





HEALTH AND SAFETY

Our commitment to the health and safety of our employees is that they all return home safely and in good health. Our people are the most valuable capital we have, and we are committed to protecting and guaranteeing their safety and their families' peace of mind.



Zero

fatalities in the operation of our assets



17,991

safety inspections made on operating processes in the assets



24,179,280

barrels of oil produced and transported by land without any third-party incidents



6.9 MM

hours worked (direct employees and contractors)



515

emergency simulations carried out, addressing 100% of emergency and vulnerability scenarios in our operational activities



30,503

risk analyses implemented for emergency and crisis response at all levels of the company



0.29 LTIR

Lost Time Incident Rate*



0.13 MVCR

Motor Vehicle Crash Rate*



4,211

H&S teaching and training sessions held



0.87

TRIR

Total Recordable Incident Rate*

Safety management

Occupational health management

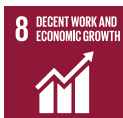
Preventive management and self-care

Our results in 2020

Future challenges



3 GOOD HEALTH AND WELL-BEING



8 DECENT WORK AND ECONOMIC GROWTH

Contribution to SDGs

* IOGP criteria

Committed to health and safety amid the pandemic

At GeoPark our speed and efficiency in identifying the challenges posed by the Covid-19 pandemic helped us to adapt our health and safety management to the new situation. This allowed us to guarantee the safe continuity of operations for employees, contractors and neighbors in 2020.



We applaud the commitment and effort of all teams, **employees, contractors and partners in facing the pandemic and guaranteeing business continuity.**

To adapt, we had to coordinate with contractors in the territories and with national authorities to interpret and understand the regulations of the countries we operate in, which are based on World Health Organization (WHO) guidelines.

Faced with an evolving scenario, along with the H&S, People and Connections areas we formed the Covid-19 Committee to define and implement prevention, mitigation and care measures that would allow informed decision-making by teams, always aligned with GeoPark Culture.

In our Covid-19 response plan we established which guidelines and directions to follow in our operations to minimize the contagion risk of our employees and neighboring communities. We also carried out actions to enable constant communication, integration and connectivity with all our stakeholders. These measures include:

- » Strictly applying a series of biosecurity controls and protocols in operations: Covid-19 detection and tracking tests; increased inspections in the processes of employees going to, staying in and leaving the fields; health checks; Covid-19 prevention and control training; and supplying personal protection equipment to our Changing shift patterns to reduce teams' rotation, reducing the number of personnel in operations to the minimum needed for business continuity, and ensuring that no employees with underlying health conditions went to the field.
- » Designing and implementing a "bubble strategy" that is still in effect, and which consists of creating work groups with up to five people, who during their shift do not come into contact with anyone outside of that unit.
- » Implementing the Covid-19 Prevention Leaders' Program in each of the work crews to reinforce care measures during all operational activities.

Defined in biosecurity protocols, these measures required some changes in field infrastructure and routines, including modifying the capacity of dorm rooms, adapting common areas to guarantee physical distancing, installing hand washing stations, and frequently and thoroughly disinfecting all common areas.

We understand the importance of protecting the mental and emotional health of our people and reducing the psychosocial impact that comes from isolation and circumstances of the pandemic. Accordingly, we implemented the *Geo Te Cuida* program, a benefit that gives GeoPark employees permanent access (24 hours a day, 365 days a year) to professional and specialized advice on matters such as psychology, finances, relationships, raising children, and others.

In our commitment to being the best partner, we work in coordination with the entire value chain, supporting contractors and their companies in implementing biosecurity protocols.

The balance of these strategies was very positive and its scope was very broad: in December 2020 we had 1,340 people working in the Llanos 34 and Platanillo blocks in Colombia, around 100 in blocks in Chile and 80 in Argentina.



We were the first oil and gas sector company in the world to obtain the Bureau Veritas Safeguard Label, thanks to our good practices and biosecurity standards to prevent Covid-19 in the Llanos 34 and Platanillo operations in Colombia.



We safeguarded the health of all the GeoPark team, protected direct and contracted jobs and achieved our best-ever safety indicators, despite increased production levels.



Scan this code to see all the public health emergency measures the Company took.

Committed to health and safety amid the pandemic

(103-1) Our range of actions is based on discipline and the careful implementation of prevention and promotion tools to safeguard health and life. Every day we aim to strengthen the culture of self-care in each of our employees and teams.



(403-8) **100% of employees and contractors are covered by the Occupational Health and Safety System.**

(103-2) (403-1) SASB EM-EP-320a.1 IPIECA: SHS-1 The culture of self-care is based on identifying, preventing and managing danger, task observation, stopping unsafe activities, assuring operations by applying industry best practices, and analyzing incidents. These actions are aligned with the legislation of each of the countries we operate in. We apply the highest national and international standards, thanks to which we have a world-class operation.

