

A white egret is captured in flight, its long wings fully extended, gliding over a calm body of water. The bird's long neck is curved, and its yellow beak is visible. The water below is a deep blue-green color with gentle ripples.

GRI Content Index

ESG Integrated report 2023
ENVIRONMENTAL • SOCIAL • GOVERNANCE

GRI content index

Statement of use	This report covers the period from January 1 to December 31, 2023, unless stated otherwise, and includes information on 100% of Canacol operations in Colombia and Canada. This report has been prepared using the GRI Standards in accordance, following the 2021 Sector Guide 11 for Oil and Gas.
GRI used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	GRI 11: Oil and Gas Sector 2021

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
General disclosures						
GRI 2: General Disclosures 2021	2-1 Organizational details	About this Report , page 6. Gatefold - Strategic presence and operations, page 2.				
	2-2 Entities included in the organization's sustainability reporting	About this Report , page 6.				
	2-3 Reporting period, frequency and contact point	About this Report , page 6 (Annually, January 1 to December 31, 2023). About this Report , Contact point for more information, page 7.				
	2-4 Restatements of information	About this Report , page 6. Management report , page 28.				
	2-5 External assurance	About this Report , page 6. Limited assurance report on selected sustainability information included in Canacol Group Integrated Report ESG 2023 , page 164.				
	2-6 Activities, value chain and other business relationships	Gatefold - Strategic presence and operations, page 2.				
	2-7 Employees	Gatefold - Employees, diversity and inclusion, page 4. Empowering our people , Diversity, equity, and inclusion, page 113.				
	2-8 Workers who are not employees	Gatefold - Employees, diversity and inclusion, page 4. Empowering our people , Employment and local development, page 132				
	2-9 Governance structure and composition	Sustainability governance , page 25. Corporate model , Board of Directors and Executive Team, page 40. A transparent and ethical business , Board of Directors and Committees, page 40. (Canacol's Board of Directors holds the responsibility, as mandated by law, for overseeing the management of the Company's business and affairs. They are tasked with the authority and legal obligation to safeguard and enhance the assets and competitiveness of the business. Acknowledging the increasing challenges associated with sustainability, Canacol has implemented measures to ensure that the Board is suitably equipped and trained to address these issues).				
	2-10 Nomination and selection of the highest governance body	Corporate model , Board of Directors and Executive Team, page 40. (The Board is responsible for managing its own affairs, which includes planning its composition, appointing its chairman, establishing committees, and determining compensation for its members. While consulting with management regarding candidates for nomination as board members is appropriate, the final decision lies with the existing independent members. The nomination and selection of members of the Board of Directors occurs annually.)				
	2-11 Chair of the highest governance body	Corporate model , Board of Directors, page 40.				
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability governance , page 25. Corporate model , Board of Directors, page 40.				
	2-13 Delegation of responsibility for managing impacts	Sustainability governance , page 25.				
	2-14 Role of the highest governance body in sustainability reporting	Sustainability governance , page 25. Management report , page 28.				
	2-15 Conflicts of interest	A transparent and ethical business , Culture of ethics, transparency, and compliance, page 147. A transparent and ethical business , Comprehensive Ethics, Compliance and Anti-Corruption System (Code of Ethics and Business Conduct), page 147. A transparent and ethical business , Board of Directors and Committees (Board of Directors statement of Independence), page 156.				
	2-16 Communication of critical concerns	Sustainability governance , page 25.				
	2-17 Collective knowledge of the highest governance body	A transparent and ethical business , Board of Directors and Committees (Key Experience and Expertise of the Board of Directors), page 157				
	2-18 Evaluation of the performance of the highest governance body	A transparent and ethical business , Executive compensation plan, page 159 (Annually, the Board of Directors establishes specific corporate performance objectives, which are based on business and performance indicators commonly used in the oil and natural gas industry. These objectives serve as the basis for determining executive compensation). A transparent and ethical business , Board of Directors and Committees, page 156 (The Board is subject to regular assessments focusing on the effectiveness and alignment with our shareholder's long term interests. These assessments include independent evaluations and self-assessments, which were recently completed in May 2023)				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
	2-19 Remuneration policies	A transparent and ethical business , Executive compensation plan, page 159.				
	2-20 Process to determine remuneration	A transparent and ethical business , Executive compensation plan, page 159.				
