



# SUSTAINABILITY REPORT 2022



**Cerrejón**  
Responsible Mining

A GLENCORE COMPANY





• **Introduction**

About this report.....3  
Letter from our President.....4  
Performance board.....5  
Results 2022.....6  
Challenges 2023.....7  
SDGs.....8  
A look at Cerrejón.....9  
Glencore.....10

**01**

• **We are Cerrejón**

Corporate governance.....12  
Engagement with stakeholders.....13  
Awards and recognitions.....14

**02**

• **We are a Team**

Human talent management.....16  
Health & safety.....18

**03**

• **We are La Guajira**

Communities.....20  
Social dialogue.....21  
Resettlements.....22  
Human rights.....23

**04**

• **We are Nature**

Water management.....26  
Air quality management.....27  
Biodiversity.....28  
Closing and delivery  
of operations.....29

**05**

• **We are Progress**

Financial performance.....31  
Supply chain.....32

**06**

• **SDGs GRI**

SDGs .....34  
GRI standards.....35

• **Annex**

1. Human talent.....39  
2. Assessment of livelihoods in  
resettled communities.....40



# ABOUT THIS REPORT

*I am very happy to share with you, as every year, the results obtained in 2022 and our challenges for 2023 in terms of economic, social, and environmental issues, which are reflected in our Sustainability Report. Last year, the greater Cerrejón family, which consists of more than 12,000 people (including direct employees and contractors) continued working to responsibly supply one of the products that makes daily living possible and thus were able to create lasting benefits for our stakeholders. Likewise, as we have done over the last 17 years, we continue to adhere to the Global Compact and have a Human Rights Policy to promote their respect throughout all our operations.*

**Claudia Bejarano**  
President of Cerrejón

**Guidelines:** Global Reporting Initiative (GRI) Standards, Core option (Essential).

**Scope:** The following report shares the management of the companies Carbones del Cerrejón Limited, a 100% private foreign company, domiciled in Anguilla, British West Indies; and Cerrejón Zona Norte S.A., a 100% private Colombian corporation, domiciled in Bogotá (both from now on referred to as Cerrejón).

**Period:** January 1 to December 31, 2022. The last report issued covered the same period of the previous year.

**Consolidation:** Cerrejón Communications Department.

**Design:** TBWA\COLOMBIA

**Headquarters and contact points:**  
Albania, La Guajira - 57 5 350 5555  
Barranquilla - Carrera 53 #106-280 (Buenavista Business Center)  
Bogota DC - Calle 100 No. 19 – 54 (Prime Tower Building)

**Contactenos@cerrejon.com**

**www.cerrejon.com**

**Cover photo:**  
*Andrelis Jusayu, a resident of the community of La Loma (Uribia), participated in the closing ceremony of the Cerrejón consultation process with this community. The company achieved 301 agreements in 2022 signed with the communities in their area of influence.*







## LETTER FROM OUR PRESIDENT

For various reasons, 2022 was a special year for Cerrejón from a social, environmental, and operational perspective. A period that we will remember for a long time because of the results achieved and the methods used to accomplish them.

It was the first year in which Cerrejón was fully owned by Glencore, following its acquisition of the shares previously held by joint venture partners BHP and Anglo American. Throughout the year, our team put a lot of focus on integrating our operation into Glencore's systems and processes, including in the area of sustainable development.

Last year, we agreed to work on more than 1,700 social projects, including both voluntary and mandatory initiatives. We were able to accomplish this thanks to the great effort made by the Cerrejón team in two distinct areas. On one hand, 103 consultation agreements were reached, within the framework of compliance with ruling T-704. On the other hand, additional projects were carried out, allowing us to offer different types of solutions for the communities in our area of influence and for the municipalities in which we are present. In total, we invested USD 28.7 million in the communities and municipalities in our area of influence. I want to emphasize that all our social investments are concentrated in La Guajira.

As appreciation of the work that we carried out in La Guajira, I want to highlight the recognition we received when El Espectador presented us with the BIBO award in the "Positive Nature" category. Within the framework of this initiative, carried out in collaboration with four community associations, a network of nurseries was established to produce the seedlings necessary to comply with our rehabilitation and compensation agreements. This initiative demonstrates our environmental commitment, while generating employment and income for the communities in our area of influence.

In 2022, our operations were impacted by two factors: the large quantity of rain that fell in the area, derived from the La Niña phenomenon, and the blockades that interrupted production and export activities. Despite this, last year we produced 19.7 million tons of coal. A figure that generated USD 917 million in taxes and royalties paid to the Colombian State, La Guajira, and the municipalities in our area of influence.

At our operation, the health and safety of our workers is our first priority. Tragically, we have to mourn the death of our fellow apprentice, Juan Diego Ramírez. His passing has left us with a huge void and reminds us once again of the need for all of us to take care of ourselves and the people who work with us every day.

In contrast, in our ongoing efforts to be a more equitable company, I would like to highlight the fact that last year we received the Labor Equity Stamp in its Silver category, awarded by the Ministry of Labor and the United Nations Development Program. This is another step we are taking to ensure that men and women can find a safe place at Cerrejón to boost their professional careers.

In this Sustainability Report, which we have produced each year since 2005, you will find more information about the work carried out in different areas of interest to our stakeholders.

Alongside the accomplishments of 2022, we outline the challenges that lie ahead as we strive to continue developing a sustainable operation. At Cerrejón, we are committed to our team and their families, to the communities within our area of influence, to La Guajira and to the country. For this reason, we will continue working to support the development of the region through a safe operation that connects the department's coal with markets and consumers around the world.

**Claudia Bejarano**  
Presidenta de Cerrejón

For more information on ruling T-704 see page 17.



# PERFORMANCE BOARD

## Tons produced (figures in millions)

2018	2019	2020	2021	2022
30.7	25.8	12.4	23.4	19.7

## Payment of royalties (figures in millions of USD)

2018	2019	2020	2021	2022
240.7	173.2	55.6	100.4	347

## Payments to La Guajira and the municipalities in the area of influence (figures in millions of USD)

2018	2019	2020	2021	2022
9.80	11.30	9.29	10.59	12.63

## Compliance with air quality regulations

2018	2019	2020	2021	2022
100%	100%	100%	100%	100%

## Environmental investment (figures in millions of USD)

2018	2019	2020	2021	2022
79.2	78.6	43.17	79.9	87.9

## Low quality water used in the operation

2018	2019	2020	2021	2022
91%	89%	85%	89%	93%

## Trees planted

2018	2019	2020	2021	2022
82,265	227,075	63,400	266,000	581,228

## Social investment (figures in millions of USD)

2018	2019	2020	2021	2022
7.8*	3.8	3.9	5.5	28.7

\*Includes administrative expenses

## Water provided to the communities (figures in millions of liters)

2018	2019	2020	2021	2022
27.2	26	29	38	42

## Signing of consultation agreements

2018	2019	2020	2021	2022
0	0	0	198	103

## Recordable injury frequency rate

2018	2019	2020	2021	2022
1.01	0.58	0.90	0.69	<0.93

\*Calculated based on 1,000,000 hours of exposure

## Fatalities

2018	2019	2020	2021	2022
1	0	0	0	1

## Total employees, direct workers and contractors

	2018	2019	2020	2021	2022
Direct	6,171	5,896	5,201	4,889	5,155
Contractors	7,099	5,166	3,319	6,199	6,983
Total	13,270	11,062	8,520	11,088	12,138



# RESULTS 2022

**USD 518.6**  
million in income tax.

**USD 347.4 MILLION**  
paid in royalties.

**USD 47.8 MILLION**  
in purchases and contracts in La Guajira.

**USD 12.63 MILLION**  
paid in taxes to La Guajira and the municipalities in our area of influence.

**ACCORDING TO MERCO EMPRESAS  
AND BRÚJULA MINERA,**

Cerrejón is the most reputable mining company  
in Colombia.

**WE RECEIVED  
THE EQUIPARES**

Silver stamp for our commitment to  
labor equity.

**WE RECEIVED THE  
BIBO AWARD FROM  
EL ESPECTADOR**

in the category of positive nature.

More than  
**12,000**  
**WORKERS,**

including employees and contractors.

More than  
**USD 87.9**  
**MILLION**  
in environmental investments.

**93% OF THE WATER  
WE USE**

is unsuitable for human, animal or  
agricultural consumption.

**THE FLOW OF THE  
RANCHERÍA RIVER**

doubled, on average, as it passed  
through the mine.

More than  
**581,000**  
**SEEDLINGS PLANTED**  
from the tropical dry forest.

**256** HECTARES  
**REHABILITATED**

**100% COMPLIANCE WITH  
REGULATIONS**  
in all air quality stations.

**USD 28.7**  
**MILLION INVESTED**

in both voluntary and mandatory  
projects.

**301 AGREEMENTS SIGNED  
WITH THE COMMUNITIES**

in the area of influence, within the framework  
of Judgment T-704 since 2021.





# CHALLENGES 2023

Maintain production levels and financial indicators to achieve a sustainable operation.

Safely implement the new work shift.

Continue developing and strengthening procurement with local suppliers.

Implement the strategy that contributes to reduce illegal blockades on the tracks and on the railway line.

Execute 100% of our social investment proposal.

Sign agreements with 40 new communities in the framework of sentence T-704 and continue with the implementation of those signed.

Develop social projects with a greater impact together with the communities in our area of influence, strengthening their resilience and sustainability.

Plant more than 700,000 native trees of the tropical dry forest.

Ensure that the Ranchería river maintains or improves its water quality after passing through the operation.



# CONTRIBUTION OF OUR MATERIAL ISSUES TO THE SDGs

We are committed to the progress and development of La Guajira and Colombia and, therefore, we align our operational, environmental and social management with the United Nations Sustainable Development Goals (SDG). These global goals aim to eradicate poverty, protect the environment and ensure prosperity for all.

In line with this, we reviewed with our Steering Committee the expectations of our various interest groups regarding environmental, social and economic issues that they consider have an impact on them and are pertinent to them. During the socialization of the 2021 Sustainability Report and to update the point of view of the communities on these material issues, we also carried out consultations with more than 100 communities to understand their expectations and needs in accordance with the management carried out during the previous year.

Our priority interest groups include workers, unions, contractors, community members, suppliers, clients, shareholders, journalists, opinion leaders, authorities, unions, and academic representatives.

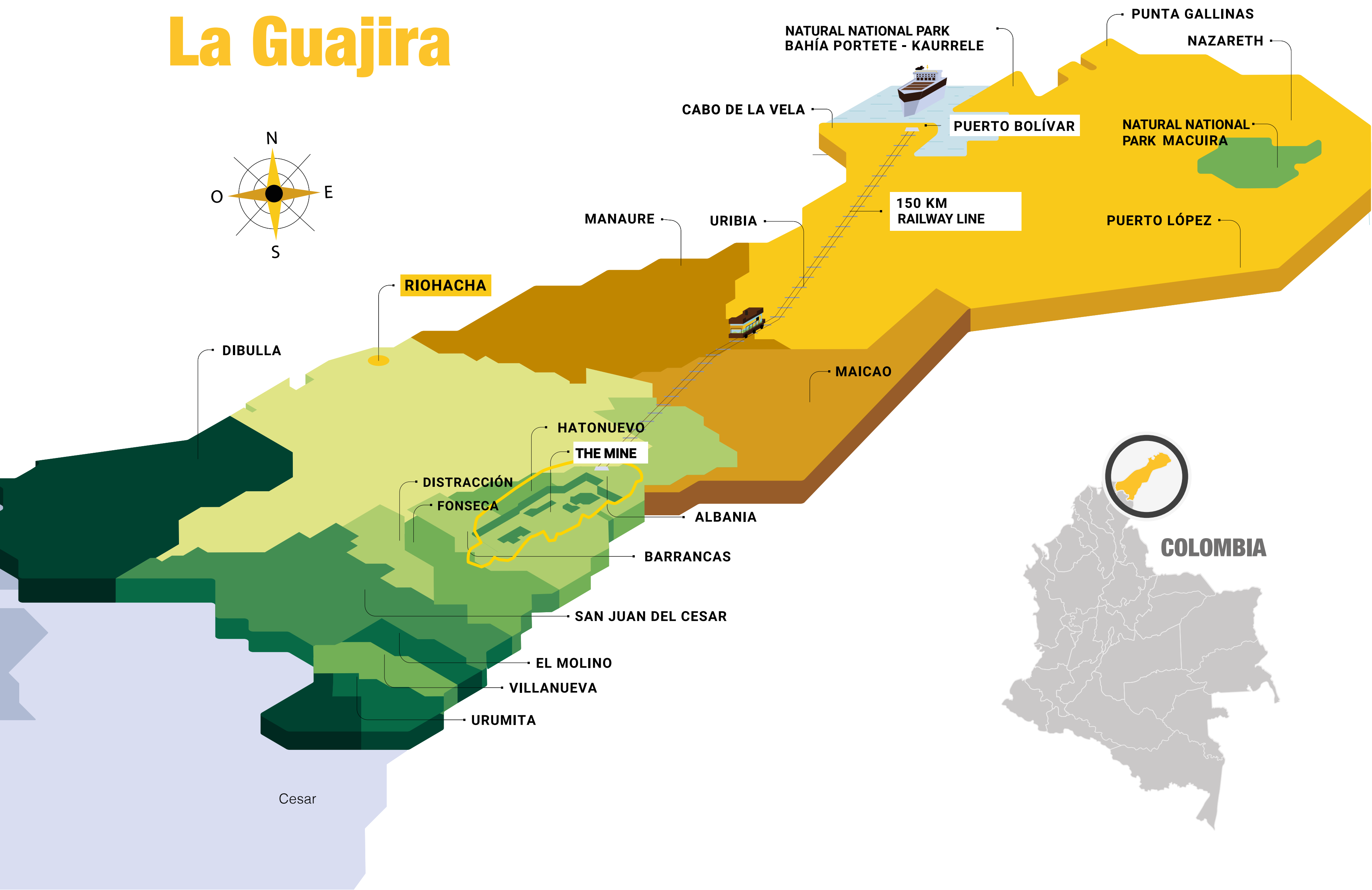
Thanks to these activities, we were able to address some material issues that have been relevant in previous years, as well as others that must be managed in greater depth in the coming years, such as the closure and rehabilitation, the adaptation and mitigation of change, climate change, the development of social projects for La Guajira and the strengthening of our relationship with local suppliers.

