

Occupational Health and Safety Policy

El Banco de Occidente S.A., a financial sector entity, expresses its strong interest and commitment to legal compliance, implementation and continuous improvement of the Occupational Health and Safety Management System (OHSMS), by promoting the quality of working life and the prevention of incidents and accidents at work, occupational diseases and damages generated to the company, society and the environment, having as a basic guideline the continuous improvement with high safety standards.

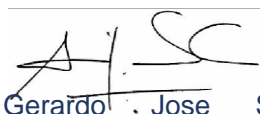
In this sense, it defines this policy aimed at anticipating, recognizing, evaluating, managing and controlling occupational risks that may affect safety and health at work, in order to generate a safe and healthy work environment, which protects the physical integrity and health of its employees, contractors, subcontractors and visitors.

Therefore, the purpose of this Policy is as follows:

1. Identify hazards, evaluate and assess the inherent risks and establish the respective controls, in order to prevent occupational accidents and occupational diseases and promote occupational health.
2. Provide the necessary and adequate resources for the development of the Occupational Health and Safety Management System (OHSMS).
3. Provide safe and healthy working conditions, seeking to promote the quality of life of people.
4. Protect the safety and health of all employees through the continuous improvement of the Occupational Health and Safety Management System (OSHMS).
5. Comply with current national regulations applicable to occupational hazards.
6. Contribute to the achievement of the organization's strategic objectives.

Likewise, it establishes as a commitment of all levels of the organization, to fulfill their responsibilities in Occupational Health and Safety (OSH), to achieve the objectives set and to create an awareness and culture of self-care and protection of the population to which it applies.

Signed in Santiago de Cali, on the 16th day of August 2023.



Gerardo Jose Silva
Castro

Industrial Hygiene and Safety Regulations

Company Name BANCO DE OCCIDENTE

NIT: 890.300.279 - 4

City: Santiago de Cali

Address: Carrera 4 No. 7 – 61

Branches: Edificios y Oficinas a nivel nacional

Department: Valle del Cauca

Phone: 4850707

A.R.L.: Seguros de Vida Alfa S.A.

Economic Activity Code: No. 1641201 - 2521001

Risk Class: I – Edificios, Oficinas y Sucursales, II - Bodega

Note: The Risk Class and Economic Activity Code is in accordance with Decree 768 of 2022.

Prescribe the following regulation contained in the following terms:

Article 1: Banco de Occidente undertakes to comply with the legal provisions in force tending to guarantee the mechanisms that ensure an adequate and timely prevention of work accidents and occupational diseases, and the promotion of workers' health.

Article 2: Banco de Occidente, promotes and guarantees the constitution and operation of the Joint Occupational committee on Safety and Health at work (COPASST), in accordance with the provisions of Resolution 2013 of 1986, Law 1562 of 2012, Decree 1072 of 2015, and other legal provisions in force.

Article 3: Banco de Occidente undertakes to allocate the financial and technical resources and the necessary personnel for the design, implementation, review, evaluation and continuous improvement of the Occupational Safety and Health Management System (SG-SST), prepared in accordance with Law 1562 of 2012 and Decree 1072 of 2015, and other legal provisions in force, in order to guarantee or promote Occupational Safety and Health.

Article 4. The risks existing in Banco de Occidente are mainly constituted by:

PHYSICAL: Thermal discomfort, auditory discomfort, lighting.

CHEMICAL: Handling of chemical substances.

PSYCHOSOCIAL: Organizational management, characteristics of the work organization, characteristics of the social work group, task conditions, working hours, customer service and level of responsibility.

BIOMECHANICAL: Maintained and/or prolonged postures (sedentary), repetitive movements (typing and counting money), manual handling of loads.

LOCATIONS: Conditions of order and cleanliness, infrastructure conditions, storage and furniture for the development of the activity.

PUBLIC: Social violence such as robberies, riots, among others.

NATURAL: Natural phenomena such as earthquakes, rainfall, landslides and floods, among others.

TRANSIT: Traffic accidents.

PHYSICAL-CHEMICAL: Fire, explosion.

Paragraph: In order that the risks contemplated in this article do not result in occupational accidents or occupational diseases, Banco de Occidente exercises its control at the source, in the transmitting environment or in the individual, in accordance with the provisions of the Occupational Health and Safety Management System (SG-SST), which is made known to all the Bank's employees, as well as to the rest of the population located in the different work centers nationwide, regardless of their form of relationship or work modality, including contractors and subcontractors.

Article 5. All employees of the Bank, as well as the rest of the population located in the different work centers nationwide, regardless of their form of relationship or work modality, including contractors and subcontractors, shall strictly comply with the legal provisions, as well as with the technical and internal rules adopted, to achieve the implementation of the Occupational Health and Safety Management System (SG-SST).

Article 6. Banco de Occidente shall provide to all employees who enter the company for the first time, regardless of their form of hiring, relationship, type of work and prior to the beginning of their work, an induction on the general and specific aspects of the activities **that will be carried out**, including among others **topics:** the identification and control of hazards and risks in their work and the prevention of work accidents and occupational diseases.

Article 7. These regulations shall be displayed in visible places in the work centers, and its content shall be made known to all employees and other interested parties.

Article 8. These regulations shall enter into force as of its signature and for as long as the company maintains, without substantial changes, the conditions existing at the time of its approval, such as economic activity, locative facilities or when legal provisions are issued that modify the rules of the regulations or that limit its validity.

This regulation is signed by BANCO DE OCCIDENTE S.A., at --- of the month of ---- of 2023.

Legal Representative:

Industrial Hygiene and Safety Regulations

Company name: BANCO DE OCCIDENTE S.A
NIT: 890.300.279 - 4
City: Santiago de Cali
Department: Valle del Cauca
Address: Carrera 4 No. 7 - 61
Phone: 4850707
Subsidiaries: Edificios y Oficinas a nivel nacional
A.R.L.: Seguros de Vida Alfa S.A.
Economic Activity Code: No. 1641201 - 2521001
Risk Class: I - Edificios, Oficinas y Sucursales, II - V Bodega

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Article 8. These regulations shall enter into force as of its signature and for as long as the company maintains, without substantial changes, the conditions existing at the time of its approval, such as economic activity, locative facilities or when legal provisions are issued that modify the rules of the Regulations or that limit its validity.

Is subscribed in Santiago de Cali, on the 16th day of August, 2023.



Gerardo Jose Silva Castro
Presidente Banco de Occidente S.A.