

# OUR COMMITMENT TO HUMAN RIGHTS

At GeoPark, we define human rights as the inalienable rights of every human being regardless of race, sex, nationality, ethnicity, language, religion or any other status. We are committed to creating an environment in which everyone is treated with respect, dignity and fairness, and without discrimination of any kind. We believe every person has equal value, the freedom to express their ideas, the right to make their own decisions and the support to develop their full potential.

This commitment is embodied by the way we align our principles and values with our goals and responsibilities. This is not a recent development: it was the first step we took when founding our Company to define who we are and how we act.

The promotion of and respect for human rights are crucial to the way we safely and reliably provide the energy that is essential to build prosperous lives and communities. This commitment shines through in our relationships with our employees, communities, suppliers, and contractors; in the rigorous standards we employ to protect and avoid damaging the natural environment we operate in; and in the collaborative and transparent dialogue we have with our neighbors.

## WHO WE ARE

Since our founding, we have embraced an Integrated Value System we call SPEED that defines what success means for us and governs our behavior in the critical areas of Safety, Prosperity, Employees, Environment and Community Development. SPEED belongs to all of us and promoting and respecting human rights is an essential part of every one of its components. Our Integrated Value System is based on and complements the United Nations' Sustainable Development Goals.

## HOW WE ACT

At GeoPark we have created a safe workplace built on mutual trust and respect. At the end of each working day, we want everyone to go home in good health, certain

they have been compensated fairly and that they share in the Company's success. All our employees have the opportunity to continuously learn, grow and reach new goals. We should all be valued for our skills, and we are committed to building and promoting an open and inclusive work environment that does not discriminate based on gender, ethnicity or religious beliefs, and respects the freedoms of association and participation. Both within GeoPark and within our value chain, there is zero tolerance for forced labor or exploitation of any kind that could affect the people and communities with whom we interact.

Our actions are grounded in an early and sustainable management of the social environment, allowing us to prevent, mitigate and remedy any impact our activities may have on our host communities. We promote citizen dialogue by guaranteeing the participation of our neighbors, including indigenous and ethnic communities, directly and

through the institutions that represent them. We respect their right to preserve their culture, and we value their ambitions and needs. We work hard to ensure that our system for managing requests and complaints fosters genuine participation and helps to sustain this dialogue.

We respect and recognize the hard work of social and environmental activists, community leaders and human rights defenders. We respect their importance to society and that is why we condemn any actions that would impact or threaten their work. As a responsible company, we make sure our efforts to protect our assets and teams are always guided by a respect for human rights.

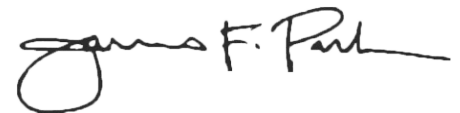
We recognize the extraordinary value of our natural environment. We are committed to making every effort to prevent and mitigate the impact of our activities on natural resources. If damage is done, we will ensure it is resolved quickly and responsibly. We guarantee citizen participation in the environmental decision-making of our operational projects, including considerations and concerns voiced by our neighbors during our due diligence processes, and commit to respecting their integral well-being and their right to a healthy and clean environment.

It has been our goal since our founding to be the safest and best place to work, the preferred neighbor and the operator that most respects the environment. This goal is genuine and extends beyond this commitment, which we will continuously improve and ensure its fulfillment to the highest possible extent, in complete accordance with the values and principles that have inspired it.

### **OUR COMMITMENT TO INTERNATIONAL HUMAN RIGHTS STANDARDS**

As an international company with the vital mission of providing energy to a growing global population, our actions are grounded in transparency, ethics, and the promotion of and respect for human rights. We follow the guidelines established in our Code of Conduct and strictly observe and comply with the laws of the countries where we operate.

Our commitment has been developed in accordance with international human rights standards, including the International Bill of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the principles of ILO Convention 169, and the UN Guiding Principles on Business and Human Rights.



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**James F. Park**  
CEO