

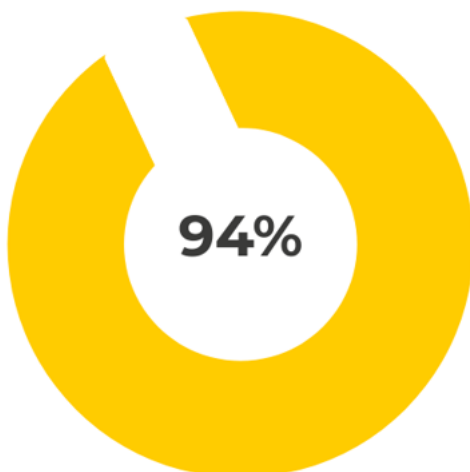


Report on the status of the action plans to address Human Rights Salient Issues in Cerrejón



In May 2024, Cerrejón published an action plan to address the Salient Issues identified in our third Human Rights Risk and Impact Assessment. The purpose of this plan was to implement additional actions to enhance the prevention and mitigation of human rights risks and impacts arising from our operations, as well as those of our contractors, suppliers and other business partners.

Level of compliance



29 actions implemented in 2024, out of the 31 actions established for 2024

Salient Issues



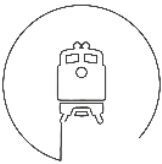
Decent and Safe Work: Ensure safe and dignified working conditions for contractors and employees.



Cultural Identity of Ethnic Communities: Recognition and respect of the cosmovision, values, traditions and customs of the indigenous and Afro-descendant communities in the area of influence of Cerrejón.



Environment: Control environmental impacts that may affect the well-being of communities.



Railway Communities Safety: preservation of the safety of those communities bordering the railway line, due to their exposure to the coal transportation infrastructure

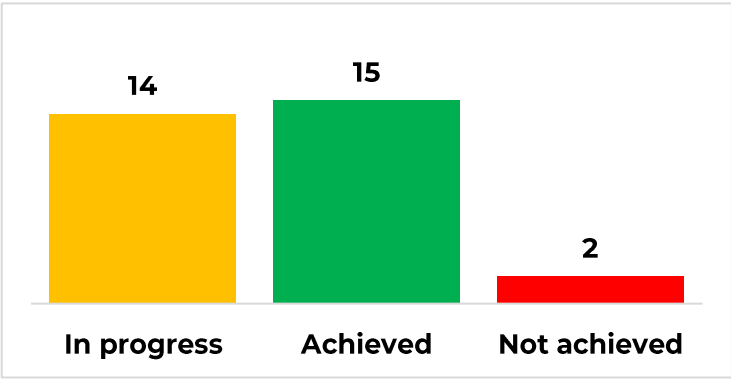


Resettlements: Promote the sustainability of resettled communities.



Security and Human Rights: Prevent human rights violations arising from security protection services.

Progress of the plan in relation to the actions scheduled for 2024



Description and status of actions established for 2024

Cultural identity of ethnic communities

Action	Deadline	Status
Design an Intangible Cultural Heritage Management Plan in accordance with Glencore's Cultural Heritage Management Standard.	2nd Quarter 2024	Complete
Implement a Cultural Heritage Management Plan in accordance with the Glencore Cultural Heritage Management Standard in 2024 and 2025	Continuous implementation	In progress
Continue cultural and cross-cultural training for new employees on Wayuu matters, according to the schedule established for 2024 and 2025	Continuous implementation	In progress
Implement an engagement strategy that recognizes the legitimacy and autonomy of the leaders or authorities with whom engagement is carried out.	Continuous implementation	In progress
Document and standardize the routes implemented by Cerrejón to manage conflict with communities and its escalation to competent authorities.	3rd Quarter - 2024	Complete
Continue the implementation of the plan established for 2024 and 2025 for compliance with Ruling T-329 on the Tabaco community, with the participation of different stakeholders	Continuous implementation	In progress
Implement the employability strategy with a differential approach for the 6 municipalities in the area of influence, including resettlements.	Continuous implementation	In progress
Identify the community organizations led and represented by women with whom the strengthening project will be developed and implement actions described in the scope of the project to make them visible	3rd Quarter-2024	Complete
Compile documentary evidence of alternatives that have been explored with the operation in recent years on the night-time frequency of the rail operation.	3rd Quarter-2024	Complete

Security and Human Rights

Action	Deadline	Status
Include an ethnic and gender approach in the content of sessions that Cerrejón carries out for the Public Force according to the program.	2nd Quarter- 2024	Complete
Document the efforts made by the Security team to include issues related to Voluntary Principles on	2nd Quarter- 2024	Complete

Security and Human Rights in the agreements with the Public Force.		
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Resettlements

Action	Deadline	Status
Conduct livelihood assessment of resettled communities (Patilla, Chancleta and Las Casitas families)	2nd Quarter-2024	Complete
Review the need to include cultural indicators in the livelihood restoration indicator matrix and adjust and implement if needed	3rd Quarter-2024	Complete

Railway Communities Safety

Action	Deadline	Status
Implement the Safe Behavior prevention program (Education and safety), in coordination with the authorities.	Continuous implementation	In progress
Implement the Safe Behavior prevention program (Education and safety).	Continuous implementation	In progress

Environment

Action	Deadline	Status
Design a plan to strengthen environmental overseers to provide tools in resource management, effective communication, incentives for work, with the aim of it being replicated in the communities they represent.	4th Quarter-2024	Complete
Disseminate the community participation model currently used in the monitoring carried out by the company.	4th Quarter-2024	Complete
Identify ways of including the participation of people from the community in environmental studies.	4th Quarter-2024	Complete
Analyze the relevance of carrying out validation with a third party to measure the sufficiency of the air and water quality and noise generation monitoring network with the aim of establishing whether it needs to be strengthened.	4th Quarter-2024	Complete
Review and adjust the Environmental communication plan.	4th Quarter-2024	Complete

