



**Cerrejón**

**Responsible Mining**

A GLENORE COMPANY



**SUSTAINABILITY**  
***REPORT***  
**2023**

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# About this report

We are pleased to present our 2023 Sustainability Report. In this report, we will share, in a transparent manner, our sustainability initiatives, achievements and challenges, demonstrating our commitment to corporate responsibility and long-term shared value responsibility and the creation of long-term shared value. More than 12,500 hearts at Cerrejón contribute to the economic, social, environmental and cultural development of the communities and citizens of La Guajira.

**Guidelines:**

Global Reporting Initiative (GRI) standards, Core (Essential) option.

**Scope:**

The following report shares the management of the companies Carbones del Cerrejón Limited, a 100% private foreign company, incorporated in Anguilla, British West Indies, with a branch established in Colombia; and Cerrejón Zona Norte S.A., a 100% private Colombian corporation, domiciled in Bogota (both hereinafter referred to as Cerrejón).

**Period:** January 1 to December 31, 2023. The last report was made in the same period of the previous year.

**Consolidation:** Reputation and Communications Department.

**Design:** TBWA COLOMBIA.

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# Letter from the President

2023 was a year full of great lessons in which we continued to demonstrate that we are a socially, environmentally and operationally responsible company. This was verified by the Centro Nacional de Consultoría's Corporate Reputation Study, which was carried out in the last months of the year with the involvement of over 3,000 stakeholders and which yielded the highest reputation measuring score in the last seven years.

We are proud to report that, during 2023, we had a social investment of 105 billion pesos and implemented more than 2,000 initiatives, both mandatory and voluntary, that were planned and carried out by the communities themselves. We also consolidated Ruling T-704 as an opportunity for engagement, with the closing of 254 consultation agreements, with the assistance of government entities.

This year we represented Water for La Guajira, with the delivery of 60 million liters of water to 164 communities in our area of influence and the repair of 18 water pumping facilities serving over 2,900 people; this in parallel to the responsible use of this resource in our operation, where we do not use water from the rivers or streams for mining activities.

Regarding environmental matters, it is noteworthy that in 2023 we presented the findings of the study conducted by the EAN University, "Territorial Transformations and Mining", which demonstrates the positive effects of our conserved areas and validates the success of the efforts carried out since the start of our operation, by implementing a pioneering land rehabilitation program, where we previously conducted mining. Today, the process is carried out hand in hand with the neighboring communities, strengthening their productive capacities and generating income for these communities.

In 2023, the biggest challenge was the 242 blockades that interrupted our production and export activities, many of them which had nothing to do with our operations. To respond to these situations, we set up a special assistance team and set up four Community Encounter Points (PECCs) in strategic areas of the department, with the presence of local and national authorities, in order to prevent and manage interruptions. Despite the

blockades, we produced 22 million tons of coal, a figure that translated into 10.5 billion pesos generated in taxes and royalties to the Colombian state and the people of Guajira.

The health and safety of our workers continued to be our priority. Unfortunately, we regret the passing of our colleague Freddy Coronel, an employee of a contractor company. His passing inspires us to continue fostering a culture of care based on our SAFEWORK model, where the primary goal is to look out for ourselves and everyone we work with.

Throughout the year, we worked with our unions on two important processes to ensure our employees' wellbeing and the sustainability of Cerrejón: the construction and implementation of the new work shift and the collective bargaining. Both were carried out through a respectful and constructive dialogue with excellent results.

In 2024 we face new challenges, but we will continue to be a team that strives to support the nation's development, enabling us to become a globally exemplary and fulfilling operation, complying with the highest standards in safety, health, environment, and business ethics. I invite you to continue to read these pages to learn more about a responsible company, that is a benchmark in the world market for the production of materials necessary for daily life.

**Claudia Bejarano**  
President of Cerrejón





# Results - 2023



## Integrity

- ◆ We paid **10.6 trillion pesos in taxes and royalties to the country, 54.0 billion pesos** of which were delivered to La Guajira and municipalities in our area of influence.
- ◆ We created productive linkages through suppliers and contractors from Guajira for **262,000 million pesos.**
- ◆ We made social investments of **105,000 million pesos**, in voluntary and mandatory projects.
- ◆ We delivered **60 million liters of water** to 164 communities in La Guajira with the “Water Train”.
- ◆ **254 consultation agreements** were closed formally in compliance with the sentence T-704.



## Accountability

- ◆ **The Rancheria River increased its water flow by 32.5%** in its passage through Cerrejón, thanks to conservation actions in the areas located within the company.
- ◆ **395 billion pesos** were earmarked for environmental investments.
- ◆ Thanks to the implementation of a **water-saving and efficient water usage plan**, 92% of the water used for operations does not originate from aquifers, rivers, or streams.
- ◆ We planted **500,000 tropical dry forest trees** in our rehabilitated and conserved areas.
- ◆ We reached **200 hectares** of rehabilitated areas.
- ◆ We achieved **100% compliance** with air quality regulations at the air quality stations.
- ◆ We put in place **7 conservation agreements** for the creation of the Wüin-Manna biological corridor.
- ◆ We discovered **a new plant for science** in areas protected by the company: Helietta hirsute.



## Entrepreneurship spirit

- ◆ We have more than **12,500 employees** in direct employees and contractors. 58% are natives of La Guajira, 12% of our direct employees are women
- ◆ We provide technical training in the transportation of material in mining trucks, electromechanics and logistics integration to **more than 238 young people**, including 122 women.
- ◆ Claudia Bejarano, Cerrejón's president, and Marilsa Ortiz, a truck operator from the Wayuu ethnic group, received **the Huellas 2023 Award**, awarded by the Colombian Mining Association, for their leadership and commitment to female empowerment within the company and the region.
- ◆ We started **the implementation of a new work shift** that allows us to contribute to the health and safety of our workers, while increasing our productivity..



# Objectives - 2024

Achieve our **production targets and financial indexes**, ensuring our sustainability.

Continue to implement **Glencore's safety culture** under the SAFEWORK approach.

Develop **the action plan established** for the strengthening of the organizational culture

Keep reshaping the Whjin-Manna ecological corridor by **planting more than 400,000 native trees** and forming new conservation agreements, all with the help of nearby communities.

Continue implementing **conservation actions to protect rivers and streams** and the Guajiran biodiversity.

**Execute our social investment proposal** through projects and social initiatives identified, designed and implemented by the neighboring communities and ensure compliance with the consultative processes.





# Performance table

Tons produced (in millions MT)

2019	2020	2021	2022	2023
25,8	12,4	23,4	19,7	22,0

Royalty payments (in millions of USD)

2019	2020	2021	2022	2023
73	56	100	347	483

Payments to La Guajira and municipalities (in millions of USD)

2019	2020	2021	2022	2023
11	9	11	13	12

Recordable Injury Frequency Rate

2019	2020	2021	2022	2023
0,58	0,90	0,69	0,93	1.21

Calculated based on 1000 hours of exposure

Fatalities

2019	2020	2021	2022	2023
0	0	0	1	1

Industrial water used in operations

2019	2020	2021	2022	2023
89%	85%	89%	93%	92%

Planted trees

2019	2020	2021	2022	2023
227.075	63.400	266.000	581.000	530.000

Compliance with air quality regulations

2019	2020	2021	2022	2023
100%	100%	100%	100%	100%

Environmental investment (in millions of USD)

2019	2020	2021	2022	2023
79	43	80	88	92

Social investment (in millions of USD)

2019	2020	2021	2022	2023
4	4	6	29	24

\*Includes administrative expenses

Water delivered to communities (in millions of liters)

2019	2020	2021	2022	2023
26	29	38	42	60

Signature of T-704 sentencing consultation agreements

2019	2020	2021	2022	2023
0	0	198	103	48

\*Includes administrative expenses

Total direct employees and contractors

	2019	2020	2021	2022	2023
Direct	5.896	5.201	4.889	5.155	5.510
Contractors	5.166	3.319	6.199	6.982	7.029
Total	11.062	8.520	11.088	12.137	12.539



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# Contribution to Sustainable Development Goals based on our material issues

Our management is aligned with the Sustainable Development Goals (SDGs). We work to accomplish the globally set goals and, in doing so, end poverty, preserve the environment, and guarantee prosperity for all, considering concerns that are pertinent to the organization and its various stakeholders.

Our Steering Committee, staff, contractors, community members, unions, suppliers, journalists, opinion leaders, authorities, unions, suppliers, guilds, and academic representatives carry out a materiality exercise every two years that identifies the most important issues pertaining to our management of the economy, operations, social issues, and the environment. This gives us a crucial tool for clearly and simply communicating our effort, the outcomes we've achieved, and the obstacles we still need to face.

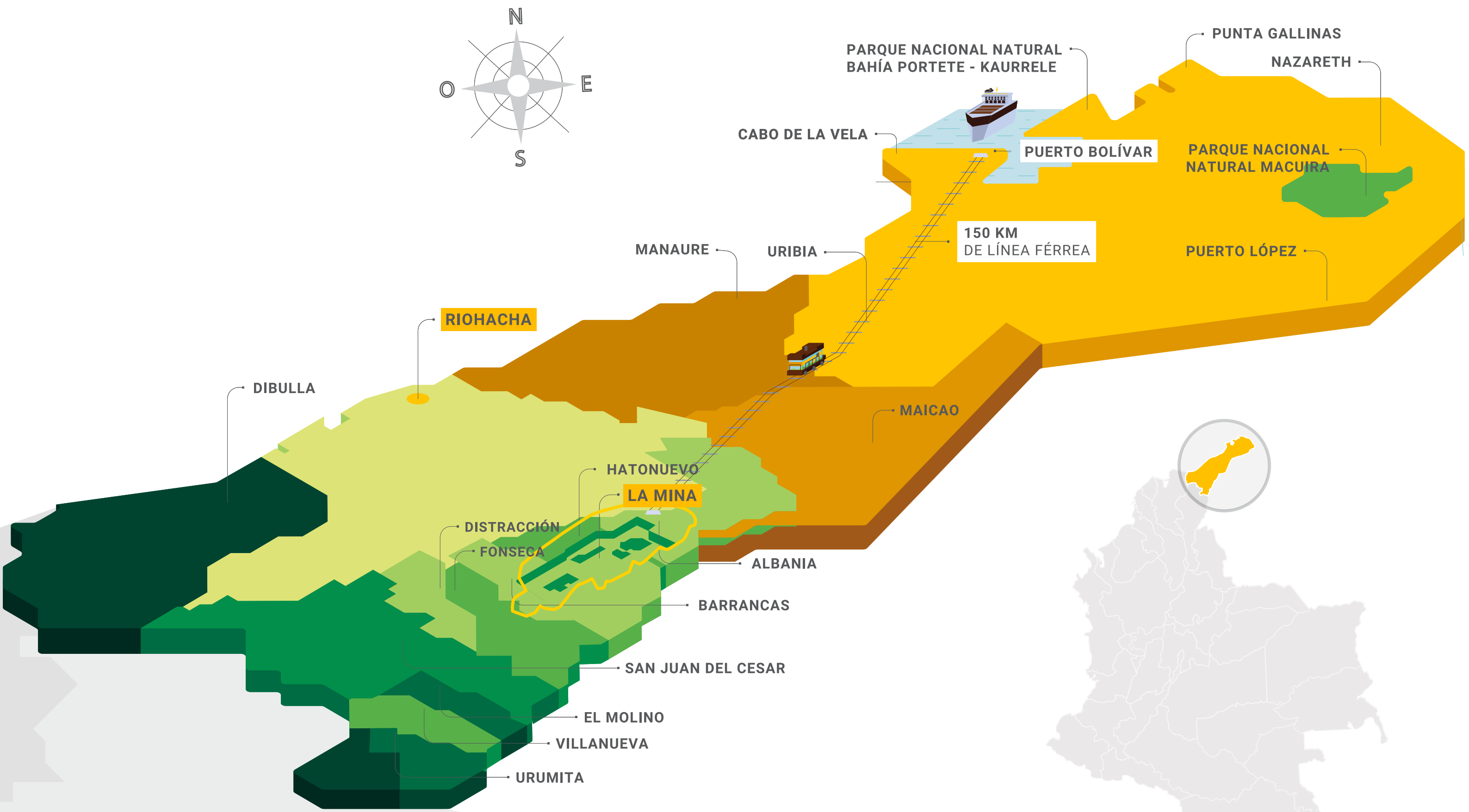
These include the generation of local employment and diversity, the relationship with the community and the contribution to the improvement of the environment and of their quality of life, access to water and its efficient use in the mining operation, contribution to the economy of the country and the region, among others. In addition, based on the exercise carried out, we were able to identify some material issues that will need to be managed in greater depth in the coming years, such as waste management, operational and economic performance, and labor welfare.

