

# **PRESIDENTIAL DECISION**

**No. 002**



**Bogota Energy Group**



# Presidential Decision No. 002

## Integrated Management System Policy

### SCOPE OF THE DECISION

Adopt the Policy of the Integrated Management System of Grupo Energía Bogotá.

### BACKGROUND

According to Act No. 07 of the Presidential Strategic Committee for Processes and Learning of February 14, 2022, it was recommended to approve the Policy for the Integrated Management System of GB and its subsidiaries, considering it appropriate for the organization.

### OBJECTIVE

Establish the framework of action for the integration, implementation, evaluation and continuous improvement of the group's management systems, in order to carry out business operations with efficiency and sustainability.

### SCOPE

Grupo Energía Bogotá SA ESP and the subsidiaries that comprise it must apply this policy, in accordance with the applicable regulations in each of the jurisdictions in which they are located.

### COMMITMENT STATEMENT

#### GENERAL COMMITMENTS

1. Ensure the alignment of the objectives, strategies and/or plans of the management system with the organizational strategy and corporate governance guidelines.
2. Preventively manage potential risks, impacts and opportunities to ensure the quality and timeliness of the products and services derived from operations, as well as the health and safety of employees throughout the life cycle of assets.
3. Strengthen the provision of high-quality services in a timely and reliable manner, seeking to satisfy stakeholders and generating value for our shareholders.
4. Ensure timely decision-making based on quality information that generates value for the management of the business group.
5. Assign the necessary resources and responsibilities to strengthen management systems, in order to facilitate sustainability of operations and generation of value for the stakeholders.
6. Incorporate and strengthen optimal and sustainable methodologies, technology, and work practices that promote inclusion, respect for diversity and equity, and consultation and participation of interest groups, ensuring compliance with the objectives.



## Presidential Decision No. 002

### Integrated Management System Policy

7. Comply with current regulations on environmental, social, occupational health and safety, quality, management of productive assets, gender equality and human rights, as well as other requirements that the group companies subscribe to in each field of action of the business.
8. Identify and evaluate the needs, expectations and requirements of interest groups to provide products and services that meet those requirements.
9. Periodically evaluate the performance of the business group's management processes and systems and adjust them when necessary.
10. Strengthening of the culture of operation of management systems in employees and other interest groups.
11. Establish transparent communications with stakeholders, promoting their participation within the framework of trust and mutual respect.
12. Implement and continuously improve the management systems of the group in an integral, so that they contribute to the efficiency and continuous improvement of the business group.

#### **SPECIFIC COMMITMENTS**

#### **OCCUPATIONAL SAFETY AND HEALTH MANAGEMENT**

13. Protect the safety and health of all direct employees and contractors, regardless of their type of contract, quickly identifying risks, reviewing and evaluating risks, and establishing controls that contribute to creating a safe and healthy environment in the workplace to prevent work-related risks, injuries, illnesses and ill-health.
14. Have the participation and consultation of the workers and the Joint Committee of Occupational Health and Safety for adequate occupational risk management.
15. Manage the safety of the processes and their technical integrity during the life cycle of the infrastructure through knowledge and systematic management of prevention and mitigation to reduce the risk of disasters due to major or catastrophic accidents, thus increasing the levels of protection of the employees, public health and the environment.

#### **ENVIRONMENTAL AND SOCIAL MANAGEMENT**

16. Establish genuine, timely and continuous relationships that consolidate the trust of our interest groups. This will be done through inclusive communication and respectful dialogue about the social and cultural diversity of communities in the regions and countries in which we operate.
17. Contribute to cultural and social development, as well as to the prosperity of communities of the area of influence of our projects and operations with actions that generate quantifiable socioeconomic and environmental benefits.
18. Manage strategic alliances with public, private and civil society actors who share purposes of progress and social welfare, such as the promotion of competitiveness, equality, democracy, peace, human rights, the fight against corruption and respect for the environment.
19. Promote research, development and innovation (R+D+i) to ensure growth and adaptation of our businesses to complex environments and local, national, regional and global trends and dynamics.

