

HUMAN RIGHTS POLICY

Cerrejón is committed to the respect and promotion of Human Rights towards employees, contractors, and communities within the area of influence; this policy is based on:

- Colombian Law,
- The Universal Declaration of Human Rights and the basic Conventions of the International Labor Organization,
- The UN Guiding Principles on Business and Human Rights,
- The social and environmental performance standards of the International Finance Corporation (IFC), in particular those related to impact assessment (1), involuntary resettlements (5), and indigenous communities (7),
- Voluntary Principles on Security and Human Rights,
- The UN Global Compact, and
- The International Council on Mining and Metal's Sustainability Framework.

Cerrejón's Human Rights Policy is aligned with the Cerrejón Way, the company's Vision on Sustainable Development and other company policies, in particular Ethics, Social Labor Responsibility, and Health, Safety, Environment, and Communities. It is part of and contributes to the development of the Community Relations Plan, Cerrejón's Mission, and the practice of Responsible Mining to which we are committed.

Cerrejón is aware of the State's responsibility to respect, guarantee, and protect the human rights of all the people in Colombia; the company's responsibility to respect and promote them, and believes that the fulfillment of these rights is possible by the joint action between society, companies, and institutions.

We believe that the full respect of human rights and democracy are the best context to develop our operation, and that our commitment to human rights results from our Ethical principles more than from our legal obligations; we understand that implementing these principles adds value and competitiveness to the company.

We therefore commit to:

- Respect and follow Colombian legislation;
- Respect the rights and freedoms of employees, members of contracting companies that provide services to the operation, and communities within the area of influence without any discrimination whatsoever; act with due diligence, and not be complicit in any human rights violation;
- Promote human rights in our area of influence;
- Pay special attention to the rights of vulnerable groups, including: children, women, disabled, senior citizens, ethnic groups, minorities, and displaced, among others.
- Identify, prevent, mitigate, remedy, and/or compensate in all the cases of possible impacts on the people's rights;
- Respect the customs and traditions of the indigenous communities and to tend to the proper engagement with them;
- Make all possible efforts to develop our commercial relations applying this human rights policy;
- That the task of guaranteeing the security of our employees, assets, and facilities is developed with efficiency but also with total compliance with the law and with respect to human rights;
- Seek the coherence between Cerrejón's policies, plans, and departments and this policy;
- Develop a respectful, transparent, and constructive dialogue with all interested groups;
- Implement a management system for this policy that commits all the levels of the company, develops and applies indicators, allows follow-up, continuous improvement and public disclosure on its implementation;

- Respond, register, and investigate, in a transparent, efficient, and timely way, the complaints related to the impacts of our operation and through participatory dialogue look for the solution and implementation of proper compensations whenever it's required.

All of Cerrejón's employees have the obligation of knowing and contributing to the implementation of this policy in their daily work. Any possible violation of human rights or to this policy must be reported immediately to the direct supervisor or to the company's Complaints Office.

Cerrejón's human rights performance will be communicated through the Sustainability report.