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| <b>INTEGRATED POLICY</b> |                  |  |
| Code: GERG-FOR-005       | Date: 02-01-2015 | Version: 005                                                                        |

# INTEGRATED POLICY

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|---------------------------------------------|------------------------------------------------------|--------------------------------------------|
| <b>DATE OF PREPARATION:</b><br>02/01/2015   | <b>DATE OF REVIEW:</b><br>02/01/2015                 | <b>DATE OF APPROVAL:</b><br>02/01/2015     |
| <b>RESPONSIBLE:</b><br><br>HSEQ Coordinator | <b>RESPONSIBLE:</b><br><br>Management Representative | <b>RESPONSIBLE:</b><br><br>General Manager |

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It is the policy and commitment of 7 SEAS ENERGY S.A.S. to provide, at both national and international levels, complementary services to offshore and onshore operations. Specifically, the company provides rental services for land and marine vehicles for personnel transportation; rental of apartments and houses (lodging and housing); catering; supply of general operating materials; equipment cleaning and maintenance; security and technology personnel; equipment certification; pipe inspection; medical services; cleaning and sanitation services; maritime agency services; logistics, among others.

Within its Integrated Management System, 7 SEAS ENERGY S.A.S. establishes behaviors and criteria that go beyond those required by current national regulations and is committed to:

- Providing excellent service that meets and exceeds client expectations regarding the services rendered, taking into account their requirements and quality standards.
- Preventing incidents, personal injuries, and occupational illnesses that may arise from specific risks associated with the various processes performed.
- Controlling and minimizing the risk of damage to property, equipment, and third parties, thereby safeguarding the assets of the company and its clients.
- Maintaining a healthy and safe work environment based on the control and minimization of social, environmental, economic, occupational safety and health risks, and other requirements subscribed to by the organization related to service delivery.
- Promoting continuous improvement of processes and maintaining high standards of quality in safety, occupational health, and environment through the development of strategies for monitoring and measuring the system's performance.
- Defining management programs to control risks and/or aspects identified as priorities within the organization's processes and activities.
- Complying with current Colombian legislation and other requirements subscribed to by the organization in terms of Occupational Safety and Health.
- Providing the necessary administrative, operational, physical, technological, and financial resources to ensure the effective implementation of the Integrated Management System.
- Preventing workplace harassment behaviors and defending the right of all workers to be treated with dignity, integrating the prevention of such behaviors into the Occupational Health and Safety Management System (OHSMS), to foster joint collaboration in the establishment of a Workplace Harassment Prevention Plan.
- Raising awareness among all workers, contractors, and subcontractors to be responsible for their own safety, for the safety of personnel under their charge, for the integrity of the company's and clients' assets, for the community, and for overall integrity.

This Policy will be communicated to all persons working under the control of the organization, involves suppliers and contractors, and will be available to all interested parties.



**MANUEL ERNESTO ROJAS ROMÁN**  
**Legal Representative**  
Reviewed on December 13, 2024.

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## CHANGES AND MODIFICATIONS

| Version | Date       | Description of Change     | Responsible for Change | Approved by          |
|---------|------------|---------------------------|------------------------|----------------------|
| 001     | 02/01/2015 | Document creation         | Not applicable         | No Aplica            |
| 002     | 04/02/2015 | Change of General Manager | System Representative  | General Manager      |
| 003     | 03/08/2015 | Change of General Manager | System Representative  | Legal Representative |
| 004     | 02/08/2016 | Change of Logo            | HSEQ                   | General Manager      |
| 005     | 18/12/2020 | Policy update             | HSEQ                   | General Manager      |