

EQUAL OPPORTUNITIES POLICY

It is CERREJÓN's policy to provide equal job opportunities, in accordance with all the applicable laws, for any person qualified for a particular position. The Company administers its personnel policies, programmes and practices in a non-discriminatory manner in all aspects of work relations, including recruitment, contracting, job assignments, promotions, transfers, terminations, salaries management and selection for training.

Managers and Supervisors are responsible for the implementation and administration of this policy, as well as for ensuring a work environment free from discrimination and identify and solving promptly any problem involving equal employment opportunities.

Persons who believe that they have seen or been the victim of discrimination must report the incident to their Supervisor, their respective Management or Human Resources immediately. Complaints will be investigated and resolved. The Company will treat such complaints confidentially.

Such persons will not be subject to harassment, discrimination, intimidation or reprisal due to the policy of protected rights carried out within this Company.