

OSH Management System

2024



Grupo
Energía
Bogotá

*Mejoramos vidas
con energía
sostenible y
competitiva*



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Bogotá



Leadership and
commitment



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Bogotá

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Integrated Management System Policy

Particular Commitments OSH Management

13. To protect the safety and health of all direct employees and contractors, regardless of their form of contracting, by timely identifying hazards, evaluating and assessing risks, and establishing controls that contribute to the generation of safe and healthy working conditions for the prevention of injuries, illnesses and deterioration of work-related health.

14. To have the participation and consultation of employees and the Joint Committee on Occupational Safety and Health, for an adequate management of occupational risks.

15. Manage the safety of processes and their technical integrity during the life cycle of the infrastructure, through knowledge and systematic management of prevention and mitigation to reduce disaster risks due to major or catastrophic accidents and thus increase the levels of protection of workers, the health of the public and the environment.

AUDITORIA INTERNA Y EXTERNA



GYE-OGE-PRO-001-F-005 INFORME DE AUDITORÍA INTERNA DEL SGI



INFORME DE AUDITORÍA INTERNA DEL SGI

OBJETIVO: Evaluar la conformidad del Sistema de Gestión Integrado del Grupo Energía Bogotá S.A. ESP. (en adelante GEB) y ENLAZA GRUPO ENERGÍA BOGOTÁ S.A.S. ESP. (en adelante ENLAZA), con respecto al cumplimiento de los requisitos de las Norma Técnicas ISO 9001:2015, ISO 14001:2015, ISO 45001:2018 e ISO 55001:2014, en modalidad multicompañía.

ALCANCE: Esta auditoría interna tiene alcance al SGI del GEB y Enlaza en modalidad multicompañía, evaluando su desempeño durante el II, III y IV Q del 2023 y I Q de 2024. Esta auditoría cubrió la totalidad de los procesos del GEB y Enlaza y todos los requisitos de la NTC ISO 9001:2015, ISO 14001:2015, ISO 45001:2018 e ISO 55001:2014 aplicables para el alcance a certificar:

- GEB:** Identificación, evaluación, consolidación y seguimiento de inversiones del sector energético y Diseño, construcción, operación y mantenimiento de sistemas de transmisión de energía eléctrica.
- ENLAZA:** Diseño, construcción, operación y mantenimiento de sistemas de transmisión de energía eléctrica.

PERIODO DE EJECUCIÓN: esta auditoría interna se llevó a cabo entre el 22 de abril de 2024 y el 3 de mayo de 2024.

METODOLOGÍA APLICADA: se aplicaron las técnicas de auditoría de la Organización Internacional de Normalización GTC ISO 19011:2018, directrices para realizar la auditoría de los sistemas de gestión, se emplearon muestras selectivas basadas en la información disponible, entrevistas, revisión de documentos y registros disponibles en las herramientas dispuestas por la organización. La auditoría se realizó de manera virtual para los procesos y presencial para sedes, almacenes, proyectos, líneas de transmisión y subestaciones.

EQUIPO AUDITOR: el equipo auditor estuvo conformado por los siguientes profesionales del Icontec:

Nombre	Normas Acreditadas	Rol
Paola Arango Bueno	ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, ISO 55001:2014	Auditor Líder
David Cristancho	ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, ISO 55001:2014	Auditor acompañante
Nestor Ramirez	ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, ISO 55001:2014	Experto técnico
Juan Manuel Puerto	ISO 9001:2015, ISO 14001:2015, ISO 45001:2018	Experto técnico
Enrique Roldan	ISO 9001:2015, ISO 14001:2015, ISO 45001:2018	Experto técnico

Versión: 2

Fecha: 06/05/2024

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Certification ISO 45001:2018



Value First Life

Behavior

I maintain a balance between my personal life and my work to contribute to my well-being and that of my family. my family's well-being.

I commit to protect my life, well-being, health and physical safety by applying self-care behaviors.

I detect and report unsafe conditions and conditions and unsafe acts that threaten the health and safety of our employees.

I promote good practices to preserve physical, emotional, mental and spiritual health, emotional, mental and spiritual health of our employees.

I recognize employees who comply with and promote compliance with the rules of Health and Safety rules.

Responsibilities of employees

Comply with the rules, regulations and instructions of GEB's Occupational Health and Safety Management System.

1

4

Participate in the occupational safety and health training activities defined in the OSHMS training plan.

Provide clear, truthful and complete information about your health status.

2

5

Participate and contribute to the fulfillment of the objectives of the Occupational Safety and Health Management System SG-SST.

Inform GEB in a timely manner about latent hazards and risks in their workplace.

3

6

To provide comprehensive health care

Ref. Decreto 1072/2015
Reglamento interno de trabajo

Signing of the SST 2024-2025 commitment

At Grupo Energía Bogotá we protect life and we know that behind each person who accompanies us there are dreams, families and moments that deserve to be lived.

For this reason, we also invite you to sign our commitment to Safety, Health, Wellbeing and Process Safety. Being aware is the first step to remember that: Life First

https://sstgeb.com/multimedia_nuestro_compromiso/





Ha llegado el momento de dar un paso adelante por la seguridad y el compromiso contigo y con los demás; el siguiente paso será cumplirlo y volverlo realidad.

Pero antes, queremos que sepas que comprometerse significa poner el máximo de nuestro potencial para que nuestros comportamientos reflejen lo que somos, lo que creemos y promovemos y que solo siendo proactivos lograremos forjar la cultura de seguridad y salud en el trabajo que estamos fortaleciendo.

 **Empecemos**







OSH Risk Assessment



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Criteria for hazard and risk assessment

The risk assessment includes the analysis of the hazards identified in the development of routine and non-routine activities:

Office hazards

Hazards at home

Hazards in the field



Results of hazard and risk assessment

EXPOSED					HAZARD IDENTIFICATION				EXISTING CONTROLS			INHERENT RISK ASSESSMENT					RISK ASSESSMENT		CRITERIA FOR ESTABLISHING CONTROLS		INTERVENTION MEASURES										RESIDUAL RISK ASSESSMENT							
Planta	Aprendices	Contratistas	Visitantes	Total	Clasificación	Descripción	Efectos posibles	Fuente	Medio	Individuo	Nivel de deficiencia	Nivel de exposición	Nivel de probabilidad (ND X NE)	Interpretación del nivel de probabilidad	Nivel de consecuencia (NR) e Interpretación del NR	Aceptabilidad del riesgo	Prioridad	Existencia	Requisito Legal	Específico	Asociado	Eliminación	Sustitución	Controles de ingeniería	Controles Administrativos	Señalización / Advertencias	Equipos / EPP	Nivel de deficiencia2	Nivel de exposición3	Nivel de probabilidad (ND X NE)4	Interpretación del nivel de probabilidad5	Nivel de consecuencia6	Nivel de riesgo (NR) e Intervención7	Interpretación del NR8	Aceptabilidad del riesgo9			
		0	0	0	P. BIOMECHANICAL	Prolonged posture	Seated Posture (Prolonged, Maintained)	Musculoskeletal disorders (low back pain, cervical pain, lower limb circulatory problems) Physical fatigue, muscle pain, obesity/overweight.	Monitor workstation conditions (recommendation to organize workstation distribution at home) For activities in full-time administrative headquarters, adaptation with ergonomic elements (chairs, mobile arm for VDT, footrest, keyboard and external mouse accessory), for teleworking the company will provide a screen, keyboard and external mouse, for employees who perform archiving activities they should not exceed the height above shoulder level.	Conditions of order and cleanliness in the workplace. Virtual IPT in teleworking. Inspection of the workstation according to the characteristics of each position/area. Adequacy of the workplace according to the characteristics of each collaborator. SVE Musculoskeletal disorders.	2	3	6	MEDIO	25	150	II	ACCEPTABLE CONTROL ESPECÍFICO	Cumulative and incapacitating traumasMusculoskeletal disorders (cervical pain, dorsalgia, lumbago, chronicophthalmia, rectification of the physiological curves of the spine). Varicose vein	SI	N.A	N.A	N.A	N.A	Support through applications or AI to control the follow-up of active breaks, in administrative offices with 100% attendance, break leaders.	N.A	N.A	0	4	0	UNDER	25	0	IV	ACCEPTABLE			
		0	0	0	P. BIOMECHANICAL	Repetitive motion	Repetitive Movement: Due to high demands of typing, folio counting, document restoration, foliation.	Cumulative trauma disordersTendinitisMuscle fatigueCarpal Tunnel SyndromeCarpal Tunnel SyndromeQuervain's SyndromeTendon injuriesEpicondylitis	N/A	Job inspection - recommendationsOperational risk analysis for administrative positions	2	3	6	MEDIO	25	150	II	ACCEPTABLE WITH SPECIFIC CONTROL	Complex regional syndrome.	SI	N.A	N.A	N.A	Provision of tools to minimize typing (voice dictation).	Rotation of tasks	Rotation of personnel	Monitoring of recovery times	N/A	N/A	0	3	6	MEDIO	25	150	II	ACCEPTABLE WITH SPECIFIC CONTROL	