## The priority material issues identified are:

We are a team	Occupational health and safety	Promote healthy lifestyles and the application of safe behaviors in the development of daily tasks and the implementation of controls and steps to maintain our high operational standards.	   
	Labor welfare	To be a quality employer that promotes fairness, fosters professional development, ensures compliance with the rights of its employees and generates benefits for them and their families.	      
	Generation of local employment and diversity	Promote the generation of employment in the municipalities neighboring our operation in a diverse and equitable environment.	    
We are "La Guajira"	Engagement with the community and contribution to the improvement of their quality of life.	We engage directly with our stakeholders, encourage dialogue, and treat them fairly and respectfully as dictated by our values of integrity and transparency.	      
	Commitment to Human Rights	Promote respect for human rights throughout our operations.	        
We are nature	Access to water an efficient use at the mining operation	Develop actions to guarantee the efficient use of water in the operation, contribute to the protection of ecosystems, and implement water 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 with the aim of contributing to the preservation and sustainability of biodiversity and ecosystems.	      
	Responsible management of air quality	Comply with air quality regulations and go beyond them to monitor and manage emissions	    
	Responsible soil management and land rehabilitation	Rehabilitate the areas where mining activities were previously carried out and leave them in equal or better conditions.	      
	Handling of residues	Manage the company's waste with adequate routes for its management, by controlling them until their final disposal.	  
We are progress	Operational and financial performance	Create economical value and social development for our employees, La Guajira, the region and the country.	    
	Contribution to the economy of the country and the region	To contribute, with our operations, to the national and regional economy through the generation of employment, taxes, royalties and social and environmental investment.	       



# La Guajira



## Cerrejón at a glance

### About us

Cerrejón is one of the world's largest open-pit coal export mining operations with more than 12,500 direct and contractor employees, of which more than 58% being La Guajira natives. We have an integrated operation of extraction, rail transportation and export from Puerto Bolívar. We have six pits in operation in which we have more than 450 pieces of mining equipment, including trucks, shovels, tankers and auxiliary equipment.

Our organization is dedicated to La Guajira's and the nation's advancement and growth. For this reason, we are dedicated to upholding the human rights of all parties involved, in addition to our dedication to the social, environmental, and economic components and respect for the environment. Our daily goal is to be a globally recognized benchmark firm that produces and exports coal at the highest possible level while upholding the strictest standards of environmental, health, and business ethics.

### We are a Glencore company

One of the world's largest diversified natural resource companies.

Glencore is committed to supporting everyday life by providing the products needed to develop, maintain and improve the world around us.

Colombia



# Glencore at a glance

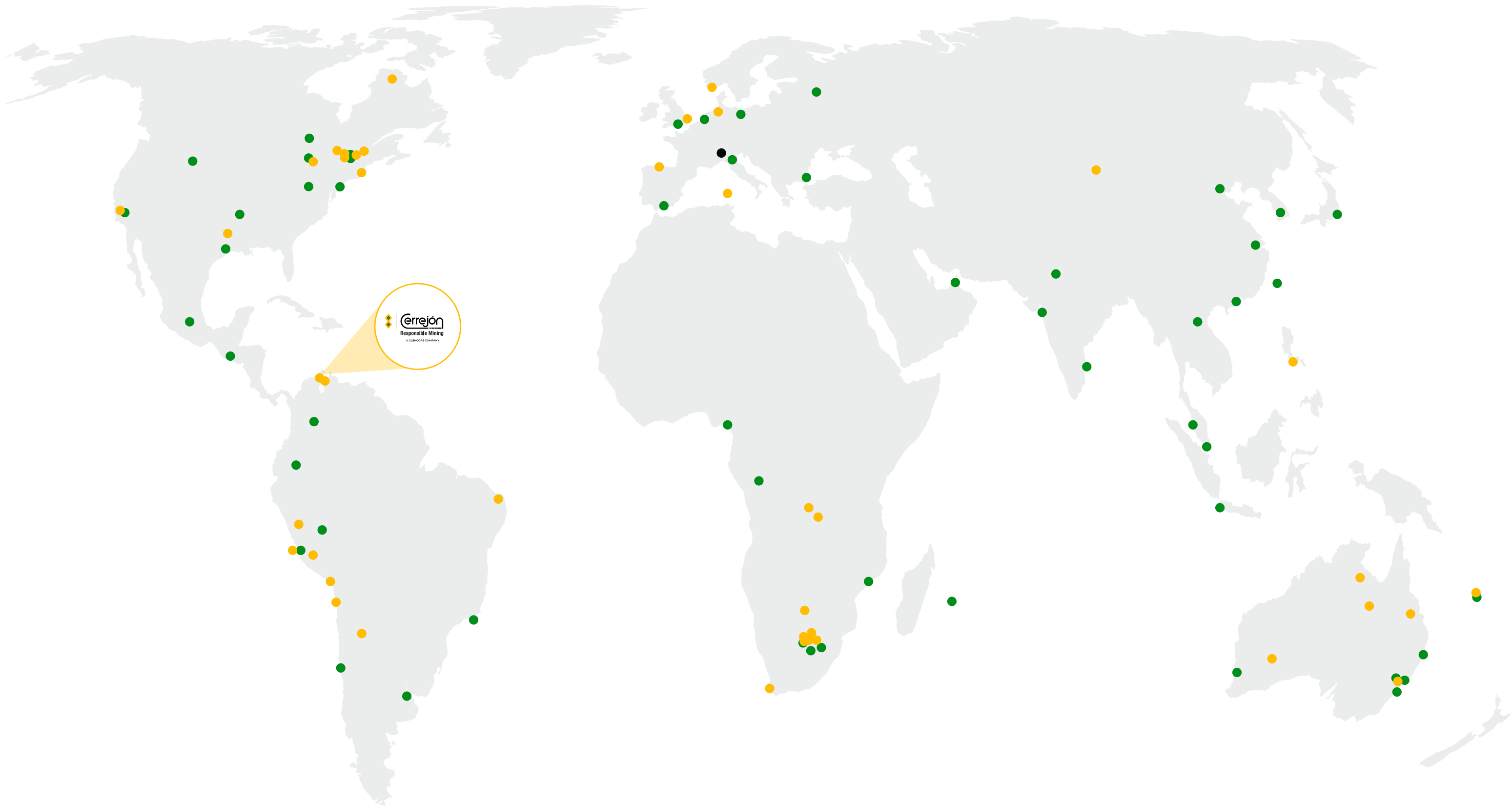
## Business segment:

### Industrial:

We cover the metals and energy markets, and we produce multiple commodities from more than 60 assets.

### Marketing:

We responsibly supply products from where they are plentiful to where they are needed.



- Head office
- Office
- Industrial asset

MORE THAN **140.000** EMPLOYEES  
between direct and contractor's employees

**35** COUNTRIES

MORE THAN **50** OFFICES

## Glencore's Values:



### Safety

We never compromise on safety. We look out for each other and if the job is not safe, we stop it.



### Integrity

We have the courage to do the right thing, even if it is difficult. We keep our word, and we treat each other fairly and respectfully.



### Accountability

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



### Transparency

We are honest and direct when we communicate. We strive to improve by sharing information and encouraging dialogue and constructive feedback.



### Simplicity

We work efficiently and focus on what is important. We avoid unnecessary complexity and seek simple and pragmatic solutions.



### Entrepreneurial spirit

We encourage new ideas and adapt quickly to change. We are always looking for new opportunities to create value, as well as new ways to work better and safer.

# 01

**WE ARE CERREJÓN**

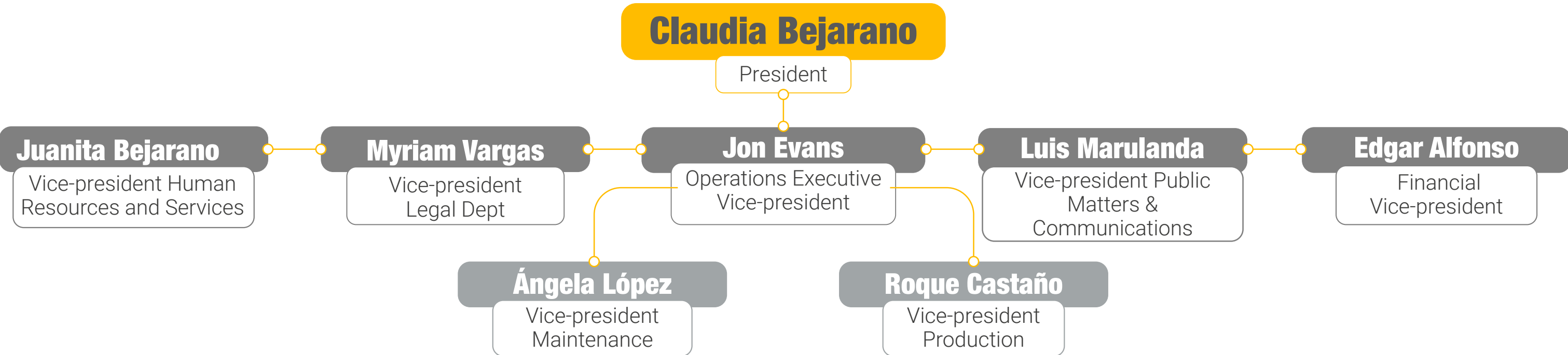




# Corporate governance, ethics and compliance

At Cerrejón, decision making related to our corporate policies and the strategic direction of our mining activity is in the hands of the corporate bodies: shareholders, board of directors and the legal representative.

We have a steering committee that performs an advisory and consultative role, led by the president and made up of vice presidents from different areas, 50% of which are women, reflecting our commitment to diversity, equality and inclusion in the organization's strategic leadership.



Our values guide the way we manage our entire business and are the path to working for the company's sustainability. Our actions are based on a culture that prioritizes ethics and, to this end, we have developed Policies and Procedures with guidelines on Human Rights, equal opportunity, information governance, conflict of interest management, and others.