In addition, we identified other relevant material issues for our stakeholders, including operational and economic performance, labor well-being, local supply, strengthening of relationships with suppliers and productive chains in the region, waste management, and adaptation to climate change.

Los temas materiales prioritarios identificados son:			
WE ARE A TEAM	Generation of local employment and diversity.	Promote the creation of jobs for municipalities close to our operation, in a diverse and equitable environment.	
	Health and Safety at Work.	Strengthen our prevention programs and risk management to ensure the health and safety of our employees.	
WE ARE LA GUAJIRA	Relations with the community and contribution to the improvement of their quality of life.	Manage the perception and expectations of our stakeholders regarding our behavior, reputation and ability to generate value.	
	Commitment to Human Rights (HR).	Promote respect for human rights throughout our operations.	
WE ARE NATURE	Access to water and its efficient use in the mining operation.	Develop actions to ensure the efficient use of water in the operation, contribute to the protection of ecosystems and implement solutions for access to the resource.	
	Care and conservation of biodiversity.	Implement strategies aimed at protecting the fauna and flora of the tropical dry forest in order to contribute to the preservation and sustainability of biodiversity and ecosystems.	
	Responsible management of air quality.	Comply with regulations on air quality issues and take additional steps to monitor and control emissions.	
	Responsible soil management and land rehabilitation	Rehabilitate the areas where mining activities were formerly conducted and leave them in equal or better condition.	
	Closing and delivery of operations.	Implement and socialize all the actions planned and carried out for the closing and delivery of operations.	
WE ARE CERREJÓN	Ethics and good governance	Promote mechanisms that make it possible to identify and manage illegal behavior, corruption, money laundering, financing of terrorism and others that violate ethics and legality, as well as establish practices that govern the relations between management, the board of directors, shareholders and other interested parties.	
	Risk management	Identify and manage the different risks associated with our operations.	
WE ARE PROGRESS	Contribution to the economy of the country and the region	Contribute through our operation to the national and regional economy through job creation, taxes, royalties, and social and environmental investment.	



La Guajira



ABOUT US

At Cerrejón, we have more than 12,000 employees, including direct employees and contractors, of whom more than 60% are from La Guajira. Our operation includes six open cut mines with more than 430 pieces of mining equipment, such as trucks, shovels, tankers, and auxiliary equipment. Every day, an average of five to six trains travel between the mine and Puerto Bolívar.

OUR PURPOSE

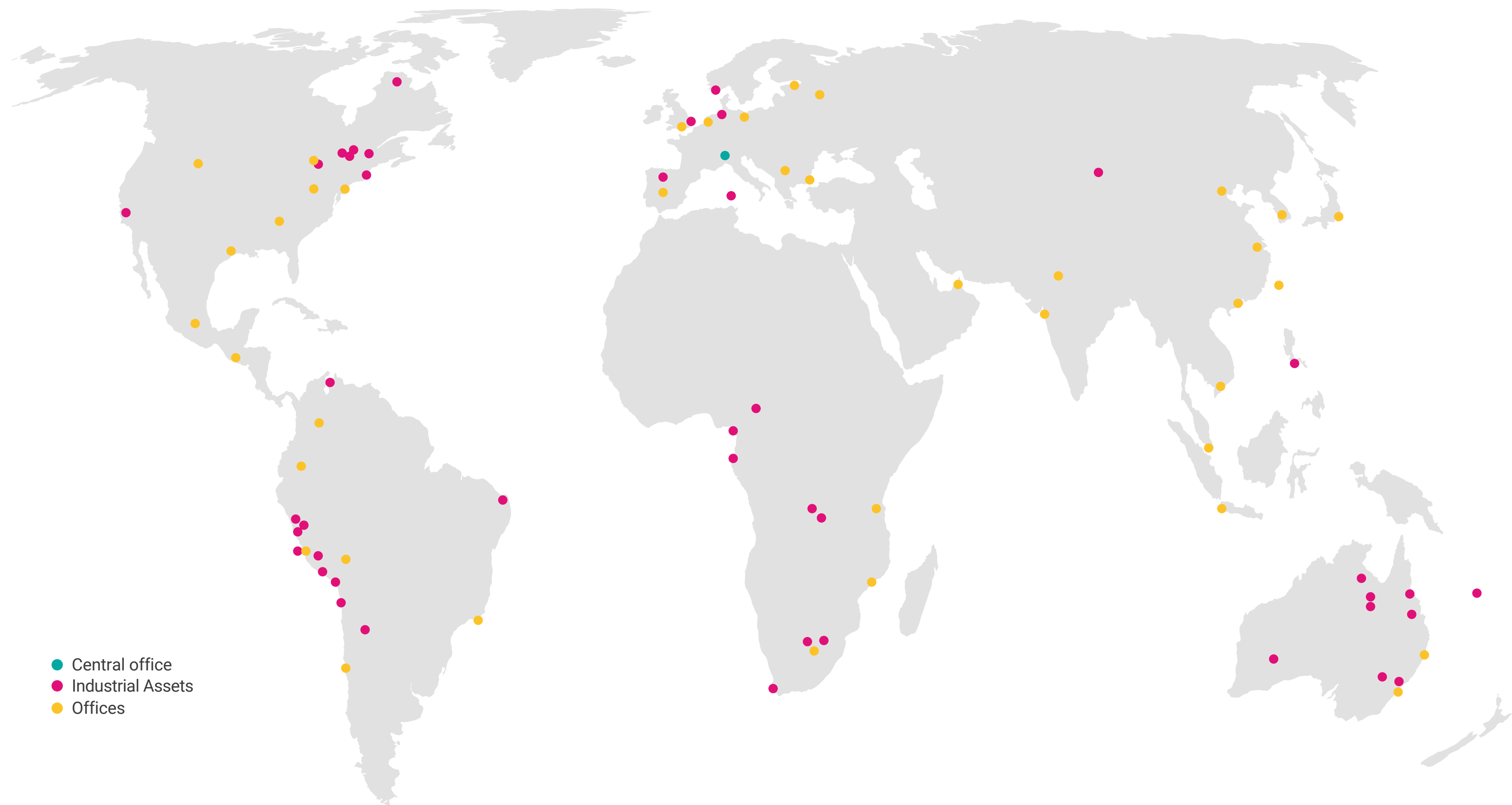
Cerrejón’s commitment to La Guajira extends far beyond the investment, the payment of taxes, and the creation of quality jobs. We strive to apply the highest standards of ethics and respect in our relationships with all our stakeholders. Similarly, we are committed to developing our operations in an environmentally responsible manner and leaving future generations with a natural legacy.

We act under the principle of continuous improvement to strengthen our due diligence processes in Human Rights. For this reason, we adhere to various international standards, and our human rights policy is aligned with the Guiding Principles of the United Nations on Business and Human Rights.



Global operations

One of the largest natural resource companies in the world.



35  
countries

140,000  
workers, including direct  
and contract employees

More than 40  
offices

Two business segments

**Industrial activities**  
Our Industrial business spans the metals and energy markets, producing multiple commodities from over 60 industrial assets.

**Marketing**  
We safely, responsibly and reliably move commodities from where they are plentiful to where they are needed.

Our values

**Safety**  
Safety is never compromised. We watch out for one another and suspend work if conditions are unsafe.

**Integrity**  
We have the courage to do what’s right, even when it’s hard. We do what we say and treat each other fairly and with respect.

**Responsibility**  
We take responsibility for our own actions. We talk and listen to others to understand what they expect of us. We work to improve our commercial, social and environmental performance.

**Openness**  
When we communicate, we are honest and straightforward. We push ourselves to improve by sharing information and encouraging dialogue and feedback.

**Simplicity**  
We work efficiently and focus on what’s important. We avoid unnecessary complexity and look for simple, pragmatic solutions.

**Entrepreneurialism**  
We encourage new ideas and readily adapt to change. We are constantly seeking new opportunities to create value and discover more efficient and secure methods of working.



# 01



In 2022, we aligned our Code of Conduct, values, and policies with those of our parent company, Glencore, and made them known to all our employees and contractors. Similarly, these enable us to have an action plan to be a safe, responsible, straightforward, honest, open, and enterprising company. Considering this, we strengthened our relationships with our stakeholders to inform them of our operations. Lastly, we participated in a variety of awards and recognitions to gauge how we compare to other businesses. Notably, we received the BIBO award in the Positive Nature category in 2022 for an environmental and social initiative that we developed with associations in our sphere of influence.

WE ARE

# CERREJÓN



# CORPORATE GOVERNANCE

## Prioritized material issues

- Commitment to Human Rights.
- Health and Safety at Work.
- Relations with the community and contribution to the improvement of their quality of life.
- Ethics and good governance.
- Risk management.

Transparency and impartiality in our operations, along with the responsible integration of economic, environmental, and social issues, are the pillars of our company’s sustainability, allowing us to continue operating, remain competitive, and create value for our stakeholders.

In 2022, we introduced and implemented the Code of Conduct and the various policies of our parent company Glencore, which reflect the values that should guide the actions of our employees and contractors, including safety, integrity, responsibility, transparency, simplicity, and entrepreneurship.

In addition, it defines how we should conduct ourselves wherever we are, demonstrating that we live according to our values and promote our mission. Its primary purpose is to ensure that operations are conducted in a safe, accountable, and moral manner.

