



CERREJÓN'S
SUSTAINABILITY
REPORT
2019





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ABOUT THIS REPORT

“Our 2019 Sustainability Report is a reflection of our commitment to transparency and accountability with all our audiences. This is the fifteenth report we have presented since we subscribed to the United Nations Global Compact initiative in 2005. This document presents our main results and challenges in ten principles related to human rights, labour standards, the environment, and anti-corruption practices”.

Claudia Bejarano, CEO (i) of Cerrejón.

GUIDELINES. The Global Reporting Initiative (GRI) standards, Core option.

SCOPE. This report documents the management of the companies Carbones del Cerrejón Limited (a 100% privately owned foreign company domiciled in Anguilla, British West Indies) and Cerrejón Zona Norte S.A. (a 100% privately owned Colombian limited liability company domiciled in Bogotá) (both hereinafter Cerrejón).

PERIOD. January 1 to December 31 of 2019.

VERSION. This report is the fifteenth that we have submitted yearly without interruption since 2005 as part of our commitment to the United Nations Global Compact.

ASSEMBLY. Cerrejón Communications Division.

DESIGN: TBWA.

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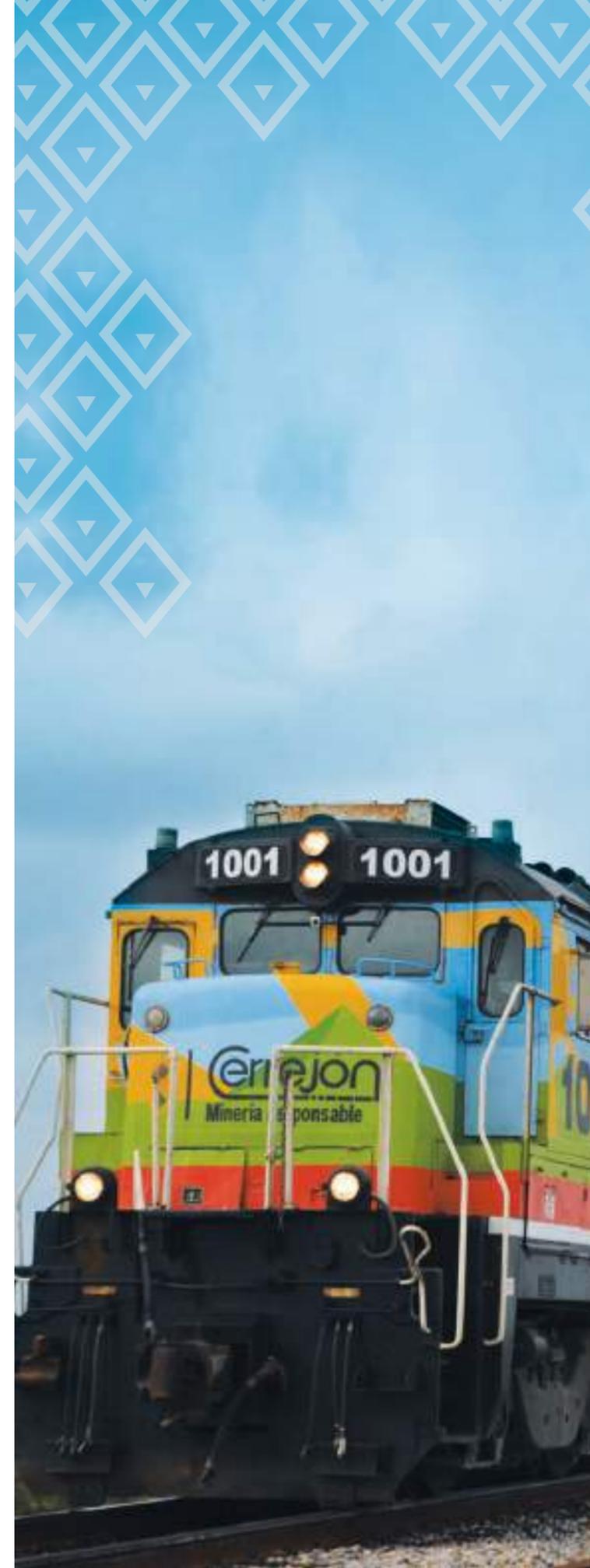
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A LOOK
TO CERREJÓN



MANAGEMENT REPORT

In recent years, those of us who work in the coal sector have become used to constantly re-inventing ourselves to adapt to new realities: changes in our engagement with our different stakeholder groups, more restrictive policies to curb climate change, an ever-shrinking market, dropping prices, and legal uncertainty. At Cerrejón, these challenges allow us to constantly draw the best from our team in the search for solutions and new opportunities.

The above has led us to review each one of our activities using a transformational approach allowing us to adapt to all these changes so that Cerrejón continues to be a sustainable business that can continue to positively contribute (and for many more years) to the lives of our employees, contractors, communities, La Guajira, and the country as a whole.

As part of this contribution, I would like to begin by highlighting the excellent results in safety and health by our employees and contractors. I am pleased to report that, in 2019, in addition to zero fatalities, our recordable injury frequency rate (RIFR, calculated on the basis of 200,000 hours of exposure) was 0.12, which is the second-lowest accident rate in Cerrejón's history.

IN 2019, WE HAD THE SECOND-LOWEST ACCIDENT RATE IN CERREJÓN'S HISTORY

COAL MARKET

It is important to note that coal is going to be part of the global energy matrix for many years. According to data from the International Energy Agency (IEA), coal is responsible for 38% of global electrical power generation. Around 2050 it will still account for about 20% of this matrix.

Nonetheless, we are aware of the fact of climate change and of the need for humanity to change its way of understanding the world and to concretely respond to this challenge. We know that policies against this phenomenon are increasingly restrictive for technologies based on coal consumption. We have already seen this in some countries, especially European ones, to which Cerrejón has traditionally exported but that are no longer our main market. That position is now occupied by the Mediterranean, where Turkey now accounts for the majority of our sales.

Together with a shrinking market, we also have coal prices that fell in 2019 to levels we had not seen for many years. In December of 2018, the FOB price in Puerto Bolívar was just over USD 75 per tonne. The last week of December of 2019, the price had dropped to just over USD 42 per tonne, and this downward trend has continued in the first months of 2020, falling to under USD 35 per tonne.

Due to these factors and some others (such as the impossibility of accessing certain areas due to legal rulings), our exports were 26.3 million tonnes compared to 30.5 million tonnes in 2018. Hence the importance of extracting key reserves (such as those in the northern section of the La Puente Pit) due to their quality and ease of access.



PHOTO COURTESY OF JOSÉ JAIME VEGA

CONTRIBUTIONS TO LA GUAJIRA AND COLOMBIA

In 2019, Colombian coal maintained its position as the second-ranked national export product, putting Colombia at an 8% share of the global market. Thanks to our work, in 2019 we provided Colombia with USD 534 million in taxes and royalties, which represents 0.65% of the yearly national budget. In fact, Cerrejón's royalties are 23% of the total provided by the mining sector in 2019.

These numbers are relevant on the national level, but at the department level, the mining sector (of which Cerrejón weighs in most heavily) provides La Guajira with an impressive 44% of the department's GDP. Further, of our 5,896 direct workers (as of December 2019), 66% are originally from La Guajira and another 26% are from other departments on the Caribbean coast. Amongst our contractors, those percentages are 52% and 40%, respectively.

92% OF OUR WORKERS ARE FROM LA GUAJIRA OR THE CARIBBEAN COAST

These close ties between La Guajira and the Caribbean have led us to develop long-term programs with our people, which has become a direct benefit for the region. In 2019, either directly or through the Cerrejón Foundation, we invested over USD 3.8 million in various social programs, such as skills strengthening for different regional organizations or improving access to water in our communities (especially in the Alta Guajira). Just in 2019, we delivered 26.4 million litres of water to communities neighbouring our operations, and this figure rises to over 153 million litres of water when we include the period since the drought struck the department in 2014.

Education is also an important component of the work we have been carrying out in the department for several years. In 2019, the number of students we have supported in their academic programs through scholarships and educational aids reached 17,000. This knowledge will become a benefit for the region.

The most relevant aspect of our social work lies in the conversations and dialogues held with communities, their leaders, and with local organizations and authorities. Last year, solely as part of our Comprehensive Environmental Management Plan, we organized more than 225 occasions for dialogue with ethnic communities and over 50 occasions for dialogue with non-ethnic communities in La Guajira. These instances saw agreements reached and the execution of initiatives for contributions to development and the handling of social, cultural, and human rights impacts.

This dialogue allows for two-way exchanges of knowledge. Therefore, we organized 47 visits for 1,355 people to learn about Cerrejón's operations and the safety and the operational and environmental integrity conditions we implement. These visits have strengthened the mining sector oversight committee, which has become an arena for questioning, discussing, and commenting on the company's operational standards.

I would like to point out a huge achievement of our social work that, although formalized in early 2020, was actually worked on throughout 2019 — the formal constitution of the

community of Tamaquito II as an indigenous reservation. This community has become a model in the department as it is the first of its kind to have its own treatment plant operated by the community itself, providing access to drinking water and basic sanitation for the 46 families residing therein.

In addition, I cannot fail to mention two projects that arose from conversations with local authorities. The first is the expansion of the Riohacha water treatment plant. This initiative was carried out under the Works for Taxes mechanism (promoted by the central government); it was executed at the end of 2019 and increased drinking water production by 100 litres per second for the Guajiran capital.

The second item was an agreement signed to improve the existing a road from Uribia to Puerto Bolívar to increase connectivity with the Alta Guajira. We worked on this project with national and regional authorities and, amongst other items, we contributed with the works' technical designs.

ENVIRONMENTALLY RESPONSIBLE

Mining and the environment can in fact be compatible, and proof of this statement is how Cerrejón operates responsibly. In recent years, we have not only carried out offset and rehabilitation activities, we have also progressed enormously in our capacity to improve water and air quality.

As part of our reforestation and rehabilitation programs, in 2019 we planted 273,000 trees and rehabilitated 309 hectares. These acts have allowed Cerrejón to reach a milestone of 4,208 hectares rehabilitated and 1.8 million trees planted (with over 40 different native species) in zones previously dedicated to rehabilitated. However, the success of these programs is measured not just in terms of numbers but also in terms of concrete facts. Last year, three new jaguars were observed on mine land, making a total of eight seen in the previous five years. Experts in environmental topics are all aware that the presence of this species is synonymous with a healthy ecosystem.

This year I would also like to underscore a new initiative we have begun with the prestigious Alexander von Humboldt Institute to create a tropical dry forest laboratory. The project consists in studying a huge, 10-hectare parcel of land to determine the behaviour of the tropical dry forest and of native species in order to aid in establishing reforestation and rehabilitation programs in both La Guajira and the rest of the Caribbean region. This work is a benchmark for the region, and it is part of a much broader initiative seeking to create a biodiversity corridor of over 25,000 hectares joining the Serranía del Perijá with the Sierra Nevada de Santa Marta.

In terms of water and air quality control, Cerrejón has always managed them responsibly, as can be demonstrated. We are efficient in our use of drinking

water, and everyday we strive to improve our performance. Consequently, in 2019, 89% of the water we used was mining water (not apt for human or animal consumption nor for irrigation) that we harvest from rainfall runoff or from coal seam dewatering. Only 11% of our water is fresh, and it is used for consumption by our workers and for delivery to our communities.

We have proven to independent entities that Cerrejón does not make an unrestrained use of water from the Ranchería River. In fact, according to data from the IDEAM monitoring stations (located where the river enters and then exits Cerrejón's mining concession), the river's volume of flow increases by more than 30%. At Cerrejón, we steward the water catchments of the various streams that supply the Ranchería River and we also measure water quality with 45 different parameters. Those data tell us that the water meets all the indices established by Colombian regulations for water for household use and human consumption.

THE RANCHERÍA RIVER'S VOLUME OF FLOW INCREASES BY 30% ON ITS WAY THROUGH CERREJÓN'S MINING AREAS



As regards air quality, our operation has installed a monitoring network for PM2.5 particulate matter in order to meet regulatory standards. This allows us to ensure that we are below established limits, and that we always stay below maximum permissible limits. Furthermore, we have improved our voluntary system for forecasting and monitoring air quality (unique in Latin America), which allows us to anticipate high dust concentrations and make decisions to act beforehand. When necessary, we halt operations, as we have done in the past.

CHALLENGES FOR 2020

There is no doubt that, in 2019, we faced challenges that went beyond those deriving from the coal market and that have clearly placed us at a disadvantage because of the uncertainty caused in our operations. This has been reflected in judicial activism against mining and in certain court rulings that have obviously changed the rules of conduct.

Ruling T-614, notified by the Constitutional Court in January of 2020, has imposed certain measures (e.g. regarding air-quality levels in an area near the mine) that are more restrictive for Cerrejón than those in effect for the rest of Colombia and Latin America. These measures reveal a lack of awareness concerning the normal conditions in nature in the region as well as the impact that activities other than mining can have on air-quality measurements.

