

SOCIAL RESPONSIBILITY POLICY

Construcciones El Cóndor seeks economic growth by keeping its commitment to be a socially responsible company within the communities where it carries out its projects, with the quality of life of its collaborators, and with the environment.

PRACTICES THAT HELP TO DEVELOP THE SOCIAL RESPONSIBILITY POLICY OF CONSTRUCCIONES EL CÓNDOR

SOCIAL DIMENSION

With Our People:

1. To create jobs throughout the different places of Colombia where we carry out our projects, with fair and equitable compensation policies involving competitiveness studies with other companies, and fairness within the organization by making assessment of the complexity of the positions.
2. Human Talent:
 - a. Training programs to guarantee competent personnel in terms of their particular knowledge, skills, conducts and behaviors.
 - b. Maintaining an excellent work setting is key for management excellence. For seven years in a row, the Company has been recognized as one of the great places to work in Colombia and in Latin America.
3. Industrial Safety and Occupational Health: The Company works constantly to provide sound psychological, social and physical conditions for the performance of different positions and duties, and hence, to minimize work-related diseases and prevent work accidents. The Company has programs, procedures, instructions and standards documented in its Integral Management System.
4. Implementing Labor Well-being programs:
 - a. Educational aids for collaborators and their children.
 - b. Literacy programs for collaborators in projects.
 - c. Maternity and wedding aids.
 - d. Annual Convention.
 - e. Seniority Premium.
 - f. Recognition to the best in projects.
 - g. Celebrations of special days.
 - h. Recognitions of collaborators for educational achievements.

Community Projection

1. Priority is given to the construction and/or physical improvement of educational institutions in the areas where the Company carries out projects throughout Colombia.
2. Construction or improvement of tertiary roads, to improve the quality of life of communities.
3. Citizen participation is provided to the population of nearby towns where the projects are carried out, where:
 - a. Work Citizens Committees are created.
 - b. Community information, disclosure and service is provided.
 - c. Neighborhood minutes are made to protect the goods of the community.
4. Social Management in Medellin: Providing education and food for poor children, through foundations or organizations we have strategic alliances with to carry out this task.

ENVIRONMENTAL DIMENSION

1. Identify the environmental impacts to design strategies for their prevention, counteraction and compensation.
2. Establish and apply operational control to manage the impacts and to care for natural resources, such as: water consumption, power consumption, and solid waste generation.
3. Compensation plans so that impact mitigations can turn into benefits:
 - a. Planting trees.
 - b. Reusing waste materials:
 - i. Oils
 - ii. Batteries
 - iii. Tires
 - iv. Computers
4. Acquisition of machinery and/or equipment with low environmental impact, with decreased contaminating gases, particulate matter, and fuel consumption.