

OSH Tactical Planning 2022

Corporate OSH Management
Talent Management Department



Formulation of the 2022 OSH Strategic Objectives

9

 Life
First

Revalidation of the OSH Strategy

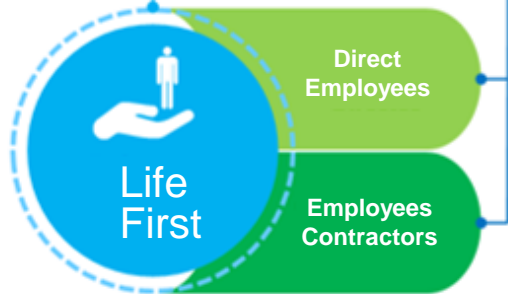
Revalidating our Convictions

Our Higher Purpose

GEB Strategic Plan

Improving lives through sustainable and competitive energy

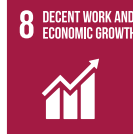
Providing energy for the people of Bogotá, the countries in which we operate and the people who work in the company to develop their potential and improve their quality of life.



Ensuring healthy lives and promoting well-being for all, at all ages.



Promoting sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.



Our Values



Life Comes First



Integrity



Teamwork with individual responsibility



Focus on results



Empathy

GEB - OSH Management *Principles of OSH Management* Tactical OSH Plan

- 1 **Life Comes First** for all our employees, as a Corporate Value
- 2 NOBODY dies at work!
- 3 All accidents can be prevented
- 4 Safety and health require leadership
- 5 Safety and health are profitable
- 6 Work is a social determinant of health, and must not deteriorate our health; it must improve it.

9.2

Our OSH Challenges for 2022 Occupational Safety and Health Objectives

Higher Purpose - Values

Strategic Objectives in OSH

Objectives of the OSH Process (Support)



TO MAINTAIN A LOST TIME INJURY FREQUENCY RATE* (LTIFR) OF EQUAL TO OR LESS THAN 0.50 IN 2022

* Includes Transmission and Corporate



TO IMPLEMENT PROGRAMS THAT PROMOTE HEALTHY HABITS AND LIFESTYLES AND THE COMPREHENSIVE WELL-BEING* OF GEB'S DIRECT EMPLOYEES IN 2022

TO COMPLY WITH 90% OR MORE OF THE CULTURAL TRANSFORMATION PROJECT SCHEDULE (SPI) IN 2022

TO INCREASE THE PERCEPTION OF GEB'S DIRECT EMPLOYEES REGARDING THE MATURITY OF OCCUPATIONAL SAFETY AND HEALTH MANAGEMENT BY 10% COMPARED TO 2022 (WITH RESPECT TO THE 2021 RESULTS)

TO ACHIEVE A MINIMUM 90% FULFILLMENT OF THE 2022 PROACTIVE PERFORMANCE INDICATOR, WITH INCREASED COVERAGE AND INCLUDED VERIFICATION OF THE QUALITY OF THE PROACTIVE PRACTICES



TO ACHIEVE COMPLIANCE WITH THE ANNUAL OCCUPATIONAL SAFETY AND HEALTH PLAN (SPI) OF EQUAL TO OR GREATER THAN 90% BY 2022

TO IMPLEMENT THE PG CRITICAL RISKS AND ESS IN PROJECTS, O&M AND I&S WITH A COMPLIANCE WITH ACTIVITIES OF OVER 90% IN 2022

TO COMPLY WITH 90% OR MORE OF THE HEALTHY COMPANY PROJECT SCHEDULE BY 2022

TO GENERATE AND IMPLEMENT AT LEAST 2 OSH PREVENTION INNOVATION INITIATIVES BY 2022

TO IMPROVE ALIGNMENT WITH THE GEB'S CORPORATE OSH MANAGEMENT MODEL, INCREASING THE RESULT OBTAINED IN THE 2021 ASSESSMENT BY AT LEAST BY 7%

Defining Strategies to Achieve the Objectives Using the CAME and SWOT Methodology

10



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Deployment of OSH Objectives for 2022