PHYSICS

- Lighting
- Non-ionizing radiation

NATURALS

- Earthquake

LOCATIVES

- Order and Cleanliness Conditions
- Work Surfaces

TECHNOLOGY

- Fires
- Flooding

PSYCHOSOCIAL

- Task Conditions
- Social Group Characteristics

BIOMECHANICS

- Sedentary posture
- Repetitive movements

BIOLOGICAL

- Viruses
- Bacteria



PHYSICS

- Poor or Excessive Lighting

NATURALS

- Earthquake

PSYCHOSOCIAL

- Task Conditions
- Characteristics of the job
- Low social interaction

SAFETY CONDITIONS

- Order and Cleanliness
- Electrical
- Work Surfaces

BIOLOGICAL

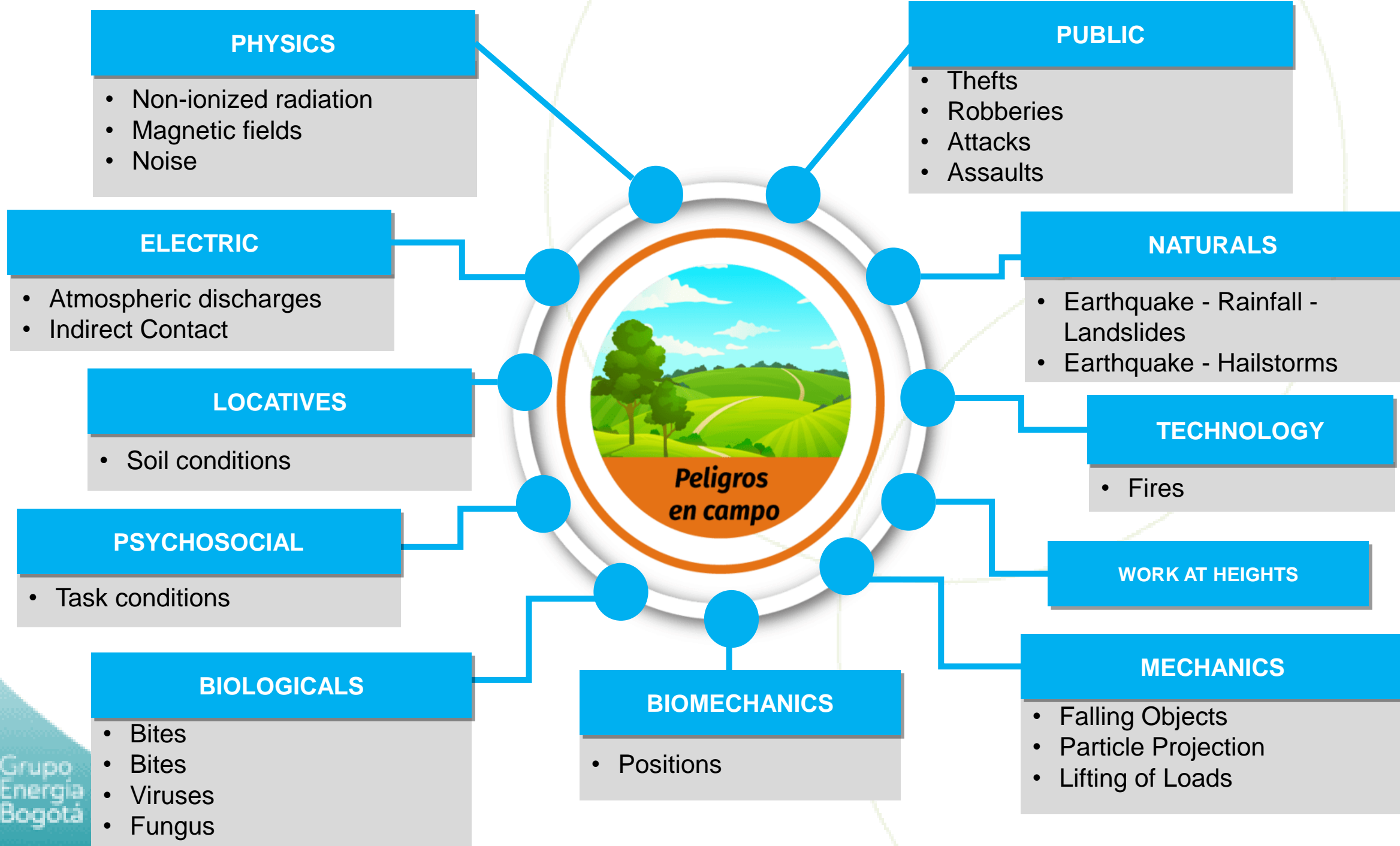
- Virus

BIOMECHANICAL

- Postures
- Repetitive Movements



**Peligros
en casa**





Objectives, Goals and Programs



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Quantitative targets for improving OSH performance metrics 2024

Prioritized Occupational Safety and Health action plans

DEFINICIÓN DE PROYECTOS - DESPLIEGUE OBJETIVOS DE SST-SP

Strategic Perspective	Tactical Objectives SST-SP	Objectives OSH-PS Process (support)	Priority Projects	Project	Case for Action	Leader	When?		¿How? Key actions	Indicators Measurement	Goals Indicators		
							Inicio	End			90%	100%	120%
Processes	OBJECTIVE 1MANAGE OPERATIONAL SAFETY IN ALL OUR CONTROLLED SUBSIDIARIES TO ACHIEVE BY 2024 A LOST TIME INJURY FREQUENCY INDICATOR* (LTIFR) SCORE OF 0.24 OR LESS AND A PROACTIVE SST PERFORMANCE INDICATOR OF 90% OR MORE AND A SP TIER 1 INCIDENT FREQUENCY INDICATOR OF 0.05 OR LESS.	INCREASE THE LEVEL OF PERCEPTION OF GEB + SUBSIDIARIES' DIRECT EMPLOYEES REGARDING THE MATURITY OF OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT BY 3% BY 2024 (COMPARED TO THE 2023 RESULT)IMPROVE ALIGNMENT WITH THE GEB CORPORATE OSH MANAGEMENT MODEL (INCLUDING GEB + SUBSIDIARIES), INCREASING THE RESULT OBTAINED IN THE 2023 ASSESSMENT BY AT LEAST 3%.	P1	Continued consolidation of the OSH Culture Strengthening process, making progress in closing the gaps in each subsidiary in order to contribute to the improvement of the perception of the OSH Culture Maturity Level and move towards a Generative stage.	The focus of this process will seek to "Increase the level of safety maturity", through the incorporation of behaviors, competencies and tools that will lead the GEB towards a world-class culture (Generative) that leverages Operational Excellence.	OSH Manager	ene-24	dic-24	OSH Culture pillars to be prioritized and lines of action:OSH field managementDefine a dissemination and support plan to strengthen the implementation and management of Deviation Reports (DR), through the PREVISIS tool with priority focus on HIPOGovernance in OSHEExpand the coverage of corporate strategic leaders in the implementation and evaluation of proactive practices reflected in the TMC and its contribution to the IDP. // Develop a specific OSH training plan for corporate leaders // Implement the Corporate CPLV and its synergy with the corporate OSH roundtables. Fair cultureImplement and disseminate the fair culture procedure, which ensures the description of unacceptable and expected OSH behaviors by employees and contractors for all hierarchical levels. // Implement fair culture recognition plan for outstanding OSH performance. OSH talent managementStrengthen the knowledge of corporate leaders of the performance of proactive practices through the control panel and its deployment to work teams. // Implement and/or strengthen the tool for measuring leadership skills in Occupational Safety and Health - OSH, as well as the evaluation of competencies in OSH for tactical and operational levels.	- Lost Time Injury Frequency Rate Indicator (LTIFR) - OSH Management Model Assessment Result 2024 - RASST - OSH Management Maturity Level Perception Index (direct collaborators) - IPNMSST - OSH Proactive Performance Indicator (PPI)	LTIFR <= 0,30 RASST >= 86,4% IPNMSST>=81% IDP>= 85%	LTIFR <= 0,24 RASST = 89,4% IPNMSST = 84% IDP>= 90%	LTIFR <= 0,20 RASST > 89,4% IPNMSST>=84% IDP>= 96%
Processes	GOAL 1 MANAGE OPERATIONAL SAFETY IN ALL OUR CONTROLLED SUBSIDIARIES TO ACHIEVE BY 2024 A LOST TIME INJURY FREQUENCY INDICATOR* (LTIFR) SCORE EQUAL TO OR LESS THAN 0.24 AND A PROACTIVE SST PERFORMANCE INDICATOR EQUAL TO OR GREATER THAN 90% AND A SP TIER 1 INCIDENT FREQUENCY INDICATOR EQUAL TO OR LESS THAN 0.05.	PROGRESS IN THE IMPLEMENTATION OF THE PROCESS SAFETY MANAGEMENT MODEL IN THE GEB+SUBSIDIARIES IN ACCORDANCE WITH THE WORK PLAN ESTABLISHED AND APPROVED WITH A SPI EQUAL TO OR GREATER THAN 90% IN 2024.	P2	Maturing of the SPPLAN Model PROCESS SAFETY IMPLEMENTATIONDeploy guidelines to systematically manage Major Risks in each GEB subsidiary under the CCPS Risk Based Process Safety (RBPS) model.	Continue with the implementation of the Process Safety Model, deploying the 4 milestones prioritized for the gas and electricity sector companies, to ensure efficient and timely management in the identification, assessment and management of major risks in each of the subsidiaries.	OSH Manager	ene-24	dic-24	Prioritized Milestones Process SafetyGas Sector 1. Process safety incident management. 2. Process Risk Analysis (PRAs) 3. Define and/or adjust the criteria and identify and/or update the identification of high consequence scenarios of the operational infrastructure. 4. Elaborate and/or update an Operational Discipline Plan. Electricity Sector 1. Process safety incident management. 2. Process Risk Analysis (PRAs) 3. Define and/or adjust the criteria and identify and/or update the identification of high consequence scenarios of the operational infrastructure. 4. Implement gap closure in any of the following strategic elements of the Risk-based Process Safety Model, such as Process Safety Culture, Competency Management, Hazard Identification and Risk Analysis, Asset Integrity and Reliability, Change Management and/or Operational Discipline.	- SP Tier Incident Frequency Indicator - SP Tier - Incident Frequency Indicator Indicator of compliance with the Corporate SP Plan schedule.	IF SP Tier 1 <= 0,1 - SPI Plan SP >= 85%	- IF SP Tier 1 <= 0,05 - SPI Plan SP>= 90%	- IF SP Tier 1 <= 0,01 - SPI Plan SP >= 95%
Processes	OBJECTIVE 2 DESIGN AND IMPLEMENT A COMPREHENSIVE WELLNESS PLAN TO PROMOTE HEALTHY HABITS AND LIFESTYLES THAT CONTRIBUTE POSITIVELY TO IMPROVING THE QUALITY OF LIFE OF GEB AND ENLAZA'S DIRECT COLLABORATORS BY 2024.	ACHIEVE COMPLIANCE WITH THE INTEGRAL WELLNESS PLAN SCHEDULE WITH THE SCOPE OF CORPORATE GEB + ENLAZA, WITH A SPI EQUAL TO OR HIGHER THAN 90% IN 2024.	P3	IMPLEMENTATION OF INTEGRAL WELFARE PLANTo advance in the development of the Integral Welfare Plan that contributes positively to the improvement of the quality of life of our direct collaborators, incorporating tools that facilitate coverage and participation.	To improve the INTEGRAL health of people in the workplace, under the premise that a work scenario should allow health to be preserved and not lost.	OSH Manager	ene-24	31/12/2024	Integral Wellness Plan that contributes to improving the health and wellbeing of employees. Lines of action:1. Updating the baseline of risk factors. Dx Health Conditions. 2. SVE DME. Update and execution. 3. SVE RPS. RPS Intervention Plan.4. Mobilize the active participation of employees with the use of technological tools. AON Well One. Strengthen the program for the promotion of healthy habits and lifestyles in the work environment, carry out periodic impact evaluations.5. Development of a communication strategy for the promotion of healthy habits and lifestyles.	Compliance with the Integral Wellness Plan Schedule	- SPI Integral Wellness Plan >= 85%	- SPI Integral Wellness Plan >= 90%	- SPI Integral Wellness Plan >= 95%

