



Equal Employment Opportunity Policy	
Department: People, Culture & Services	Area: Recruitment
Document Type: Policy	Code: 50.300.002 PO

EQUAL EMPLOYMENT OPPORTUNITY POLICY

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1. PURPOSE

The purpose of this Equal Employment Opportunity Policy (the "Policy") is to establish the guidelines, measures, and actions necessary to achieve equality of treatment and access to employment opportunities and to promote and facilitate a culture of employment equality for external candidates applying for vacancies and for employees of SierraCol Energy Limited and its subsidiaries (the "Company"), in a work environment free from discrimination and harassment.

2. APPLICATION

This Policy applies to the Company recruitment process and to its Employees.

3. DEFINITIONS

The Company understands equal employment opportunities as access to equal opportunities without discrimination for reasons unrelated to the minimum requirements for each position.

4. POLICY

One of the Company's goals is to attract and retain the best talent available and use it effectively within its workforce. To that end, the Company is committed to providing its employees with a work environment that fosters development and promotion, free from discrimination and harassment. The Company complies with all applicable rules and regulations in this regard.

The Company rejects any act of discrimination based on age, race, gender, religion, sexual orientation, marital status, ethnicity, physical or social condition among its employees or external candidates who are offered equal access to job opportunities. These processes will be carried out in accordance with the established policies and procedures, following the requirements and other standards that promote transparency and fairness within the Company.

It is prohibited to take any action that could be considered harassment, intimidation, or discrimination against any external collaborator or candidate for any the above conditions.

The Company prohibits sexual harassment, which may include, but is not limited to, unwelcome sexual advances, requests for sexual favors or attention by anyone associated with the Company, whether male or female. No supervisor, manager, or employee may threaten or suggest, either explicitly or implicitly, that an employee's refusal to submit to sexual advances or requests for sexual favors, or any other form of harassment, will adversely affect the employee's position, salary, assigned duties, work hours, professional development, opportunity to participate in selection processes, or any other term of condition of employment.

This Policy applies to all aspects of employment, including recruitment, hiring, job assignment, compensation, promotion, access to benefits, training, facilities, and employee social and recreational programs.

The Company provides the mechanisms for employees to report situations that violate this Policy without fear of retaliation under our Reporting and Non-Retaliation Policy. The Company strictly prohibits any



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form of retaliation against any Company Employee for raising questions, making reports in good faith, or cooperating in an investigation.

5. RESPONSIBILITIES

Employees: Promote the adoption of this policy in their work areas and internal processes, and strive to create an equitable work environment within the work teams.

Vice Presidency of People and Corporate Affairs: Responsible for managing and updating the Policy.

6. RELATED POLICIES

Diversity, Equity, and Inclusion Policy 50.300.001 PO

7. VIOLATIONS OF THIS POLICY

If the Company determines that a violation of this Policy has occurred, the Company may impose disciplinary action, as appropriate, which may include training, written or verbal reprimands, disciplinary sanctions, suspension, relocation, or termination of the employment contract.