

# ESG | EMPOWERING OUR PEOPLE

Working with our communities and suppliers is essential for our business survival and growth. We are committed to cultivating close and transparent relationships that promote community development and improve quality of life.

## Human Rights



Operated with no Human Rights violations.



Became a new member of the Voluntary Principles on Security and Human Rights Initiative and IPIECA.



Conducted human rights training for 100% of employees, direct contractors, and public workforce.

## SOCIAL INVESTMENT

The implementation of the Corporate Social Investment Policy should seek to contribute to the fulfilment of the SDGs and the 2030 agenda, and to generate trust among the different stakeholders.

126 projects were executed during the year. All projects were aligned with municipal development plans. 12 projects included a gender focus. All projects contributed to the achievement of the following SDGs (1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11):

59 covered communities:



22,300 Community members benefited.

90% community satisfaction with our social-investment projects.



In 2022, we updated our

“Corporate Social Investment Policy” to enhance the impact of our social projects.

## PURCHASING ALLOCATION



93.4% of all goods and services purchased locally, regionally, and nationally encouraging the economic development of Colombia and the regions where we work in.

We monitor compliance with ESG criteria throughout the supply chain process. In 2022, we evaluated 100% of bidders and new suppliers on technical, commercial, health and safety, environmental, social, and quality aspects.

We encourage and require all our suppliers to attain the highest standards regarding human rights. With this goal, we have included key elements in Canacol's Supplier Code of Conduct.



## EMBRACING DIVERSITY



100%

Launched our DEI strategy and guidelines, reinforcing our commitment to inclusivity across genders, ages, abilities, ethnicities, nationalities, and cultures.

100%

We implemented Gender Equity Management System to support the identification, monitoring, and remediation or elimination of gender gaps.

100%

We earned the Silver level award issued by the Colombian Ministry of Labour and the United Nations Development Program.

100%

Approximately 37% of our workforce are women, a higher percentage than the global oil and gas industry average of 22% and the Colombia national average of 27%.

100%

100% DEI training: All our employees and direct contractors received training in our DEI policy.

\*All figures as of 2022