

SGSST self-assessment - Grupo SURA

Self-assessment results

After completing the self-assessment, these are the results of your process:

- 47 aspects included in the self-assessment
- 47 songs that you are doing very well
- 0 aspects that require some kind of improvement

The level of Control of the evaluated aspects is: **APPROPRIATE**

Congratulations. This means that your commitment to control is evident and generates peace of mind for the organization regarding the management of the Internal Control System. The probability of failure of your processes is low.

We recognize your commitment to the work you perform and we invite you to be very attentive and maintain these levels of control according to the environment

The following are the aspects you must execute as before:

| what you're doing right | suggested evidence |
|--|--|
| Compliance with the occupational health and safety policy | SGSST Policy Policy disclosure support to all employees Evidence of the last review Disclosure and Availability Testing |
| Planning, development and application of the Occupational Health and Safety Management System SG-SST | Act of appointment and designation of responsibilities Mandatory 50 hour course certificate budget for the year List of people and responsibilities assigned to the SGSST work plan , definition of objectives, indicators and monitoring of activities Matrix legal requirements |

| | |
|--|---|
| | <p>Risk and hazard matrix, work plan and evidence of execution of prevention and control activities</p> <p>Evidence of conducting medical evaluations</p> |
| Worker participation - COPASST | <p>Call, nominations, voting, appointment and responsibilities of the Paritorium Committee on Safety and Health at Work</p> <p>Minutes of Copasst meetings</p> <p>50-hour course certificate and training plan</p> |
| Employee Participation - CCL | <p>Call, nominations, voting, appointment and responsibilities of the Labor Coexistence Committee</p> <p>CCL Meeting Minutes</p> <p>50-hour course certificate and training plan</p> |
| Employee Participation - Employees | <p>Employee training plan</p> <p>Hazard and risk matrix</p> <p>List of corrective/preventive actions of the SGSST from different origins</p> <p>Plans derived from these recommendations</p> |
| Accountability | <p>Accountability of the person responsible for the SGSST</p> <p>Accountability of COPASST</p> <p>Accountability of the Coexistence Committee</p> <p>Accountability of Senior Management</p> <p>Disclosure of accountability of the CCL and COPASST</p> |
| Mechanism of communication of the contents of the Occupational Health and Safety Management System SG-SST, to the workers | <p>Mechanisms of internal and external communication that the company has in matters of Safety and Health at Work</p> <p>Communications plan</p> <p>Evidence of communications</p> |
| Process of investigating incidents, work accidents and occupational diseases, and its effect on the improvement of occupational safety and health in the company | <p>List of work accidents presented between January and December of the previous year</p> |

| | |
|--|---|
| | <p>List of occupational diseases presented between January and December of the previous year</p> <p>Support of the reports to the ARL</p> <p>Support of preventive and corrective actions derived from investigations</p> |
| Development of the audit process | <p>Audit support to the SGSST</p> <p>Plans derived from the results</p> <p>Socialization of the plan to COPASST</p> |
| Monitoring and measurement of results | <p>Measurement of indicators according to periodicity</p> <p>Minutes of presentation of indicator results</p> <p>Records or characterization of indicators</p> |
| Evaluation by top management | <p>Evidence of the annual review by Senior Management in 2019</p> |
| Planning, development and application of the System - Evacuation coordinators | <p>Appointment and responsibilities signed</p> <p>Evidence of the induction provided by the evacuation coordinators to each of the assigned coordinators</p> |
| Planning, development and application of the System - Emergency Committee | <p>Appointment and responsibilities signed</p> <p>50 hour course certificate</p> |
| Planning, development and application of the System – Emergency Brigade | <p>Appointment and responsibilities signed</p> <p>50 hour course certificate</p> |
| Planning, development and application of the System – Inspection and installations | <p>Schedule of inspections of facilities, machinery and equipment</p> <p>Evidence of the inspections carried out on the facilities, machinery and equipment</p> <p>Facilities inspection support</p> |
| Planning, development and application of the System – Emergency Plan | <p>emergency prevention, preparedness and response plan and its disclosure to employees</p> <p>Supports that show the performance and analysis of the drills.</p> <p>Evidence of incorporation of improvement plans derived from drills</p> |
| Development of responsibility and accountability | <p>Evidence of the accountability of the emergency committee</p> <p>Evidence of the accountability of temporary service companies when there are employees on mission</p> |

| | |
|--|---|
| Change management | Communications or evidence of change management activities |
| Scope and application of the Occupational Health and Safety Management System SG-SST against suppliers, contractors and new acquisitions | Evidence of the existence and compliance with the SGSST of the suppliers at the time of their relationship (registration) with the company. |

Recommendations:

The results of the self-assessment and the support provided by the Human Talent and SIC areas were verified. No deviations were identified in accordance with the requirements established in decree 1072 of 2015. The system must continue to be strengthened with the management of the different actors (emergency committee, CCL, Copasst, evacuation coordinators, brigade members, etc.).