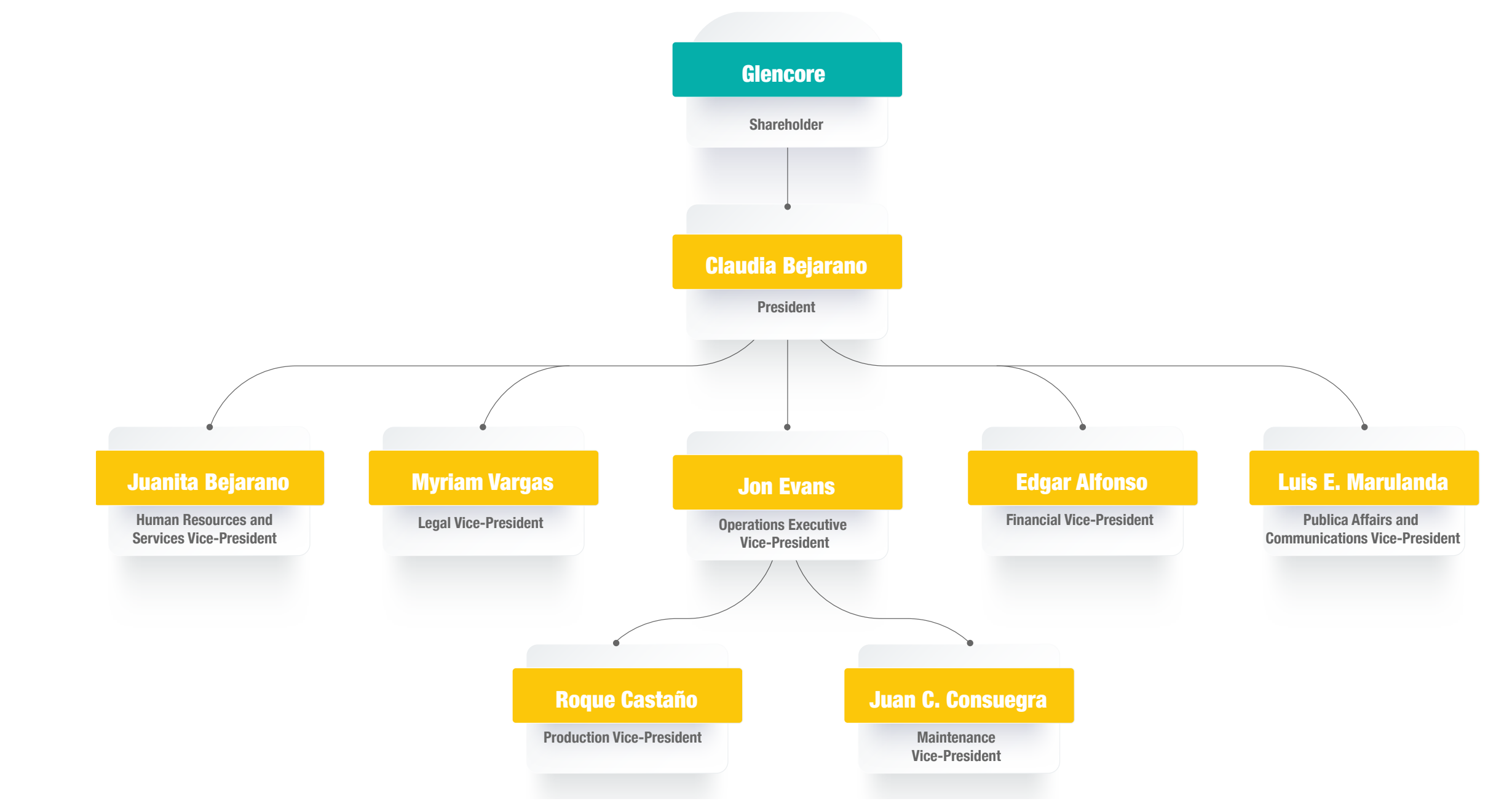
In our company, we incorporate different risk management procedures and practices into the various activities we engage in, assessing the risks that could be generated in the various areas from different perspectives.

Similarly, through Glencore and internal whistleblowing channels, employees, contractors, and any other person can anonymously report unethical behavior or behavior not aligned with our Code of Conduct for investigation and correction. This is done with the assurance that all reports or complaints will be reviewed or investigated and that no retaliation or action will be taken against the complainant/s.

In addition, we identify and manage our risks in the relationship with third parties to avoid and/or mitigate any risk of corruption, money laundering, financing of terrorism, and financing for the proliferation of weapons of mass destruction through the Business Ethics and Transparency Program (PTEE) and with the System for the Administration and Management of the Risk of Asset Laundering, Financing of Terrorism, and Financing for the Proliferation of Weapons of Mass Destruction (SAGRILAF). We carry out the due diligence process, which is periodically monitored to ensure that it complies and is applied correctly.

## Steering Committee

At Cerrejón, we have a Steering Committee responsible for guiding all our employees and contractors and ensuring that our operations are conducted responsibly and marketed in accordance with our Code of Conduct and Corporate Policies. The Committee is comprised of eight individuals, three of whom are women, as an example of the organization’s leadership in equity and diversity.



## 2022 ACHIEVEMENTS

- We conducted the launch and training for the new Code of Conduct and policies aligned with those of Glencore.
- We maintained a strong control environment, an updated risk register, and compliance with our high ethical standards after changes to our environment, including teleworking.
- In conjunction with Glencore’s Compliance area, we conducted mandatory training on the Code of Conduct and the main policies for 936 employees.
- We optimized the use of technological resources to maintain a closeness that reinforces the ethical culture and risk management in the organization.
- We achieved the return to face-to-face in our operations, in a safe and responsible manner.
- We aligned Cerrejón’s risk management methodology with the Glencore Group’s Business Risk Management Standard.
- We updated the corporate risk assessments, the change management process, the Crisis Management Plan and the risk analysis format, taking Glencore’s risk assessment matrix as a reference.
- We complied with the assurance plan approved by Glencore, through which reviewed in detail 13 material risks, with the participation of shareholder auditors, external auditors and the Internal Control team.
- We strengthened the design and automation of critical controls to avoid the occurrence of incidents due to human error.
- We redesigned and implemented the Business Ethics and Transparency Program (PTEE) in accordance with the regulatory changes provided in Basic Legal Circular 100-000011 of August 2021 issued by the Superintendence of Companies and Law 2195 of January 18, 2022.

## 2023 CHALLENGES

- Continue to strategically align with Glencore’s policies, procedures and standards.
- Maintain a strong control environment, an updated risk register and adherence to our high ethical standards following changes to our environment.





## ENGAGEMENT WITH STAKEHOLDERS

### Prioritized material issues

- Relations with the community and contribution to the improvement of their quality of life.
- Commitment to Human Rights.

At Cerrejón, we strive every day to be a transparent company that encourages the active and constructive participation of various stakeholders by fostering mutual respect, dialogue, and two-way communication. Our stakeholders consist of, among others, our employees and contractors, union members, suppliers, shareholders, customers, government and regulatory entities, communities, traditional authorities, non-governmental organizations, unions, opinion leaders, the civil society, and the media.

These relationships take place through various channels, including meetings, spaces for dialogue and participation, and the dissemination of communication pieces that are also adapted for the Wayuunaiki communities, and others.

More than 66 community members, educational institutions, local and national government representatives, opinion leaders, and academics visited us in 2022. Geology students from the EAFIT University and the National University; members of ANDI's More Guajira Board; officials of the Ministry of Mines and Energy; representatives of the Colombian Embassy in Switzerland; the deputy of the Green Alliance, Kathrin Henneberger; representatives of the Swiss embassy in Colombia; Peter Ptassek, the German ambassador to Colombia; Ana Fernanda Maiguashca, the president of the Private Competitiveness Council; as well as representatives of the Colombian Embassy in Switzerland stand out

We conduct and participate in various academic spaces in which we share our environmental, social, and operational management expertise with students from institutions such as the Universidad del Norte de Barranquilla and the Universidad Javeriana de Bogotá, and others.

In addition, we joined the Biodiversity and Development Agreement, La Guajira Connection, and introduced the ONCA tool, with the participation of members of different entities, representatives of the academy, and communities.

Finally, as part of the socialization of the Sustainability Report, we held the 2021 webinar: **"A Year of Recovery"** in which Juan Camilo Nariño, president of the ACM, Dora Moncada, director of the ANDI National Center for Water and Biodiversity, as well as Oscar and Luis Emiro Guariryú, Traditional Authorities of the Provincial Indigenous Reservation. Additionally carried out the Sustainability Challenge activity with more than 100 communities adjacent to our operations.

## 2022 ACHIEVEMENTS

- We received more than 66 visits from members of communities, educational institutions, local and national government representatives, opinion leaders, academia, and others.
- We strengthened our relationship with communities, local government entities, academia, and unions.
- We participated in 16 rankings and awards at a national and international level and were recognized in the first place with awards such as the BIBO award from El Espectador, Brújula Minera, the Private Social Investment Index, and others.
- We participated in more than 16 webinars and forums, strengthening our relationship with academia and other entities.
- We launched the Cerrejón Young Talent tournament, in which more than 200 women from neighboring communities participated.

## 2023 CHALLENGES

- Continue strengthening participation in academic and cultural spaces at the local and national level.
- Continue organizing visits to our operations by opinion leaders, academia, unions and business groups in order to enable them to learn about our good practices.
- Continue positioning ourselves as a benchmark mining company in the country regarding environmental, social and operational excellence issues.





## AWARDS AND RECOGNITIONS

Cerrejón is an open and transparent company that enjoys sharing its best practices. For this reason, we consistently participate in a variety of awards and evaluations that validate our practices and help us measure our performance with that of other companies to improve.

In 2022, we won awards and distinctions:

- **Merco Responsibility and Corporate Governance:** The only mining company in the top 100.
- **Merco Empresas y Líderes:** The only mining company in the top 100 and our president among the 100 most outstanding leaders in the country.
- **Merco Talento:** The only mining company in the top 100.
- **Mining Compass Ranking:** Mining company with the best reputation in the country for the ninth consecutive year.
- **Private Social Investment Index:** One of the 30 companies with the highest private social investment in Colombia.
- **El Espectador BIBO Award:** Positive Nature Category.
- **Finalists for the honorary recognition of the Colombian Security Council.**
- Claudia Bejarano recognized as one of the **five most influential and important businesswoman in the country** according to La República newspaper and one of the **50 Women of Impact in Latin America in 2022.**
- **Equipares Labor Equity Stamp at Silver level**, for our commitment to the implementation of this Gender Equality Management System.



# 022

More than 60% of our direct and contract employees are from La Guajira, demonstrating our commitment to the region that is the heart of our operations. In addition, advancing equity issues is a priority for Cerrejón. For this reason, we work daily and have managed to increase the percentage of women in the operation to 12%. One of the accomplishments worth mentioning is that thanks to our policies and practices, we achieved a recognition that encourages us to continue working in this direction. In terms of health and safety, we deploy different initiatives to maintain a safe operation.

WE ARE  
A TEAM



# TALENT MANAGEMENT

## Prioritized material issues

- Generation of local employment and diversity.
- Ethics and good governance.

Our employees are essential to ensure the success of our operations in a safe, healthy, and environmentally responsible manner. Our people are the most valuable aspect of each of the activities we carry out, which is why we foster an environment of respect, equality, diversity, and safety.

Our operations are carried out within the framework of respect for the human rights of our 12,138 employees, including direct employees and contractors, and the promotion of their development and well-being, freedom of association, fair compensation, development opportunities, health and safety, and equity and diversity guide our operations

More than 60% of our workers, between direct employees and contractors, are from La Guajira. If we include the remainder of the Caribbean region in Colombia, this percentage exceeds 92%. At the end of 2022, 88% of our 5,155 direct employees were men and 12% were women. In this sense, it is worth noting that last year we managed to increase the number of women in leadership positions within the organization by 15%.

Cerrejón was awarded the Equipares Labor Equality Stamp at the Silver level for its commitment to implementing this Gender Equality Management System. This award is presented by the Ministry of Labor and the United Nations Development Program (UNDP). Within the framework of this commitment, it should be noted that we hired 209 women in 2022 – or almost 30% of total new hires – the highest number of women hired in a single year.

Last year, we carried out the global organizational culture survey of our shareholder Glencore, in which we obtained an above-average score and were able to identify the expectations and concerns of our collaborators to continue managing and working on them.

“ We received the Equipares Labor Equality Stamp at the Silver level for our commitment to the implementation of the Gender Equality Management System ”



### EMPLOYEE TRAINING

As part of the company’s commitment to train and strengthen the skills and competencies of its employees, more than 4,871 individuals received 341,519 hours of training, representing close to 70 hours per employee per year.

### ENGAGEMENT WITH UNIONS

We met 100% of the obligations outlined in the Collective Labor Agreements negotiated with the unions and from which the employees benefited. Additionally, six sessions were held with union representatives to continue advancing the dialogue surrounding the review of the work shift.

Among the benefits provided, the delivery of an educational aid of up to more than USD 2,900 per student for employees and their children stands out; housing loans with an interest rate of up to less than 50% of the market rate; the 89% subsidy of the Prepaid Medicine Plan, in addition to meals and free transportation during work shifts; to mention a few.

For more information on Talent Management, see Annex 1.

