



Occupational Safety and Health

Life Comes First!

Zero fatal accidents in 2019 is the best presentation letter we could hope for as a Corporate Group. An achievement that we plan to ratify in 2020 and years to come.

Why is it important?

(103-1)

Our GEB Sustainability Model has as one of its premises the strengthening of the Occupational Safety and Health (OSH) culture, inspired by our main cultural attribute: Life Comes First, which we apply from two different fronts:

- Occupational Safety and Health, through which we ensure the life of our employees, verify the risk conditions of the environment and plan the works, avoid accidents and promote the culture of prevention and selfcare.

- Care and balance of life, in which we assist our employees in achieving a balance between their personal and working lives, promoting a good working environment and climate, and encouraging the integral protection of their lives and their physical and mental conditions (we also include our contractors and suppliers).

Life Comes First is a premise that multiplies the positive impact of our operations. One of our greatest achievements as a Group in 2019 was that we had zero fatal accidents, and we achieved major reductions in accident rates among our own personnel and contractors.

How we manage it

(103-2) (103-3)

The Life Comes First Cultural Attribute is the reference framework for the deployment of the strategic objective of developing an OSH culture at GEB and its affiliates. To achieve this, we have been implementing an OSH Culture Transformation Plan, developed in phases.

The first phase of the plan consisted in a project to contain critical risks, which involved assisting the teams of direct and indirect employees of all operations in identifying and prioritizing such risks and the implementation of immediate containment actions for their control and mitigation. This also involved raising awareness on risks for decision-making effects and the development of visible OSH leadership. This was achieved based on an international accident prevention model of reference called Vision Zero.

Currently, the Group and its companies have empowered leaders in OSH management. This is a strategic task that is monitored in performance evaluations. The second phase of implementation consisted in a benchmarking exercise with world-class companies that are no longer just measured by an accident outcome indicator (how many accidents we had, and how many caused disabilities) but focus more on proactive indicators such as "what I am doing to prevent accidents".

Based on the inputs of this benchmarking exercise, we developed the Proactive Indicator Performance Panel, with participation by all managers. With them, we defined OSH objectives and targets for 2019.

29.1

million hours were worked in 2019. All our employees returned home safely after each workday.



Maintenance of transmission lines at Circo-Guavio, tower 77



Electro Dunas infrastructure in Peru

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fatal accidents in 2019: a historical achievement for our company.

These achievements enhance our position at the International Social Security Association (ISSA), which has deployed the worldwide safety project named Vision Zero, and has been joined by over 6,800 companies worldwide, with the challenge of reducing lost time work incident rates by 50% in 10 years. In one year, we managed to reduce them by 65%, something extraordinary compared to what was proposed by Vision Zero and taking into account that 100% of the employees are covered by health and safety plans. This achievement presents us with a much more demanding challenge year after year: to realize the vision of zero disabling accidents by 2025.

We have specified these objectives in the document "Transformation of the Occupational Safety and Health Culture," using as reference the Vision Zero model.

We retained external consultants to implement the OSH transformation. During the first phase we worked with the Dupont consulting firm, and over the next 30 months (2020-2023) we will work with the firm Intertek. Their advisory will focus on strengthening this culture at all the affiliates. This consulting is aimed at assisting the company to evolve from a reactive culture, which was what we had in place in 2018 (when we began the transformation), towards a generative culture that acts preventively.

(403-1) We use OSH indicators at the top rank of our strategic map to verify fulfillment of our objectives; they are reviewed on a monthly basis by the Board of Directors. They are subsequently disseminated to the various levels, including the President's Committee, each affiliate's

committee, and with operations at each project. Fulfillment of these indicators is associated with individual performance metrics and variable remuneration schemes (403-7). We additionally have a matrix of occupational safety and health risks and impacts (see Annex).

In the case of the affiliates, these policies are deployed through the objectives set out in the corporate strategic map, taking into account the technical areas. We have also adopted other mechanisms for its dissemination, such as the Security Moment, a weekly meeting that begins with a video aimed at raising awareness on safety. Additionally, the companies must submit monthly reports on their performance indicators, which are reviewed by process committees (which review safety performance), and are monitored by the central Board of Directors.

