

	CORPORATE SOCIAL RESPONSIBILITY POLICY	<table border="0"> <tr> <td>CODE</td> <td>COL-RSE-PO-001</td> </tr> <tr> <td>ISSUED ON</td> <td>10-01-2010</td> </tr> <tr> <td>VALID THRU</td> <td>03-08-2021</td> </tr> <tr> <td>VERSION</td> <td>8</td> </tr> <tr> <td>PÁGE</td> <td>1 of 2</td> </tr> </table>	CODE	COL-RSE-PO-001	ISSUED ON	10-01-2010	VALID THRU	03-08-2021	VERSION	8	PÁGE	1 of 2
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PAREX's Corporate Social Responsibility Policy allows the Company to generate shared benefits and favorable conditions in its activities and in the environment for the feasibility and permanent operativity of the Company's projects throughout the Colombian territory where contractors, workers and employees carry out oil and gas exploration, exploitation and marketing activities.

This policy is transversal to all the areas of the Company in order to responsibly and strategically address the risks, impacts and opportunities generated by activities in territory, contributing to the improvement of the life quality of stakeholders through social, economic and environmental development.

PAREX implements the necessary strategies to develop legitimate and long-lasting agreements with strategic partners in the territories where projects are carried out, ensuring business feasibility, sustainable territorial development and the permanent maintenance of equity and integral reputation.

PAREX recognizes, adapts to the environment and Works hand in hand with the community, leaders and authorities to analyze, improve and manage the real needs of the territories where it operates, building successful long-term relationships.

PAREX carries out its operations in a responsible, transparent and safe manner, always showing respect for people's lives, human rights, protecting the environment and biodiversity It is committed to managing climate change and social development programs aimed at contributing to the Sustainable Development Goals, compliance with the law, risk management, operational excellence, and respectful relationships.

PAREX shows its commitment through facts, and through a clear, transparent and permanent communication, it discloses performance and joint results of the projects and programs executed, best practices and standards in terms of ESG (Environmental, Social and Governance).

PAREX adopts Colombian regulations related to the participation of ethnic groups, and it ensures their respect, inclusion and preservation. It also recognizes and respects diversity and champions non-discrimination of gender, sex, beliefs, political and/or philosophical views.

PAREX Works closely with contractors and suppliers to achieve a responsible management throughout the value chain in compliance with the legal framework and delivering the commitments undertaken with the communities.




PAREX has the necessary tools to listen to, address and manage any potential requests and claims by stakeholders, in order to prevent and mitigate any significant risks and impacts related to the Company's operations.

CORPORATE SOCIAL RESPONSIBILITY POLICY	CODE COL-RSE-PO-001 ISSUED ON 10-01-2010 VALID THRU 03-08-2021 VERSION 8 PÁGE 2 of 2
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Changes to this policy are subject to the applicable legal requirements. Parex reserves the right to revise, modify or remove this policy at any time.

Change Control

Version	Date	Changes Made
1	10-01-2010	Issuance of Petro Andina Resources Inc document.
2	15-02-2010	Amendment of Sustainability and CSR Policy; mission, values and principles were included.
3	30-04-2011	Glossary and the six components of the Sustainable Management and CSR program are included.
4	11-04-2013	CSR Policy, adjustment to the scope of the components of the CSR program.
5	05-01-2016	Table of contents, PBC concept, and SPE legislation are included.
6	20-07-2017	P.E.C.O is updated, the document is included in the Quality management System and change control is reviewed from version 0.
7	10-09-2018	The policy is adjusted to 2020 vision; (PBC – ANH) concept is included, differentiated from IS, adjustment to PQR and Communication for Development, and adjustment in version and code according to SGC.
8	21-07-2021	General adjustment to the policy and code.

		 <small>Daniel Ferreiro (17 Sep. 2021 10:55 CDT)</small>
Jacqueline Tarazona Ardila	Sandra Rodríguez Rodríguez	Daniel Ferreiro
Corporate Social Responsibility Manager	VP of Environment and Communications	Country Manager
PREPARED BY	REVIEWED BY	APPROVED BY


Política de RSE V8

Informe de auditoría final


2021-09-17

Fecha de creación:	2021-08-03
Por:	Angelica Anaya (angelica.anaya@parexresources.com)
Estado:	Firmado
ID de transacción:	CBJCHBCAABAAJ14sTbswGXqp9o669SMyT_R-3orXvOAt


Historial de “Política de RSE V8”

 Angelica Anaya (angelica.anaya@parexresources.com) ha creado el documento.


2021-08-03 - 21:06:07 GMT

 El documento se ha enviado por correo electrónico a Jacqueline Tarazona Ardila (jacqueline.tarazona@parexresources.com) para su firma.


2021-08-03 - 21:11:15 GMT

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2021-08-04 - 15:15:55 GMT

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Fecha de firma: 2021-08-04 - 15:16:20 GMT. Origen de hora: servidor.

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2021-08-04 - 15:16:22 GMT

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2021-08-12 - 15:52:03 GMT

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2021-08-16 - 15:57:25 GMT

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2021-08-23 - 20:44:15 GMT- Dirección IP: 190.0.14.194.

 Daniel Ferreiro (daniel.ferreiro@parexresources.com) ha visualizado el correo electrónico.


2021-08-25 - 15:53:23 GMT- Dirección IP: 190.0.14.194.

 Daniel Ferreiro (daniel.ferreiro@parexresources.com) ha visualizado el correo electrónico.


2021-08-26 - 16:29:27 GMT- Dirección IP: 190.0.14.194.

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2021-08-27 - 21:20:54 GMT- Dirección IP: 190.84.36.93.

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 Daniel Ferreiro (daniel.ferreiro@parexresources.com) ha firmado electrónicamente el documento.

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 Acuerdo completado.

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