

SAFETY AND HEALTH POLICY AT WORK

Health and safety at the work site are a priority for Grupo SURA. Employees are responsible for following the norms set forth on the matter and, in case of detecting situations that may place at risk the security of the facilities or its occupants, this must be reported to the channels established for this purpose.

In this regards, Grupo SURA guarantees to its workers decent and appropriate working conditions that allow a suitable development of their functions, aiming to preserve their health and well-being at every moment, as to prevent working accidents and the development of labor diseases to a maximum.

Objective

To generate healthy and safe work environments that promote the well-being of Grupo SURA's collaborators.

Scope and framework of application

This policy is applicable for the employees of Grupo SURA and, where relevant, the responsibilities set forth herein will also be applicable to contractors who render their services to the Company.

Guidelines

Giving maximum priority to the principle of prevention, Grupo SURA acquires the following responsibilities:

1. To protect the safety and health of the workers, through the continuous improvement of the Safety and Health at Work Management System (SG-SST).

2. To identify hazards, to evaluate and value risks and to establish the respective controls;
3. To consult, inform and educate its workers on aspects regarding security and health at work, so that they understand the risks involved in their work and the relevance of the prevention and control measures adopted.
4. To guarantee to the workers their right to participate before the Joint Committee of Safety and Health at Work or the body acting as such.
5. To implement accident prevention and labor diseases activities.
6. To comply with the applicable national standardization in effect on the matter of labor risks, and to look for the implementation of the best international practices.

On the other hand, the workers of Grupo SURA shall:

1. Look for the comprehensive care of their health;
2. Provide clear, truthful and complete information on their health condition;
3. Follow the norms, regulations and instructions of the SG-SST;
4. Timely inform about hazards and latent risks in their work sites;
5. Participate in the Safety and Health at Work activities defined in the SG-SST training plan;
6. To participate and contribute to the fulfillment of the SG-SST objectives.

In order to comply with as set forth herein, Grupo SURA will implement the Safety and Health at Work System, under the terms set forth in Decree 1072 of 2015 and any other norm that may modify or add to it.

Governance

The Vice Presidency of Corporate Affairs, altogether with the Internal and Shared Services Management shall review, at least once a year, the contents of this policy, and will be the one responsible for its approval and administration.

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Area Responsible: Internal and Shared Services Management



Disclosure

The Internal and Shared Services Management will manage, with the areas involved, the fulfillment of this policy, will watch for the appropriation thereof and will update it pursuant to organizational changes, legal provisions or other aspects that can affect what has been described herein.

FERNANDO OJALVO PRIETO

Legal Representative

GRUPO DE INVERSIONES SURAMERICANA S.A.