20. Incorporate good practices and promote actions aimed at protecting the environment, pollution prevention, and climate change adaptation, and mitigation.
21. Ensure environmentally safe decision-making in the processes of design, location, construction and operation of assets, adequately sizing risks and impacts, and complying with applicable environmental legislation and standards.
22. Have an Environmental Management System (EMS) to report on performance environmental impact of our projects and operations, contributing to the creation of an internal culture of orderly information management that makes it possible to measure the environmental progress and benefits of the adjustment measures, among others. The EMS must have indicators for monitoring, performance evaluation, detection of opportunities for improvement, and evaluation of the impact of adjustments. This information must be disclosed without restrictions among the interested parties who request it.

#### QUALITY MANAGEMENT

23. Coordinate and align management between processes to meet the needs of the company and of the stakeholders, ensuring their timely documentation.
24. Increase the productivity of processes to optimize resources for compliance with the goals and objectives of the company.
25. Strengthen the effectiveness and opportunity in the provision of the business group services to generate value for our stakeholders.

#### MANAGEMENT OF PRODUCTIVE ASSETS

26. Coordinate between the processes to correctly manage the assets of the business of transmission of electrical energy through a holistic, systemic, systematic and sustainable vision during the life cycle of the assets.
27. Ensure that decision making that affects productive assets adds value considering criteria of cost, risk and performance throughout the life cycle and based on quality information.
28. Allocate the necessary resources to manage productive assets based on the criticality and associated risks.
29. Ensure that asset management is based on a framework of leadership, governance and skills.

#### MANAGEMENT OF GENDER EQUALITY

30. Protect the human rights of GEB employees within the framework of the existing contractual relationship.
31. Promote the protection of the human rights of its contractors and communities in the area of influence of its projects and operations.
32. Promote equal remuneration (understanding that there may be objective differentiation criteria), treatment and opportunities without differentiating by sex, gender or gender identity, ethnicity, race, nationality, culture, age, marital status, paternity, political affiliation, religion or orientation within the organization.
33. Respect and value the socio-cultural diversity of GEB employees and its contractors and communities in the area of influence of its projects and operations.



## Presidential Decision No. 002

### Integrated Management System Policy

34. Fight all types of discrimination within GEB and in the sphere of our commercial and social relations, and sanction it.
35. Establish specific measures to prevent, address, punish and eradicate workplace and sexual harassment.
36. Generate a work environment without violence that favors the quality of life and professional development of staff.
37. Promote the reconciliation of work, personal and family life with co-responsibility.

#### RESPONSIBLE PARTIES

The Sustainability and Communication Department, the Sustainability Department - Environmental Management, the Strategic Planning Department - Business Process Management, Planning and Control Department and the Talent Management Department - Group Occupational Health and Safety Department Energía Bogotá are in charge of leading the management to implement, follow up on, monitor, control and continuously improve this policy.

The scope of its management includes a periodic evaluation of this Policy in order to establish its relevance and functionality, making the necessary adjustments if required.

The departments responsible for the aspects of safety and health at work, environment, social, productive assets, quality management and gender equality are in charge of leading the management to implement, follow up, monitor, control and continuously improve this policy in the respective companies.

The communication departments are responsible for communicating and disseminating this policy through the available means of communication so that all the organization's interest groups are aware of it.

Employees are responsible for applying this policy and the binding agreements with third parties related to the commitments established herein.

[Illegible signature]

JUAN RICARDO ORTEGA LOPEZ  
PRESIDENT OF THE BOGOTÁ ENERGY GROUP



## Presidential Decision No. 002

### Integrated Management System Policy

#### DOCUMENTATION CONTROL

	Name	Position	Area
<b>Written by:</b>	Jeymy Carolina Duque	process manager	process management
	Ivan Mauricio Bridges	OH&S manager	OSH management
	Fabio Alejandro Giraldo	Environment Manager	environmental management
	Eduardo Uribe	Sustainability and Director of Communications	Sustainability and communications Department
	Juan Jacobo rodriguez	Planning and Business control manager	Planning and Business Control Department
<b>Checked by:</b>	Nestor Fagua	Vice-legal and Compliance President	LVP Legal and Compliance
<b>Passed by:</b>	Juan Ricardo Ortega	President	President

#### VALIDITY

Prior Decision the	Reason for the update and description of		
002	02/31/2022	Creation	The Integrated Management System Policy is created within the framework of the implementation of the GEB Management System: Quality, Environmental, SST, Productive Assets and Equipares. This decision repeals the previous decisions that approve the policies of the management system implemented in the GEB.