The second case is access to the reserves of the La Puente 1A Pit. In a ruling notified in 2019, the Constitutional Court maintained the provisional halt to work in this mining area, ignoring the fact that we already had all the necessary environmental permits for this operation. In addition, we have not managed to make any progress in responses to

the uncertainties determined by this Court because, despite the fact that the Inter-Institutional Roundtable undertook all the necessary steps to define a protocol for participation with the communities, delays in the process have occurred since these communities have not accepted starting the discussion of the uncertainties in spite of the efforts made to move forward. The impossibility of accessing these pit reserves has caused a production fall of over six million tonnes in recent years.

Challenges do not only arise from outside. We also raise the bar ourselves to keep on improving. Therefore, it is going to be important to transform how we engage with communities in order to be more relevant in social aspects, develop greater empathy for their own needs, and manage to have a greater capacity for transcendence. That also leads us to work in conjunction with all the actors in the region. We have already begun implementing this new approach.

At the end of 2019, we began to see the first signs of the emergency caused by COVID-19. In the first quarter of 2020, we have had to transform ourselves even more to adopt measures and protocols that reduce the risk of infection for our workers, their families, and for our communities. Moreover, to be more effective in delivering humanitarian aid, we have coordinated our response with national, regional, and local authorities, thereby achieving a greater impact. We have invested over USD 2.5 million to deliver water to the regional government and to donate medical supplies to hospitals in the municipalities of La Guajira. We have also spoken to all the authorities to fairly distribute food to ethnic communities in the region.

A LOOK AHEAD WITH THE BEST TEAM

I have just celebrated 35 years with Cerrejón, and I am sure of one thing. As a company we have huge challenges in the coming years, but we have the most important thing to overcome them — our people. The Cerrejón team comprises an extraordinary group of people who have shown time and again a level of commitment and professionalism that overcomes any obstacle facing us.

Their work is recognized in awards such as the first place we achieved in the Mining Compass ranking (for the sixth consecutive year) as the company with the best reputation; we are also the only mining company in the Merco Empresas index in Colombia.

I have no doubt that 2020 will be an even more challenging year, one in which we have to complete our internal transformation process to strengthen the bases that allow us to be sustainable and thus to continue supporting La Guajira, our communities, and Colombia in their development. Cerrejón Is All of Us.

**WE HAVE HUGE CHALLENGES
IN THE COMING YEARS, BUT WE HAVE
THE MOST IMPORTANT THING TO
OVERCOME THEM — OUR PEOPLE**



CLAUDIA BEJARANO
CEO (interim) of Cerrejón

OUR
COMPANY



OUR OPERATION



RAILROAD



150 km
from the mine
to Puerto Bolívar

7 to 9
trains
dispatched daily

150
wagons in
average with
110 tonnes of
capacity by cart

13.5
hours among
loading, transportation,
and unloading of coal

PUERTO BOLÍVAR



Up to
180,000
tonnes of ship
capacity

26 to 28
ships received
by month

Since
1985,
the port has had
a direct-loading
system to ships

26.3
million tonnes
exported in 2019

THE MINE



25.8
million
tonnes
produced
in 2019

4,208
hectares
undergoing
rehabilitation

6
pits in
operation

More than
500
pieces of equipment
in the operation

Cerrejón

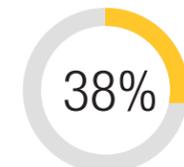
5,896
employees,
66% guajirans

5,166
contractors
52% guajirans

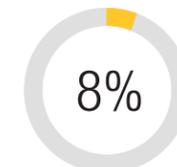
USD 3.8
million
in social investment

USD 534 million
in taxes and royalties.
USD 8,035 million since 2002

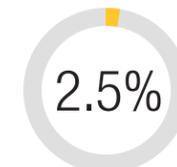
USD 78.6
million
in environmental investment



of the world's
electricity
is generated by coal



of the global
market is
served by
Colombia



of the global
coal market is
served by
Cerrejón

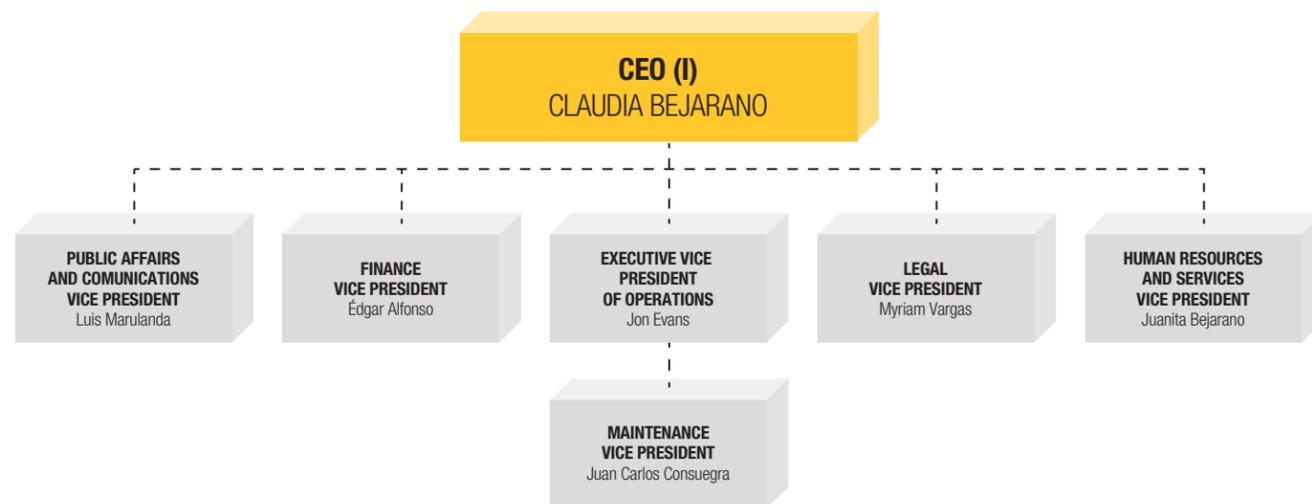
CORPORATE GOVERNANCE

At Cerrejón, we understand that one of the main obstacles to reaching sustainable development is corruption and a lack of integrity. These problems threaten democracy and the access to new and better opportunities for Colombians. Therefore, our commitment to the development of La Guajira and Colombia drives us to tackle these challenges, developing a model of good corporate governance through policies, procedures, and conduct guidelines applicable to our workers and suppliers.

Part of this commitment is a priority to identify, prevent, and resolve all unethical conduct not only because it is the right thing to do, but also so that our stakeholders can rest assured that Cerrejón always acts responsibly and transparently.

WE HAVE A MANUAL OF 21 CONDUCT POLICIES AND GUIDELINES

At Cerrejón, we have a corporate governance structure ingrained in the entire company and led by our Executive Committee, which comprises seven people with complementary backgrounds, experience, and knowledge leading company areas so that our operations follow a common strategy joining the operational, social, environmental, and economic perspectives.



- Updated June 2020.
- Compared to the organization chart in the 2018 Report, we have two fewer positions on the Executive Committee as part of the continued internal transformations in response to the challenges of our contextual setting.
- Selection of members of the executive committee, as with all Cerrejón workers, is based on merit complemented with due diligence and criteria such as experience, equality, and diversity. In the case of the executive committee, the Shareholders' Committee occasionally takes part in its selection process and in its performance evaluation, introducing international criteria and validating key performance indicators (KPIs) defined yearly in social, environmental, and economic terms.

43% OF CERREJÓN'S EXECUTIVE COMMITTEE CONSISTS OF WOMEN. THE ONLY MINING COMPANY IN THE COUNTRY HEADED BY A WOMAN

In order to track the adoption, implementation, and oversight of the policies, guidelines, and programs, we have the following committees listed below answering to the Executive Committee.

COMMITTEES RESPONSIBLE FOR DECISION-MAKING ON SUSTAINABILITY TOPICS

SHAREHOLDERS' COMMITTEE	Approves corporate strategy and the budget, and evaluates company performance.
AUDIT AND FINANCE COMMITTEE	Addresses topics related to external and internal controls and audits, and reviews financial matters.
INTERNAL CONTROL COMMITTEE	Evaluates breaches of the Conduct Policies and Guidelines, includes those reported to the Ethics Reporting Line. It also approves sanctions where appropriate.
MANAGEMENT DEVELOPMENT COMMITTEE (MDC)	Defines the human management strategy, including changes in organizational structure. Makes decisions on personnel, performance, talent development, compensation, work, and occupational health.
OPERATIONAL INTEGRITY COMMITTEE	Monitors and evaluates the management and results of operational integrity (health, safety, environment, and communities).
SOCIAL INVESTMENT COMMITTEE	Reviews and approves the programs and projects associated with impact management and the company's social investment.
MANAGEMENT COMMITTEE	Approves required cases in accordance with the Delegation of Authority Guide (DOAG), mainly those associated with purchasing and contracts.
EXECUTIVE COMMITTEE	Deals with strategic topics that require senior management's direction and decisions.
STRATEGIC COMMITTEE ON SAFETY, HEALTH, ENVIRONMENT, AND COMMUNITY (CESSMAC, its initials in Spanish)	Strategically orients Cerrejón's aspects relevant to safety, health, environment, and community.

- In addition to these scenarios, the Executive Committee is in constant communication with the other committees to deal with social, environmental, and economic topics.
- Together with our shareholders, we have agreed on a work scheme to carry out transparent, ethical operations. To do so, we rely on our Delegation of Authority Guide (DOAG).

RISK MANAGEMENT

Our corporate governance strategy aims to maintain proper oversight throughout the company, based on the identification and management of corporate risks. To do so, we have a risk management policy aligned with the ISO 31000 standards, which ensures proper identification, analysis, assessment, and treatment of material risks for each company area in order to characterize and manage them according to the impact their occurrence would cause.

For the proper deployment of this management, we have established a regular evaluation of compliance with critical controls to measure the effectiveness and timeliness of actions and to identify improvement plans. Last year, we assessed 100% of the material risks (with a large impact on the business) in line with our procedure of risk management, identifying actions aimed at improving our existing controls.

TWO EXTERNAL AUDITS CONFIRMED THAT OUR RISK MANAGEMENT MEETS THE ISO 31000 STANDARD AND IS AT THE HIGHEST LEVEL OF MATURITY

The main material risks we control for include the noteworthy risks the company may be exposed to as a result of transnational bribery, corruption, money laundering, and financing of terrorism by any third party with whom Cerrejón is associated. To manage it, we have a Guidelines for the Prevention of Corruption and a policy for the System of Self-Regulation and Risk Management for Money Laundering and Financing of Terrorism (SARLAFT, its acronym in Spanish), which meet applicable legislation on the subject and respond to our operations' characteristics and conditions. In addition, prior to and during our associations with third parties, we carry out a due diligence procedure in order to learn about whom we are associating with and the risks to which we might be exposed. This process is monitored every quarter to ensure compliance.



PHOTO COURTESY OF JOSÉ JAIME VEGA

ACHIEVEMENTS 2019

- 100% of administrative and technical workers, including the executive committee, have been trained in our corporate policies.
- Reinforcing our assurance plan, including audits carried out by over 25 internal areas and external entities, integrating requirements and emphasizing the review of material risks that would impact the company and our stakeholders.
- 67 ethics reporting line complaints were investigated and closed in the course of the year, leading to disciplinary and legal actions where appropriate.
- 100% of the owners of risks and controls have been trained in the methodology, software applications, and management of this process.
- Training of 454 workers (out of a target of 383) in the Guidelines for the Prevention of Corruption and SARLAFT.
- Review and improvements to the due diligence process in the Purchasing and Contracts area, reinforcing established controls.
- A protocol has been implemented to prevent restrictive practices of our competition, including alterations to the procedures for purchasing and contracting and training in this area.

CHALLENGES 2020

- Continue adapting and executing the assurance plan so it is a business partner and a support during the internal transformation and the contingency period caused by COVID-19.
- Maintain high standards in the investigation and closure of complaints using telecommuting.
- Optimize the use of technological and digital resources to continue implementing training and thereby reinforce a culture of ethics and risk management in the organization.

STAKEHOLDERS ENGAGEMENT

At Cerrejón, we foster constructive engagement with our stakeholders in order to have relations based on dialogue, reciprocity, and trust to carry out short-, middle-, and long-term projects and to have constructive relations in the department. Our goal, based on running our operations, is to soundly manage our impacts and contribute to bettering standards of living in the region.

By identifying our stakeholder groups (using sources of informations such as human rights and impacts studies done every three years), we determine planned and monitored guidelines, policies, responsibilities, and processes to support our engagement with these groups locally, nationally, and internationally.