	2-21 Annual total compensation ratio	A transparent and ethical business , CEO-to-employee pay average ratio in Canada and Colombia, page 160. Empowering our people , The ratio between the basic salary and remuneration of men and women, page 119. CEO-to-employee pay average ratio in Canada and Colombia in 2023 (millions of dollars): -Total annual compensation of the Chief Executive Officer: \$2.20 -Average annual compensation of all employees except the CEO: \$ 0.30 -Chief Executive Officer's total annual compensation ratio versus median remuneration of employees (Canada and Colombia): \$7.36				
	2-22 Statement on sustainable development strategy	Letters from the Board of Directors and CEO , page 8. Sustainability strategy , page 13. Sustainability strategy and contribution to the 2030 Agenda , page 23. Management report , page 28.				
	2-23 Policy commitments	A transparent and ethical business , Comprehensive Ethics, Compliance and Anti-Corruption System, page 147. A transparent and ethical business , Adoption of Anti-Corruption Policies and Procedures, page 148. A transparent and ethical business , Comprehensive approach to human rights, page 151. Sustainability strategy , 2024 human rights goals, page 17. A transparent and ethical business , Suppliers and human rights, page 154. A transparent and ethical business , Good Labour Practices (GLP), Code of Ethics and Business Conduct, page 147. A cleaner energy future , Sustainability Policy, page 81.				
	2-24 Embedding policy commitments	A transparent and ethical business , Comprehensive Ethics, Compliance and Anti-Corruption System, page 147. A transparent and ethical business , Adoption of Anti-Corruption Policies and Procedures, page 148. A transparent and ethical business , Comprehensive approach to Human Rights, page 151. Sustainability strategy , 2024 human rights goals, page 17. A transparent and ethical business , Suppliers and human rights, page 154. Sustainability strategy and contribution to the 2030 Agenda , page 23. Management report , Legal matters, compliance, and debt profile, page 37. Empowering our people , Sustainable value chain management, page 133.				
	2-25 Processes to remediate negative impacts	Management report , Legal matters, compliance, and debt profile, page 37. A transparent and ethical business , Comprehensive Ethics, Compliance and Anti-Corruption System, page 147.				
	2-26 Mechanisms for seeking advice and raising concerns	Management report , Ethics and Compliance, page 38. A transparent and ethical business , Comprehensive approach to Human Rights, page 151.				
	2-27 Compliance with laws and regulations	A transparent and ethical business , Comprehensive Ethics, Compliance and Anti-Corruption System, page 147.				
	2-28 Membership associations	Stakeholder engagement , Membership Association page 20.				
	2-29 Approach to stakeholder engagement	Stakeholder engagement , page 18.				
	2-30 Collective bargaining agreements	A transparent and ethical business , Freedom of association, page 153. Empowering our people , Minimum notice periods for operational changes, page 107.				
Material topics						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality analysis , page 21.				
	3-2 List of material topics	Materiality analysis , page 21.				
Economic performance						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder engagement , page 18. Materiality analysis , page 21. Gatefold - Financial performance and looking ahead, page 3. Management report , Financial results, page 34. A cleaner energy future , page 51.				
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Gatefold - Financial performance and looking ahead, page 3. Management report , Financial results, page 34.				11.4.2 11.21.2
	201-2 Financial implications and other risks and opportunities due to climate change	A cleaner energy future , Financial implications of climate change, page 63.				11.2.2
	201-3 Defined benefit plan obligations and other retirement plans		Not applicable	Not applicable	This indicator is not material for the sector, according to the Sector Guide 11 for Oil and Gas. Likewise, taking into account the current reality of our business, we do not consider the disclosure and management of this information to be material.	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
	201-4 Financial assistance received from government		Not applicable	Not applicable	During fiscal year 2023 Canacol did not receive any financial assistance from the government. Additionally, the government is not present in Canacol Energy's shareholding structure.	11.21.3
Market presence						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder engagement , page 18. Materiality analysis , page 21. Empowering our people , page 86.				
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Empowering our people , The ratio between the basic salary and remuneration of men and women, page 119.				
	202-2 Proportion of senior management hired from the local community	Empowering our people , Local development, page 132.				11.11.2 11.14.3
Indirect economic impacts						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder engagement , page 18. Materiality analysis , page 21.				
