

INFORME DE SOSTENIBILIDAD



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CO18/8470

CO18/8462
CO18/8464



SUSTAINABILITY REPORT 2022

Ethical and Socially Responsible Management System

INSURCOL's 2022 Sustainability Reports. It reports the main results of economic, social and environmental performance of the company in the period between January and December 2022, responds to the company's commitment to report in annual cycles to make its management transparent in relation to its stakeholders and society in general from the integral perspective of Corporate Social Responsibility.

INSURCOL
30/01/2023

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1. ORGANIZATION PROFILE



1.1 History



INSURCOL is a leading Colombian company in the Oil & Gas sector, with more than 33 years of experience, within which the manufacturing capacity and integration of technological solutions developed "tailored" to the needs of each client stands out. In INSURCOL we have our Registered Trademark "INSURCOL people who know what they do", this distinctive sign was conferred with resolutions 4339 and 7987 of the Superintendence of Industry and Commerce, including the products and services of the International Classification of Nice edition No. 11, classes 35, 37, 40, 42, 41 and 45, completely covering the manufactures and integrations of customized solutions, supplies of equipment and spare parts, technical services, engineering and project execution for analyzer systems, heating and temperature support systems, Fire & gas systems, telemetry systems, instrumentation, and automation, SCADA systems, combustion systems and systems for control and regulation of flow in processes; including civil, mechanical, electrical, instrumentation and control and mechatronics specialties.

All our processes are certified under ISO 9001:2015 (ONAC, ANAB and UKAS), ISO 14001:2015 (ONAC, ANAB and UKAS), ISO 45001:2018 (ONAC) and SGE21 (FORETICA) whose certified scope includes all our business units and solutions.

We currently provide high value integral solutions to our clients-allies in the lines of Analytical Measurement for Process Optimization; Fire&Gas for Protection of Plants, Processes and People; Heat Management for Flow Assurance and Process Improvement; Optimization of Combustion and Flame Processes; Real-time diagnosis of rotating, static and electrical equipment, for predictive, preventive and corrective maintenance; Telemetry, Instrumentation, Automation and Logistics of Hydrocarbons; Flow Control and Regulation; HVAC Explosion Proof Systems; and Electrical SCADA Systems; we also offer the execution of EPC / PC projects.

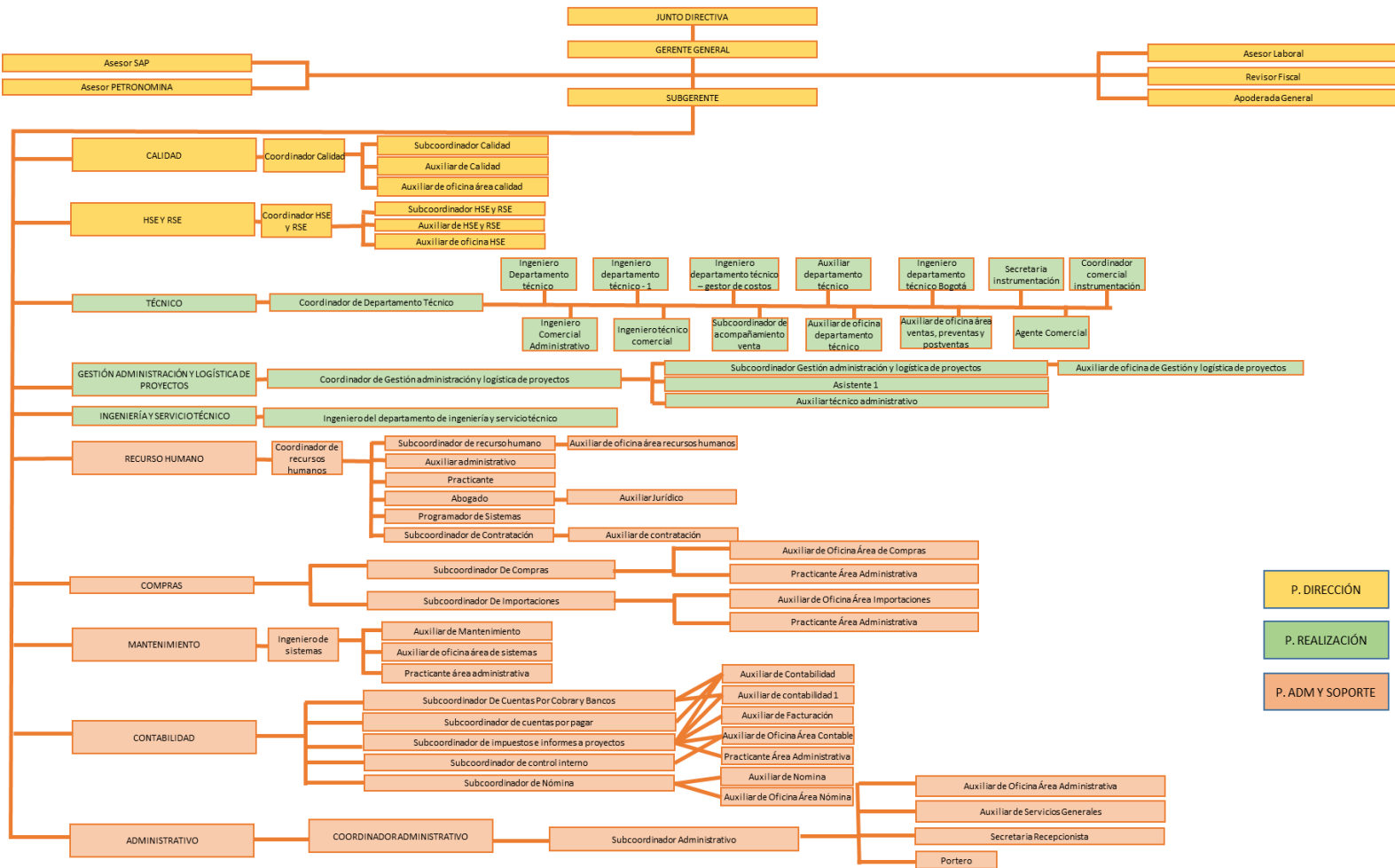
Our corporate objective is to ensure availability and operational continuity of the plants and increase the profitability of our customers.

We have four main business units:

- **Supply:** We supply equipment, instruments and spare parts from the factories we represent in Colombia.
- **Integral Solutions:** We develop solutions tailored to the needs of our customers, adding value to their processes.
- **Specialized Technical Services:** We execute specialized technical services for predictive, preventive and corrective maintenance; technical assistance, installation and assembly, testing, commissioning and commissioning of equipment and systems associated with our representation brands.
- **Projects:** We execute both EPC and PC projects.