Objetivos cuantitativos para mejorar las métricas de desempeño en SST 2024

Planes de acción priorizados en Seguridad y Salud en el Trabajo

PROJECT DEFINITION - DEPLOYMENT OF HSEPS OBJECTIVES													
Strategic Perspective	Tactical Objectives SST-SP	Objectives OSH-PS Process (support)	Priority Projects	Project	Case for Action	Leader	¿When?		¿How? Key actions	Indicators Measurement	Goals Indicators		
							Inicio	End			90%	100%	120%
Processes	OBJECTIVE 1MANAGE OPERATIONAL SAFETY IN ALL OUR CONTROLLED SUBSIDIARIES TO ACHIEVE BY 2024 A LOST TIME INJURY FREQUENCY INDICATOR* (LTIFR) SCORE OF 0.24 OR LESS AND A PROACTIVE SST PERFORMANCE INDICATOR OF 90% OR MORE AND A SP TIER 1 INCIDENT FREQUENCY INDICATOR OF 0.05 OR LESS.	DEVELOP INITIATIVES TO ENSURE THE INNOVATION, EFFICIENCY AND AGILITY OF THE SST-SP PROCESSES THAT CONTRIBUTE TO THE GENERATION OF VALUE FOR THE COMPANY.	P4	STANDARDIZE OHS REQUIREMENTS FOR CONTRACTS WITHIN THE SCOPE OF THE CSC, taking into account the legal requirements of each country, the particularities of each business (subsidiary) and international best practices/standards.	To achieve the standardization of the OSH requirements for the contracts of the transversal services provided by the CSC, in order to facilitate negotiation and economies of scale, taking into account the legal requirements, particularities of each business and international standards or good practices.	OSH Manager	ene-24	jun-24	Standardize OSH requirements for centralized services from the CSC. 1. Identify the services that will be contracted from the CSC with scope to subsidiaries. 2. Compile the requirements applicable to these services in each subsidiary. 3. Develop working groups to unify criteria, based on local legislation and own requirements. 4. Approval and socialization of the standardized requirements.	Compliance with the Schedule Standardization Plan Standardization Plan OSH Requirements CSC Services	- SPI Plan Est. Requisitos SST - CSC >= 85%	- SPI Plan Est. Requisitos SST - CSC >= 90%	- SPI Plan Est. Requisitos SST - CSC >= 95%
Processes	GOAL 1 MANAGE OPERATIONAL SAFETY IN ALL OUR CONTROLLED SUBSIDIARIES TO ACHIEVE BY 2024 A LOST TIME INJURY FREQUENCY INDICATOR* (LTIFR) SCORE EQUAL TO OR LESS THAN 0.24 AND A PROACTIVE SST PERFORMANCE INDICATOR EQUAL TO OR GREATER THAN 90% AND A SP TIER 1 INCIDENT FREQUENCY INDICATOR EQUAL TO OR LESS THAN 0.05.	DEVELOP INITIATIVES TO ENSURE THE INNOVATION, EFFICIENCY AND AGILITY OF THE SST-SP PROCESSES THAT CONTRIBUTE TO THE GENERATION OF VALUE FOR THE COMPANY.	P5	DIGITIZATION PROJECT IN SST-SP TOOLS	Deploy technological tools that allow the capture, processing and analysis of the information generated in the day-to-day management of OSH-PS and that is the basis for data analytics and predictive models. Use of AI to leverage OSH-PS management in the GEB+subsidiaries.	Gerente SST	ene-24	dic-24	Implementación de Herramientas Tecnológicas para la consolidación de data de SST en las filiales 1. Identificación de alternativas tecnológicas (software que permita la consolidación y analítica avanzada / Inteligencia Artificial) específicamente para SST. 2. Valoración de alterantivas Técnica y económica. 3. Presentación a las filiales de la herramienta usada en GEB/Enlaza. 4. Definición y selección Herramienta Tecnológica. 5. Proceso de contratación local en cada filial. 6. Plan de Parametrización e implementación	Cumplimiento del Cronograma Plan de Dgitalización en SST-SP	- SPI Plan Digitalización SST-SP >= 85%	- SPI Plan Digitalización SST-SP >= 90%	- SPI Plan Digitalización SST-SP >= 95%

