

# Policy of Human Rights



**TGI**  
Grupo Energía Bogotá



## OBJECT

This Policy establishes the principles and guidelines that guide Transportadora de Gas Internacional - TGI in complying with its ethical and legal duty to respect, promote and repair Human Rights in all its actions and areas of relationship

## REACH

This Policy applies to all TGI employees, as well as to suppliers and contractors in the framework of business relationships with the Company. Their decisions and behaviors must be in accordance with what is established here.

## COMMITMENT STATEMENT

We recognize that the validity of Human Rights is a condition for the sustainable development of the territories we share. We are convinced that only an environment of rights allows the sustainability of companies and their commercial relationships.

Our commitment to respect Human Rights is based on the ethical conviction of the Company, the Colombian Political Constitution and international behavior, mainly in the Universal Declaration of Human Rights, the fundamental conventions of the International Labor Organization - ILO, as well as as our action is guided by the United Nations Guiding Principles on Human Rights and Business, the United Nations Global Compact to which we have adhered, and the OECD Guidelines on Human Rights due diligence for Responsible Business Conduct.

Within the framework of the different areas of relationship we pay special attention, but not limit ourselves, to the following rights:

**Decent and safe working conditions,** We work constantly to ensure decent and safe working conditions that contribute to the integral development of our employees.

- We do not tolerate forced or compulsory labor practices or the linking of child labor in our company or in our supply chain.
- We reject any form of discrimination, violence or workplace or sexual harassment and we promote the right to equality in employment and occupation, in accordance with the Company's Diversity and Inclusion Policy.
- We recognize the individual and social importance of the right of association and collective bargaining and we fully comply with the legal provisions aimed at its protection.

**The recognition, respect and promotion of the rights of the communities** is subject to retaliations for having reported infringements of the Policy.

- Our relationship with the communities is based on respect for their individual and collective rights and is aimed at the generation of shared value for the improvement of territorial and socioeconomic conditions for the generation of development and well-being.
- We recognize the importance of the rights of communities to enjoy a healthy environment; to dispose and enjoy their lands, assets and resources and to lead their lives free from fear of their safety, health and integrity. Therefore, we adopt a preventive management approach to avoid as much as possible the adverse impacts that our activities may cause, explore alternative solutions, and finally mitigate and compensate
- We value and respect the cultural diversity of communities. We promote mutual knowledge and understanding through intercultural dialogue, with special attention to the rights of ethnic communities.
- We respect the rights to free expression, to participation and to submit petitions from our collaborators, the communities and our stakeholders in general. We establish strategies and mechanisms for the exercise of these rights with respect to our activities and we promote mutual respect, trust and dialogue to manage differences. We will not tolerate any threat, intimidation, or other act of retaliation against the peaceful expression of opinions or concerns regarding our activities.
- We reject all forms of violence and violation of Human Rights. We will urge the competent authorities to investigate any act that we know of that has the potential to affect them.

## **Our supply chain**

### **We promote with our business partners the unrestricted respect for Human Rights**

- We incorporate the duty to comply with our corporate policies, including this Policy, in commercial agreements with suppliers and contractors, and we implement due diligence, supervision and sanction mechanisms in the event of non-compliance. Likewise, we promote collaboration with our supply chain partners for the adoption of good practices in line with international standards.
  - We ensure that our business relationships with partners, clients and other commercial or institutional allies are governed by these principles and honor the commitments established in this Policy.
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## **Our Human Rights management**

- We consider that Human Rights are a fundamental part of the business strategy. Through our different systems and procedures, we carry out a preventive, proactive management aimed at continuous improvement, aimed at avoiding or mitigating adverse effects of our activities and, in the case of verified impacts, establishing measures for their repair.
- We will periodically develop specific analyzes of risks and impacts on Human Rights derived from our operations and relationships. We understand that there are conditions of social vulnerability and historical disadvantages that have affected the rights of certain population groups, therefore in our management we adopt a differential approach.
- We disseminate information in a timely, suitable and sufficient manner, we carry out training and training plans among our collaborators, so that they can carry out their work in accordance with the commitments expressed.
- We develop and promote spaces for dialogue and communication channels available to the different internal and external stakeholders, to know and act in a timely, transparent and substantive manner in the face of expectations, non-conformities or claims associated with our management.
- Our actions promote articulation with the authorities responsible for the guarantee and protection of Human Rights and dialogue with relevant persons or groups for the continuous improvement of our Human Rights management.
- We reiterate our commitment to provide an effective remedy in the event of an impact on Human Rights, as well as the generation of a proven impact.

## **RESPONSIBLE PARTIES OF THE POLICY**

Respect and promotion for Human Rights is a commitment of the entire Company, which must be reflected in the management of all its areas and the behavior of all collaborators.

Compliance with and responsibilities regarding this policy is articulated in accordance with the provisions of point 1.4. of the Human Rights Management System Manual.



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