In 2020 we took on an additional challenge to meet our goal of protecting the health and lives of employees and neighbors: the Covid-19 pandemic prompted us to define and implement a series of actions to ensure the continuity of operations in a safe way for employees, contractors and neighbors. The Company was quick to instruct its teams to develop protocols that would allow them to face each phase of the pandemic and prevent contagion in operations and in neighboring communities.



Health and safety management indicators and results

(103-3) At GeoPark we guarantee health and safety management through the follow-up and monthly monitoring of the following health and safety indicators and goals:

(403-9) IPIECA: SHS-3 In the last four years the LTIR (Lost Time Incident Rate) for contractors and employees has steadily declined, to the point where we recorded the Company's lowest-ever rate in 2020. This reduction is due to coordinated management between the leaders of the Company's operation and health and safety professionals, in addition to having implemented management tools in the field and in offices to reduce risks and take appropriate measures in the event of unwanted incidents.

Health and safety indicators

	2018	2019	2020
Total person hours worked	7,210,831	8,146,183	6,921,751
Total fatalities because of workplace accidents or occupational illness	0	0	0
Total incidents with injury	184	94	90
Total recordable incidents	9	15	6
Total lost time injury incidents	3	5	2
Kilometers travelled	11,089,391	16,126,920	15,900,505
Total recordable vehicle incidents	6	6	2
Total days lost through accidents	132	188	209
Total days lost through absence	1,152	2,516	1,293
TRIR (Total Recordable Incident Rate)	4.95	6.54	0.87
LTIR (Lost Time Incident Rate)	2.36	1.83	0.29
MVCR (Motor Vehicle Crash Rate)	2.28	1.13	0.13

Joint occupational health and safety committees

(403-4) SASB: EM-EP-320a.1. Employees are represented on joint occupational health and safety committees that help guide our programs. Fulfilling legal requirements in each of the countries we operate in, we created these joint committees in 2020 in Colombia and Chile. The committees met monthly.

In line with the legislation of each country, these committees' responsibilities are to propose and evaluate health measures and initiatives in the workplace, develop training, coordinate with authorities, mediate with work teams to resolve occupational health and safety disputes, analyze causes of accidents and illnesses and propose corrective measures, and check and monitor the management system.

At GeoPark we use the International Association of Oil and Gas Producers (IOGP) incident classification guide *Safety data reporting user guide - Scope and definitions*. Data includes direct personnel and contractors. See the Safety Appendix for detail of indicators 403-9 and 403-10.



As a contractual requirement, we audit contractors to guarantee the correct implementation of the **Occupational Health and Safety Management System**.

SAFETY MANAGEMENT

(403-2) SASB: EM-EP-320a.1 Strengthening the culture of self-care and proactively managing risks to the health and safety of teams and operations is based on processes headed by professionals in operations and the Safety area, who have proven experience in the oil industry. This team supervises various programs and tools and guarantees their implementation to preventively manage risks and promote safe behaviors.

Main safety management initiatives

Some of the most important programs are the Proactive Observation Program (POP), Authority to Stop an Activity (ADA), Safety Operational Standard (SOS) and Incident Recording Information System (IRIS).

Proactive Observation Program (POP)

Since its creation in 2016 and launch in 2017, POP has allowed us to channel efforts into preventive management that encourages the identification of safe and unsafe behaviors and conditions in all operations, with the active participation and leadership of employees and contractors.



POP follows a simple three-step cycle: observe, intervene and record. Through this we define methodology to identify hazards, act and monitor the behaviors and conditions observed.

The first step focuses primarily on observing different workplaces to identify hazards and hazardous energies. The second step is to be part of the solution so that unsafe acts or conditions do not cause injury or incident, and in this step ADA and the “you see it, you own it” concept both apply. Finally, recording consists of reporting observations of any act or risk factor in the system. Once the report is made, the act or risk factor is managed by the relevant area to guarantee its correct solution and follow-up.

In 2020 we held a comprehensive review of the observations registered in our system and closed 72% of them. We also held several campaigns in areas of operations to maintain our high capacity to detect opportunities and risk situations and to reinforce the implementation of Covid-19 protocols.

