

Occupational Health and Safety Policy

1. Guidelines and Policies

Banco de Bogotá is a financial institution that is part of the AVAL group, which has established within its priorities the implementation and development of its Occupational Health and Safety Management System, hereinafter SG-SST, aimed at strengthening efforts in favor of the promotion of the quality of working life, through the identification of hazards and management of occupational risks. This, to prevent accidents and occupational diseases, as well as possible material damage to property and everything that may generate negative impact on the work environment, its stakeholders, and the community in general.

Banco de Bogotá establishes the following parameters to achieve the commitment of the organization:

- The structure and functioning of the SG-SST, as well as the development of activities, must be aligned with the regulations issued by the regulatory entities, with the aim of complying with the current and applicable regulatory provisions in the matter.
- The identification of hazards and evaluation of any risk that may cause damage to the health of employees and stakeholders occupies the first place within the priorities for decision-making of senior management, with the purpose of designing and implementing prevention and protection measures, as well as the formulation of a preparedness plan, prevention, and attention to emergencies.
- All employees and stakeholders must seek comprehensive health care and actively participate in the definition of opportunities for improvement and compliance with the regulations and instructions of the SG-SST of Banco de Bogotá, as well as compliance with relevant international OHS standards and regulations, voluntary programs and / or collective agreements in OHS.
- Senior management is responsible for promoting the consultation of the OHSMS before different communication channels that allow the active participation of our collaborators, their representatives and interest groups.
- Inform your stakeholders about the results through the sustainability report.

Banco de Bogotá will allocate the human, financial and technical resources necessary for the management of Occupational Health and Safety, aimed at its planning, implementation and continuous improvement. Achieving awareness and commitment individually and collectively through the development of all activities, which contribute to the promotion and adoption of healthy lifestyles and work as well as the necessary measures to avoid the possession, consumption and / or sale of psychoactive substances (cigarette, tobacco, alcohol and drugs) to employees and interest groups.

Banco de Bogotá is committed to carrying out actions that allow continuous improvement of the SG-SST through the definition of action plans and due prioritization, establishing quantitative objectives, detailing goals and performance metrics where it reaffirms the contribution of integral well-being (physical and mental health), equality, diversity and inclusion of all employees, stakeholders and the satisfaction of our customers.

This policy is aligned with the guidelines given in the other management systems and is applicable to all workplaces nationwide. Likewise, it is applicable to all employees, operations, interest groups and / or people under the supervision of the company.

2. Occupational Health and Safety Process – SACF

The Occupational Health and Safety process must be subject to the criteria established for relations between Banco de Bogotá and financial consumers in accordance with corporate guidelines for the consolidation of a culture of attention and protection to the financial consumer.

OSH governance oversight

Oversight of OSH implementation is headed by the Vice President of Sustainability and Corporate Services, who acts as the designated representative of senior management within the Bank.

This policy is approved by senior management and implemented through the Talent and Culture Directorate headed by the Employee Experience Management, which is part of the afore mentioned vicepresidency. In this way, OSH-related issues are discussed on a regular basis in conjunction with the related business units. Likewise, the committees are aware of the management of OSH by the Board of Directors and annual sustainability reports.

Objectives and Indicators

In accordance with the policy, objectives, indicators and targets will be established which meet the following parameters:

1. They are clear, measurable, quantifiable for compliance.
2. They are consistent with the annual work plan on occupational safety and health in accordance with the identified priorities.
3. They are compatible with compliance with current regulations applicable to occupational risks.
4. They are reviewed and evaluated periodically, at least once (1) a year and updated if necessary.

3. Glossary

The following definitions are recorded in Decree No. 1072 of 2015, issued by the Ministry of Labour.

SENIOR MANAGEMENT: Person or group of people who direct and control a company.

WORKPLACE: Any building or open-air area intended for an economic activity in a given company.

EMERGENCY: It is that situation of danger or disaster or the imminence of it, which affects the normal operation of the company. It requires an immediate and coordinated reaction of workers, emergency and first aid brigades and in some cases other support groups depending on its magnitude.

HAZARD IDENTIFICATION: The process of establishing whether a hazard exists and defining its characteristics.

HAZARD: Source, situation or act with the potential to cause damage to the health of workers, equipment or facilities.

RISK: A combination of the likelihood of one or more exposures or hazardous events occurring and the severity of the damage that may be caused by them.

RISK ASSESSMENT: It consists of making a judgment about the tolerance or not of the estimated risk.

3. Reference Documents

Resolution 0312 of 2019 / Definition of the Minimum Standards of the Occupational Health and Safety Management System – Ministry of Labor

Decree 1072 of 2015 / Chapter 6: Occupational Health and Safety Management System - Ministry of Labor

Decree 472 of 2015 - criteria for graduation of fines for infringement of the rules of Safety and Health at Work and Occupational Risks - Ministry of Labor

Law 1562 of 2012 - System of occupational risks and provisions on occupational health – Ministry of Health and Social Protection

Guide for the identification of hazards and the assessment of risks in occupational health and safety GTC-45/2012 – ICONTEC

Signature
Legal Representative
Bank of Bogotá

Approval
12/09/2023
Board of Directors
Banco de Bogotá

Banco de Bogotá