



## OCCUPATIONAL HEALTH AND SAFETY POLICY

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## 1. PROCESS

Support for the Occupational Health and Safety Management System (SG-SST) of Grupo Aval Acciones y Valores S.A. ("Grupo Aval").

## 2. OBJECTIVE

Generate the participation of all workers and stakeholders who have responsibilities in prevention and safety at work, through the guidelines of this Policy in order to provide safe and healthy work environments, complying with current legal regulations on the subject occupational safety and health.

## 3. SCOPE

It covers all work centers and all Grupo Aval workers, regardless of their type of contract or relationship, including contractors and subcontractors.

## 4. REGULATIONS

Decree 1072 of 2015 and other current legal regulations.

## 5. GENERAL GUIDELINES

Grupo Aval, dedicated to the purchase and sale of shares, bonds and securities, expresses its strong interest and commitment to legal compliance, implementation and continuous improvement of the Occupational Health and Safety Management System, by promoting the quality of working life and the prevention of incidents and work accidents, occupational diseases and damages generated to the company, society and the environment, having as a basic guideline continuous improvement with high safety standards.

In this sense, it defines this Policy tending to anticipate, recognize, evaluate, manage and control occupational risks that can affect safety and health at work, in order to generate a safe and healthy work environment, in which the physical integrity and health of its employees, contractors, subcontractors and visitors is protected.

Therefore, this Policy is intended to:

1. Identify and manage the risks inherent to the operation of Grupo Aval in a controlled manner in order to prevent occupational injuries and illnesses, through the identification of hazards, risk assessment and determination of controls before, during and after the execution of the works in Grupo Aval.
2. Provide the necessary and adequate resources for the development of the Occupational Health and Safety Management System (SG-SST), safe working conditions, periodic review and dissemination of this Policy in search of continuous improvement.

3. Provide safe and healthy working conditions that prevent any damage, affection or injury to the health of workers, contractors or subcontractors, seeking to promote the quality of life of people.
4. Protect the safety and health of all workers, through continuous improvement of the Occupational Health and Safety Management System (SG-SST).
5. Comply with current applicable national regulations regarding occupational risks.

In order to achieve this commitment, the collaborators will comply with the responsibilities and regulations established in terms of prevention of work-related accidents and occupational diseases, they will carry out their functions with a preventive approach, reporting to Grupo Aval on unsafe conditions and, in the same way, they will actively participate in the proposed programs and objectives focused on the protection and promotion of health, as well as the sustainability of Grupo Aval.

To this extent, Grupo Aval is committed to complying with current legal provisions, as well as those that modify or replace them, to guarantee the mechanisms that ensure adequate and timely prevention of occupational accidents and diseases within the Occupational Health and Safety Management System (SG-SST), as well as promoting and guaranteeing the establishment and operation of the Joint Committee on Safety and Health at Work (COPASST).

Grupo Aval will guide the human, technical and financial resources necessary for the design, implementation, review and evaluation of dangers, prevention measures and control of the risks derived from our activity, to achieve the objectives and goals proposed in the Occupational Health and Safety Management System (SG-SST), aligned to compliance with current applicable legal provisions.

**Diego Fernando Solano Saravia**  
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