1.2 ORGANIZATIONAL STRUCTURE

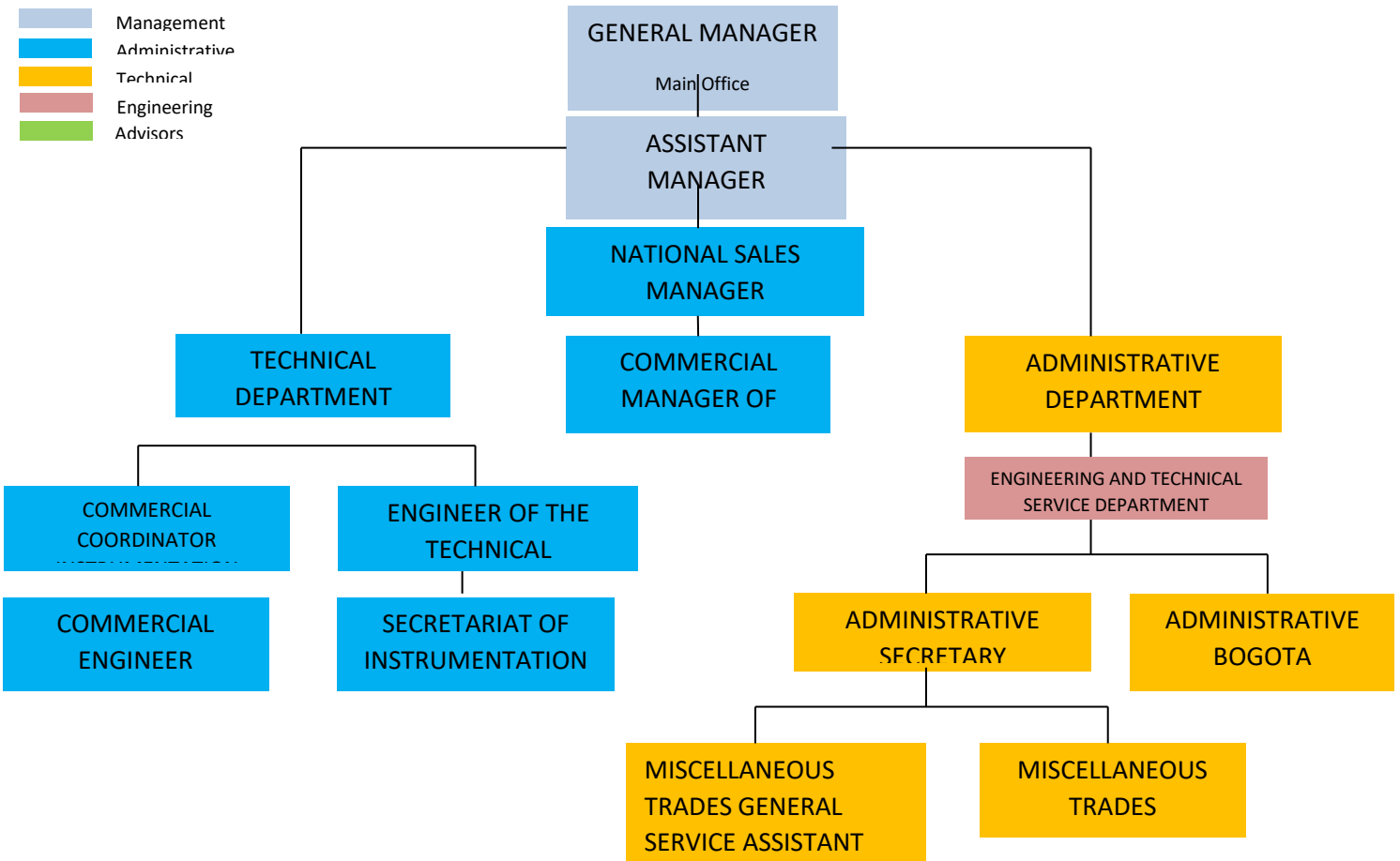
OFFICIAL ORGANIZATION CHART INSURCOL BUCARAMANGA



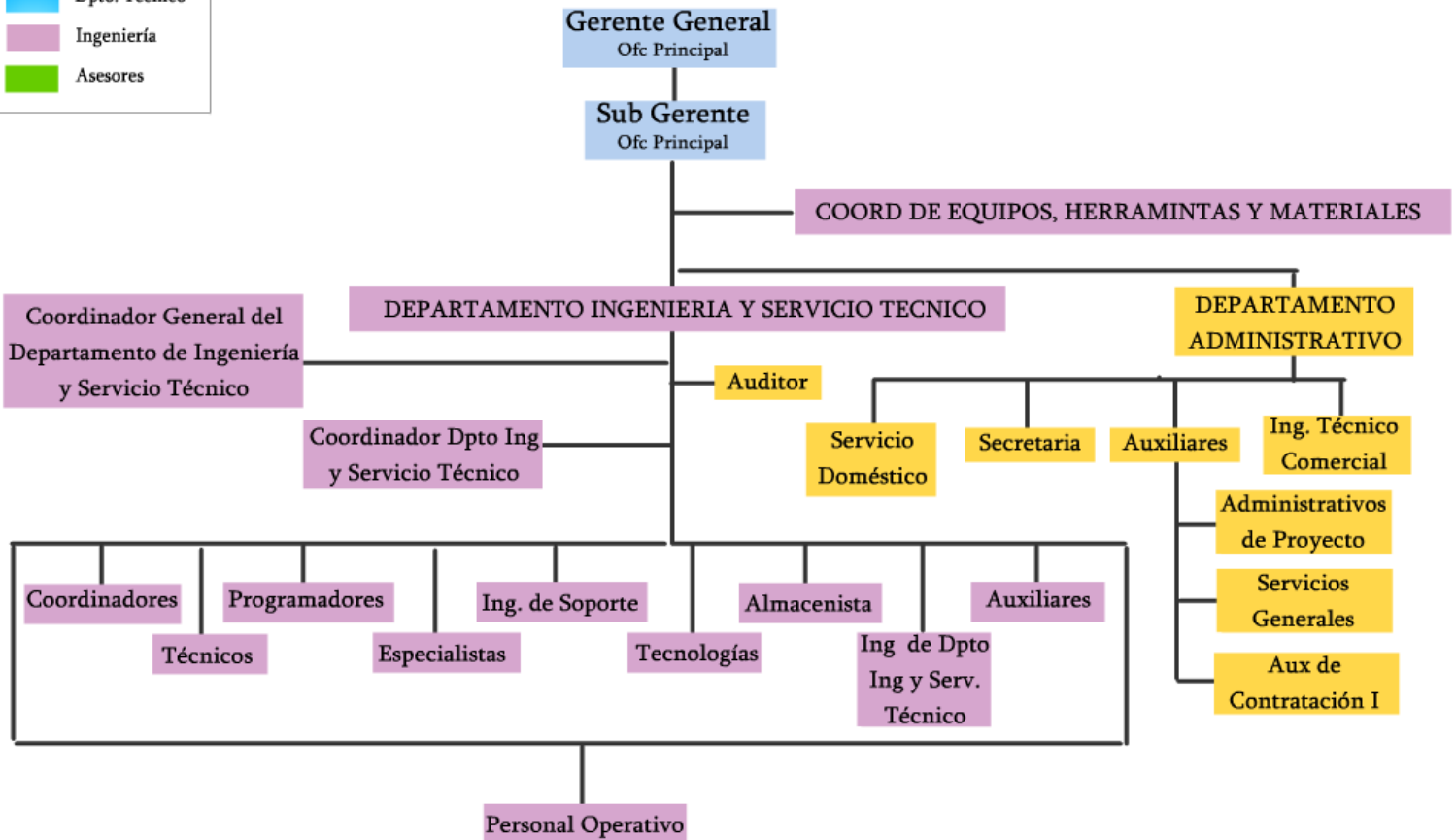
OFFICIAL ORGANIZATION CHART INSURCOL BOGOTÁ

LEGEND

- Management
- Administrative
- Technical
- Engineering
- Advisors



ORGANIGRAMA OFICIAL INSURCOL BARRANCABERMEJA



1.3. MISSION

In INSURCOL we exceed the expectations of our customers by providing the best service in Supplies, Technical Services, Technological Solutions and execution of Projects in Engineering, Procurement and Construction, such as Assembly, Installation, Maintenance, Basic and Detail Engineering in the lines of Instrumentation and Control, Energy, and Metallurgical; the above within a continuous improvement program that ensures the quality implemented in the organization, based on the requirements of the standards of the Quality Management System, Environmental, Safety and Health at work, Ethics and Socially Responsible. We deliver comprehensive support to our customers through professionals and collaborators highly qualified and trained by manufacturers, who provide their services as a vocation, through which they achieve their personal and professional development; thus, guaranteeing environmental integrity in the activities that each one develops.

The honest, responsible and fair management of our business and relationships with suppliers, customers, government and community in general allows us to guarantee a fair economic return in the execution of each of the projects where INSURCOL is involved, contributing to the welfare and development of our stakeholders.

1.4. VISION

By 2030 INSURCOL will be a leading company in the design, manufacture and integration of technological solutions, promoting the implementation of clean technologies under compliance with national and international norms and standards; for the Oil & Gas, Industrial Gases, Fuel Terminals and Lubricants industries; accompanying and advising its clients from the start-up phase to the implementation of each solution; ensuring national and regional coverage.

1.5. INTEGRAL MANAGEMENT POLICY

INSURCOL is committed to increasing the satisfaction of its customers, with the protection of the environment by preventing the pollution generated in its processes and with the management of occupational risks framed within the management system of safety and health at work in favor of the improvement of the individual and collective health of its employees, quality of life of our workers, their families and the communities where we work, the management of risks generated in their processes and the consolidation of a culture of information security. Therefore, in its headquarters and its branches, it bases its policy on:

- Exceed customer expectations by providing serious, respectful and responsible treatment; offering first quality supplies, assembly, installation and maintenance of equipment in the energy, metallurgical and instrumentation and control lines, including the construction of works and assemblies in the civil, mechanical, electrical and instrumentation and control specialties; as well as the design and development for the construction of works, assembly, installation and commissioning of equipment with attention and timely response through a specialized technical service using highly qualified, motivated and emotionally related professionals with the organization; fostering mutually beneficial business relationships with our suppliers.
- Identify hazards, evaluate, assess and eliminate OSH risks, present in the activities that are developed, establish controls, implement safe work procedures; execute epidemiological surveillance, medicine, hygiene and industrial safety programs; carry out training activities that prevent and mitigate accidents, incidents and occupational diseases related to the inherent risks duly identified, maintaining safety conditions adequate preventing and controlling potential risks that may cause damage to property to our own financial integrity and that of our clients. Therefore, the organization is committed to ensuring the competence of the personnel who execute tasks that impact on Health and Safety In the OSH work, it also undertakes to comply with all Biosafety protocols in terms of prevention of COVID-19
- Maintain an environment of coexistence free of any type of aggression, mistreatment, humiliation, inconsiderate and offensive treatment and in general any outrage to human dignity within the organization in the context of labor relations, developing the procedures, and allocating the necessary resources to implement preventive and corrective measures of labor harassment, in order to promote an excellent environment of labor coexistence, Foster positive social relationships among all workers in the company and support the dignity and integrity of people at work.
- Identify and control significant socio-environmental aspects and impacts, such as discharge of sanitary wastewater, solid waste, gas emission and others that arise in the development of activities; contribute to the preservation of the environment, preventing the contamination of soil, air and water; making efficient use of water and energy resources, and ensuring proper disposal of waste. With the commitment of the organization, the reduction of those impacts classified as significant will be carried out, through training and training of personnel and establishing strategies against climate change, making an adequate management of emissions by mobile sources and refrigerant gases.
- Ensure both in operations and in business relationships with suppliers, contractors, customers and competitors, compliance with good business practices, taking into account our principles and values clearly defined in the Code of Conduct. Likewise, INSURCOL is committed to the good governance of the organization, the fulfillment of human rights, freedom of expression, free development and other actions for the improvement of the working conditions of its workers, having practices aimed at improving and strengthening relations between the family-employee-company, thus achieving emotional, family and economic stability of these; implementing social action programs and ensuring the proper use of the resources invested by its partners.
- Objectively protect, preserve and manage INSURCOL's information, together with the technologies used for its processing, against internal or external threats, deliberate or accidental, in order to ensure compliance with the principles of confidentiality, integrity and availability.
- Define the criteria, procedures and implementation in the prevention and control of money laundering and financing of terrorism – hereinafter SARLAFT – within the operations of the organization, through the identification and control of the risks of ML / TF.

Likewise, it undertakes to comply with the specific requirements and those that, although not established, are necessary for the specified or intended use; likewise, applicable legal, regulatory and local regulations and others subscribed by the organization, framing its Management Systems of Quality, Environment, Safety and Health at work and ethics and social responsibility in the philosophy of prevention, continuous improvement, well-being and development of the interested parties and in the guidelines of the NTC ISO 9001: 2015, NTC 14001:2015, NTC 45001:2018, SGE 21 and NTC ISO 27001:2013. Senior Management will permanently maintain economic support for all activities generated from the implementation, development, maintenance and improvement of management systems. Management, advisors, professionals, technicians, administrative staff, and service providers, and other interested parties will participate in the different programs agreed and disclosed in a creative, prospective and persuasive process, to achieve effectiveness in the fulfillment of all the objectives of the Integral Management System.

1.6 ANTI-CORRUPTION POLICY

INSURCOL, is committed to combating bribery, extortion, fraud and corruption within its administrative, operational and financial processes that arise from its daily operations for which it establishes:

- Eradication of corrupt practices such as bribery / extortion: Through the Code of Good Governance, Code of Conduct, Audits and fiscal reviews that ensure the transparency of all income and expenses also ensuring that resources are applied efficiently.
- Criteria for issuing and receiving gifts and hospitality: No worker is authorized to give gifts on behalf of Insurcol. in case it is considered necessary for commercial events, it will be duly controlled under the procedure Request for resources for CSR activities.

