

Diversity and inclusion Policy



TGI
Grupo Energía Bogotá



OBJECT

In accordance with the diversity and inclusion policy of Grupo Energía Bogotá, TGI establishes the general principles and guidelines to promote and maintain a work environment and a corporate culture free from all discrimination and committed to equal rights, responsibilities and opportunities between men and women. .

We understand by "Diversity" the variety, abundance and differences between people, including - but not limited to - sex, gender, gender identity, ethnicity, race, nationality, age, generation, sexual orientation, culture, religion, system of beliefs, marital status, socioeconomic situation, political affinity, appearance, language and accent, disability, health, education, place of origin, work experience, role and job function, lifestyle, thinking, personality and, in general, the differences that exist between each human being, and by "Inclusion" is understood equitable access to resources and opportunities for all people, which will allow them individually or as a group, to feel respected, valued and recognized for being who they are and for their contributions towards others. organizational goals.

TGI has the deep conviction that diversity and inclusion, being gender equality one of its achievements, are essential conditions to achieve sustainable development, the progress of countries, the well-being of society, the growth and development of companies. .

SCOPE

This policy applies to all employees of Transportadora de Gas Internacional S.A. E.S.P.

COMMITMENT STATEMENTS

- 1.** Promote and defend the human rights of its employees.
- 2.** Promote wage equity (taking into account that objective criteria for differentiation may exist), equal treatment and opportunities, without distinction of conditions such as sex, gender or gender identity, ethnicity, race, nationality, culture, age, marital status , parental status, political affinity, religion or sexual orientation or others, in order to guarantee non-discrimination, inclusion and diversity within the organization.
- 3.** Value diversity and promote inclusion.
- 4.** Combat and punish discrimination of all kinds.
Establish specific measures to prevent, attend to, punish and eradicate labor and sexual harassment in the workplace, with the active intervention of the Coexistence Committee and from the issuance of the regulation that contemplates the preventive and corrective functions that must be implemented against situations of this nature.



5. Generate a work environment free of violence that favors the quality of life of the staff.
6. Promote the reconciliation of work, personal and family life with co-responsibility
7. Take actions towards the organization's interest groups aimed at promoting diversity and inclusion, as well as conditions of equality between women and men.
8. Ensure inclusive and non-sexist internal and external advertising and communication.
be subject to retaliation for having reported violations of the Policy.

POLICY RESPONSIBLE

Compliance with this policy is articulated as follows:

TGI's Talent Management Department or whoever takes its place: Is in charge of managing the implementation, follow-up, monitoring, control and continuous improvement of this policy at TGI. The scope of its management includes defining and documenting the objectives in a specific, achievable, achievable, measurable way with times and defined managers to guarantee compliance with this Policy, as well as the periodic evaluation of it, in order to establish its relevance. and functionality, making the necessary adjustments if required. Additionally, it must measure the degree of knowledge and understanding of the collaborators about this Policy.

TGI Gender Equality Committee: Monitors compliance with the policy and makes recommendations to the Talent Management Department for updating.

Subdirector of communications of TGI or whoever takes its place: Communicate and disseminate the Diversity and Inclusion Policy, through appropriate means, so that it is known at all levels of the organization.

GEB Communications Department Communicate and disseminate the Diversity and Inclusion Policy, through appropriate means, so that it is known by external stakeholders.

TGI employees are responsible for the adoption and compliance of the Diversity and Inclusion Policy.