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Management report , Financial results, page 34.				11.14.4
	203-2 Significant indirect economic impacts	Management report , Financial results, page 34. (Canacol plays a pivotal role in one of Colombia's most vital economic sectors by contributing to tax revenues).				11.14.5
Procurement practices						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder engagement , page 18. Materiality analysis , page 21. Empowering our people , page 86. A transparent and ethical business , page 148 (Code of Conduct and Ethics for Contractors and Suppliers) A transparent and ethical business , page 154 (Suppliers and human rights)				
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Empowering our people , Local development, page 132.				11.14.6
Anti-corruption						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder engagement , page 18. Materiality analysis , page 21. A transparent and ethical business , page 139.				
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	A transparent and ethical business , Corruption risk assessments of operations, page 148. (No significant corruption risks were identified)				11.20.2
	205-2 Communication and training about anti-corruption policies and procedures	A transparent and ethical business , Adoption of Anti-Corruption Policies and Procedures, page 148.				11.20.3
	205-3 Confirmed incidents of corruption and actions taken	A transparent and ethical business , Corruption risk assessments of operations, page 148.				11.20.4
Anti-competitive behavior						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder engagement , page 18. Materiality analysis , page 21. A transparent and ethical business , page 139.				
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	A transparent and ethical business , Corruption risk assessments of operations, page 148.				11.19.2
Tax						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder engagement , page 18. Materiality analysis , page 21. Management report , Legal matters, compliance, and debt profile, page 37.				
GRI 207: Tax 2019	207-1 Approach to tax	Management report , Legal matters, compliance, and debt profile, page 37.				11.21.4
	207-2 Tax governance, control, and risk management	Management report , Legal matters, compliance, and debt profile, page 37. A transparent and ethical business , Risk management), page 161.				11.21.5
	207-3 Stakeholder engagement and management of concerns related to tax	Management report , Legal matters, compliance, and debt profile, page 38 (As part of our commitment to transparency and governance, the Executive Committee and the Board of Directors regularly review and validate the fiscal strategy. Annually, the CEO and Board evaluates compliance and governance practices)				11.21.6
	207-4 Country-by-country reporting	Management report , Legal matters, compliance, and debt profile, page 38 (We consistently provide information to external stakeholders regarding compliance with tax obligations and our tax approach).				11.21.7
Materials						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder engagement , page 18. Materiality analysis , page 21.				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
GRI 301: Materials 2016	301-1 Materials used by weight or volume		Not applicable	Not applicable	This indicator is not material for the sector, according to the Sector Guide 11 for Oil and Gas. This is consistent with our business model and the services we offered.	
	301-2 Recycled input materials used		Not applicable	Not applicable	This indicator is not material for the sector, according to the Sector Guide 11 for Oil and Gas. This is consistent with our business model and the services we offered.	
	301-3 Reclaimed products and their packaging materials		Not applicable	Not applicable	This indicator is not material for the sector, according to the Sector Guide 11 for Oil and Gas. This is consistent with our business model and the services we offered.	
Energy						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder engagement , page 18. Materiality analysis , page 21. A cleaner energy future , page 51.				
GRI 302: Energy 2016	302-1 Energy consumption within the organization	A cleaner energy future , Energy consumption, page 58. A cleaner energy future , Our environmental management at Rancho Hermoso, Energy, page 82.	d. In joules, watt-hours or multiples, the total: i. electricity sold ii. heating sold iii. cooling sold iv. steam sold	Not applicable	Due to Colombian regulations, Canacol can not sell electricity.	111.2
	302-2 Energy consumption outside of the organization	A cleaner energy future , Indirect GHG Emissions - Scope 3, page 61 (Scope 3 emissions are reported, including the category "fuels and energy", calculated in accordance with the "Corporate Value Chain Accounting and Reporting Standard (Scope 3), related to the GHG Protocol")				111.3
	302-3 Energy intensity	A cleaner energy future , Energy consumption, page 58.				111.4
	302-4 Reduction of energy consumption	A cleaner energy future , Energy consumption, page 58.				
	302-5 Reductions in energy requirements of products and services		Not applicable	Not applicable	This indicator is not material for the sector, according to the Sector Guide 11 for Oil and Gas. This is consistent with our business model and the services we offered.	
Water and effluents						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder engagement , page 18. Materiality analysis , page 21. A cleaner energy future , page 51.				