Any undue payment or payment contrary to the principles and ethics of the company, made or received by workers or representatives of INSURCOL or any natural or legal person, made in order to obtain some degree of influence in the initiation or maintenance of a business relationship in which INSURCOL intervenes, It will be totally rejected and sanctioned based on the provisions of our internal work regulations.

All workers have the responsibility to keep records on any transaction or business that involves disposing of or transferring assets owned by INSURCOL.

- Ways to detect and limit conflicts of interest: likewise, situations that may present conflicts of personal interest and those of the company should be avoided; in the event that any situation arises, we must inform our immediate boss in order to give an appropriate solution.
- Consultation mechanisms against dubious actions: To comply with the above, there is a management committee responsible for promoting, monitoring and guaranteeing the application of this policy and informing the Management or its delegate of any anomaly presented in compliance with it.

GENERAL MANAGER

As part of INSURCOL's commitment. To reduce the environmental impact caused by the activities it develops, and in particular, as part of its commitment to save natural resources, making efficient use of them, establishes the following policy of saving and using paper.

COMMITMENT:

1. Insurcol. It is committed to reducing its total paper consumption by 20% compared to the previous year's consumption levels.

To this end, it will carry out a monthly accounting of the consumption of the different types of paper and will launch an action plan aimed at achieving this reduction.

2. It will perform the maintenance of equipment such as printers and photocopiers to avoid unnecessary expense due to failures in its operation.

3. Labor personnel and any person who uses the Insurcol dependencies. They will be informed of the good practices of paper use that are followed in the entity so that they can follow them.

4. Insurcol undertakes to make the selection of recyclable paper in the areas where it originates, making its disposal in the bags according to the color code established in the environmental program.

PROHIBITIONS:

- It is forbidden to print informative emails to the staff of the organization.
- It is forbidden to print internal single-sided documents on a clean sheet, unless the document requires it.
- It is forbidden to print formats and documents that are systematized or digitized to review, correct and / or archive them.
- The use, copying and printing of paper for personal purposes is prohibited.

APPLICATION:

This policy is mandatory for all employees of the company as well as INSURCOL.

EMPLOYEE MONITORING AND ASSISTANCE PROGRAM

To achieve the purpose of this policy, Insurcol. It will have systems that allow measuring, promoting, disseminating and ensuring compliance with the policy.

GENERAL MANAGER

1.8 ROAD SAFETY POLICY

For Insurcol it is essential to ensure that the activities are continuously executed in a safe manner by carrying out a multidisciplinary work to prevent road accidents that bring negative consequences for the integrity of people, equipment and the environment. For this we have:

- The minimization of risks derived from the behavior of drivers through defensive driving training for all personnel operating vehicles and vehicle monitoring devices.
- Obedience to national and local laws and regulations issued by the Ministry of Transport of Colombia.
- The development of inspection programs and timely maintenance to the vehicle fleet, own or contracted.
- Keep in mind the analysis of the routes prior to the routes.
- Speed limits will be observed according to the signage present on the client's premises and on national roads in rural and urban areas.

Likewise, it is forbidden for personnel driving a vehicle:

- Being under the influence of hallucinogenic substances or that alter your behavior
- Obeying means of distraction such as the cell phone, the use of "hands-free" devices during driving activities is prohibited.
- Transport people other than Insurcol workers and if this is the case there must be an authorization or assignment.
- Driving times A period of 12 hours of work is established (Maximum 8 hours of continuous driving), an effective rest of 5 minimum hours of sleep and in case of being for two or more consecutive days, 14 minimum hours of sleep must be guaranteed.

Passengers and drivers must wear their seat belts and obey good behavior before, during and after the tour as established in the strategic road safety plan IN-AZM30, and in case of emergency act as established by the protocol of attention to victims.

The company will have the resources that are necessary to continuously improve, stimulate the good performance of its employees, as well as have disciplinary measures for disobedience of this policy as established in the internal work regulations.

GENERAL MANAGER

1.9. OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM

Occupational Health and Safety management system that allows the organization to control its risks and improve its performance. For which it has based its structure based on the legal requirements decree 1072, ISO 45001 and RUC Guide.

2.AWARDS AND RECOGNITIONS

- 🌿 Decoration by the Congress of the Republic (January 30, 2012) Conferring the degree of commander in recognition of the work carried out for the benefit of the country's business sector.



COLOMBIA SE DESARROLLA EMPRESARIALMENTE

SGE 21



INSURCOL LTDA
 Ingeniería, Suministros y Representaciones de Colombia Ltda.

Version 4.35
30-01-2012



INSURCOL LTDA

Fundada el 18 de agosto de 1968 INSURCOL LTDA cuenta con una amplia trayectoria en brindar el servicio de suministros, asistencia técnica y ejecución de proyectos de tipo industrial, enfocada especialmente al mercado de la industria petrolera, energética, telecomunicaciones, electrónica e industrial, basados en los lineamientos de las normas de los sistemas integrados de gestión



Alvaro González Rodríguez logra convertir el sueño de su vida en realidad, este santiguero es un gladiador de la vida, cada gesto, cada palabra es sopesada por este empresario de apariencia tranquila que por 34 años contempla sorprendido el avance exitoso de su empresa INSURCOL LTDA, que en su laborar de responsabilidad social logró certificarse en gestión ética y socialmente responsable, conforme a la norma SGE 21 primer certificado entregado en américa latina. INSURCOL LTDA. alcanza este merecimiento por sus sistemas articulados en la parte organizacional.

**CONGRESO DE LA REPUBLICA
 CONDECORA A INSURCOL LTDA**



Recientemente el Capitolio Nacional, salón de la constitución, sirvieron de escenario para la condecoración que entregó el Senado. Orden de la democracia gran comendador en la persona del Doctor Alvaro Gonzalez Rodriguez. Este reconocimiento lo entregó por parte del Senado el Doctor Honorio Galvis Senador de la República.

Haga clic para reducir la ampliación de toda la página



GOBERNACIÓN DE SANTANDER

DECRETO NÚMERO 076 DE 2012

Por el cual se confiere la Distinción Departamental
AL MÉRITO CIVIL AGUILEO PARRA GÓMEZ

EL GOBERNADOR DE SANTANDER,
en uso de sus facultades legales, y

CONSIDERANDO:

Que por Decreto número 0311 de Noviembre 29 de 1999 el Gobierno Departamental creó la Distinción Honorífica al mérito civil AGUILEO PARRA GÓMEZ, destinada a exaltar los méritos de personas e instituciones oficiales y privadas que contribuyen a fomentar el bienestar y el desarrollo regional;

Que la empresa de Ingeniería, Suministros y Representaciones de Colombia, INSURCOL LTDA, es una firma santandereana fundada el 18 de agosto de 1988 en la ciudad de Bucaramanga, que a lo largo de sus casi 24 años de existencia, ha logrado una importante expansión, con el establecimiento de oficinas en Bogotá, Barrancabermeja, Cartagena y la ciudad norteamericana de Houston;

Que INSURCOL LTDA ostenta una amplia trayectoria en el suministro, instalación, capacitación, mantenimiento de sistemas de control e instrumentación electrónica, sistemas ininterrumpidos de potencia y equipos y elementos de tipo industrial;

Que la empresa cuenta, igualmente, con un equipo financiero, técnico y administrativo de primera línea que, sumado a la calidad de los productos que ofrece y a la experiencia de su equipo de trabajo, hace de la entidad un excepcional modelo de pujanza empresarial en Santander y el país;

Que, como reconocimiento a la confiabilidad de sus procesos, INSURCOL LTDA ha sido certificada por el más importante organismo internacional de certificación, S.G.S de Colombia S.A, en normas como ISO 9001, ISO 14001 y OHSAS 18001, al igual que ha sido avalada por las entidades acreditadoras UKAS de Inglaterra y ANAB de Estados Unidos;

Que INSURCOL LTDA es hoy una compañía del más alto nivel al servicio de la industria nacional e internacional, con una infraestructura robusta, personal idóneo y el apoyo de 25 compañías multinacionales de las cuales tiene representación exclusiva en el país;

Que INSURCOL LTDA está comprometida en combatir la corrupción al interior de sus procesos administrativos, operativos y financieros que surgen de sus operaciones diarias;

Que este mes de abril, INSURCOL LTDA ha sido certificada por la organización certificadora internacional Foretica, de España, como la primera empresa latinoamericana en acreditar la norma SGE 21 de Gestión Ética y Responsabilidad Social;

Que al generar una mejora continua en el sistema de responsabilidad social empresarial, promover la generación de empleo, la estabilidad laboral y garantizar la salud laboral en los trabajadores de la organización, además de combatir la corrupción, INSURCOL LTDA emerge como una empresa excepcional, orgullo y digno ejemplo a seguir por los santandereanos y los colombianos en general;

DECRETA:

ARTÍCULO PRIMERO. Otorguese la condecoración Orden Aquileo Parra Gómez a la empresa santandereana de Ingeniería, Suministros y Representaciones de Colombia, INSURCOL LTDA, en reconocimiento a su extraordinaria expansión nacional e internacional, la excepcional calidad de sus servicios, sus reconocidos valores éticos, su excelencia técnica, la reconocida eficiencia en la prestación de sus servicios y la defensa de la estabilidad de sus trabajadores, y por haber sido reconocida como la primera empresa latinoamericana en acreditar la norma SGE 21 de Gestión Ética y Responsabilidad Social.

ARTÍCULO SEGUNDO. Entréguese el presente decreto a la empresa INSURCOL LTDA en la ceremonia especial programada para exaltar sus valores, que tendrá lugar el 25 de abril en la ciudad de Bucaramanga.

Comuníquese, y cúmplase.


RICHARD ALFONSO AGUILAR VILLA
Gobernador de Santander

Departmental distinction to **MÉRITO CIVIL AGUILEO PARRA GÓMEZ** for contributing to the promotion of the welfare and development of the region (April 25, 2012).

In recognition of the extraordinary national and international expansion, the quality of the service, ethical values, technical excellence, efficiency in the provision of the service, and the defense of the stability of our workers; for having been recognized as the first Latin American company to accredit the SGE 21 standard of Ethical Management and Social Responsibility.

