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REF.: Ecopetrol in our briefing: Invitation to respond

Ecopetrol is committed to respecting human rights and has made this commitment public on its Human Rights Policy (2019)¹. The company has publicly emphasized its recognition and respect to the rights to life, personal liberty, humane treatment, freedom of thought and expression, freedom of association and collective bargain, environmental rights, among others.

To fulfill this commitment, Ecopetrol has adopted the due diligence principle in order to respect human rights and prevent all negative impacts. The company has a security and human rights due diligence strategy that seeks to establish work groups with the authorities responsible for defending of human rights protecting social leaders. These are: *Defensoría del Pueblo*, Armed Forces and Police, National Protection Unit, and the General Prosecutor.

In critical cases of threats or injuries against Ecopetrol's workers, the Company takes the following actions:

1. Assist the affected party to file a criminal complaint.
2. First attention to the affected and activation of self-protection and care measures (National Policy).
 1. Notification to the National Protection Unit (UNP) to initiate protection route according to the *Decree 1066 de 2015*.
 2. Strengthen communication between Company and affected worker in order to establish an adequate assistance and follow-up of the situation.
 3. Case-tracking at the Human Rights and Peace Commission (USO – Ecopetrol) to review and recommend additional measures.

¹ <https://www.ecopetrol.com.co/documentos/src-g-002%20gu%c3%ada%20de%20derechos%20humanos%20y%20empresavf.pdf>



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4. Ecopetrol's active participation in the risk level study committee lead by the Ministry of Interior and recommendation of security measures.
5. In some cases, depending on the level of risk, some union leaders (Ecopetrol's workers) have had personal protection schemes, vehicles and escorts, among other material protection measures.

Ecopetrol is open to dialogue with all its stakeholders and maintains constant communication with social leaders and community members. Whenever possible, and if Ecopetrol has the possibility to know about the situation of unionist or leaders, the Company publicly rejects threats and attacks, pointing out that is committed to respect human rights and that it is open to dialogue.

Joint work with State institutions is very important in order to investigate, prosecute and sanction unlawful conducts. For this reason, the Company also requests the State to take the necessary measures in order to protect leader's life and integrity.

Mónica Jiménez González
General Secretary