Plan detallado de trabajo SST 2024

Seguimiento Mensual Indicadores SST

Monitoring of Indicators – OHS Objectives																			
Tactical OHS-SP Objectives	Corporate OHS/SP Process Objectives	Measurement Indicators	Measure ment Frequ ency	Indicator Targets			Indicator Results												
				90%	100%	120%	ene-24	feb-24	mar-24	abr-24	may-24	jun-24	jul-24	ago-24	sep-24	oct-24	nov-24	dic-24	
OBJECTIVE 1 Manage operational safety across all our controlled subsidiaries to achieve in 2024: a Lost Time Injury Frequency Rate (LTIFR) equal to or less than 0.24, a proactive H&S performance indicator equal to or greater than 90%, and a Tier 1 Process Safety Incident Frequency indicator equal to or less than 0.05.	IMPROVE ALIGNMENT WITH THE GEB CORPORATE SST MANAGEMENT MODEL (INCLUDING GEB+SUBSIDIARIES), MAINTAINING THE RESULTS OBTAINED IN THE 2023 ASSESSMENT (INCLUDING CANTALLOC)	Lost Time Injury Frequency Indicator (LTIFR)	Monthly	LTIFR <= 0,30	LTIFR <= 0,24	LTIFR <= 0,20	0,75	0,37	0,37	0,36	0,43	0,47	0,75	0,73	0,68	0,61	0,61	0,59	
		Result of the 2024 SST Management Model Assessment - RASST	Anual	RASST >= 82,1%	RASST = 86,4%	RASST > 89,0%												86%	
	INCREASE THE LEVEL OF PERCEPTION OF GEB'S DIRECT EMPLOYEES + SUBSIDIARIES REGARDING THE MATURITY OF WORKPLACE HEALTH AND SAFETY MANAGEMENT BY 3% IN 2024 (COMPARED TO THE 2023 RESULT)	Index of Perception of Maturity Level in OSH Management (direct collaborators) - IPNMSST	Anual	IPNMSST>=81%	IPNMSST = 84%	IPNMSST>=84%												82%	
		SST Proactive Performance Indicator (PPI)	Monthly	IDP>= 85%	IDP>= 90%	IDP>= 96%	99%	96%	97%	97%	98%	98%	98%	98%	98%	98%	98%	98%	98%
	PROGRESS IN THE IMPLEMENTATION OF THE PROCESS SAFETY MANAGEMENT MODEL IN GEB+SUBSIDIARIES IN ACCORDANCE WITH THE ESTABLISHED AND APPROVED WORK PLAN WITH AN SPI EQUAL TO OR GREATER THAN 90% IN 2023	Process Safety Incident Frequency Indicator – Level 1 (Tier 1)	Monthly	IFSP Tier1 <= 0,1	IFSP Tier1 <= 0,05	IFSP Tier1 <= 0,01	0,000	0,000	0,123	0,091	0,073	0,060	0,051	0,044	0,039	0,035	0,035	0,063	0,058
		PSM Schedule Compliance (SPI-PSM)	Monthly	SPI Plan SP >= 85%	SPI Plan SP>= 90%	SPI Plan SP >= 95%	90%	95%	90%	94%	95%	94%	95%	95%	90%	88%	92%	92%	94%
OBJECTIVE 2 DESIGN AND IMPLEMENT THE COMPREHENSIVE WELLNESS PLAN TO PROMOTE HEALTHY HABITS AND LIFESTYLES THAT CONTRIBUTE POSITIVELY TO IMPROVING THE QUALITY OF LIFE OF GEB AND ENLAZA'S DIRECT EMPLOYEES IN 2023	ACHIEVE COMPLIANCE WITH THE COMPREHENSIVE WELLNESS PLAN SCHEDULE WITH REACH TO CORPORATE GEB + ENLAZA, WITH AN SPI EQUAL TO OR GREATER THAN 90% IN 2023	Compliance with the Comprehensive Wellness Plan Schedule	Monthly	SPI Plan Bienestar Integral >= 85%	SPI Plan Bienestar Integral >= 90%	SPI Plan Bienestar Integral >= 95%	90%	95%	99%	96%	96%	95%	94%	94%	92%	90%	91%	91%	
OBJECTIVE 1 MANAGE OPERATIONAL SAFETY IN ALL OUR CONTROLLED SUBSIDIARIES TO ACHIEVE IN 2024 A LOST TIME INJURY FREQUENCY INDICATOR* (LTIFR) RESULT EQUAL TO OR LESS THAN 0.24 AND A PROACTIVE OSH PERFORMANCE INDICATOR EQUAL TO OR GREATER THAN 90% AND AN SP TIER 1 INCIDENT FREQUENCY INDICATOR EQUAL TO OR LESS THAN 0.05	DEVELOP INITIATIVES TO ENSURE INNOVATION, EFFICIENCY, AND AGILITY IN SST-SP PROCESSES THAT CONTRIBUTE TO THE GENERATION OF VALUE FOR THE COMPANY.	Compliance with the Schedule Standardization Plan SST Requirements CSC Services	Monthly	SPI Plan Est. Requisitos SST - CSC >= 85%	SPI Plan Est. Requisitos SST - CSC >= 90%	SPI Plan Est. Requisitos SST - CSC >= 95%	90%	99%	95%	100%	92%	94%	96%	97%	100%	100%	100%	100%	
		Compliance with the Digitalization Plan Schedule in SST-SP	Monthly	SPI Plan Digitalización SST-SP >= 85%	SPI Plan Digitalización SST-SP >= 90%	SPI Plan Digitalización SST-SP >= 95%	90%	95%	91%	100%	96%	90%	87%	84%	80%	74%	62%	67%	



Training and Learning in OSH



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STT Training 2024

Training for employees and contractors in OSH

TRAINING / COURSE	1. ENE	2. FEB	3. MAR	4. ABR	5. MAY	6. JUN	7. JUL	8. AGO	9. SEP	10. OCT	11. NOV	12. DIC	Total general
SST: CURSO PSICOSOCIAL GEB										1			1
SST: GRC Excavaciones									1				1
SST: GRC Izaje de cargas									2				2
SST: REMPAC (Reunión Mensual de Prevención de Accidentes para Contratistas)										1			1
SST: RQSV (Reglas Que Salvan Vidas)										1			1
Aseguramiento de Riesgos Críticos MORC (Minimos Operacionales de Riesgo Crítico)									1				1
CURSO PRESENCIAL : OBSERVACIÓN DE COMPORTAMIENTOS SST					14								14
Curso Virtual : Re-Inducción a la cultura de Seguridad y Salud en el Trabajo	7		6	188	150	33	13	17	14	19	15	52	514
Curso virtual : SST Cultura Justa	5					5	12	9	3	16	22	59	131
Curso virtual SST : Auto Liderazgo												1	1
Curso Virtual SST : Liderazgo Interpersonal en Seguridad y Salud en el Trabajo												1	1
Curso Virtual SST : Observaciones De Comportamientos (ODC)						1						1	2
Curso virtual SST : Reporte de Desvíos					2								2
Formación: sobre el Hidrógeno y los riesgos en SST asociados a su generación / producción.										11			11
Managing Your Health: The Role of Physical Therapy and Exercise								1				2	3
SST : Autoridad para detener el trabajo					1	1		1			1		4
SST : Liderazgo de Equipos	4	2	2		2			1		1	3	11	26
SST GEB: Reporte y Gestión de Eventos no Deseados	32						1		1	2	223	281	540
SST : Fundamentos de la Seguridad de procesos	3				1		3	4	1	3	11	26	52
Taller de riesgo psicosocial y salud mental				11									11
Taller presencial: formador de formadores	9												9
Trabajar para ser feliz							1	4	6	7	7	28	60
Primeros Auxilios Psicológicos							1		1	5	1	4	31
Total general	60	2	8	199	170	42	33	40	35	63	286	481	1419

STT Trainings

Training for employees and contractors in OSH





CUMPLIMIENTO LEGAL, DOCUMENTACIÓN, COMUNICACIÓN, PARTICIPACIÓN Y CONSULTA



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PARTICIPATION AND CONSULTATION

Conformation COPASST 2024

Employer Representatives Appointment



Principales

Diana Paola Pérez



Principales

Hernan Mauricio Reyes



Suplente

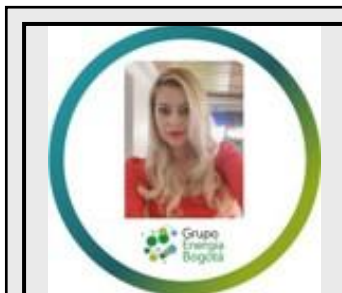
Sergio Andres Ardila



Suplente

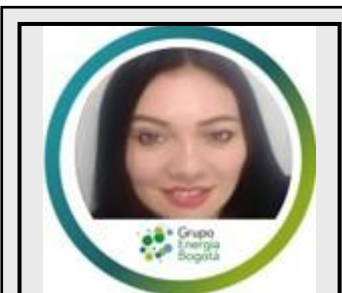
Lia Esther Evilla

Workers' Representatives Elections



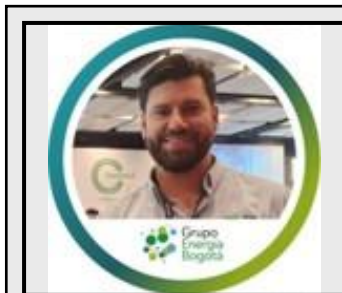
Principales

**Carolina Manjarres
Rodriguez**



Principales

Claudia Esperanza Mora



Suplente

Ignacio Oliver Visbal



Suplente

Lady Carolina Mejia



Miembros Principales

PARTICIPATION AND CONSULTATION



**Comprometidos con la Seguridad:
Reporta Actos y Condiciones Inseguras**

En GEB, nuestro valor **'Primero la vida'** nos impulsa a actuar de manera preventiva. Identificamos actos, condiciones y aspectos de gestión que no cumplen con nuestros estándares de seguridad, para corregir estas situaciones y evitar accidentes que puedan afectar a las personas, la infraestructura y los procesos.

Establecer controles

Acción

Haz tus registros

Escanea el QR

A través del aplicativo PREVIS

Clic aquí

 Grupo
Energía
Bogotá

 enlaza

 Primero
la vida



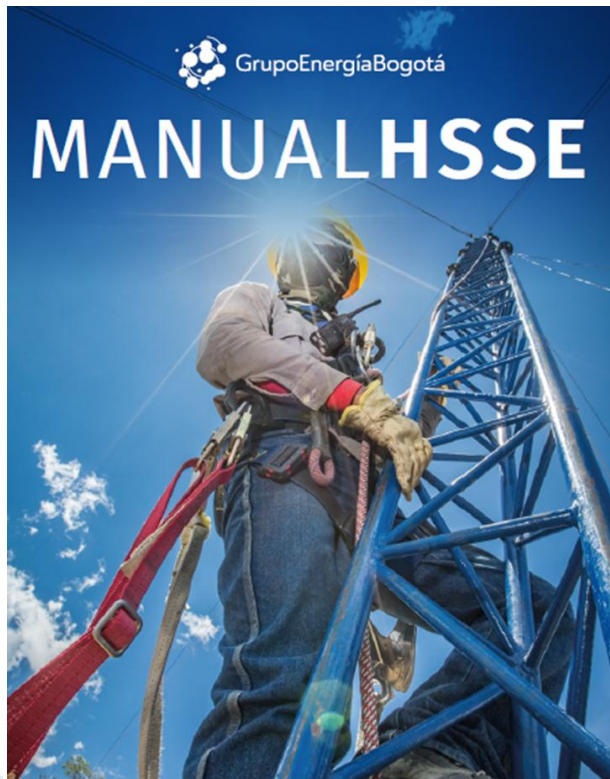
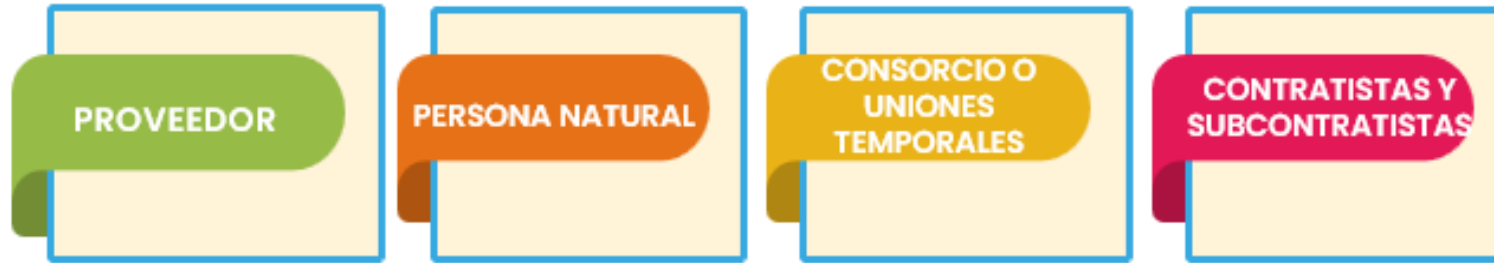
Contractor Management



