

 Banco de Occidente	Code:	Page: 1 of 3
	MINUTES OF REVIEW AND APPROVAL OF THE OSH POLICY	Version: 3.0
	Vice-Presidency of Human and Administrative Talent - Labour Relations Management	Date: 11/03/2016

DATE: May 11, 2026	CITY: Cali
OBJECTIVE: Review and approve the proposed Occupational Health and Safety Policy by the Vice Presidency of Human Talent and Administration and the Labor Relations Management.	

SUMMONED

Name	Position
<i>Angela Maria Ceballos Buitrago</i>	<i>Vice President of Human and Administrative Talent</i>
<i>Henry Losada Giraldo</i>	<i>Labor Relations Manager</i>
<i>Ivonhe Andrea Arenas Sossa</i>	<i>Senior Occupational Health and Safety Analyst</i>
<i>Jossielyn Andrea Mora Monsalve</i>	<i>Senior Occupational Health and Safety Analyst</i>

REVIEW AND APPROVAL OF OSH POLICY

- The OSH policy is reviewed (see annex 1) with the Vice-Presidency of Human and Administrative Talent, Labor Relations Management and Occupational Health and Safety Directorate. The checklist is verified (see annex 2) in accordance with the provisions of the current regulations Decree 1072 of 2015 and Resolution 0312 of 2019 and the review procedure. It was evident that it is NOT necessary to update it.*
- It is concluded that the Occupational Health and Safety policy complies with the requirements without evidence of the need to update or modify it by the organization.*
- The Directorate of Safety and Health at Work is informed that the policy is published, included in the induction and re-induction of employees. In turn, signed by the Legal Representative of the organization according to Decree 1072 of 2015 (article 2.2.4.6.6.).*

COMMITMENTS:

- To disseminate to COPASST at the national level the continuity of the Occupational Health and Safety policy. Responsible: Directorate of Occupational Health and Safety.*
- Verify that the policy continues to be available and accessible to all employees of Banco de Occidente Responsible: Directorate of Occupational Safety and Health. Continuously.*

PARTICIPANTS

Name	Position	Signature
<i>Angela Maria Ceballos Buitrago</i>	<i>Vice President of Human and Administrative Talent</i>	
<i>Henry Losada Gilald</i>	<i>Labor Relations Manager</i>	
<i>Ivonhe Andrea Arenas Sossa</i>	<i>Senior Occupational Health and Safety Analyst</i>	
<i>Jossielyn Andrea Mora Monsalve</i>	<i>Senior Occupational Health and Safety Analyst</i>	

Occupational Health and Safety Policy

El Banco de Occidente S.A., a financial sector entity, expresses its strong interest and commitment to legal compliance, implementation and continuous improvement of the Occupational Health and Safety Management System (OHSMS), by promoting the quality of working life and the prevention of incidents and accidents at work, occupational diseases and damages generated to the company, society and the environment, having as a basic guideline the continuous improvement with high safety standards.

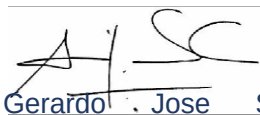
In this sense, it defines this policy aimed at anticipating, recognizing, evaluating, managing and controlling occupational risks that may affect safety and health at work, in order to generate a safe and healthy work environment, which protects the physical integrity and health of its employees, contractors, subcontractors and visitors.

Therefore, the purpose of this Policy is as follows:

1. Identify hazards, evaluate and assess the inherent risks and establish the respective controls, in order to prevent occupational accidents and occupational diseases and promote occupational health.
2. Provide the necessary and adequate resources for the development of the Occupational Health and Safety Management System (OHSMS).
3. Provide safe and healthy working conditions, seeking to promote the quality of life of people.
4. Protect the safety and health of all employees through the continuous improvement of the Occupational Health and Safety Management System (OSHMS).
5. Comply with current national regulations applicable to occupational hazards.
6. Contribute to the achievement of the organization's strategic objectives.

Likewise, it establishes as a commitment of all levels of the organization, to fulfill their responsibilities in Occupational Health and Safety (OSH), to achieve the objectives set and to create an awareness and culture of self-care and protection of the population to which it applies.

Signed in Santiago de Cali, on the 16th day of August 2023.



