



# HUMAN TALENT MANAGEMENT AND EQUALITY, INCLUSION AND DIVERSITY



**Impacts:** Employees  
Suppliers & Contractors



## Our people

(GRI 3-3) At GeoPark we believe that people are the key to our medium and long-term growth, and we have been successful in attracting, building and building one of the best teams in the region, with a variety and depth of experience, and greater expertise than most companies of its size.

We seek to create a motivating, fair, rewarding, inclusive, equitable and diverse work environment with the right conditions and opportunities for all our employees to grow, for us all to continue contributing to the success of the company.

In line with our promise of “Creating Value and Giving Back,” we focus the management of the People Area on attracting, developing and retaining the best talent.

We have a competitive and equitable compensation scheme, the purpose of which is to ensure that people receive fair remuneration based on the impact of their position on the achievement of corporate objectives. We also offer benefits to employees and their families and have practices in place to encourage our people’s personal, family and professional life balance.

All our direct employees participate in stock-based long-term incentive plans, promoting responsibility

and commitment (accountability and ownership), strengthening the sense of belonging and allowing employees to participate in the Company’s results and success.

We have initiatives that enhance staff competencies, skills, knowledge and capacities, and accompany their development so that they can successfully perform in their role and be able to reach their full potential.

We are committed to promoting equality, inclusion and diversity (EID) through creating job opportunities and the professional development of our workers, based on the principles of meritocracy and transparency. Our commitment to EID allows us to strengthen our culture by identifying barriers to the integration, development and growth of all our employees; guaranteeing fair treatment for all. We seek to extend to families the benefits of having a culture that promotes unbiased behaviors, and for our company vision to extend outwards towards society.

When job opportunities arise in the communities where we operate, we disclose and publish vacancies for qualified local labor through public employment agencies, ensuring that candidates meet the required levels of knowledge, experience and the minimum training for the respective profiles.

In cases where the local workforce does not meet vacancy requirements, the search is extended to other regions. If the supply of skilled local labor exceeds that required by our operation, we manage that gap through contractors and subcontractors to generate more employment for the communities surrounding our operations.

## POLICIES AND COMMITMENTS

(GRI 3-3; GRI 2-23; GRI 406-1; DJSI 3.1.1; PG-G2/L11; EG1; EMP24; BGEI 4-E; PAR-T2.1)

We adopt guidelines and practices that promote non-discrimination and favor equal opportunities and fair treatment for all workers.

- Commitment to Equality, Inclusion and Diversity
- Commitment to Respect for Human Rights
- Code of Ethics

Our guidelines define the scope, objectives and activity flow of our talent processes, and are aligned with our commitment to EID. This ensures that the impact of the commitment reaches all our operations, and that staff have consistent experience in managing it.

The guidelines are the following:

- **Recruitment and Selection Guide:** Promotes equal opportunities, without any discrimination, through transparent talent selection processes under the principle of meritocracy. The guide:
  - » Defines explicit professional and/or academic requirements, using inclusive language
  - » Structures assessment procedures and interviews with a diverse panel of evaluators, and a methodology that allows quantitative results to be obtained to make the best decisions

