



OROTÍN |2| MARCH APRIL

It is a pleasure for C.I. Orometro S.A.S to introduce you to the OROTIN, our bimonthly newsletter in which we will bring you topics of interest to all, of risk and safety, and in which we will build organizational identity.

You can propose the topics that you think are important to communicate, writing to:

info@orometro.com

You can consult the previous bulletins by accessing to:

www.orometro.com/news

SECTIONS

WITH YOUR HEALTH AND SAFETY AT WORK IN MIND

PESV AND SG-SST. MUSCULOSKELETAL DISORDERS

PREVENTING

PREVENTION OF PSYCHOACTIVE SUBSTANCES (PAS) USE. BRAIN FUNCTIONING, PROTECTIVE FACTORS AND RISK FACTORS

SAGRILIFT

IDENTIFICATION AND REPORTING OF UNUSUAL, SUSPICIOUS AND ATTEMPTED OPERATIONS.

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BASC

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WITH YOUR HEALTH AND SAFETY AT WORK IN MIND: PESV AND SG-SST.

C.I. OROMETRO SAS is committed to the prevention of **Musculoskeletal Disorders** (TME, for its Spanish acronym) as these are the cause of pain and discomfort that hinder the quality of life, so we have developed the following strategies to mitigate them:

- Perform workplace inspections
- Execute symptomatologic surveys
- Ensure daily active breaks
- Promote recreational relaxation activities
- Implement campaigns on correct posture
- Provide continuous training by a physiotherapist

Our aim is that our collaborators work in a safe environment and that through each of the activities listed above they can reduce stress, eliminate injuries and disorders associated with overuse of muscles, poor posture and repetitive tasks.

YOUR HEALTH ALSO DEPENDS ON YOUR COMMITMENT!



PREVENTING

Prevention of Psychoactive Substances (PAS): Brain functioning, protective factors and risk factors

What is problematic use of psychoactive substances?

A drug use becomes problematic when it affects the user's health, his/her relationships with family and friends, when it alters daily activities such as work and study, or when it involves economic problems or problems with the law.

How do PAS work in our brain? Withdrawal syndrome and tolerance to consumption.

TOLERANCE TO PAS is a process through which a certain dose of the substance produces a progressively lower effect as its administration is repeated, thus forcing the individual to use progressively higher doses in order to achieve the original effect. As for ABSTINENCE SYNDROME, it refers to a series of acute signs and symptoms that occur at the physiological and psychological level as a result of the interruption of the consumption of a certain substance, which lead the consumer to administer one or more doses again to mitigate these effects, which can range from headache and nausea, to panic attacks and convulsions.

What are protective factors and risk factors regarding psychoactive substance use?

PROTECTIVE FACTORS are individual, family, or social characteristics or attributes that reduce the likelihood of psychoactive substance use, abuse or dependence.

- ✓ **Individual factors:** high self-esteem, social skills, ability to cope with problems, among others.
- ✓ **Family factors:** Good communication, parents who are affectionately close, good family attachment, establishment of rules and limits, etc.

- ✓ **Social factors:** Participation in community activities, regulations regarding psychoactive substances, access to health and education services, among others.

RISK FACTORS are individual, family or social characteristics or attributes that lead to or increase the use of psychoactive substances.

- ✓ **Individual factors:** low frustration tolerance, aggressive behavior, low self-esteem, among others.
- ✓ **Family factors:** Use of psychoactive substances by parents or caregivers, authoritarian discipline, overprotection, lack of parental or caregiver supervision of children's activities, domestic violence, among others.
- ✓ **Social factors:** Low support from social networks, availability of psychoactive substances, use of psychoactive substances by peers, violence in the school and social environment, among others.

What measures should I take regarding the use of psychoactive substances?

Identify your consumption pattern

Asking yourself what substances you consume, in what quantity, in what situations and how often will give you clues about the type of consumption you have and the actions you should take about it.