Our Code of Conduct guarantees that we perform our work in a responsible, ethical, and lawful manner by directing our direct employees and contractors toward the values and principles to take into account when making decisions. We also conduct due diligence procedures in a responsible, ethical, and legal manner to guarantee that they are followed and appropriately implemented. These include the Business Transparency and Ethics Program (PTEE) and the Integral Self-Control and Risk Management System for Money Laundering, Financing of Terrorism, and Financing of the Proliferation of Weapons of Mass Destruction (SAGRILIFT).

In order to supplement these instruments, the Ethics Hotline (Denuncie - Raising Concerns) has been established. This is an impartial and trustworthy channel that allows anyone to submit an anonymous complaint about unethical or inconsistent activity. These complaints are looked into with strict confidentiality guidelines and an assurance that complainants won't face any reprisals or legal action.

As a company, we are aware that risk is inherent to our business, and the identification and management of this risk is fundamental to our business and to the achievement of our goals. Therefore, risk management needs to be a part of everyday operations for every employee of Cerrejón and its contractors.

## ACHIEVEMENTS

- ◆ We had no incidents of corruption or bribery in our operations.
- ◆ There were no regulatory non-compliances related to PTEE or SAGRILIFT that would have resulted in fines or sanctions.
- ◆ We conducted the annual comprehensive assessment of the 32 significant risks that are part of Cerrejón's risk register.
- ◆ We reviewed and managed 34 reports received in our Ethics Line.
- ◆ We updated the PTEE and SAGRILIFT in compliance with the current regulations issued by the Superintendence of Companies of Colombia.
- ◆ We managed 2,096 due diligence requests, of which 60% corresponded to suppliers.
- ◆ 1,003 management and trusted employees received training on the Code of Conduct and key compliance policies.
- ◆ We increased the number of employees trained in SAGRILIFT and PTEE by 57% compared to 2022, targeting 628 employees, selected with a risk-based approach.
- ◆ We trained 740 people linked to 492 counterparts in our SAGRILIFT and PTEE.
- ◆ We trained 120 employees on assistance and relations with public officials.

## FOCUS AREAS 2024

- ◆ Enhance our Compliance Program to strengthen the culture of integrity and business ethics.
- ◆ Update all of the conflicts of interest to all employees of the organization.





# Engagement with stakeholders

We are an open-door company. We engage directly, encourage dialogue, and treat our stakeholders fairly and respectfully as dictated by our values of integrity and transparency.

The following groups are acknowledged as stakeholders: employees and contractors; traditional governmental and regulatory bodies; non-governmental organizations; unions; trade associations; opinion leaders; civil society; and the media, to mention a few.

We maintain a permanent engagement through various channels, some of them adapted to the native language of the communities (Wayuunaiki), which allows us to maintain a respectful dialogue according to the uses and customs of the identified groups. Face-to-face interactions, forums, educational events, tours of the facility, sociability, and the distribution of communication materials are a few of these channels.

Furthermore, 3,078 individuals took part in the Centro Nacional de Consultoría (CNC) poll on corporate reputation throughout the year. This gave us the opportunity to find out how various audiences saw our performance, trustworthiness, legitimacy, and reputation, among other things. It also helped us to collect concerns and recommendations for steps to fill any gaps that remained. With communities and employees playing a major role, the study produced Cerrejón's greatest reputation index in the previous seven years.

Similarly, in 2023, we organized Mining for La Guajira and Colombia as part of the socialization of our 2022 Sustainability Report. This was a space for introspection and analysis where a variety of stakeholders, including staff members, vendors, local governments, academic institutions, and the public, discussed the difficulties and advancements in our management. Four panels featuring the following participants were held during the event: Salvador González, the traditional authority of El Milagro community; Luis Baquero, manager of the ANDI Más para La Guajira Roundtable; Mónica Correa, director of Planning and Institutional Effectiveness at Universidad del Rosario; and Iván Soto, mayor of Barrancas.

We enjoy showcasing our responsible mining practices, so in 2023, we hosted visits from community members, educational institutions, local and federal government officials, opinion leaders, and academics. These guests included the Ministers of Mines and Energy, Irene Velez, and Labor, Gloria Ramírez; a World Bank delegation; national and international journalists; and students from the University of Medellín, La Guajira, and SENA.



## FOCUS AREAS 2024

- ◆ Maintain an open door to our stakeholders.
- ◆ Continue to strengthen participation in academic and cultural events at the local and national level.

## ACHIEVEMENTS

- ◆ We strengthened our relationship with local governmental entities, academia, local and national media and trade associations, through the generation of meetings and participation in strategic instances.
- ◆ We enabled four spaces for dialogue called Community Meeting Points, in which members of communities, government agencies and company representatives participated, with the objective of strengthening our relationships and dialogue channels for the resolution of conflicts or the search for solutions to social problems in the Department.
- ◆ We held two editions of the Jóvenes Talentos Cerrejón soccer tournament, in which 540 young people participated, which allowed us to get closer to and engage with the communities in which we operate.
- ◆ We held the 20th version of the Cerrejón Journalism Award, with the participation of more than 40 local journalists and the presence of national communicators Yamit Palacio and Ruby Rubio, who were able to share their experiences in journalism.
- ◆ We completed 690 outreach visits in which social analysts visited communities in the area of influence to share strategic information about the company.

# Awards and recognitions

During 2023 we obtained several awards and recognitions

We received a number of honors and recognitions in 2023: At Cerrejón, we strive to be a business that treats its workers, the environment, and the communities in which it operates in an open and accountable manner. We continuously take part in various rankings and prizes that validate our excellent work and let us compare ourselves to other private sector businesses to become more sustainable and competitive.

1

## Consejo Colombiano de Seguridad:

Honoris Award in Occupational Health and Safety and Environmental Protection (SSTA), in the Innovation category.

2

## Responsibility Framework ESG Colombia 2022:

Mining company with best corporate responsibility and corporate governance in the country.

3

## LinkedIn Top Companies 2023:

25 companies in the country that that promote professional growth, development and progress of their employees, according to information generated by this social network.

4

## Forbes Magazine:

Recognizes Claudia Bejarano as one of the most powerful women in Colombia, for the second consecutive year.

5

## Talent Framework:

First place in the ranking of the mining sector and we continue to be in the top 100 companies.

6

## Private Social Investment Index:

One of the 30 companies with the largest private social investment in Colombia.

7

## El Women Economic Forum Colombia (WEF)

Recognizes Claudia Bejarano as one of the five "Women of the Decade".

8

## Compass Mining Ranking:

Mining company with the best reputation for the ninth consecutive year.

9

## Universidad del Norte:

Claudia Bejarano received the Medal of Honor for Entrepreneurial Merit.

10

## Colombian Mining Association:

Claudia Bejarano, president of Cerrejón, and Marilsa Ortiz, company's truck operator, received the HuEllas 2023 award.

11

## Company and Leaders Framework

One of the companies with the best reputation in Colombia and the first company in the mining sector for the sixteenth year in a row, and our President one of the 100 leaders with the best corporate reputation in the country.

12

## Best Practices in a Company 2023 by the Ministry of Labor:

Recognition for being the first and only mining company in Colombia to start up its own Vocational Unit of Learning (UVAE).

13

## Women Economic Forum 2023

Awarded the Young Innovator for a Better World to Ailin Acosta Pushaina, coordinator of the community nursery, a program led by Cerrejón.



## Study case: Meeting Instances with Communities

In 2023 alone, Cerrejón experienced 242 blockades, many of which were caused by reasons unrelated to our operation and related to social problems present in the department.

Given the circumstances, we are looking for solutions to this social issue, which has an impact on the delivery of drinking water to the 164 nearby communities that benefit from the Water Train initiative, as well as the transfer of coal to Puerto Bolívar and other necessary supplies for our operation. To strengthen the relationship between the various internal, national, and departmental actors and to anticipate solutions and responses to the challenges of the communities in order to prevent operational blockages, Community Meeting Points (PECC) were developed. These are spaces for dialogue held at strategic locations in the area of influence.

More than 740 people attended the four meetings that marked the start of the initiative in 2023. Participants included members of the community, Cerrejón representatives, representatives of the Ombudsman's Office, the Mayor's Office, the Uribea Municipal Attorney, the Governor's Office of La Guajira, and the Ministry of the Interior.

"This discussion, or 'yootüpülee' in our language, is important because it enables us to develop new tactics and instruments. I would want to convey to all the authorities and leaders that they should respond to these calls since they enable us to collaborate and organize working groups with other entities". Eduardo Luis González, a resident of the neighborhood that borders Sawachimana neighborhood

In 2024, eight meetings are anticipated. They are all seeking communication and a long-lasting engagement with our stakeholders.



A group of four professionals, two men and two women, are standing outdoors in a sunny, industrial or construction setting. They are all wearing safety glasses and hard hats. The man on the far left wears a blue hard hat and a green safety vest over a yellow shirt. The woman next to him wears a white hard hat and a yellow safety vest. The man next to her wears a blue hard hat and a yellow safety vest. The woman on the far right wears a white hard hat and a yellow safety vest. They are all smiling and have their hands stacked together in a team gesture. The background features palm trees, a clear blue sky, and some industrial buildings. A large, semi-transparent teal shape is overlaid on the left side of the image, containing the text '02' and 'WE ARE A TEAM'.

# 02

**WE ARE A TEAM**



# Talent management

We are a top-notch employer that supports an environment that respects human rights, allows for professional and personal growth, and gives access to excellent benefits that have a positive influence on the lives of our employees and their families. Our most valuable resource is the more than 12,500 individuals that make our operations possible. Together we generate value for La Guajira and the country through safe and healthy practices with neighboring communities and the environment.



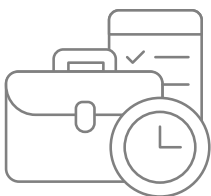
We work every day to develop leaders who take on present and future challenges and promote strategies that balance the work/life, while doing our utmost to maintain a conflict-free work environment. We also seek to develop a disciplined, confident workforce motivated to achieve our goals, ensure a controlled work environment for our contractors, and establish relationships with our unions based on trust and confidence.



We ended 2023 with 12,539 direct and contractor employees. Of these, 58% are from La Guajira and, if we add the contracted personnel from the Caribbean region, the numbers rises to 90% native employees. Of the 5,510 direct employees at the end of 2023, 66% are from the department, and 12% are females. In this regard, it is worth noting that 50% of our management committee was made up of women.



We received the “Good Training Practices in the Company 2023” awarded by the Ministry of Labor, for being the first and only mining company in Colombia that has implemented its own in-company Vocational Learning Unit (UVAE), which reduces the risk of accidents by training personnel to work in confined or limited access spaces and work at heights.



In addition, together with the Sintracarbón and Sintramantop unions, we achieved the implementation of a new work shift, which has a 1:1 ratio, i.e., one rest day for each day of work. With this new cycle we seek to, among other things, contribute to the health and safety of our workers, increase productivity and thus contribute to the sustainability of the company. We began its implementation in November 2023.

## Relationship with trade union organizations

We focus on having a transparent relationship that promotes two-way participation with our unions, always based on respectful and constructive and respectful dialogue. We have favored direct communication in the different commissions established within the Collective Bargaining Agreements and joint worktables, focused on solving relevant relationship issues.

