

CORPORATE SOCIAL RESPONSIBILITY POLICY

Commitment to a positive impact

Corporate Social Responsibility as part of Drummond's business strategy

Drummond is committed to generating a positive impact on Colombia and its people. We work every day to ensure that our operations contribute to sustainable development and to the well-being of our employees and the communities in our area of influence.

We understand that our responsibility goes beyond mitigating the impacts generated on society and the environment as a result of our operational activities.

We realize that CSR is not limited to compliance and risk mitigation. This is why we go further, adopting a type of relationship that contributes to the future well-being of the community, the region and the country, while at the same time creating value for the business.

Our commitment

Commitment to sustainable development

At Drummond, we support the United Nations sustainable development agenda in its economic, social and environmental aspects, which are aimed at eradicating poverty, protecting the planet and ensuring prosperity for all. We recognize that businesses, as well as governments and citizens, have a joint responsibility to achieve these goals, which is why we have incorporated the UN'S Sustainable Development Goals (SDG) into our strategy. From our sphere of influence, we are working on:

SDG 16. Peace, justice and strong institutions. Colombia has lived through decades of conflict; working for peace is an essential step towards building a prosperous and tolerant society. We aspire to be an active participant in this effort, supporting activities that contribute to building peace, justice, human rights and institutional strength as a basis for development.

Our corporate actions also contribute to achieving at least the following SDGs:

- SDG 1. No poverty.
- SDG 4. Quality education.
- SDG 8. Decent work and economic growth.
- SDG 13. Climate action.
- SDG 15. Life on land.
- SDG 17. Partnerships for the goals.

Commitment to our stakeholders

At Drummond, we are aware of the effects of mining on the economic, social and environmental fabric of the region. Our CSR actions recognize and take into account basic social and environmental needs, as well as the expectations of our stakeholders, in order to make a positive impact on people's lives. To play a positive role in the region's development, we address social issues and opportunities for economic development with a long-term vision that covers all areas of our business.

Commitment to the law and international standards

At Drummond we follow the law, but we want to go further. That is why we are committed to complying with international standards created and designed to strengthen the performance and sustainability of companies and their projects, with regards to the environment and stakeholders. For this reason, we have adopted the UN's Guiding Principles on Business and Human Rights and the Voluntary Principles on Security and Human Rights, completed the full cycle of Bettercoal's assessment program and implemented the Global Reporting Initiative (GRI) standards.

Commitment to incorporating CSR into corporate action

At Drummond, we include our CSR actions throughout the organization's entire value chain. To do so, we created the Corporate Social Responsibility committee, made up of leaders from the administrative and operational departments responsible for carrying out the CSR business activities. We also created an Advisory Committee, made up of the organization's management team, which incorporates sustainability into the company's corporate structure and business decision-making.

Our strategy

Strategic vision

At Drummond, our CSR actions are aimed at increasing and sharing the benefits of our business project with the stakeholders in our areas of influence through the construction and strengthening of local capacities. To do so, we work on coordinating corporate efforts associated to the institutional and community relations, environmental management, labor relations, communications, security, operations and the supply chain.

Pillars of the strategy

Drummond's CSR actions are based on the following pillars and areas:

Peace and Human Rights. Our strategic choice is to establish capacities in our area of influence for the construction of a society in peace, fair and tolerant. We work on the following areas:

- *Training and promotion.* Dissemination and appropriation of human rights in its relationship with the company (including the value chain).
- *Peace, reconciliation and social dialogue.* Participation in the construction and promotion of a shared vision of the regional future.
- *Coexistence and conflict resolution.* Reconstruction of social fabric and citizen values through sports, cultural and environmental practices.

Governance for development. Our strategic choice is to strengthen local institutional capacities for greater efficiency in planning and public management. We are working on the following areas:

- *Citizen participation and oversight.* Promotion of citizen action related to transparency and oversight in the management and execution of public resources.
- *Institutional and community strengthening.* Promotion of institutional and community capacities for the management and execution of projects of local and regional interest.
- *Regional development.* Creation of institutional capacities to boost regional competitiveness.

Environmental performance. Our strategic choice is to increase business capabilities that guarantee world-class environmental performance. We are working on the following areas:

- *Air and water sustainability.* Implementation of business practices to improve quality and reduce consumption.
- *Climate change.* Implementation of technologies to reduce the impact of business activity in the environment.
- *Conservation and restoration.* Recovery of areas of high environmental value for local and regional sustainability.

Integral development. Our strategic choice is to strengthen local capacities for the prosperity of employees, their families and communities in our area of influence. We are working on the following areas:

- *Education and training.* Promotion of local and regional human capital to facilitate access to opportunities.
- *Generation of opportunities.* Promotion of economic initiatives for the creation of an economic future beyond mining.
- *Labor Relations.* Promotion of labor relations initiatives for the welfare of employees and their families.

Approved: (Signature)

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