 New Century Magazine; Recognition as entrepreneur of the month

 The Honorable Departmental Assembly of Santander (June 13, 2012)

It highlights and pays tribute for being the first Latin American company to achieve the SGE 21 certification in Ethical and Socially Responsible Management, granting the Luis Carlos Galán Sarmiento Order, the highest decoration granted for the excellent contributions and important achievements in the Industrial sector.

The Foundation for the Integral Development of the Transform community, awards a diploma for the commitment to the quality of life of vulnerable communities and its leadership in Ethical and Socially Responsible management according to the SGE 21 Standard.



- 🏆 Recognition of Servomex for meeting sales goal by more than 200% for the year 2015.



- 🏆 MSA recognition for meeting sales goals for 2015 by more than 100%.



3.CERTIFICATIONS AND ACCREDITATIONS

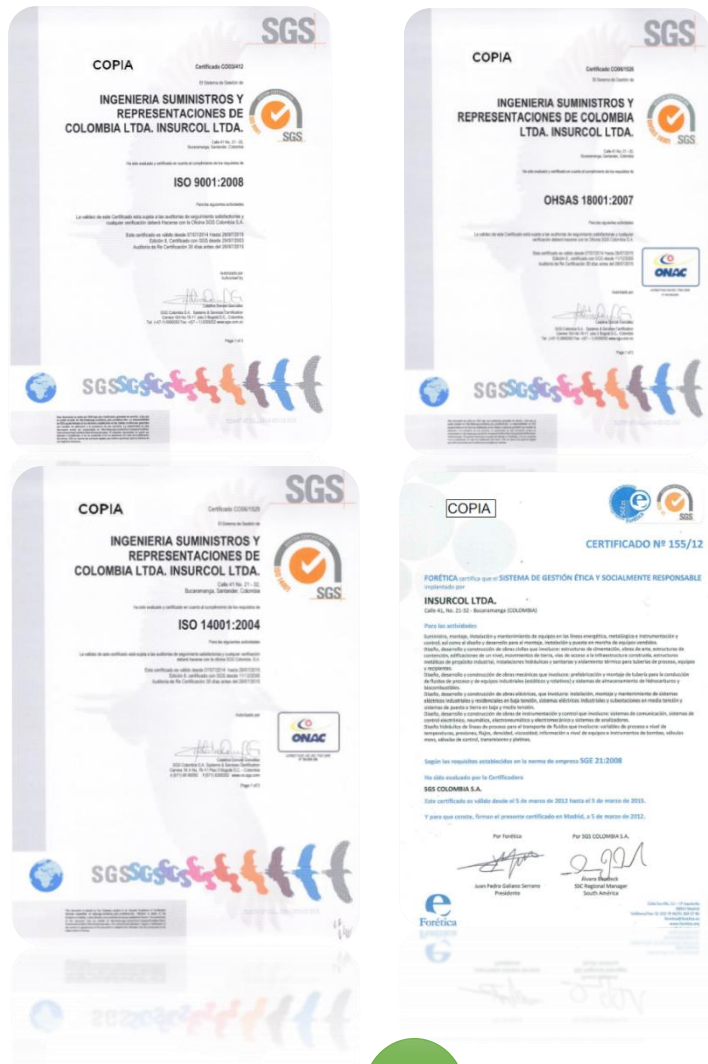
INTEGRAL SYSTEM CERTIFICATION

INSURCOL is certified in: **ISO 9001, ISO 14001, ISO 45001, SGE 21** Our certification is endorsed and accredited by: **SGS de Colombia S.A.** (Société Générale de Surveillance). We have a structured and dynamic Integral Management System that promotes continuous improvement and excellence in our products and services.

RUC RATING OF THE COLOMBIAN SECURITY COUNCIL

Since 28 January 1999, INSURCOL has been registered in the Uniform Register for the Evaluation of Occupational Health and Environmental Programmes for Contractors in the Hydrocarbons Sector.

The objective of the Colombian Safety Council is to guide and ensure the development of the activities of the Occupational Health and Environment Program through the annual monitoring and evaluation of the procedures and other normative documents defined for its operation where they tend to maintain ratings above 90.



4. CORPORATE RESPONSIBILITY

4.1 SOCIAL INDICATORS

ETHICAL AND SOCIALLY RESPONSIBLE OBJECTIVES

Establish adequate channels of satisfaction with stakeholders

Goal 1: Obtain an average score of 8/10 points out of 10 points as a result in the satisfaction survey I (technical training, assembly and installation, maintenance and warranties).

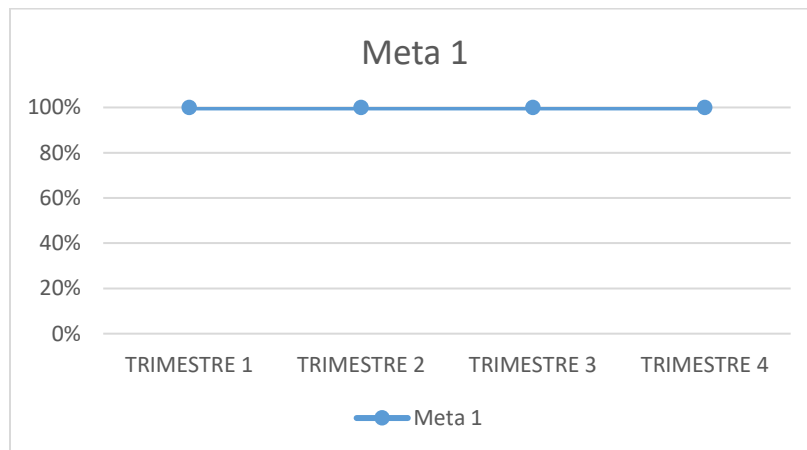
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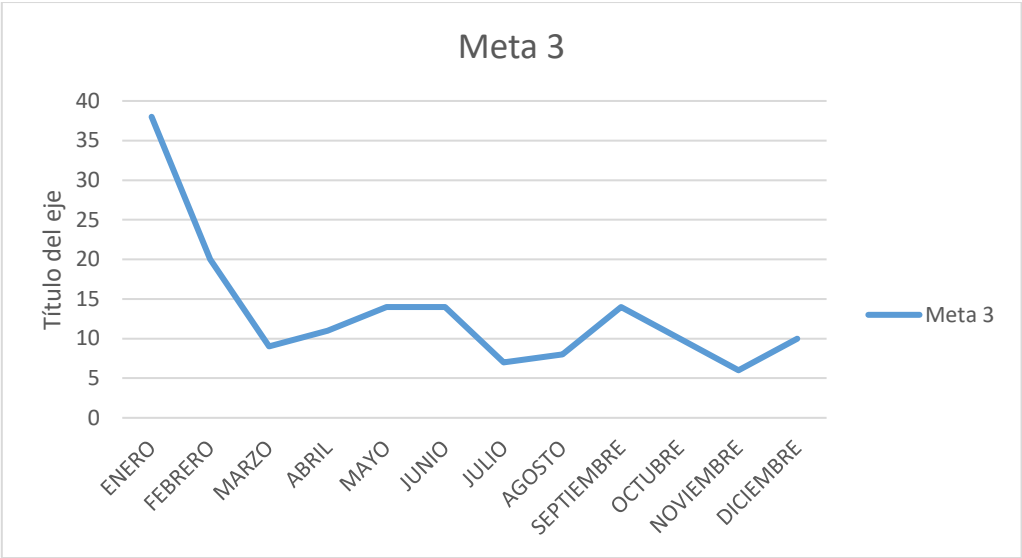


Goal 2: Meet 100% of the suppliers to be evaluated.

The established goal of 100% evaluation of suppliers is carried out annually; By 2022, the following were evuated:

Year 2022: $(100/100)*100= 100\%$

Goal 3: Comply with timely payment to suppliers of the period.

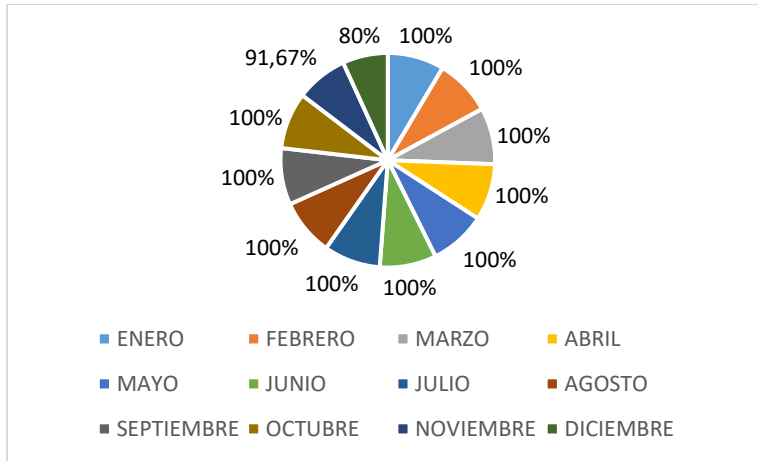


Goal 4: Obtain an average greater than or equal to 60% in relation to the motivation and remuneration of Insurcol workers

The calculation of the indicator is annual: for the year 2018, the result of motivation and remuneration of the staff is 98 % according to the organizational climate report.

