



ACTION PLAN 2024 - 2025

CERREJÓN'S THIRD HUMAN RIGHTS RISKS AND IMPACTS ASSESSMENT

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In 2021, Trust Consultores developed the third Human Rights Impact and Risk Assessment, to identify the actual or potential impacts on the Human Rights in our stakeholders, as consequence of our activities and those associated with our supply chain and other business partners.



BACKGROUND



3

Human Rights Risks and Impacts Assessments (HRIA) conducted since 2010



6

Salient issues identified in the last HRIA



19

Sessions to share preliminary findings with already 2.300 people



44

Recomendations made by TRUST and different stakeholders

57 ACTION DEFINED BY CERREJON TO IMPLEMENT 44 RECOMENDATIONS

57 ACTIONS TO IMPLEMENT BETWEEN 2024 AND 2025



**CULTURAL IDENTITY OF
ETHNIC COMMUNITIES**

15 actions



**SECURITY AND HUMAN
RIGHTS**

6 actions



RESETTLEMENTS

8 actions



**RAILROAD COMMUNITIES
SAFETY**

4 actions



ENVIRONMENT

16 actions



**DECENT AND SAFETY
WORK**

8 actions

ACTION PLAN TO ADDRESS SALIENT ISSUES IDENTIFIED

HIGHLIGHTED FACTS	RECOMMENDATION	ACTION DEFINED BY CERREJÓN	COMPLIANCE DATE
CULTURAL IDENTITY OF ETHNIC COMMUNITIES	Prepare an Intangible Heritage Management Plan with the support of experts to articulate programs for cultural preservation, dialogue on indigenous knowledge and mechanisms for intercultural engagement with ethnic communities.	Design un Cultural Heritage Management Plan in accordance with Glencore's Cultural Heritage Management Standard.	2Q-2024
		Implement a Cultural Heritage Management Plan in accordance with the Glencore Cultural Heritage Management Standard in 2024 and 2025.	Permanent execution
	Support an ethnic leadership strengthening plan that respects their social structure and territoriality in order to improve their capacity to participate in local and national processes.	Implement a project to strengthen community organizations and Afro descendant community councils.	1Q-2025
	Continue implementing internal training, coaching and awareness plans on engagement with ethnic communities, strengthening knowledge related to Afro-descendant communities.	Continue cultural and cross-cultural training regarding Wayuu issues in training for new employees according the schedule defined for 2024 and 2025.	Permanent execution
		Continue cultural and cross-cultural training for Social Affairs team regarding Afro-descendant issues in 2024 and 2025.	3Q-2025
	Strengthen due diligence in the identification of intra/inter-community conflicts in order to define culturally appropriate engagement strategies, aimed at recognizing the legitimacy of ancestral authorities, without affecting other community leaderships.	Implement an engagement strategy that recognizes the legitimacy and autonomy of the leaders or authorities with whom engagement is carried out.	Permanent execution
	Define the information routes to address competent authorities in charge of managing community representation conflicts within ethnic communities.	Document and standardize the routes implemented by Cerrejón to manage conflict with communities and its escalation to competent authorities.	3Q-2024

