



HUMAN RESOURCES POLICY

At the core of Drummond Ltd.'s project in Colombia are its workers. And because of that we declare that, at a minimum, the labor rights established in Colombian legislation be recognized and respected.

Human Resources Policies are in line with a constant pursuit of the comprehensive development of our workers, hand-in-hand with the sustainable development of our operations.

The policies also promote the well-being of workers and their families, as we declare our commitment to:

- Not permitting child labor
- Not permitting forced labor under any circumstance
- Guaranteeing full freedom of movement for our employees
- Applying disciplinary measures that are framed within contracts, collective employment agreements, regulations, policies, and our national Constitution and the law
- Giving special attention to health care, complementing it with competitive benefits for all workers and their families
- Guaranteeing and respecting the basic right to freedom of association and the right to collective negotiation
- Prohibiting any discriminatory behavior
- Having a remuneration system that allows us to be competitive in our reference market and fair within the organization
- Organizing work days as permitted under the labor laws in effect

Approved: RLM

Date: 2-19-14



DRUMMOND LTD.
COLOMBIA