## 2022 ACHIEVEMENTS

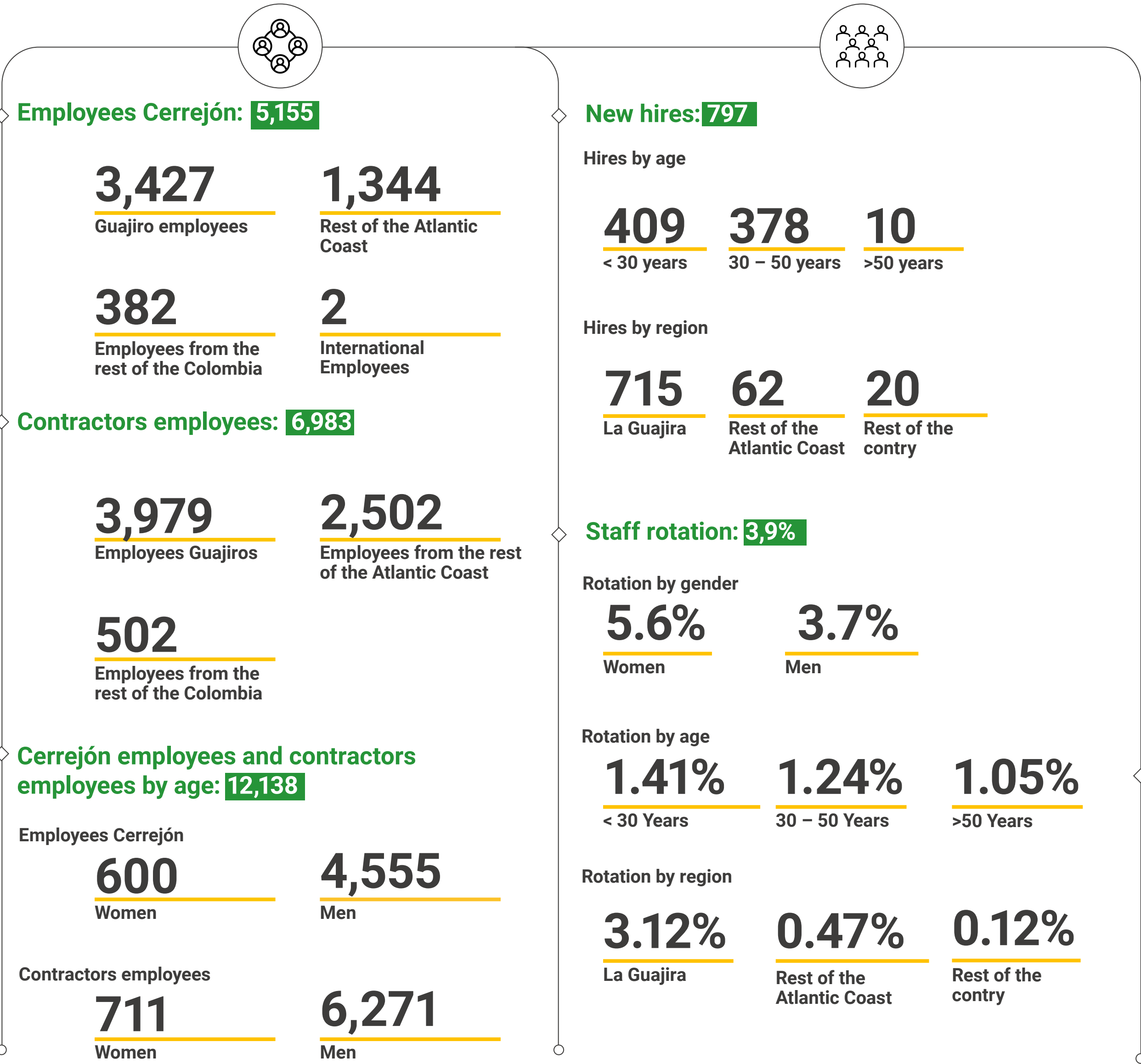
- We strengthened our leadership model by training more than 200 employees in the Leadership School.
- We held 69 wellness workshops for employees and their families, with more than 1,750 participants.
- We started our equity truck to raise awareness about this issue in the operation.
- We specified the new work shift with the workers’ representatives.
- We met the goal established in the Collective Bargaining Agreement (CCT), converting 45 fixed term contracts to indefinite term.
- We employed a monthly average of 302 apprentices and we work with Comfaguajira to attract Guajiros’ apprentices.
- We delivered 9,137 educational grants to employees and their children: university grants, 2,842; schoolchildren, 5,251; special education, 657; University aid for workers, 387.
- We granted 272 housing loans to employees.
- We benefited more than 18,000 people between employees and their families with the prepaid medical plan.
- For the fourth time, we received the HACCP quality certification from the National Institute of Medicines and Food, for the proper handling, distribution and transportation of food.

## 2023 CHALLENGES

- Implementation of the organizational culture strategy, including the redesign of the Cerrejón Experience.
- Implementation of the talent retention strategy.
- Organization of the leadership event for managers.
- Continuation of the implementation of the Leader C strategy and the School of Leadership.
- Consolidate the bank of Cerrejón resumes to recruit people from the area of direct influence.
- Inaugurate the center of experts for people in the reincorporation process.
- Implement the Equipares gender equality management system.
- Define and implement, together with the workers, a new shift that increases rest time and supports the sustainability of the company.
- Initiate the process of collective labor bargaining with the unions.



TALENT MANAGEMENT





## HEALTH AND SAFETY

## Prioritized material issues

- Relations with the community and contribution to the improvement of their quality of life.
- Health and Safety at Work.
- Risk management.

Any loss of life is inexcusable, which is why we continue to work hard to effectively manage fatal risks and eliminate this type of incident in the future. For this reason, we deeply mourn the death of our fellow apprentice Juan Diego Ramírez, who tragically had an accident while changing an engine cover on a dozer during his internship in the Maintenance workshop.

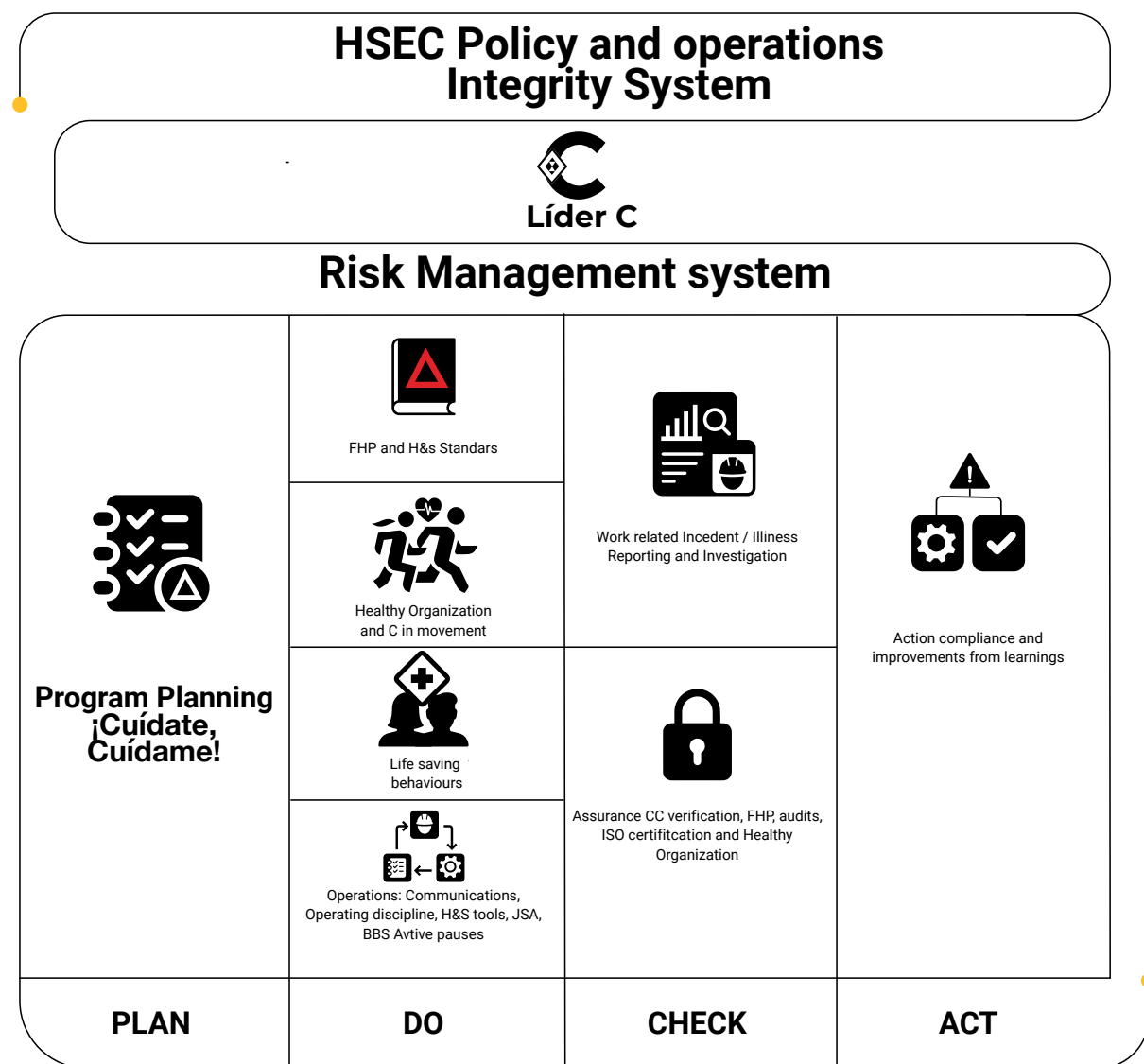
As always, the priority in our operations is to safeguard the life, health, safety, and well-being of our employees, transforming them into leaders in the creation of safe and healthy work environments. To accomplish this, we prioritize risk management by identifying, evaluating, and managing potential health and security hazards and risk scenarios associated with our operations.

Last year we achieved an operation-wide recordable injury frequency rate of <0.93 (calculated based on 1,000,000 exposure hours) and recorded 10 cases of occupational illness at a rate of 0.161 per 200,000 man-hours worked.

Our management of the issue is framed within corporate policies and in the requirements of the International Labor Organization and Colombian Law. We also have a space in which union representatives, employees, and members of the Steering Committee can participate, such as:

- Joint Committee on Safety and Health at Work (COPASST)
- Health Commission
- Follow-up Committee on OSH issues
- Labor Coexistence Committee

Carrejón has a health and safety management system aligned with the best practices in the industry and certified under the guidelines of the ISO 45001:2018 standard. In 2022, the health and safety program was relaunched, called “Take Care, Take Care of Me!” which is part of the integration process with Glencore and its security proposal called SAFEWORK.



The program reaffirms our commitment to the health and safety of all individuals, and its primary goal is to eliminate fatalities, serious injuries, and occupational diseases, as well as promote healthy lifestyle practices.

As a result, for the third year in a row, we continue to strengthen our sleep and fatigue management system, which includes, among other things, the inauguration of new energy recharging areas, the health self-management bonus, and real-time surveillance of potential risks.

Furthermore, through the “Cerrejón en Movimiento” program, more than 4,777 individuals, including employees and their families, had access to activities that promoted healthy lifestyle habits.



## 2022 ACHIEVEMENTS

- Close to 600 employees were trained to strengthen sleep and fatigue risk controls.
- More than 5,000 direct and contractor employees participated in the “#HablemosDeSaludMental” campaign.
- We relaunched “Take care, take care of me!” program, aligned with the Glencore SAFEWORK proposal.
- We obtained recertification as a Healthy Organization, by the Colombian Heart Foundation.
- We evaluated the health of more than 3,600 employees to take preventive measures to avoid work-related or common-origin diseases.
- We inaugurated a rest and recreational area for employees who must spend the night in the mine, to ensure that they receive sufficient rest.
- We strengthened the health and safety competencies of the entire operation.
- We promoted the transition towards an interdependent culture of health and safety.

## 2023 CHALLENGES

- Strengthen the management of fatal risks.
- Update the training program, aligned with Glencore's fatal hazard protocols, to enhance the risk management skills of technical and administrative personnel.
- Update the leadership matrix in accordance with Glencore requirements.



# 03

In 2022, Cerrejón invested a total of USD 28.7 million in social initiatives, both voluntary and mandatory. The most significant aspect of this work is that communities within our area of influence defined and executed most of the actions. To generate a greater impact, through a more transparent and trustworthy relationship, we have structured all our investment along six lines: capacity building, income generation, access to water solutions, infrastructure improvement, health improvement, and strengthening of local suppliers. Within the framework of compliance with judgment T-704 of the Constitutional Court, we reached 301 consultation agreements.

WE ARE

# LA GUAJIRA



# COMMUNITIES

## Prioritized material issues

- Contribution to the national and regional economy.
- Access to water and efficient use in the mining operation.
- Relations with the community and contribution to the improvement of their quality of life.
- Commitment to Human Rights (HR).
- Local supply, strengthening of suppliers and productive chains in the region.

At Cerrejón, 2022 will be remembered as one of the most significant years in terms of social investment because, beyond those projects carried out, community members and local authorities played a dominant role in the development of the projects from the beginning, from the design of the projects up to their implementation, thus empowering communities’ self-management and long-term viability.

At Cerrejón, we are committed to contributing positively to the growth and development of our communities. For this reason, we adhere to the principle of operating responsibly while fostering a mutually beneficial relationship with our stakeholders and promoting resilient and sustainable communities in La Guajira through our social investment.

Effective management of our impacts helps us obtain our social license to operate, while generating value to improve the means and living standards of neighboring communities, and maintain a proactive, two-way relationship with stakeholders.

Within the defined work areas, the following works were among the most pertinent:

- Capacity building: Scholarship program for higher education for students from neighboring communities and towns and musical training for 365 children through the Cerrejón Symphony Orchestra program.
- Generation of income: Collective livelihood project in the resettlements.
- Infrastructure improvement: Construction of the Campo Alegre main road and improvement of the jagüeyes (water ponds) in Media Luna.
- Access to water solutions: Delivery of 42 million liters of drinking water and repair of 15 mechanical water pumping facilities powered by windmills in neighboring communities in the municipalities of Maicao, Uribia and Manaure.
- Health improvement: Provincial health centers and the improvement of the ESE Hatonuevo.