ACTION PLAN TO ADDRESS SALIENT ISSUES IDENTIFIED

HIGHLIGHTED FACTS	RECOMMENDATION	ACTION DEFINED BY CERREJÓN	COMPLIANCE DATE
CULTURAL IDENTITY OF ETHNIC COMMUNITIES	Structure a participatory and appreciative strategy for the creation of conditions for the continuity of the process with Tabaco community, ensuring the participation of institutional actors and other third parties with legitimacy and influence (academia, external experts and verifiers).	Continue the implementation of the plan established for 2024 and 2025 for compliance with Ruling T-329 on the Tabaco community, with the participation of different stakeholders.	Permanent execution
	Promote the strengthening of the differential approach in the process of contracting local employees within Cerrejón and its supply chain.	Implement the employability strategy with a differential approach for the 6 municipalities in the direct area of influence, including resettlements.	Permanent execution
	Incorporate the gender approach in the engagement with ethnic communities in order to strengthen new leaderships as well as women's mediation capacities and the construction of social cohesion.	Identify the community organizations led and represented by women with whom the strengthening project will be developed and implement actions described in the scope of the project to make them visible.	3Q-2024
	Strengthen the cultural and ethnic approach in economic and social initiatives aimed at young people and senior citizens, promoting meeting instances and facilitating dialogue and favoring processes of intergenerational transmission of culture.	Promote in 2024 and 2025 instances and processes for the transmission and preservation of knowledge of ethnic communities according to the actions prioritized within the Intangible Cultural Heritage plan.	2Q-2025
	Expedite the process of implementation of the actions of ruling T-329 of 2017, for the timely reparation of the Tabaco community, the preservation of its identity and the reconstruction of its social fabric.	Continue the implementation of the plan established for 2024 and 2025 for compliance with Ruling T-329 on the Tabaco community, with the participation of different stakeholders.	3Q-2025
	Examine alternatives for night time frequency of rail operation, particularly taking into account the impacts on the values and spiritual practices of the surrounding indigenous communities.	Compile documentary supports of alternatives that have been explored with the operation in recent years, on the night frequency of rail operation.	3Q-2024
	Articulate the Intangible Heritage Management Plan with the Wayuu Normative System Safeguarding Plan (PES).	Implement Tamaquito's Life Project (Proyecto Universo Lúdico) within the framework of the Cultural Heritage Plan during 2024 and 2025.	3Q-2025
		Define and implement the actions that can contribute to the implementation of the safeguarding plan of the Wayuu Regulatory System in 2025.	3Q-2025

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HIGHLIGHTED FACTS	RECOMMENDATION	ACTION DEFINED BY CERREJÓN	COMPLIANCE DATE
SECURITY AND HHRR	Resume the periodic organization of Security and Human Rights Roundtables between the communities and public forces, civil authorities and Cerrejon.	Hold 3 dialogue roundtables per year with communities, civil authorities, law enforcement and other business stakeholders on security and human rights issues.	3Q-2025
	Contribute to the implementation of civic-cultural plans, with the participation of traditional authorities, members of the security forces and civilian authorities.	Hold 3 dialogue roundtables per year with communities, civil authorities, law enforcement and other business stakeholders on security and human rights issues.	3Q-2025
	In dialogue with the Ministry of National Defense, promote the incorporation of Voluntary Principles on Security and Human Rights (VPSHR) in the implementation of the agreements, including the resolution of complaints.	Document the efforts made by the Protection team to include issues related to Voluntary Principles on Security and Human Rights in the agreements with the Public Force.	3Q-2024
	Continue with the socialization programs of Cerrejón's Human Rights Policy to the Public Forces, incorporating the ethnic and gender differential approach.	Include the differential ethnic and gender approach in the content of the training provided by Cerrejón to public forces and provide the training according to the schedule.	2Q-2024
	Incorporate human rights training with an ethnic and gender focus in cooperation with the security forces.	Manage the inclusion of Voluntary Principles on Security and Human Rights (VPSHR), ethnic and gender contents in the training of the forces from the Training Schools of the Ministry of Defense and/or in the training battalions.	1Q-2025
	Take advantage of the meeting instances between Public Forces and communities to promote articulation processes between the police, community action boards, local governments and ancestral and traditional authorities regarding issues that compromise the security of the communities, and the resolution of complaints about the behavior of the security forces, harmonizing the national and Wayuu regulatory systems.	Hold 3 dialogue roundtables per year with communities, civilian authorities, law enforcement and other business actors on security and human rights issues.	3Q-2025