We have favored direct communication in the different commissions established within the Collective Bargaining Agreements and joint worktables, focused on the solution of relevant relationship problems, as was the case in the co-creation table of the new work shift.

We complied 100% with the commitments acquired in the Collective Bargaining Agreements with the Sintracarbón and Sintracerrejón unions.





**ACHIEVEMENTS**

- ◆ We conducted the organizational culture study and initiated the implementation of the action plan to continue to leverage the company's strategic goals.
- ◆ We developed a wellness and outreach program that impacted over 9,000 individuals, including employees and their families. This helped us foster a sense of community and togetherness as well as a sense of commitment to the company.
- ◆ We completed phase II of the Leadership School, with the training of 370 leaders in coordination and supervisory roles, and we evaluated 32 emerging talents.
- ◆ We began implementing the new work shift in a gradual and progressive manner.
- ◆ We updated the Harassment Prevention protocol in order to align it with Glencore's anti-harassment and discipline standards.
- ◆ We conducted 12 audits of contractors to monitor compliance with standards and regulations.
- ◆ We developed a strategy to productively reincorporate employees with health limitations.

**Training**

We train and build capacity to ensure that our people have sufficient skills to perform their work safely.

Accordingly, we began the Dual Training Program in logistics operations integration with 25 apprentices from the Media Luna community in agreement with SENA. Through this effort, we hope to provide students with the chance to do internships concurrently in several sectors of the Puerto Bolivar operations, thereby opening doors to both academic training and professional life. This is the first ensemble comprised entirely of Wayuu youth within our area of influence.

During this period, we provided 458,783,090 hours of training to 5,320 direct employees, which represents approximately 86 hours per year per employee. In addition, 140,369,040 hours of health and safety training were provided to 9,241 employees of contractor companies.

We opened four field training centers for more than 1,000 workers and contractors. With virtual training and other face-to-face events, we ensured the competencies of the people who perform tasks in the field, and we reduced travel times.

In 2023, we maintained our commitment to the professional development of young people in our area of influence, opening doors to new opportunities to more than 238 young people, 122 of whom are females, to train them technically in transportation of material in mining trucks, electromechanics and integration of logistics operations.

**FOCUS AREAS 2024**

- ◆ Develop the action plan established to strengthen the organizational culture.
- ◆ Achieve the Gold Seal in the Gender Equality Management System, Equipares.
- ◆ Socialize the agreements reached with the union organizations Sintracarbón and Sintracerrejón and be the guarantor of their compliance, through the execution of the Verification and Follow-up Commission and the other conventional committees.
- ◆ To carry out the new work shift implementation process in a safe and productive manner while keeping open lines of contact with the unions.
- ◆ Continue with the process of comprehensive audits of contractor companies.
- ◆ Continue to nurture the emerging talent pool and give continuity to the development actions for this group of workers.



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# Talent management

Cerrejón employees	5.510
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La Guajira	3.637
Rest of the Caribbean Coast	1.460
Rest of the country	412
From overseas	1

Contractor's employees	7.029
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La Guajira	3.609
Rest of the Caribbean Coast	2.574
Rest of the country	847
From overseas	0

## Cerrejón employees and contractors' employees by gender

Cerrejón	
Women	697
Men	4.813

Contractors	
Women	783
Men	6.246

Personnel rotation index (12 months 2023)	
% of general personnel rotation	3.6%
% of rotation women	4.4%
% of rotation men	3.5%



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# Study case: Field managers

In early 2021, the company identified a need to bring HR closer to the shop floor. Previously, workers spent five hours away from work to complete paperwork and get answers to their concerns. As a result of the identified need, the Human Resources Field Managers program was created for two points of the operation.

The Human Resources Field Managers program was created for two points of the operation, where professionals provide attention to concerns from offices or rooms located in areas close to the mining operation.

In 2022, we were able to grow our service with the assignment of two formal analysts and expanding our service to four locations and receive a 4.9 out of 5 satisfaction rating from recipients. The field rotation plan was extended to six points in 2023, handling 3,035 requests with a 4.9 out of 5 satisfaction rating.

Three years after the program's inception, in 2023, it was demonstrated to be a successful means of managing and resolving employee needs, fostering the closeness that employees demand, reducing gaps between staff members and demystifying management, providing strong, yet constructive, guidance, and encouraging the development of supervisors' leadership.



# Health & Safety

In line with our values, the health and safety of our team is our priority. For this reason, we continue to work on effective fatality risk management, seeking to eliminate future incidents. During 2023, we mourned the passing of Fredys Coronel Sánchez, a backhoe operator for a contractor company, while working in an area with hot material.

At Cerrejón we promote habits for a healthy life and the application of safe behaviors in the development of daily tasks. Likewise, we implement controls and measures that allow us to maintain our high operational standards and manage risks and impacts, minimizing work accidents and occupational diseases.

We created a variety of health-related initiatives in 2023, including occupational health assessments, occupational hygienic measurements, morbidity surveys, and psychological risk assessments. Furthermore, we devised strategies for ongoing enhancement that were in line with a strategic plan and involved monitoring its implementation.

In this same year, as part of the Health and Safety Management System, which is aligned with the best industry practices and certified under the guidelines of the ISO 45001:2018 standard, we implemented 45001:2018, we carried out activities and programs aimed at complying with the current legal requirements for leadership.



## ACHIEVEMENTS

- ◆ We achieved 84% compliance with periodic examinations for a total of 3,644 workers.
- ◆ We achieved 4,410 psychosocial risk evaluations, which corresponds to 94% compliance.
- ◆ We achieved 146% compliance with the goal of employees enrolled in the Program for the Promotion of Healthy Lifestyle Habits, Cerrejón en Movimiento, which means 3,554 participating employees, a total of 3,644 employees.
- ◆ We achieved 95% compliance with the Hygienic Risk Monitoring Plan, which includes risks of exposure to silica, noise, whole-body vibration, particulate material and others.
- ◆ We implemented the “C Leader” program through the leadership school, and defined and implemented the visible leadership matrix in the field
- ◆ We initiated the project to implement a comprehensive management system that allows the proper management of contractors by applying the PMO methodology
- ◆ We monitored and strengthened their activities through audits under RUC standards, field visits and training.
- ◆ Campaigns were carried out to reinforce compliance with critical controls for fatal risks, life-saving behaviors, ergonomics, mental health, sleep and fatigue, and safe handling of chemical products.
- ◆ We held the Health and Safety Fair ¡Cuídate, Cuídame!
- ◆ We won first place in the XVIII Meeting of Brigades of the Caribbean Region.

## FOCUS AREAS 2024

- ◆ Continue the safety leadership training program based on SAFEWORK guidelines.
- ◆ Decrease the rate of recordable injuries and high-potential repetitive incidents.
- ◆ Increase the use of technologies to eliminate or reduce exposure to hazards.
- ◆ Continue with the risk control plan for hygienic risks: soundproofing of cabins and control of whole-body vibration exposure.
- ◆ Continue with the approach of developing an interdependent health and safety culture.



## Study case: Soundproofing equipment

The endeavor to reduce worker noise exposure made great strides in 2023, soundproofing 40 mining equipment items in the process. By doing this, the operation's environment will be healthier and worker health protection will be strengthened. The program entails installing materials with carefully chosen qualities that have been acknowledged as the best in the business worldwide and increasing the acoustic insulation of truck and tractor cabins.

The cabins are insulated from the sound emitted by the engine of this equipment and other external sources are insulated using layers of materials arranged in specific locations according to the design and noise conditions, such as acoustic membranes, steel sheeting on the floor, absorbent foam on the roof and doors, and accessories to prevent leaks from the air-conditioning system, and finishes with upholstery material. During this process, laminated glass is also used in the cabin windows and materials for sealing the spaces to prevent the entry of noise.

When this equipment is handed over to the operation, sound intensity measurement tests are performed inside the cabin to check the effectiveness of the control system, and to ensure that noise levels are below the permissible limit for a healthy and safe working environment.

"The soundproof cabin in the trucks is an initiative of Cerrejón that contributes to the care of our hearing health. This soundproofing prevents us from hearing the sound coming from the engine. I don't hear the sound coming from the truck's engine, so I can concentrate better and work very comfortably, since the cabins have different materials that make them safe and comfortable. I feel happy operating in these cabs", Laura Cujia, truck operator.



# 03

**WE ARE LA GUAJIRA**





# Communities

At Cerrejón we work continuously in actions, alliances and projects that allow for progress and development of our neighboring communities. During 2023, in addition to maintaining our social investment in voluntary and mandatory topics, we empowered the communities and showed the world that working as a team is a leap towards the future and the sustainability of the territories.

During this period, we focused on works that responded to capacity building, income generation, improvement, infrastructure improvement, access to water solutions, and health improvements. It is important to highlight that, in carrying out these projects, the communities not only identified and participated in the design of these works, but they themselves were the ones who were in charge of their execution, thus generating entrepreneurial capacity, experience and income for their inhabitants.

In line with our corporate value of integrity, which demands fair and respectful treatment in all of our dealings, and as a sign of our commitment to our corporate values, with the “Water Train” initiative, we delivered 60 million liters of water to 164 communities in our area.

We are willing to engage in a transparent, proactive, two-way dialogue with our stakeholders, and we have articulated actions with the communities, local and departmental authorities, in order to prevent and manage interruptions to our operations, through the Meeting Points with Communities (PECC) initiative. In addition, to generate permanent spaces for community dialogues, we inaugurated a community service point in the municipality of Uribia.

In the same vein, we promoted a timely, genuine and effective relationship with the local government, with which, among other initiatives, we conducted training in good practices for the efficient use of resources in their administrations, and we worked on the development of joint projects of common benefit.

Our relationship and the appropriate management of our impacts have enabled us to obtain the social license to operate, while adding value and improving the quality of life of the communities and the environment.

## ACHIEVEMENTS

- With the “Water Train” initiative, we delivered 60 million liters of water to 164 communities in our area of influence and repaired 18 well water pumping facilities.
- We held four Community Meeting Points (PECC) in which more than 740 people participated.
- We trained 30 public officials in our area of influence in territorial strengthening.
- Together with a community entity we built and equipped the Provincial Health Post.
- We completed the reconstruction of Puente Negro in Hatonuevo, including the paving of its access roads.
- Under an agreement with Veolia, we inaugurated works to improve water supply in Papayal and Oreganal in the municipality of Barrancas.
- We began work on the construction of two community units for early childhood care in Media Luna, in charge of a community entity.
- We signed a new agreement with three communities of Media Luna for the construction of 18 houses, 2 goat enterprises, and 25 artisanal fishing production units.
- We supported the training and presence in craft fairs of 106 artisans from neighboring communities.
- We started the Orchestral Breeding Ground in Albania with 60 children.
- We installed a locomotive and a wagon in Albania, the first stage of a theme park that will promote tourism in the municipality.
- We donated land to the municipalities of Albania and Hatonuevo for municipal equipment, expansion of public space, and construction of an ecotourism park and benefits for two sports clubs.

## FOCUS AREAS 2024

- Continue to strengthen our relationship with the communities neighboring the operation, increasing the number of Community Encounter Points (CECP).
- Implement strategies with local governments, aligned with their development plans and incorporating fair energy transition.
- Develop works with neighboring communities that improve the quality of life of their inhabitants.
- Continue implementing and strengthening livelihood and voluntary projects with the communities.
- Continue with the repair and maintenance of the pumping water systems in the communities.
- Continue with the implementation of the Accident Prevention Plan on the railway line.
- Complete the works and inaugurate the theme park in the municipality of Albania.
- Deliver to Hatonuevo the donated land for the expansion of the public space.