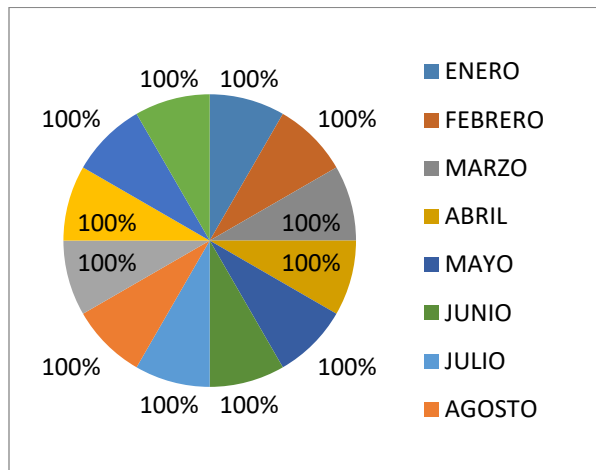
🌱Generate continuous improvement of our corporate social responsibility system

Goal: Meet 100% of CSR activities



🌿 Establish appropriate channels of communication with external parties

Goal 1: Publish 80% of the internal billboards, Avantel Topics, Memoranda, HSE News scheduled in the period



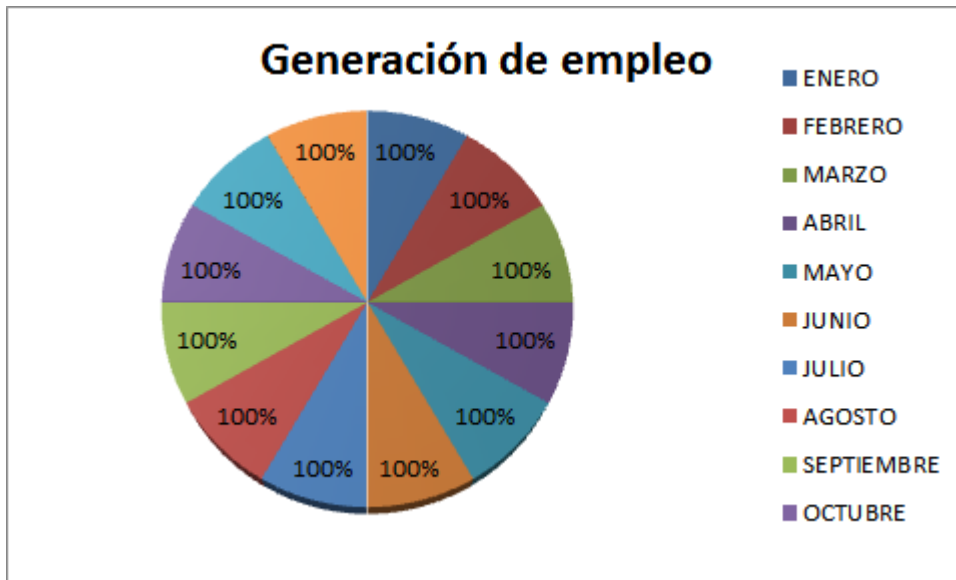
🌿 Perform Management for the control of workplace harassment.

Goal 1: Comply with 100% of the activities in the field of prevention of workplace harassment.

DESCRIPTION	COMPLIANCE
CAMPAIGN PREVENTION OF WORKPLACE HARASSMENT IN THE FIELD	100%
ACTIVITY OF PREVENTION OF HARASSMENT AT WORK	100%
TRAINING MANAGERS AND STAFF	100%
QUARTERLY MEETING	100%

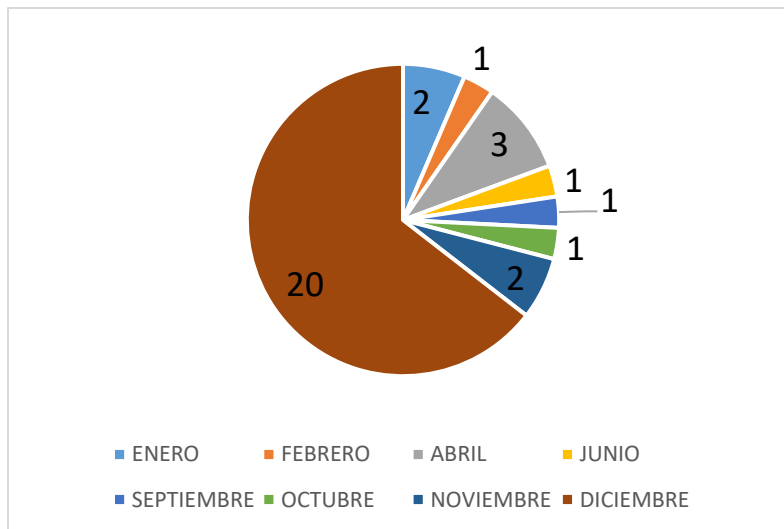
Promoting employment generation

Goal: To ensure that 100% of Insurcol workers are linked to the organization through employment contracts.



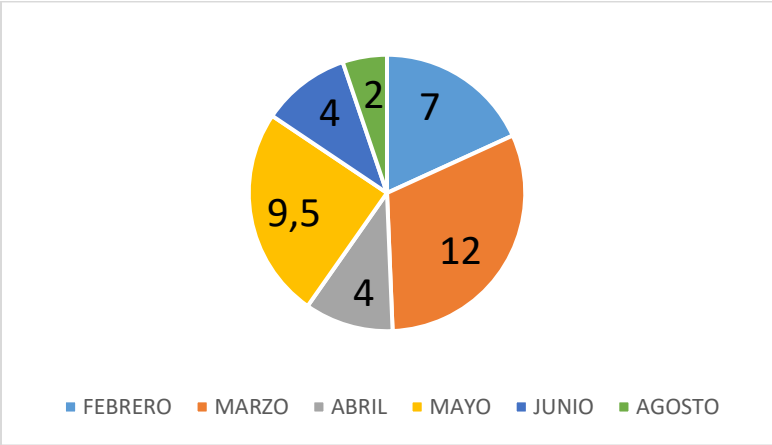
Guarantee occupational health in the workers of the organization

Goal 1: Achieve that 80% of workers who have completed their vacation period are enjoyed during the year.



Guarantee occupational health in the workers of the organization

Goal 2: Achieve that 50% of workers attend their family activities by providing labor flexibility in the working day.

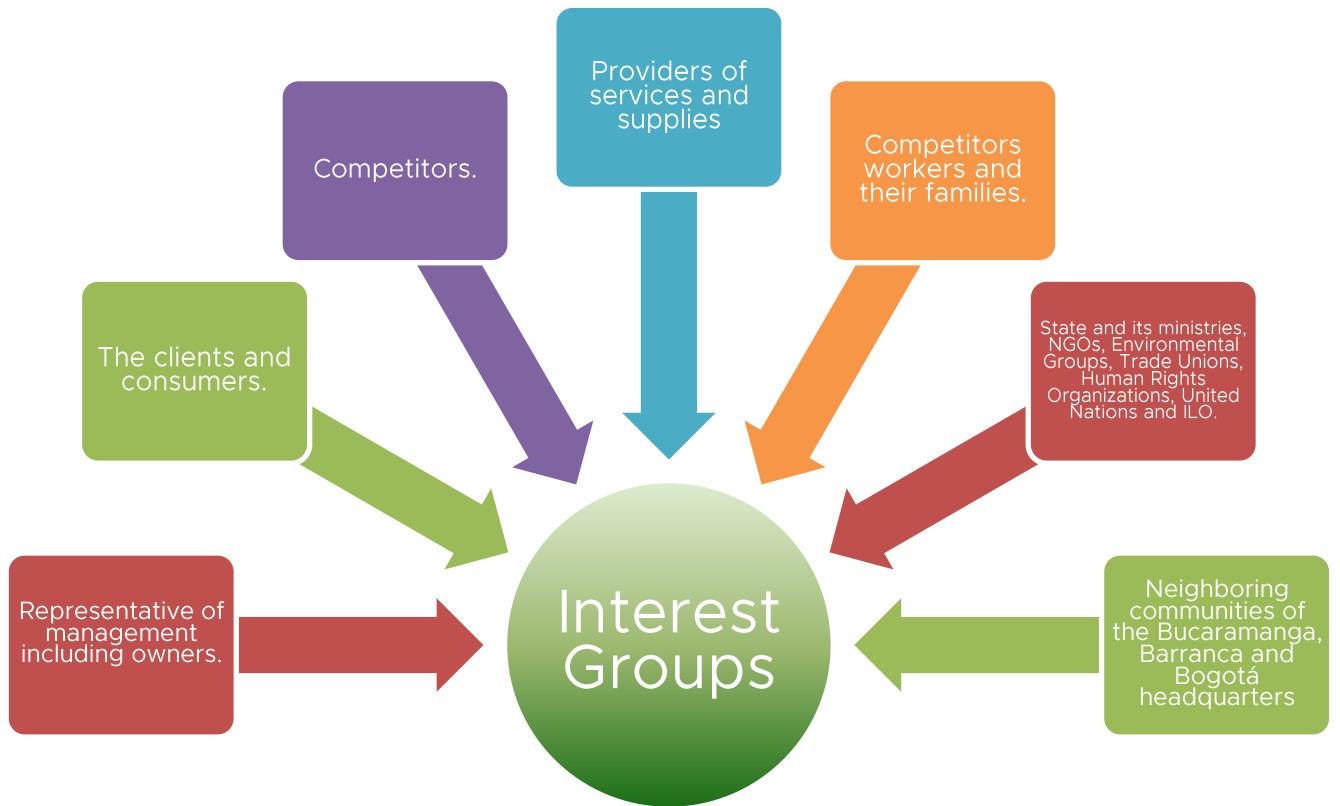


4.2. ETHICAL AND SOCIALLY RESPONSIBLE MANAGEMENT

Ethical and socially responsible management is a response of organizations to the challenges of transparency, integrity and sustainability, understood the latter in its triple aspect: economic, environmental and social, seeks to reduce the impact generated by the activities concerning the services and products that INSURCOL offers.

INTEREST GROUPS

For the continuous identification of stakeholders, the document Communications code IN-AZD65 was generated, from which the IN-AZD65-F01 Matrix of Stakeholders according to the 11 processes of the integral management system is derived, in this matrix the stakeholders are identified and needs and expectations are identified, as well as the mechanisms to meet them.



5. OUR VALUE CHAIN



INSURCOL's headquarters are located in Bucaramanga, Colombia, and we serve our large clients from Bogotá D.C., Barrancabermeja, Cali, Cartagena and Houston (Texas, USA). UU). Our powerful sales and service organization provides our customers with effective assistance in the areas of:

■ Industrial Instrumentation,
Control and Automation Division



■ Energy Division



■ Project Development Division

■ Metallurgical Division



■ Mechanical Division



■ Electrical Division



6. ECONOMIC DIMENSION

6.1 ECONOMIC INDICATORS

OBJECTIVE: To disclose the financial statements according to requirement 6.7.2 Transparency of information of SGE 21.

They were reported to government entities in the established times and deadlines.

