



Diversity, Equality and Inclusivity Policy	
Department: People, Culture, Services	
Type of Document: Policies	Code: 50.300.001 PO

DIVERSITY, EQUALITY AND INCLUSIVITY POLICY (DEI)

1 OBJECTIVE

The present Diversity, Equality and Inclusivity policy (henceforth known as the “Policy”) states the compromise of SierraCol Energy Limited and its direct branches (henceforth known as the “Company”) with Diversity, Equality and Inclusivity (DEI) as core elements to carry out its mission to develop in a responsible manner the energy resources and create value for its interest groups.

With this policy, the guidelines to promote a culture of no discrimination, equality and inclusivity, encouraging respect, equity and access to work opportunities are established, as well as the behaviors and actions that may allow the creation of valuable relationships with all the interest groups of the Company.

2 SCOPE

The Policy applies to all employees of the Company and other interest groups. The Company communicates the Policy, as well as its expectations regarding the respect and encouragement of diversity, equality and inclusivity to all contractor companies and their employees and their strategic partners.

3 DEFINITIONS

Diversity: the acceptance and respect towards the fact that all human beings have characteristics that make us different.

Discrimination: the unfavorable or undermining treatment of a person or group of people due to race, gender, sexual orientation, ethnicity, religious or other human diversity motives.

Equality: Access to equal opportunities.

Differential approach: analysis perspective which involves diverse population groups in terms of age, gender, sexual orientation, ethnicity background, disabilities, among other characteristics.

Inclusivity: procurement and integration of all individual differences, promoting the well-being and sense of belonging.

Immigration: movement, whether voluntary or forced, from one country or place to another. Forced immigration is linked to situations that affect the quality of life and create a necessity to move. On the other side, voluntary immigration is related to the search for new social and/or economic opportunities.

Intersectionality: it’s the interaction between two or more social factors that define a person. Identity characteristics such as gender, ethnicity, geographical location or even age don’t affect one person individually. On the contrary, these combine in different forms, creating diverse inequalities and privileges.

4 POLICY

The compromise of the Company with Diversity, Equality and Inclusivity aligns itself with one of the most important values for the Company: The People. This compromise is made explicit in our Code of Conduct and our Human Rights Policy.

The Company brings equal opportunities to all of our employees and promotes a work environment where we can feel like we belong in it, in a safe space.



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The Policy is a core element to our work culture and contributes to the success of our business.

The implementation of said Policy is aligned with our purpose to aid the construction of a more inclusive country.

Policy is destined to attract and keep the best of diverse talent, recognize and value the interests and needs of all of our interest groups and create value from teamwork.

At SierraCol Energy, we promote programs that allow us to move forward with diversity and support initiatives that help close gaps in terms of equality and inclusivity.

Commitments:

We highlight specially our compromise with gender equality and the differential approach within our workforce, throughout our value chain and the communities where we operate.

We communicate proactively to our interest groups that our Policy, compromises and actions towards Diversity, Equality and Inclusivity. In this sense, every year we make known through our sustainability report the progress on the implementation of this Policy, as well as our objectives and goals forward.

The Company Will not tolerate any type of discrimination, abuse, physical, sexual, or psychological violence, or intimidation, to any of our employees or interest groups. In the same line, we will not allow any act of discrimination based on age, race, gender, religion, sexual orientation or gender identity, civil status, ethnicity, physical or social condition, Immigration or Intersectionality, when it comes to the fields of employment access, promotion, formation, salary compensation, work-life balance and other such work conditions. These processes, though not excluding others, will be carried out in accordance with our policies and local and corporate procedures stablished, merit and other standards that tend towards transparency and equality within the Company and integrates initiatives that go beyond the legal requirements.

In line with the compromise to respect the work standards of the ILO, we create and encourage a culture of inclusion among the employees and interest groups, promoting the employment of personnel with diverse characteristics, understanding this as a competitive advantage that contributes to the achievement of the organization’s goals, as well as the construction of a more equal and inclusive society.

The Company will work on lessening the physical barriers, communicational barriers and ethical barriers to promote diverse talent and safe spaces. We will focus on the implementation of culturally transformative initiatives to encourage the corporate communication, outside and inside, with the use of non-sexist, non-discriminatory and prejudice-free language, seeking to strengthen the relationships regarding respect and equality between employees, contractors, partners and communities.

The Company brings the processes so that all employees, contractors and partners can report situations where said Policy is violated without fear of being reprimanded, as part of our Report and No Retaliation Policy. Any retaliatory action is forbidden and must be reported to your immediate supervisor, the area of People, Culture and Services, Human Rights or to the Company Compliance Officer.

The Company is committed to tend to and give solutions to any case of discrimination or breach of said Policy. Likewise, it is committed to keep different care processes available for the interested parties so that they may propose requests, complains, petitions or claims whenever it is necessary, including through a direct anonymous line, as described in the Code of Conduct of business or through the Coexistence Committee of the Company.



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5 RESPONSIBILITIES

All employees must promote the application of said Policy in their work areas and internal processes, seeking to generate within the work teams an open and inclusive outlook, as well as actions that allow for the existence of a work environment that promotes respect and equality for all.

6 GOVERNANCE AND IMPLEMENTATION

The CEO and the management team of the Company will supervise and follow up on the progress of the implementation of the Policy.

The Vice-presidency of People, Culture and Services will be in charge of leading the implementation, disclosure and compliance of said Policy.

7 RELATED POLICIES

Company's Code of Conduct

Human Rights Policy

8 BREACHES OF THE POLICY

Any breaching of said Policy shall have disciplinary consequences in accordance with the business established procedures, the internal codes and guidelines and the applicable legislation.