STAKEHOLDER GROUPS AND OUR PROMISE OF VALUE

ACADEMIA	We promote research and collaborate in the generation of knowledge useful to the mining sector, the region, and society.
INTERNATIONAL ACTORS	We respect and comply with regulations and standards, we prevent and mitigate operation-derived impacts, we contribute to sustainable development, and we are a reliable source of information.
COMMUNITIES	We responsibly manage the risks and impacts of our activities, and together with the communities we contribute to the region's socio-economic development.
WORKERS	We guarantee respect for labour rights and human rights (including the perspective of gender and fairness), we offer a good place to work, and we drive improvements to the standards of living of our workers and their families.
GOVERNMENT AND NATIONAL INSTITUTIONS	We comply with applicable regulations and legal requirements, we maintain high performance standards, we promote regional development, and we contribute to the achievement of goals in public policy, sustainable development, and the construction of peace.
INDUSTRY AND THE PRIVATE SECTOR	We foster a stable and competitive institutional framework for the sector, and we actively participate in business and industrial initiatives that benefit the region.
LOCAL INSTITUTIONS	We promote collective impact and seek consensus-building and coordinated actions to reach structural solutions for the common good.
NEWS MEDIA AND OPINION LEADERS	We are a reliable, transparent, and timely source of information.
NGOS AND COOPERATIVE BODIES	We respect social and environmental standards and regulations to prevent impacts on communities, employees, and contractors; we offer transparent information on our management; and we foster collaboration in favour of regional and national growth.
SUPPLIERS AND CONTRACTORS	We ensure compliance with social and environmental criteria, and we foster commitment with our surroundings and with local and regional development through our value chain.

In 2019, external validators verified our compliance with good practices under the principles and declarations of the Sustainable Development Framework of the International Council on Mining and Metals (ICMM). In Principle 10, which refers to stakeholder participation, we earned a compliance level of 84%, with opportunities for improvement in sharing our policies and guidelines with our stakeholders and in forming an engagement-monitoring system to generate early warnings and to measure company impact on the region.

WE OBTAINED 84% COMPLIANCE IN THE ASSESSMENT OF PRINCIPLE 10 OF THE ICMM'S SUSTAINABLE DEVELOPMENT FRAMEWORK

CHALLENGES 2020

- Build more proactive and participatory engagement plans.
- Implement the sustainability software to better engage with our stakeholders.
- Make progress in closing liabilities and commitments shouldered with the communities as part of our engagement with our stakeholders.

ACHIEVEMENTS 2019

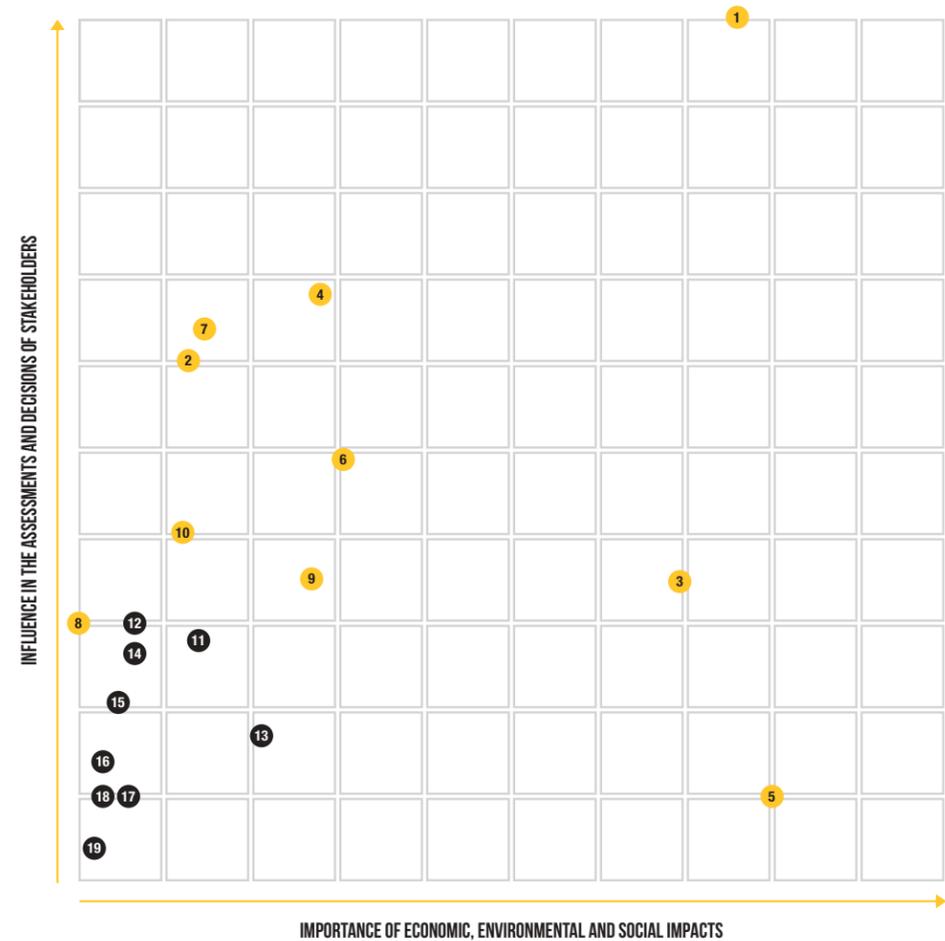
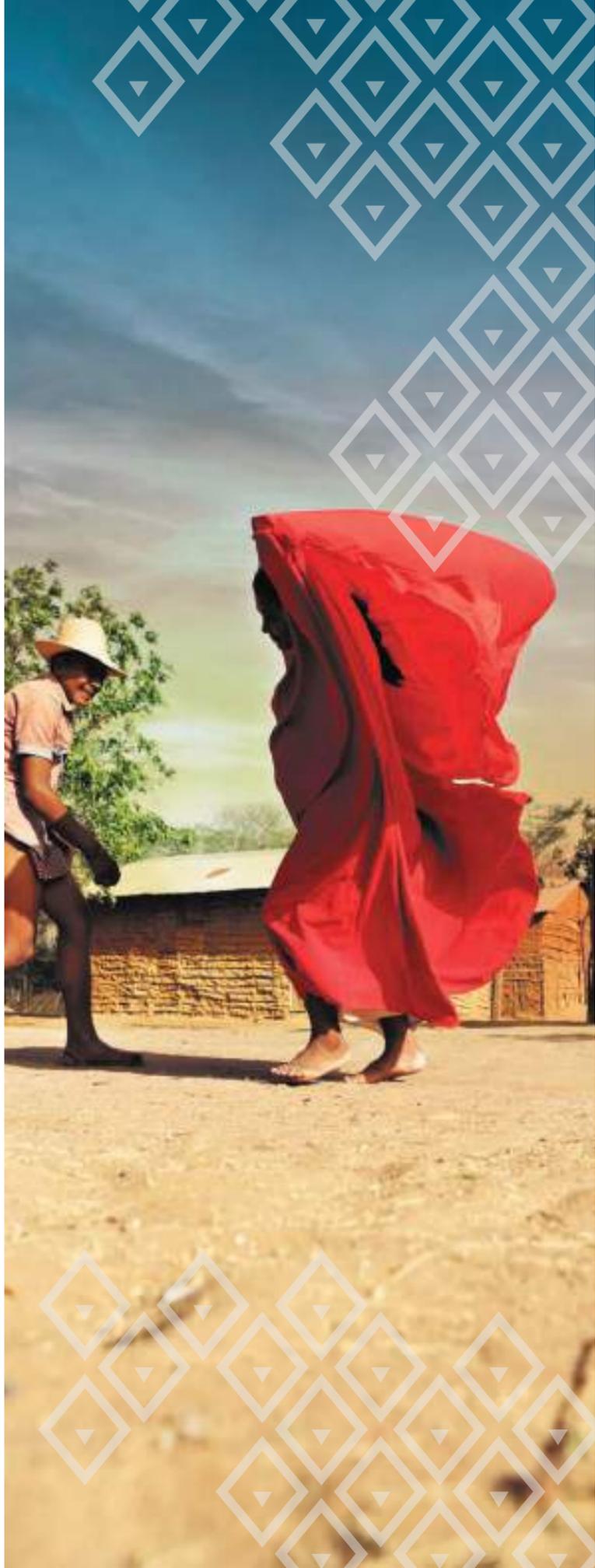
- Progress in updating the ethnographic and demographic baselines of the indigenous communities in the mine's area of influence.
- As part of our Comprehensive Environmental Management Plan, we organized 226 sessions for dialogue with ethnic communities and 52 sessions for dialogue with non-ethnic communities in La Guajira. These sessions saw agreements reached and the execution of initiatives for contributions to development and impact management.
- We support communities in maintaining windmill-driven water pumps, delivering water along the length of the railroad tracks, creating jobs by contracting community organizations, and executing production projects for income generation (see Communities chapter).
- We acquired software to continue comprehensively strengthening engagement planning and management for the company.
- We held three work sessions with the public security forces, private security service, and the communities to learn about concerns regarding our agreements and security contracts.

MATERIALITY

To define material topics relevant to our operation and those that generate value for our stakeholders, we took the stakeholder consultation (described in the 2018 Sustainability Report) as our basis. This consultation included a dialogue session in La Guajira with 60 people, the results of a survey of employees, contractors, communities, opinion leaders, authorities, and representatives from academia (a total of nearly 100 people), and workshops in communities. To learn the details of this exercise, see our 2018 Sustainability Report at <https://www.cerrejon.com/index.php/sustainability-reports>

The result of this materiality analysis was compared with our corporate risks and with the topics dealt with as part of our engagement with the communities neighbouring our operations. We thus obtained the following matrix, whose topics are presented throughout this report, particularly in the section Our Priorities.

It details the material aspects for our stakeholder groups and others for which the company aims to advise on progress or significant changes, in line with our commitment with transparency and accountability. Each chapter contains a management approach of the topics (how we manage it and why it is important), the results and achievements of 2019, and our main challenges in the short and middle term.



PRIORITIZED MATERIAL TOPICS

- 1 Engagement with local communities and contribution to a better quality of life
- 2 Access to water and efficient use in the operation
- 3 Contribution to national economy
- 4 Commitment with Human Rights
- 5 Competitiveness and innovation
- 6 Generation of local employment and diversity
- 7 Biodiversity care and conservation
- 8 Labour welfare
- 9 Ethics and good governance
- 10 Mine closure plan

UN- PRIORITIZED MATERIAL TOPICS

- 11 Health and safety
- 12 Local procurement
- 13 Responsible management of air quality
- 14 Responsible soil management and land rehabilitation
- 15 Risk management
- 16 Employee training
- 17 Climate change mitigation and adaptation
- 18 Talent capture and retention
- 19 Responsible waste disposal

OUR
PRIORITIES

TALENT MANAGEMENT

Over 11,000 people forming part of our operations (directly or through contractor firms) have led us over the decades to being a sustainable company throughout our entire production chain. Our primary goal is to build transparent relations with our stakeholders, starting with our workers. That is why we focus on being a quality employer that generates benefits for them and their families, that complies with the law, protects human rights, and applies high social and environmental standards.

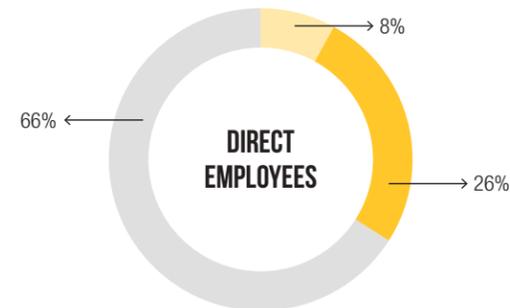
In 2019, we generated direct employment for 5,896 people, mainly from La Guajira and other departments on the Costa Atlántica. In addition, we rely on the support of contractor firms to perform work in maintenance, security, food, personnel transportation, and infrastructure projects (amongst other areas), which together generated 5,166 job positions in the same period.

11,000 WORKERS (60% GUAJIRAN) REPRESENT BENEFITS FOR OVER 44,000 PEOPLE (INCLUDING THEIR FAMILIES)

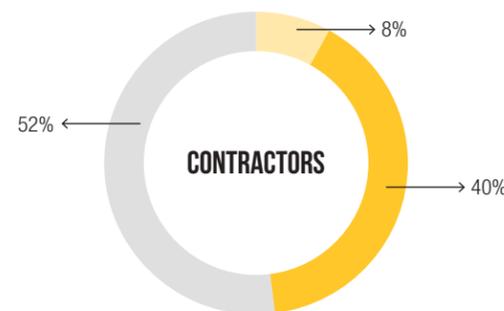
Historically, our sector has been a male-dominated industry, which is why we increasingly promote the role of women and people from indigenous communities in our operations. We are continually strengthening our policies in fairness and

equal opportunity, adapting working conditions, and fostering a safe environment based on fair treatment and respect. As of the end of 2019, we have over 1,230 women and/or indigenous people in our company.