The following information is listed in the following tables:

JANUARY
PG RTEFTE-RTEIVA-AUTORRETENCION DIC 2021
20223001577 IND TAX AND TRADE
PG RTEICA BTA NOV-DEC 2021
A2022021204 IND TAX AND TRADE
PG RTEICA-AUTORRETENCION ICA BGA DIC 2021
PG VAT 6 BIMESTER NOV-DEC 2021
PG IVA NOV-DEC 2021

FEBRUARY
PG WITHHOLDING AT SOURCE-SELF-WITHHOLDING INCOME JAN 2022
PG A2022022731 IND TAX AND TRADE
PG RETENCION-AUTORETENCION ICA ENE 2022 BGA
PG ICA 2021 BOGOTA
PG ICA 2021 MUNICIPALITY OF FACATATIVA
PG ICA 2021 MUNICIPALITY PUERTO SALGAR

MARCH
PG RTEFTE-RTEIVA FEB 2022
PG R20223010523 IND PAYMENT AND COMMERCE
PG RETEICA JAN-FEB 2022 SECRETARY OF FINANCE BOGOTA
PG A202024640 IND AND TRADE TAX B/MEJA
PG RETENCION-AUTORETENCION FEB 2022 MPIO BGA
PG RETENTION AND AUTHORIZATION FEB 2022 MUNICIPALITY BGA
PG RETEICA FEB 2022 MUNICIPALITY PTO SALGAR
F570 PAYMENT IND TAX AND TRADE
F570 PAYMENT IND TAX AND TRADE
PG ICA 2021 MUNICIPALITY CASTILLA LA NUEVA-META
PG ICA 2021 MUNICIPALITY OF LOS SANTOS

PG ICA 2021 MUNICIPALITY OF SAHAGÚN-CÓRDOBA
PG ICA 2021 MUNICIPALITY OF TAURAMENA - CASANARE
F24864 PAYMENT IND TAX AND TRADE

APRIL
PG RTEFTE-SELF-RETENTION MAR 2022
F27246 IMP IND AND TRADE
PG AUTORRETENCION -RETICA BUCARAMANGA MARCH 2022
PG RTEICA MAR 2022 MUNICIPALITY OF PUERTO SALGAR
PG 1A INCOME TAX FEE 2021

MAY
PG RTEFTE-SELF-RETENTION APR 2022
F8583 INDUSTRY AND COMMERCE TAX
PG RETEICA MAR-APR 2022 BOGOTA CAPITAL DISTRICT
PG RTEICA MUNICIPALITY OF BARRANCABERMEJA APR 2022
PG RETENTION AND AUTHORITENCION ICA APR 2022 MUNICIPALITY OF BUCARAMANGA

JUNE
PG RTEFTE MAY 2022 DIAN
PG RETEICA MAYO BARRANCABERMEJA
PG AUTORETENCION-RTEICA MAY 2022 MUNICIPALITY OF BUCARAMANGA
PG RTEICA MAY 2022 MUNICIPALITY OF PUERTO SALGAR
PG COLLECTION DOCUMENT No. 202200424395 INDYCIO 2022 MPIO DE RIONEGRO

JULY
PG RTEFTE-RTEIVA JUN 2022
PG R.20223025273 IND TAX AND TRADE CTG
PG RTEICA MAY-JUN 2022 BOGOTA
PG RTEICA JUN 2022 MUNICIPALITY OF BARRANCABERMEJA
PG RETENCION-AUTORETENCION ICA JUN 2022 BGA
PG RTEICA JUN 2022 PTO SALGAR
PG IVA III BIMESTER MAY-JUN 2022 DIAN

AUGUST
PG WITH TIDIS RTEFTE JUL 2022-RECEIPT 4910588062151
PG RTEICA BCA JUL 2022
PG AUTORETENCION-RTEICA JUL 2022*MUNICIPALITY OF BUCARAMANGA

SEPTEMBER
PG RTEFTE AUG 2022 DIAN
PG FOR 20223031443 RETEICA CARTAGENA
PG RTEICA AUG 2022 SECRETARY OF FINANCE BOGOTA
PG RTEICA AUG 2022 MUNICIPALITY OF BARRANCABERMEJA
PG RTEICA AND SELF-RETENTION ICA AUG 2022 MUNICIPALITY OF BUCARAMANGA
PG RTEICA AUG 2022 MUNICIPALITY OF PUERTO SALGAR
PG VAT BALANCE IV BIMONTHLY JUL-AUG 2022
PG VAT BIMESTER IV JUL-AUG 2022*WITH TIDIS

OCTOBER
PG RTEFTE SEP 2022
PG RTEICA SEP 2022 MUNICIPALITY BARRANCABERMEJA
PG RETENTION AND AUTHORITENCION ICA SEP 2022 MUNICIPALITY OF BUCARAMANGA

NOVEMBER
PG RTFTE-RTEIVA OCT 2022 DIAN
PG F20223040262 RTICA SEP-OCT 2022
PG RTEICA SEP-OCT 2022 BOGOTA CAPITAL DISTRICT
PG RTEICA OCT 2022 MUNICIPALITY OF BARRANCABERMEJA
PG RETENTION AND SELF-RETENTION ICA OCT 2022 MUNICIPALITY OF BUCARAMANGA
PG RETENTION ICA SEP-OCT 2022 MUNICIPALITY OF SAN MARTIN
PG VAT BIMESTER V SEP-OCT 2022 DIAN

DECEMBER
PG WITHHOLDING AT SOURCE+VAT NOV 2022 DIAN
PG RTEICA NOV2022 MUNICIPALITY OF BARRANCABERMEJA
PAYMENT RETENCION+AUTORETENCION+EXTEMPORANEITY ICA NOV 2022 MPIO OF BUCARAMANGA
PG RTEICA+AUTORETENCION+EXTEMPORANEITY+INTMORA NOV2022 MUNICIPALITY OF BUCARAMANGA
PG RTEICA NOV 2022 MUNICIPALITY OF PUERTO SALGAR
CAU INDYCIO 2021 LEG ADVANCE 13052022 MUNICIPALITY OF RIONEGRO

7. SOCIAL DIMENSION

7.1 LABOR PRACTICES

For Insurcol, proper management in the selection of human talent is of great importance because it is responsible for the excellence of successful organizations. The advantage of these over their competitors is constituted in the effective leadership of their talent, because with them we achieve our objectives and carry out our mission.

Occupational safety

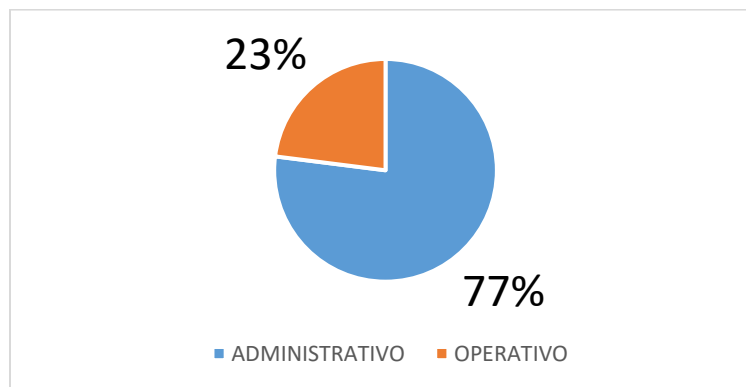
To comply with the occupational safety of Insurcol workers, the company has certification based on ISO 45001 and qualification from the Colombian RUC safety council.

7.2 PERSONNEL ENGAGEMENT

During the year 2022, 210 **direct jobs with fixed-term contracts were generated, during the period from January to December 2022 with a tendency to increase employability rates by 2022, contributing to the development and quality of life of the region as part of the global objective "the eradication of poverty"**.

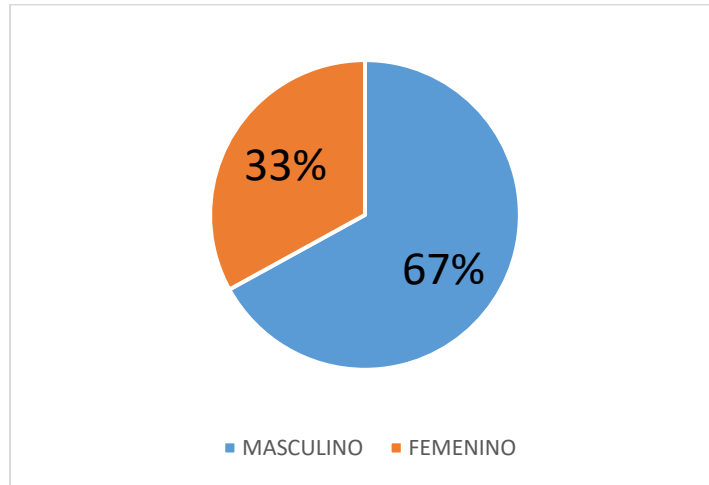
7.3 DISTRIBUTION OF PERSONNEL BY POSITIONS

The distribution of personnel working in Administrative and Project areas for the year 2022 with a cut to December 2022, is reflected in the following graph; according to all the employees linked during the same period, where the operational area contemplates the workforce in each of the projects.



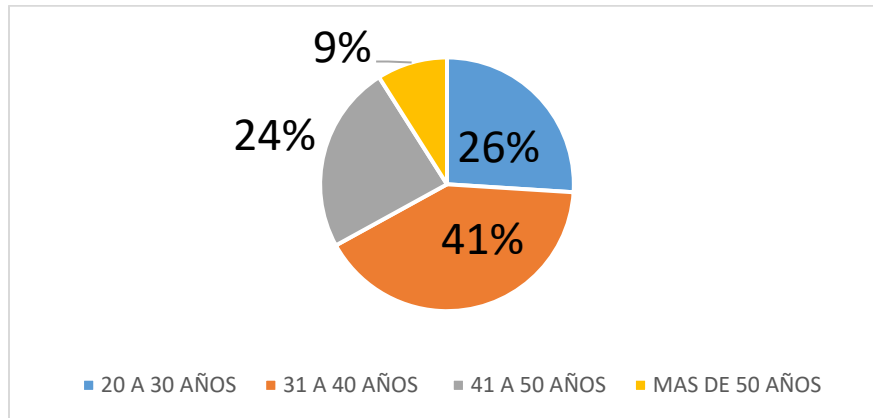
7.4 DISTRIBUTION OF PERSONNEL BY GENDER

The distribution of personnel who entered to work in the organization in administrative areas and projects for the year 2022 with cut to December 31, 2022, is reflected in the following graph; according to all employees linked during the same period, where the male gender predominates.