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HIGHLIGHTED FACTS	RECOMMENDATION	ACTION DEFINED BY CERREJÓN	COMPLIANCE DATE
RESETTLEMENTS	Promote the continuity of the livelihood impact assessment of resettled communities (under development in Las Casitas), building trust for the participation of the communities. It is advisable to include in the impact evaluation of the livelihood projects.	Conduct livelihood assessment of resettled communities (Patilla, Chancleta and Las Casitas families).	2Q-2024
	Define an action plan to address the results of the livelihood restoration assessment within resettled communities.	Continue implementation of livelihood restoration plans and adjust according to the results of completed and ongoing assessments.	3Q-2025
	Strengthen the capacities of the consulting team that advises on the execution of livelihood projects.	Document the actions taken to strengthen the capacities of the consulting team that advises on the implementation of livelihood projects in resettled communities.	1Q-2025
	Promote activities for the cultural strengthening of resettled ethnic communities and training of Cerrejón's social teams in the cultural affairs of these communities.	Implementation of the cultural heritage plan established for 2024 and 2025 regarding resettlements.	3Q-2025
		Implement the training plan to the social team for 2024 and 2025 in cultural affairs.	2Q-2025
	Ensure the continuity of processes in the case of personnel changes that may have an impact on the development of the execution of the company's commitments with the resettled communities.	Schedule onboarding meetings between personnel leaving and assuming responsibility due to changes of position.	3Q-2025
	Implement verification mechanisms and ensure traceability of the impacts of livelihood restitution measures adopted within the framework of resettlement action plans, establishing the relevant correctives vis-à-vis the cultural appropriateness of these measures and the actual effects achieved.	Implement a plan to disseminate the measurement of livelihood restoration indicators to the different stakeholders.	1Q-2025
		Review the need to include cultural indicators in the livelihood restoration indicator matrix and adjust and implement if needed.	3Q-2024

ACTION PLAN TO ADDRESS SALIENT ISSUES IDENTIFIED

HIGHLIGHTED FACTS	RECOMMENDATION	ACTION DEFINED BY CERREJÓN	COMPLIANCE DATE
ENVIRONMENT	Strengthen the governance model and the capacities of the Environmental Oversight Committee to permanently verify and disseminate the actions taken by Cerrejón to manage environmental issues: training on technical issues for members, incorporation of specialized personnel and strengthening its presence and performance, especially on the railroad line and Puerto Bolívar.	Implement initiatives identified to increase the participation of community members in environmental studies.	3Q-2025
		Design a plan to strengthen environmental overseers to provide tools for resource management, effective communication, and work incentives, to be replicated in the communities they represent.	4Q-2024
		Implement a plan to strengthen environmental overseers to provide tools for resource management, effective communication, and work incentives, to be replicated in the communities they represent.	3Q-2025
		Disseminate the community participation model currently in place in the monitoring that the company carries out.	4Q-2024
	Prepare or strengthen independent studies on water and air quality, with greater involvement of potentially affected communities.	Identify ways to include community participation in environmental studies.	4Q-2024
		Implement initiatives identified to increase the participation of community members in environmental studies.	3Q-2025
	Analyze and verify with independent third parties the adequacy of the monitoring network for air and water quality and noise generation, in order to establish whether this network should be strengthened.	Analyze the relevance of performing third party validation to measure the adequacy of air quality, water and noise monitoring network in order to establish whether it needs to be strengthened.	4Q-2024
	Review coal dust cleanup programs at the highest exposure points in light of the strategies implemented in Provincial's community to extend the practices to these points.	Continue the implementation of the coal dust cleanup measures in the port already in place, those defined in T-704 ruling and those for Provincial in accordance with the agreement.	3Q-2025
	Improvement of communication to the communities of the environmental management measures implemented by Cerrejón in order to promote greater technical understanding and trust in the results.	Review and adjust the Environmental communications plan.	4Q-2024

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HIGHLIGHTED FACTS	RECOMMENDATION	ACTION DEFINED BY CERREJÓN	COMPLIANCE DATE
ENVIRONMENT	Incorporate the traditional authorities in the Environmental Oversight Committee and disseminate the functions of the Oversight Committee and its composition in the communities for better coordination with this body.	Conduct a comprehensive review of the Environmental Oversight Committee and define measures to strengthen: i) Expand the scope of the EMP pillars (water, air, noise and mangroves), ii) Provide training to the Committee accompanied by a third party expert, and iii) Replicate knowledge in the communities.	4Q-2024
	Develop training processes for participants of the Environmental Oversight Committees, to guarantee the participation of community members, especially in the areas of the railway line and Puerto Bolivar where the Committees have greater difficulties, so that they can carry out effective work in the follow-up of environmental issues.	Conduct a comprehensive review of the Environmental Oversight Committee and define measures to strengthen: i) Expand the scope of the EMP pillars (water, air, noise and mangroves), ii) Provide training to the Committee accompanied by a third party expert, and iii) Replicate knowledge in the communities.	4Q-2024
	Ensure that communities are involved and listened to in socio-environmental studies and the implementation of management measures, by involving them in the collection of information and data, as well as in the socialization of the methods and criteria taken into account to carry them out.	Implent the actions identified to increase the participation of community members in environmental studies.	3Q-2025
	Internally evaluate the causes of eventual delays in the cleaning of railway sidings that, during the rainy season, end up displacing particulate material towards transit and housing areas of the communities, or towards water sources, in order to adjust the processes and avoid these delays.	Continue the implementation of the coal dust cleanup measures in the port already in place, those defined in T-704 ruling and those for Provincial in accordance with the agreement.	Permanent execution
	Identify alliances for housing improvement and training programs on good construction practices.	Identify and manage public-private partnerships to contribute to housing improvement and training on good construction practices.	1Q-2025
		Conduct training for local secretaries of public works and master builders (refresher courses on construction regulations).	30-Aug-25
	Improved communication of specific studies performed on air quality, noise levels and effects of blasting on housing.	Review, adjust and implement the Environmental communication plan.	4Q-2025

