

SELECTION AND RECRUITING

Human Resources at Drummond Ltd. works to attract, develop, and retain talent that matches its profile and the competencies of the type of employee our company needs, to thus contribute to the sustainability of the businesses and the achievement of the established objectives.

We focus on constantly looking for people with high professional and ethical standards who are prepared to take on our organizational challenges and adapt to the dynamic of our working relations. In consequence, the actions of our employees should be based on the pillars of transparency and integrity. It is therefore indispensable to eliminate any indication of a conflict of interest in labor relations.

To reinforce the above principles, we believe that diversity is one of our greatest assets. Therefore the Department of Human Resources adheres strictly to this philosophy, in such a way that it prohibits, in the selection and retention of employees, any discrimination related to ideology, race, gender, social classes, religion and/or beliefs, philosophy, disabilities, or affiliation with any type of association.

We reaffirm that Drummond Ltd. prohibits any form of child labor, and it therefore also respects and abides by regulations regarding the minimum age for working established by the applicable laws and regulations in Colombia and in international agreements, principles, and declarations. Thus, Drummond is committed to not hiring, for any type of position, people who have not met the age requirements legally established in Colombia.

Drummond is characterized by being a good neighbor to the towns that are in the radius of action of its operations and is aware of the employment needs of these communities. For that reason it has a policy giving preference to hiring candidates who come from this region or can prove a determined amount of time living in it and meet the requirements established for the respective position.

As a manifestation of our Corporate Social Responsibility and in order to expand employment opportunities to the greatest number of families who live in the zones of our operations, Drummond Ltd. will not develop any selection or recruitment process with relatives of employees who are within the third degree of consanguinity (grandparents, parents, children, grandchildren, brothers, uncles), second degree (parents in-laws, spouses and brothers in-laws) and the first civil (adopters, adoptees).