

### **PO 001: QHSE POLICY**

GEOMARES SAS is committed to constantly enhancing processes to improve customers, staff and other stakeholders' satisfaction.

GEOMARES SAS is committed to the needs of the client, to the safety and health of the people involved through the aversion of injuries and illnesses, the prevention of pollution, and compliance with legal or other requirements voluntarily assumed.

Administration is based on improving the efficiency of its integrated management system in the areas of safety, health at work, the environment and quality, as well as on providing the necessary resources for this purpose.

With the intention of promoting this premise, GEOMARES SAS is called to:

- Understand and tend to our clients' needs, offering them adequate solutions and faithfully fulfilling the undertaken commitments.
- Encourage all interested parties as participants in the GEOMARES SAS business to develop positive, mutually beneficial relationships, increasing their ability to create value.
- Minimize negative environmental impacts and maximize safety levels in all activities, acting in a preventive manner and paying special attention to the protection, health and well-being of all persons involved in commercial activities and environmental care wherever they are carried out.

### **PO 002: TRANSPORTATION AND MOBILIZATION, ROAD SAFETY POLICY**

GEOMARES SAS is committed to implementing actions and managing the necessary resources to effectively prevent, control and mitigate accidents during the transportation of personnel and mobilization of equipment through the embracement of a road safety culture in all its employees.

For this GEOMARES SAS focuses its efforts on promoting safe behavior as drivers, passengers, pedestrians and road users (land, air, river and sea) in order to reduce the likelihood of accidents that could potentially affect the physical, mental and social integrity of its employees, as well as the well-being of their families.

It is the duty of all GEOMARES SAS employees and their collaborators to comply with all applicable national and local standards and those in force at the places where the company operates.

Any violation of this Policy or the associated instructions and documents will constitute just cause for the application of disciplinary sanctions.

For its part, GEOMARES SAS, in order to ensure the health, safety and well-being of its employees, will promote, disseminate and apply the traffic regulations in force and applicable in the places of operation. It will train its personnel in Road Safety Plans and will ensure that all transportation and mobilization activities are always carried out in compliance with safety standards, in safe means of transport, by competent personnel and guaranteeing the life of the people on board and the integrity of any equipment.

### PO 003: CORPORATE ETHICS, VALUES AND BEHAVIOUR POLICY

In order to preserve successful and transparent business relationships, GEOMARES SAS is committed to promote ethical behavior based on values in all its employees and to operate with good citizenship in all countries and places where it develops its services.

Therefore, it leads all its employees and collaborators to:

- Comply with the laws, respect the culture of each country and keep behaviors in accordance with best practices and international standards.
- To reject any dishonest or improper act or practice, reflecting the transparency of commercial and/or financial transactions associated with the operation and development of the company's mission activities.
- Refrain from offering or receiving contributions and gifts, directly or indirectly, by way of payment or favor to customers, contractors, suppliers or officials of interested parties.
- Carry out the activities and tasks according to their competence, position and place in the company. Respecting the chain of command and requesting the participation of a specialist or higher position when necessary.
- To take into account in all activities the assessment and mitigation of the associated risks so as to promote self-safety, health and environmental care.
- Report on any situation that calls into question the transparency of any interested party or commercial and/or financial transaction. In case of being investigated, provide truthfully and honestly all the information requested.
- To comply with the timetable in activity and hourly load. The staff member shall respect the facilities, time and resources allocated for his or her work and shall not use them for personal purposes.
- Respect workplaces, adhering to regulations, procedures, behavioral guidelines, schedules, expression modes, clothing and other established work guidelines.

All GEOMARES SAS employees will act under the Corporate Values: Respect, Collaboration, Honesty, Professionalism and Continuous Improvement. Their actions and treatment of peers and stakeholders should reflect the ownership of these values at all times. Any failure to comply with this Policy will result in the employee being disciplined after due process and will tend to maintain discipline at work and the opportunity for improvement in the employee.

### PO 004: NO ALCOHOL, NO DRUGS AND NO SMOKING POLICY

GEOMARES SAS is committed to the health, safety and well-being of its employees and understands that the consumption of psychoactive and hallucinogenic substances, as well as the regular consumption of alcohol and tobacco are harmful to the health of its employees and collaborators. It has decided to structure this Policy in order to promote the NO CONSUMPTION of these substances, which reduce the work capacity and seriously affect their safety, efficiency and productivity.

Therefore, GEOMARES SAS promotes and fosters activities, moments of reflection, training and awareness to prevent and inform all its employees, collaborators and interested parties.

Consistent with its commitment, GEOMARES SAS DO NOT ACCEPT:

- The use, possession and/or commercialization of psychoactive substances, hallucinogens, intoxicating beverages and tobacco at the workplace and during the performance of the work associated with their charge. It also prohibits the inappropriate use of controlled psychotropic or chemical substances.
- Presenting at the workplace under the influence of alcohol, narcotics, and/or drugs listed above that have the potential to alter the central nervous system, perceptions, feelings, mood, motor coordination, and endanger the person, peers, and the activity itself.
- To consume, commercialize, possess or incite the use of these intoxicating, psychoactive, hallucinogenic and psychotropic drugs and substances at the workplace and during the development of the activities associated with their position or role.

Violation of this Policy, the documents associated with it and opposition to inspections, sampling and participation in the activities resulting therefrom is considered a Very Serious Foul and the carrier will take appropriate disciplinary action, including termination of the contract for just cause.