WORKERS BY REGION

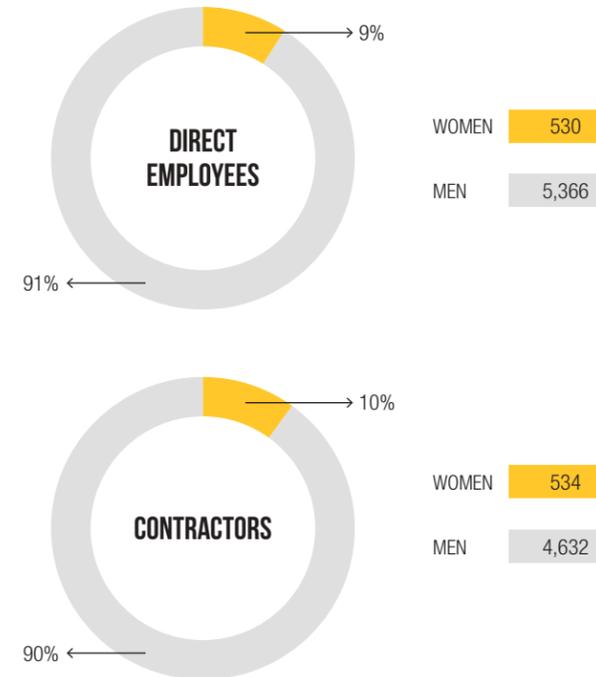


- 3,910 Guajiran employees
- 1,518 employees from the rest of the Costa Atlántica
- 465 employees from other parts of Colombia
- 3 employees from abroad



- 2,683 Guajirans
- 2,051 are from the rest of the Costa Atlántica
- 432 from other parts of Colombia

WORKERS BY GENDER



WE RANK 59TH OUT OF 265 COMPANIES EVALUATED IN THE PAR GENDER EQUALITY RANKING FOR ORGANIZATIONS

EMPLOYEES BY LABOUR CONTRACT

NUMBER OF EMPLOYEES BY LABOUR CONTRACT (PERMANENT AND FIXED-TERM) BY GENDER			
TYPE OF CONTRACT	WOMEN	MEN	TOTAL
PERMANENT	355	4,439	4,794
FIXED-TERM	175	927	1,102
Total	530	5,366	5,896

NUMBER OF EMPLOYEES BY LABOUR CONTRACT (PERMANENT AND FIXED-TERM) BY REGION

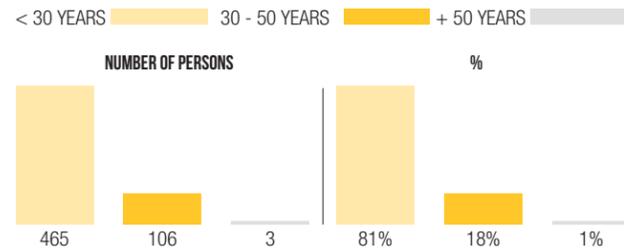
REGION ORIGIN	PERMANENT	FIXED-TERM	TOTAL
LA GUAJIRA	3,114	796	3,910
REST OF THE COSTA ATLÁNTICA	1,249	269	1,518
REST OF THE COUNTRY	428	37	465
ABROAD	3		3
Total	4,794	1,102	5,896

NEW HIRES

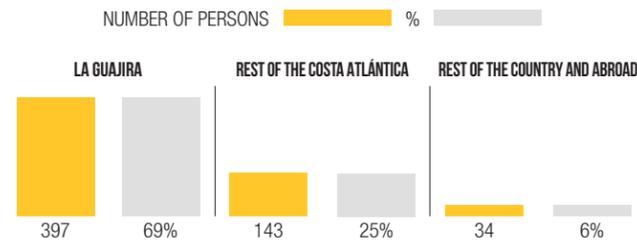
574 people were hired by Cerrejón in 2019, 151 women (26%) and 423 men (74%). Compared to hires for 2018, there is a 22% drop in response to transformation processes and internal optimization.

42.6% OF HIRES OF ADMINISTRATIVE PERSONNEL (MPT) ARE WOMEN

HIRES BY AGE



CONTRACTS BY REGION



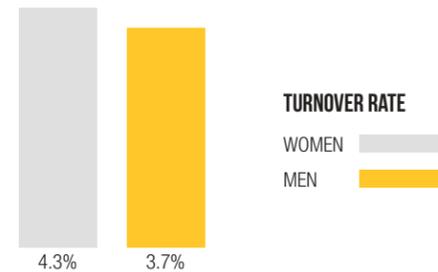
NEARLY 70% OF NEW HIRES ARE GUAJIRANS WHO WORK IN PRODUCTION, MAINTENANCE, COAL HANDLING, AND OTHER OPERATIONAL AND ADMINISTRATIVE AREAS

STAFF TURNOVER

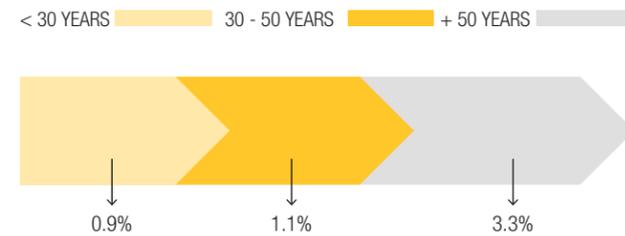
Cerrejón's overall turnover rate for the year was 3.8%, calculated as the number of permanent employees retired in the last 12 months divided by the average number of permanent employees for the same months. The calculation

of the index for independent groups of men and women (administrative or technical personnel) produced its own value so they are not cumulative.

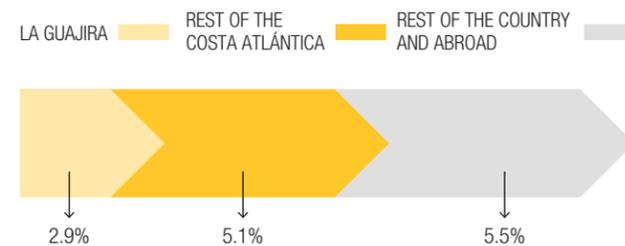
TURNOVER BY GENDER



TURNOVER BY AGE



TURNOVER BY REGION



EMPLOYEES BY POSITION

BY WORKFORCE CATEGORY					
	Senior Management	Managers to Supervisors	Analysts and Specialists	Technical Personnel	Apprentices
Women	3	77	164	199	87
Men	5	356	360	4,349	296
Total	8	433	524	4,548	383

BY WORKFORCE CATEGORY AND AGE					
Age	Senior Management	Managers to Supervisors	Analysts and Specialists	Technical Personnel	Apprentices
Under 30 years of age	0	32	49	445	332
From 30 to 50 years of age	2	247	325	2,669	51
Over 50 years of age	6	154	150	1,434	0
Total	8	433	524	4,548	383

EMPLOYEES FROM THE WAYUU ETHNIC GROUP OR OTHERS					
	Senior Management	Managers to Supervisors	Analysts and Specialists	Technical Personnel	Apprentices
	0	5	12	196	21

• Cerrejón has a formal data system for logging, monitoring, and reporting data. The information supplied is kept in our employee databases and is presented in dynamic dashboards available for consultation.



ENGAGEMENT WITH TRADE UNIONS

Cerrejón has two trade unions — Sintracarbón (the majority union) and Sintracerrejón. They have over 4,000 members with whom we promote sessions for constructive dialogue and joint mechanisms for monitoring conventional commitments. These monthly sessions (part of the collective bargaining agreements) address topics related to human rights, transportation, food, health, housing, education, travel expenses for medical treatments, and more.

TRADE UNION	MEMBERS
SINTRACARBÓN	3,947
SINTRACERREJÓN	87
BOTH UNIONS	105

• In 2020, we began negotiating a new collective bargaining agreement. As of the date of publication of this report, after concluding the stages for direct settlement, Sintracerrejón requested that the Ministry of Labour assemble a Court of Arbitration, whereas Sintracarbón has decided to withdraw its list of demands. Due to these decisions, the process with Sintracarbón has finalized and its Collective Bargaining Agreement have been extended until June 30 of 2020. Meanwhile, the process with Sintracerrejón continues until the labor dispute is resolved.

IN 2019 THREE BREASTFEEDING ROOMS IMPLEMENTED, ONE OF THEM WITHIN THE OPERATION

ACHIEVEMENTS 2019

- We rank 29th out of 100 companies with the best ability to attract and retain talent in Colombia according to the Ranking Merco Talento.
- We set up three rooms for nursing mothers in Bogotá and the Mine, one of them in an operational area. In these rooms, nursing mothers can safely extract and preserve their milk to take it back home.
- We signed an agreement of intent to implement a Gender Equality Management System - Sello Equipares, signed with the Ministry of Labour and the support of the Presidential Council for Women's Equality and the United Nations Development Programme.
- We were finalists for the Colombian Award for Good Labour Practices, organized by ACRIP and the Centro RS. The nominees included over 90 private, public, and social companies in the country.

CHALLENGES 2020

- Gather together lessons learned from the COVID-19 emergency and analyse opportunities that can be capitalized on in the future for the company and our employees, such as a greater use and optimization of digital platforms, virtual training, and the consolidation of mechanisms for remote work and telecommuting.
- Continue reviewing and consolidating our organizational structure in order to leverage our competitiveness and ensure our sustainability, keeping in mind the complicated situation of the coal market (demand and price) and the challenges associated with the appearance of COVID-19.
- Negotiate a new collective bargaining agreement with our trade unions that will allow us to continue providing well-being for our workers, their families, and La Guajira, and that will ensure the company's sustainability and competitiveness.
- Implement the Sello Equipares in order to strengthen the implementation of effective fairness practices, aiming to continue to reduce labour gaps and any type of violence or discrimination.
- Implement a new leadership model in the organization to improve leader preparation and training.
- Maintain and guarantee priority in our hiring and recruitment processes for candidates in our area of influence.

HEALTH AND SAFETY

At Cerrejón, health and safety are core values we rely on to promote the physical, mental, and social well-being of our workforce in a fatality-free work setting with reduced accidents and occupational diseases.

ZERO FATALITIES AMONGST EMPLOYEES AND CONTRACTORS IN 2019. THE SECOND-LOWEST ACCIDENT RATE IN CERREJÓN'S HISTORY

Our Workplace Health and Safety Management System (WHS-MS), in which we identify priorities and establish annual plans and improvement plans, is applicable to both our direct employees and to contractors. It is part of our corporate policies and of the requirements of the International Labour Organisation and of Colombian law¹. For its definition and execution, we have different participatory mechanisms for our workers:

WORKERS OCCUPATIONAL HEALTH AND SAFETY COMMITTEE (COPASST)

Joint company and employee representation.

HEALTH COMMISSION

Formed by Sintracarbón and Cerrejón.

SST TOPICS MONITORING COMMITTEE

Comprises trade union leaders, operational managers, and Cerrejón executives.

4,485 EMPLOYEES AND 6,951 CONTRACTORS RECEIVED TRAINING IN WHS TOPICS IN 2019

MANAGEMENT OF RISKS AND INCIDENTS

Last year, we evaluated 23 material risk events for the operation (multiple fatalities) based on effectiveness tests of critical controls in order to review potential accidents. In addition, we trained our workers in the use of chemical products.

Company safety management allowed us to reduce the recordable injury frequency rate by 13% for our workers and by 58% for our contractors (rates of 0.13 and 0.10², respectively).

ACCESS TO HEALTHCARE

Our employee benefits include access to a prepaid medicine plan, which covers over 22,000 people and is 75% financed by Cerrejón. Further, in 2019 we continued our program Cerrejón in Motion with more than 67,000 hours of activities that promoted physical activity, healthy eating, and mental health amongst 4,600 people.

OCCUPATIONAL DISEASES

We had 10 cases of occupational disease, equivalent to a rate of 0.135 per 200,000 man-hours worked. This figure is 57% lower than the cases reported for 2018 thanks to the implementation and monitoring of prevention and mitigation measures, with particularly noteworthy measures being the implementation of mechanical aids to move loads and the design of a prototype to reduce noise levels and vibration in mine equipment cabins.

ENVIRONMENTAL HEALTH

In order to advance our understanding of this topic³, in 2019 we created Cerrejón's Committee of Environmental Health, in charge of determining corporate strategy for this area. The most important advances of this committee comprise: the design of the Environmental Health Observatory of La Guajira, which includes local and regional authorities, backing by the Ministry of Health, and support from the University of the Andes; the creation of a diploma in Environmental Health at this university; and the design of a pilot program for primary care in health and environment in indigenous communities, to be undertaken with the Norte University.

CHALLENGES 2020

- In the midst of the COVID-19 emergency, we are focusing on implementing safety measures and protocols in the operations to protect our employees' health and prevent the spread of COVID-19 in the installations and activities we undertake, in accordance with the guidelines of local and national health authorities.
- Improve our management to prevent fatal accidents with employees, contractors, and third parties.
- Maintain and strengthen the initiative of the Environmental Health Observatory of La Guajira.
- Continue improving our WHS culture in our main operational departments.

ACHIEVEMENTS 2019

- We achieved a recordable injury frequency rate for the entire operation (calculated based on 200,000 hours of exposure) of 0.12 (compared to our target of <0.19), which is our second-best result in the operation's history.
- We received OHSAS 18001 recertification for our WHS-MS at all our operations (mine, railway, port, and offices in Bogotá).
- We prepared a strategic health and safety plan promoting the integration of workplace health and safety in operational areas in order to contribute to the prevention of accidents and occupational diseases by strengthening a WHS culture.
- Our health-related absenteeism rate was under 3.4%, the best rate in the last six years.
- The Colombian Heart Foundation and the TUV Rheinland international certifying company confirmed the certification of Healthy Organization for the Cerrejón in Motion program.

¹ Resolution 0312 of February 2019, which defines the minimum standards of the WHS-MS.

² Obtained based on 200,000 hours of exposure. 14.7 million hours worked this year.

³ Environmental health is related to the external physical, chemical and biological factors of people, which can affect their health.

