

# DRUMMOND INFORMS YOU

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## Our Talent

## Drummond Ltd. Maintains Close Ties with Employees



Ron Damron, Vice President of Mining Operations, and Ricardo Urbina, Vice President of Human Resources, met with employees at the Pribbenow and El Descanso Mines to give them information about important matter related to the company.

Drummond has created arenas for facilitating direct communication with employees to help build an effective and sustainable company. In meetings with employees at the Pribbenow and El Descanso mines, Ron Damron, Vice President of Mining Operations, and Ricardo Urbina, Vice President of Human Resources, informed workers about important topics such as Industrial Safety. They articulated the importance of each employee in contributing to his or her particular area to make safety our way of life. They also elaborated on the implementation of the OHSAS 18001 Management System, the impact of the price of coal on the company's activity, and the status of the railway restrictions.

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# Drummond Ltd. Maintains Close Ties with Employees



Employees received answers to their questions at the meeting with mine management. Workers' opinions were also taken into account as important tools for building the company's present and future.

The company appreciates its employees' participation in this meeting, inviting them to continue the good team work to bring continued progress to their homes and to the region.

## Employee Manual



Drummond handed out the Employee Manual to each employee. This document is a practical guide that allows all members of the company to be on the same page regarding policies, standards, programs, benefits, and other matters, helping make the company effective and efficient, and keeping the working environment healthy.

**Please read these policies and standards and put them into practice to make our work productive and safe!**

### Drummond Ltd. says 'yes' to culture with its contribution to the 'Pintoresco' dance group



Drummond Ltd., through the Department of Community Relations, supported the Pintoresco Folklore Corporation in the municipality of Ciénaga by helping send its 25 dancers to the 'Piedra del Sol' Dance Contest in Cucaíta, Boyacá. Pintoresco participated in the group category of the contest, dancing samples of the Tambora, Son de Negro, and El Caimán folk dances. In the couples category, they presented one of the traditional dances from the Caribbean region, El Mapalé. They won two awards this time: one for their group presentation and the other for the best typical costume.

Claudia Cantillo, the group's coordinator, highlighted the importance of Drummond Ltd.'s support: *"We need to make a serious investment in culture and sports, and Drummond has done this with the people of Ciénaga. So we are very grateful, and we are eager to make a contribution through our culture and our knowledge."*

Drummond Ltd. cherishes the opportunity of supporting the conservation of cultural expression in the community of Ciénaga.

# Drummond Talent



*"It all started when I was 6 years old and my mom got me drawing. I drew Goofy. She was impressed and told me I was good at it. I haven't stopped drawing faces since that moment. That's my specialty."* This is the earliest memory of Orlando Flórez, a Cartagena native who has been part of the Drummond family since 2006.

### What motivates you to draw?

Nostalgia and melancholy are what inspire me. When I'm feeling pensive I feel like drawing.

### Where did this gift come from?

It's in my blood. I have an uncle who is a professional artist. My nephew is the singer Kevin Flórez. My brother, Kevin's father, is an actor. He does movies and is a composer. My children have had music groups and one of them is now dedicated to making music videos.

### Apart from drawing, what else do you like to do?

I really like music. I play percussion. In fact, at my previous job we had a band that was called the *"Independent Rhythms"* because people said that each of us was going in our own direction (laughter...).

### Your coworkers comment that you tell jokes at meetings...

Yes, I like humor. I tell jokes about everyday things, but I don't tell any off-color jokes. I upload my jokes on a channel on YouTube and on Instagram.

### How does your work at Drummond contribute to your art and to life with your family?

I have to say that being part of Drummond gives me peace of mind, and that makes me happy. Being able to keep my family safe is priceless, and it's reflected in the fact that when it is time to take a break with my wife and my children, I get very eager to create new things, to draw, to write jokes, and to enjoy my time off doing the things I like best.

**At Drummond we are proud to have responsible, efficient, creative, and talented employees like Orlando Flórez.**