Voluntarily reduce your consumption level

Take control of your relationship with psychoactive substances and take charge of the situation by decreasing the frequency or amount of consumption. Start other activities that give you pleasure and allow you to develop new skills.

Seek help

If you think that your level of consumption has become problematic, seek medical and psychological help.

Health Helpline

Línea Amiga Saludable (Friendly Health Line) is a strategy designed by the Mayor's Office of Medellín, through the Secretary of Health, to provide free psychological support and guidance on a constant basis (24/7) to the citizens of Medellín. Phone number: 444 44 48 or WhatsApp: 300 723 11 23

Listening services

The Escuchaderos (which in Spanish mean *places where you can be heard*) are spaces where advice, counseling and free psychological accompaniment is provided to all the citizens of Medellín. These listening services can be found in many of the city's metro stations: San Antonio, Popular, La Aurora, San Javier, Estadio, Parque Berrío, Santo Domingo, Universidad, Industriales and Poblado.

What does the company C.I. OROMETRO SAS do regarding PAS use?

- Provide constant training to our collaborators
- Organize fun activities focused on prevention.
- Program workshops on creating spaces for the soul
- Conduct alcohol and drug screening tests.

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PREVENTION OF THE USE OF PSYCHOACTIVE SUBSTANCES

SAGRILAFT

IDENTIFICATION AND REPORTING OF UNUSUAL, SUSPICIOUS AND ATTEMPTED OPERATIONS.

Each one of you, as a fundamental part of SAGRILAFT system, have the obligation to constantly be aware of any alert signal that may arise in the performance of your duties, and thus be able to report them to the company's Compliance Officer for subsequent analysis and to establish whether this alert signal becomes a Suspicious Operation, an Unusual Operation or an Attempted Operation.

For this reason, you are again reminded to be aware of each event so that together we can fight against the materialization of ML/FT-FPADM.

However, we will remind you of the meaning of these terms.

Warning Signals: warning signals are those situations that break away from the particular behavior pattern of a customer or of the market, thus being atypical and therefore requiring further analysis to determine whether there is a possible money laundering or terrorist financing operation in progress.

Attempted Operation: Operation in which a natural or legal person intends to carry out a suspicious operation, but does not perfect it because the person who intends to carry it out desists, or because the established or defined controls have not allowed him/her to carry it out,

Unusual Operation: A transaction whose amount or characteristics does not correspond or conform to the ordinary or normal economic activity of the company, or whose number, amount or characteristics do not fall within the guidelines of normality or ordinary business practices in a sector, industry or with a type of counterparty.

Suspicious Operation: is an unusual operation that, in addition, cannot be reasonably justified according to the uses and customs of the activity in question. This type of

transaction includes attempted or rejected transactions that contain characteristics that make them suspicious.

Knowing this, it is important for you to know that with each of the reports you make to the Compliance Officer of detected alerts signals, he will analyze them, fit them into any of the operations already defined and, if necessary, will make a suspicious operation report.

The suspicious operation reports (SOR) are the reports that must be sent to the Financial Information and Analysis Unit (UIAF, for its Spanish acronym) by the companies required to do so, informing the occurrence of an unusual, unjustified operation within the company.

The submission of this report is the responsibility of the Compliance Officer and must be made immediately after the unusual operation is classified as suspicious.



[Suspicious Operation Report SOR]

PTEE

WARNING SIGNALS: PTEE (Transparency and Business Ethics Program)

As with SAGRILIFT, there are warning signals within the PTEE. These warning signals are situations that break away from the particular behavior pattern of a customer or of the market, thus being atypical and therefore requiring further analysis to determine whether there is an unlawful operation in progress, which in this case would be corruption and/or bribery.

For this reason, should you detect anomalous situations regarding coworkers accepting benefits (whether economic or any other kind) to expedite services and acceptances within the company, do not hesitate to report them to the Compliance Officer, who will take care of the rest.