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	A cleaner energy future , Water risk management and sustainability commitments, page 65. Sustainability strategy , Water stewardship related goals, 2024, page 13.				116.2
	303-2 Management of water discharge-related impacts	A cleaner energy future , Water risk management and sustainability commitments, Total fresh water discharged, pages 65-68.				116.3
	303-3 Water withdrawal	A cleaner energy future , Water consumption by extraction source, page 66. A cleaner energy future , Our environmental management at Rancho Hermoso, Water management, page 83.	b. Total water withdrawal from all areas with water stress in megaliters.	Not applicable	Canacol does not extract water in areas of water stress.	116.4
	303-4 Water discharge	A cleaner energy future , Water consumption by extraction source, Direct discharges, page 67. A cleaner energy future , Our environmental management at Rancho Hermoso, Water management, page 83.	c. Total water discharge to all areas with water stress in megaliters.	Not applicable	Canacol does not discharge water in areas of water stress.	116.5
	303-5 Water consumption	A cleaner energy future , Water stewardship, Water consumption by extraction source, page 66. A cleaner energy future , Our environmental management at Rancho Hermoso, Water management, page 83	b. Total water consumption from all areas with water stress in megaliters.	Not applicable	Canacol does not consume water in areas of water stress.	116.6
Biodiversity						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder engagement , page 18. Materiality analysis , page 21. A cleaner energy future , page 51.				
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	A cleaner energy future , Impact of operations on areas of environmental and biodiversity importance, Biodiversity assessment, page 71.				114.2
	304-2 Significant impacts of activities, products and services on biodiversity	A cleaner energy future , Biodiversity, Mapping the impact: detailed environmental effect analysis, page 73.				114.3
	304-3 Habitats protected or restored	A cleaner energy future , Biodiversity, Protection and reforestation actions, page 75. Biodiversity, page 69.				114.4
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	A cleaner energy future , Protection and reforestation actions, page 75.				114.5

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
Emissions						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder engagement , page 18. Materiality analysis , page 21. A cleaner energy future , page 51.				
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	A cleaner energy future , Direct GHG emissions - Scope 1, page 59. A cleaner energy future , Our environmental management at Rancho Hermoso, Direct GHG Emissions - Scope 1, page 82.				11.5
	305-2 Energy indirect (Scope 2) GHG emissions	A cleaner energy future , Indirect GHG Emissions - Scope 2, page 60.				11.6
	305-3 Other indirect (Scope 3) GHG emissions	A cleaner energy future , Indirect GHG Emissions - Scope 3, page 61.				11.7
	305-4 GHG emissions intensity	Gatefold - Financial performance and looking ahead, page 4. A cleaner energy future , Emissions - Scope 1 and 2, page 60.				11.8
	305-5 Reduction of GHG emissions	A cleaner energy future , Emissions - Scope 1 and 2, page 60.				11.2.3
	305-6 Emissions of ozone-depleting substances (ODS)		Not applicable	Not applicable	This indicator is not material for the sector, according to the Sector Guide 11 for Oil and Gas. This is consistent with our business model, operation and the services we offered.	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	A cleaner energy future , Other emissions, page 61.				11.3.2
Waste						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder engagement , page 18. Materiality analysis , page 21. A cleaner energy future , page 51.				
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	A cleaner energy future , Waste strategy and management, Hazardous waste management, page 79.				11.5.2
	306-2 Management of significant waste-related impacts	A cleaner energy future , Waste management, page 77 (Our commitment to waste management is underscored a dedicated implementation program, wherein various strategies are deployed to enhance indicators and monitor our waste management efforts).				11.5.3
	306-3 Waste generated	A cleaner energy future , Waste generated, page 78. A cleaner energy future , Our environmental management at Rancho Hermoso, Waste, page 84.				11.5.4 11.8.2
	306-4 Waste diverted from disposal	A cleaner energy future , Waste generated, Waste strategy and management, page 78. A cleaner energy future , Our environmental management at Rancho Hermoso, Waste, page 84.				11.5.5
	306-5 Waste directed to disposal	A cleaner energy future , Waste strategy and management, page 78. A cleaner energy future , Our environmental management at Rancho Hermoso, Residuos, page XX.				11.5.6
Supplier environmental assessment						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder engagement , page 18. Materiality analysis , page 21. A cleaner energy future , page 51 Empowering our people , page 87.				