HUMAN RIGHTS

With the aim of respecting and promoting human rights, our day-to-day tasks involve managing the operations' risks and potential impacts on the rights of our workers and of our neighbouring communities. Aligned with our Human Rights and Social Engagement policies, this work consists of due diligence and managing our operations' impacts, which includes impact assessment (last one done in 2017)¹ and mitigation. In addition, when direct employees, employees of our contractor firms, and our communities present claims that are duly upheld, we compensate for the impacts caused.

Moreover, we train our employees and contractors in human rights and we carry out a social assurance model allowing us to verify compliance with social standards. In 2019, that included the start of an external evaluation of the Complaints Office and the beginning of the compliance assurance of good practices applied under the principles of the Sustainable Development Framework of the International Council on Mining and Metals (ICMM).

In regard to possible risks and impacts from agreements and contracts to maintain the safety of our workers and installations, we have clauses on respecting human rights, we socialize our policies to our security suppliers, we promote work sessions and exchanges amongst our communities, authorities, members of our private security companies, the public security forces, and Cerrejón (in 2019 we held three such meetings), and we address any complaints that might arise from these services.

100% OF MEMBERS OF THE PRIVATE SECURITY SERVICES RECEIVED TRAINING IN THE VOLUNTARY PRINCIPLES ON SECURITY AND HUMAN RIGHTS AND ON THE TRADITIONS AND CUSTOMS OF INDIGENOUS COMMUNITIES

COMPLAINTS OFFICE

For almost a decade, this office has been receiving, investigating, and responding to cases filed by our employees, contractors, and communities as concerns possible impacts on human rights deriving from our operations. In 2019, we logged 258 complaints; 77% of those are closed, 20% are under investigation, and 3% are in talks. The most relevant topics of complaints are of animals struck by the train or vehicles (77%), lands (4%), labour rights (2%), and resettlement and post-resettlement (2%).



PROTECTION OF LEADERS

In 2018, we signed the Joint Declaration for Life along with other companies and the central government. This declaration ratifies our commitment to working to protect leaders and human rights champions in La Guajira and Cesar. In addition, we adopted the Protocol for Threats Against Life and Well-Being, created by the Coal and Human Rights Work Group. In 2019, we activated this protocol in all known cases of threats against leaders and human rights advocates in our area of influence. Further, we promoted the first meeting of the Timely Emergency Response Plan for the Support and Protection of Leaders, at which 80 department leaders met in Riohacha to express their concerns about their security and about the State's protection.

Moreover, in 2019 we signed an agreement with the Regional Centre of Responsible Business and Enterprise (CREER, its acronym in Spanish) to help understand the causes associated with violence against leaders and to create strategies to prevent all types of violence, especially against social leaders.

THIRD PARTY REVIEW (TPR)

With the backing of our shareholders, eleven years ago we called on a third party review panel² to evaluate our social performance. Of the 24 topics identified for improvement, there are just two still pending.

Construction of the Tabaco symbolic site

In May of 2017, the Tabaco Pro-Relocation Social Committee decided that this project, as well as all those included in the work plan for the Tabaco reconstruction, should wait for the response on the tutela action filed in 2014. Consequently, the Tabaco Fund, the main source of financing for the Tabaco Network for Self-Development projects, halted its activities. We are evaluating options to hand over the due debt to a third party or to the community, which would be in charge of handling the business and educational credits. However, in December of 2019, the Constitutional Court issued its ruling on the tutela action, recognizing Cerrejón's work, and it requested that all parties continue with the work plan to close the commitments.

On this matter, Cerrejón will continue to promote and support the necessary occasions to agree on the work plan, reaffirming the accord and the 2008 agreement amongst the municipality of Hatonuevo, the community, and Cerrejón, which the Court considered an effective support measure for the rebuilding of this community.

Further, in 2020 we hope that Tabaco, the Hatonuevo mayor's office, and Cerrejón can reactivate the work plan and the agreements concerning the Tabaco Network for Self-Development and stimulate the relocation and re-establishment with the community's help.

¹ For more information, see the 2018 Sustainability Report.

² John Harker (University of Cape Breton) Salomón Kalmanovitz (University Jorge Tadeo Lozano), Nick Killick (NGO International Alert), and Elena Serrano (NGO Casa de la Paz).

Improved standards of living in the resettled communities

We continue working on programs to restore the livelihoods of families in the five resettled communities, achieving the following progress in 2019:

- **Patilla.** The 46 families continue to receive the post-resettlement benefits. Agreements were reached to advance on the works to improve the water supply and to build the cemetery.
- **Chancleta.** We continue meeting our commitments with the 38 relocated families, although divisiveness inside the communities has complicated certain activities.
- **Las Casitas.** The 30 families continue to participate in the programs agreed on for their relocation. Activities progressed related to the cemetery, acquiring a property for a collective production project, and the activation of joint ownership of properties.
- **Roche.** The 25 families are still at the new village and post-resettlement support continues. Together with the community and the Barrancas mayor's office, we have set a timeline for the conclusion of the commitments.
- **Tamaquito II.** The 31 families are benefiting from the social programs. We have complied with the agreement signed with the community in 2016, achieving significant results in strengthening production projects, improving the water pipelines to the production projects, and upgrading infrastructure for a future tourism project (for more information, see the chapter Resettlements).

As reported in previous reports, in 2019 we also contracted a firm that, in 2020, will evaluate and monitor the restoration of the well-being and livelihoods of the resettled families.



ACHIEVEMENTS 2019

- 100% of new employees were trained in human rights.
- 100% of private security services staff received training in the Voluntary Principles on Security and Human Rights, on the traditions and customs of indigenous communities, and on human rights.
- We closed 198 complaints out of 258 logged with the Complaints Office.
- We designed the company's process for identifying and monitoring impact management with a framework for data monitoring and analysis to be implemented in 2020.
- We progressed in the assessment to verify the degree of alignment of the company's practices with the ICMM's Sustainable Development Framework and the alignment of the Complaints Office with the remedy component of the Guiding Principles on Business and Human Rights.
- We implemented an improvement plan in the Complaints Office by updating the operating manual and developing strategies to optimize response times.

CHALLENGES 2020

- Provide online training on standards and human rights aimed at all company employees with the goal of improving understanding and awareness of the importance of respect for human rights and the scope of the activities in due diligence in human rights.
- Move forward with implementing the due diligence in human rights in order to strengthen preventive measures and impact management.
- Advance in the Complaints Office improvement plan begun in 2019, closing affairs pending.
- ASupport initiatives that are part of the agreement with CREER and with other government and department agencies for the protection of leaders.

COMMUNITIES

As part of our commitment to contribute to La Guajira's growth and progress, as well as to build a legacy for the region, we have a social performance strategy centring on:

- Impact management in accordance with our obligations, such as those in our Comprehensive Environmental Management Plan.
- Socio-economic development to contribute to improving the standards of living of our neighbouring communities, promote the productive inclusion of the population, and drive regional competitiveness through collaborative development.

It is worth noting that, in 2019, we invested over USD 3.8 million in various social programs either directly or through the Cerrejón Foundation¹. These investments focused on improving the standards of living of our neighbouring communities, taking into account their special conditions of vulnerability:

- Comprehensive water management, educational reinforcement, and corporate volunteer work.
- Productive inclusion through skill-building for employability and business development.
- Promotion of projects favouring competitiveness and consolidation of the vision of sustainable development for La Guajira.



As part of this work, it should be mentioned that the partnership of the Cerrejón Foundation with Artesanías de Colombia provides artisans with the opportunity to strengthen their design, production, and marketing skills in order to produce better-quality products for sale at fair prices. Thanks to these efforts, 17 Wayuu and Wiwa artisan groups from different municipalities in La Guajira had great success at Expoartesanías 2019 in Bogotá.

In 2019, two projects in particular had an impact on La Guajira. First, an investment of over COP 5.6 billion in Works for Taxes led to us expanding the capacity of the Riohacha water treatment plant. Second, we signed an agreement with national and regional authorities to improve the existing roadway from Uribia to Puerto Bolívar, thereby increasing connectivity with the Alta Guajira and leveraging tourism in that zone.

CHALLENGES 2020

- Put into place a social investment plan to support La Guajira, its residents, and its medical institutions to respond to the COVID-19 emergency.
- Identify opportunities for strategic investment and promote high-impact initiatives through partnerships and the promotion of a structured collaboration plan for regional development.
- Continue and strengthen engagement to address the rulings regarding of Provincial and Tabaco, as well as the orders of Ruling T-704.
- Align our social investment with the goals and targets of incoming local governments.

ACHIEVEMENTS 2019

- We delivered 26.4 million litres of water to communities neighbouring our operations, reaching over 153 million litres delivered since 2014. We ensured water availability in 33 communities by restoring 33 windmill-driven water pumps.
- 17,000 students (employees, family members, and community members) have received scholarships or educational aids.
- In partnership with the World Food Programme, we promoted, through our Foundation, balanced and diversified nutrition as well as good hygiene habits amongst 2,250 children from 18 indigenous communities (in Albania, Maicao, and Uribia).
- We strengthened the businesses of 32 locally-based suppliers, thereby totalling 41 companies aided, which all help to drive and strengthen the economic fabric of La Guajira.
- We promoted social and intercultural dialogue with our stakeholders through 47 visits to the mine, teaching 1,355 people about our operations and management in social and environmental aspects and in operational health and safety.
- As part of our Comprehensive Environmental Management Plan, we held 225 conversation and dialogue sessions with ethnic communities and another 50 sessions with non-ethnic communities. Further, our participatory work sessions provide occasions for dialogue for the definition and implementation of social projects in the communities of Media Luna, Provincial, Campo Alegre, and Papayal.

¹ See Cerrejón Foundation results in its 2019 report, available at www.cerrejon.com.



RESETTLEMENTS

Cerrejón is a company committed to preventing and mitigating the impacts of our operations. Therefore, as a last resort to meet the mining plan presented to the State, five communities have been resettled: Roche, Patilla, Chancleta, Las Casitas, and Tamaquito II. These processes were undertaken in accordance with the International Finance Corporation's Performance Standards as well as with the operational guidelines of the World Bank, Colombian legislation, and our social engagement program approved as part of our Comprehensive Environmental Management Plan (CEMP) as concerns the management of impacts on third parties and infrastructure.

All the relocated families received a compensation and indemnization package that was agreed to in a participatory fashion. It included payment of 250% of the commercial value of the property and improvements for each family; payment for differentiated impacts caused for each family; a new house with access to public services (water for human consumption, water mains, sewage mains, electrical power, and connection to natural gas) and community services such as sports facilities, a community centre, school rooms, a cemetery, a small plaza, and so on.

In addition, to restore the livelihoods of the resettled families, each family received a hectare of land for farming and livestock projects, seed capital for an income-generation project of their choice, and technical assistance to implement it. Further, the families received access to programs for strengthening basic and middle education, financing of university, vocational, or technological studies for all resettlement members, and financial support for seniors.

In 2019, after 12 years of work, final approval was received from the National Land Agency for the declaration of the community of Tamaquito II as an indigenous reservation. The community started this work in 2009 and the company began providing support in 2013. This reservation, which accepted voluntary relocation, is the only one in La Guajira to have its own water treatment plant, operated by themselves to provide drinking water and basic sanitation to 46 families.

CHALLENGES 2020

- Progress in the agreements and activities to continue carrying out the repairs to community housing and infrastructure, including the conclusion of the construction works for the Patilla water tank and cemetery.
- Conclude the connection of communities to the household natural gas service.
- Continue efforts with the Barrancas mayor's office to have the internal roadways for Roche, Patilla, Chancleta, and Las Casitas paved, based on the designs and studies provided by Cerrejón.

ACHIEVEMENTS 2019

- The Wayuu indigenous community of Tamaquito II became an indigenous reservation after final approval by the executive board of the National Land Agency.
- In this same community, we completed the start-up of the collective production projects for raising goats and cattle and for farming. 30 hectares were prepared for farming and livestock activities for the sale of the goods produced.
- We facilitated access to drinking water with two water treatment plants operated by the community associations ASOAWINKA and TAMAWIN, producing 176,000 litres of water a day.
- Through joint work with the municipality of Barrancas, we made progress on connecting the municipal sewage mains to the communities of Roche, Patilla, Chancleta, and Las Casitas. In addition, the wastewater pumping station was upgraded. As part of the agreement signed with Gases de La Guajira, household natural gas has been installed at three of the five communities (Roche, Patilla, and Chancleta).
- 67% of the production projects supported have continued in operation, benefiting from 3.5 hours daily of irrigation water available for the communities of Patilla, Chancleta, Roche, Tamaquito II, and Las Casitas.

SUSTAINABILITY STRATEGY

For over 30 years, we have been running our operations in a responsible and environmentally-friendly manner by proactively managing the environmental aspects deriving from our activities, by identifying, preventing, mitigating, rehabilitating, or offsetting our impacts, and by continuously improving our environmental management in line with existing standards and the application of the most cutting-edge technologies available for our industry.

All of these efforts are consolidated through engagement and transparent communications with our stakeholder groups that is aimed at jointly building and implementing initiatives allied with their concerns and expectations as well as with the conservation of the region's biodiversity and of the environmental services it provides us.