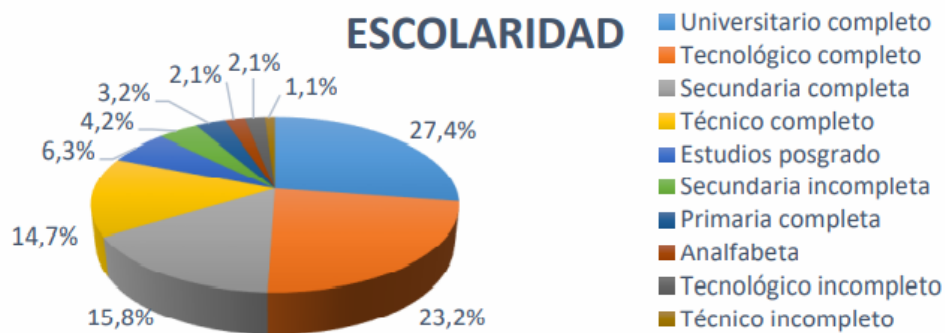
7.5 DEMOGRAPHIC DISTRIBUTION BY AGE GROUP

The demographic distribution of the personnel who entered to work in the organization in administrative areas and projects for the year 2022 with cut to December 2022, is reflected in the following graph; According to all employees linked during the same period, which shows that we do not have staff under 18 years of age and the ages between 31 and 40 years predominate.



7.6 DEMOGRAPHIC DISTRIBUTION BY LEVEL OF SCHOOLING

The demographic distribution of the personnel who entered to work in the organization in administrative areas and projects for the year 2022 with cut to December 2022, is reflected in the following graph; according to all employees linked during the same period.



7.7 DIVERSITY MANAGEMENT.

Insurcol identifies the following diversity profiles:

1. Field staff who do not reside with their relatives in the city where they work.
2. Personnel arriving from rural areas/other cities to Insurcol.
3. Personnel working in refineries.
4. First job opportunity.
5. Right-handed and left-handed people.
6. Operational staff.
7. Overweight people.

Actions implemented to the identified diversity profiles:

1. Field staff who do not reside with their relatives in the city where they work.
2. Staff more than 5 hours away: Payment of per diem round trip at least once a month by contractual agreement.
3. One day of leave for the trip.
4. Staff less than 5 hours away: Departure permit on Friday at 5:00 pm and Saturday for staff working on projects.
5. Female and male personnel in command position: the coordination of quality, human resources, HSE, accounting, payroll, imports, technical department, Systems and maintenance, Deputy management and planning is directed by Women and men, clarifying that the positions are open to be performed by personnel who meet the profile of the position.
6. Personnel working in refineries: For personnel working in refineries, they have a reduction in working hours from 48 hours to 45 hours that are worked from Monday to Friday, 9 hours a day.
7. Opportunity for first job: For the positions of Assistants in the administrative areas of Insurcol, priority is given to those professionals,

- technicians or technologists who are recent graduates since they represent a representative percentage in the administrative areas.
8. Right-handed and left-handed people: This group of people is designed to facilitate their adaptation.
 9. Unvaccinated personnel; Vaccination days in the company to facilitate access to vaccines.
 10. Overweight staff: referred to their respective IPS for nutrition treatments.

7.8 TRAINING AND PROMOTION OF EMPLOYABILITY.

Insurcol has established a Training Matrix by positions through which training needs are identified so that workers develop and update their skills.

Each time a worker enters the organization will receive within the induction plan information related to:

- ✚ INTEGRAL MANAGEMENT POLICY EVALUATION
- ✚ ANTI-CORRUPTION POLICY EVALUATION
- ✚ EVALUATION CODE OF CONDUCT
- ✚ EVALUATION DESCRIPTION OF RESPONSIBILITIES

Likewise, in the re-induction programmed annually, staff are trained and fed feedback on issues related to the Corporate Social Responsibility system.

Working conditions

To ensure adequate fair and satisfactory working conditions for its employees, it carries out the following activities:

- ✚ Inspections of Order and cleanliness.
- ✚ Inspections of administrative areas.
- ✚ Fire Equipment Inspections
- ✚ Report by workers through the format SELF-REPORT OF ABNORMAL WORKING CONDITIONS-CONTROL FAILURES.

7.9 ABNORMAL WORKING CONDITIONS.

- ✚ Allocation of equitable wages and benefits taking into account the seniority and training of employees.
- ✚ Analysis of jobs.
- ✚ Regarding Sunday rest and holidays, in the event that the execution of work is required by extreme necessity, the execution of work will be remunerated or compensated according to Colombian labor legislation.
- ✚ Respect for the enjoyment of the holidays earned.
- ✚ To ensure the effectiveness of this process, these aspects are evaluated through an organizational survey once a year.

7.10 HUMAN RIGHTS

Human rights recognize basic values such as the dignity and equality of ordinary people in virtually all cultures and civilizations.

Therefore, we established human rights in the organization as an integral part and commitment to our workers.

a) Insurcol respects the participation of its employees in the trade union organization of the industry, so when a worker enters Insurcol whose functions are to execute in refineries, a record is made in which the worker expresses whether or not he wishes to contribute to this body, this procedure is expanded in the document of selection and hiring of personnel.

(b) Insurcol complies with Colombian labour legislation, whereby minors will be employed at least 17 years of age with the prior approval of the Ministry of Social Protection. In the event that a contract is made with a minor, at least one quarterly inspection of jobs for minors must be guaranteed. In the work area to ensure that the minor will not perform the following jobs:

1. Work that has to do with toxic substances or harmful to health.
2. Work at abnormal temperatures or in contaminated environments or with insufficient ventilation.
3. Underground mining works of all kinds and in which harmful agents converge, such as pollutants, thermal imbalances, oxygen deficiency as a result of oxidation or gasification.
4. Works where the minor is exposed to noise exceeding eighty (80) decibels.
5. Work where it has to be handled with radioactive substances, luminescent paints, X-rays, or involving exposure to ultraviolet, infrared and radio frequency emissions.
6. All types of work that involve exposure to high voltage electric currents.
7. Underwater works.
8. Work in garbage dumps or in any other type of activities where pathogenic biological agents are generated.
9. Activities involving handling explosive, flammable or acoustic substances.
10. Work of stokers or stokers, in maritime transport ships.
11. Industrial painting work involving the use of lacerusa, lead sulphate or any other product containing such elements.
12. Work on grinding machines, tool sharpening, high-speed grinding wheels and similar occupations.
13. Work in blast furnaces, metal smelting furnaces, steel mills, rolling mills, forging work, and heavy metal press.
14. Work and operations involving the handling of heavy loads.
15. Work related to changes of transmission belts, oil, greases and other work close to heavy or high-speed transmissions.

16. Work on shearers, cutters, rolling mills, lathes, milling machines, die cutters, and other particularly dangerous machines.
17. Glass and pottery work, crushing and mixing of raw material; kiln work, dry polishing and grinding of glassworks, sandblasting operations, work in engraved glazing premises, work in the ceramics industry.
18. Gas and arc welding work, oxygen cutting in confined tanks, on scaffolding or on preheated moldings.
19. Work in brick, pipe and similar factories, molding bricks by hand, work on the brick presses and kilns.
20. I work in those operations and / or processes where high temperatures and humidity are present.
21. Work in the metallurgical industry of iron and other metals, in operations and / or processes where toxic vapors or dusts are released and in cement plants.

7.11 SOCIETY AND COMMUNITY

Our economic growth allows us to participate in national development and the generation of well-being of the most vulnerable communities in the region.

Within our framework in Social Responsibility we support financially and we are part of the Transform Foundation, being participants in the various activities that are carried out through donations and accompaniment.

Among all the activities carried out in social responsibility, the following stood out in the period analyzed:

Among all the activities carried out in social responsibility, the following stood out in the period:



Date: 25/02/2022: Integration in Cartagena

Activity is carried out to promote a good organizational climate among co-workers.



Date: 08/03/2022: International Women's Day

An activity is carried out to commemorate International Women's Day, promoting the great meaning and value that this gender has for society.



Date: 09/05/2022: Mother's Day Celebration

Activity is carried out to celebrate Mother's Day, highlighting the value that mothers have in our homes.



Date: 27/08/2022: Blood donation

A day is held to promote blood donation in the working population to encourage the agreement with the blood bank and the culture of donation.



8. ENVIRONMENTAL DIMENSION

ENVIRONMENT PROGRAM

Identify the environmental aspects that have a significant effect on the environment in order to establish guidelines and procedures for the management of the impacts generated.

The Environmental Program applies to all people who work in Insurcol inside and outside the company, including the tasks carried out in the locative facilities of our clients when supply, assembly and installation, maintenance and / or training activities are executed.

8.1 CLIMATE CHANGE

Global warming is a problem that threatens global ecosystems, compromising sustainable development and the well-being of humanity. Curbing climate change is a collective challenge and requires immediate action leading to a low-carbon development model.

Within the social responsibility of the organization, the environment is considered as a fundamental factor. Incorporating the risks and opportunities of climate change in the strategic direction and in the risk analysis and control systems, is a growing trend that allows responding to the demands of its stakeholders, as well as ensuring a more sustainable production and management model with less greenhouse gas emissions.

ENVIRONMENTAL INDICATORS AND DISCLOSURE OF ENVIRONMENTAL ASPECTS AND IMPACTS.

Objective 1.

ENVIRONMENTAL ASPECT: Gas emissions from mobile sources / air conditioning.

ENVIRONMENTAL IMPACT: Air pollution ozone layer damage – global warming.

Within the framework of the Environmental Management System against Climate Change, the following Objectives are established.

Establish strategies against climate change by controlling emissions from mobile sources and refrigerant gases.

GOAL 1: Achieve 100% in the performance of technical-mechanical tests and gas review.