Occupational Safety and Health Projects and Initiatives



PROJECT DEFINITION – DEPLOYMENT OF OSH OBJECTIVES



Strategic Perspective	Strategic OSH Objectives	OSH Process Objectives (Support)	Priority Projects	Project	Case for Action	Project Leader	When?		How? Key Actions	Measurement Indicators	Goal Indicators		
							Start	End			90%	100%	120%
Processes	OBJECTIVE 1 TO MAINTAIN A LOST TIME INJURY FREQUENCY RATE* (LTIFR) OF EQUAL TO OR LESS THAN 0.45 IN 2022	TO COMPLY WITH 90% OR MORE OF THE CULTURAL TRANSFORMATION PROJECT SCHEDULE (SPI) IN 2022	P1	OSH CULTURAL TRANSFORMATION Strengthening the Occupational Safety and Health Culture	The focus of this project will be to "increase the level of maturity in security" by incorporating behaviors, skills and tools that lead GEB towards a strong culture (generative) that leverages Operational Excellence, based on the SOP model (Safety, Operations & Performance) from Intertek.	Puentes Ecala Echeverría	Jan-22	Dec-22	Phase 2: Support is provided in implementing the key elements of the transformation and strengthening skills through coaching and training; 5 PRIORITIZED AXES: FIELD MANAGEMENT, GOVERNANCE, FAIR CULTURE, TALENT MANAGEMENT AND PROCESS SAFETY. Phase 3: The Group will be provided support in stabilizing new capacities and consolidating the new culture of excellence in safety. Phase 2: 1. Implementing the proposed strategies for a culture of safety and process safety. 2. Monitoring OSH performance indicators. 3. Measuring the maturity of the OSH culture and process safety. 4. Implementing the training plan. Aligning Critical GEB Contractors with the "Life Comes First" Cultural Attribute. 1. Implementing the Contractor OSH Management model 2. Implementing the Critical Contractor Development Plan in terms of OSH 3. Implementing an evaluation/audit process of critical contractors in OSH Process Safety Management (Major Risks). 1. Implementing the Major Risks action plan. 2. Evaluating the effectiveness of the implementation to identify impediments and improve the management system.	- Lost Time Injury Frequency Rate (LTIFR) - Indicator Compliance with the Implementation Phase Schedule (SPI) - OSH Management Maturity Level Perception Index (direct employees) - IPNMSST, for the Spanish original - OSH Positive Performance Indicator (PPI)	- LTIFR > = 0.60 - SPI > = 87.5%	- LTIFR > = 0.45 - SPI > = 90%	- LTIFR > = 0.40 - SPI > = 95%
	OBJECTIVE 1 TO MAINTAIN A LOST TIME INJURY FREQUENCY RATE* (LTIFR) OF EQUAL TO OR LESS THAN 0.45 IN 2022	TO INCREASE THE PERCEPTION OF GEB'S DIRECT EMPLOYEES REGARDING THE MATURITY OF OCCUPATIONAL SAFETY AND HEALTH MANAGEMENT BY 10% COMPARED TO 2022 (WITH RESPECT TO THE 2021 RESULTS)									IPNMSST > = 60%	IPNMSST > = 65%	IPNMSST > = 67%
	OBJECTIVE 1 TO MAINTAIN A LOST TIME INJURY FREQUENCY RATE* (LTIFR) OF EQUAL TO OR LESS THAN 0.45 IN 2022	TO ACHIEVE A MINIMUM 90% FULFILLMENT OF THE 2022 PROACTIVE PERFORMANCE INDICATOR, WITH INCREASED COVERAGE AND INCLUDED VERIFICATION OF THE QUALITY OF THE PROACTIVE PRACTICES									PPI > = 87%	PPI > = 90%	PPI > = 96%
Process	OBJECTIVE 1 + OBJECTIVE 2	TO ACHIEVE COMPLIANCE WITH THE ANNUAL OCCUPATIONAL SAFETY AND HEALTH PLAN (SPI) OF EQUAL TO OR GREATER THAN 90% BY 2022	P2	ANNUAL OSH WORK PLAN. Designing and developing the annual work plan to achieve each one of the objectives proposed in the Occupational Safety and Health Management System (OSHMS).	Clearly identifying goals, responsibilities, resources and the activities schedule, in accordance with the minimum standards of the Mandatory Quality Assurance System of the General Occupational Risk System.	Puentes Ecala Echeverría	Jan-22	Dec-22	Deploying the practices of the Occupational Safety and Health Management model: 1. Leadership and Commitment: 2. Risk assessment in OSH 3. Objectives, goals and programs 4. Training and learning in OSH 5. Legal compliance, documentation, participation and consultation 6. Contractor Management in OSH 7. Operational Risk Management, PSM and ESS 8. Emergency Management 9. Conformity Verification– OSH Indicators 10. Deviation Treatment – Incidents / Accidents 11. OSH Governance and Critical Analysis	- Indicator of Compliance with the Annual OSH Work Plan - ICPTA, for the Spanish original	- ICPTA > = 85%	- ICPTA > = 90%	- ICPTA > = 100%

