



HUMAN RIGHTS, DIVERSITY, EQUITY AND LABOR INCLUSION POLICY

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Version: 02
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VERSION CONTROL AND APPROVALS							
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		NAME	POSITION	ROLE	NAME	POSITION	
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				R	Maria Inés Hurtado	Vicepresidente Talento y Asuntos Legales	
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	03			R			
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	04			R			
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	05			R			
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1.) POLICY

Human Rights, Diversity, Equity and Labor Inclusion Policy

2.) OBJECTIVE

To establish the guidelines that direct Esenttia's management regarding Human Rights, Diversity, Equity, and Labor Inclusion, in accordance with the standards established in the universal, inter-American, and national human rights systems, as well as the Labor Equity Seal (EQUIPARES), the FRIENDLY BIZ certification, directly related to business activities, seeking to generate the responsible practices for achieving our strategy and long-term business sustainability.

3.) SCOPE

This policy applies to all decisions, activities, and projects carried out at Esenttia, and in our interactions with our stakeholders, in all matters related to Human Rights, Diversity, Equity and Inclusion.

4.) DEFINITIONS

Human Rights: Known as the fundamental faculties, prerogatives, and freedoms inherent to all human beings, characterized by being indivisible, irrevocable, inalienable, non-transferable, and non-renounceable, and whose effective exercise is essential for the integral development of every person. These rights are recognized in the Political Constitution of Colombia, national laws and regulations, as well as in international treaties ratified by the Colombian State in this matter.

Diversity: We understand diversity as the multiplicity of visible and invisible characteristics that make us unique. They are differences and similarities that people have, including, among others: gender, physical ability, ethnicity, physiognomy, genetic characteristics, age, religious beliefs, ideologies, education, nationality, origin, socioeconomic status, or any other sociocultural characteristic, as well as thought, expression, and any other way of being.

Equity: Equity is the normative ethical principle associated with the idea of justice; it is about meeting the needs and interests of people who are different, especially those who are at a disadvantage. Equity implies the ability to be fair, based on the principle of equality, but considering the individual needs and circumstances of each person.

Labor Equity: The principle that recognizes equal opportunities and rights, as well as equal treatment, in the workplace, irrespective of gender, race, color, language, creed, age, ethnic or national origin.

Differential approach: Esenttia respects the rights individuals belonging to groups or populations that may be particularly vulnerable to adverse human rights impacts. In the course of their business activities, the differential approach will be applied to prevent, mitigate or remedy such impacts, as well as eliminate inequalities in the company. Components of the differential approach are gender, ethnic, cultural groups, and sociocultural characteristics, generational, disability and/or functional diversity, reconciliation, cultural groups and all those considered in the DEI ESENTTIA Strategy 2024-2026.

Esenttia: Refers to the fact that it applies to both Esenttia S.A. and all its subsidiaries.

Inclusion: Inclusion seeks to promote that we have environments, processes, practices and behaviors where people feel welcome, valued and treated with equity, respect and equal opportunities, so that they can contribute the best of themselves, freely expressing their personality.



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Human Rights Management Model: Designed based on the conventional PDCA (Plan, Do, Check, Act) model, aiming to ensure the continuous improvement of Esenttia's performance on this matter.

Belonging: References the state of feeling accepted, welcomed and celebrated, not only for who we are, but also for what we contribute and do in the workplace. The concept in itself, takes the definitions of diversity and inclusion further, as it mobilizes organizations to intentionally and purposefully recognize the value of their team members with a holistic view of who they are.



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5.) DECLARATIONS / GENERAL GUIDELINES

Esenttia, in compliance with the higher purpose of "Transforming and being transformed for sustainability," will continue to adopt and reinforce practices aimed at respecting Human Rights, Diversity, Equity, and Labor Inclusion within Esenttia's value chain. Specifically, it expresses its commitment to:

1. Respect, recognition, and regulatory compliance in human rights and the peaceful work of human rights defenders.
2. The right to life, integrity, and personal freedom.
3. The eradication of child labor and forced labor.
4. The right to decent work, equal treatment, opportunities, information, data protection, and non-discrimination.
5. Freedom of association and collective bargaining.
6. Prevention and attention to any form of violence and harassment.
7. Respect for privacy, private life, freedom of expression, emotional and psychological health, and the reconciliation of work, personal, and family life with shared responsibility.
8. Conducting activities in safe and healthy work environments.
9. Acting with awareness of climate change and in favor of environmental care.
10. Preventing corruption and bribery.

At Esenttia, we understand inclusive working and social environments as those in which peoples value is recognized without sex distinction, physical ability, ethnic identity, physiognomy, genetic characteristics, age, religious beliefs, political or philosophical ideology, education level, nationality, familial or regional origin, language, sexual orientation, gender identity, socioeconomical status, or any other sociocultural characteristic, as well as, thought, expression and ways of being.

In carrying out its business activities, it will apply the differential approach to prevent, mitigate or remedy such impacts, as well as eliminate inequalities in the company. Esenttia has adopted appropriate procedures to ensure compliance with regulations and respect for human rights and this policy. Accordingly, all employees have a responsibility to act in a manner consistent with the stated commitments.

Esenttia is committed to ensuring that its customers, suppliers and contractors act in the same manner.

Concerns about this Policy and any issue related to Human Rights at Esenttia may be directed to atencionciudadania@esenttia.co and will be dealt with in accordance with established procedures.

6.) REFERENCE DOCUMENTS

CODE	NAME
Not applicable	International Bill of Rights
Not applicable	Political Constitution of Colombia
Not applicable	ILO Declaration on Fundamental Principles and Rights at Work
Not applicable	Ten Principles of the United Nations Global Compact
Not applicable	John Ruggie's Guiding Principles on Business and Human Rights
Not applicable	Commitment to Human Rights Defenders Ecopetrol
GEE-G-035	Guide to Human Rights and Business
ESE-RSC-MAP-001	Human Rights Management Process Manual