Gerardo . Jose Silva
Castro

Industrial Hygiene and Safety Regulations

Company Name BANCO DE OCCIDENTE

NIT: 890.300.279 - 4

City: Santiago de Cali

Address: Carrera 4 No. 7 – 61

Branches: Edificios y Oficinas a nivel nacional

Department: Valle del Cauca

Phone: 4850707

A.R.L.: Seguros de Vida Alfa S.A.

Economic Activity Code: No. 1641201 - 2521001

Risk Class: I – Edificios, Oficinas y Sucursales, II - Bodega

Note: The Risk Class and Economic Activity Code is in accordance with Decree 768 of 2022.

Prescribe the following regulation contained in the following terms:

Article 1: Banco de Occidente undertakes to comply with the legal provisions in force tending to guarantee the mechanisms that ensure an adequate and timely prevention of work accidents and occupational diseases, and the promotion of workers' health.

Article 2: Banco de Occidente, promotes and guarantees the constitution and operation of the Joint Occupational committee on Safety and Health at work (COPASST), in accordance with the provisions of Resolution 2013 of 1986, Law 1562 of 2012, Decree 1072 of 2015, and other legal provisions in force.

Article 3: Banco de Occidente undertakes to allocate the financial and technical resources and the necessary personnel for the design, implementation, review, evaluation and continuous improvement of the Occupational Safety and Health Management System (SG-SST), prepared in accordance with Law 1562 of 2012 and Decree 1072 of 2015, and other legal provisions in force, in order to guarantee or promote Occupational Safety and Health.

Article 4. The risks existing in Banco de Occidente are mainly constituted by:

PHYSICAL: Thermal discomfort, auditory discomfort, lighting.

CHEMICAL: Handling of chemical substances.

PSYCHOSOCIAL: Organizational management, characteristics of the work organization, characteristics of the social work group, task conditions, working hours, customer service and level of responsibility.

BIOMECHANICAL: Maintained and/or prolonged postures (sedentary), repetitive movements (typing and counting money), manual handling of loads.

LOCATIONS: Conditions of order and cleanliness, infrastructure conditions, storage and furniture for the development of the activity.

PUBLIC: Social violence such as robberies, riots, among others.

NATURAL: Natural phenomena such as earthquakes, rainfall, landslides and floods, among others.

TRANSIT: Traffic accidents.

PHYSICAL-CHEMICAL: Fire, explosion.

Paragraph: In order that the risks contemplated in this article do not result in occupational accidents or occupational diseases, Banco de Occidente exercises its control at the source, in the transmitting environment or in the individual, in accordance with the provisions of the Occupational Health and Safety Management System (SG-SST), which is made known to all the Bank's employees, as well as to the rest of the population located in the different work centers nationwide, regardless of their form of relationship or work modality, including contractors and subcontractors.

Article 5. All employees of the Bank, as well as the rest of the population located in the different work centers nationwide, regardless of their form of relationship or work modality, including contractors and subcontractors, shall strictly comply with the legal provisions, as well as with the technical and internal rules adopted, to achieve the implementation of the Occupational Health and Safety Management System (SG-SST).

Article 6. Banco de Occidente shall provide to all employees who enter the company for the first time, regardless of their form of hiring, relationship, type of work and prior to the beginning of their work, an induction on the general and specific aspects of the activities **that will be carried out**, including among others **topics:** the identification and control of hazards and risks in their work and the prevention of work accidents and occupational diseases.

Article 7. These regulations shall be displayed in visible places in the work centers, and its content shall be made known to all employees and other interested parties.

Article 8. These regulations shall enter into force as of its signature and for as long as the company maintains, without substantial changes, the conditions existing at the time of its approval, such as economic activity, locative facilities or when legal provisions are issued that modify the rules of the regulations or that limit its validity.

This regulation is signed by BANCO DE OCCIDENTE S.A., at --- of the month of ---- of 2023.

Legal Representative:

Industrial Hygiene and Safety Regulations

Company name: BANCO DE OCCIDENTE S.A

NIT: 890.300.279 - 4

City: Santiago de Cali

Department: Valle del Cauca

Address: Carrera 4 No. 7 - 61

Phone: 4850707

Subsidiaries: Edificios y Oficinas a nivel nacional

A.R.L.: Seguros de Vida Alfa S.A.