**DON'T FORGET THAT YOUR IDENTITY
WILL ALWAYS BE PROTECTED!**

BASC

ESTANDARES INTERNACIONALES DE SEGURIDAD BASC

La norma BASC tiene tres estándares y las empresas dependiendo el tipo de actividad económica que realicen, deben identificar cual estándar deben implementar en su compañía:

ESTANDAR 6.0.1	ESTANDAR 6.0.2	ESTANDAR 6.0.3
Empresas con relación directa con la carga, unidades de carga y unidades de transporte de carga	Empresas con relación indirecta con la carga, unidades de carga y unidades de transporte de carga	Empresas que deseen gestionar controles operacionales básicos de seguridad

Cada estándar se divide en unos numerales y las empresas deben garantizar el cumplimiento de cada uno, por este motivo a continuación de indicamos que estándar implemento C.I. OROMETRO SAS y como gestiona cada numeral.

ESTANDAR 6.0.1	DESCRIPCION
Numeral 1: Requisitos de asociados de negocio	Conforme a las exigencias de este estándar la compañía ha integrado al SAGRILAFIT los protocolos de selección y seguimiento periódico a las partes interesadas como clientes, compras asociadas y proveedores.
Numeral 2: Seguridad de las unidades de carga y unidades de transporte de carga	Para garantizar la integridad en el transporte del producto de C.I. OROMETRO SAS, se han implementado diferentes medidas de seguridad en la cadena de suministro

Numeral 3: Seguridad en los procesos de manejo de la carga	Hemos implementado controles para mantener la integridad del producto de C.I. OROMETRO SAS en las diferentes etapas de la cadena de suministro
Numeral 4: Seguridad en los procesos relacionados con el personal	Conforme a las exigencias de este estándar la compañía ha integrado al SAGRILAFI los protocolos de selección y seguimiento periódico a los empleados.
Numeral 5: Control de acceso y seguridad física	Hemos implementado controles para garantizar la seguridad física en las instalaciones de C.I. OROMETRO SAS
Numeral 6: Seguridad de la información	Se han diseñado conforme a este estándar una serie de medidas de seguridad para el manejo de los recursos informáticos y la información de propiedad de C.I. OROMETRO SAS



BUSINESS **A**LLIANCE **F**OR **S**ECURE **C**OMMERCE



SUSTAINABILITY

CORPORATE SOCIAL RESPONSIBILITY POLICY

For the Company C.I. OROMETRO SAS sustainability is a frame of reference for all its actions, so it manages its mission development through actions aimed at generating a positive impact for interest groups and society in general that may be immersed directly or indirectly by corporate activities, seeking to provide social, environmental and economic value and growth to the country.

Therefore, the company has established the following sustainable strategies:

- We generate long-term relationships with our stakeholders, based on dialogue, transparency and equity for the achievement of common goals that allow us to grow together.
- We acknowledge the environmental impact that mining activities can generate to the environment, therefore our mission development is framed within the respect for environmental regulations for the exercise of traditional mining.
- We seek alternative and innovative solutions for the different challenges that arise in the business environment, working with excellence and guiding our corporate activities in sustainable actions for all our stakeholders.
- We understand the importance of caring for and protecting natural and environmental resources, which is why we seek to raise awareness among our counterparts about their role in climate change, encouraging the adoption of good individual sustainable practices that help to generate changes and improve the future of the next generations.

The above will be managed within the daily work of the Company and the people who make part of it, including the following actions:

- Avoid discriminatory practices or practices that undermine human rights, as well as child exploitation and/or forced or compulsory labor.
- Avoid irrational use of natural and environmental resources and inadequate waste management.
- Promote good labor, cultural and organizational practices that contribute to the growth of our different interest groups.