In 2019, we invested USD 78.6 millions on our environmental programs for a total of nearly USD 590 million over the last decade. In addition, last year we defined and started implementation of a new environmental strategy that will allow us to determine our long-term goals and targets as well as to identify opportunities for improvement centred on five core management points:

IN 2019, WE INVESTED USD 78.6 MILLION ON OUR ENVIRONMENTAL PROGRAMS (NEARLY USD 590 MILLION OVER THE LAST DECADE)



ENVIRONMENTAL STRATEGY 2034

↓
Socio-ecological systems
↓

STRATEGIC FOCUS



INPUTS

Environmental services

Business model, mining plan and closure plan

Legal and reference context

Regional culture

ENVIRONMENTAL VALUE

Conservation and creating service additionality

Environmentally healthy territories

Resilience to climate change

Risk and impact management - Transparent communications - Education - Coordination - Governance - Customers

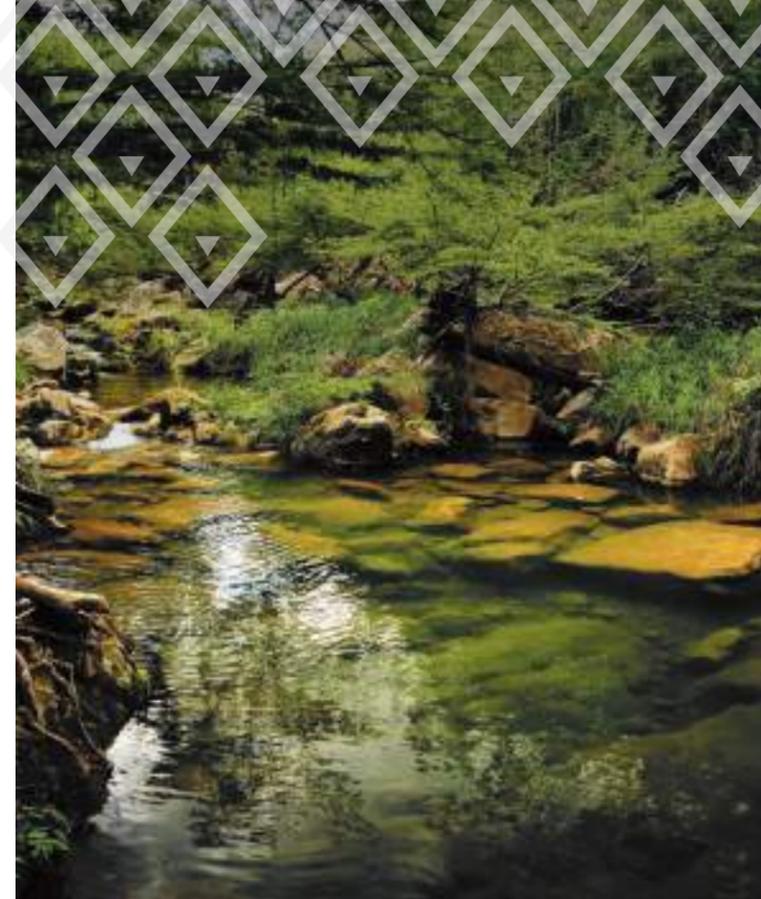
WATER IN THE OPERATION

We have implemented comprehensive water management that fosters operational excellence and the protection of our water resources in hand with other regional actors. La Guajira has a dry climate with scant rainfall over the course of the year. Consequently, we use water efficiently in our operations, promote the stewardship of water catchments, and foster access to water for our neighbouring communities.

THE RANCHERÍA RIVER'S VOLUME OF FLOW INCREASES BY 30% ON ITS WAY THROUGH CERREJÓN'S MINING AREAS

We have a system of 29 sensors for the real-time monitoring of the quality and amount of surface water. These sensors measure diverse variables at key points, which lets us ensure our activities are carried out in compliance with regulations and do not affect either the quality or usage of water downstream of our operations. Thanks to this work, the volume of flow in the Ranchería River increases by more than 30% in its passage through our operations according to data from three IDEAM gauge stations that report the flow data as it enters and leaves the mine.

Rainwater runoff and coal seam water provide 89% of the water used in our processes, primarily for reducing particulate matter emissions. The remaining 11% is freshwater withdrawn from the mid-valley of the Ranchería River and its alluvial aquifer, which is used for



consumption by our workers, their families, and for delivery to the communities neighbouring our operations. On this subject, it is important to note that, in accordance with Corpoguajira Resolution 1725/12, the mine is authorized to use just 1.8% of the department's total water concession.

At our Puerto Bolívar operation, 100% of water used is seawater treated in our desalination plant.

SYSTEM WITH 29 SENSORS FOR THE REAL-TIME MONITORING OF THE QUALITY AND QUANTITY OF WATER IN THE RANCHERÍA RIVER, ITS TRIBUTARY STREAMS, AND OTHER BODIES OF WATER

In addition, of discharges into bodies of water in 2019 (578 megalitres: 162 to surface waters and 416 to the ocean), 98% comprised mining water (deriving from

runoff in dump sites and pits) and the other 2% was household waters. All such waters were treated using different mechanisms to comply with the maximum allowable concentrations for the standard for discharges to surface bodies of water (Resolution 631 of 2015) and oceans (Resolution 883 of 2018).

ACHIEVEMENTS 2019

- The establishment of a system of 29 sensors to monitor water let us determine that the Ranchería River's volume of flow increases by 30% in its passage through the mine land.
- 89% of the water used in the operations is of poor quality, not suitable for human or animal consumption, nor crop irrigation.
- In 2019, we reduced discharge volumes by 31% compared to the previous year.

CHALLENGES 2020

- Reduce discharges by 20% while adhering to regulatory compliance.
- Raise awareness amongst our workers and their families through environmental awareness campaigns.
- Reduce the consumption of water from the river and its aquifer by 10%.
- Maintain 90% effectiveness of real-time monitoring of quality and quantity of the river water.

Water extraction by source¹ (megalitres MI)

	Total	Freshwater, expressed in megalitres (total dissolved solids ≤ 1000 mg/l)	Other water, expressed in megalitres (total dissolved solids >1000 mg/l)
Surface water, including water from wetlands, rivers, lakes, and oceans	10,733 MI	1,241 MI	9,492 MI
Groundwater	995 MI	213 MI	782 MI
Seawater	976 MI		976 MI
Total freshwater		1,454 MI	
Total mining water			11,251 MI

¹ No data is reported on calculations or methods to estimate water stress since it applies in cases of a decrease in the quality and quantity of surface water and groundwater, and these conditions do not occur in the section under the mine's influence nor in the withdrawals we make. In addition, data on withdrawals and discharges upstream of the mine is information not administered by Cerrejón.

AIR QUALITY

We are aware that open-pit mining has the potential to emit particulate matter into the environment. This fact is joined by natural emissions contributions, such as dust particles from the Sahara desert in Africa, sea salt aerosols, aerosols from areas in La Guajira lacking vegetation cover, and from human practices such as cropland burns (a traditional method to prepare the land for planting), farming activities, forest fires, and vehicle transit on roadways.

For these reasons, we manage our operations' air quality, promoting the protection of the health of our workers and neighbouring communities by managing the impacts associated with particulate matter, gases, noise, vibrations, and overpressure.

That is why we have a solid air-quality management system that combines best practices for emission controls with long-term and hourly forecasts, and the continuous analysis of data for timely decision-making. The results are reported to the environmental authorities, on the company's own website, and are also socialized through the Environmental Oversight Committee, which comprises representatives from neighbouring communities, local authorities, academia, and Cerrejón.

Over 65% of dust-emission sources in our operations derive from coal haulage and from unloading overburden (about 15% of the total). The remaining 20% comes from other activities such as road maintenance, wind on unvegetated areas, coal handling, and blasting.



That is why our control measures primarily consist of wetting haul roads to reduce dust creation, using sprinklers to wet areas to be loaded, controlling coal-bed spontaneous combustion, rehabilitating old mining land with vegetation cover to prevent dust emissions, real-time monitoring of operational controls, implementing a predictive-reactive air-quality system (consisting of real-time monitoring at stations near the mining operations), a meteorological forecast with warnings of the risk of high dust concentrations caused by weather, and the application of the Action Response Plan to events with high dust concentrations (TARP), which range from increasing control activities to voluntarily halting operations.

The effectiveness of these actions is verifiable by our particulate matter monitoring network (PM10 and PM2.5), with 16 stations in our operations and in neighbouring communities to ensure compliance with regulatory standards.

	RESULT 2019 µg/m ³ ¹	Threshold limit value (Res. 2254/2017)
PM10	45	50
PM2.5	10	25

Other emissions (e.g. NOx, Sox, COP, COV, and HAP) are not considered significant in our operations.

¹ To evaluate compliance with the national standard for threshold limit values for PM10, the arithmetic average is used (Section 7.3.2.4 of the Operations Manual for Air Quality Oversight, Resolution 650/10), establishing the values for PM10 and PM2.5 as comparison parameters. The concentration calculations are performed in accordance with Section 11, Appendix J, Part 50 of the Reference Method for Determining Particulate Matter PM10 in the Air, and Section 12, Appendix L, Part 50 of the Reference Method for Determining Particulate Matter PM2.5 in the Air, both from the United States Environmental Protection Agency (EPA).

IN 2019, WE COMPLIED WITH THE THRESHOLD LIMIT VALUES ESTABLISHED BY LEGISLATION FOR PARTICULATE MATTER AND WITH THE ENVIRONMENTAL CONCENTRATION EMISSIONS OF OTHER PARAMETERS

ACHIEVEMENTS 2019

- Consolidation of real-time monitoring system for vibration and overpressure with socialization in the Environmental Oversight Committee.
- Timely application of the protocol for response to atmospheric conditions unfavourable to air quality (hourly forecast + real-time monitoring + mitigation actions).
- Compliance with the air-quality standard (Res. 2254/2017) in our monitoring stations.

CHALLENGES 2020

- Comply with air-quality regulations for PM10 and PM2.5.
- Install monitoring stations where required in accordance with the regular review study established in Colombian legislation.

BIODIVERSITY

At Cerrejón, we preserve La Guajira's strategic ecosystems, manage the sustainable use of topsoil in reclaiming disturbed areas, and promote sustainable production practices, all with the aim of reconciling our activities with the region's biodiversity and biological structure.

Our mining concession¹ is located between the Serranía del Perijá and the Sierra Nevada de Santa Marta. In association with Corpoguajira and national and international NGOs, we have managed to have four regional areas declared protected zones: the forest reserves of Montes de Oca and Bañaderos and the districts of the Integrated Management of Perijá and of the lower basin of the Ranchería River. As a result, the company is located in an area with great ecological value, with fragments of tropical dry forest and gallery forests. These zones host a unique biodiversity where, in 2019, we identified over 450 species of animals and plants. Thirty of these animal and plant species are threatened² to some degree, such as the jaguar, the neotropical otter, the military macaw, and the vermilion cardinal amongst the former, and the verawood and the pink peroba amongst the latter. This shows that the ecosystems in and around the mining complex offer ample resources for the survival of these species.

As part of Cerrejón's commitment to the environment, we have worked on managing these ecosystems and on measures to improve system connectivity (to form a corridor of around 25,000 hectares). Along this corridor, we have been able to identify 256 species of birds, 42 of

WE ESTABLISHED, TOGETHER WITH THE ALEXANDER VON HUMBOLDT INSTITUTE, THE FIRST TROPICAL DRY FOREST LABORATORY IN THE COLOMBIAN CARIBBEAN

reptiles, 14 of amphibians, and 34 of mammals, including eight jaguars, which are an indicator species of the recovery of Guajiran ecosystems.

In addition, we have a Wildlife Refuge Centre that serves as a temporary home to species that need care. In 2019, these efforts resulted in the rescue of 4,802 animals, of which 1,101 received veterinary care. Over its 13 years, the Centre has rescued 47,654 animals and provided veterinary care to 10,085. Over the course of the program's history, the Centre has achieved a survival rate of over 95% of the animals rescued.

Finally, we have contributed to the declaration of over 60,000 hectares of protected areas in the region in partnerships with Corpoguajira, Conservation International, and the Caribbean Environmental Heritage Foundation.

ACHIEVEMENTS 2019

- In 2019, we planted 273,000 trees and rehabilitated 309 hectares. These acts allowed Cerrejón to reach a milestone of 1.8 million trees planted (with over 40 different native species) and 4,208 hectares rehabilitated.
- We established, together with the Alexander von Humboldt Institute, the first tropical dry forest laboratory in the Colombian Caribbean with the first huge parcel of land (10 hectares) to monitor this ecosystem.
- We received Corpoguajira's approval to make arrangements to have the first private civilian conservation reserve declared; it is 1,976 hectares, located between the municipalities of Albania and Hatonuevo.
- We held a participatory science workshop for the appropriation of biodiversity and regional management, which saw the participation of over 10 companies from the mining and energy sectors and the ANDI.

CHALLENGES 2020

- Consolidate the implementation of our offset plan to form the water biological corridor as agreed to with the National Environmental Permitting Authority (ANLA).
- Rehabilitate 150 hectares of old mining zones.
- Gather data on tropical dry forest flora in the laboratory.
- Coordinate the company's data into Colombia's Information System on Biodiversity (SIB, its initials in Spanish).
- Achieve final approval from the National Nature Parks of Colombia for the declaration of the private civilian reserve.
- Finalize the triannual wildlife monitoring during the dry season.