Deployment of OSH Objectives for 2022

Occupational Safety and Health Projects and Initiatives



PROJECT DEFINITION – DEPLOYMENT OF OSH OBJECTIVES



Strategic Perspective	Strategic OSH Objectives	OSH Process Objectives (Support)	Priority Projects	Project	Case for Action	Project Leader	When?		How? Key Actions	Measurement Indicators	Goal Indicators		
							Start	End			90%	100%	120%
Processes	OBJECTIVE 1 + OBJECTIVE 2	TO IMPLEMENT THE PG CRITICAL RISKS AND ESS IN PROJECTS, O&M AND I&S WITH A COMPLIANCE WITH ACTIVITIES OF OVER 90% IN 2022	P3	Critical Task Management Programs: Electrical risk. Road safety, load lifting. TSA, Hazardous Excavations and Energy, as well as ESS MSD. Psychosocial and COVID-19 Developing the PG RC for laying transmission lines.	Guaranteeing and ensuring the efficient management of prioritized Critical Tasks (with the potential to generate serious or fatal accidents) and ESS by implementing standard controls that encompass intervention in three components: people, infrastructure, and administrative controls.	Aecheverría Regional OSH Coordinator OSH, O&M, I&S Coordinator	Jan-22	Dec-22	<ol style="list-style-type: none"> Implementing the 6 critical risk programs and 3 ESS <ul style="list-style-type: none"> Reinforcing dissemination, education and training in the two new management programs for the OSH team. Formally delivering and training the technical staff of the auditor and contractors with respect to the management programs. Monitoring / Supervision in the field during program execution. Scheduling and performing critical task inspections in the field according to each project and/or maintenance operations' schedule. Generating a monthly report of the performed activities, identified findings and generated recommendations. Auditing critical risk management programs and ESS Developing the PG RC for laying transmission lines. 	Compliance with the Schedule for Growth Projects. O&M and I&S (SPI PG/ESS)	-SPI PG/ESS > = 85%	-SPI PG/ESS > = 90%	-SPI PG/ESS > = 100%
Processes	OBJECTIVE 2 TO IMPLEMENT PROGRAMS THAT PROMOTE HEALTHY HABITS AND LIFESTYLES AND THE COMPREHENSIVE WELL-BEING OF GEB'S DIRECT EMPLOYEES IN 2022	TO COMPLY WITH 90% OR MORE OF THE HEALTHY COMPANY PROJECT SCHEDULE BY 2022	P4	IMPLEMENTING THE HEALTHY COMPANY PROGRAM. Making progress in developing the Healthy Company Program and improving the Cardiovascular Health index of our direct employees.	Improving people's COMPREHENSIVE occupational health under the premise that a work environment must facilitate preserving, not deteriorating, health.	IPuentes Ecala	Jan-22	Dec-22	<ol style="list-style-type: none"> Generating the baseline of risk factors. Partnerships for insurance / Tools that drive action. Creating a communication strategy to promote healthy habits and lifestyles. Developing conducive environments to practice healthy habits. Following the smoke-free space certification guide. Strengthening the program to promote healthy habits and lifestyles at work, carrying out periodic impact evaluations and scheduling recertification visits. Updating the policy based on the results and new knowledge. 	Complying with the Comprehensive Well-being Plan's Schedule	Comprehensive Well-being Plan SPI > = 85%	Comprehensive Well-being Plan SPI > = 90%	Comprehensive Well-being Plan SPI > = 100%
Process	OBJECTIVE 1 TO MAINTAIN A LOST TIME INJURY FREQUENCY RATE* (LTIFR) OF EQUAL TO OR LESS THAN 0.45 IN 2022	TO GENERATE AND IMPLEMENT AT LEAST 2 OSH PREVENTION INNOVATION INITIATIVES BY 2022	P5	OSH INNOVATION INITIATIVES	Developing initiatives that incorporate OSH innovation projects that help optimize the analysis of data generated in the OSH process, among other things, to have more information for decision-making, management prioritization, and the development of OSH skills. Remote prevention. Predictive prevention.	IPuentes	Feb-22	Sept-22	<ol style="list-style-type: none"> Developing an Accident Analysis and Characterization model in PowerBI for GEB + subsidiaries. Updating checklists and generating an interface with the hazard matrix and indicators panel. Preparing and implementing a report model and presentation of the results derived from the Observations and Inspections in powerBI. Systematizing data capturing from RC and OC check tests to eliminate typing Observations and Inspections. An analysis of correlations in the information of the findings in the Observations/Inspections with the accident rate analysis. 	Implemented OSH innovation initiatives – li+DI	Li+DI = 1	Li+DI = 2	Li+DI = 3