Number of safety observations registered

	2018	2019	2020
Argentina	710	896	492
Chile	731	497	605
Colombia	2,797	2,476	3,219
Ecuador	-	0	0
Brazil	34	388	87
Peru	397	537	133
Total	4,669	4,794	4,536

Proprietary indicator as part of Proactive Observation Program (POP)

Number of cards for every 1,000 work hours

	2018	2019	2020
Argentina	1.19	1.07	1.03
Chile	1.46	0.89	1.76
Colombia	0.51	0.40	0.54
Ecuador	0	0	0
Brazil	0.78	2.97	1.82
Peru	0.8	1.50	2.34
Total	0.65	0.59	0.65

Proprietary indicator as part of Proactive Observation Program (POP)

Authority to Stop an Activity (ADA)

ADA is a risk prevention and task assurance tool that gives all GeoPark employees and contractors, regardless of their position or duties, the power and responsibility to stop whatever activity they identify as unsafe or that has the potential to become an unwanted event.

All employees have full autonomy and the support of the Company's senior management when it comes to exercising ADA, as we must implement all actions that can prevent danger to employees and neighbors. In general terms, ADA has four stages: (i) stopping whatever unsafe action; (ii) intervening to report and establish actions to identify the risks and correct future events; (iii) restarting activities when the risk conditions are under control; and (iv) registering the situation in POP.

In 2020 we consistently strengthened the application of ADA and recognized the most significant ADAs in each GeoPark block. Implementing ADA requires the commitment, example and leadership of the different lines of Company supervision, and the importance of its implementation is emphasized in scenarios such as team meetings, security checks and town halls.

Number of observations where ADA was applied

	2020
 Argentina	95
 Chile	107
 Colombia	1,213
 Ecuador	0
 Brazil	7
 Peru	25
Total	1,447



Safety Operational Standard (SOS)

The Safety Operational Standard (SOS) is applicable to all our operations and is based on legal requirements and industry best practices. It consists of practical and easy-to-use guides for preparing and executing high-risk tasks and can be implemented by any employee or contractor.

We currently have standardized processes for actions in each of the Company's assets. We also have checklists for each SOS that allow the verification of safe working conditions and practices. The standard has 10 SOS or practices identified as the highest risk in our operations: simultaneous operations, confined spaces, hot work, change management, electricity, road safety, lifting, hazardous materials, ergonomics and heights. Thanks to their respective SOS, these operations are safer, and we can protect our people by taking care of GeoPark assets and preventing impacts on neighbors and the environment.



Incident Reporting and Investigation System (IRIS)

In the event of a workplace incident GeoPark has an incident reporting and investigation system and procedure called IRIS, which has three main phases: initial response, investigation, and communication and follow-up.

In the initial response, emergency and contingency plans are activated when the incident occurs and a report is made. If the incident is serious, a security alert is sent. In the investigation stage we identify root causes and define necessary corrective actions to avoid similar situations in the future. In the communication stage we consolidate incidents and disclose them, following up on the action plans determined in the investigation stage.

All incidents in operations or offices are currently reported through IRIS. After completing the investigation of a recordable or serious incident, the operational area in charge presents the results and lessons learned to the other assets, in a process involving workers, supervisors, superintendents, managers and the Director of Operations.





At GeoPark occupational health management includes activities to identify, prevent, and provide care, to improve the lives of our employees.

OCCUPATIONAL HEALTH MANAGEMENT

Employees' health is a fundamental pillar of well-being and happiness at work. Although our biggest commitment in 2020 was to stop the spread of Covid-19, we also continued to strengthen the prevention of occupational and common diseases and so contributed to continuing a good work environment, reducing absenteeism, implementing epidemiological surveillance programs and, even more, to the objective of all our employees going home healthy every day.

(403-3)SASB:EM-EP-320a.1 At GeoPark we contract occupational health services in each of the countries we operate in, which support us by giving advice and accompanying us in implementing action plans. The external services are selected based on certified and proven experience in health issues and training courses, and are validated by relevant health organizations. We also strengthen our skills and acquire new knowledge continuously, according to our needs for professional refreshment in health care and emergencies.



Main occupational health management initiatives

The main actions to mitigate the highest occupational risks are the following:

- » Monitoring hygiene factors at work locations that may affect the health of employees, including sanitary facilities, dining rooms and accommodation, as well as work practices.
- » Accompanying employees at work locations to monitor their health.
- » Implementing a Health and Safety Management System that includes prevention and the promotion of health and safety at work.
- » Identifying risks and applying preventive measures against musculoskeletal diseases, as well as providing work tools and personal and collective protection equipment.
- » Implementing response teams for adequate emergency care.

Operations decreased because of the pandemic and mobility restrictions established by national authorities and territorial entities, and this impacted employees and contractors' level of exposure to occupational risk factors.