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Contractor Management



MANUAL HSSE



REMPAC



Para GEB el contar con nuestros aliados estratégicos es un paso importante en el Cuidado de la Vida, por eso tu participación marca la diferencia.

¿Cuándo?

Jueves 26 Diciembre

¿A qué hora?

2:00 P.M.

¿Dónde?

Via Microsoft Teams



REMPAC I&S			
Diciembre 26/2024			
HORA INICIO	HORA FIN	TIEMPO	MOMENTO
2:00 p. m.	2:05 p. m.	0:05'	Saludo de bienvenida [Nestor M/Fabio Arangure]
2:05 p. m.	2:10 p. m.	0:05'	Minuto con energía
2:10 p. m.	2:40 p. m.	0:30'	Presentación Indicadores - Seguimiento de Pendiente: [Jorge Rojas/José William]
2:40 p. m.	2:50 p. m.	0:10'	Informe Seguridad Física: [Anibal Angulo]
2:50 p. m.	3:50 p. m.	1:00'	Presentación resultados SST contratistas: 1. INGERPROYECTOS 2. FREEZ 3. TRANSPORTES CALDERON 4. INAMSILCO 5. 4 PL
3:50 p. m.	4:00 p. m.	0:05'	Cierre y conclusiones de la reunión - C Próxima Reunión [Todos]

PRACTICA	PLANEADAS	EJECUTADAS
ADT	3	3
MORC	3	11
REMPAC	12	12
LA	53	120
DESVIOS	64	41
ODC	235	272
Total	370	459

GUÍA PARA MEDIR LA CALIDAD DE HERRAMIENTAS PROACTIVAS DE SEGURIDAD								
Nombre del líder	Nestor Fabián Melo/Fabio Andres Arangure							
Área	Sinergías Administrativas							
Fecha:	27/12/2024							
TIPO DE ACTIVIDAD PRÁCTICA PROACTIVA DE SEGURIDAD REMPAC								
Proporcionar al nivel estratégico los lineamientos básicos para la planeación, direccionamiento, ejecución y cierre de compromisos de las reuniones REMPAC bajo los criterios definidos en las etapas de estas reuniones; que contribuyan al fortalecimiento del liderazgo visible y la rendición de cuentas en SST.								
Ciclo PIMA	COMPORTAMIENTO DE LIDERAZGO VISIBLE EN SEGURIDAD				SI	NO	PUNTUACIÓN	
PLANEAR	1	La reunión se planeó con una frecuencia mensual				X		200
	2	Se convocó a los gerentes de los aliados contratistas, gerentes de proyecto o líderes responsables de la ejecución del contrato				X		200
	3	La estructura de la agenda y metodología de la reunión están alineados con la guía de gestión proactiva REMPAC				X		200
	4	La agenda fue previamente comunicada, divulgada y coordinada				X		200
	5	Se estableció la participación, liderazgo y direccionamiento de la reunión por parte de los gerentes de proyecto o líderes responsables de la ejecución del contrato				X		200
HACER	6	La reunión se lidera por los gerentes de proyecto o líderes responsables de la ejecución del contrato				X		200
	7	Se inicia con un momento de asamblea				X		200
	8	El líder da la bienvenida y explica el objetivo de la reunión				X		200
	9	La reunión se desarrolla con base en la agenda definida				X		200
	10	Se revisan los compromisos de la reunión anterior y se consiguen en el acta				X		200
	11	La presentación de indicadores es realizada por el líder del contratista				X		200
	12	En la reunión se presentan los indicadores de resultado				X		200
	13	En la reunión se presentan la gestión de los indicadores sensitivos				X		200
	14	El líder resalta la gestión positiva del contratista				X		200
	15	Se generan compromisos acerca de las oportunidades de mejora				X		200
VERIFICAR	16	Se abre espacio para preguntas				X		200
	17	El líder asegura el registro de las oportunidades de mejora y la definición de los responsables para las acciones tomadas o pendientes				X		200
ACTUAR	18	El líder verifica la asistencia de los convocados				X		200
	19	El líder recibe retroalimentación por parte del equipo SST sobre el desarrollo de la reunión, siguiendo la presente herramienta de verificación de calidad de la práctica proactiva REMPAC				X		200
	20	El líder gestiona y hace seguimiento al acta de la REMPAC				X		200
TOTAL							100,0%	



Operational Risk Management



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Implementation of Operational Control Programs - Critical Risks

- Operational Discipline Procedure
- Guide for the Implementation of Operational Discipline
- Critical Risk Management Procedure
- Work Permit Procedure
- Safety Requirements for the Operational Control of Critical Risks
- Operational Control Guide for Work at Height
- Operational Control Guide for Work in Excavations
- Operational Control Guide for Work in Confined Spaces
- Operational Control Guide for Work with Electrical Risk
- Operational Control Guide for Work with Hazardous Energies
- Operational Control Guide for Work with Lifting
- Road Safety Guide
- Minimum Operational Guidelines for Critical Risks
- Guide to Rules That Save Lives

Inspections

Monitoring is carried out in PREVSIS, which is an integrated software for occupational health and safety and sustainability, where data from ODC (behavioral observations) and MORC (critical risk operational minima) inspections are uploaded, including action plans and corrective actions. Images from 2024 are attached.



Reporte checklist MORC



de datos
2025-05-08 14:25

Total de checklist respondidos : 24.898

Total de preguntas afectas a criticidad : 950.037

Desglose por checklist respondido:

ID Formulario	Checklist	Total registros	MORC	Incumplimiento	Total Grave	Total Muy grave	Total Mortal o catastrófico	preg.
25	MORC - Lista de chequeo para tareas en excavaciones	6.601	98,51 %	1,49 %	63	209	517	
26	MORC - Lista de chequeo para tareas de levantamiento mecánico de cargas	5.099	98,74 %	1,26 %	6	51	448	
27	MORC - Lista de chequeo para tareas en espacios confinados	507	99,85 %	0,15 %	3	0	4	
28	MORC - Lista de chequeo para tareas con riesgo eléctrico	1.338	99,85 %	0,15 %	4	0	10	
29	MORC - Lista de chequeo para tareas de trabajo en alturas	10.780	99,61 %	0,39 %	84	275	527	
33	MORC - Lista de chequeo para Montaje de torres	1.929	97,75 %	0 %	20	76	317	
54	MORC - Lista de Chequeo para Tendido de Cable.	644	99,18 %	0 %	3	23	23	

MORC Global

99,04 %

Graves

Muy Grave

Mortal o Catastrófico

183

614

1.846



Inspections

There is a procedure for inspections ENL-SST-PRO-012 Scheduled field inspections in SST

Grupo Energía Bogotá Process Collaboration Hub

Vista previa

Atrás

1. GRUPO ENERGIA ...

2. ENLAZA

Mapa de Procesos

Procesos Enlaza

Asuntos Corpora...

Auditoría Interna...

Comunicaciones ...

Cumplimiento de...

Desarrollo de Ing...

Desarrollo Soste...

