

HUMAN RIGHTS POLICY

At Pluspetrol we understand that our main commitment to human rights is to respect them in all our activities and business relationships, including the rights of our employees, our contractors and their employees and other stakeholders.

To meet this objective:

- We implement mechanisms to reasonably and regularly identify and assess situations with possible negative impacts on human rights during our activities and before undertaking a new project or business relation and/or in the event of relevant operating changes.
- We strengthen our commitment to human rights throughout our value chain with our Third-Party Code of Conduct.
- We ensure that all relations held with public or private law-enforcement officials are conducted according to Pluspetrol's Physical and Property Security Standard, which takes the recommendations included in the Voluntary Principles on Security and Human Rights.
- We have established reporting and complaint mechanisms to facilitate third-party reports on a possible HR breach by Pluspetrol, its employees and/or related third parties. Our global, confidential and anonymous Ethics contact line is available to our employees, contractors, suppliers and other third parties, including communities.
- We promote a transversal inclusion of this Policy in all Company operating and management documents, as well as its regular review to ensure its effectiveness.