialization spaces opened for them, which highlight HSEQ and Social Handbook guidelines for contractors, and provide support and accompaniment from social professionals to ensure local and goods and services procurement processes in the regions.

3. Indicators of Labor Participation in the Territories

Up to date this year, employment opportunities have been provided to communities in the region:

HIRING % OF TRAINED LABOR DISAGGREGATED BY GENDER	49%
TRAINED LABOR (Men)	41%
TRAINED LABOR (Women)	8%

HIRING % OF UNTRAINED LABOR DISAGGREGATED BY GENDER	51%
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UNTRAINED LABOR (Men)	43%
UNTRAINED LABOR (Women)	8%

We work to make a more diverse and equitable country of Colombia

Connecting a whole country with the energy of natural gas goes beyond the concept. It is connecting life with sustainable, competitive energy.

That's why, as a TGI ally and ambassador, we invite you to **encourage actions where men and women work together, always recognizing each other's participation and contribution from their knowledge and experience.**

**We remind you what is established in our
HSEQ and Social Handbook for Contractors and Suppliers**

The CONTRACTOR will submit a report with the statistics of the activities performed during the projects, works or actions, emphasizing on gender diversity promotion activities.

The CONTRACTOR will include the participation mechanisms to promote equality practices in opportunities for men and women with their corresponding evidences.

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The CONTRACTOR will have mobile or in-place sanitary facilities separated by gender, at least 1 (one) by every 15 (fifteen) workers.

The CONTRACTOR will include in their induction and training plan, topics on gender equality and Human Rights.

The CONTRACTOR will provide proper clothing for work, according to the duties.

Trabajamos para hacer de Colombia un país cada vez más diverso y equitativo



Conectar a todo un país con la energía del gas natural, va más allá. Es conectar vidas con energía sostenible y competitiva.

Por eso, como nuestro aliado y embajador TGI, en los territorios donde operamos, te invitamos a **seguir promoviendo acciones en donde hombres y mujeres trabajen en equipo, reconociendo siempre el aporte de cada uno desde su conocimiento y experiencia.**



Te recordamos lo establecido en nuestro Manual HSEQ y Social para Contratistas y Proveedores

EL CONTRATISTA deberá presentar un informe con estadísticas de las actividades desarrolladas durante los proyectos, obras o actividades, haciendo énfasis en las acciones de promoción en diversidad de género

EL CONTRATISTA deberá incluir mecanismos de participación para la promoción de prácticas en la igualdad de oportunidades para hombres y mujeres evidencias correspondientes.

EL CONTRATISTA deberá contar con instalaciones sanitarias fijas o móviles, separadas por género, por lo menos uno (1) por cada quince (15) trabajadores

EL CONTRATISTA deberá incluir en su plan de inducción y capacitación temas relacionados con la equidad de género, derechos humanos

EL CONTRATISTA deberá entregar ropa de trabajo adecuada a la labor,

