



Corporate Responsibility Policy

Gran Tierra Energy is committed to its Corporate Responsibility Policy, Leadership Commitment, Corporate Governance and Ethics, Health and Safety, Environmental Stewardship, Human Resources and Labor Practices, and Community Involvement and Sustainable Value Creation when conducting business activities.

Leadership Commitment

We are committed to maintaining the highest standards of integrity, ethical behaviour, and corporate governance. We do this by:

- Engaging stakeholders, employees, contractors, suppliers, partners, customers, communities, governments and NGOs, and understanding their needs
- Conducting business activities in ways that benefit the environment, health and safety of all those involved
- Fulfilling obligations by being responsible member of the societies where we operate
- Demonstrating respect for human dignity and the rights of individuals
- Implementing high performance standards
- Maintaining transparency with stakeholders

Corporate Governance and Ethics

We are committed to ensuring that our business activities are conducted with rigorous ethical, professional and legal standards.

Our company's Code of Business Conduct and Ethics clearly lays out our:

- Commitments and expectations to ensure we maintain the highest standards for business conduct and ethics
- Business practices and principles of behavior that support this commitment
- Defined organizational values, policies, and expected behaviours
- Compliance requirements for all employees, officers, directors and contractors
- Compliance auditing and monitoring system

Health and Safety

We are committed to providing a working environment that is both safe and fit and ensures that health and safety issues are a priority for all business operations.

- Health and safety is a top priority and an integral part of our business and decision-making
- Safe operating practices are a shared responsibility among management, employees, contractors and visitors
- Employees and contractors are accountable for their safety and that of fellow workers
- Working safely is a condition of employment
- Continually review and improve processes and procedures
- Identify hazards and assess risks
- Develop, implement and enforce safe work practices
- Implement health and safety management systems to continually improve performance
- Conduct health and safety audits

Environmental Stewardship

We are committed to marking our contribution to environmental stewardship and strive to attain this commitment by:

- Implementing environmental management programs with monitoring and reporting mechanisms;
- Understanding and appreciating environmental issues and sharing lessons learned with our stakeholders and our partners
- Developing innovative and flexible solutions when appropriate and possible
- Recognizing that environmental responsibility is essential to our future
- Instilling environmental responsibility as a corporate value

Human Resources and Labour Practices

We strive to be an employer of choice in countries in which we operate.

We will:

- Follow lawful, safe and fair labour practices and respect national and local laws wherever we operate.
- Treat people with our full respect.

We do not tolerate any type of harassment including discrimination and intimidation.

Community Involvement and Sustainable Value Creation

We strive to be a good corporate citizen around the world, recognising our responsibility to work in partnership with the communities in which we operate. We also appreciate the importance of sustainable value creation for the communities in which we operate and we will strive to develop relationships that allow for this development.