Additionally, we reactivated the “Coal Route” in face-to-face meetings to publicize our railway operation and received over 30 visits from communities to share our responsible social and environmental management.



# 2022 ACHIEVEMENTS

- We delivered more than 42 million liters of water to 170 neighboring communities.
- We awarded full scholarships for higher education to 91 students from neighboring communities and towns.
- We delivered more than 2,000 pieces of sports equipment to communities, organizations and sports clubs.
- We formalized an agreement with the Barrancas mayor’s office and the company Veolia to carry out works to improve the drinking water service in Papayal and Oreganal.
- We improve the emergency department of the Nuestra Señora del Carmen hospital, the only public health care center in the municipality.
- We hosted the Cerrejón Young Talents Soccer Tournament, with more than 200 women from Albania, Barrancas, Distraction, Hatonuevo, Maicao, Mushaisa, Nueva Esperanza and Uribia.
- We delivered more than 8,000 cones of thread to artisans from neighboring communities and supported their participation in two national craft fairs.
- We supported various communities, such as the farmers’ association of Oreganal and El Cerro de Hatonuevo, with the delivery of agricultural inputs or land for livelihood activities.
- We improved the surface of 1.3 km of the main road in Campo Alegre.
- We donated modern X-ray equipment to the Hospital San Rafael de Albania, turning it into the only center in the municipality capable of providing emergency diagnostic services.
- We carried out prevention and primary care activities for nearly 2,500 patients from 15 communities in Media Luna and 16 rural communities in Albania, in agreement with the Hospital Nuestra Señora del Perpetuo Socorro de Uribia and San Rafael de Albania.
- Together with the community, we began the construction and equipping of a health facility in the Provincial Reservation.
- We signed an agreement with the Barrancas mayor’s office for road improvement, for the reconstruction of the La Quebrá Bridge in Barrancón and the construction of a culvert over the Caurina stream.
- We completed more than five community infrastructure projects in Media Luna in the areas of water, roads and education.
- We implemented the Jouwasay kepein (Let’s have a coffee) strategy to strengthen relations with more than 200 neighboring communities.

# 2023 CHALLENGES

- Start the implementation of the cultural heritage management plan to recover and preserve the historical memory of ethnic communities.
- Maintain the pace of execution of construction and infrastructure improvement works.
- Strengthen social organizations, community action boards, community councils, and indigenous organizations in the municipalities in the area of influence.
- Continue strengthening our relationship with the communities adjacent to the operation.



# SOCIAL DIALOGUE

## Prioritized material issues

- Contribution to the national and regional economy.
- Relations with the community and contribution to the improvement of their quality of life.
- Commitment to Human Rights.
- Care and conservation of biodiversity.

At Cerrejón, we have undergone a process to transform our way of relating to communities to better comprehend their needs and expectations by engaging in two-way dialogue and respecting their customs and practices. These have been essential components of reaching agreements and implementing initiatives that enable us to manage the impacts of our operation and comply with the Law.

## JUDGMENT T-704

We have been able to advance the necessary documentation for the execution of more than 1,700 projects, which the communities autonomously defined and carried out on their own, within the framework of compliance with judgment T-704 of 2016 and following due process.

We signed 103 agreements in 2022, for a total of 301 agreements signed between 2021 and 2022, and 47 communities are currently engaged in active consultation. The target of 70 agreements set for 2022 was exceeded by 47%, as 103 agreements were signed. It should be noted that, during the past year, the formal closure was carried out in compliance with 14 agreements signed in 2021, with the participation of government entities and communities.

We are advancing in the process for the implementation of 1,745 initiatives, of which 1,326 are in execution, in accordance with the social investment focus areas defined by the company: income generation, cultural strengthening, infrastructure for the general benefit of the community, infrastructure for water solutions, infrastructure for education, and infrastructure for basic sanitation.

*“The community at the moment is very pleased; I can say that we have generated a good economic income for each of the members. There is grazing, which we have also strengthened, and the issue of agriculture. The community, at this moment, feels very complete with all the activities, and because it was a plan that was developed collectively according to the needs that (the community) had”,* affirms Guadalupe Larrada Palacio, a member of the Warrarat community (click to see the full story in Spanish).

Participating communities are advised by indigenous organizations and attorneys chosen independently by the communities themselves. Moreover, the consultation procedures have been accompanied by local, regional, and national order guarantors as well as control bodies.

Similarly, consultations were conducted in accordance with national and international standards, including Convention 169 of the International Labor Organization, Law 21 of 2001, and the ICMM Position Statement on Indigenous Peoples, the CFI 2012, and the United Nations Declaration on the Rights of Indigenous Peoples, Directives, and Colombian constitutional law, among others.

## PROVINCIAL

As part of the progress towards compliance with Sentence T - 614 and the agreement signed with the indigenous reservation of Provincial, we are advancing in the fulfillment of the commitments, beginning with the cleaning of the community facilities, the houses, and the surrounding vegetation of the community, activities that are performed by the members of the communities who are hired to carry out these tasks.

*“Today we are here, thanks to the agreements we have made with the Cerrejón company, obtaining very important advances because we can say that we were smart to reach an agreement, to contribute to these important projects that have had a great impact for the community”,* says Oscar Guariryú, traditional authority of the Provincial (click to see the full story in Spanish).

## PARTIAL MODIFICATION PROJECT OF THE BRUNO STREAM

During 2022, together with Corpoguajira and 37 families from the communities of Tigre Pozo and El Rocío, we managed to protect 259 hectares of forests located within the middle and upper basin of the Bruno stream. These restoration processes are framed within the conservation agreements, signed in October 2019.

In addition, we finalized the community participation activities established as part of the resolution of the seven uncertainties defined by the Constitutional Court with La Horqueta and the entities representing the Inter-institutional Roundtable.

The signing of conservation agreements established with the communities, associations and families that live in the territory, who are contracted to carry out the restoration and implement sustainable agricultural practices that generate the minimum possible impact on the area, but at the same time improve their quality of life, has facilitated the achievement of the objectives.

With the agreements signed and the implementation of the different initiatives, the company demonstrates its commitment to contribute to the development and well-being of communities, to promote their self-management, to highlight their uses and customs, while complying with legal provisions.

For more information about the Bruno stream, visit <https://www.cerrejon.com/en/our-operation/strategic-projects/la-puente>



## 2022 ACHIEVEMENTS

- We signed 103 consultation agreements for a total of 301 agreements signed since 2021.
- We started the implementation and execution of 1,326 of the 1,745 documented initiatives.
- We achieved the formal closure of 14 agreements signed in 2021, with the participation of government entities and communities.
- We protected more than 259 hectares of forests located within the middle and upper basins of the Bruno stream next to the communities of Tigre Pozo and El Rocío.

## 2023 CHALLENGES

- Sign 40 consultation agreements.
- Begin the implementation of 419 projects contemplated within the signed agreements.
- Continue advancing with the works and initiatives agreed with Provincial.
- Compliance with the La Horqueta agreements and the formalization of the El Rocío consultation.



# RESETTLEMENTS

## Prioritized material issues

- Access to water and efficient use in the mining operation.
- Commitment to Human Rights.
- Relations with the community and contribution to the improvement of their quality of life.

Cerrejón is committed to protecting human rights and thereby avoiding or mitigating any negative impacts that could result from our operations. One of these impacts is resettlement, which we try to prevent as much as possible. When it has been unavoidable, we have carried out the resettlement process under Performance Standard N°5 of the International Finance Corporation, which requires the participation of interested parties and includes the restoration of livelihoods in the long term.

This is how we have carried out the resettlement of 170 families, which are part of the communities of Roche, Patilla, Chancleta, Las Casitas, and Tamaquito II. These have received benefits such as payment for improvements to their properties; the delivery of new homes, with access to public and community services; an area to implement agricultural projects along with seed capital; a revolving fund; and technical support for the implementation of livelihood projects.

Within the framework of the educational aid program, all members of the resettled communities who wanted to pursue professional technical studies, such as labor technicians, technologists, and undergraduate and postgraduate studies received tuition and living expenses.

Similarly, we developed the educational strengthening program to improve the academic performance of elementary and secondary school-aged children and young people. In 2022, we reached an agreement to extend the time and scope of the number of beneficiaries in the program for the elderly, and it was implemented for the first time in Tamaquito II. The educational aid program was also extended to continue financing higher education.

During 2022, as part of improving the living standards of each of the resettled communities, we achieved:

### Patilla

- We signed the Initiation Minute for the execution of the contract with the Patilla Community Action Board to carry out different works to improve community infrastructure.
- We delivered USD 4,700 in seed capital to a family to implement their livelihood projects.

### Roche

- We signed a historical agreement to compensate the people who were resettled without considering the resettlement policies that we subsequently adopted.

### Tamaquito II

- We managed the connection, installation and prior review of the natural gas service of the Tamaquito II Indigenous Reservation, the only community in La Guajira to obtain this benefit.
- It was agreed with the Governing Council and the Traditional Authorities of the Reservation to continue with the Water Treatment Plant operation agreement for a period of five more years.

### Las Casitas

- We began, through an agreement with the Barrancas mayor's office, the execution of runoff water channeling works in the community of Las Casitas.
- We gave two families USD 9,400 in seed capital to implement livelihood projects.
- We delivered and improved the vaults of the cemetery of the resettled families.
- We succeeded in turning the Frutba venture into a papaya supplier for the company Sodexo, which provides food services to Cerrejón.

### Chancleta

- With our support and that of SENA, the Association of Afro-descendant Blacks of Chancleta took the first steps towards the production of inputs for livestock.
- We delivered a tractor and a mower to ASNAC, to cut plant material and a silo packer to support the continuity of the silage production project.
- We gave a family more than USD 3,525 in seed capital to implement their livelihood projects.
- We provided resources for the start-up of a revolving fund, which enables the collective financing of resources to boost community ventures.



## 2022 ACHIEVEMENTS

- We regulated and disbursed the resources of the revolving fund to the Community Council of Afro-descendants of Chancleta and to the Association of Black Afro-descendants ASNAC.
- We carried out educational strengthening for 109 school-age children and young people.
- We provided 689 grants for access to technical, technological, higher and advanced education.
- We achieved the connection to the public gas service of four resettled communities.
- Throughout the year, we provided old-age aid to 15 senior adults in the communities.
- We began construction of the water channeling works for the common and undivided lots of Las Casitas.
- We began maintenance of the access roads to the undivided lots of each community to facilitate access to beneficiary's livelihood projects.

## 2023 CHALLENGES

- Complete the connection to the natural gas service in 100% of the resettlements.
- Connect the resettlement aqueduct network to the regional aqueduct system through an agreement with Veolia, the current operator of the Barrancas aqueduct network.
- Close the three WWTPs of the Roche, Patilla and Chancleta resettlements.
- To carry out the repairs of the houses pending at each one of the resettlements that have received a previous diagnosis and in agreement with the communities.
- Continue supporting income generation initiatives and associative livelihood projects in the communities.
- Strengthen resettlement community organizations, respecting their culture and traditions as Afro-descendant communities.
- Execute the expansion and adaptation works for the Chancleta cemetery.



# HUMAN RIGHTS

## Prioritized material issues

- Contribution to the national and regional economy
- Commitment to Human Rights.
- Health and Safety at Work.
- Ethics and good governance.
- Risk management.
- Relations with the community and contribution to the improvement of their quality of life.

We are aware that our activities have the potential to impact the human rights of communities, employees, and contractors, as well as the environment. We are therefore committed to respecting them through the management of identified risks and impacts.

Since 2005, we have had a Human Rights Policy, updated in 2011 with the implementation of the United Nations Guiding Principles on Business and Human Rights.

Since that time, we carried out a human rights due diligence process aimed at strengthening the identification, prevention, mitigation, and compensation of the impacts caused by the operation, enhancing dialogue with our stakeholders, and addressing complaints that arise between worker communities and contractors and conducting performance reviews and continuous improvement processes.

## Strengthening the Due Diligence process

In 2022, we established the Cerrejón Human Rights Governance System to involve the different areas of the company, evaluate the performance of the Complaints Office, and monitor the measures defined to improve our social and human rights performance.

In addition, the human rights perspective was included in the corporate risk management system. For this reason, we reviewed the possible effects of risks and impacts on the human rights of the company’s stakeholders, to maintain coherence in all corporate prevention and mitigation efforts. Similarly, identified opportunities for improvement of controls over cultural heritage and the sustainability of resettlement. Will further address these issues in 2023.



## Third Study of Risks and Impacts on Human Rights

This study’s preparation was concluded in 2022. More than 230 individuals, including residents of neighboring communities, attended the first seven meetings to initiate socialization and feedback. In the first semester of 2023, employees, contractors, local authorities, and non-governmental organizations participated in socialization meetings. We will formulate a plan with the information received.

