

SOCIAL RESPONSIBILITY POLICY		
Code: GERG-FOR-008	Date: 02-01-2015	Version: 004

SOCIAL RESPONSIBILITY POLICY

DATE OF PREPARATION 02/01/2015	DATE OF REVIEW 02/01/2015	DATE OF APPROVAL: 02/01/2015
RESPONSIBLE: HSEQ Coordinator	RESPONSIBLE: Management Representative	RESPONSIBLE: General Manager

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7 SEAS ENERGY S.A.S. is committed to creating value for its various stakeholders by seeking a balance between the economic, social, and environmental components, and by promoting ethical standards in all its actions through the following commitments:

- Prevent, address, and resolve social impacts caused by the development of activities, considering the socioeconomic, cultural, and environmental differences of the territories within the areas of influence.
- Maintain permanent communication channels between workers, the operating company, and the community, in coordination with governmental entities.
- Comply with national and international legislation regarding child labor, forced labor, occupational health and safety, freedom of association and the right to collective bargaining, non-discrimination, disciplinary measures, working hours, and remuneration.
- Engage in dialogue with communities in the direct area of influence to provide equal opportunities for local employment, particularly in unskilled labor.
- Carry out local purchases and contracts, to the extent possible, for the benefit of the population within the direct area of influence, within the parameters of technical and economic feasibility.
- Allocate operational and financial resources to the execution of social and environmental activities.

This policy will be communicated to all persons working under the control of the organization, involves workers, contractors, and subcontractors, 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	Not applicable
002	04/02/2015	Change of General Manager	Management 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