Gestión Comercial

Inspecciones de campo programadas en SST

Código: ENL-SST-PRO-012

Proceso: Gestión de Seguridad y Salud en el Trabajo

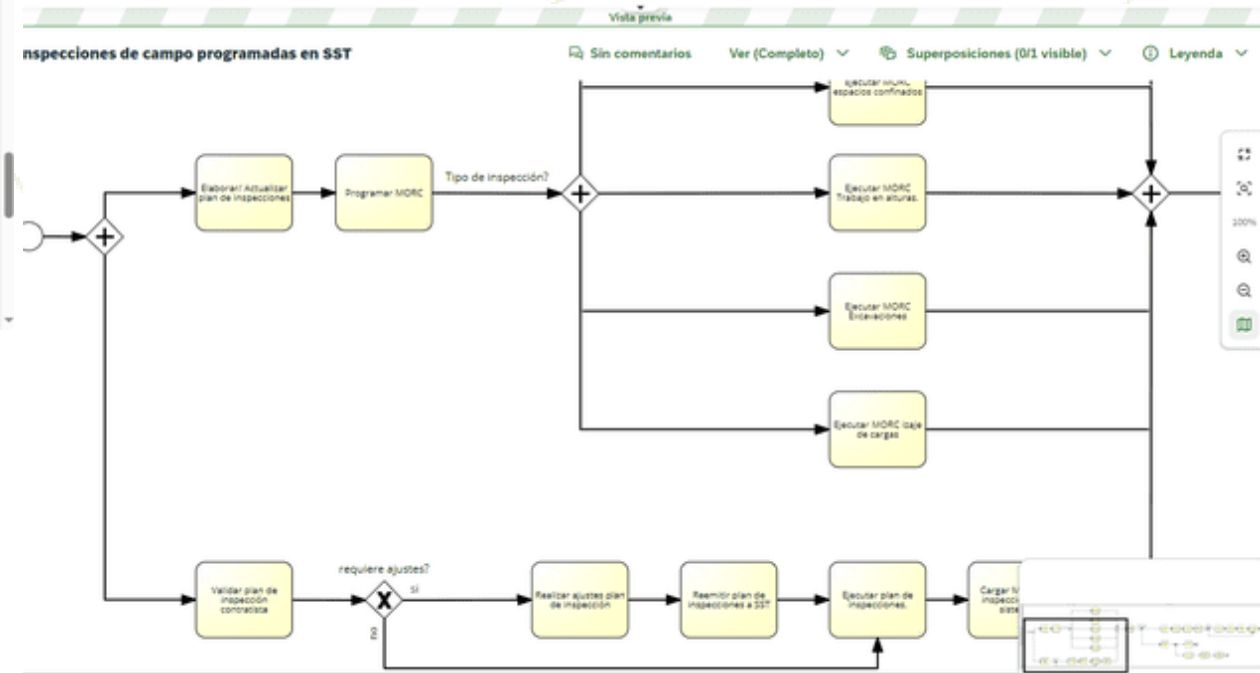
Sub-Proceso: Control del riesgo operacional

Objetivo: Proporcionar los lineamientos básicos para la planeación y ejecución de inspecciones programadas SST, que contribuyan al seguimiento y control de las actividades realizadas por parte de los aliados contratistas.

Alcance: El procedimiento inicia con las actividades en paralelo Elaborar/ Actualizar plan de inspecciones y Validar plan de inspección contratista; y finaliza con Realizar seguimiento a controles. Su ámbito de aplicación es de Enlaza Grupo Energía Bogotá SAS ESP

Documento Relacionados: GYE-GHU-MAN-004 Manual HSSE

Las áreas funcionales y roles nombrados en el presente documento son tomados de la estructura organizacional vigente al momento de la aprobación del documento. En caso de que se presenten cambios en la estructura, los roles y responsabilidades serán asumidos por quien haga sus veces.





Prevention and Promotion Programs



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Comprehensive Well-being



Our surveillance programs:
Musculoskeletal disorders
Psychosocial risk prevention

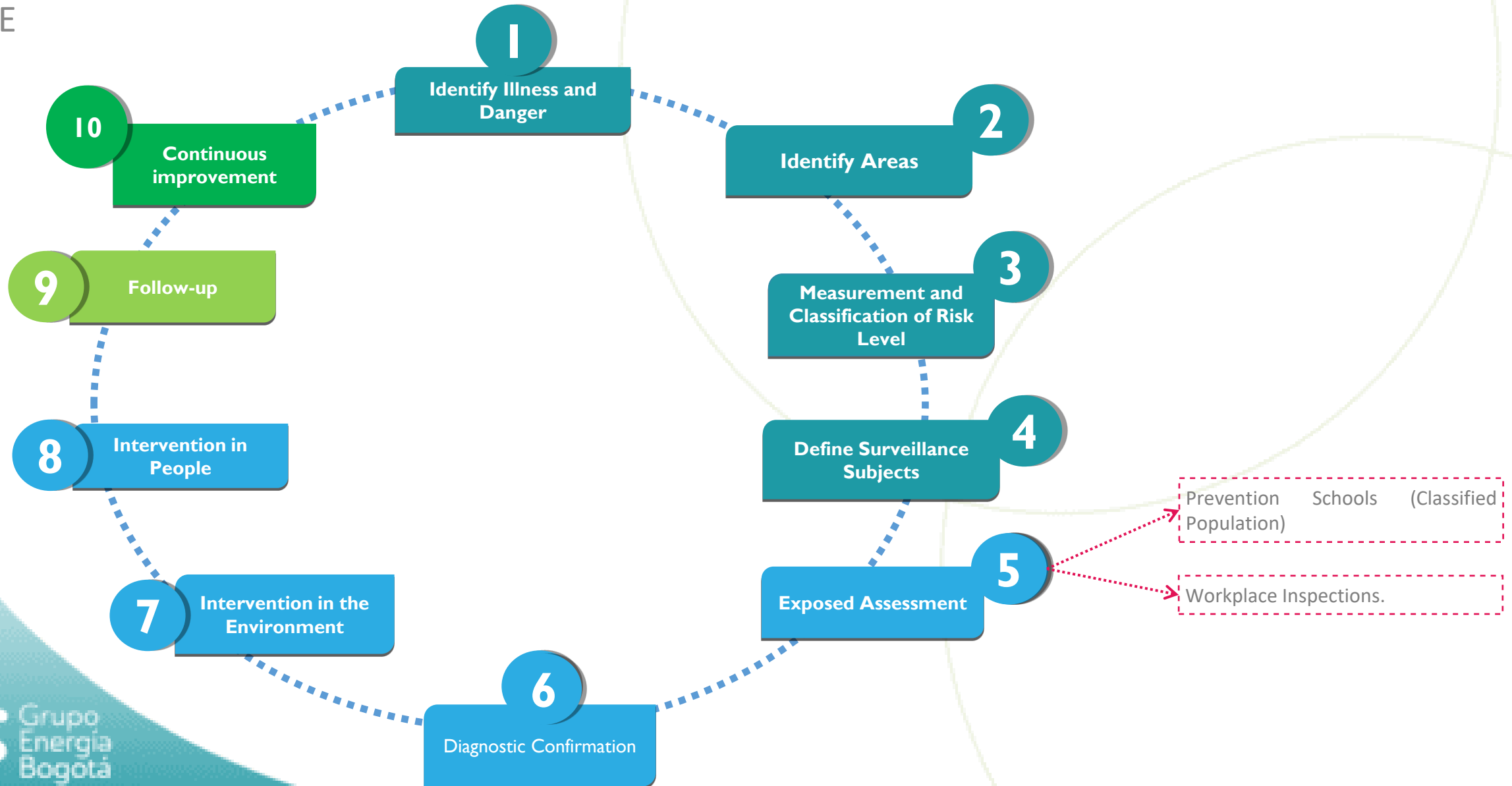


Aimed at promoting physical health, promoting sports, appropriate ergonomic habits and follow-ups in the presence of possible cases with musculoskeletal symptoms

Aimed at promoting mental well-being, the main input is the psychosocial risk survey, from which interventions for the main risk groups are derived. It also promotes emotional well-being and offers psychological support.

Epidemiological Surveillance Systems

DME



Epidemiological Surveillance Systems

PSYCHOSOCIAL



EVALUATION OF PROGRESS IN
REDUCING/PREVENTING HEALTH
PROBLEMS/RISKS (OBJECTIVE 2)

**Psychosocial risk
battery** Comparison of
the results of the 2020
and 2023 psychosocial
risk battery



2023

General: 79% low risk
Intra-work dimension:
78% low risk
Extra-work dimension:
83% medium risk
Stressful conditions:
55% medium risk
Follow-up in 2 years

2023

35.5%
overweight
10% obesity

2.47% smokers
14.45% occasionally
consume alcohol
61.6% sedentary lifestyle
33% dyslipidemia

2024

34.25% overweight
8.25% Obesity

3% smoking
21.25% drinking alcohol
61% sedentary lifestyle
31% dyslipidemia

RESULTADOS
INFORMES
CONDICIONES DE
SALUD - VITALITY



Absenteeism rate	2023	2024
General	2.0	2.6
Men	1.3	1.16
Women	2.6	2.9



The image shows two female workers in a professional industrial setting. They are both wearing white hard hats and high-visibility safety vests over white long-sleeved shirts. They are also wearing black face masks. The worker on the left is pointing at a tablet held by the worker on the right. They are both looking intently at the screen. The background is a blurred industrial site with white structures. On the right side of the image, there are three overlapping light blue circles. The title 'Emergency Management' is written in a large, bold, orange font over these circles.

Emergency Management



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EMERGENCY MANAGEMENT MASTER PLAN

The GEB has the Emergency Master Plan DSO-MAN-007, which aims to: "Define the emergency preparedness and response plan for the Grupo Energía Bogotá, Corporate and Enlaza, as a tool to define the response levels and the scope of internal resources for any emergency that may arise and to ensure the safety of employees and visitors to administrative offices, substations, warehouses, and projects that are part of the organization."

