

# GeoPark Human Rights Policy

GeoPark Colombia S.A.S is strongly committed to respecting Human Rights in all operations and business relationships. This document (the “Policy”) sets out our Human Rights principles and guidelines.

The scope of this Policy and its principles extends to managers and employees of GeoPark Colombia S.A.S in all the areas where we operate. We urge our suppliers, contractors, commercial and operational partners and customers with whom we develop contractual or commercial relationships to respect human rights in the jurisdiction where they operate or provide services and international Human Rights standards and align their actions with this Policy when carrying out activities related to our organization.

We reaffirm our commitment to respect the Human Rights standards contained in the International Bill of Human Rights and the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

■ We take steps to adhere to:

- The United Nations Guiding Principles on Business and Human Rights
- The OECD Guidelines for Multinational Enterprises
- The Principles of the United Nations Global Compact
- ILO Convention No. 169 (Indigenous and Tribal Peoples Convention)
- UN Declaration of the Rights of Indigenous Peoples
- Regional Agreement on Access to Information, Public Participation and Justice in Environmental Matters in Latin America and the Caribbean – Escazú Agreement
- The Voluntary Principles on Security and Human Rights, to minimize risks in our relationship with private security and public security forces and to seek to address and prevent the materialization of potential effects on the physical and mental integrity of our neighbors.



- We act in accordance with the local laws of the countries in which we operate. In cases where local laws are not aligned with international standards, we will comply with local laws while seeking to implement measures that bring us closer to GeoPark's commitments in terms of respecting Human Rights.

**IN OUR OPERATIONS** – Our goal is to create conditions that facilitate decent work for all our employees, while contributing to inclusive economic growth and social development in the communities where we operate, including by seeking to support the following:

**Responsible labor practices:** These include the prohibition of child and forced labor, the promotion of equality of opportunity and treatment, as well as the guarantee of safe working conditions and fair and equitable remuneration.

**Employment and social security:** We work closely with our key contractors to implement comprehensive health, safety, and social protection protocols tailored to the needs of our staff, which aim to guarantee optimal and safe working conditions for all employees involved in our operations.

**Equal opportunities and diversity:** We actively promote inclusion and the gender perspective, respecting women's rights and seeking to eradicate gender-based violence. We implement measures to prevent and manage workplace and sexual harassment, which are designed to ensure a work environment free of discrimination based on sex, sexual orientation, gender identity, ethnicity, religious belief, or other factors.

**Freedom of association and right of association:** We fully respect our employees' freedom of association, and guarantee that they can join, not join or resign from trade union organizations autonomously and without discrimination. We seek to foster an environment of inclusive and respectful dialogue with unions and employees.

**Remuneration and working conditions:** We seek to provide fair remuneration and decent working conditions without discrimination of any kind for all our employees.

**WITH OUR NEIGHBORS** – We value relationships based on trust and respect,



recognition, transparency, and good faith. This is why we take steps to identify potential and real risks and impacts on Human Rights on our neighbors from the feasibility phase of our projects onwards.

**Our neighbors' right to a healthy environment:** We analyze the potential environmental impacts and dependencies of our operations and develop strategies that seek to prevent, mitigate and compensate those effects, and which respect the rights of our neighbors to make use of natural resources such as water and biodiversity. We are also actively working to reduce our environmental footprint and mitigate the impacts of climate change.

**Citizen consultation and participation:** We seek to ensure effective mechanisms and channels of communication with our neighbors, and to promote timely, differentiated and transparent relationships. We involve our neighbors from the feasibility phase to project planning stages and generate opportunities for ongoing dialogue to consider their expectations and needs, with a view to providing transparency and access to relevant information.

Our consultation processes follow the regulations of each country where we operate, in particular those concerning consultations<sup>1</sup> with ethnic groups.

**Differentiated relationship with ethnic groups:** We value and respect the characteristics and needs of ethnic groups,<sup>2</sup> and within the framework of the legislation of the countries in which we operate we develop engagement plans that seek to protect their cultures, institutions and development models. We do not carry out involuntary resettlements.

