
 <b>DRUMMOND LTD.</b> COLOMBIA	<b>SISTEMA INTEGRADO DE GESTIÓN</b>	Version 4
		SIG-4964
	Human Rights Policy	July 2022
		Page 1 of 4

**HUMAN RIGHTS POLICY**  
**SIG – 4964**

<b>Drafted by</b>	Pablo Urrutia, Vicepresident of Public Affairs and Communications.
<b>Reviewed by</b>	José Miguel Linares, President of Drummond Ltd.
<b>Approved by</b>	Richard Mullen, CEO Drummond Co.

VERSIONS CONTROL		
Version	Date	Abridged changes description
1	2014-02-19	First release.
2	2015-01-19	<ul style="list-style-type: none"> <li>• An explicit commitment to the “Voluntary Principles on Security and Human Rights” was included.</li> </ul>
3	2017-10-31	<ul style="list-style-type: none"> <li>• An explicit commitment to the United Nations “Guiding Principles on Business and Human Rights” was included.</li> <li>• The list of focus-rights was expanded.</li> <li>• Human rights were defined.</li> </ul>
4	2022-07-18	<ul style="list-style-type: none"> <li>• The non-discrimination commitment was broken down into the same categories as the Universal Declaration of Human Rights.</li> <li>• The definition of human rights was extended to the entire Title II of the Political Constitution of Colombia.</li> <li>• The new standard format for policies was used.</li> </ul>

 <b>DRUMMOND LTD.</b> <small>COLOMBIA</small>	<b>SISTEMA INTEGRADO DE GESTIÓN</b>	Version 4
		SIG-4964
	Human Rights Policy	July 2022
		Page 2 of 4


**CONTENT**

**1. PURPOSE ..... 3**

**2. SCOPE ..... 3**

**3. DEFINITIONS..... 3**

**4. POLICY GUIDELINES ..... 3**

 <b>DRUMMOND LTD.</b> <small>COLOMBIA</small>	<b>SISTEMA INTEGRADO DE GESTIÓN</b>	Version 4
		SIG-4964
	Human Rights Policy	July 2022
		Page 3 of 4

## 1. PURPOSE

Specify Drummond Ltd.'s commitments to respect human rights.

## 2. SCOPE

This policy must be applied by all employees of Drummond Ltd. The company's contractors must commit to it or have policies compatible with it.

## 3. DEFINITIONS

Human rights: rights set forth in title II of the Political Constitution of Colombia, in the Universal Declaration of Human Rights of 1948 and in the international treaties ratified by Colombia.


## 4. POLICY GUIDELINES

Drummond Ltd. is committed to respecting human rights. Its employees, contractors and suppliers are therefore prohibited from violating human rights in any way, with a special emphasis, given the economic sector and regions in which it operates, on the following:

- The right to life, liberty, and security
- The right to a healthy environment
- The right to health and safety at work
- Freedom of association and the right to collective bargaining
- The right to a peaceful assembly
- The right to ownership of land
- The right to not be discriminated against based on race, gender, language, religion, political or any other kind of opinion, national or social origin, economic status, birthplace, or any other condition
- The rights of ethnic minorities

To ensure that it acts with diligence to respect human rights, Drummond Ltd. states its commitment to:

- Align its policies, procedures and actions with, mainly, the United Nations "Guiding Principles on Business and Human Rights," and the "Voluntary Principles on Security and Human Rights," and with other high-level standards in the case of matters that so require.
- Develop a process to diligently identify, prevent and mitigate potential or actual human rights impacts involving stakeholders, including communities, private security contractors, and the military forces and police.

 <b>DRUMMOND LTD.</b> <small>COLOMBIA</small>	<b>SISTEMA INTEGRADO DE GESTIÓN</b>	Version 4
		SIG-4964
	Human Rights Policy	July 2022
		Page 4 of 4

- Implement a regular verification mechanism to assess and control strict compliance with the declarations of this policy.
- Report on its management of human rights.