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# Social Dialogue

We are committed to responsibly implementing measures to manage the impacts of our operations and to comply with the stipulations of the law. Through a permanent and respectful dialogue with our stakeholders, we leverage the compliance of consultations.

In 2016, ruling T-704 of the Constitutional Court, established that Cerrejón should carry out a mitigation plan for the communities of the area of influence and consult with them on any compensation that may be necessary. In that sense, we can proudly say that we have used T-704 as a valuable engagement opportunity and another strategic line to continue contributing to the sustainability of the department.

In 2023, we reached the figure of 344 signed agreements, of which 254 were closed in accordance with the requirement. In turn, we started up 2,118 initiatives, all of which were defined autonomously by the communities, and executed by the communities themselves.

The lines of investment under which these initiatives are working are 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 consultation processes have been accompanied by guarantors from local, national and control agencies. The participating communities are advised by indigenous organizations and lawyers, independently selected by the communities themselves.

Furthermore, we are approaching the Afro-descendant communities, including community councils that have the right to prior consultation ordered by Ruling T-704. For the identification of these communities, we considered the records in the municipal control books of self-recognized groups such as community councils, grassroots organizations, and other forms of community councils, and expressions of black and Afro-Colombian communities of the municipalities of Albania, Barrancas and Hatonuevo.



During this period, we also filed the request for consultation for the operation and maintenance of the Cerrejón power line with the National Prior Consultation Authority.

The consultation processes have been aligned with national and international standards, such as Convention 169 of the International Labor Organization, Law 21 of 2001, the ICMM Position Statement on (International Council on Mining and Metals), the International Finance Corporation 2012, the United Nations Declaration on the Rights of Indigenous Peoples, the Directives and Colombian constitutional jurisprudence, among others.

## ACHIEVEMENTS

- ◆ In 2023 we reached 344 signed agreements.
- ◆ We achieved the formal closure of 254 agreements with the participation of governmental entities and communities.
- ◆ We complied with all of the orders from the T- 614 judgment of 2019 in relation to the Provincial Indian Reservation.
- ◆ We initiated the development of 2,118 initiatives, all defined autonomously by the communities and executed by them.

## FOCUS AREAS 2024

- ◆ Continue with the implementation of the initiatives contemplated within the signed agreements until 2023.
- ◆ Initiate consultation on the operation and maintenance of the Cerrejón power line.
- ◆ Initiate consultative processes with Afro-descendant communities.





# Resettlements

We understand that our operations have an impact on the environment. Therefore, as a responsible step to prevent and minimize these impacts, we relocated five communities to a new home. This was done in accordance with performance standard number 5 of the International Finance Corporation (2006) and in compliance with Colombian law.

Roche, Patilla, Chancleta, Tamaquito II, and Las Casitas are the resettled communities. The majority of the 189 eligible families have signed the relocation agreement and have actively engaged in the planned activities to uphold or enhance their living conditions through compensations and benefits resulting from the process.

In the fiscal year 2023, we made progress on various issues related to the five resettlements to enhance their quality of life. Our achievements include:

## Tamaquito II Indigenous Reservation

Two projects were approved for Tamaquito II and, through a protocol agreement with the community organization of the Woumain reservation, Cerrejón agreed to begin execution in 2024:

- ◆ A poultry production project involving 800 laying hens benefiting 270 people.
- ◆ Cultural project with the purpose of preserving the Wayuu Intangible Cultural Heritage (PCIW).

## Las Casitas

- ◆ The public utility connected residential natural gas to 30 houses.
- ◆ With the guidance and support of a consultant, the terms were agreed, to proceed with the Revolving Fund for project development, and 310 billion pesos were allocated for their implementation.

## Patilla

- ◆ The three families of BIORENOVAR, a community-based project, received support in the form of materials and inputs for land preparation and planting. This assistance aims to help them establish a production capacity of 20,000 seedlings native to La Guajira.

## Chancleta

- ◆ The construction of 16 vaults in the cemetery, designated for the families represented by the ASNAC association, has reached a completion status of 35%.
- ◆ Progress has been made on consolidating, socializing, and reaching an agreement on the design of the cemetery with the 25 families represented by the Chancleta Resettlement Afrodescendant Community Council. Advances have been achieved in topography, geotechnical, and soil studies. The results and construction contracting process is expected to begin in 2024.

## Roche

- ◆ We provided 20 billion pesos in seed capital to each of the three families to support their livelihood projects.
- ◆ Delivery of 80 billion pesos from the Revolving Fund, fulfilling the commitment with eight families in the community.



## ACHIEVEMENTS

- ◆ Ensured that 100% of the natural gas service is connected in the resettlement areas.
- ◆ We provided educational support to 148 children and young people in school.
- ◆ We provided 689 grants to access technical, technological, higher and advanced education.
- ◆ This meant investing \$6.42 billion pesos in mandatory and voluntary requirements and \$863 million pesos in the complementary educational plan.
- ◆ We delivered old-age benefits to 15 senior citizens in the communities throughout the year.
- ◆ The water channeling works for the shared and joint ownership lots of Las Casitas have been successfully completed.
- ◆ We completed the maintenance of the access roads to the lots of the Roche, Patilla, Las Casitas and Tamaquito II communities, to facilitate access to their livelihood projects.
- ◆ An agreement has been reached for the allocation of 5,000 billion pesos to the Mayor's Office of Barrancas for the purpose of improving access and internal roads in Roche, Patilla, Chancleta, and Las Casitas.
- ◆ We organized a farmers' fair to boost the local economy by promoting agricultural products, in collaboration with SENA, Banco Agrario, and the Chamber of Commerce of La Guajira.

## FOCUS AREAS 2024

- ◆ Connect the aqueduct network of the resettlements to the regional system through an agreement with Veolia.
- ◆ Dismantle and close the Roche, Patilla, Chancleta, and Las Casitas wastewater treatment plants as these resettlements are already connected to the sewage system of the municipality of Barrancas.
- ◆ Advance the repair of unfinished housing in each resettlement area, following assessments and consulting with the communities.
- ◆ Continue supporting income-generated initiatives and associative projects in the communities.
- ◆ Promote and enhance cultural practices by implementing the Cultural Heritage Management Plan for Afro-descendant communities.



# Human Rights

At Cerejón, we are committed to the well-being of our employees and the inhabitants of our communities. We know that our activities can potentially affect these groups' human rights; therefore, we strive to adopt rigorous policies and processes that we update periodically.

We have had a Human Rights Policy since 2005, and in 2011, we reformulated it according to the United Nations Guiding Principles on Business and Human Rights (UNGPs).

We operate with due diligence, identifying, preventing, mitigating, and compensating for risks and impacts caused by our operations. We advance performance review and continuous improvement processes and address complaints from employees and communities.

In 2023, we implemented the Human Rights Governance System. The annual plan was overseen by the corporate committee established for this purpose and led by the Cerejón presidency. Under this plan, we carried out various tasks related to:

## Third Human Rights Risks and Impacts Study

In 2023, the TRUST contractor held 12 socialization sessions to discuss their findings, in addition to the seven held in 2022. Over 230 people attended these sessions. We reached out to more than 2,000 individuals, including employees, contractors, local authorities, non-governmental organizations, and international stakeholders. Furthermore, we updated our corporate Human Rights monitoring to align with the study's key findings.

## Responsible sourcing

We performed 14 comprehensive audits on selected contractors to evaluate their performance in social, human rights, and work-related areas. Additionally, we incorporated human rights standards into the procurement procedures and delivered training to staff from 19 audited contractors and 83 contract administrators since 2022.

## Human rights training

In 2023, we executed 100% of the training plan for employees and contractors: 90% of active employees were trained in human rights through the virtual course, 250 people from critical technical and administrative areas of Cerejón were trained physically and in person, and 83 contract administrators were trained.

## Security and human rights

100% of the plan to socialize the Human Rights Policy to external stakeholders was executed, reaching more than 850 private security employees, more than 300 members of the security forces, and 150 members of the Dialogue and Maintenance of Order Unit UNDMO.

In addition, we trained 30 members of the Protection team. Progress was made in analyzing risks from a human rights perspective and monitoring compliance with private security company clauses.

## We communicated on human rights

We successfully implemented 100% of the internal communications plan regarding human rights. As part of this, we used initiatives such as the radio soap opera "Derecho a tu Corazón" (Right to your Heart), which was broadcast on our internal communications channel, Radio Cerejón, to raise awareness about the company's work in this important area.

## Protocol for threats to social leaders

Since 2018, we have had a protocol in place to address cases of threats against social leaders. Last year, we activated it on nine occasions, to ensure the attention, protection, and investigation of cases in which the safety of the people we work with was at risk. We maintain our strong condemnation of actions that seek to intimidate or harm the lives of these leaders.

## Complaints Office

Since 2010, we have had a Complaints Office aligned with the requirements defined in the United Nations Guiding Principles on Business and Human Rights. In this office, we address the concerns of various stakeholders. Complaints are managed through a standardized process, registered, and then directed to an investigator. This investigator carries out the process with a continuous engagement with the potentially affected parties. They then make a proposed solution that, once implemented, leads to the closure of the cases.

In 2023, we had the highest number of complaint closures ever. We closed a total of 556 complaints, 338 of which were filed in 2023, which accounted for 92% of the complaints closed for the year. Additionally, 218 of the closed complaints were historical, and we were able to close 91% of these.

In the recent period, the trend in the number of complaints has continued. The most common type of complaint was from communities (90%), followed by worker's rights (8%). In terms of complexity, 2% of the complaints were categorized as highly complex, 88% were of medium-high complexity, and 11% were of medium-low complexity.

In 2023, we conducted satisfaction surveys for 85% of the complaints we received and closed during the year, and we achieved a positive result of 98%. Additionally, we enhanced the dissemination of information about the office's operations, reaching out to more than 500 people.



### ACHIEVEMENTS

- ◆ We executed 97% of the human rights plan established for the year 2023.
- ◆ We achieved greater integration in the approach to human rights in our supply chain, carrying out risk assessments in prioritized cases and the execution of 100% of comprehensive audits of contractors with a component on this issue and human resources.
- ◆ Closing of 91% of historical complaints and 92% of annual complaints.
- ◆ Strengthen coordination with areas for attention to complaints, especially in Puerto Bolivar.
- ◆ Exceeded the goal regarding time for handling complaints.

### FOCUS AREAS 2024

- ◆ Implementation and follow-up of the action plan derived from the Human Rights Impact Assessment.
- ◆ Continue to strengthen the supply chain and responsible sourcing around human rights.



# Study case: A health post that respects the Wayuu tradition

In 2023, a health post was constructed in the Provincial Indigenous Reserve near the Cerrejón operation. The project includes 1,600 square meters for a medical office, a dental office, an infirmary, a space for practicing traditional Wayuu medicine with artisan arbors, a park, rest areas, and an electrical plant for the service.

This construction stands out for its differential approach, which includes traditional Wayuu care in addition to the clinic as we know it. The traditional authorities of the reservation selected the subcontractor who worked on the designs, licensing, and execution with labor from the community itself. The contractor was also asked to make the necessary purchases for the project's execution from local suppliers. In this way, both capabilities and benefits were generated regarding economic development for the area.

