



POLICY FOR QUALITY, OCCUPATIONAL HEALTH AND SAFETY, AND THE ENVIRONMENT

CO.P.02 - Corporate

Version

09

Date

July 14, 2022

1. OBJECTIVE

To establish guidelines for and the commitment of Organización Terpel S.A. and its related companies to quality, occupational health and safety, and the environment.

2. SCOPE

Applies to all processes at Organización Terpel S.A. and its related companies.

When reference is made to "Terpel," this refers to Organización Terpel S.A. or its related companies.

3. PROCESS AND OWNER

- Corporate
- President

4. GUIDELINES

At Organización Terpel S.A. and its related companies, we distribute and sell fuels and produce and distribute lubricants while protecting the health and safety of our employees, customers, suppliers, contractors, subcontractors, visitors, communities, and other stakeholders. We do this by establishing healthy and safe conditions for the work in harmony with the ecosystems with which we interact, based on the following commitments:

- To undertake all our processes in strict compliance with the law, sector regulations, and international standards recognized worldwide.
- To create value added through products and services conceived of with people in mind, that satisfy or exceed their expectations and earn their loyalty.
- To execute our processes identifying hazards and environmental aspects, and engaging in comprehensive management to reduce and eliminate risks. We prevent situations that could negatively affect the health of people and the environment, preventing injuries and environmental impacts, and maintaining a reliable, responsible, and sustainable image in all our operations.
- To act preventively and to respond to emergencies, contingencies, and crises in an effective and timely manner.
- To offer standards for excellence for operations to our allies and commercial partners in the area of safety, the environment, and quality, through comprehensive management programs that continuously promote cleaner and safer operations, protect the environment, use resources sustainably, and prevent environmental impacts.



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- To identify and evaluate potential risks to the environment before making any purchase, affiliation, or merger related to managing hydrocarbon products.
- To carry out our operations favoring progress in the regions where we operate, maintaining cooperative and respectful relationships with our customers, suppliers, and the community with which we interact.
- To systematically measure and communicate about our work, facilitating queries and the participation of employees and their representatives.
- To continuously improve our processes and their ability to create value in a way that is appropriate to the context of the organization and the nature of the risks and opportunities.
- To clearly understand the Quality, Occupational Health and Safety, and the Environment Policy, and to act accordingly.

This policy must be published and disseminated to all personnel in the different areas of Organización Terpel S.A., and to other stakeholders, through bulletin boards, internal mail, videos, and other means of communication, in order to obtain their cooperation and participation, while following the example set and demonstrated by senior management.

Oscar Bravo Restrepo
President



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5. CHANGE CONTROL

| Name of the document | Code | Version | Description of Changes |
|---|-------------|----------------|---|
| Policy for Quality, Occupational Health and Safety, and the Environment | CO.P.02 | 01 | New model for governance Alignment with AEI directives. |
| Policy for Quality, Occupational Health and Safety, and the Environment | CO.P.02 | 02 | New model for governance Alignment with AEI directives. |
| Policy for Quality, Occupational Health and Safety, and the Environment | CO.P.02 | 03 | - Other legal requirements applicable. |
| Policy for Quality, Occupational Health and Safety, and the Environment | CO.P.02 | 04 | - The word 'visitor' is added, and a modification is made to "Occupational health and safety," in accordance with Law 1562 of 2013 |
| Policy for Quality, Occupational Health and Safety, and the Environment | CO.P.02 | 05 | Policy adjusted in accordance with the RUC requirements and Resolution 1443. The words suppliers, subcontractors, and other stakeholders, evaluate and control," included. Commitment reinforced to practices for a cleaner operation, social responsibility, and dissemination to personnel. |
| Policy for Quality, Occupational Health and Safety, and the Environment | CO.P.02 | 06 | Concept of risk management included, oriented by the context, the stakeholders, and the processes in accordance with the requirements of standards ISO 9001:2015 and ISO 14001:2015. |
| Policy for Quality, Occupational Health and Safety, and the Environment | CO.P.02 | 07 | <ul style="list-style-type: none"> • Commitment included to promote safe and healthy working conditions for the prevention of injuries and a negative impact on health related to work. • Commitment included to eliminate hazards and reduce risks to occupational health and safety. • Commitment included to protect the environment including preventing pollution. • Commitment included for queries by and the participation of employees. • The words distribution and production of lubricants included. |
| Policy for Quality, Occupational Health and Safety, and the Environment | CO.P.02 | 08 | <ul style="list-style-type: none"> • Customers included, and the sustainable use of resources • The word human resources replaced by employees and their representatives. • Paragraph included on continuous improvement, including context, risks and opportunities. |
| Policy for Quality, Occupational Health and Safety, and the Environment | CO.P.02 | 09 | <ul style="list-style-type: none"> • Due diligence included for Terpel's transactions in response to Dow Jones requirements. • Environmental aspects included to prevent adverse situations that could affect the environment, to align the policy with the requirements of the ISO 14001 standard, version 2015. |



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|----------------------|------|---------|--|
| | | | - All business partners are included in the scope of the guidelines for safety and the environment, in line with the Dow Jones requirements. |

| Prepared by | Reviewed by | Approved by |
|--|--|----------------------|
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| Head of Occupational Health and Safety | Vice President of Operations and Logistics | President |