Therefore, all GEOMARES SAS collaborators are committed to strict compliance with this Policy and to active participation in each and every one of the activities deriving from it

### **PO 005: MONEY LAUNDERING AND TERRORISM FINANCING POLICY**

GEOMARES SAS with a view to promoting relationships based on the transparency of its actions and the trust of investors and interested parties, preventing, detecting and reporting timely and effectively any event that threatens or may threaten the survival of the company, has adopted a policy in against money laundering and terrorism financing based on the following premises:

- GEOMARES SAS acts in an ethical and transparent manner. The company respects and abides by the rules that regulate responsible action before society and the State.
- GEOMARES SAS supports Colombian Regulations and with its actions promotes practices free of money laundering and terrorism financing.
- The company provides security to its Interested Parties. Their Clients, Shareholders, collaborating suppliers and / or contractors can be sure of their good and transparent management of resources, as well as their ethical actions that DO NOT encourage criminal activities.
- GEOMARES SAS promotes Prosperous and Integral Actions, and recognizes that money laundering and terrorist financing causes a high risk to the economy, the security of the country, and directly affects the transparency and confidence of the country and its economy.
- The company works on the side of legality. GEOMARES SAS provides necessary information and collaborates with the authorities providing the information requested for the development of the investigative processes on money laundering and terrorism financing.

- GEOMARES SAS promotes Healthy and Reliable Business and Labor Relations. The company has a channel to make complaints in anonymity if the complainant prefers, undertakes to carry out an investigation of any complaint and guarantees that its employees abstain from carrying out any type of business, contract or transaction on behalf of the Company.
- GEOMARES SAS integrates the aspects described in this policy to all processes and procedures related to its mission, support and strategic planning.

Therefore, GEOMARES SAS discloses the present policy, as well as commits itself to carry out promotional campaigns that strengthen the culture of Good Conduct and denounce against illegal acts of this nature.

### **PO 006: ZERO TOLERANCE TO FRAUD, BRIBERY AND / OR CORRUPTION POLICY**

GEOMARES SAS manifests its zero tolerance in situations of fraud, corruption and bribery, which promotes ethical behavior based on values and principles in all its collaborators to prevent and control this type of situations by practicing the following actions:

- Define a set of guidelines for the management of risks associated with fraud, corruption and bribery, and refrain from any type of participation in these unwanted spaces.
- Not tolerate that employees, shareholders, directors, suppliers and other interested parties, obtain economic, commercial or any other kind of benefits, in exchange for violating the law or acting dishonestly.
- Identify, report, investigate and analyze any event or risk associated with fraud, corruption and bribery that is shown as a warning signal, taking control actions to prevent its materialization or diminish its consequences.

Therefore, GEOMARES SAS promotes the establishment of an ethical culture that safeguards the good name of the company and exalts the corporate values characteristic of every collaborator.

### **PO 007: PREVENTION OF LABOR HARASSMENT POLICY**

GEOMARES SAS is aware of the importance of maintaining a healthy and safe working environment for the normal development of work activities, hence establishes mechanisms to prevent harassment at work, for this purpose, it has created the work coexistence committee together with all employees in the company, which promotes work in decent, fair, healthy, and pleasant conditions. The harmony between those who share work life and the good atmosphere in the company, protects the privacy, honor, mental health, and freedom of the people who make up the company's workforce.

For the sake of the above, GEOMARES SAS allocates resources for the construction of the handbook of work coexistence, awareness and training in workplace harassment, its legal framework, and other topics that strengthen the relationship between partners such as conflict resolution, emotional intelligence, assertive communication among others.

GEOMARES SAS is committed to implementing and being vigilant in the development of the work coexistence committee, ensuring the prevention of any conduct or behavior that involves the classification of workplace harassment, safeguarding the rights of all employees.

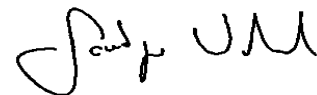
GEOMARES SAS's employees, for their part, accept to comply with this Policy, recognizing that any violation thereof will give rise to the pertinent investigations and proceedings, as well as to the disciplinary sanction to which it may arise.

### PO 008: INFORMATION SECURITY POLICY

GEOMARES SAS understands that the most valuable asset of any company is the information of the performance of its activities, which is why it creates this policy in such a way that a culture of maintenance and preservation of information is generated within the company to protect it against unauthorized access, disclosure, duplication, interruption of systems, modification, destruction, loss, theft or misuse that may be generated accidentally or intentionally.

The Policy applies to All GEOMARES SAS collaborators and is based on:

- Sensitize the users of the company about the problems of information security.
- Promote a logical security, data level security, especially those products of the studies carried out in the executed contracts.
- Procure security in telecommunications, server wise, access networks and other network technologies. Custody management and / or assigned information and ensure its proper use and management, seek a backup copy in the event of an incident.
- Ensure access and availability of documentation to assigned users. Under no circumstances, access to third parties is authorized through the usernames and passwords of collaborators of the company. Ensure access and availability of documentation to assigned users. If the information is required, it must be transferred by a Geomares Collaborator which is the only authorized person to access the QHSE System documentation.
- Ensure physical security, ensure the security of material infrastructure, ensuring the computer equipment in its own facilities and in all those where work is carried out on behalf of GEOMARES SAS.



Santiago Urdaneta Paris  
**GEOMARES SAS**  
CEO