¹ Our mining concession area is 69,346 hectares, of which we have disturbed 14,994 and rehabilitated 4,208, which corresponds to 93% of the areas where we have concluded extraction activities.

² These species appear on national lists (Colombian Red List, Resolution 1912/17) and international lists (IUCN Red List).

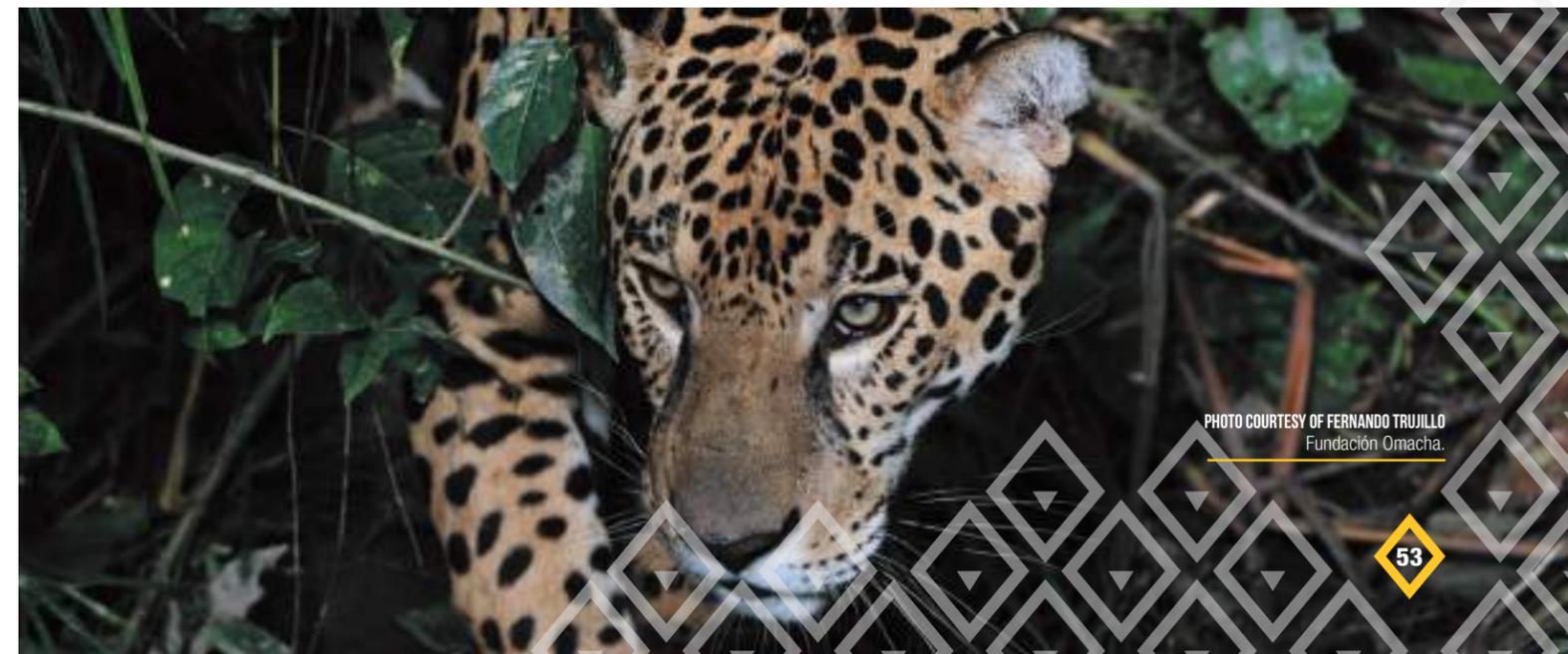


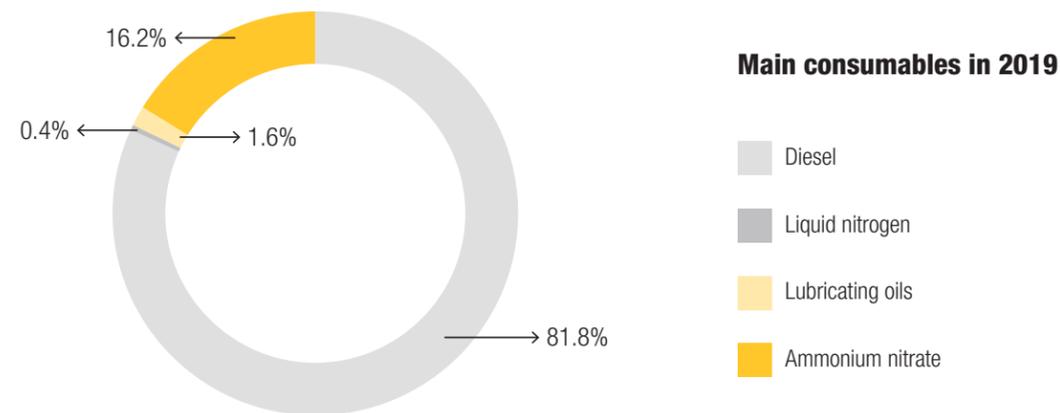
PHOTO COURTESY OF FERNANDO TRUJILLO
Fundación Omacha.

WASTE MANAGEMENT

We promote the efficient use of the consumables and materials used in our activities as well as the recovery of waste and its appropriate final disposal, avoiding impacts on the environment and complying with national environmental regulations.

In 2019, our most significant consumables were diesel (nearly 70 million gallons), lubricating oils (1.3 million gallons), ammonium nitrate (over 45 thousand tonnes), and liquid nitrogen (almost 1 million litres).

MORE THAN 60% OF USED OIL IS RECOVERED AND RE-USED



Further, we have resolved to work on minimizing the impact deriving from materials consumption and integrate the concept of circular economy in the management of the waste generated during our production and non-production activities, thereby also promoting the creation of jobs aligned with this purpose. In 2019, we generated over 9,000 tonnes of waste, of which 63% was recovered for subsequent recycling by third parties.

Another initiative is the implementation of a monitoring program for our environmental performance in the area of equipment maintenance, for which over 1,300 workers were trained in the management of solid waste. Another 35 people were trained as environmental monitors to strictly oversee these processes.



ACHIEVEMENTS 2019

- More than 60% of oil used was recovered, and part was used in-house to make emulsion.
 - 63% of waste (out of a total of 9,129 tonnes) was recovered by recycling by third parties.
- We promote the recovery of recyclable waste
- in our work areas through awareness campaigns and improvements in plans and tools for collection and cleaning.

CHALLENGES 2020

- Recover a minimum of 60% of solid waste.
- Provide bins for recyclable waste in 90% of areas.
- Hold workshops to improve the recognition of recyclable waste in order to better source separation with our workers.
- Actions to continue improving the separation and re-use of our waste.

ENERGY EFFICIENCY

We are aware of the challenges facing us in order to efficiently manage energy and action for climate change in our operations. That is why we work at mitigating our carbon footprint by optimizing processes, implementing offset plans and land rehabilitation (which contribute to carbon capture), and adopting further mechanisms to allow us to ensure energy efficiency in our activities.

This new strategic management will permit us to decrease our energy consumption of fuels such as diesel, gasoline, and natural gas. In addition, we are also capturing carbon by planting millions of trees in offset and rehabilitation areas.

In the department of La Guajira, forest regeneration is constantly interrupted by fires that lead to slowed growth of woody vegetation. Nevertheless, at Cerrejón we have managed to efficiently control fire, so our rehabilitated areas are estimated to be currently capturing an average of 95-120 tonnes/ha of CO₂ a year (equivalent to 392,000 to 496,000 tonnes of CO₂), with an average annual carbon capture of 7.6 CO₂ tonnes/ha.

The company's environmental offset plans cover a total of 16,000 hectares, which will capture at least 600,000 tonnes of CO₂ over the next 10 years and prevent 1.4 million tonnes of CO₂ (that would have entered the atmosphere from deforestation) from being released.

USE OF FUELS FROM NON-RENEWABLE SOURCES

DIESEL	1.085 x 10 ¹⁶ J
GASOLINE	7.772 x 10 ¹⁴ J
NATURAL GAS	2.867 x 10 ¹³ J
TOTAL	1.1655 x 10¹⁶ J

ELECTRICITY USAGE

ELECTRICITY	7.585 x 10 ¹⁴ J
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TOTAL ENERGY USE TOTAL (2019)¹

USE OF FUELS FROM NON-RENEWABLE SOURCES	1.1655 x 10 ¹⁶ J
ELECTRICITY USAGE	7.585 x 10 ¹⁴ J
TOTAL	1.241421 x 10¹⁶ J

CHALLENGES 2020

- Update the measurement of our carbon footprint.
- Identify new mitigation opportunities.
- Evaluate risks associated with climate change using an adaptation approach.
- Capture around 14 million tonnes of CO₂ in the next 14 years.

¹ Anglo American methodology for determining CO₂ emissions.

FINANCIAL
RESULTS

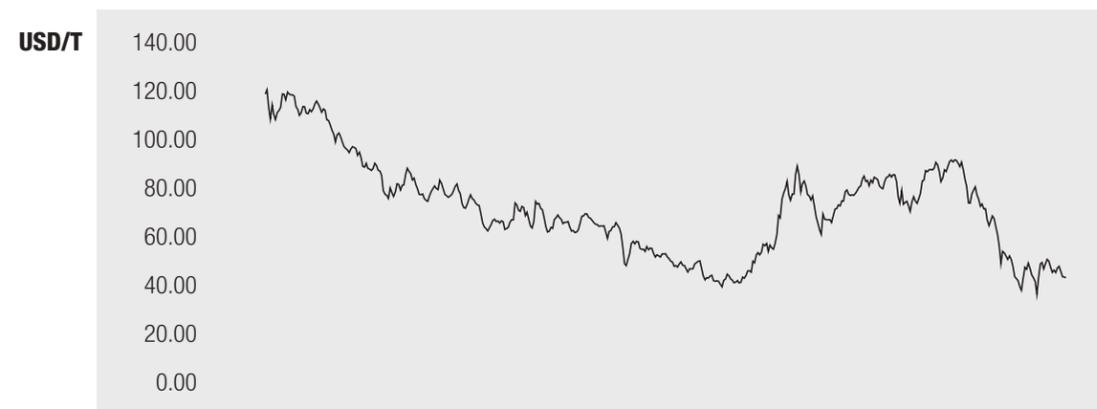


ECONOMIC PERFORMANCE

Our goal at Cerrejón is to run an operation that provides economic benefits for the country, La Guajira, and those of us who are part of this company. At the same time as focusing efforts on our social engagement and environmental management, we also work to ensure our business' economic sustainability, which is fundamental to allow us to move forward on the other fronts.

In 2019, we faced two challenges that impacted our economic performance. The first challenge was a shrinking international market, and the second was a drop in the price of coal (A2N index) to USD 42.60 per tonne compared to USD 76.90 per tonne in the last week of 2018.

PRECIO A2N 2011 - 2019



This circumstance led to revenue of USD 1.6 billion (32% below 2018) and expenditures of USD 2.2 billion, resulting in a deficit of USD 0.6 billion between economic value generated and value distributed.

FIGURES IN USD K

REVENUE BY NET SALES	1,610,232
REVENUE BY FINANCIAL INVESTMENTS	2,563
REVENUE FROM ASSET SALES	1,588
TOTAL DIRECT ECONOMIC VALUE PRODUCED	1,614,383

Figures in USD K

OPERATIONAL COSTS	1,281,611
SALARIES AND BENEFITS FOR EMPLOYEES	254,183
PAYMENTS TO CAPITAL PROVIDERS	156,251
PAYMENTS TO THE STATE	533,712
COMMUNITY INVESTMENTS	3,760
TOTAL ECONOMIC VALUE DISTRIBUTED	2,229,516

Our coal sales account for 99.7% of our direct economic value. Our distributed economic value is mainly in operational costs (58%), primarily related to the purchase of supplies such as equipment, tyres, and fuel. It is followed by State payments of taxes and royalties (24%), the wages and benefits of our employees (11%), and payments to our capital providers (7%).

58% OF OUR DISTRIBUTED ECONOMIC VALUES CORRESPONDS TO OPERATIONAL COSTS, AND 24% GOES TO GOVERNMENT PAYMENTS AS TAXES AND ROYALTIES

Consequently, as a company our priority is to continue evaluating our activities and processes to achieve a transformation allowing us to best respond to these challenges, promoting the company's sustainability and thereby its contributions to our employees, contractor firms, neighbouring communities, La Guajira, and Colombia as a whole.



SUPPLY CHAIN

At Cerrejón, we are supported by contractor firms and suppliers that provide goods and services that contribute to the execution of our projects and to meeting our corporate goals. Throughout the company's supply chain, compliance with our policies is ensured. These policies include the areas of Human Rights, Safety, Health, Environment, and Communities, Ethics, and our Anti-Corruption Guide, as well as the System for Self-Regulation and Risk Management of Money Laundering and Financing of Terrorism. All this ensures ethical, safe, and professional behaviour in the provision of services and/or supply of goods required by our operations.

Before bringing a contractor or supplier into our supply chain, we carry out due diligence to evaluate, amongst other aspects, labour and occupational health, financial capability, and occupational safety performance. In addition, we promote the contracting of regional suppliers and their business strengthening.