We do not tolerate threats, intimidation, reprisals or attacks (both physical and legal) against human rights defenders or against those who make use of our own or contractors' grievance mechanisms, or who file human rights-related complaints against GeoPark.

**IN OUR VALUE CHAIN** – Our business relationships reflect our consideration of the potential impact on human rights resulting from the actions of our commercial and operational partners. We make efforts to include contractual obligations to respect human rights in the agreements we sign with commercial and operational partners,



and we expect our partners to be respectful of the principles contained in this Policy and to address any negative impacts in which they are involved.

**Suppliers and contractors:** We ensure that our key suppliers are aware of this Policy and accordingly we promote awareness and communication activities relating to this [Policy/human rights]. In our Supplier Code of Conduct, we define the behaviors we expect from our suppliers and contractors in terms of respect for Human Rights, occupational health and safety, environmental protection, working conditions, and equality, inclusion and diversity.

**Joint Ventures:** We strive to ensure that the principles included in this Policy are integrated into the contractual agreement of the Joint Ventures in which we participate. Where we do not have a majority shareholding, we will make all reasonable efforts to ensure that the policies and practices of the Joint Ventures are fully aligned with the commitments detailed in this Policy.

**Customers:** We respect the Human Rights of our customers and reject any type of discrimination against them or end users. We are committed to respecting and deploying measures to protect our customers' right to privacy and the responsible use of their personal data.

**HUMAN RIGHTS DUE DILIGENCE** – We have a Human Rights due diligence system in which we:

- Seek to identify actual and potential risks to our stakeholders' Human Rights and implement a differential approach that pays particular attention to the effects on vulnerable groups, including women, children and adolescents, victims of the conflict, migrant population, ethnic and LGBTQ+ groups.
- Define and implement actions aimed at the prevention, mitigation and remediation of the identified impacts.
- Continuously monitor the risks and impacts identified and the measures defined for their prevention and mitigation.
- Maintain grievance and communication mechanisms for our stakeholders.
- Inform our stakeholders about our progress in managing due diligence and respect for Human Rights.



**GRIEVANCE AND REMEDIATION MECHANISMS** - We have internal and external channels and mechanisms available to all stakeholders for the identification and investigation of potential and actual impacts on Human Rights. Among these are:

- The Ethics Hotline<sup>3</sup> for employees, neighbors, contractors and suppliers
- The 'Cuéntame' program<sup>4</sup> for neighbors, authorities, social organizations, suppliers and contractors

We are committed to verifying any reports received through these mechanisms and to cooperating to provide appropriate remediation in confirmed cases of adverse impacts on Human Rights that we may have caused or contributed to.

**REVISION AND MODIFICATIONS** - This Policy supersedes the Commitment to Human Rights published in 2021 and will be reviewed at least every four years or when it is deemed appropriate to update.

This Policy was approved by the GeoPark S.A.S Assembly on March 12 of 2025.

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<sup>1</sup>In Colombia, Ecuador and Argentina, public authorities are responsible for conducting prior consultations with recognized ethnic groups in accordance with their respective laws and regulations.

<sup>2</sup>For the purposes of this Policy, ethnic groups are defined according to the cultural diversity recognized in the countries mentioned above, including, but not limited to, indigenous, Afro-descendant, and other ethnic communities recognized by law in Colombia, Ecuador and Argentina.

<sup>3</sup>The GeoPark Ethics Hotline can be accessed by email at [lineaeticageopark@resguarda.com](mailto:lineaeticageopark@resguarda.com), the **web form** available at [www.geo-park.com](http://www.geo-park.com) or the following **telephone numbers**: Argentina 0-800-999-4636 | 0-800-122-7374; Brazil 0-800-891-4636; Colombia 01-800-752-2222; Ecuador 1-800-000031; Spain 900-975-278; United States 1-800-921-2240; United Kingdom 0800 285 1993 | 800-041-8214

<sup>4</sup>Learn more about 'Cuéntame' at: <https://www.buenosvecinos.com/>