	Human Rights		POLICY
Code: 00GLB-GEN-POI-002	Version: 1.0	Effective Date: 06/15/2022	Page 1 of 4

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1. Purpose

Define Pluspetrol's commitment to respect human rights in its activities and value chain.

2. Scope

2.1. Application Scope

This policy applies to all Pluspetrol personnel, regardless of their employment or contractual status and hierarchy, and to third parties acting on behalf or in representation of the company, establishing the principles regarding respect for human rights that govern their activities.

2.2. Field

Global

3. Terms, Definitions and Abbreviations

Human Rights: They are the rights internationally recognized in the United Nations International Bill of Human Rights and the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work and their compliance, pursuant to the UN Guiding Principles on Business & Human Rights.

UN Guiding Principles on Business & Human Rights: a set of 31 principles addressed to States and companies clarifying duties and responsibilities with respect to the protection of and respect for human rights in the context of business activities, and access to effective remedy for individuals and groups affected by such activities. These principles were approved by the UN Human Rights Council.


UN: United Nations

HR: Human Rights.

4. Responsible Parties

Pluspetrol's Board of Directors and CEO are responsible for ensuring that the necessary mechanisms, tools and regulations are in place to ensure compliance with this policy.

All Company employees are responsible for fulfilling their duties pursuant to the guidelines set forth in this Policy.

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5. Development

In line with our Sustainability Policy and international standards of behavior, 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 related stakeholders.

In order to meet this objective:

We implement mechanisms to reasonably and regularly identify and assess situations with possible negative impacts regarding human rights during our activities, as well as before undertaking a new project or a business relationship, and/or upon 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 relationships held with public or private security forces are conducted according to Pluspetrol's Physical and Property Security Standard, which includes the recommendations included in the Voluntary Principles on Security and Human Rights.

We have established complaint and claim mechanisms to facilitate third-party reports on a possible human rights violation 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 the Company's operational and management documents, as well as its regular review in order to ensure its effectiveness.

6. Related Documents

#	DOCUMENT NAME	CODE	DOCUMENT TYPE
1	Sustainability Policy	00GLB-GEN-POI-001	Policy

7. Appendices

N/A