Annual OSH Plan

Regional / O&M / I&S

11



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2022 Annual OSH Plan

Breakdown of Occupational Safety and Health Activities

Current Week **1** Degree of Progress



Phases/ Activity	Responsible party	Weeks			% Progress	Follow-up - Month / Weeks																																																				
		Start	End	Duration		Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec																																									
		1	2	3		4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53			
P1. OSH Culture Transformation	IPuentes - ECala	0	53	53	0%	[Gantt bar from week 1 to 53]																																																				
FIELD MANAGEMENT	IPuentes - ECala	0	47	47	0%	[Gantt bar from week 1 to 47]																																																				
Reporting and managing adverse events (reporting deviations, actions)	IPuentes - ECala	0	43	43	0%	[Gantt bar from week 1 to 43]																																																				
Providing training to OSH and Tactical teams	IPuentes - ECala	0	19	19	0%	[Gantt bar from week 1 to 19]																																																				
Support in the field from the consultation to apply the	IPuentes - ECala	0	43	43	0%	[Gantt bar from week 1 to 43]																																																				
Evaluation and assessment and improvement plan I	IPuentes - ECala	0	5	5	0%	[Gantt bar from week 1 to 5]																																																				
Evaluation and assessment and improvement plan II	IPuentes - ECala	28	29	1	0%	[Gantt bar from week 28 to 29]																																																				
OSH Training Plan	IPuentes - ECala	0	44	44	0%	[Gantt bar from week 1 to 44]																																																				
Implementing the training plan	IPuentes - ECala	0	44	44	0%	[Gantt bar from week 1 to 44]																																																				
Analyzing the monitoring and report on results	IPuentes - ECala	0	34	34	0%	[Gantt bar from week 1 to 34]																																																				
Strengthening proactive practices	IPuentes - ECala	0	47	47	0%	[Gantt bar from week 1 to 47]																																																				
Scheduling the implementation of proactive practices by subsidiary. BO, RTSL,	IPuentes - ECala	0	45	45	0%	[Gantt bar from week 1 to 45]																																																				
Consolidating the data related to applying proactive practices.	IPuentes - ECala	0	45	45	0%	[Gantt bar from week 1 to 45]																																																				
Preparing a report, analyzing compliance and the quality of applying the	IPuentes - ECala	0	47	47	0%	[Gantt bar from week 1 to 47]																																																				
Progress reports on Field Assistance.	IPuentes - ECala	7	45	38	0%	[Gantt bar from week 7 to 45]																																																				
Developing multiplying mentors.	IPuentes - ECala	7	18	11	0%	[Gantt bar from week 7 to 18]																																																				
Training mentors in defined proactive practices.	IPuentes - ECala	8	45	37	0%	[Gantt bar from week 8 to 45]																																																				
Providing support in the field to apply proactive practices virtually or	IPuentes - ECala	11	45	34	0%	[Gantt bar from week 11 to 45]																																																				
Evaluating the level of compliance with proactive practices, in accordance with	IPuentes - ECala	15	20	5	0%	[Gantt bar from week 15 to 20]																																																				
Defining and implementing the recognition plan at a corporate level and	IPuentes - ECala	34	36	2	0%	[Gantt bar from week 34 to 36]																																																				
Holding the recognition event.	IPuentes - ECala	0	34	34	0%	[Gantt bar from week 1 to 34]																																																				
OSH field planning control.	IPuentes - ECala	0	6	6	0%	[Gantt bar from week 1 to 6]																																																				
Preparing a draft guide proposal for control and planning in	IPuentes - ECala	6	7	1	0%	[Gantt bar from week 6 to 7]																																																				
Carrying out the closing meeting protocol for the analysis process.	IPuentes - ECala	8	34	26	0%	[Gantt bar from week 8 to 34]																																																				
Following up on and closing the improvement plan.	IPuentes - ECala	0	41	41	0%	[Gantt bar from week 1 to 41]																																																				
Operational discipline.	IPuentes - ECala	0	6	6	0%	[Gantt bar from week 1 to 6]																																																				
Preparing the material for the OD training plan.	IPuentes - ECala	8	21	13	0%	[Gantt bar from week 8 to 21]																																																				
Carrying out a OD training plan.	IPuentes - ECala	7	41	34	0%	[Gantt bar from week 7 to 41]																																																				
Implementing the OD plan.	IPuentes - ECala	7	41	34	0%	[Gantt bar from week 7 to 41]																																																				

[See the Breakdown of the Annual OSH Plan](#)





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