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	A cleaner energy future , page 70, 79 (We apply rigorous environmental criteria in the selection process of contractors and suppliers. We also develop indicators to measure environmental performance) A cleaner energy future , Sustainability policy, pag. 81 Empowering our people , Supplier selection, page 134. A transparent and ethical business , Good Labour Practices (GLP), page 154.				
	308-2 Negative environmental impacts in the supply chain and actions taken	A cleaner energy future , page 70, 79 (We apply rigorous environmental criteria in the selection process of contractors and suppliers. We also develop indicators to measure environmental performance) Empowering our people , Supply chain, page 136. A transparent and ethical business , Good Labour Practices (GLP), page 154. A transparent and ethical business , Concerns, requests, complaints and claims (CRCC) are addressed and resolved, page 155.				
Employment						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder engagement , page 18. Materiality analysis , page 21. Empowering our people , page 87.				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Empowering our people , Talent and culture management, page 107-112.				1110.2
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Empowering our people , Talent and culture management, Employee benefits, page 102.				1110.3
	401-3 Parental leave	Empowering our people , Parental leave, page 122.				1110.4 1111.3
Labor/management relations						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder engagement , page 18. Materiality analysis , page 21. Empowering our people , page 87.				
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Empowering our people , Minimum notice periods for operational changes, page 107.				117.2 1110.5
Occupational health and safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder engagement , page 18. Materiality analysis , page 21. Empowering our people , page 85.				
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Empowering our people , Comprehensive health and safety management, page 95.				119.2
	403-2 Hazard identification, risk assessment, and incident investigation	Empowering our people , Hazard identification and risk assessment, page 94.				119.3
	403-3 Occupational health services	Empowering our people , Hazard identification and risk assessment, page 94.				119.4
	403-4 Worker participation, consultation, and communication on occupational health and safety	Empowering our people , Participation and communication on health and safety at work, page 101.				119.5
	403-5 Worker training on occupational health and safety	Empowering our people , Training and prevention in health and safety, page 94.				119.6
	403-6 Promotion of worker health	Empowering our people , Training and prevention in health and safety, page 94.				119.7
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Empowering our people , Training and prevention in health and safety, page 94.				119.8
	403-8 Workers covered by an occupational health and safety management system	Empowering our people , Comprehensive health and safety management, page 95.				119.9
	403-9 Work-related injuries	Empowering our people , Accidents and work injuries, page 95.				119.10
	403-10 Work-related ill health	Empowering our people , Accidents and work injuries, page 95.				119.11
Training and education						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder engagement , page 18. Materiality analysis , page 21. Empowering our people , page 87.				
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Empowering our people , Training and development; Training and evaluation of employees, page 104; 122.				1110.6 1111.4
	404-2 Programs for upgrading employee skills and transition assistance programs	Empowering our people , Training and development, page 104.	b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.	Information unavailable/incomplete	Currently, the Company does not have such transition assistance programs.	117.3 1110.7
	404-3 Percentage of employees receiving regular performance and career development reviews	Empowering our people , Training and evaluation of employees, page 122.				
Diversity and equal opportunity						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder engagement , page 18. Materiality analysis , page 21. Empowering our people , page 87.				
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Corporate model , page 40-43. Empowering our people , Employee diversity, page 114. A transparent and ethical business , page 156-158				1111.5
	405-2 Ratio of basic salary and remuneration of women to men	Empowering our people , The ratio between the basic salary and remuneration of men and women, page 119 - 121.				1111.6
Non-discrimination						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder engagement , page 18. Materiality analysis , page 21. Empowering our people , page 87.				
GRI 406: Non- discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Empowering our people , Policies for the prevention of discrimination and workplace harassment, page 123.				1111.7

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION		OMISSION		GRI SECTOR STANDARD REF. NO.
Freedom of association and collective bargaining						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder engagement , page 18. Materiality analysis , page 21. Empowering our people , page 87. A transparent and ethical business , page 141.				
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	A transparent and ethical business , Freedom of association, page 153. A transparent and ethical business , Suppliers and human rights, page 154. Empowering our people , Employee benefits, page 102.				1113.2
Child labor						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder engagement , page 18. Materiality analysis , page 21. Empowering our people , page 87. A transparent and ethical business , page 141.				
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	A transparent and ethical business , Good Labour Practices, page 154. A transparent and ethical business , Suppliers and human rights, page 154. (Compliance achievements by our suppliers include: Request to principles of eradication of child and forced labor) Empowering our people , Supplier selection, page 134.				