## Complaints Service Office

The Cerrejón Complaints Office, which was established more than 12 years ago in accordance with international standards, is a system designed to address the concerns of different stakeholders. Through a standardized procedure for receiving complaints, we record them and direct them to an investigator who is responsible for providing concerted responses to the affected parties to reach agreements that, once implemented, result in the closure of the cases.

We received 341 complaints in 2022, of which 90% were closed and 10% were still active. Most of the complaints pertained to community issues (83%), the rest were associated with labor rights (13%), security and human rights (2%), land issues (1%), and resettlement and post-resettlement (0.3%). 2% of the complaints were of high complexity, 97% were of medium-high complexity, and 1% were of medium-low complexity.

Additionally, we socialized the complaint response mechanism with more than 575 people, including employees, contractors, and community members.

## Pilot project of integrated audits to contractors

We conducted a pilot of integrated audits with five contractor companies to evaluate their labor, environmental, and human rights performance to implement measures that pursue the comprehensive and responsible management of the supply chain. The companies were chosen because they had many employees, a broad scope of operations, and strong stakeholder relationships. Because of this activity, improvement plans were defined.

The companies audited were Conciviles; SODEXO; GAICO Construction Engineers; EPROCHEMCHANIC; and COLBA Group. In addition, carried out a similar exercise, but only from the perspective of labor issues and human rights, with five other companies: MAXO; Compass Group Services Colombia; Moon Brothers; UT Geat Amtur Coomoepal; and Constructora Sucre.



## Human rights training

Within the framework of continuous training, during 2022 we continue with the virtual course on the social standards adopted by the company and the commitment to respect human rights. As of December 2022, 4,794 people had been trained, 93% of the total number of direct employees.

Ten company work groups (531 people) were also prioritized to receive face-to-face training and in greater depth, key personnel in the implementation of the due diligence process.

Additionally, 901 employees of the three private security companies that guard our operations were trained in Voluntary Principles on Security and Human Rights. Finally, 577 members of the Public Force, including the Army, Police, Navy and Air Force, received training in human rights.

## Protocol of threats to social leaders

In 2018, Cerrejón adopted a protocol for dealing with instances of violence against social leaders. It was activated 13 times in 2022 to generate alerts to the authorities responsible for protecting social and indigenous leaders and journalists in the region who were allegedly threatened for exercising their leadership activities. In such instances, when people have authorized it, we have spoken out publicly, condemning the facts and urging the authorities to act within their authority to ensure the life and integrity of these leaders.

## Social insurance

In 2008, we convened the Cerrejón Independent Performance Review Panel (TPR) to evaluate our social performance, which resulted in the identification of 24 areas for improvement. Of these, two pending issues have yet to be resolved.

### Construction of the symbolic site of Tabaco

To comply with the T-329 of 2017 issued by the Constitutional Court and to reach an agreement between the parties, we are delivering the contribution of resources for the contracting of the entity that will conduct the characterization of the former residents of the Tabaco community. This initiative will make feasible a study detailing the social, historical, economic, cultural, territorial, and demographic characteristics of the community, as well as the number of beneficiaries.

This characterization will be developed with the technical assistance of the Directorate of Black, Afro-Colombian, and Palenquera Communities of the Ministry of the Interior, the Attorney General's Office, and the Comptroller's Office, as well as the participation of Tabaco representatives chosen by the community.

In recent years, we have held socialization and coordination meetings with the participation of officials from the Hatonuevo municipal mayor's office, members of the Tabaco community and Cerrejón's Representatives of the 2008 cooperation agreement Control and Monitoring Committee. These meetings have contributed to the signing of this agreement.



### Improved living standards of resettled communities

During 2022, we continued to work with the five resettled communities: Patilla, Roche, Tamaquito II, Las Casitas and Chancleta, in the implementation of the programs established as part of the resettlement process.

To learn in detail how the management was carried out, review the Resettlement Chapter.

Along these lines, to determine the status of livelihoods in the resettled communities and identify gaps and opportunities for improvement, we completed the assessment of the livelihoods of the communities of Tamaquito II and Las Casitas, the only communities that permitted the gathering of information.

*To learn in detail the results obtained with the different communities, review Annex 2.*

## 2022 ACHIEVEMENTS

- 4,794 employees and contractors completed the mandatory online course on standards and human rights.
- Socialized the Complaints Service Office in face-to-face meetings, to more than 562 people, including employees, contractors and community members.
- We disseminated the Human Rights Policy to 577 members of the Public Force.
- We concluded the third Independent Study on Risks and Impacts to Human Rights and commenced its dissemination.
- 531 people from key teams received face-to-face training on the operation's effective performance on human rights.
- We began auditing the supply chain on social and human rights issues.
- We created the Human Rights Government System.

## 2023 GOALS

- Complete the dissemination of Cerrejón's Third Study of Risks and Impacts on Human Rights, define an action plan and begin its execution.
- Strengthen the actions associated with the supply chain's responsibility in terms of human rights.
- Launch the revised version of the Glencore-aligned Human Rights Policy.
- Implement the human rights training plan.
- Strengthen human rights risk controls associated with cultural heritage and sustainability of resettled families.



# 04

The responsible use of water in a region such as La Guajira is one of Cerrejón's top priorities. Last year, we were able to extract 93% of the water we use from mining sites and runoff, which is unfit for human, agricultural, and animal consumption. In addition, the average flow of the Ranchería River as it passed through Cerrejón doubled due to the care of the basin. Concerning air quality, all monitoring stations were in full compliance (100%) with PM 10 and PM 2.5 regulations. The last year, we reached 4,854 hectares rehabilitated of formerly mined land, and we surpassed the 2.9 million trees planted.

WE ARE  
**NATURE**





# WATER MANAGEMENT

## Prioritized material issues

- Access to water and efficient use in the mining operation.
- Commitment to Human Rights.
- Care and conservation of biodiversity.

At Cerrejón, we take care of water because we recognize its importance, particularly in a department as dry as La Guajira. We work daily to minimize its use as well as develop actions that contribute to protecting rivers and streams and facilitating access to this resource for neighboring communities.

In 2022, the flow of the Ranchería River doubled, on average, as it passed through Cerrejón, increasing from 12 m3/s at the entrance to 24 m3/s at the outlet.

This result was achieved considering factors such as the La Niña phenomenon as well as the conservation efforts of the basins and micro-basins of the Tabaco, Bruno, Cerrejón, and Aguas Blancas streams, which feed the river flow, and the collection and channeling of fresh water. This water is separated from the mining areas and returned in its entirety to the rivers and streams, in compliance with Colombian regulations.

IDEAM (Instituto de Hidrología, Meteorología y Estudios Ambientales, in Spanish), a Governamental entity, monitors these results with three stations that measure the amount of river flow before, during, and after operations. In addition, a surface water quality monitoring system is in operation, comprised of more than 28 stations located at different sites. Their results are validated by an IDEAM accredited laboratory. To improve analysis in real time, Cerrejón has a system made up of 34 sensors, that monitor the quantity and quality of water.

Rainwater discharge and coal seams (mine water) provide 93% of the water utilized in the development of our operations, primarily for dust control. This water is not suitable for human or animal consumption or agricultural use. The remaining 7%, collected from the Ranchería or its aquifer, was used for worker consumption and distribution to nearby communities. In Puerto Bolívar, 100% of the water used comes from the sea.

As a result of these measures, 100% of the water that was discharged into rivers and streams met the standards established for discharges into bodies of surface water (Resolution 631 of 2015) and marine water (Resolution 883 of 2018).

Water withdrawal by source (megaliters MI)			
Fountain	Other waters expressed in megaliters (total dissolved solids ≥1,000mg/L)	Water amount sweet voiced in megaliters (total solids dissolved ≤1,000 mg/L)	Total
Shallow Waters, including river water	14,942	1,245	16,187
Underground Waters	52	437	490
Marine waters	910	0	910
Total hi-gh-quality water	————	1,297	————
Total low-quality water	16,289	————	————

## 2022 ACHIEVEMENTS

- We reduced discharges by 20% while fully complying regulations.
- The flow of the Ranchería river doubled, on average, after passing through our operations.
- We increased the online monitoring network with the installation of 20 new sensors.
- We ensured that the water from the Ranchería River maintained its quality after passing through the operation and that it complied, at its outlet, with Colombian regulations.
- We developed a reporting scheme to transmit information on the quality and quantity of water to stakeholders with whom our operations interact.

## 2023 CHALLENGES

- Conclude the maintenance plan for the perimeter drainage network.
- Ensure that the Ranchería river water maintains or improves its quality after passing through the operation.



# AIR QUALITY MANAGEMENT

## Prioritized material issues

- Responsible management of air quality.

One of our priority issues is to adequately manage dust, noise, vibration, and odor emissions that could be generated by the operation. To accomplish this, we have a comprehensive management system, pioneer in Latin America that enables us to monitor air quality and take the necessary actions to prevent exceeding the limits allowed by law for PM10 and PM2.5 emissions.

The system consists of an alert base, which monitors the operation 24 hours a day, 7 days a week (as seen in the photo), and 17 stations located in different locations surrounding the operation. In this manner, the system can alert people about air quality in the area and take the necessary measures to ensure compliance with current regulations. In 2022, all stations complied with Colombian regulations.

To ensure compliance, the system has a fleet of 36 20,000-gallon tankers and 4 10,000-gallon tankers that permanently irrigate the roads with mining water (not suitable for human consumption), combined with a dust suppressor, 34 km of sprinklers to humidify the areas, 1.7 km of nebulizing curtains and a system for compacting and leveling the coal stored in the train cars, which also has a small addition of dust suppressant.

	RESULT 2022 $\mu\text{g}/\text{m}^3$	Maximum permissible limit (Res.2254/2017)
PM10	36	50
PM2.5	15	25

With the installation of two new automatic sensors in the communities of Provincial and Campoalegre and eight additional locations along the railway line in the sectors of Itaka, Ishamana, Uribia, and Cosinas, significant progress has been made in monitoring noise levels.

Two environmental observers from the same community are responsible for assuring compliance with the Provincial monitoring station and communicating the results to the community. In accordance with this, we have an Oversight Committee comprised of 31 individuals from neighboring towns and communities surrounding the mine and Puerto Bolívar who convene frequently to learn about and disseminate our environmental management to their peers. Additionally, we publish weekly articles on our website.



## 2022 ACHIEVEMENTS

- We comply 100% with the air quality regulations for PM10 and PM2.5 (Res. 2254/2017).
- We installed two automatic air quality monitoring equipment in neighboring communities and eight on the railway line to monitor noise levels.
- We updated the meteorology network with seven new pieces of automatic equipment.
- We strengthened monitoring of air quality levels with new technologies.
- We strengthened the monitoring of the environmental base through the implementation of new monitoring standards.
- We integrated monitoring of air quality through online monitoring from the environmental base of the mine, railway and Puerto Bolívar stations.
- The operation was not affected by dust emissions, noise or overpressure levels, as reported to environmental authorities, thanks to measures to contribute to this achievement, including a fully operational environmental base and reliable TARPs. We installed a 3-kilometer fog curtain in the Patilla pit and made huge efforts to control 60 points in three other pits in the operation.

## 2023 GOALS

- Comply with PM10 and PM2.5 air regulations.
- Strengthen monitoring of air and noise quality levels with new technologies.
- Strengthen monitoring on the environmental basis by implementing new control standards.
- Integrate monitoring of air quality through online monitoring from the environmental monitoring base of the mine, the railway line and Puerto Bolívar.



# BIODIVERSITY AND LANDSCAPE

## Prioritized material issues

- Care and conservation of biodiversity.
- Access to water and efficient use in the mining operation.
- Relations with the community and contribution to the improvement of their quality of life.
- Soil management and land rehabilitation
- Closing and delivery of operations

As a pioneer company in Colombia, we have rehabilitated land in areas where open-pit mining was previously carried out since the beginning of the operation. To date, we have successfully restored 4,854 hectares of land with the planting of 2.9 million native dry forest trees. In 2022 alone, 256 hectares were rehabilitated and, in addition, we restored 681 hectares in areas surrounding the mine, where we carry out environmental compensation activities. Last year we planted more than 581,000 trees.

Four community associations were responsible for sowings the tress by hand: ALCEBA, AGUAPACEBA, Awavichor and Provincial and two Guajiro companies: Biorecuperar and Sucre. Last year, they produced and planted over 400,000 trees (68% of all trees planted) of 40 native species. This initiative will result in the formation of the largest network of nurseries in La Guajira, the creation of more than 500 jobs for members of neighboring communities, and the conservation of the region's forest, rivers, and streams thanks to the hard work of these individuals.

Thanks to this project, we won the BIBO 2022 award, in the Positive Nature category, which is organized annually by the newspaper El Espectador under the technical direction of WWF, in partnership with the European Union, and with the support of ISAGEN.

