

## **Statement of Compliance with the Modern Slavery Act**

This statement is made by EQUION ENERGIA LIMITED (hereinafter Equión) in compliance with the United Kingdom Modern Slavery Act of 2015 for the financial year ending 31 December 2022.

Equion, a limited liability company incorporated under the laws of England and Wales, concluded its involvement in hydrocarbon exploration and production activities in Colombia with the termination of its last association agreement on February 29, 2020. At present, Equion operates on a reduced scale, with a primary focus on effectively managing our principal financial assets located in the United Kingdom. Additionally, we are diligently finalizing all our obligations arising from our association agreements and E&P contracts in Colombia. Our current workforce comprises fewer than 25 employees.

Over the course of the past three decades, Equion has earned recognition for several notable achievements, which include our commitment to generating sustainable energy, implementing measures to ensure efficient hydrocarbon production, and demonstrating responsible management of the natural and social environment surrounding our operations. Moreover, we have fostered an environment of warmth, respect, and inclusivity in our interactions with employees, collaborators, and various interest groups. Additionally, Equion's positive impact extends beyond our operational activities. We have actively contributed to the transformation of our interest groups by engaging in collaborative efforts with local communities and authorities in the regions where we conduct business.

Equion has consistently upheld a strong commitment to the well-being and satisfaction of our employees and contractors, as well as the welfare of the communities and environment surrounding our operations. Our actions have been guided by a set of fundamental principles delineated in our Code of Conduct and Corporate Responsibility Policy. These principles encompass the utmost regard for and advancement of Human Rights within our sphere of influence, including our operations and supply chain. Additionally, we place significant emphasis on upholding and promoting the fundamental labor rights and principles outlined by the International Labor Organization (ILO). It is imperative that all Equion employees strictly adhere to these established standards and codes of conduct.

In the past, our labor practices have undergone rigorous scrutiny and assessment by the Colombian Institute of Technical Standards and Certification (Icontec), resulting in certification for our adherence to Good Labor Practices. These comprehensive audits have validated our compliance with labor regulations in various aspects, such as recruitment procedures, committee formations, salary structures, working hours, benefits provision, social security measures, and parafiscal contributions. By successfully undergoing these audits, we have further demonstrated our commitment to upholding legal regulations and our unwavering dedication to combatting all forms of modern slavery and human trafficking.


Since 2015, we also require our contractors and subcontractors to comply with our guidelines on Corporate Responsibility in Procurement, which are included as mandatory annexes in our

contracts, in line with Equion's Corporate Responsibility Policy. Equion also conducts and has conducted over the past years periodic training of our contractors in order to minimize the risk of any possible Human Rights violation. These practices have helped us promote the respect for Human Rights and good labor practices in our supply chain, and support the effective abolition of child labor by requiring all of our contractors and subcontractors to respect the minimum age for employment and the elimination of all forms of forced labor.

This compliance statement was approved by our Board of Directors on June 13, 2023.

For further information, please visit our web page [www.equion-energia.com](http://www.equion-energia.com).

Sincerely,

**DocuSigned by:**  
  
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**Luis Polo**  
Director  
EQUION ENERGIA LIMITED