

# Human Rights Policy

Drummond Ltd. is committed to respecting human rights. Consequently, Drummond Ltd. prohibits its employees, contractors, and providers from any kind of violation of these rights, with special emphasis in the following rights given the economic sector and regions in which it operates:

- Right to life, liberty, and security
- Right to a healthy environment
- Right to safety and health at work
- Right to association and collective negotiation
- Right to peaceful gathering
- Right to own land
- Right to no discrimination
- Rights of ethnic minorities

To ensure a diligent action in the respect of all human rights, Drummond Ltd manifests its willingness to:

- Align its policies, procedures, and actions, mainly with the “Guiding Principles on Business and Human Rights”, issued by the United Nations, and with the “Voluntary Principles on Security and Human rights”, and to draw on other standards of the highest level in other matters if required.
- Understand by “human rights” the set of rights called “fundamental” in Colombia’s Political Constitution, those listed on the “Human Rights Universal Declaration”, and those developed in the international treaties ratified by Colombia.
- Implement a diligent process to identify, prevent, and mitigate the potential or real impacts on human rights, in which the interest groups participate, including the communities, surveillance and private security contractors, and the Armed Forces.
- Apply a periodic verification mechanism that endorses or controls the strict compliance of what is stated in this policy.
- Be accountable for its human rights activities.

José Miguel Linares  
President