Economic Activity Code: No. 1641201 - 2521001

Risk Class: I - Edificios, Oficinas y Sucursales, II - V Bodega

Note: The Risk Class and Economic Activity Code is in accordance with Decree 768 of 2022. Prescribes the following regulation contained in the following terms:

Article 1. Banco de Occidente, undertakes to comply with the legal provisions in force tending to guarantee the mechanisms that ensure an adequate and timely prevention of occupational accidents and occupational diseases, and the promotion of the health of workers.

Article 2. Banco de Occidente, promotes and guarantees the constitution and operation of the Joint Occupational Safety and Health Committee (COPASST), in accordance with the provisions of Resolution 2013 of 1986, Law 1562 of 2012, Decree 1072 of 2015, and other legal provisions in force.

Article 3: Banco de Occidente undertakes to allocate the financial and technical resources and the necessary personnel for the design, implementation, review, evaluation and continuous improvement of the Occupational Health and Safety Management System (SG-SST), prepared in accordance with Law 1562 of 2012 and Decree 1072 of 2015, and other legal provisions in force, in order to guarantee or promote Occupational Health and Safety.

Article 4: The risks existing in Banco de Occidente are mainly constituted by:

- PHYSICAL: Thermal discomfort, auditory discomfort, lighting.
- CHEMICAL: Handling of chemical substances.
- PSYCHOSOCIAL: Organizational management, characteristics of the work organization, characteristics of the social work group, task conditions, working hours, customer service and level of responsibility.
- BIOMECHANICAL: Maintained and/or prolonged postures (sedentary), repetitive movements (typing and counting money), manual handling of loads.
- LOCATIONS: Conditions of order and cleanliness, infrastructure conditions, storage and furniture for the development of the activity.
- PUBLIC: Social violence such as robberies, riots, among others.
- NATURAL: Natural phenomena such as earthquakes, rainfall, landslides and floods, among others.
- TRANSIT: Traffic accidents.
- PHYSICAL-CHEMICAL: Fire, explosion.

Paragraph: In order that the risks contemplated in this article do not result in occupational accidents or occupational diseases, Banco de Occidente exercises its control at the source, in the transmitting medium or in the individual, in accordance with the provisions of the Occupational Health and Safety Management System (SG-SST), which is made known to all the Bank's employees, as well as to the rest of the population located in the different work centers nationwide, regardless of their form of relationship or type of work, including contractors and subcontractors.

Article 5. All employees of the Bank, as well as the rest of the population located in the different work centers nationwide, regardless of their type of relationship or type of work, including contractors and subcontractors, shall strictly comply with the legal provisions, as well as with the technical and internal rules adopted to achieve the implementation of the Occupational Health and Safety Management System (SG-SST).

Article 6. Banco de Occidente shall provide to all workers entering the company for the first time, regardless of their form of hiring, relationship, type of work and prior to the beginning of their work, an induction on the general and specific aspects of the activities to be performed, including among others, the identification and control of hazards and risks in their work and the prevention of occupational accidents and occupational diseases.

Article 7. These regulations shall be displayed in visible places in the work centers, and its content shall be made known to all employees and other interested parties.

Article 8. These regulations shall enter into force as of its signature and for as long as the company maintains, without substantial changes, the conditions existing at the time of its approval, such as economic activity, locative facilities or when legal provisions are issued that modify the rules of the Regulations or that limit its validity.

Is subscribed in Santiago de Cali, on the 16th day of August, 2023.



Gerardo Jose Silva Castro
Presidente Banco de Occidente S.A.