In addition, as part of the management of biodiversity issues, our Fauna Center has reproduced in confinement six needled alligators, which have completed their development and will be released in 2023. The company has contributed to the repopulation of biologically and culturally significant endangered species such as the hicotea, black-necked tortoise, and needle alligator.



We became the first company in La Guajira to upload on various international platforms, such as Wildlife Insights, and nationally, such as the Colombian Biodiversity Information System (SIB), the different biodiversity data of the department registered in a system of over 30 camera traps distributed throughout five municipalities in the region. Thanks to this effort, we have identified more than 600 species of mammals, reptiles, amphibians, insects, fish, and birds in La Guajira.

In the past two years, the more than 197,000 records made in the SIB have served as inputs for 139 scientific publications. Indexed international scientific journals such as the Journal of Ornithology, Journal of Biogeography, Climate Change Ecology, Neotropical Entomology, Global Ecology and Biogeography, or Journal for Nature Conservation are among those that have already used the data generated by the company.

Likewise, the Universidad del Norte of Barranquilla and Cerrejón signed a cooperation agreement to develop activities for the preparation and publication of scientific articles based on data collected and provided by the company.

Finally, we joined the Biodiversity and Development Agreement, La Guajira Connection, that seeks to establish a public-private alliance to generate actions that help connect the Caribbean region of Colombia and the department of La Guajira. Corpoguajira, National Parks, IDEAM, the Humboldt Institute, Invemar, the CNAB of ANDI, and the Mesa Más Guajira signed the agreement on behalf of the nine entities (including Cerrejón).

## 2022 ACHIEVEMENTS

- We planted more than 581,000 tropical dry forest native trees.
- We generated more than 500 local jobs for tree planting and production processes.
- We joined the Biodiversity and Development agreement, La Guajira connection.
- The annual compensation goal of Corpoguajira of Resolution 2748 was completed. A total of 505 ha was restored during 2022, reaching a new subtotal of 1,286 ha.
- We created a network of native tree nurseries operated by the indigenous communities of Provincial.
- More than 80 species of birds were sighted in the Bruno stream during Global Big Day.
- Together with Corpoguajira and Fundación Iguaraya, we released 1,500 hicotea tortoises (Trachemys callirostris) in the Pantano Grande reserve located in the municipality of Dibulla.
- We launched a pioneering tool for carrying out environmental compensation: ONCA, which facilitates the establishment of conservation agreements and their follow-up and monitoring.
- We achieved the signing of the first eight conservation agreements for the creation of the Wuin – Manna biological corridor.

## 2023 CHALLENGES

- Plant 277 hectares of pastures for the land stabilization process.
- Plant 570,000 trees for rehabilitation processes and environmental compensation (270,000 and 300,000 respectively).
- Implementation of an agreement with the Universidad del Norte to facilitate the publication of scientific articles.
- Release nine needle alligators incubated and hatched at the company's Wildlife Center.
- Restore 56 hectares of mangroves in Bahía Hondita with the planting of 18,000 mangrove seedlings.
- Implement environmental compensation actions in 590 hectares.
- Establish 13 conservation agreements to strengthen the conformation of the biological corridor.
- Inaugurate an ecological trail in the Mushaisa – Santa Helena civil society private reserve by members of the Loma Mato community.
- Beginning of the construction of physical works of the theme and cultural park Wuin Manna.
- Telemetry monitoring (remote measurement through a collar) of big cats in the biological corridor.





## CLOSING AND DELIVERY OF OPERATIONS

### Prioritized material issues

- Commitment to Human Rights.
- Relations with the community and contribution to the improvement of their quality of life.

Since the beginning of our operations, Cerrejón has planned to deliver the mining assets and infrastructure to the Colombian government in a responsible manner once the contracts conclude in 2034.

Our strategy for closing and delivering operations allows us to manage any potential impacts before, during, and after their conclusion. The mandatory requirements are reflected in our mining operation contracts, our current Environmental Management Plan, and the National Environmental Licensing Authority-approved Preliminary Closure Plan.

Every year, we conduct an exercise to determine the plan’s evolution and to progressively adapt it to the operation’s development and environmental requirements. Our closure planning takes into consideration the operational, social, environmental, and financial concerns that are established in accordance with the agreement with the State.

## 2022 ACHIEVEMENTS

- We carried out the second completed final closure for a surface sterile deposit area.
- We finished the construction of the water management works in the Patilla external dump, including fall structures, channels and lagoons.
- We developed water quantity and quality models for the Patilla South sector, as well as the hydrogeological model for long-term conditions.
- We developed the conceptual filling model for the Patilla South sector.
- We carry out different tests in the areas under rehabilitation, including pilots for the use of fertilizers, erosion reduction, accelerating succession processes, among others.

## 2023 CHALLENGES

- Carry out the pilot test for the potential implementation of geomorphological designs for final surfaces.
- Implement closure planning corporate standard by updating the closure and delivery of operations plan.
- Develop additional studies for the process of progressive closure of the Patilla pit.
- Initiate socio-environmental impact studies due to the closure.



# 05



Last year, Cerrejón paid USD 917 million in taxes and royalties. This sum was assigned to pay more than USD 518.6 million in income tax, USD 347.4 million in royalties, and more than USD 51 million in other taxes. La Guajira and the six municipalities in the area of influence (Albania, Barrancas, Hatonuevo, Maicao, Manaure, and Uribia) received USD 12.63 million covering, among other things, the pro-development stamp and property tax. USD 7.07 million were paid directly to La Guajira, while USD 5.56 million were paid to neighboring municipalities.

WE ARE

# PROGRESS



# FINANCIAL PERFORMANCE

## Prioritized material issues

- Contribution to the economy of the country and the region.
- Engagement with the community and contribution to improvement of their quality of life.
- Generation of local employment and diversity.
- Ethics and good governance.

One of our primary objectives is to create economic value for our employees, La Guajira, the region, and the country while sustaining a competitive and sustainable operation.

In 2022, we generated a total of USD 5.6 billion in revenue and spent USD 4.7 billion on operation-related expenses, payments to capital providers, governments, and social investment. The economic value generated and distributed yielded a net income of USD 0.9 billion.

The economic value generated corresponds to 99.6% of the sale of our coal in various countries around the globe, and it is allocated as follows: 38.5% to operating expenses, 19.3% to the payment of taxes and royalties to the national and local governments, 3.8% to salaries and benefits of our employees, 37.8% to the payment of capital providers, and 0.6% to social investment.

By paying taxes and royalties, we contribute to the growth and development of the region and the nation. In 2022, we paid Colombia more than USD 518.6 million in income tax, both for the previous year’s earnings and for taxes paid in advance for the following year. Additionally, the company paid nearly USD 347.4 million in royalties and USD 51 million in other taxes, including parafiscal and import duties, among others. La Guajira and the six municipalities within our sphere of influence (Albania, Hatonuevo, Barrancas, Maicao, and Manaure) were compensated USD 12.63 million for concepts such as the pro-development stamp and property tax, and others. USD 7.07 million were paid directly to La Guajira, while USD 5.56 million were paid indirectly to neighboring municipalities.



Direct economic value generated Figures in thousands of USD	
Net sales revenue	5,598,068
Income from financial investment	17,334
Proceeds from sales of assets	1,052
Direct economic value generated	5,616,454

Direct economic value distributed Figures in thousands of USD	
Operating expenses	1,823,299
Salaries and employee benefits	180,012
Payments to providers of capital (dividends and interest on loans)	1,790,125
Payments to the national, regional and municipal governments	917,038
Investments in communities	28,748
Direct economic value distributed	4,739,221



# SUPPLY CHAIN

## Prioritized material issues

- Contribution to the economy of the country and the region.
- Commitment to Human Rights.

In addition to operating responsibly, it is essential for us to incorporate social, ethical, and environmental considerations into our relationships with the local, national, and international suppliers and contractors that comprise our supply chain.

To accomplish this, we adopt Glencore’s Responsible Sourcing standard and conduct a due diligence process to identify and assess risks associated with the supply of products and services, as well as compliance with our policies pertaining primarily to Human Rights, Security, Health, Environment and Communities, Ethics, the Guide for the Prevention of Corruption, and the Self-control and Risk Management System for Money Laundering, Financing of Terrorism and Financing of Proliferation of Weapons of Mass Destruction.

In 2022, we spent more than USD 1.09 billion on purchases and contracts, of which 43% were made to local, regional, and national companies and 57% were made to international companies. Maintenance of mining equipment and infrastructure, support to develop operations in food, surveillance, land, and air transportation, and civil works at the national, regional, and local levels stand out among the required products and services. The international purchases involved the acquisition of fuel, tires, and components for the operation equipment.

CATEGORY	PURCHASES		CONTRACTS		TOTAL	
	USD M	Number of suppliers	USD M	Number of suppliers	USD M	Number of suppliers
La Guajira	1.4	56	46.4	150	47.8	206
Regional <small>(rest of the Atlantic coast)</small>	127.8	184	55.2	118	182.9	302
National	56.0	347	180.6	259	236.7	606
International	609.5	207	14.6	42	624.1	249
TOTAL	794.8	794	296.7	569	1,091.5	1.363





# 06



We are aligned to the Sustainable Development Goals (SDGs), which are a guide that helps companies to identify and manage their impacts and add value to its different interest groups. At Cerrejón, we adhere to the highest national and international standards; therefore, our Report on Sustainability is prepared according to the guidelines of the Global Reporting Initiative (GRI). The indicators used enable the evaluation of three fundamental areas for any organization: the economic, social, and environmental, and demonstrate the organization's contribution to enhancing the conditions, welfare, and growth of the communities in which it operates.

# SDG AND GRI INDICATORS





# SUSTAINABLE DEVELOPMENT GOALS

At Cerrejón we are committed to carrying out our operations in a responsible manner with respect to the environment and the communities, while we generate economic development for our shareholders, La Guajira and the country. This is how our management is aligned to the Sustainable Development Goals (SDGs), which are a guide that helps companies to identify and manage their impacts and add value to its different interest groups.







According to the UN, the Sustainable Development Goals (SDGs) constitute a call to action to end poverty, protect the planet and improve the lives and prospects of people around the world. In 2015, all member states of the United Nations approved 17 Goals as part of the 2030 Agenda for Sustainable Development. The 17 Sustainable Development Goals are:

	Goal 1: End poverty in all its forms everywhere		Goal 9: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation
	Goal 2: Zero hunger		Goal 10: Reduce inequality within and among countries
	Goal 3: Ensure healthy lives and promote well-being for all at all ages		Goal 11: Make cities and human settlements inclusive, safe, resilient and sustainable
	Goal 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all		Goal 12: Ensure sustainable consumption and production patterns
	Goal 5: Achieve gender equality and empower all women and girls		Goal 13: Take urgent action to combat climate change and its impacts
	Goal 6: Ensure availability and sustainable management of water and sanitation for all		Goal 14: Conserve and sustainable use the oceans, seas and marine resources for sustainable development
	Objetivo 7: Garantizar el acceso a una energía asequible, segura, sostenible y moderna		Goal 15: Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss
	Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all		Goal 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels
			Goal 17: Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development







COMPANY’S PROFILE

GRI 102–1 Company’s name	Page 3	
GRI 102–2 Activities, brands, products and services	Page 9	
GRI 102–3 Location of headquarters	Page 3	
GRI 102–4 Location of operations	Pages 3 and 9	
GRI 102–5 Property and legal status	Page 3	
GRI 102–7 Size of organization	Pages 5, 9, 15, 16 and 17	
GRI 102–8 Information on employees and other workers	Pages 5, 15, 16, 17 and 39	
GRI 102–9 Supply chain	Page 32	
GRI 102–10 Important changes in the organization and its supply chain	There have been no important changes during the report period.	
GRI 102–11 Precaution principle or approach	We took as a reference the principle of precaution, avoiding assuming risks that, in case they materialize, could cause irreversible damage to the stakeholders or the environment.	
GRI 102–12 External initiatives	Pages 23, 24 and 39 <a href="https://www.cerrejon.com/en/sustainability/standards-and-human-right">https://www.cerrejon.com/en/sustainability/standards-and-human-right</a>	
GRI 102–13 Affiliations to associations	<a href="https://www.cerrejon.com/en/us/memberships-and-awards">https://www.cerrejon.com/en/us/memberships-and-awards</a>	






STRATEGY

GRI 102–14 Declaration of senior managers, responsible for decision making	Page 4	
GRI 102–15 Main impacts, risks and opportunities	We rank the risks in accordance to the type of impact that its materialization would produce in important aspects for us, such as health, safety, the environment, the communities, economic, and legal topics and Cerrejón’s reputation, which are reflected throughout the report.	

