

OCCUPATIONAL HEALTH AND SAFETY POLICY

Grupo SURA is committed to developing activities that protect the lives of everybody involved with the company, ensuring their physical, mental, and social integrity through risk identification and control, continuous improvement of processes, protecting the environment, and developing a thorough health and safety management system.

Indeed, Management is responsible for promoting a healthy and safe work environment, complying with the applicable legal requirements, and assigning the necessary resources for the health and safety of workers in their work.

The programs developed are geared to promote a preventive and self-care culture. All employees, contractors, and temps are responsible for complying with safety standards and procedures, and for reporting potential risks to themselves and others.

Target

To generate a culture of self-care through comprehensive and interdisciplinary programs and activities, aimed to generate safe and healthy work environments that promote the well-being of Grupo SURA employees.

Scope and Application Framework

This policy is applicable to the employees of Grupo SURA and, as applicable, the responsibilities contained herein will also apply to contractors of the Company.

Guidelines

Given Grupo SURA's commitment to the well-being of its employees, the company acquires the following responsibilities:

1. To protect the safety and health of workers, through a continuous improvement of its Occupational Health and Safety Management System (or SG-SST).
2. Identify hazards, and evaluate and assess the risks using the methodology determined by the company to establish the respective controls and work plans.
3. Consult, inform and train employees on occupational health and safety issues, to understand the risks involved in their work and the relevance of the prevention and control measures adopted, and generate a culture of self-care.

4. Guarantee employees their right to participate before the Joint Occupational Health and Safety Committee or the body that takes its place, which is a mechanism for employee participation and a means of communication between employees and employer.
5. To form, train, and have the necessary elements for the Labor Coexistence Committee, which promotes good labor relations, prevent workplace harassment and addresses said issues in case they occur.
6. Carry out activities that mitigate absenteeism due to accidents, and common and work-related diseases.
7. Conduct investigations of incidents, accidents, and occupational diseases under established procedures.
8. Comply with current applicable national regulations regarding occupational risks, and strive to implement best practices.
9. Identify, prevent, manage and comprehensively attend to emergencies, mitigating the consequences on people, facilities, and equipment.
10. Prepare an annual work plan, follow-up actions, and continuous improvements to enable the progress of the occupational health and safety system and compliance with established goals.
11. To have indicators to measure, monitor, and prioritize safety and occupational health and safety actions.
12. Conduct internal and external audits and inspections.
13. Regularly discuss relevant occupational health and safety issues and progress thereof with management and employees.
14. Include occupational health and safety requirements for contracting or acquiring goods and services.

Grupo SURA employees instead must:

1. Provide comprehensive health care.
2. Provide clear, true, and complete information about their health status.
3. Comply with the rules, regulations, and instructions of the SG-SST.
4. Timely report dangers and latent risks in their workplace.
5. Participate in occupational health and safety activities and training.
6. Participate and contribute to comply with the objectives of the SG-SST.

To comply with these provisions, Grupo SURA will implement the Occupational Health and Safety System under the terms established in Decree 1072 of 2015 and any other regulation that amends or adds to it. In addition, the best practices, standards, and international guidelines for continuous improvement will be taken into account.

Governance

The Human Talent Management must review the contents of this policy at least once a year, and shall be responsible for its approval and administration.

Disclosure

The Human Talent Management will manage compliance with this policy in the areas involved, will ensure its disclosure and appropriation, and will update it in accordance with organizational changes, legal provisions, or other aspects that may affect what is described herein.

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