Periodo	No de Revisiones técnico mecánicas y de gases realizadas	No de Revisiones técnico mecánicas y de	Cumplimiento	Meta	
ENERO	3	3	100,00%	100%	Enero: KKR388 - 12/01/2022 ETH342 - 06/01/2022 KJN388 - 05/01/2022
FEBRERO	3	3	100,00%	100%	Febrero: FLN385 - 12/02/2022 FLN350 - 25/02/2022 KHT378 - 12/02/2022
MARZO	1	1	100,00%	100%	Marzo: HVZ106 - 12/02/2022 Abril: No se realizaron
ABRIL	0	0	100,00%	100%	Mayo: IFP155 - 27/05/2022 KJR373 - 25/05/2022
MAYO	2	2	100,00%	100%	Junio: FAE82C - 20/06/2022 IYC51C - 21/06/2022
JUNIO	2	2	100,00%	100%	Julio: FLM707 - 29/07/2022 CwK181 - 08/07/2022 FME016 - 09/07/2022 FME017 - 13/07/2022 CwG279 - 13/07/2022
JULIO	6	6	100,00%	100%	Agosto: DLN238 - 26/08/2022
AGOSTO	1	1	100,00%	100%	Septiembre: SXT269 - 13/09/2022
SEPTIEMBRE	1	1	100,00%	100%	Octubre: SVS788 - 25/10/2022 KJQ600 - 15/10/2022 SUF450 - 07/10/2022 ZLV88A - 15/10/2022
OCTUBRE	4	4	100,00%	100%	NOVIEMBRE: SMQ284 - 23/11/2022 CwG280 - 10/11/2022 KJN385 - 13/11/2022
NOVIEMBRE	3	3	100,00%	100%	DICIEMBRE: FLN385 - 14/12/2022
DICIEMBRE	1	1	100,00%	100%	Para el año 2022 se realizaron todas la revisiones tecnico mecanicas de los vehiculos de la empresa dandole un cumplimiento de 100% a este indicador.

GOAL 02: Achieve 100% in the maintenance of air conditioners installed in the offices, container of the organization.

No maintenance performed on air conditioners 100

No maintenance that had to be carried out

DATE	INDEX CALCULATION	RESULT
JANUARY	N.A.	N.A.
FEBRUARY	N.A.	N.A.
MARCH	N.A.	N.A.
APRIL	N.A.	N.A.
MAY	N.A.	N.A.
JUNE	N.A.	N.A.
JULY	N.A.	N.A.
AUGUST	N.A.	N.A.
SEPTEMBER	4/4*100	100
OCTOBER	N.A.	N.A.
NOVEMBER	N.A.	N.A.

DECEMBER	N.A.	N.A.
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Goal 3: Maintain an emission of CO2 into the atmosphere in L/Kg less than or equal to 70,000 L/Kg CO2.

I= Fuel consumption (Liters)*Emission Factor (Kg CO2)
FE Gasoline: 2.382KgCO2
FE Diesel: 2,746KgCO2

CARBON FOOTPRINT – GASOLINE

Periodo	Consumo combustible (galones)	Factor de Emisión (Kg CO2)	Cumplimiento Toneladas CO2	Meta <25 Ton Co2
Primer Trimestre	310,00	9	2,79	25
Segundo Trimestre	282,00	9	2,538	25
Tercer Trimestre	258,95	9	2,33055	25
Cuarto trimestre	294,80	9	2,6532	25

CARBON FOOTPRINT-ACPM

Periodo	Consumo combustible Galones	Factor de Emisión Kg Co2	Cumplimiento Ton Co2	Meta <20 Ton Co2
Primer trimestre	1996,74	10,133	20,23	20
Segundo Trimestre	2295,67	10,133	23,26	20
Tercer Trimestre	1572,00	10,133	15,93	20
Cuarto Trimestre	1565,00	10,133	15,86	20

8.2 Water and Energy Consumption

ENVIRONMENTAL ASPECTS: use of water and energy for the operation of administrative headquarters

ENVIRONMENTAL IMPACT: Expenditure of water resources, deterioration of natural resources.

Water and energy consumption at the Bucaramanga, Barrancabermeja and Bogotá sites depend directly on the number of workers working during the month analyzed.

OBJECTIVE 1

Perform control over the resources used by the organization, maintaining a constant consumption curve that does not present an increase greater than or equal to 15% of the established average, increasing awareness campaigns via internal communication when the consumption curve exceeds the established goal to avoid excessive use of them.

GOAL 1: Maintain a constant consumption curve on the water resource, which does not present an increase greater than or equal to 15% of the established average Water resource control:

$$\frac{((\text{m3 consumed in the month/ Number of average workers in the month}) - \text{Average})}{100 \text{ Average}} *$$

Mean= Average set

BUCARAMANGA

Periodo	((m3 consumidos en el mes/ Número trabajadores promedio en el mes) - Media	Media Media Bucaramanga: 5,50 m3/mes/trabaja	Cumplimiento	Meta
ENERO	1,8	5,5	-67,27%	15%
FEBRERO	1,840909091	5,5	-81,81%	15%
MARZO	1,755555556	5,5	-68,09%	15%
ABRIL	1,782608696	5,5	-67,58%	15%
MAYO	1,244897959	5,5	-77,36%	15%
JUNIO	1,145833333	5,5	-79,16%	15%
JULIO	1,276595745	5,5	-76,00%	15%
AGOSTO	0,109375	5,5	98,01%	15%
SEPTIEMBRE	1,153846154	5,5	-79%	15%
OCTUBRE	1,285714286	5,5	-77%	15%
Noviembre	1,557692308	5,5	71,68%	15%
Diciembre	1,557692308	5,5	-71,68%	15%

BOGOTA

Periodo	((m3 consumidos en el mes/ Número trabajadores promedio en el mes) – Media	Media	Cumplimiento	Meta
ENERO	-0,58	1,83	-31,69%	15%
FEBRERO	-0,663333333	1,83	-36,25%	15%
MARZO	-0,663333333	1,83	-36,25%	15%
ABRIL	0,003333333	1,83	0,18%	15%
MAYO	-0,663333333	1,83	-36,25%	15%
JUNIO	-0,996666667	1,83	-54,46%	15%
JULIO	-0,58	1,83	-31,69%	15%
AGOSTO	0,92	1,83	-50,27%	15%
SEPTIEMBRE	0,92	1,83	-50,27%	15%
OCTUBRE	-1,83	1,83	-100,00%	15%
NOVIEMBRE	3,67	1,83	-46,28%	15%
DICIEMBRE	1,67	1,83	-91,50%	15%

CANYON

Periodo	((m3 consumidos en el mes/ Número trabajadores promedio en el mes) – Media	Media	Cumplimiento	Meta
ENERO	0,52	0,98	-44,94%	15%
FEBRERO	0,77	0,98	-19%	15%
MARZO	1,27	0,98	32%	15%
ABRIL	0,82	0,98	-14%	15%
MAYO	0,353333333	0,98	-61,95%	15%
JUNIO	0,186666667	0,98	-78,95%	15%
JULIO	1,02	0,98	6,08%	15%
AGOSTO	3,62	0,98	271,39%	15%
SEPTIEMBRE	0,353333333	0,98	-61,95%	15%
OCTUBRE	-0,105	0,98	-108,71%	15%
NOVIEMBRE	0,395	0,98	-57,69%	15%
DICIEMBRE	0,395	0,98	-57,69%	15%

Goal 2.

Maintain a constant consumption curve on electrical energy, which does not present an increase greater than or equal to 15% of the established average.

Electrical energy control:

((Kw-h consumed in the month/ Number of average workers in the month) – Average) *
100

Stocking

Mean= Average set

BUCARAMANGA

Periodo	((Kw-h consumidos en el mes/ Número trabajadores promedio en el mes) – Media)	Media	Cumplimiento	Meta
ENERO	35,48222222	28,18	-125,91%	15%
FEBRERO	30,95090909	80,14	-38,62%	15%
MARZO	32,59333333	80,14	-40,67%	15%
ABRIL	29,77304348	80,14	-37,15%	15%
MAYO	26,96204082	80,14	-33,64%	15%
JUNIO	31,61	80,14	-39,44%	15%
JULIO	22,3706383	80,14	-27,91%	15%
AGOSTO	36,08916667	80,14	-45,03%	15%
SEPTIEMBRE	10,66769231	80,14	-13,31%	15%
OCTUBRE	39,22734694	80,14	-48,95%	15%
NOVIEMBRE	25,49461538	80,14	-31,81%	15%
DICIEMBRE	17,03307692	80,14	-21,25%	15%

BOGOTA

Periodo	((Kw-h consumidos en el mes/ Número trabajadores promedio en el mes) – Media)	Media	Cumplimiento	Meta
ENERO	43,8	63,7	-68,76%	15%
FEBRERO	1,3	63,7	-2,04%	15%
MARZO	4,966666667	63,7	-7,80%	15%
ABRIL	17,3	63,7	-27,16%	15%
MAYO	31,3	63,7	-49,14%	15%
JUNIO	20,63333333	63,7	-32,39%	15%
JULIO	26,63333333	63,7	-41,81%	15%
AGOSTO	-2,2	63,7	3,45%	15%
SEPTIEMBRE	-4,7	63,7	7,38%	15%
OCTUBRE	66,3	63,7	-104,08%	15%
NOVIEMBRE	78,3	63,7	-122,92%	15%
DICIEMBRE	92,3	63,7	-144,90%	15%

CANYON

Periodo	((Kw-h consumidos en el mes/ Número trabajadores promedio en el mes) – Media)	Media	Cumplimiento	Meta
ENERO	-83	122	-68,03%	15%
FEBRERO	-83,75	122	-68,65%	15%
MARZO	-62,5	122	-51,23%	15%
ABRIL	-67,4	122	-55,25%	15%
MAYO	-85,66666667	122	-70,22%	15%
JUNIO	-78,5	122	-64,34%	15%
JULIO	-78,66666667	122	-64,48%	15%
AGOSTO	-78,5	122	-64,34%	15%
SEPTIEMBRE	-85,66666667	122	-70,22%	15%
OCTUBRE	-96,875	122	-79,41%	15%
NOVIEMBRE	-87,875	122	-72,03%	15%
DICIEMBRE	-94,125	122	-77,15%	15%

9. CONCLUSIONS

- The organization's commitment to corporate social responsibility is highlighted, especially in the social environment, given that throughout 2022 there were no incidents with communities and it was possible to comply with the commitments acquired in the regions where the contracts were developed.
- The work plan for 2022 on CSR was presented, framed in the areas of governance management of the organization, People who make up the organization, Customers, Suppliers and supply chain, Social environment and impact on the community, environmental environment, investors, competitors and public administrations.
- With respect to the ESG Indicators, their goals for 2022 were met.

THANK YOU