



EXCERPT FROM THE INTER-CULTURAL RELATIONS GUIDELINES

PURPOSE

The purpose of this document is to define a basic framework of action to guide the development of genuine, permanent and transparent relations with ethnic groups located in the areas of influence of the projects and assets in operation of Grupo Energía Bogotá (GEB) and its companies, pursuant to the provisions of Convention 169 of 1989 of the International Labor Organization (ILO) on indigenous and tribal peoples, national and international legislation and jurisprudence, and GEB's sustainability policy.

SCOPE

GEB shall assure genuine, permanent and transparent relations with ethnic groups located in its areas of influence, and due diligence in the identification of actual or potential impacts, and their management and remediation measures; always in the framework of recognition and respect for the cultural identity, values and practices, and the institutions and governance of each ethnic group, in a manner that is consistent with GEB's sustainability policy.

These guidelines apply to performance of all projects and the operations of all assets of GEB (electricity and/or gas operating and productive infrastructure), whenever ethnic groups are identified located in the area of influence of the project or asset, whether or not they have been certified or recognized by the competent authority (currently, in Colombia, such certification is issued by the Prior Consultations Office of the Ministry of the Interior; in Peru by the Prior Consultations Office of the Ministry of Culture; in Guatemala there are no regulations nor a defined competent authority to this effect).

COMMITMENTS AND DETERMINANTS

The following are the commitments and determinants regarding inter-cultural relations at GEB and its companies:

- 1) To act in good faith and establish genuine, timely and permanent relations to consolidate trust with the ethnic groups.
- 2) To provide detailed and sufficient information on the projects or assets in operation, act diligently during all stages of the project and the useful life of the infrastructure whenever ethnic groups are located in the corresponding areas of influence.
- 3) To establish the principle of inter-culturality in relations with ethnic groups, which means that neither party is superior to the other; that the parties engage in relationships aimed at specifying and establishing measures to manage impacts through consensus.
- 4) To create and strengthen inter-cultural relations based on the recognition of the communities' own government and independence; as well as respect and understanding of possible effects on their beliefs, institutions, spiritual wellbeing and occupation and use of land.
- 5) Prevent ethnic and inter-ethnic conflicts, by acting with due diligence during all stages of the project and the useful life of the infrastructure.
- 6) Control the mobilization of staff employed in GEB projects in the ethnic territory, at any stage, ensuring that prior consent has been obtained from the community's governing body and authority.
- 7) Contribute to the responsible social and economic development of ethnic groups that provide measurable socioeconomic benefits in the territories of collective or protected use.



- 8) To work with the ethnic groups beforehand in identifying impacts and developing measures to manage potential or actual risks and opportunities during performance of projects, works and activities by GEB.
- 9) To coordinate with the government bodies responsible for the protection of human rights all the activities required to ensure consistency between the State's obligation for protection and GEB's commitment to respect human rights; and complement the mechanisms of prevention, mitigation and remediation to ensure fair treatment in the event of any potential or actual effects on the ethnic groups.
- 10) Coordinate with government bodies, when applicable, the duty to consult with ethnic groups, through their government bodies, through appropriate procedures that allow their free and informed participation and preferably the search for understanding and consent with respect to the project, work or activity.

RESPONSIBLE PARTIES

The Sustainability areas of GEB and its companies will be responsible for managing the implementation, follow-up, monitoring, control and continuous improvement of these guidelines at GEB. The scope of its management includes a periodic evaluation of these guidelines in order to establish their relevance and functionality, making the necessary adjustments if required.

All areas involved in the development of projects and the management of GEB assets in operation are responsible for the implementation of and compliance with these guidelines.

All direct and indirect GEB employees responsible for communicating and complying with these guidelines, as well as the binding agreements with third parties related to the commitments stated herein.

DUE DILIGENCE GUIDELINES

The United Nations has adopted the Guiding Principles of Companies and Human Rights, which is implemented by the United Nations in order to "protect, respect and remedy," based on the recognition of the obligations of the States, the role of companies in society, and the need to provide resources to assist in the fulfillment of rights.

The Guiding Principles should be understood in terms of their objective of improving the norms and practices of companies and human rights in order to obtain tangible results for the affected people and communities, and also to contribute to socially sustainable globalization. In particular, they refer to the companies' responsibility for respecting human rights.

With the above in mind, they form part of GEB's guidelines to assure inter-cultural relations in connection with its projects and assets in operation, with special emphasis on the fact that GEB companies and branches must act with due diligence regarding human rights, in order to identify, prevent, mitigate and address any negative consequences of its activities on human rights.

This process must include an assessment of the actual and potential impact of its activities on human rights, the incorporation of the conclusions in the documents on impact assessment and definition of management measures, and the actions in this regard, including communicating the manner in which possible negative consequences will be managed in the different stages of relations and the performance and operation of the infrastructure and the services provided by each company or branch.

Consequently, the following are relevant aspects of due diligence in inter-cultural relations:

- The identification and assessment of actual or potential negative impacts on human rights, with the assistance of in-house or independent experts, and through performance of consultations and dialog events with the ethnic communities.
- The incorporation of management measures, either to prevent or mitigate potential negative consequences on human rights, including the assignment of responsibilities and the adjustment of procedures, if required.



- The implementation of monitoring and follow-up plans on the effectiveness of the management measures, including batteries of indicators and opinions of the company itself, third parties and the ethnic community.
- Formal and transparent publications and communications explaining the measures taken to address the possible effects of the activities on human rights, ensuring that the information is sufficient and accessible to all, without putting the affected parties at risk and without violating legitimate confidentiality requirements.

Assurance of the reparations or remediation actions whenever it is established that the company has caused or contributed to producing negative consequences that the company must repair or contribute to repair, by legitimate means.

Additionally, GEB will promote the performance of training and awareness-raising programs and/or activities on human rights, aimed at updating stakeholders and employees on the topic of human rights and companies, in accordance with international dynamics and trends in this matter, and initially on disseminating the scope of application of ILO Convention 169 of 1989, the United Nations Guiding Principles and current national legislation.