ETHICS & INTEGRITY






GRI 102–16 Conduct values, principles, standards and norms	Page 12 <a href="https://www.cerrejon.com/en/us/ethics-and-corporate-governance">https://www.cerrejon.com/en/us/ethics-and-corporate-governance</a>	
GRI 102 - 17 Mechanisms for ethical counselling and concerns	We have the following complaint channels so that any employee, contractor or third party can have the possibility of anonymously and confidentially report possible deviations to Policies through the following Glencore hotline in Colombia: +57 601-6009605. Web page: <a href="https://glencore.raisingconcerns.org">https://glencore.raisingconcerns.org</a> Email: <a href="mailto:codeofconduct@glencore.com">codeofconduct@glencore.com</a> Cerrejón lines – Ext: 2777 and telephones 605-3502777 and 601-5952777 Cerrejón’s internal mail: <a href="mailto:controlinterno@cerrejon.com">controlinterno@cerrejon.com</a>	


GOVERNANCE




GRI 102–18 Structure of governance	Page 12	
GRI 102 – 19 Delegation of authority	Page 12	
GRI 102-20 Responsibility of the executives on financial, environmental and social issues	Page 12	
GRI 102-21 Consultation to stakeholders regarding financial, environmental and social issues	Pages 8, 13 and 14	
GRI 102-22 Composition of the highest governance body and its committees	Page 12	
GRI 102-23 President of the maximum governance body	Page 12	
GRI 102-24 Nomination and selection of the maximum governance body	Page 12	
GRI 102-26 Duties of the maximum governance body in the selection of goals, values and strategies	Page 12	
GRI 102-28 Performance evaluation of the maximum governance body	Page 12	
GRI 102-29 Identification and management of financial, environmental and social impacts	Page 12	
GRI 102-30 Effectiveness of risk management processes	Page 12	
GRI 102-31 Evaluation of financial, environmental and social issues	Page 12	
GRI 102-32 Role of the highest governance body in sustainability reporting	The Sustainability Report is a corporate project, led by the Reputation and Communications department, built with the contribution of different areas of the organization and approved by the management/directions/vice-presidencies of each topic, as well as the Legal Department and the Presidency of the company and our shareholder, Glencore.	

















STAKEHOLDERS’ PARTICIPATION		
GRI 102–40 Stakeholders’ list	Page 13	
GRI 102–41 Collective negotiation agreements	Page 16	
GRI 102–42 Identification and selection of stakeholders	Page 8	
GRI 102–43 Approach for stakeholders’ participation	Page 8	
GRI 102–44 Mentioned key topics and concerns	Page 8	

REPORTING PRACTICE		
GRI 102–45 Entities included in the consolidated financial statements	Pages 3 and 31	
GRI 102–46 Definition of the contents of the reports and the coverage of the subject matter	Page 8	
GRI 102–47 List of material topics	Page 8	
GRI 102–50 Reporting period	Page 3	
GRI 102–51 Date of the last report	Page 3	
GRI 102 –52 Reporting cycle	Page 3	
GRI 102–53 Contact for questions about the report	Page 3	
GRI 102 –54 Statement on the preparation of the report in accordance with GRI standards.	Page 3	
GRI 102 –55 Index of GRI Index	Pages 35, 36 and 37	
GRI 102–56 External verification	No external verification of the reported indexes was performed during the reporting period.	

HUMAN TALENT MANAGEMENT		
GRI 103–1 to 103–3 Management approach	Pages 15 – 17 and 39	
GRI 102 – 8 Information on employees and other workers	Pages 15 – 17 and 39	
GRI 401–1 New employee hires and personnel rotation	Pages 15 – 17 and 39	

HEALTH & SAFETY		
GRI 102–18 Structure of governance	Page 18	
GRI 403–1 Occupational health and safety management system	Page 14	
GRI 403–2 Hazard identification, risk assessment and incident investigation	Page 14	
GRI 403–3 Occupational health services	Page 14	
GRI 403–4 Employee participation, consultation and communication on occupational health and safety	Page 14	
GRI 403-5 Occupational safety and health training for employees	Page 14	
GRI 403 – 6 Health promotion of employees	Page 14	
GRI 403 – 7 Prevention and mitigation of health and safety impacts on employees, directly related to business relationships.	Page 14	
GRI 403 – 8 Coverage of the occupational health and safety management system	Page 14	
GRI 403 – 9 Work-related injuries	Pages 4 and 18	
GRI 403 – 10 Occupational diseases and illnesses	Page 14	
Own index. Cerrejón in Movement (“Cerrejón en Movimiento”)	Page 14	





COMMUNITIES		
GRI 103–1 al 103–3 Management approach	Page 20	<div> <div>1</div> <div>2</div> <div>4</div> </div>
Own index. Progress on social performance strategy	Page 20	<div> <div>6</div> <div>8</div> </div>
Own index. Social Dialogue	Page 21	<div> <div>1</div> <div>2</div> <div>6</div> <div>8</div> <div>10</div> <div>12</div> <div>16</div> </div>

RESETTLEMENT		
GRI 103–1 to 103–3 Management approach	Page 22	<div> <div>1</div> <div>4</div> <div>6</div> <div>10</div> </div>
Own index. Progress commitments with resettled communities.	Pages 22 and 40	<div> <div>1</div> <div>4</div> <div>6</div> <div>10</div> </div>
Own index. Progress of Third Party Review	Pages 22 and 40	<div> <div>10</div> </div>

HUMAN RIGHTS		
GRI 103–1 to 103–3 Management approach	Pages 23 and 24	<div> <div>5</div> <div>10</div> <div>11</div> <div>12</div> <div>16</div> </div>
GRI 412–1 Operations subject to human rights impact assessments or reviews	Pages 23 and 24	<div> <div>16</div> </div>
GRI 412–2 Employee training on human rights policies or procedures	Page 24	<div> <div>4</div> <div>8</div> <div>10</div> <div>16</div> </div>
GRI 412–3 Important investment agreements and contracts with human rights clauses or subject to human rights assessment.	100% of new contracts include the human rights clause.	<div> <div>8</div> <div>10</div> <div>16</div> </div>
GRI 410–1 Security personnel trained in human rights policies or procedures	Page 24	<div> <div>4</div> <div>8</div> <div>10</div> </div>
wn index - Complaints Office. Number of complaints received, closed and in process	Page 24	<div> <div>10</div> <div>16</div> </div>

WATER IN THE OPERATION		
GRI 103–1 to 103–3 Management approach	Page 26	<div> <div>6</div> <div>12</div> <div>14</div> </div>
GRI 303–2 Management of impacts related to water discharges.	Page 26	<div> <div>6</div> <div>12</div> <div>14</div> </div>
GRI 303–3 Water extraction	Page 26	<div> <div>6</div> </div>
GRI 303–4 Water discharges	Page 26	<div> <div>6</div> </div>

QUALITY OF AIR		
GRI 103–1 to 103–3 Management approach	Page 27	<div> <div>11</div> <div>12</div> <div>13</div> <div>15</div> </div>
GRI 305 – Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions.	Page 27	<div> <div>12</div> <div>13</div> <div>15</div> </div>

BIODIVERSITY		
GRI 103–1 to 103–3 Management approach	Page 28	<div> <div>6</div> <div>13</div> <div>15</div> </div>
GRI 304–1 Operations centers owned, leased or managed located within or adjacent to protected areas or areas of high biodiversity value outside protected areas	Page 28	<div> <div>6</div> <div>13</div> <div>14</div> <div>15</div> </div>
GRI 304–2 Significant impacts on biodiversity due to activities, products, and services	Page 28	<div> <div>6</div> <div>13</div> <div>14</div> <div>15</div> </div>
GRI 304-3 Protected and restored habitats	Page 28	<div> <div>13</div> <div>14</div> <div>15</div> </div>
GRI 304–4 Species on the IUCN Red List and national conservation lists whose habitats are present in areas affected by the operations.	Page 28	<div> <div>13</div> <div>14</div> <div>15</div> </div>
Own index. Land rehabilitation.	Page 28	<div> <div>13</div> <div>15</div> </div>

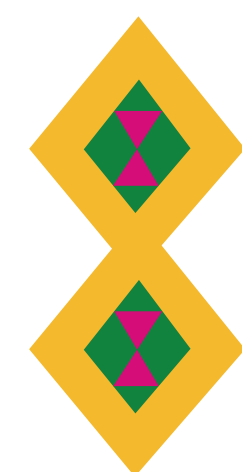
CLOSING AND DELIVERY OF OPERATIONS		
GRI 103–1 to 103–3 Management approach	Page 29	<div> <div>12</div> <div>13</div> </div>
Own index: Advances of rollback plan	Page 29	<div> <div>12</div> <div>13</div> </div>

FINANCIAL PERFORMANCE		
GRI 103–1 to 103–3 Management approach	Page 31	<div> <div>8</div> <div>10</div> <div>11</div> <div>12</div> </div>
GRI 201 – 1 Direct financial value generated and distributed.	Page 31	<div> <div>8</div> <div>10</div> <div>11</div> <div>12</div> </div>

SUPPLY CHAIN		
GRI 103–1 to 103–3 Management approach	Page 32	<div> <div>8</div> <div>10</div> <div>11</div> </div>
GRI 204-1 Proportion of spending on local suppliers.	Page 32	<div> <div>8</div> <div>10</div> <div>11</div> </div>







Cerrejón

**Responsible Mining**

A GLENORE COMPANY





# ANNEX 1.

## HUMAN TALENT

### Employees by type of contract

#### Employees by region according to their employment contract

NUMBER OF EMPLOYEES WITH INDEFINITE TERM AND FIXED TERM EMPLOYMENT CONTRACTS BY REGION			
Region of origin	Undefined	Fixed term	Total
La Guajira	2,541	886	3,427
Rest of the Caribbean region	1,050	294	1,344
Rest of the country	345	37	382
Foreign	2	0	2
Total	3,938	1,217	5,155

#### Employees by gender

NUMBER OF EMPLOYEES WITH INDEFINITE TERM AND FIXED TERM EMPLOYMENT CONTRACTS BY GENDER			
Type of contract	Female	Male	Total
Undefined	351	3,587	3,938
Fixed term	249	968	1,217
Total	600	4,555	5,155

#### EMPLOYEES BY JOB CATEGORY AND AGE

Age	Managers	Managers, Superintendents and Directors	Supervisors and coordinators	Assistants, Analyst and Specialists	Technical staff	Apprentices	Total
Under 30 years	0	0	14	30	179	247	470
30 – 50 years	3	54	201	378	2.622	58	3,316
Over 50 years	5	26	100	143	1,095	0	1,369
Total	8	80	315	551	3,896	305	5,155



# ANNEX 2.

## ASSESSMENT OF LIVELIHOODS

## IN RESETTLED COMMUNITIES

### Tamaquito II

- **People**
  - 94% of the population is Wayuu.
  - Significant advances in access to technical, technological and higher education.
  - Educational lags in relation to life cycles and reduction in levels of vulnerability (in relation to 2010).
  - 93% of families declared post-pandemic food insecurity.

**Community**

- High participation, solidarity and social cohesion.
- 65% of families are dedicated to handicrafts.
- Support through entrepreneurship training, seed capital: delivery of 300 hectares, implementation of collective and individual productive projects.
- Declaration of low economic income because of the pandemic and the lack of an adequate market for the commercialization of their agricultural and artisanal products.

• **Culture**

- Low use of traditional medicines and practice of rituals.
- Families say they miss their place of origin.
- Identification of significant improvements in housing infrastructure, community equipment and public services, highlighting 100% natural gas coverage.

• **Land and resources**

- They have 300 hectares and are recognized as an indigenous reservation.
- They must strengthen their traditional cultural component, community psychosocial work, accompaniment and strengthening of productive projects seeking to improve access to markets and economic income for families.

### Las Casitas

- **People**
  - Afro-Colombian population, Spanish-speaking, predominantly Catholic, demographically they show signs of a transition towards population maturation, characterized by the increase in the elderly population due to the migration of young people in search of jobs and academic opportunities.
  - Lack of spaces or areas for the establishment of new homes.
  - Reduction in vulnerability levels (in relation to 2010).
  - In education, high coverage and age-appropriate levels are identified.

• **Livelihoods**

- Unemployment was at 4.3%, with occupation in activities in the tertiary sector (services) and academics in technical, technological and higher careers.
- Affiliation to the subsidized regime is 81.8%, which denotes a high level of informality.
- 44% of households would have some type of agricultural activity on their property, in general they declare low economic income.

• **Infrastructure**

- Significant improvements in housing, community equipment and 100% coverage of public services are identified.
- Currently, efforts are being made for the installation of domestic gas.
- It is necessary to strengthen the cultural component, work to promote community participation, cohesion, accompaniment and strengthening of productive projects seeking to improve access to markets and economic income for families.



For Chancleta, Patilla and Roche, steps are being taken to carry out the studies during 2023.