"This is a health center designed for the entire population of the reservation. It has been very important work for us because we have been dreaming about it for many years. This center reflects the differential approach because we will also work with traditional medicine here. The only reservation with a center of this magnitude has been Provincial. We are very grateful to Cerrejón because it is an investment that has impacted many people due to the dimension of the work and the design built together with the company; it was our own people who said how they wanted this place to be built", Luis Emiro Bouriyú, traditional authority of Provincial.

With the Indigenous Reservation of Provincial, agreements have been signed that confirm that it is possible to have a transparent relationship based on a permanent dialogue that promotes initiatives that improve living conditions and favor the execution of projects for the benefit of neighboring communities.



A person with curly hair, wearing a bright yellow long-sleeved shirt with reflective silver stripes on the sleeves and back, blue jeans, and black boots, is crouching on a wet, reflective surface. They are reaching out with their right hand towards a small pool of water. The background is a lush green landscape with trees and a body of water under a clear sky. The image is overlaid with a large, semi-transparent green shape on the left side.

# 04

**WE ARE NATURE**

# Water management

At Cerrejón, we are aware that water is a vital resource. That is why we developed strategies and processes that promote its efficient use, act to protect rivers and streams and facilitate access to neighboring communities.

In 2023, of the 100% of the water used at Cerrejón, only 8% was captured from the Ranchería River and its aquifer for consumption by employees and delivery to neighboring communities. The remaining 92% was unsuitable for human or animal consumption or agricultural use because it was captured from rainfall runoff and coal seams at the bottom of the mine pits. This water was used for the development of our operations, mainly for dust control through road irrigation. In turn, 100% of the water used at Puerto Bolívar comes from the sea.

During this period, according to the monitoring stations of the Instituto de Hidrología, Meteorología y Estudios Ambientales (Institute of Hydrology, Meteorology and Environmental Studies), IDEAM, it was identified that at the monitoring station located at the entrance of the river to the operation, the average annual inflow was 8.3 m³ per second. On the other hand, at the station located at the mine's river outlet, the average annual flow was 11 m³ per second. This increase is mainly because Cerrejón does not use water from rivers or streams for coal extraction activities, and there are conservation processes within the company for the ecosystems of the different streams, such as the Palomino, Paladines, Cerrejón, Tabaco, Aguasblancas, and Bruno. This is an essential factor in the constant contribution of these tributaries to the flow of the Ranchería River.

## Water withdrawal per source (megaliters - MI)

Source	Other Waters (total de solids ≥ 1.000 mg/L)*	Fresh water (total de solids < 1.000 mg/L)	Total
Superficial water	9,187.0	1214.8	10401.8
Deep Water	657.0	108.3	765.3
Sea Water	1,080.6	-	1080.6
High quality total water	-	1323.1	-
Low quality total water	10,924.6	-	-



**ACHIEVEMENTS**

- ◊ We completed our maintenance plan for the perimeter drainage network to protect the water resources.
- ◊ We ensured that the water quality of the Rancheria River is maintained or improved after passing through the operation.
- ◊ We strengthened the groundwater monitoring network by building additional piezometers in the sub-basins in the operations area.

**FOCUS AREAS 2024**

- ◊ Strengthen groundwater quality monitoring infrastructure through the installation of a Hydrological Surveillance System with minute-by-minute measurement.
- ◊ Expand the perimeter water management network and build new sedimentation ponds to strengthen actions aimed at protecting water resources.



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# Air Management

At Cerrejón, we seek to minimize the impact on the environment; therefore, we have prioritized the emissions of dust, noise, vibrations, and odors that may result from our open-pit operation.

To adequately manage these impacts, we continue to work permanently on one of the country's largest integrated management systems. This system allows us to monitor particulate matter levels and not exceed the limits established by law for PM10 and PM2.5 emissions. During 2023, all stations complied with Colombian regulations.

In addition, progress has been made in real-time monitoring of air, climate, and noise through the installation of automatic measuring equipment and online transmission of information, which is consolidated in permanently monitored internal platforms. We also have prevention actions that ensure our compliance. This prevention system has a fleet of 36 tankers and four tank cars that irrigate the tracks with mining water (not suitable for human, animal, or agricultural use), combined with a dust suppressor, 34 km of sprinklers to humidify the areas, 1.7 km of fog curtains and a system for compacting and leveling the coal stored in the train cars, which also has a small addition of dust suppressor.

It is crucial for us that our stakeholders are informed about the measures and results of the monitoring network. That's why we have an Environmental Oversight Committee composed of local communities in the area of influence. This Committee provides training and encourages participation in air quality monitoring and other relevant issues.

In 2023, committee members from the mine and Puerto Bolivar sectors visited monitoring stations, learned the results and learned related language. In addition, the indicators obtained at the different monitoring stations are published weekly on our website for consultation.



## ACHIEVEMENTS

- ◆ We are 100% compliant with the annual PM10 and PM2.5 air quality regulations (Res. 2254/2017).
- ◆ We upgraded the meteorology network with four new automatic equipment.
- ◆ We upgraded the measurement technology from manual to automatic at four air quality monitoring stations.
- ◆ We upgraded air quality monitoring technology for real-time reporting at six new stations.
- ◆ We maintained the availability of the vibration and overpressure monitoring network, ensuring representative blasting results.
- ◆ We prevented and reacted in a timely manner to external events of high dust concentration, such as Saharan aerosol episodes, through real-time monitoring of meteorology and particulate matter.
- ◆ We reinforced follow-up at the Environmental Monitoring Base through daily operational inspections.

## FOCUS AREAS 2024

- ◆ Strengthen follow-up at the environmental base by implementing new control standards and monitoring tools.
- ◆ Integrate real-time measurements of meteorology, particulate matter and noise in the mine, railway line and Puerto Bolivar sectors.



# Biodiversity

Biodiversity conservation in Guajira is a strategic pillar for Cerrejón. This implies minimizing impacts and identifying opportunities to enhance the positive benefits of our actions in this regard.

In 2023, we actively contributed to the progress of land rehabilitation processes. To date, we have 5,026 hectares of land in the rehabilitation process, where we have planted more than 3.4 million trees native to tropical dry forests. We adapted 200 hectares in addition to the areas that are in the process of rehabilitation, and we restored 346 hectares in areas near the mining complex where we carry out environmental compensation activities.

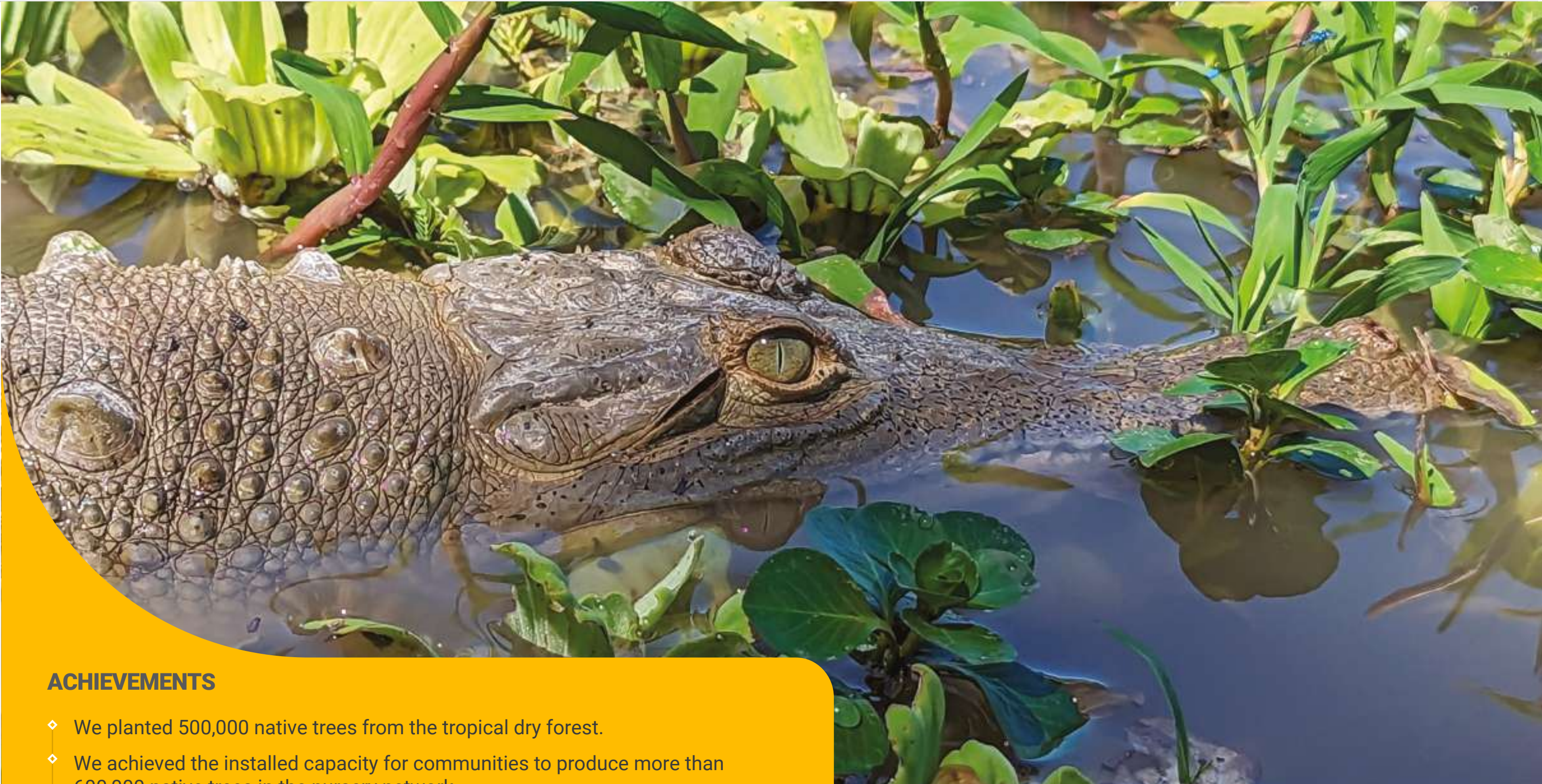
During this period, the EAN University published a study that indicates that the areas rehabilitated and compensated by the company have allowed a positive gain of natural spaces in the area and the return of species, including the jaguar, which has reappeared in the region after being locally extinct since the 1970s, before the mine was put into operation.

At our Wildlife Rehabilitation Center, we bred nine needle alligators in captivity. These completed their growth phase and were released during the year, contributing to the repopulation of endangered species. We also worked in the conservation of species by reproducing and releasing 1,300 hicoteas turtles and 77 morrocoyas.

We actively participate in reviews on Nature-Related Financial Disclosures (TNFD). We also articulated with the "Biodiversity+Company" roadmap led by ANDI within the framework of the process to update the National Biodiversity Strategy and Action Plan (NBSAP), which responds to the commitments of the COP 15 on Biodiversity in Kumming Montreal. Cerrejón is part of the "Advisory Group" in this roadmap.

As a pioneer company in La Guajira, we contribute significantly to the knowledge and conservation of biodiversity through various platforms at the international level, such as Wildlife Insights, and at the national level, such as the Colombian Biodiversity Information System (SIB), sharing valuable data on local fauna. We have recorded information using more than 30 camera traps distributed in five municipalities of La Guajira. Thanks to this management, we have identified more than 600 species of mammals, reptiles, amphibians, insects, fish, and birds in our region.