(403-3) (403-6) We have occupational risks assistance services that promote and control our employees' health to ensure their physical, mental and social well-being and to protect them from occupational risk factors.

Additionally, our company provides economic benefits to provide employees access to additional healthcare plans. Specifically, GEB employees covered by the Collective Bargaining Agreement receive the benefit of 100% prepaid medicine, which provides access to a comprehensive health plan for their family group.

Another major achievement is TGI's occupational and preventive medicine program, which includes management of safe work stations, considering our employees' profiles, as well as healthcare policies and prepaid medicine.



Linemen carrying work tools wfor a maintenance session

RESULTS

- (Own - Deaths) We finished 2019 with zero fatal accidents, which makes our program a successful benchmark in the industry (See the Annex).
- We joined Vision Zero of the International Social Security Association (ISSA), with the purpose of promoting a preventive approach at companies in order to reduce lost time work incident rates.
- (403-4) We have 468 leaders, in Colombia, Peru and Guatemala, empowered with their responsibility for security issues.
- We strengthened our contractor companies management to generate visible leadership through interventions, visits, meetings, follow-up and audits, along with company leaders and contract supervisors, creating spaces for engagement to achieve assurance for workers and the prevention of work accidents.
- For the second year in a row, we awarded recognition to contractors based on their safety performance. The 2019 award was for the company Instelec, which provides us electrical engineering services.
- We held the OSH Week at the Group and other activities at the affiliates, with participation by over 60% of employees. Some event activities included vaccination, the creation of emergency fire brigades, road safety, healthy habits and risk assessments.
- (403-5) We trained 100% of employees at the Transmission Branch and the corporate offices on the new approach and cultural attribute of Life Comes First, and the components of OSH.

Cálidda

- (403-2) We implemented a business intelligence tool (Power BI), which enabled us to perform an objective analysis on performance indicator management and findings in terms of accident rates, in order to obtain, in turn, automatic indicators to improve decision-making and standardize Hazard Identification and Risk Assessment matrices (IPER, for the Spanish original), through our OSH engineers and contractors.

Contugas

- (403-5) We provided training to 98% of our employees on OSH topics. Maintenance workers received training and received safety licenses to perform high risk tasks.

TGI

- (403-5) We provided e-training to 97% of employees, and 90% of employees who perform work and at heights and in confined spaces received training and were certified for these high risk tasks.
- We performed 100% of noise pollution measurements at the gas compression stations; 88% of direct employees took the psycho-social risk battery of tests, and 100% of contract supervisors were trained, all with the purpose of strengthening OSH competencies at the contractor companies included in the accident rate measurements during 2019.

Trecsa and Electro Dunas

- (403-5) 100% and 91% of employees, respectively, received training on Vision Zero and topics related to certification for work at heights, electrical risks at the workplace, use of fire extinguishers, first aid, and creation of emergency brigades, among others.



Talk on Occupational Safety and Health with employees at Cantalloc, in Peru

CHALLENGES

- We will continue to move forward in the implementation of the OSH culture at all our Group's affiliates and with our critical contractors.
- We will implement at the affiliates, based on Group guidelines, the Vision Zero OSH Cultural Transformation Plan of the International Social Security Association (ISSA), aimed at the prevention and reduction of lost time work incidents.
- We will keep our focus on achieving zero fatal accidents in 2020. Our growth will involve an increase in man-hours worked, and will consequently require greater effort to maintain our OSH performance.
- We will achieve a 70% reduction in disabling accidents across the company compared to 2018.
- We will seek to continue to be recognized in the energy sector as a Corporate Group with good results in OSH.

Cálidda

- We will make use of digital tools to optimize internal OSH processes (data input at works, learning management and cloud projects).

The lost time work incident frequency rate decreased by 65% in 2019. This is a very positive outcome. The methodology we use for classification of events is that specified by the OSHA 300 standard (of the US Department of Labor's Occupational Health and Safety Administration).