

# Diversity and Inclusion Policy



Grupo Energía Bogotá

## PURPOSE

Grupo Energía Bogotá's Diversity and Inclusion Policy establishes the general principles and guidelines to promote and maintain a work environment and corporate culture with equal opportunity, rights and responsibilities, free of any type of discrimination and guaranteeing equality between men and women.

We understand "Diversity" as the variety, abundance of and differences between people, including, but not limited to, gender, gender identity, ethnicity, race, nationality, age, generation, sexual orientation, culture, religion, belief system, marital status, socioeconomic situation, political affinity, appearance, language and accent, disability, health, education, place of origin, work experience, work role and position, lifestyle, thinking and personality. We understand "Inclusion" as equal access to resources and opportunities for all people to allow them to individually or collectively feel respected, valued and recognized for who they are and their contributions towards organizational objectives.

Grupo Energía Bogotá has the profound conviction that diversity and inclusion are indispensable conditions to achieve countries' sustainable development and progress, society's well-being and companies' growth.

## SCOPE

This policy applies to all of Grupo Energía Bogotá S.A. E.S.P.'s employees and those of its company's.

## STATEMENT OF COMMITMENT

1. To promote and defend its employees' human rights<sup>1</sup>.
2. To promote equal pay (understanding there can be objective differentiation criteria), equal treatment and equal opportunities without distinguishing characteristics, such as gender, gender identity, ethnicity, race, nationality, culture, age, marital status, parenthood, political affinity, religion or sexual orientation, in order to eliminate inequality within the Organization.
3. To respect diversity.
4. To fight and punish all kinds of discrimination.
5. To establish specific measures to prevent, attend to, punish and eradicate workplace and sexual harassment.

---

<sup>1</sup> Grupo Energía Bogotá has been adhered to the United Nations Global Compact since 2005, guiding its sustainable growth under the ten principles framed in four areas: human rights, labor standards, the environment and anti-corruption.

6. To generate a work environment without violence that favors personnel's quality of life.
7. To promote reconciling work, personal and family life with joint responsibility.
8. To assume actions aimed at the Organization's stakeholders, searching to promote diversity and inclusion, as well as equal conditions between men and women.
9. To ensure internal and external advertisements and communications are inclusive, not sexist.

## RESPONSIBLE PARTIES

Compliance with this policy is coordinated as follows:

**GEB's Talent Management Department or their representative:** It is in charge of managing the implementation, follow-up, monitoring, control and continuous improvement of this policy at Grupo Energía Bogotá. The scope of its management includes defining and documenting objectives in a specific, realizable, achievable, measurable manner, with defined times and responsible parties, to ensure compliance with this Policy and its periodic assessment. This is in order to establish its pertinence and functionality, performing all the necessary adjustments if required. In addition, they must measure employees' degree of knowledge and understanding of this policy.

**Talent Management departments at each GEB affiliate:** They are in charge of managing the implementation, follow-up, monitoring and control of this policy in GEB's respective affiliates.

**GEB's Gender Equality Committee:** It oversees compliance with the policy and makes recommendations to the Board of Directors to update said policy.

**GEB's Relations and Strategic Events Department or their representative:** To communicate and spread the Diversity and Inclusion Policy through the proper media, for it to be known at all organizational levels.

**GEB's Corporate Communication's Department or their representative:** To communicate and promote the Diversity and Inclusion Policy through the proper media, for it to be known by external stakeholders.

**GEB and its affiliates' employees** are responsible for adopting and complying with the Diversity and Inclusion Policy.