In 2023, Bruno Creek was very much alive. The water flowed permanently despite experiencing the usual dry seasons. The good results were verified by experts and two community environmental monitors, who continued to carry out quarterly monitoring campaigns of fauna, hydrobiology, and flora. They determined that the quality and quantity of water flow are equal to or better than those of a common stream in the region and that more than 390 species of fauna and flora are present in the area.



## ACHIEVEMENTS

- ◆ We planted 500,000 native trees from the tropical dry forest.
- ◆ We achieved the installed capacity for communities to produce more than 600,000 native trees in the nursery network.
- ◆ We generated more than 100 permanent jobs and 600 temporary jobs for the planting and tree production processes in four community associations, Alceba, Aguapaceba, Awavichor and Provincial, and two companies in La Guajira, Biorecuperar and Sucre.
- ◆ More than 290 species of birds were sighted during the Global Big Day, held in areas such as Bruno Creek.
- ◆ In partnership with Corpoguajira, we released 1,300 hicoteas turtles in the La Esperanza civil society reserve in the municipality of Dibulla.
- ◆ In protected areas of La Guajira, we released nine needle alligators that completed their growth phase in the Centro de Fauna de Cerrejón facilities.
- ◆ In partnership with the Universidad del Norte, we carried out the Data Challenge Pro, seeking new ways to visualize and analyze the open data available on the Colombian Biodiversity Information System platform.
- ◆ We were able to implement seven conservation agreements for the creation of the Wüin-Manna biological corridor.

## FOCUS AREAS 2024

- ◆ Adapt 425 hectares to increase our rehabilitation areas.
- ◆ Plant more than 400,000 trees for the rehabilitation and environmental compensation processes, 285,000 and 115,000, respectively.
- ◆ Release more than 1,000 hicoteas turtles that will be incubated and hatched at the Cerrejón Fauna Rehabilitation Center.
- ◆ Implement environmental compensation actions on 450 hectares.
- ◆ Increase conservation agreements to strengthen the biological corridor.



# Closing and delivery of operations

Since the beginning of our activities, we have been preparing for the termination of mining titles and the handover of operations to the Colombian State. The purpose is to do so responsibly once the current contracts expire in February 2034.

Our closure and handover strategy allows us to manage the impacts arising from our operation before, during, and after it ends. This planning considers the operations and the social, environmental, and financial aspects in accordance with what has been agreed with the State in the mining operation contracts, the Environmental Management Plan in force, and the Preliminary Closure Plan filed with the National Environmental Licensing Authority (ANLA).

In 2023, progress was made in understanding the legal and technical requirements necessary for the mine closure process in appropriate cases. This knowledge was used to create a strategy to identify the studies required for sustainable land use in areas that currently provide a mining service. Thanks to the management on this issue, there is a self-assessment of the corporate mine closure standard and of the best closure practices established by the ICMM.

In addition, through communication initiatives, we made the plan known to our stakeholders, especially the communities, and received their concerns as input for this requirement.

## ACHIEVEMENTS

- ◆ We designed the pilot project to restore our rehabilitation areas geomorphologically.
- ◆ Developed water balance models to determine the filling of the Patilla Norte and Tajo Oeste Extension EWP pits.
- ◆ We reached 5,026 hectares of rehabilitated areas in our progressive closure process.
- ◆ We built 19 water management structures that mitigate erosion and increase the degree of stabilization of the rehabilitated areas.
- ◆ Erosion tests were completed by simulating different rainfall events characteristic of the middle basin of the Rancheria River. This has allowed us to understand the behavior of the areas at different rehabilitation levels.

## FOCUS AREAS 2024

- ◆ Initiate implementation of the pioneering restoration plan that will involve the ecological and landscape rehabilitation of the mining areas.
- ◆ Continue with the studies required for the mine closure conceptualization, as appropriate.



# Adaptation to climate change, resilience, and energy transition

At Cerrejón, we have a Climate Change Management program through which we develop risk identification and assessment, mitigation, and adaptation actions to cope with this phenomenon and its effects, aligned with Sustainable Development Goal 13: action for the climate.

The application of continuous improvement leads us to seek energy efficiency in our operations; to this end, we identify and pre-select opportunities to optimize facility use, save and make efficient use of energy, replace equipment, and treat waste, among other things. These activities are subjected to an analysis of emissions reduction, commercial availability, and technological status according to the outlook for their implementation.

During 2023, we conducted a more thorough conceptual review, including developing the GHG Abatement Marginal Cost Curve and the risk analysis associated with implementing such measures.

## ACHIEVEMENTS

- ♦ We reduced diesel fuel consumption by at least 790,000 gallons by implementing an initiative to install flow meters in mining equipment. This, together with Machine Learning tools, allows us to optimize operator performance, equipment maintenance, and road conditions.
- ♦ We update the risk analysis based on different climate change scenarios, including those associated with physical, natural, and transitional changes, guiding the implementation of additional mitigation and adaptation actions.
- ♦ We transferred scientific knowledge to neighboring communities, achieving 100% of the goals of native tree production in the network of community nurseries with tropical dry forest species with high carbon sequestration.

## FOCUS AREAS 2024

- ♦ Obtain renewable energy certificates (IRECs) for the total electrical energy consumed in Cerrejón.
- ♦ Double plantings in community nurseries with species with high carbon sequestration potential.
- ♦ Obtain greenhouse gas emissions baseline verification certification under the ISO 14064 standard.
- ♦ Continue with the evaluation and implementation of GHG reduction initiatives.





## Study case: New species discovered for science

In 2023, researchers from the Universidad del Atlántico and members of the Cerrejón team discovered a new species of plant for science: *Helietta hirsuta*, in areas protected by the company. The plant was identified as part of the Rutaceae family.

During the fieldwork, the researchers found a specimen of scientific classification that did not coincide with any previously studied. They proceeded to take samples of its leaves, flowers, and fruits for analysis. This plant was identified in the herbarium as a species new to science.

"This is news that does not happen every day: discovering a new species in areas where for years we have carried out conservation processes of tropical forests is not only a sign of recovery and of the good state of the ecosystem that we are protecting around the mine, but it also shows, without a doubt, that this has been happening for decades.

Today, we feel very proud that experts and researchers can, with their experience, corroborate the good condition of the forests that have been protected and that the environmental rehabilitation and compensation actions do not happen only on paper; they are a reality that can be felt today by all Colombians", Luis Madriñán, Cerrejón's Environmental Manager.

The new species was published as a scientific article in the journal Phytotaxa, which can be consulted at the following link:

→ [CLICK HERE](#)





05

**WE ARE PROGRESS**

# Economic performance

As part of our responsibility, we work to achieve our company's sustainability, thus being able to create economic value and social development for our employees, their families, La Guajira, and the country.

During 2023

our revenue was:

11.1  
trillion pesos

and we paid

20.1  
trillion pesos

in the different expenses generated by the operation, payments to the government and social investment.

The economic value retained is nine trillion between the generated and the distributed economic value. The economic value generated corresponds 100% to selling our raw materials in different countries worldwide. On the other hand, the distributed economic value is allocated as 42.6% to operating expenses, another 52.5% to the payment of taxes and royalties to the national and local governments, 4.4% to salaries and benefits of our employees, and 0.5% to social investment.

On the path of contributing to progress through payments to governments, during 2023, we delivered to Colombia 10.6 trillion pesos in taxes and royalties, of which 54 billion pesos were delivered to La Guajira and the six municipalities in our area of influence: Albania, Hatonuevo, Barrancas, Maicao, Manaure, and Uribia for concepts such as the pro-development stamp and the property tax.

Direct economic value generated	
	Amounts in millions of COP
Net sales revenue	11.018.459
Income from financial investments	120.825
Income from the sale of assets	5.156
Generated direct economic value	11.144.440
Distributed direct economic value	
	Amounts in millions of COP
Operating expenses	8.600.112
Salaries and employee benefits	879.750
Payments to national, regional, and municipal governments	10.598.050
Investments in communities	105.000
Distributed direct economic value	20.182.911



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# Supply chain

Through employment and local procurement, mining can significantly contribute to regional, national, and international economies. In addition to operating responsibly, we must incorporate social, ethical, and environmental aspects into our relationships with local suppliers and contractors that make up our supply chain.

As part of our commitment to neighboring communities and in line with our entrepreneurial spirit, we seek opportunities to create value and support new business ideas for supplying goods and services to the operation. In this regard, during 2023, we made purchases and contracts with suppliers in La Guajira for more than 260 billion pesos.

By 2024, the purpose is to continue increasing the participation of suppliers from La Guajira in purchases and contracts and to improve the presence of people from the areas of influence in the service agreements with Cerrejón through an employability clause for personnel from the region that will be included in the company's contractual documents.



Supplier origin	Purchases		Contracts		Total	
	COP \$B	Number of suppliers	COP \$B	Number of suppliers	COP \$B	Number of suppliers
La Guajira	\$38.583	173	\$222,924	154	\$261,507	327
Regional * rest of the Atlantic Coast	\$613.041	252	\$484,431	120	\$1,097,472	372
National	\$364.395	467	\$934,566	262	\$1,298,961	729
International	\$2'036.325	198	\$68,592	45	\$2,104,917	243
Total	\$3'052.344	1090	\$1,710,513	581	\$4,762,857	1671



# Study case: Multisegua

In 2023, we continued working to increase the participation of suppliers from La Guajira in our purchases and contracts and the presence of people from the area of influence in our service agreements.

In this sense, Efraín Barros and his company Multisegua have become a success story. In the previous year, they consolidated themselves as a responsible supplier that employs more than 380 people, of which more than 90% are born in La Guajira and the rest in different municipalities of the Caribbean Coast.

Multisegua is a company based in Albania, La Guajira, which provides products and services for metal mechanics, signaling, road marking, and civil works in different areas of the company. The company was born in 1998 when its creator and current manager, Efrain, decided to provide a solution to the needs of its main client, Carbones de Cerrejón Limited. Throughout this time, the company has received training from Cerrejón through workshops and seminars with the support of institutions such as SENA on topics such as unit price analysis, among others.

*"Cerrejón, for me, is employment. As a Guajiro, I am happy to have this neighboring company that has been key to creating a business in La Guajira. Nevertheless, as a company, we do not think of limiting ourselves when it comes to satisfying the needs of our clients; for that reason, we decided to be open to the opportunities or demands of the market that surrounds us. It has been 24 years of sustainability thanks to the generation of employment and the supply of quality services, always guaranteeing the wellbeing of our human capital and contributing to the communities of our region", Efraín Barros, manager of Multisegua.*

We have already worked with many companies in La Guajira, confirming that mining can significantly contribute to local economies. In 2023, we purchased and contracted suppliers from La Guajira for more than 260 billion pesos.





# 06

SDGs and GRI

HACEMOS EQUIPO  
CON LA GUAJIRA

124-032



EL TREN  
DEL AGUA

HACEMOS EQUIPO  
CON LA GUAJIRA

45-10

124-023



AGUA



EL TREN  
DEL AGUA



# Sustainable Development Goals

Our activities are aligned with the Sustainable Development Goals (SDGs), which guide our management in bringing value, well-being, and progress to La Guajira and Colombia.

