
Human Rights Policy

Canacol Energy Ltd. (hereinafter the “Company”) is firmly and consistently committed to promoting and protecting human rights across all our operations and in our engagement with stakeholders. In 2021, the Company established this Human Rights Policy to ensure the continuous protection and monitoring of human rights, reaffirm our commitment to respect, well-being, and dignity for all individuals, and instill a culture of accountability to guarantee compliance in every action we take.

“Businesses should respect human rights. This means that they must avoid infringing on the human rights of others and address any adverse human rights impacts in which they are involved.”

— **United Nations, New York and Geneva, 2012**

1. Objective

This policy applies to our relationships with employees, contractors, and other business partners in both the public and private sectors, ensuring its implementation in the development of activities, projects, and operations under our representation.

2. Scope

This policy applies to our relationships with employees, contractors, and other business partners in both the public and private sectors, ensuring its implementation in the development of activities, projects, and operations under our representation.

3. Operating Framework

The Company promotes respect for all fundamental rights, considering the impact of its operations and prioritizing the following in its business activities:

- Rights and freedoms without distinction of race, color, gender, language, religion, or opinion.
- Right to life, security, and freedom.
- Right to health.
- Right to work in a safe and healthy environment.
- Elimination of forced labor and child labor.
- Right to quality of life, leisure, and rest.
- Right to freedom of thought, conscience, and religion.

- Collective and environmental rights.
- Protection of vulnerable groups, including women, children and adolescents, persons with disabilities, ethnic communities, and migrant workers, among others

Additionally, the Company reinforces its commitment to:

1. Elimination and Prevention of Forced Labor

We continue to work to identify and prevent any situation that may involve coercion or restriction of freedom in work-related activities. We are implementing mechanisms to detect risks within our operations and supply chains, aligning with best international practices, such as ILO Convention No. 29, to promote a work environment free from forced labor.

2. Elimination and Prevention of Human Trafficking

We recognize the importance of addressing human trafficking and are continuously strengthening our policies and processes to prevent this practice. We focus on raising awareness among our employees and contractors through regular training and fostering collaboration with authorities and third parties to address any potential issues.

3. Promotion and Protection of Freedom of Association

We are committed to respecting and promoting workers' rights to freely associate. We work continuously to create conditions that encourage social dialogue and fair labor relations, aligning with ILO Conventions No. 87 and 98.

4. Right to Collective Bargaining

We promote a culture of respectful and transparent dialogue as the foundation of collective bargaining within our organization. We strive to implement mechanisms that ensure fair and equitable working conditions while encouraging active worker participation in this process.

5. Equal Pay

We are committed to equal opportunities and continuously promote policies that ensure fair compensation. We seek to establish salary conditions that reflect the principle of equal pay for work of equal value, regardless of gender, age, race, or other factors.

4. Policy

The Company declares and reaffirms its commitment to respecting and promoting human rights as outlined in the Universal Declaration of Human Rights, the International Covenants on Civil and Political Rights, as well as on Economic, Social, and Cultural Rights, the eight core conventions of the International Labour Organization (ILO), the ILO Declaration on Fundamental Principles and Rights at Work, the United Nations Declaration on the Rights of Indigenous Peoples, the Convention on the Elimination of All Forms of Discrimination Against Women, the Convention on the Rights of the Child, ILO Convention No. 169 on Indigenous and Tribal Peoples, and all other human rights principles enshrined in the Political Constitution and international treaties ratified by the Colombian State.

The Company implements its Human Rights Policy through directives established by senior management, in line with Principles 1 and 2 of the United Nations Global Compact, the United Nations Guiding Principles on Business and Human Rights, and the Voluntary Principles on Security and Human Rights.

The Company applies due diligence to prevent, mitigate, and remedy any adverse human rights impacts resulting from its operations, under the following principles:

Respect for human rights of employees, contractors, suppliers, and communities in the operational area, with special attention to women, children, ethnic communities, minorities, and persons with disabilities.

Ensuring that employees, contractors, and all individuals involved in the Company's operations perform their duties in full compliance with human rights laws, applicable treaties, and the Company's internal guidelines.

Addressing community concerns related to human rights and responding to incidents through dialogue and access to remedies in case of adverse impacts.

Ensuring equality in all actions, applying differential and gender-sensitive approaches.

Promoting fair labor practices, complying with legal frameworks, fostering a constructive work environment, and offering competitive compensation.

Providing a safe work environment for employees, contractors, and operations, in accordance with applicable laws, with safety as an imperative component of the organization, adopting a preventive approach for sustainable development.

Rejecting forced labor, exploitation, and any form of child labor.

Ensuring special protections for migrant workers.

Disseminating human rights policies among employees, communities, suppliers, security personnel, and other stakeholders.

5. Handling Requests, Complaints, and Grievances

The Company has established the following mechanisms to receive, address, manage, and monitor requests from stakeholders:

- Ethics Hotline – for reports related to human rights violations, ethical concerns, and financial crimes (AML/CFT).
- PQRI Protocol (Requests, Complaints, Claims, and Inquiries).

These tools are designed to maintain strong relationships with our stakeholders while preventing and mitigating human rights-related risks within our operations.

6. Communication Channels

For any inquiries, reports, or suspected human rights violations, please contact the Legal Vice Presidency at derechoshumanos@canacolenergy.com or access the Resguarda whistleblowing hotline at www.resguarda.com/canacolenergy.