

**OUR CODE**



**GEPARK**

**WE, THE EMPLOYEES AND  
OFFICERS OF GEOPARK,  
BELIEVE AND STATE THE  
FOLLOWING:**

**1** We are a team of dedicated men and women working to create value by building the leading upstream oil and gas company in Latin America through excellence as an Oil and Gas Finder, Operator and Consolidator.

**2** We have achieved success to date because of our special work and cultural ethic, which has been built by good hard work, taking on big challenges and seeing them through, an inherent sense of doing right, and a strong heart.

# 3 Our Founding Principles have shaped our character and guide us to:

- **DO IT NOW:** plan and then act with passion and conviction
- **DO IT RIGHT:** be the best / build trust / follow the law
- **DO IT EFFICIENTLY:** do more for less / perform beyond commitments
- **DO IT BETTER:** improve every day / creatively and persistently find opportunities and solutions
- **DO IT BIG:** be bold / build for the long term
- **DO IT FOR EACH OTHER:** be a supportive and sharing team

**4** As GeoPark continues to grow larger, and in order to preserve our character and uphold our commitments, we believe it is helpful and necessary to set out our Code of Conduct to share with our new GeoPark co-workers and to help us meet and find guidance for the new challenges and opportunities ahead.

**5** A written code can never be fully complete and we will always encounter new situations. As before, our overriding guidance will be to always choose and follow our good judgment and the course of highest integrity. We rely on each other to be guided by both the letter and spirit of our Code and to do the right things right.

**6** Our Code is organized around our S.P.E.E.D. Commitments, which form the critical components necessary to create enduring value and which define success for GeoPark. These are:

## **S.P.E.E.D.**

### **Our Commitment to Safety and Health**

**(S.P.E.E.D.):** Everyone must return home every day safely and healthy.

People are our most precious resource and a company can only experience success when it succeeds in protecting all those working on its projects and their families from injury and loss. This requires all of us to know and follow our safety rules and regulations and to stop any work that is unsafe or unhealthy. We also can not engage in behavior that might imperil ourselves or others around us. Good safety management increases quality and improves efficiency throughout an organization.

## **S.P.E.E.D.**

### **Our Commitment to Prosperity (S.P.E.E.D.):**

Deliver exceptional bottom-line operational and financial results to continuously grow our market value for our Shareholders.

Only a trusted and respected company, with a track record of operational and financial excellence, can endure, attract capital, build partnerships, acquire new projects, and create real long term benefits. This requires an ambitious plan carried out diligently and ethically, with pro-active and informed risk-taking – backed by the best science and economics – and with accountability and transparency. We think, act and push every day for good results – but we care how our good results are obtained.



## **S.P.E.E.D.**

### **Our Commitment to Employees (S.P.E.E.D.):**

Create a motivating, fair, and rewarding workplace with opportunity, respect and heart – and composed of exceptional individuals.

The Company which can best attract, incentivize, and train the best team with the best morale will be the best competitor. This requires us to provide all employees with fair remuneration and a share in the success of the Company, the opportunity to contribute and grow, firm management and rewarding of results, a workplace free from discrimination or harassment, organizational sense and clarity unimpeded by bureaucracy, and open access to management to encourage the interchange of ideas.

## **S.P.E.E.D.**

### **Our Commitment to the Environment**

**(S.P.E.E.D.):** Value our natural resources and minimize the impact of our projects on the environment.

As our footprint becomes cleaner and smaller, our opportunities will expand with more areas opened up for us to work in. Our long term well-being and survival compel us to properly fit within and care for our natural resources. This requires us to meet or exceed local environmental regulations, regularly assess our operations, properly restore or fairly compensate for any damages and explore alternatives to avoid or reduce our impact through new technology or operating methods. We are working in our own back-yards and therefore want to act with awareness and care.

## **S.P.E.E.D.**

**Our Commitment to the Development of Communities (S.P.E.E.D.):** Become the preferred neighbor and partner by creating a mutually beneficial and sustainable exchange with the local communities where we operate.

Unlocking local knowledge creates and supports long term value in our projects. If our efforts enhance local goals and customs, we will be invited to do more. This requires us to respect local laws and traditions and to engage our local communities in a long term sustainable effort to grow together. We want to involve and work with our communities in accordance with their priorities. These communities represent our home and we want our neighbors to admire and share the benefits we create.

**7** We believe our Code and commitments apply to everyone in GeoPark (including our employees, officers and directors and our consultants, suppliers and partners) and that no one has the authority to make any exceptions to the Code. These commitments also ensure:

- Timely, complete and truthful reporting to governments, regulatory bodies, internal departments and shareholders.
- Fair dealing with our partners, suppliers and competitors and not trying to take unfair advantage in any situation – including the making or receiving of bribes or payoffs.
- Efficient and lawful use and protection of the Company’s assets and resources; including the protection of confidential information.
- Avoidance of actual or apparent conflicts of interest between personal interests and interests of the Company.

**8** We encourage our team to make suggestions about our business practices. In order for our Code to be effective, we have mechanisms in place whereby someone can ask for guidance about an issue and also report known or suspected wrongdoings. Management is ultimately responsible for the investigation of and response to any matters and alternative communication channels are established to address any concerns.

**9** We believe in our ability to succeed and to build a unique company. However, we know this can only be achieved by first ensuring an environment of trust and integrity. Our Company is a reflection of our personal behavior and efforts and, therefore, each of us accepts individual responsibility for the Company's success and ethical conduct. Individually, we put meaning and action behind our intentions.

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**CREATING VALUE AND GIVING BACK**



**GEO PARK**