Addressing the implementation of the Emergency Master Plan in the Grupo Energía Bogotá, Corporate and Transmission Branch, initially requires understanding the risks associated with its own operations, prioritizing them according to the probability of emergencies occurring, and utilizing its own and external resources. Strategies are developed in the following phases:

1. **Preventive Phase:** As an early management stage, the headquarters' emergency preparedness and response plan should focus on response planning to avoid or minimize the impact of the disaster. To achieve this, it is essential to keep the vulnerability analysis up-to-date, considering the impact of threats within the facility and their potential impact on the surrounding community.
2. **Response Phase:** This focuses on the organization's ability to activate resources for assistance during or immediately after identifying a triggering factor for an emergency situation, with the goal of containing damage and minimizing the event's impact.
3. **Recovery Phase:** The main activities during this phase focus on returning the situation to normal, allowing the organization to focus its efforts on recovery and supporting restoration from the disaster, developing repair, rehabilitation, and reconstruction strategies.

Office Emergency Plan

1. Follow the brigade member's instructions



Identification of the Brigadiers



2. Evacuate when the alarm sounds

Office Emergency Plan

3. Follow the evacuation route



4. Go to the meeting point



5. We have a protected Emergency area

Urgency

Emergencia

- Direct
- Contractors
- Visitors











Conformity Verification



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VISION ZERO 2024 MODEL ASSESSMENT RESULTS

<div>         </div>										2024	2023	2022	2021
ASSESSMENT	GEB SELF	ENLAZA	TGI	CALIDDA	CONTUGAS	ELECTRO DUNAS	CANTALL OC	CONECT A	CONSOLIDADO GEB SIN CEL		CONSOLIDADO GEB	CONSOLIDADO GEB	CONSOLIDADO GEB
CHECK LIST DE PROCESO	57%	86%	77%	100%	70%	86%	70%	98%	86%		86%	75%	64%
RADAR 2024													
PRÁCTICA	SELF	NOTA	NOTA	NOTA	NOTA	NOTA	NOTA	NOTA	NOTA		NOTA	NOTA	NOTA
1. LIDERAZGO Y COMPROMISO	✓ 4,0	✓ 3,5	⚠ 2,5	✓ 4,0	⚠ 2,0	✓ 3,5	✓ 3,0	✓ 4,0	✓ 3,3	✓	3,6	✓ 3,1	⚠ 2,6
2. EVALUACIÓN DE RIESGOS EN SST	⚠ 2,0	✓ 3,5	✗ 1,5	✓ 4,0	⚠ 2,5	✓ 3,0	⚠ 2,5	✓ 4,0	✓ 3,1	✓	3,7	✓ 3,1	⚠ 2,3
3. OBJETIVOS, METAS Y PROGRAMAS	✓ 3,5	✓ 3,0	✓ 4,0	✓ 4,0	✓ 3,5	✓ 4,0	✓ 3,0	✓ 4,0	✓ 3,8	✓	3,5	✓ 3,2	⚠ 2,8
4. CAPACITACIÓN Y APRENDIZAJE EN SST	⚠ 2,8	✓ 3,8	✓ 3,2	✓ 4,0	✓ 3,5	✓ 3,0	✓ 3,0	✓ 4,0	✓ 3,6	✓	3,5	⚠ 2,8	⚠ 2,2
5. CUMPLIMIENTO LEGAL, DOCUMENTACIÓN, COMUNICACIÓN, PARTICIPACIÓN Y CONSULTA	✓ 3,0	✓ 4,0	✓ 3,8	✓ 4,0	⚠ 2,5	✓ 3,3	✓ 3,0	✓ 3,8	✓ 3,5	✓	3,6	✓ 3,1	✓ 3,1
6. GESTIÓN DE CONTRATISTAS	✗ 1,9	✓ 3,0	⚠ 2,4	✓ 4,0	✓ 3,1	✓ 3,6	⚠ 2,3	✓ 3,9	✓ 3,3	✓	3,3	⚠ 2,9	⚠ 2,4
7. GESTIÓN DE RIESGOS OPERACIONALES	✗ 1,3	✓ 3,7	⚠ 2,3	✓ 4,0	⚠ 2,8	✓ 3,0	⚠ 2,4	✓ 3,5	✓ 3,2	✓	3,3	⚠ 2,9	⚠ 2,0
8. GERENCIAMIENTO DE EMERGENCIAS	✗ 1,8	✓ 3,5	✓ 3,0	✓ 4,0	✓ 3,8	✓ 3,8	✓ 3,5	✓ 4,0	✓ 3,7	✓	3,7	✓ 3,2	⚠ 2,6
9. VERIFICACIÓN DE CONFORMIDAD INDICADORES	✓ 3,5	✓ 3,3	✓ 4,0	✓ 4,0	✓ 3,3	✓ 3,7	✓ 3,3	✓ 4,0	✓ 3,7	✓	3,8	✓ 3,2	⚠ 2,3
10. TRATAMIENTO DE DESVIOS Y ACCIDENTES	✗ 1,2	✓ 3,4	✓ 3,8	✓ 4,0	✗ 1,8	✓ 3,6	⚠ 2,4	✓ 4,0	✓ 3,4	✓	3,2	⚠ 2,7	⚠ 2,5
11. GOBERNANZA Y ANÁLISIS CRÍTICO	✗ 0,0	✓ 3,0	✓ 3,5	✓ 4,0	⚠ 2,0	✓ 3,5	⚠ 2,5	✓ 4,0	✓ 3,3	✓	2,9	⚠ 2,8	✓ 3,3
TOTAL PROMEDIO MODELO SST	⚠ 2,3	✓ 3,4	✓ 3,1	✓ 4,0	⚠ 2,8	✓ 3,4	⚠ 2,8	✓ 3,9	✓ 3,4	✓	3,5	⚠ 3,0	⚠ 2,5