Forced or compulsory labor						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder engagement , page 18. Materiality analysis , page 21. Empowering our people , page 87. A transparent and ethical business , page 141.				
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Empowering our people , Labor practices, page 134. A transparent and ethical business , Suppliers and human rights, page 154. (Compliance achievements by our suppliers include: Request to principles of eradication of child and forced labor)				1112.2
Security practices						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder engagement , page 18. Materiality analysis , page 21. Empowering our people , page 87. A transparent and ethical business , Human Rights Communication and Training, page 152.				
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	A transparent and ethical business , Human Rights Communication and Training, page 152. Empowering our people , Talent and culture management, page 102.				1118.2
Rights of indigenous peoples						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder engagement , page 18. Materiality analysis , page 21. Empowering our people , page 87. A transparent and ethical business , page 141.				
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	A transparent and ethical business , Comprehensive approach to Human Rights, page 151. (There were no incidents of violations of the rights of indigenous people during 2023). Empowering our people , Social impact and investment, page 127.				1117.2
Local communities						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder engagement , page 18. Materiality analysis , page 21. Empowering our people , page 85.				
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Management report , Operational performance, page 31. Empowering our people , Impact and management of operations in local communities, page 125.	a. Percentage of operations with implemented local community engagement, impact assessments, and/or development programs, including the use of: i. social impact assessments, including gender impact assessments, based on participatory processes; ii. environmental impact assessments and ongoing monitoring; iii. public disclosure of results of environmental and social impact assessments.	Information unavailable/incomplete	Canacol performs social and environmental impact assessments, however these are not performed for 100% of the projects. Currently, within the Company's ESG strategy, it was established to measure 60% of the impact of social investment projects by 2024. This information is expected to be publicly disclosed by 2025.	1115.2
	413-2 Operations with significant actual and potential negative impacts on local communities	Management report , Operational performance, page 31. Empowering our people , Impact and management of operations in local communities, page 125.				1115.3
Supplier social assessment						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder engagement , page 18. Materiality analysis , page 21. Empowering our people , page 87.				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Empowering our people , Supplier selection, page 134.				1110.8 1112.3
	414-2 Negative social impacts in the supply chain and actions taken	Empowering our people , Supply chain, page 136.				1110.9
Public policy						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder engagement , page 18. Materiality analysis , page 21. A transparent and ethical business , page 141.				
GRI 415: Public Policy 2016	415-1 Political contributions	Management report , Ethics and Compliance, page 38. A transparent and ethical business , Political Influence, page 149.				11221
Customer health and safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder engagement , page 18. Materiality analysis , page 21. A transparent and ethical business , Our commitment to HSEQ, page 159.				
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Empowering our people , Hazard identification and risk assessment, page 94. A transparent and ethical business , Our commitment to HSEQ, page 159.				113.3
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services		Not applicable	Not applicable	This indicator is not material for the sector, according to the Sector Guide 11 for Oil and Gas. This is consistent with our business model, operation and the services we offered.	
Marketing and labeling						
GRI 3: Material Topics 2021	3-3 Management of material topics		Not applicable	Not applicable	This indicator is not material for the sector, according to the Sector Guide 11 for Oil and Gas. This is consistent with our business model, operation and the services we offered.	
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling		Not applicable	Not applicable	This indicator is not material for the sector, according to the Sector Guide 11 for Oil and Gas. This is consistent with our business model, operation and the services we offered.	
	417-2 Incidents of non-compliance concerning product and service information and labeling		Not applicable	Not applicable	This indicator is not material for the sector, according to the Sector Guide 11 for Oil and Gas. This is consistent with our business model, operation and the services we offered.	
	417-3 Incidents of non-compliance concerning marketing communications		Not applicable	Not applicable	This indicator is not material for the sector, according to the Sector Guide 11 for Oil and Gas. This is consistent with our business model, operation and the services we offered.	
Customer privacy						
GRI 3: Material Topics 2021	3-3 Management of material topics		Not applicable	Not applicable	This indicator is not material for the sector, according to the Sector Guide 11 for Oil and Gas. This is consistent with our business model, operation and the services we offered.	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data		Not applicable	Not applicable	This indicator is not material for the sector, according to the Sector Guide 11 for Oil and Gas. This is consistent with our business model, operation and the services we offered.	



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