



Health, Safety and Environment, Social Responsibility and Risk Management Integrated Policy	
Department: HSE	Area: HSE/RM
Type of Document: Policy	Code: 60.400.001 PO

## HEALTH, SAFETY AND ENVIRONMENT, SOCIAL RESPONSIBILITY AND RISK MANAGEMENT (HSE-SR-RM) INTEGRATED POLICY

### 1. PURPOSE

The purpose of this occupational health, safety and environment, social responsibility, and risk management (HSE-SR-RM) integrated policy, hereinafter the “Policy”, is to reiterate and reinforce the commitment of SierraCol Energy Limited and its subsidiaries (hereinafter the “Company”) to protect the health and safety of our associates, the environment, the biodiversity, and the neighboring communities.

### 2. IMPLEMENTATION

It is the responsibility of workers, contractors and subcontractors to take care of themselves and comply with policies, standards, manuals, procedures, guidelines, instructions and protocols established by the Company. All Company employees, and particularly those responsible for monitoring contractor and subcontractor activities, shall responsibly manage their performance with regard to HSE-SR-RM in accordance with this Policy. Similarly, all workers, contractors and subcontractors must report any possible breach or non-compliance with HSE-SR-RM laws and regulations, as well as any possible breach or non-compliance with this Policy, to their immediate supervisor or to Company's HSE, Social Responsibility or Legal departments, as well as cooperate in the investigation of situations of possible non-compliance with HSE-SR-RM laws, regulations, standards or procedures, or non-conformity with this Policy.

This policy extends to all our operations of exploration, exploitation, sale and transport of oil, gas and hydrocarbons in general. In order to provide frame of reference for the objectives of the Integrated Operational Management System (SIGO for its acronym in Spanish) and thus comply with this Policy, it is necessary to coordinate efforts with operating partners through proactive monitoring of the implementation of their own HES-SR-RM plans. In associated operations, compliance with this Policy must be carried out in coordination and concurrence with applicable policies of the companies acting as operators.

### 3. COMMITMENTS

1. Protect the health and safety of workers, communities, contractors, subcontractors, and other stakeholders, as well as the environment in areas where the Company operates.
2. Prevent cardiovascular diseases and chronic non-communicable diseases in workers by promoting health care as a lifestyle.
3. Conduct the Company's operations in accordance with all applicable laws, rules and regulations, and other applicable HSE-SR-RM requirements reflecting the highest ethical standards and our ongoing commitment to integrity, our stakeholders, and the environment.
4. Identify hazards; evaluate, assess, and manage HSE-SR-RM risks by establishing the corresponding proactive programs against priority risks and controls to ensure a safe and healthy work environment, as well as to avoid adverse impacts on communities and the environment, preserving the Company's assets.
5. Respect the culture, customs, and Human Rights of the communities, as well as the needs and expectations of specific stakeholders, promoting their sustainability and self-sufficiency in accordance with Sustainable Development Goals within the Company's sphere of influence.



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6. Implement, maintain, monitor, improve and continuously report on the performance of our Integrated Operational Management System (SIGO) allowing the Company to ensure that in all its activities the HSE-SR-RM aspects are considered and prioritized.
7. Authorize all employees, contractors, and subcontractors to stop work or actions that are deemed unsafe and may result in injury, illness, damage to facilities or adverse impacts to the environment or neighboring communities.
8. Conduct adequate preparedness to prevent and provide timely and efficient response to HSE-SR-RM emergencies, including employee and community training, periodic testing, and notification mechanisms.
9. Maintain effective communication with workers and other stakeholders, including neighboring communities, local and national authorities, on the aspects and risks of the operation and the surroundings that must be addressed in a timely and effective manner.
10. Integrate HSE-SR-RM aspects and obligations in business planning, in all stages of the production process, in all work methods and in decision making, so that all workers assume their responsibilities in this regard.
11. Select and hire contractors and suppliers that manage HSE-RM-SR aspects in accordance with legal and Company's standards, that show an effective commitment to risk management and demonstrate excellent HSE-SR-RM performance.
12. Promote the safety and health of workers, contractors, subcontractors, and other stakeholders by fostering culture, information, consultation, participation, training, education, and skills training in preventive matters.
13. Promote good relations with communities, civil society organizations and other stakeholders, fostering shared value, giving priority to employment and the acquisition of local goods and services, without discrimination in contracting and compensation processes.
14. Operate in a sustainable manner through mitigation and climate change adaptation, efficient use of energy and natural resources, assessing and implementing measures to reduce water consumption in our assets and promoting a culture aimed at preventing pollution, reducing emissions, discharges, and waste, as well as protecting the environment and its biodiversity.
15. Carry out land acquisition and resettlement processes in accordance with good industry practices and applicable laws.
16. Carry out compensation for negative impacts produced on the environment and biodiversity in the development of the projects and carry out the procedures for dismantling, abandonment, and recovery of the intervened areas once the activities in the areas of operation are completed, in accordance with the applicable legal framework.
17. Consider the position of stakeholders on issues that may affect the environment and the social environment of our operations.

This policy is effective as of December 1, 2022.

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Bernardo Ortiz  
CEO



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