Happy Birthday

C.I. Orometro S.A.S wishes its collaborators happy birthday

March

21st Luis Eduardo Posada

27th Anderson Pulgarín

28th Alejandra Márquez

28th Julio García

April

6th Humberto Marín

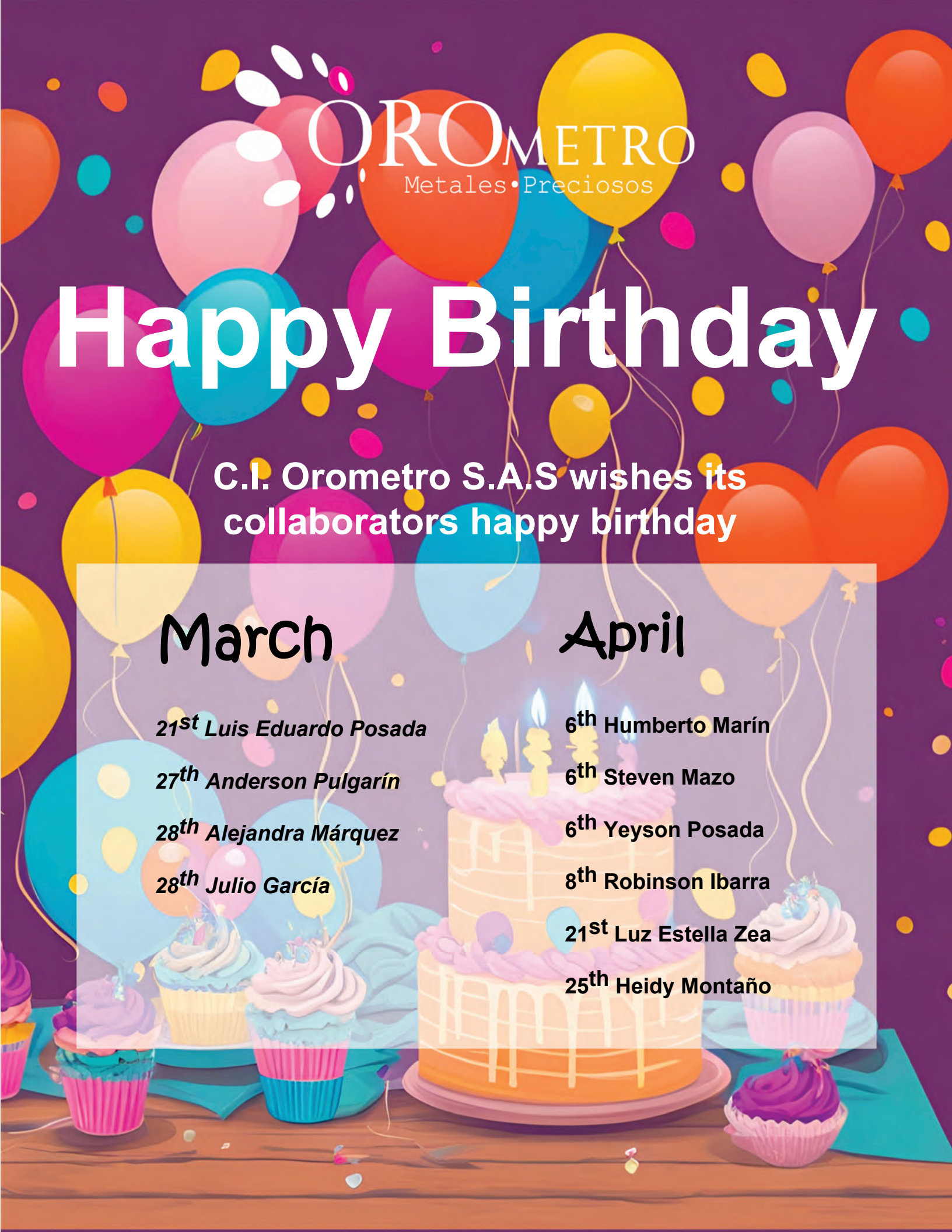
6th Steven Mazo

6th Yeyson Posada

8th Robinson Ibarra

21st Luz Estella Zea

25th Heidy Montaña





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