In 2019, our purchasing and contracting from 1,129 national contractors and suppliers amounted to USD 391.1 million. Specifically in La Guajira, 162 locally-based suppliers provided us with goods and services related to

iron-working, wood products, artisan products, gasoline for lightweight vehicles, signage in areas and roads, industrial cleaning, agricultural work and reforestation, tool maintenance, and others.

Further, internationally we have 286 suppliers, mainly for procuring supplies for the operations (mine equipment, tyres, ammonium nitrate, diesel, etc.), with whom we do business worth another USD 372.9 million.

ORIGIN	SUPPLIERS AND CONTRACTOR FIRMS	PURCHASES	CONTRACTS	TOTAL BY ORIGIN
LA GUAJIRA	162	1.7	26.2	27.9
NATIONAL TOTAL	1,129	113.3	277.8	391.1
INTERNATIONAL	286	357.9	15	372.9
TOTAL	1,415	471.2	292.8	764

Figures in millions of USD



**NEARLY USD 30 MILLION
IN GOODS AND SERVICES
WITH 162 GUAJIRAN SUPPLIERS**

OPERATIONS
CLOSURE



OPERATIONS CLOSURE

The planning for the closure of our operations (also known as the mine closure) is a normal business practice that has been taken into account continuously and without interruption since the start of our operations. This allows us to minimize adverse impacts and maximize positive impacts for all our stakeholders so as to make a responsible handover to the State once our mining concessions finalize in February of 2034.

The closure planning process considers risk assessments to identify appropriate closure measures. These assessments are the basis for the proper estimation of costs in order to include them in the closure's financial provision. We update that provision every year to reflect changes deriving from current interventions, contextual conditions, and the business' reality; this exercise is evaluated by annual audits.

ACCORDING TO AN AUDIT BY DELOITTE, OUR FINANCIAL PROVISION FOR THE CLOSURE OF OPERATIONS MEETS CONTRACTUAL REQUIREMENTS AND WAS PERFORMED WITH THE BEST AVAILABLE ESTIMATES



Our legal requirements for closure derive from our mining operation contracts, the current Comprehensive Environmental Management Plan, the preliminary closure plan filed with the National Environmental Permitting Authority (ANLA, its acronym in Spanish), and the environmental requirements set out by that authority.

WE HAVE ADOPTED GOOD PRACTICES AND VARIOUS INTERNATIONAL GUIDELINES AND STANDARDS FOR OUR CLOSURE PLAN

In 2019, we focused on satisfactorily completing an update for our mine closure plan (MCP) with the participation of expert consultants in preparing methodologies and closure plans. In addition, we are continuing to implement the closure measures in our plan as regards the physical, biophysical, and socio-economic aspects (land rehabilitation, spontaneous combustion control, and others).

CHALLENGES 2020

- Execute actions included in the general plan for 2020, complying with the timeframe and scope of the various topics.
- Incorporate the results of the actions executed during the closure planning process, reinforcing the integration in our operational, environmental, and social processes.
- Continue creating opportunities with our stakeholders to identify their expectations regarding the closure, continue providing information in response to their concerns, and to spur the implementation of the plan.
- Establish numeric monitoring indicators for execution of the closure measures.

ACHIEVEMENTS 2019

- We completed the update of our MCP following the closure guidelines of Anglo American and the new guidelines of the International Council on Mining and Metals.
- We have identified and prioritized actions to be carried out in upcoming years to support the closure planning process, reducing uncertainty, controlling risks, closing gaps, and improving estimates.
- We have established a methodology for monitoring and control of the MCP actions.
- We have begun identifying the expectations of our stakeholders as regards the operations closure by creating occasions for engagement and information sessions that have allowed us to develop a software app to handle the comments received and use it to unfold a communications plan to respond to the main concerns raised.
- We have updated the financial provision, considering the costs of studies for the closure planning process in order to reflect specific site conditions.

GRI
INDICATORS



TABLE OF CONTENTS GRI

GENERAL CONTENTS / GRI STANDARD / OWN INDICATOR	LOCATION (REPORT PAGE/ URL/DIRECT RESPONSE)	SDG ALIGNMENT*
OUR COMPANY		
ORGANIZATION PROFILE		
GRI 102-1 Name of organization	Page 5	
GRI 102-2 Activities, brands, products, and services	Pages 18-19	
GRI 102-3 Headquarters location	Page 5	
GRI 102-4 Location of operations	Page 5	
GRI 102-5 Ownership and legal form	Page 5	
GRI 102-6 Markets served	26.3 million tonnes exported to: America (25%); Europe (27%); Mediterranean (42%); and Asia (6%)	
GRI 102-7 Scale of the organization	Pages 18-19	
GRI 102-8 Information on employees and other workers	Pages 30-35	
GRI 102-9 Supply chain	Pages 62-63	
GRI 102-10 Significant changes to the organization and its supply chain	Page 5	
GRI 102-11 Precautionary principle or approach	We take the precautionary principle as a benchmark, avoiding taking on risks that, if they occurred, would cause irreversible damage to stakeholders or to the environment.	
GRI 102-12 External initiatives	https://www.cerrejon.com/index.php/desarrollo-sostenible/standards/derechos-humanos/?lang=en	
GRI 102-13 Membership of associations	https://www.cerrejon.com/index.php/nuestra-operacion/nuestra-empresa/?lang=en	



STRATEGY

GRI 102-14 Statement from senior decision-makers	Pages 10-15
GRI 102-15 Key impacts, risks, and opportunities	We categorize risk in accordance with the type of impact its occurrence would generate in areas important to us, such as health, safety, the environment, communities, financial and legal topics, and Cerrejón's reputation.

ETHICS AND INTEGRITY

GRI 102-16 Values, principles, standards, and norms of behaviour	Pages 20-23 https://www.cerrejon.com/index.php/desarrollo-sostenible/standards/policies/
GRI 102-17 Mechanisms for advice and concerns about ethics	We have the following hotlines for any employee, contractor, or third party to report anonymously or confidentially on possible transgressions of the policies. Ethics Hotline managed by Navex Global (toll-free lines). From Colombia call 01-800-911-011. Then, when requested, enter the following number: 844-287-1872/. Web page: www.eticacerrejoncmc.ethicspoint.com Department of Internal Control: telephone number +57-1-595-2777, extension 2777 or e-mail controlinterno@cerrejon.com

GOVERNANCE

GRI 102-18 Governance structure	Pages 20-23
GRI 102-19 Delegating authority	Pages 20-23
102-20 Executive-level responsibility for economic, environmental, and social topics	Pages 20-23
102-21 Consulting stakeholders on economic, environmental, and social topics	Pages 26-27
102-22 Composition of the highest governance body and its committees	Pages 20-23
102-23 President of the highest governance body	Pages 20-23
102-25 Conflicts of interest	Pages 20-23
102-26 Role of highest governance body in setting purpose, values, and strategy	Pages 20-23
102-28 Evaluation of performance of highest governance body	Pages 20-23
102-29 Identifying and managing economic, environmental, and social impacts	Pages 20-23



102-30 Effectiveness of risk management processes	Pages 20-23
102-31 Review of economic, environmental, and social topics	Pages 20-23
102-32 Highest governance body's role in sustainability reporting	The sustainability report is a corporate project headed by the Communications division, constructed with the contributions of different organization areas, and approved by the heads of the areas and departments involved as well as by the company's Legal department.

PARTICIPATION OF STAKEHOLDERS

GRI 102-40 List of stakeholder groups	Pages 24-25
GRI 102-41 Collective bargaining agreements	Pages 30-35
GRI 102-42 Identifying and selecting stakeholders	Pages 24-25
GRI 102-43 Approach to stakeholder engagement	Pages 24-27
GRI 102-44 Key topics and concerns raised	Pages 24-27

REPORTING PRACTICE

GRI 102-45 Entities included in the consolidated financial statements	Pages 5, 60-61 The companies Carbones del Cerrejón Limited and Cerrejón Zona Norte S.A. do not consolidate their financial statements.
GRI 102-46 Defining report content and topic Boundaries	Pages 26-27
GRI 102-47 List of material topics	Pages 26-27
GRI 102-48 Restatements of information	Page 5
GRI 102-49 Changes in reporting	Page 5
GRI 102-50 Reporting period	Page 5
GRI 102-51 Date of most recent report	Page 5
GRI 102-52 Reporting cycle	Page 5
GRI 102-53 Contact person for questions regarding the report	Page 5
GRI 102-54 Claims of reporting in accordance with the GRI standards	Page 5
GRI 102-55 GRI content index	Page 70
GRI 102-56 External assurance	For the reporting period, there was no external assurance of the indicators reported.

OUR PRIORITIES

TALENT MANAGEMENT

GRI 103-1 to 103-3 Management approach	Pages 30-35	
GRI 102-8 Information on employees and other workers	Pages 30-35	
GRI 405-1 Diversity of governance bodies and employees	Pages 30-35	
GRI 401-1 New employee hires and employee turnover	Pages 30-35	
Our own indicator. Members and associates of trade unions and collective bargaining agreements signed at Cerrejón	Pages 30-35	

HEALTH AND SAFETY

GRI 103-1 to 103-3 Management approach	Pages 36-37	
GRI 403-1 Occupational health and safety management system	Pages 36-37	
GRI 403-2 Hazard identification, risk assessment, and incident investigation	Pages 36-37	
GRI 403-3 Occupational health services	Pages 36-37	
GRI 403-4 Worker participation, consultation, and communication on occupational health and safety	Pages 36-37	
GRI 403-5 Worker training on occupational health and safety	Pages 36-37	
GRI 403-6 Promotion of worker health	Pages 36-37	
GRI 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Pages 36-37	
GRI 403-8 Workers covered by an occupational health and safety management system	Pages 36-37	
GRI 403-9 Work-related injuries	Pages 36-37	
GRI 403-10 Work-related ill health	Pages 36-37	
Our own indicator. Cerrejón in Motion	Pages 36-37	

HUMAN RIGHTS

GRI 103-1 to 103-3 Management approach	Pages 38-41
GRI 412-1 Operations that have been subject to human rights reviews or impact assessments	Pages 38-41

GRI 412-2 Employee training on human rights policies or procedures	Pages 38-41
GRI 412-3 Significant investment agreement and contracts that include human rights clauses or that underwent human rights screening	65 contracts of over USD 80,000. 62 of these have human rights clauses (95.3%). The three contracts without such a clause provide services abroad or are licenses/insurance that do not involve hiring personnel in the operation's area of influence.
GRI 410-1 Security personnel trained in human rights policies or procedures	Pages 38-41
Our own indicator - Complaints Office. Number of complaints received, closed, and in course.	Pages 38-41

COMUNIDADES

GRI 103-1 to 103-3 Management approach	Pages 42-43	
Our own indicator. Progress in social performance strategy	Progress is presented on the main programs of the social performance strategy (water, capacity-strengthening, and strategic projects) with the compliance in key performance indicators. In definition key impact indicators.	

RESETTLEMENTS

GRI 103-1 to 103-3 Management approach	Pages 44-45	
Our own indicator. Progress on commitments with resettled communities	Pages 44-45	
Our own indicator. Progress on Third Party Review	Pages 44-45	

WATER IN THE OPERATION

GRI 103-1 to 103-3 Management approach	Pages 48-49	
GRI 303-2 Management of water discharge-related impacts	Pages 48-49	
GRI 303-3 Water withdrawal	Pages 48-49	
GRI 303-4 Water discharge	Pages 48-49	

AIR QUALITY

GRI 103-1 to 103-3 Management approach	Pages 50-51	
GRI 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Pages 50-51	

BIODIVERSITY

GRI 103-1 to 103-3 Management approach	Pages 52-53
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GRI 304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Pages 52-53	
GRI 304-2 Significant impacts of activities, goods, and services on biodiversity.	Pages 52-53	
GRI 304-3 Habitats protected and restored	Pages 52-53	
GRI 304-4 Species on the IUCN Red List and national conservation lists with habitats in areas affected by operations	Pages 52-53	
IP. Land reclamation	Pages 52-53	

WASTE MANAGEMENT

GRI 103-1 to 103-3 Management approach	Pages 54-55	
GRI 301-1 Materials used, by weight or volume	Pages 54-55	
GRI 301-2 Recycled input materials used	Pages 54-55	

ENERGY EFFICIENCY

GRI 103-1 to 103-3 Management approach	Pages 56-57	
GRI 302-1 Energy consumption within the organization	Pages 56-57	

FINANCIAL RESULTS

ECONOMIC PERFORMANCE

GRI 103-1 to 103-3 Management approach	Pages 60-61	
GRI 201-1 Direct economic value generated and distributed.	Pages 60-61	

SUPPLY CHAIN

GRI 103-1 to 103-3 Management approach	Pages 62-63
GRI 204-1 Proportion of spending on local suppliers	Pages 62-63

OPERATIONS CLOSURE

OPERATIONS CLOSURE

GRI 103-1 to 103-3 Management approach	Pages 66-67
Our own indicator. Progress on closure plan.	Pages 66-67

*In 2020 we will be starting a new internal review process aligned with the SDG.



#CERREJÓNSOMOSTODOS