High-risk occupational activities

Number of employees exposed to breathable hydrocarbons	2019	2020
Argentina	-	35
Chile	24	19
Colombia	889	553
Ecuador	-	0
Brazil	-	0
Peru	2	0
Total	915	607

Number of employees exposed to UV rays	2019	2020
Argentina	-	60
Chile	34	27
Colombia	1,820	1,613
Ecuador	-	3
Brazil	-	0
Peru	32	7
Total	1,886	1,710



Number of employees exposed to noise	2019	2020
 Argentina	-	10
 Chile	2	2
 Colombia	1,784	1,477
 Ecuador	-	3
 Brazil	-	0
 Peru	32	7
Total	1,818	1,499

Number of employees exposed to psychosocial risk	2019	2020
 Argentina	-	107
 Chile	68	50
 Colombia	2,105	1,798
 Ecuador	-	3
 Brazil	-	0
 Peru	32	7
Total	2,205	1,965



Zero
fatal incidents in the operation of our assets. This is due to employees' commitment to self-care and implementation of a Health and Safety Management System that includes prevention and the promotion of occupational health and safety.

The factors that reduced the number of employees and contractors being exposed to occupational risk factors in 2020 compared with 2019 are the start of operations in the Llanos 34 oil pipeline in Colombia, the centralization of power generation in Llanos 34 and adjustments to operations and installations to reduce the probability of Covid-19 contagion. These measures reduced exposure to breathable hydrocarbons, UV rays, noise, and psychosocial risks.

Public health risks

Our Occupational Health area constantly monitors exposure to public health risks from tropical diseases such as dengue, chikungunya, yellow fever, Zika and malaria, as well as infectious diseases such as Covid-19, H1N1, influenza and hepatitis A and B, to create prevention plans for employees and neighbors. Occupational health management accompanies employees with activities designed to improve their living conditions that identify, prevent, and provide care.



30,503
 risk analyses
 implemented
 in 2020 for
 emergency and
 crisis response at
 all levels of the
 company





4,211
H&S teaching and
training sessions
were held in 2020
with employees in
the countries we
operate in





PREVENTIVE MANAGEMENT AND SELF-CARE

(403-5) SASB: EM-EP-320a.1. Our main teaching and training objective is to generate a culture of self-care, prevention and co-responsibility in the processes that our people are part of. This is a permanent and cross-sector part of occupational health and safety management.

Health and safety training and awareness processes for employees at GeoPark start with general induction and continue with specific training on risks associated with the activities they carry out, such as work at heights, confined spaces, lifting materials, dangerous atmospheres, Lock Out – Tag Out (LO/TO), manual lifting of loads, handling of dangerous substances, electrical risks, safe driving, and others.

The 2020 training and awareness plan reinforced hazard identification, the Authority to Stop an Activity (ADA), task observation, change management and Incident Reporting and Investigation System (IRIS). We implemented this plan through virtual activities and training at work sites for employees and contractors.

Number of HSE teaching and training sessions

	2018	2019	2020
 Argentina	686	741	229
 Chile	886	1,834	1,026
 Colombia	1,298	2,054	2,851
 Ecuador	-	3	62
 Brazil	67	175	16
 Peru	61	71	27
Total	2,998	4,878	4,211

Our results in 2020

- » We carried out POP campaigns at work sites to improve the ability to detect opportunities. We also strengthened compliance with Covid-19 protocols.
- » We strengthened the application of ADA in all blocks in operation. This message has been emphasized in the supervision section of leadership meetings, and the most significant ADAs in each operating block were recognized.
- » We carried out over 30,503 risk analyses and 17,991 inspections, strengthening the base of the accident prevention pyramid.
- » We focused activities to broaden the Business Continuity Master Plan on training Continuity Management Teams, which were created in accordance with the new Business Model. All Asset managers and their support teams for disruptive event response and handling received training.
- » We advanced our occupational health and epidemiological surveillance program, focusing on hearing protection, exposure to breathable hydrocarbons and UV rays, and psychosocial risks.
- » We implemented programs and tools in the Company's new operations - the Putumayo Asset - allowing us to strengthen the commitments and participation of all parties. With the application of the POP, ADA, SOS and IRIS tools, we achieved safer activities, oriented towards self-care, injury prevention, environmental protection and asset preservation.
- » We continued the "Yo le apuesto a la seguridad vial" road safety campaign and implemented it in the Putumayo Asset operations to reduce or eliminate the possibility of traffic accidents and to protect pedestrians, the community, employees and drivers.

FUTURE CHALLENGES

- » Consolidate management tools with an ever-greater focus on prevention and safe behaviors.
- » Promote and strengthen the security management of operational leaders, both at GeoPark and our contractors.
- » Maintain permanent contact with industrial associations and the Government to opportunistically coordinate business sector benefits and streamline Covid-19 vaccination processes for employees.
- » Have an interdependent preventive culture in which all employees and contractors take on greater commitment and co-responsibility to strengthen the culture of safety.