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HIGHLIGHTED FACTS	RECOMMENDATION	ACTION DEFINED BY CERREJÓN	COMPLIANCE DATE
RAILROAD COMMUNITIES SAFETY	Create a prevention program, in coordination with authorities, including health, education and road safety authorities, ancestral and traditional authorities and women in the communities, to mitigate social vulnerability factors that affect accident levels on the railroad line.	Implement the actions of the intervention program established for 2024 and 2025 to prevent suicidal behavior in the municipalities of the railroad's area of influence (health intervention).	3Q-2025
		To implement the Safe Behavior prevention program (Education and safety).	Permanent execution
	Strengthen awareness and communication campaigns, to prevent accidents on the railway line, taking into account the following actions: - Verification of the effectiveness of the communication strategy implemented by the company. - Use of channels to disseminate prevention messages. - Review of the adequacy of signage along the railway line. - Periodic follow-up meetings with communities with greater exposure or vulnerability to accidents.	Measuring the effectiveness of the communication strategy on prevention of safe behavior in relation to the railway line in communities.	3Q-2025
		Implement the Safe Behavior prevention program (Education and safety).	Permanent execution

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HIGHLIGHTED FACTS	RECOMMENDATION	ACTION DEFINED BY CERREJÓN	COMPLIANCE DATE
DECENT AND SAFE WORK	Incorporate the human rights due diligence process into corporate decision-making processes that have an impact on labor conditions.	Implement the company's Human Rights Governance system.	Permanent execution
		Conduct training for the Human Resources team on topics related to human rights.	3Q-2024
	Strengthening of mechanisms for specialized analysis of psychosocial risks, incorporating the human rights approach in the early identification and management of situations that may affect workers psychologically and emotionally, within the framework of labor decision-making processes.	Ensure the inclusion of human rights variables in Cerrejón's current methodology for identifying psychosocial risk situations.	4Q-2024
	Promote gender and ethnic equity in the supply chain.	Include Glencore's Supplier Code of Conduct guidelines within the contract minutes.	Permanent execution
	Expansion of the plan for monitoring and verification of supplier and contractor performance (comprehensive audits to follow up on human rights and labor standards, occupational health and safety).	Comply with the comprehensive audit plan established for 2024 and 2025.	Permanent execution
	Strengthening of mechanisms with a differential ethnic approach in local labor contracting processes.	Implement the employability strategy with a differential approach for the 6 municipalities in the direct area of influence, including resettlements.	Permanent execution
	Prepare a protocol for the prevention of harassment and gender-based violence and the development of inclusive work environments.	Implement Glencore's gender-based harassment guidelines and protocol.	Permanent execution
	Strengthen due diligence with a preventive focus on certain decisions specific to Cerrejón's operations (application in decision making that may affect labor, social and environmental aspects) to anticipate possible negative effects on the quality of life of stakeholders or conflicts derived from this type of decision.	Identify steps taken to prevent or mitigate human rights impacts of the operation from 2021 to date.	Permanent execution

CERREJÓN'S THIRD HUMAN RIGHTS RISKS AND IMPACTS ASSESSMENT



To see the complete Third Study of Risks and Impacts on Human Rights, scan the QR code.



To watch the video with a summary of the Third Study of Risks and Impacts on Human Rights, scan the QR code.



Cerrejón

Responsible Mining

A GLENCORE COMPANY