



## Our Commitment to **Equality,** **Inclusion and Diversity**

We base our commitment on respect for each individual. At GeoPark we are convinced that creating and promoting diverse teams is the key to boosting our growth and continuing to be a leading and unique company. Since we were founded, we have strived to attract the best human resource, with a wide range of perspectives and capabilities. That genuine spirit of seeking wealth in diversity has made us into a group of capable and committed people, open and receptive to the world around us.

Since our beginnings we have embraced a Value System that we call SPEED, which defines success for us and governs our behavior in the fundamental areas of Safety, Prosperity, Employees, Environment and Community Development. SPEED belongs to all of us, and the promotion of and respect for human rights are found in each of its components. Our Integrated Value System is based on and is complementary to the United Nations Sustainable Development Goals.

Equality, inclusion and diversity are promoted at all levels in GeoPark, and we strive to remove obstacles that prevent the integration, development and growth of all our employees.

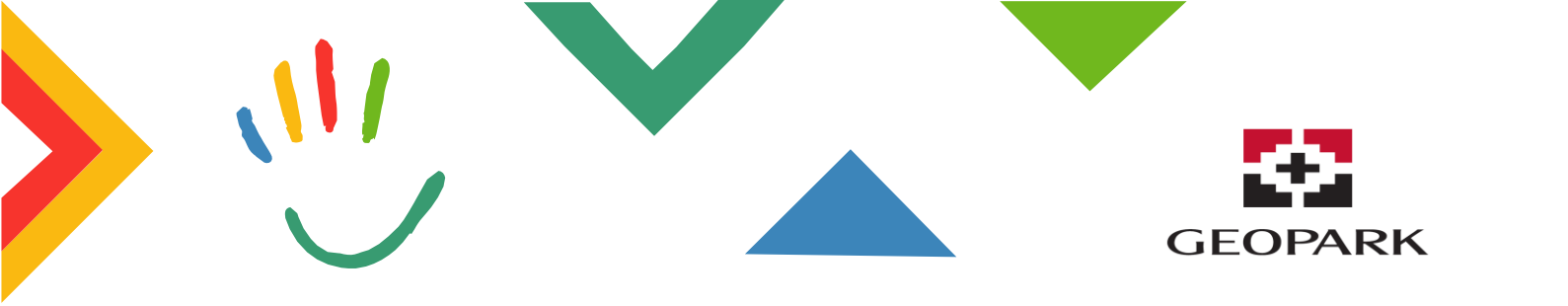
We guarantee equal treatment to all men and women, without prejudice against race, sex, gender, nationality, ethnic origin, language, religion, marital status, age, disability, political opinion or any other condition.

We promote the training and professional and organizational development of each of our employees, granting the same conditions and the same rights to men and women.

We strictly comply with specific measures to prevent, consider and punish any kind of harassment in the workplace. We promote a work environment free of discrimination and violence, favoring the quality of life of those who make up our Company.

As we value a work-life balance we promote the reconciliation of work, personal and family life of our teams, fostering joint responsibility and accounting for the needs and aspirations of all.

Our culture consists of the different contributions that each person makes. We work hard so that all the Company's activities and programs, as well as those that include its stakeholders, generate harmonious relationships that are based on respect and fair treatment.



## Our Commitment to **International Standards**

We follow our principles and the guidelines established in Our Code, strictly observing and complying with the laws of the countries where we operate.

Our commitment is guided by international standards, including the Universal Declaration of Human Rights, the Women's Empowerment Principles of the United Nations Global Compact and UN Women, and the United Nations Sustainable Development Goals.