

REGULATION OF HYGIENE AND SAFETY

Entity:	Grupo de Inversiones Suramericana S.A.		
Tax I.D. No.:	811.012.271-3		
Medellín	Antioquia	Calle 49 No. 63-146, Piso 8	4938639
City	Department	Address	Phone
Branches: YES <input type="checkbox"/> NO <input checked="" type="checkbox"/> Number: <u>0</u>			
Address and domicile, if any: NA			
NAME OF THE ARL (Workers Compensation Entity): Seguros de Riesgos Laborales Suramericana S.A. – ARL SURA- FEIN: Affiliation policy N°: 094006239			
Class or type of risk assigned by the ARL: 1			
Economic activity Code No. (According to Decree 1607 of July 31, 2002 of the Ministry of Labor and Social Security): 1651101			
Description of the Economic Activity: The corporation will be devoted to invest in personal and real estate property. Concerning investment in personal property, in addition to any class of personal property, the corporation may invest in shares, quotas or participation in companies, entities, organizations, funds or any other legal figure that allows resource investment. It will also be able to invest in fixed, variable income papers or documents, whether they are listed or not in the public stock exchange. In any case, the issuers and/or receivers of the investment, can be public or private, domestic or foreign in nature.			
It prescribes the following regulation, contained in the following terms:			
ARTICLE 1. The organization is committed to comply with effective legal provisions, tending to guarantee the mechanisms that assure a timely and suitable prevention of work accidents and labor diseases, in accordance with articles 34, 57, 58, 108, 205, 206, 217, 220, 221, 282, 283, 348, 349, 350 and 351 of the Labor Code, Law 9a of 1,979, Resolution 2400 of 1,979, Decree 614 of 1,984, Resolution 2013 of 1,986, Resolution 1016 of 1,989, Resolution 6398 of 1,991, Decree 1295 of 1994, Law 1562 of 2012, Decree 1443 of 2014, Decree 1477 and all other norms set forth for such purpose.			

ARTICLE 2. The entity is committed to promote and guarantee the incorporation and operation of the Joint Committee of Security and Health at Work, in accordance with as set forth by Decree 614 of 1,984, Resolution 2013 of 1,986, the R of resolution 1016 of 1,989, Decree 1295 of 1994, Law 776 of 2002, Resolution 1401 of 2007, Decree 1443 of 2014 and all other norms set forth for such purpose.

ARTICLE 3. The entity is committed to allocate financial, technical resources and the necessary personnel for the design, implementation, revision, evaluation and continuous improvement of the Security and Health at Work Management System, elaborated in agreement with Decree 1443 of 2014 and other norms that modify or add to it

ARTICLE 4. Risk factors existing in the organization are mainly made up by:

Physical load: dynamics repetitive movements.

Public: holdups or robberies

Traffic: pedestrian, car, motorcycle transport or public transport

PARAGRAPH. – In order for the risks contemplated in this article do not translate into a work accident or labor disease, the entity exerts its control on the source, on the transmitting media or on the worker, in accordance with as stipulated in the security and health at work program of the entity, which is informed to all the workers

ARTICLE 5. The entity and its workers must have strict compliance with legal provisions, as well as with technical and internal standards adopted to obtain the implementation of preventive and work medicine, hygiene and safety activities, concordant with this Regulation and the entity's Health and Security at Work system

ARTICLE 6. The organization has implemented a process for the induction of the worker to the activities he/she must carry out, enabling him/her with respect to the prevention and security measures demanded by the labor conditions and the specific work to be performed.

ARTICLE 7. This Regulation will remain exhibited in, at least two visible places of the work premises, whose contents are disclosed to all the workers at the time of their entrance.

ARTICLE 8. This Regulation becomes effective as of the signature of the legal representative and as long as the existing conditions at the time of its approval, such as economic activity, production methods, facilities, remain without substantial changes, or when government dispositions that modify the norms of the Regulation or that limit its effectiveness, are dictated.

FERNANDO OJALVO PRIETO

Representante Legal

GRUPO DE INVERSIONES SURAMERICANA S.A.