

To promote the development of a more equitable society, promoting best practices in Diversity and Inclusion in the regions where we operate and among our groups of interest.

Specific purposes:

- To promote the **employability of diverse groups** and underrepresented minorities in the workplace, providing the organization with multidisciplinary diversity to achieve the defined strategic initiatives.
- Consolidate an **inclusive culture** in which our employees value differences and promote **awareness** of the importance of diversity among our groups of interest.

This policy and all its future modifications cover Promigas, related companies and any joint business, association or joint venture that may be entered into over which Promigas has control.

For us, diversity plus inclusion equals equity. (Diversity + Inclusion = Equity). Our definitions are:

- **Diversity:** It is the representation of the characteristics, identities and/or conditions that differentiate us from other people.
- **Inclusion:** It is the conscious and permanent commitment in which people respect, support and value everyone.
- **Equity:** Work environment that provides equal access to opportunities, harmonized with the particular needs of each person.
- **Discrimination:** Are all those actions or omissions that exclude, violate or affect in different ways (physical, psychological, structural, among others) one or more people because of their different characteristics such as sexual orientation, gender identity, ethnicity, age, disability, place of origin, social class, race, gender, religion, political ideology, among others.

## COMMITMENT

- Promigas and all its related companies express their commitment to diversity, equity and inclusion. Commitment that is public and accessible to all individuals and stakeholders.

- We encourage all our employees to build trusting relationships that are respectful of diversity and foster inclusive environments in the different groups of interest with whom they interact.

## **RESPONSIBLE**

- **Senior Management:** Is responsible for defining and socializing this policy and its future modifications, establishing purposes, indicators and initiatives, and ensuring the necessary resources for its implementation.
- **Human Resources and Administrative Management:** Responsible for leading the implementation of the company's diversity, inclusion and equity strategy.
- **Communications Management:** Responsible for making the organization's commitment to diversity, equity and inclusion visible to the different groups of interest.
- **Supply Management:** Promote diversity and inclusion practices among suppliers and contractors.
- **Sustainability Management - Promigas Foundation:** Develop its activities in the communities, always respecting diversity and generating inclusive spaces.

## **DIVERSITY ELEMENTS**

We focus on 6 elements of diversity, in which we have the following purposes and goals:

- **Generations:**  
Generate opportunities for collaborative work among different generations.  
**Goal:** Achieve employability of 5% of the generation Z workforce.
- **Disability:**  
To hire employees with physical disabilities, leveraging their talents and providing them with equal conditions.  
**Goal:** Achieve 1% of the workforce.
- **Genre:**  
Achieving greater participation of women in leadership positions  
**Goal:** Increase the participation of women in leadership positions by 2%.
- **Socioeconomic Status:**  
Provide job opportunities to people in economic levels 1, 2 and 3.  
**Goal:** Include in the shortlists of professionals graduated from programs of excellence, from economic levels 1, 2, 3.
- **Culture, Origin, Ethnicity, and Race:**  
Recognize and promote multiculturalism among our groups of interest.  
**Goal:** Achieve 10% employability of Afro, Black, Raizal and Palenquero people.
- **Sexual Diversity:**  
Provide environments free of prejudice and discrimination where sexual preferences, identity and orientation are respected.  
**Goal:** Reach 3% of people who identify with the LGTBIQ+ community.

## HUMAN TALENT STANDARDS

- **Recruitment, Selection and Hiring:**  
The recruitment and selection process is oriented to the search, evaluation and selection of the best human talent available in the market, without any bias based on age, socioeconomic status, gender, sexual orientation, culture, origin, ethnicity, race, disability, among others.
- **Equity in Development Opportunities:**  
All our human talent has the same opportunities to develop in our organization. Promotions will be given considering the capabilities of each person, without any bias based on age, socioeconomic status, gender, sexual orientation, culture, origin, ethnicity, race, disability, among others.
- **Equitable Compensation System:**  
The organization's salaries are assigned to positions and not to individuals, according to their level of required skills, responsibility and impact, without any bias based on age, socioeconomic status, gender, sexual orientation, culture, origin, ethnicity, race, disability status, among others.
- **Guarantees for Work-Life Balance:**  
The company offers programs and benefits that promote healthy work environments that enable people to develop both in their work and personal lives.

## DISCRIMINATION COMPLAINTS

The company declares zero tolerance to any act of discrimination.

- **Whistleblower Channels:** Anyone who considers that he/she has suffered an act of discrimination may report it to his/her immediate supervisor, Human Resources and Administrative Manager or the person who takes his/her place in the subsidiaries, or to the ethics hotline.
- **Investigation:** The Human Resources and Administrative Management, or whoever takes its place in the subsidiaries, will be in charge of investigating the case, assessing the existing evidence and interviewing both parties and witnesses in the case.
- **Disciplinary Sanctions:** If the act of discrimination is confirmed, the corresponding sanctions will be applied, in accordance with the company's internal regulations.