Adopt what is possible is the motto of the United Nations regarding the 17 Sustainable Development Goals. They are the master plan to achieve a sustainable future and an opportunity for all of us to start a new path to improving people's lives, leaving no one behind.

## These are the 17 SDGs:

- 
- Goal 1:**  
End poverty in all its forms everywhere
- 
- Goal 7:**  
Ensure access to affordable, reliable, sustainable and modern energy for all
- 
- Goal 2:**  
End hunger
- 
- Goal 8:**  
Promote sustained, inclusive and sustainable economic growth, full and productive employment, and decent work for all.
- 
- Goal 3:**  
Ensure healthy lives and promote well-being for all at all ages.
- 
- Goal 9:**  
Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.
- 
- Goal 4:**  
Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.
- 
- Goal 10:**  
Reduce inequality within and among countries.
- 
- Goal 5:**  
Achieve gender equality and empower all women and girls.
- 
- Goal 11:**  
Make cities and settlements inclusive, safe, resilient, and sustainable.
- 
- Goal 6:**  
Ensure availability and sustainable management of water and sanitation for all.
- 
- Goal 12:**  
Ensure sustainable consumption and production patterns.
- 
- Goal 13:**  
Take urgent action to combat climate change and its impacts.
- 
- Goal 14:**  
Conserve and sustainably use of oceans, seas, and marine resources for sustainable development.
- 
- 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 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.

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# GRI

	PAGE	SDG
ORGANIZATION PROFILE		
GRI 102-1 Organization 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	Page 3 and 9	
GRI 102-5 Ownership and legal form	Page 3	
GRI 102-7 Size of the organization	Page 5, 7, 9, 17 and 19	
GRI 102-8 Information on employees and other personnel	Page 5, 7, 17, 19 and 48	    
GRI 102-9 Supply Chain	Page 5, 38 and 39	   
GRI 102-10 Significant changes in the organization and its supply chain or the environment	There have been no significant changes during this reporting period.	
GRI 102-11 Precautionary approach or principle	We employ the precautionary principles as a guide to minimize risks that, if realized, could cause irreversible harm to stakeholders or the environment.	
GRI 102-12 External initiatives	Pages 27 and 48 <a href="https://www.cerrejon.com/sostenibilidad/estandares-yddhh">https://www.cerrejon.com/sostenibilidad/estandares-yddhh</a>	   
GRI 102-13 Membership in associations	<a href="https://www.cerrejon.com/nosotros/membresias-y-reconocimientos">https://www.cerrejon.com/nosotros/membresias-y-reconocimientos</a>	
STRATEGY		
GRI 102-14 Statement from senior executives responsible for decision making	Page 4	  
GRI 102-15 Key Impacts, Risks and Opportunities	We grouped risks based on the effects that their occurrence would have on things that are important to us, like Cerrejón's health, safety, environment, communities, economy, law, and image. These groups are shown throughout the report.	 
ETHICS AND INTEGRITY		
GRI 102-16 Valores, principios, estándares y normas de conducta	Page 12 <a href="https://www.cerrejon.com/nosotros/etica-y-gobierno-corporativo">https://www.cerrejon.com/nosotros/etica-y-gobierno-corporativo</a>	 
GRI 102 - 17 Advisory Mechanisms and Ethical Concerns	We have the following reporting channels: <a href="https://glencore.raisingconcerns.org">https://glencore.raisingconcerns.org</a> or <a href="mailto:codeofconduct@glencore.com">codeofconduct@glencore.com</a> . You can also contact Glencore in Colombia: +57 601-6009605 or Cerrejón internal: Ext: 2777 and 601-7940355. Write to Cerrejón's Internal Control email: <a href="mailto:controlinterno@cerrejon.com">controlinterno@cerrejon.com</a>	  





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GOVERNANCE		
GRI 102–18 Governance structure	Page 12	
GRI 102 – 19 Delegation of authority	Page 12	
GRI 102-20 Executive-level responsibility for economic, environmental and social issues	Page 12	   
GRI 102-21 Stakeholder consultation on economic, environmental and social issues	Page 8, 13, 14, 24, 25 and 26	 
GRI 102-22 Composition of the highest governance body and its committees	Page 12	
GRI 102-23 Chairman of the highest governance body	Page 12	
GRI 102-24 Nomination and selection of the highest governance body	Page 12	
GRI 102-26 Highest governance body's role in the selection of Goals, values and strategy	Page 12	   
GRI 102-28 Performance evaluation of the highest governance body	Page 12	
GRI 102-29 Identifying and managing economic, environmental and social impacts	Page 12, 24, 25, 26 and 27	   
GRI 102-30 Effectiveness of risk management processes	Page 12	
GRI 102-31 Evaluation of economic, 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/ directors/vice presidents of each topic, as well as the company's Legal Department and our sole shareholder Glencore.	
STAKEHOLDER PARTICIPATION		
GRI 102–40 List of stakeholders	Page 13	 
GRI 102–41 Collective bargaining agreements	Page 17 and 18	 
GRI 102–42 Identification and selection of stakeholder groups	Page 8	 
GRI 102–43 Approach to Stakeholder Engagement	Page 8	 
GRI 102–44 Key topics and concerns mentioned	Page 8	   
PRACTICE FOR THE PREPARATION OF REPORTS		
GRI 102–45 Entities included in the consolidated financial statements	Page 3, 37 and 39	
GRI 102–46 Definition of report content and topic coverage	Page 8	  
GRI 102–47 Material Topics List	Page 8	





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GRI 102–50 Reporting period	Page 3	
GRI 102–51 Date of last report	Page 3	
GRI 102 –52 Reporting cycle	Page 3	
GRI 102–53 Contact point for questions about the report	Page 3	
GRI 102 –54 Statement of preparation of the report in accordance with GRI Standards	Page 3	
GRI 102 –55 GRI Content Index	Page 42, 43, 44, 45 and 46	
GRI 102–56 External verification	No external verification of the reported indicators was performed during the reporting period.	
TALENT MANAGEMENT		
GRI 103–1 to 103-3 Management approach	Page 17, 18, 19 and 48	   
GRI 102 – 8 Information on employees and other personnel	Page 17, 18, 19 and 48	   
GRI 401–1 New employee hires and staff rotation	Page 17, 18, 19 and 48	  
HEALTH AND SAFETY		
GRI 102–18 Governance structure	Page 21	 
GRI 403–1 Occupational health and safety management system	Page 14, 21 and 22	 
GRI 403–2 Hazard identification, risk assessment and incident investigation	Page 14 and 21	 
GRI 403–3 Occupational health services	Page 14	
GRI 403–4 Worker involvement, consultation and communication on occupational safety and health	Page 14 and 21	 
GRI 403-5 Occupational health and safety training for employees	Page 14 and 21	
GRI 403 – 6 Promoting employee health	Page 14, 21 and 22	 
GRI 403 – 7 Prevention and mitigation of impacts on the health and safety of workers directly linked to business relationships	Page 21	 
GRI 403 – 8 Occupational health and safety management system coverage	Page 21	 
GRI 403 – 9 Injuries due to work accident	Page 4, 7, and 21	
GRI 403 – 10 Occupational diseases and illnesses	Page 21	
Own indicator. Cerrejón in Motion	Page 21	





COMMUNITIES		
GRI 103-1 to 103-3 Management approach	Page 24 and 28	
Own indicator. Progress on social performance strategy	Page 24 and 28	
Own indicator. Social Dialogue	Page 25	
RESETTLEMENTS		
GRI 103-1 to 103-3 Management approach	Page 26	
Own indicator. Progress commitments with resettled communities.	Page 26	
Own indicator. Advances Third Party Review	Page 27	
HUMAN RIGHTS		
GRI 103-1 to 103-3 Management approach	Page 27	
GRI 412-1 Operations subject to human rights impact assessments or reviews	Page 27	
GRI 412-2 Employee training on human rights policies and procedures	Page 27	
GRI 412-3 Significant investment agreements and contracts with human rights clauses or subject to human rights screening	100% of new contracts include a human rights clause	
GRI 410-1 Security personnel trained in human rights policies or procedures	Page 27	
Own indicator - Complaints Office. Number of complaints received, closed and in process	Page 27	
WATER MANAGEMENT		
GRI 103-1 to 103-3 Management approach	Page 30	
GRI 303-2 Management of impacts related to water discharges	Page 30	
GRI 303-3 Water extraction	Page 30	
GRI 303-4 Water discharge	Page 30	
AIR QUALITY		
GRI 103-1 to 103-3 Management approach	Page 31	
GRI 305 - Nitrogen oxides (NOX), sulfur oxides (SOX) and other significant air emissions	Page 31	
BIODIVERSITY AND LANDSCAPE		
GRI 103-1 to 103-3 Management approach	Page 32	





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GRI 304-1 Operations owned, leased or managed located in or adjacent to protected areas or areas of high biodiversity value outside protected areas	Page 32	
GRI 304-2 Significant impacts of activities, products, and services on biodiversity	Page 32	
GRI 304-3 Protected and restored habitats	Page 32	
GRI 304-4 Species on the IUCN Red List and national conservation lists whose habitats occur in areas affected by operations	Page 32	
Own indicator. Land rehabilitation	Page 32	
CLOSING AND DELIVERY OF OPERATIONS		
GRI 103-1 to 103-3 Management approach	Page 33	
Own indicator. Plan progress	Page 33	
FINANCIAL PERFORMANCE		
GRI 103-1 to 103-3 Management approach	Page 37	
GRI 201 - 1 Direct economic value generated and distributed	Page 37	
SUPPLY CHAIN		
GRI 103-1 to 103-3 Management approach	Page 38 and 39	
GRI 204-1 Percentage of spending on locally-based suppliers	Page 38	



A woman with a white headscarf and a colorful patterned blouse is focused on weaving a piece of fabric on a loom. The background is filled with vibrant, colorful textiles and patterns, creating a rich, cultural atmosphere. The woman's hands are skillfully manipulating the threads, and the overall scene conveys a sense of traditional craftsmanship.

# 07

**ANNEXES**



# Human Talent

Table 1. Employees by region, according to work contract:

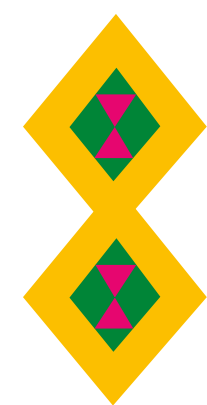
Region of origin	Indefinite Term	Define Term	Total
La Guajira	2.530	1.107	3.637
The rest of the Caribbean Coast	1.062	398	1.460
The rest of the country	363	49	412
Exterior	1	0	1
Total	3.956	1.554	5.510

Table 2. Employees by gender according to work contract:

Type of Contract	Female	Male	Grand Total
Indefinite Term	409	3.547	3.956
Define Term	288	1.266	1.554
Total	697	4.813	5.510

Table 3. Employees by work category and age range:

Age range	Managers	Managers, Superintendents and Directors	Supervisors and Coordinators	Assistants, Analysts and Specialists	Technical personnel	Apprentices	Total
Under 30 years old	0	0	15	49	279	238	581
Between 30 and 50 years old	4	76	250	414	2.851	39	3.634
Older than 50 years old	4	29	95	137	1.030	0	1.295
Total	8	105	360	600	4.160	277	5.510



Cerrejón

**Responsible Mining**

A GLENCORE COMPANY