Conduct a comprehensive review of the Environmental Oversight Committee and define measures to strengthen: i) the scope of the EMP pillars (water, air, noise and mangroves), ii) training to the Committee accompanied by a third-party expert. iii) Replicate knowledge in the communities.		Not Achieved
Conduct a comprehensive review of the Environmental Oversight Committee and define measures to strengthen: i) the scope of the EMP pillars (water, air, noise and mangroves), ii) training to the Committee accompanied by a third-party expert. iii) Replicate knowledge in the communities	4th Quarter-2024	New deadline: 4 Quarter2025 ¹
Continue the implementation of the coal dust cleanup measures in the port already in place, those defined in T-704 ruling and those for Provincial in accordance with the agreement.	Continuous implementation	In progress

Decent and safework

Action	Deadline	Status
Continue the implementation of the Company's Human Rights Governance system	Continuous execution	In progress
Conduct training for the Human Resources team on issues related to Human Rights.	3rd Quarter-2024	Complete
Ensure the inclusion of human rights variables in the current methodology for identifying psychosocial risk situations at Cerrejón.	4th Quarter-2024	Complete
Include the guidelines of the Glencore Supplier Code of Conduct in the contract minutes.	Continuous execution	In progress
Comply with the comprehensive audit plan established for 2024 and 2025.	Continuous execution	In progress
Implement the employability strategy with a differential approach for the 6 municipalities in the area of direct influence that includes resettlements.	Continuous execution	In progress
Implement Glencore's gender-based harassment guidelines and protocol.	Continuous execution	In progress
Identify measures to prevent or mitigate human rights impacts of the operation from 2021 to date.	Continuous execution	In progress

¹ The first two sub-actions were completed on time. The third one, related to the replication of environmental information in communities, will be shared to the Environmental Oversight Committee members in sessions to be held in the fourth quarter of 2025.

Actions planned for 2025

The actions due in 2025 are presented below, with others to be completed in 2025 described above as ongoing.

Cultural identity of ethnic communities

Action	Deadline
Implement a project to strengthen community organizations and community councils in communities of African descent.	1st Quarter-2025
Continue training the social team on issues related to Afro-descendant communities, according to the defined schedule for 2024 and 2025.	3rd Quarter-2025
Promote spaces and processes for the transmission and preservation of knowledge of ethnic communities according to the prioritized actions within the Intangible Cultural Heritage plan, according to the 2024 and 2025 schedule.	2nd Quarter-2025
Continue to implement the plan for compliance with sentence T-329 of Tabaco with the participation of different actors, according to the plan established for 2024 and 2025.	3rd Quarter-2025
Implement the Tamaquito Recreational Universe Project within the framework of the Cultural Heritage Plan during 2024 and 2025.	3rd Quarter-2025
Define and implement the actions to contribute to the plan to safeguard the Wayuu Regulatory System established for 2025.	3rd Quarter-2025

Security and Human Rights

Action	Deadline
Hold three round-table discussions a year with communities, civil authorities, law enforcement and other business actors on security and human rights issues. (** Note: this action fulfils two of the recommended commitments)	3rd Quarter-2025
Hold three round-table discussions a year with communities, civil authorities, law enforcement and other business actors on security and human rights issues**.	3rd Quarter-2025
Promote that the Ministry of Defense training schools and/or in the training battalions include Voluntary Principles on Security and Human Rights (PV), ethnic and gender content in the training they provide to their members.	1st Quarter-2025

Resettlements

Action	Deadline
Continue the implementation of the livelihood restoration plans and adjust according to the results of evaluations and In progress actions.	3rd Quarter-2025
Document the actions taken to strengthen the capacities of the consulting team that advise on the execution of livelihood projects in resettled communities.	1st Quarter-2025
Implement a Cultural Heritage training for Social Affairs team in 2024 and 2025.	2nd Quarter-2025
Implementation of the cultural heritage plan in relation to resettlements established for 2024 and 2025**.	3rd Quarter-2025
Schedule onboarding sessions for new Cerrejón Social Affairs personnel whenever there are changes of staff to ensure appropriate handover of information to new employees.	3rd Quarter-2025
Implement a plan to disseminate the measurement of livelihood restoration indexes to the different stakeholders.	1st Quarter-2025

Safety at the Railroad Line

Action	Deadline
Implement the actions established for 2024 and 2025 in the suicidal behavior prevention program in municipalities in the area of influence of the railway line	3rd Quarter-2025
Measure the effectiveness of the communication strategy in terms of preventing unsafe behavior in communities in relation to the railway line.	3rd Quarter-2025

Environment

Action	Deadline
Implement the initiatives identified to increase the participation of people from the community in environmental studies. (** Note: this action fulfils two of the recommended commitments)	3rd Quarter-2025
Implement a plan to strengthen environmental monitors to provide tools for resource management, effective communication, and incentives for work, with the aim of it being replicated in the communities they represent.	3rd Quarter-2025
Implement the initiatives identified to increase the participation of people from the community in environmental studies.	3rd Quarter-2025
Continue the implementation of coal dust cleaning measures in place at the port as defined in Ruling T-704 and in Province based on previous agreement.	3rd Quarter-2025
Identify and manage public-private partnerships to contribute to the improvement of housing and training in good construction practices.	1st Quarter-2025
Carry out training for public works secretariats and foremen (refresher course on building regulations).	3rd Quarter-2025
Review, adjust and implement the communication plan for Environmental.	4th Quarter-2025

