

# Human rights

Guided by our commitment to human rights, at GeoPark we want everyone in all our operations and activities to be treated with respect, dignity and fairness, and without any kind of discrimination.



In our Company we promote and respect the human rights internationally recognized in the International Bill of Human Rights, in the ILO Declaration on Fundamental Principles and Rights at Work and all such documents relevant to our activities.

We believe every person has equal value, the freedom to express their ideas, and the support to develop their full potential as a person.

Our actions carefully align our principles and values with our objectives and responsibilities. This is not something recent, and is the first step we took when founding our Company to define who we are and how we act.



■ Scan this code to see our commitment to human rights.



**At GeoPark we are committed to:**

Creating a safe, open and inclusive workplace based on trust and mutual respect for employees and contractors.

Rejecting all forms of forced labor or exploitation that could affect the people and communities we have relationships with.

Promoting dialogue and the participation of the neighbors we work with, including indigenous and ethnic communities, respecting their rights, culture and traditions, and valuing their aspirations and needs.

Rejecting any act that affects or threatens the life and safety of social and environmental leaders, activists and defenders of human rights.

Working rigorously to prevent and mitigate our impact on the social environment we operate in.

- » Developing a human rights impact assessment for our Putumayo operations and an action plan for their management.
- » Starting human rights training processes for GeoPark employees.
- » Helping define a communication strategy with our stakeholders based on human rights due diligence.
- » Identifying progress and potential gaps in *Cuéntame*, our system for handling requests and complaints, in light of the effectiveness criteria set forth in the United Nations Guiding Principles on Business and Human Rights.

In 2020 we also made progress on making a business conduct annex to promote and ensure our suppliers' and contractors' compliance with our Human Rights Commitment. This annex will be included in the GeoPark Local Hiring Guide, which will be shared with these stakeholders in 2021.

**OUR PROGRESS IN 2020**

In 2020 we strengthened our culture of respecting and promoting human rights to further improve our practices and our commitment to build trust and good neighborliness. A step in that direction was strengthening our Legal team by hiring a human rights expert who contributes to aligning our due diligence and comprehensive risk analysis processes with international standards including the United Nations Guiding Principles for Business and Human Rights. We also made progress on our public commitment to the respect of human rights, which will be part of the framework of all our operations.

Considering that managing human rights issues and identifying opportunities for improvement requires objectivity and independence, we started a technical support partnership with the Ideas for Peace Foundation (FIP) in the following areas related to human rights due diligence:

- » Supporting the creation of our human rights policy commitment.
- » Design a robust management system for corporate due diligence on human rights.

