

Versión: 4

Approval date: 21/10/16

Responsible process: Socio-environmental Management

Approved by: Steering Committee

Social Policy

Social policy

Celsia through this policy defines the framework for action that collaborators and establishes the relationship principles for social management, based on respect, transparency and trust-building, always giving the best to grow together.

The organization defines the following guidelines for action:

- Recognize, respect and value the importance of each interest group, their particularities and characteristics.
- Prioritize social investment initiatives that contribute to the well-being of communities in the operation's areas of influence.
- Promote alliances with other organizations to develop impact projects for the company and its stakeholders.
- Manage the social risks inherent in its operation.
- Develop strategies for participation, dialogue and permanent communication on company management.

CHANGE CONTROL

VERSION	DATE	JUSTIFICATION OF THE VERSION
01	01/2012	Document creation
02	12/05/2014	Unification of the organization's social management policy and is included as part of the socio-environmental policy.
03	21/10/2016	The social action guidelines of the document are updated and the socio-environmental policy is divided into Social Policy and Environmental Policy.
04	1/12/2019	No changes are generated in the document, but its application is extended to Celsia Central America, since the previous version was only for Celsia Colombia.