IDP 2024 CONTROL PANEL



FECHA

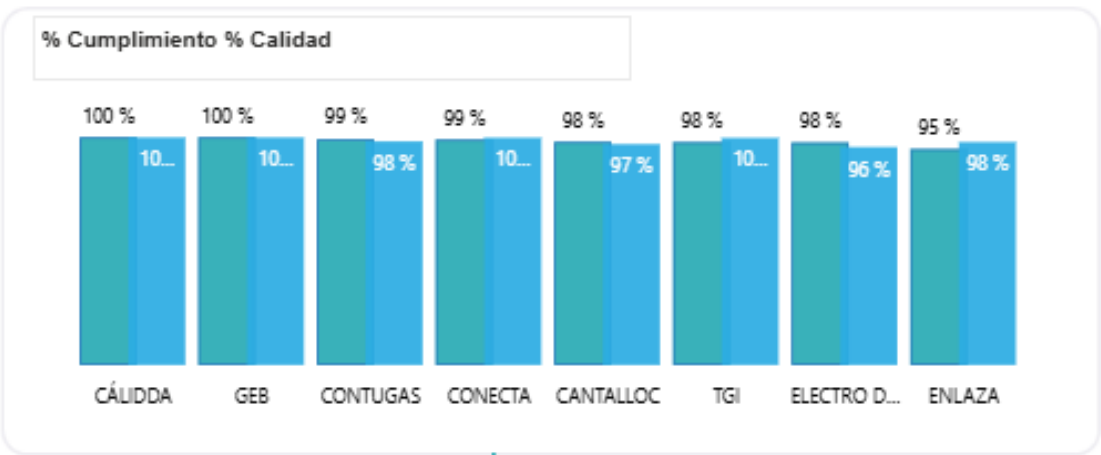
Todas

FILIAL

Todas

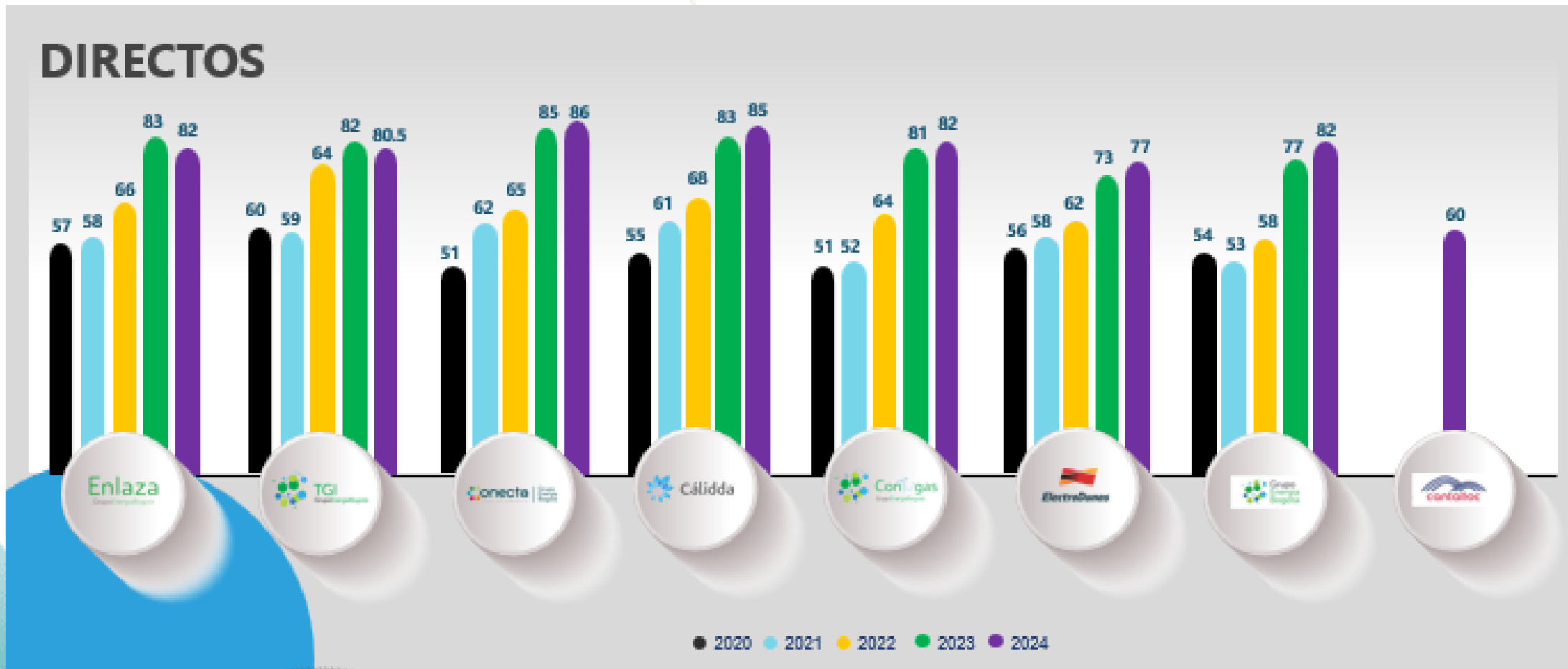


Panel Proactivo Corporativo - GEB 2024



PRACTICA	PLANEADAS	EJECUTADAS
CPLV	77	86
REMPAC	416	490
ADT	417	627
ODC	947	1083
LA	1377	1450
MORC	1987	2041
DESVIOS	10909	52315
Total	16130	58092

MEDICIÓN PERCEPCIÓN CULTURA SST





Deviation Treatment – Incidents Accident



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Accident

An occupational accident is any sudden event that occurs due to or in connection with work and causes an organic injury, functional or psychiatric disturbance, disability, or death to the worker.

An occupational accident is also one that occurs during the execution of orders from the employer or the contracting party while performing work under their authority, even outside the workplace and during working hours.

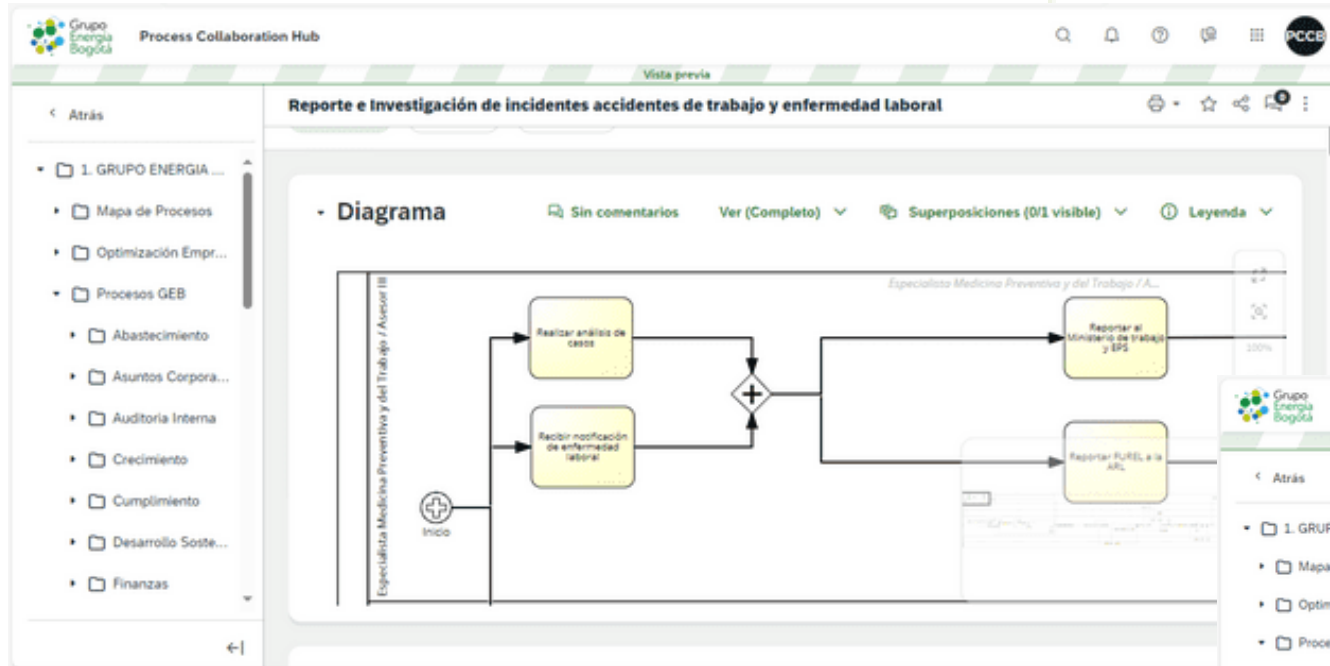
Likewise, an accident occurring during the transfer of workers or contractors from their residence to their workplace or vice versa, when transportation is provided by the employer, is considered an occupational accident.

An accident occurring during the performance of union duties will also be considered an occupational accident, even if the worker is on union leave, provided that the accident occurs in the performance of said duties.

Likewise, an accident occurring during recreational, sporting, or cultural activities is considered an occupational accident when acting on behalf of or representing the employer or the user company, in the case of temporary service agency workers on assignment.

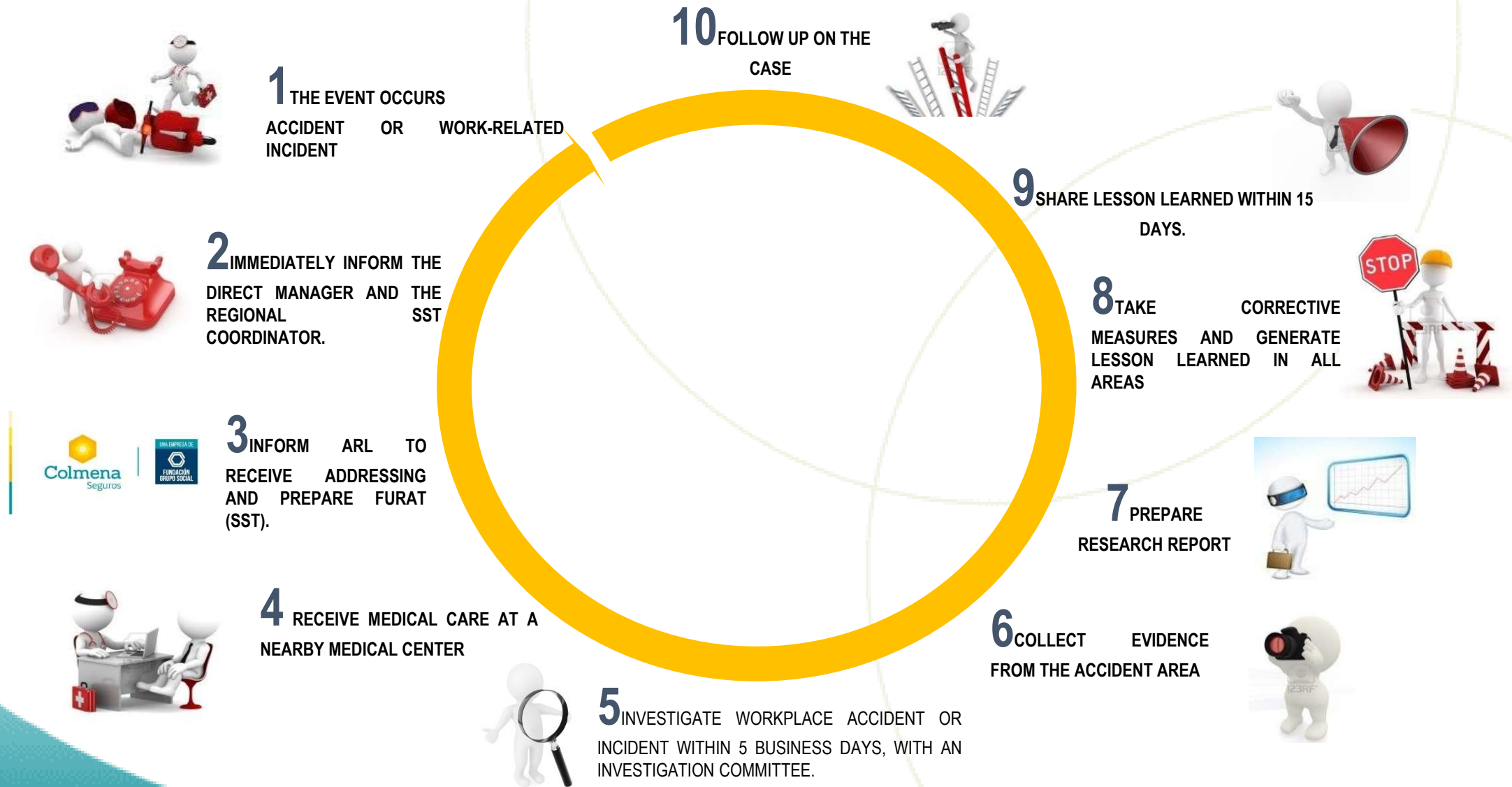
Accident

Procedure for the investigation of incidents, work-related accidents, and occupational diseases (SIGNAVIO)



OSH Indicators

What to do in case of a work accident





Grupo Energía Bogotá



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