 Banco de Occidente	Code:	Page: 3 of 3
	MINUTES OF REVIEW AND APPROVAL OF THE OSH POLICY	Version: 3.0
	Vice-Presidency of Human and Administrative Talent - Labour Relations Management	Date: 11/03/2016

Occupational Health and Safety Policy Checklist

In accordance with Article 2.2.4.6.6. Requirements of the Occupational Health and Safety (OSH) Policy of Decree 1072 of 2015, the policy is approved at the level of Senior Management, which acts as the highest decision-making body and legal representative in matters of management of the Occupational Health and Safety Policy, according to Colombian regulations:

Occupational Health and Safety Policy Checklist		
Criteria	Complies	Not Compliant
Published in Writing?	X	
Do you reach all workplaces?	X	
Coverage for all workers regardless of the means of hiring?	X	
Does it include contractors and subcontractors?	X	
Communicated to the Joint Committee?	X	
Does it establish the company's commitment to the implementation of the company's OH&S Management System for occupational risk management?	X	
Is it specific to the company and appropriate to the nature of its hazards and the size of the organization?	X	
Is it concise, clearly worded, dated and signed by the company's legal representative?	X	

 Banco de Occidente	Código:	Página: 1 de 3
	ACTA REVISIÓN Y APROBACION POLITICA SST	Versión: 3.0
	Vicepresidencia de Talento Humano y Administrativa - Gerencia Relaciones Laborales	Fecha: 11/03/2016

FECHA: 11 de mayo de 2026	CIUDAD: Cali
OBJETIVO: Revisar y aprobar por parte de la Vicepresidencia de Talento Humano y Administrativa y la Gerencia de Relaciones Laborales, la propuesta de Política de Seguridad y Salud en el Trabajo.	

CONVOCADOS

Nombre	Cargo
Angela Maria Ceballos Buitrago	Vicepresidente de Talento Humano y Administrativa
Henry Losada Giraldo	Gerente de Relaciones Laborales
Ivonhe Andrea Arenas Sossa	Analista Senior de Seguridad y Salud en el Trabajo
Jossielyn Andrea Mora Monsalve	Analista Senior de Seguridad y Salud en el Trabajo

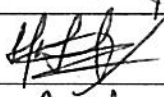
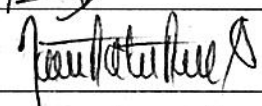
REVISION Y APROBACION POLITICA SST

1. Se realiza revisión de la política de SST (ver anexo 1) con la Vicepresidencia de Talento Humano y Administrativa, Gerencia de Relaciones Laborales y Dirección de Seguridad y Salud en el Trabajo. Se verifica lista de chequeo (ver anexo 2) de acuerdo con lo establecido en la normatividad vigente Decreto 1072 de 2015 y Resolución 0312 de 2019 y el procedimiento de revisión. Se evidenció que **NO** es necesario actualizarla.
2. Se concluye que la política de Seguridad y Salud en el Trabajo cumple con los requisitos sin evidenciar necesidad de actualizarla o modificarla por parte de la organización.
3. Se informa por parte de la Dirección de Seguridad y Salud en el Trabajo que la política se encuentra publicada, incluida en la inducción y reinducción de los colaboradores. A su vez, firmada por el Representante Legal de la organización según Decreto 1072 de 2015 (artículo 2.2.4.6.6.).

COMPROMISOS:

- Divulgar a COPASST a nivel nacional la continuidad de la política de Seguridad y Salud en el Trabajo.
Responsable: Dirección de Seguridad y Salud en el Trabajo.
- Verificar que la política continúe disponible y accesible a todos los colaboradores del Banco de Occidente
Responsable: Dirección de Seguridad y Salud en el Trabajo. De manera continua.

PARTICIPANTES

Nombre	Cargo	Firma
Angela Maria Ceballos Buitrago	Vicepresidente Talento Humano y Administrativo	
Henry Losada Giraldo	Gerente de Relaciones Laborales	
Ivonhe Andrea Arenas Sossa	Analista Senior de Seguridad y Salud en el Trabajo	
Jossielyn Andrea Mora Monsalve	Analista Senior de Seguridad y Salud en el Trabajo	Josselyn A. Mora

 Banco de Occidente	Código:	Página: 2 de 3
	ACTA REVISIÓN Y APROBACION POLITICA SST	Versión: 3.0
	Vicepresidencia de Talento Humano y Administrativa - Gerencia Relaciones Laborales	Fecha: 11/03/2016

ANEXO 1.

Política Seguridad y Salud en el Trabajo

El Banco de Occidente S.A., entidad del sector financiero, manifiesta su decidido interés y compromiso con el cumplimiento legal, implementación y mejora continua del Sistema de Gestión de la Seguridad y Salud en el Trabajo (SG-SST), mediante la promoción de la calidad de vida laboral y la prevención de incidentes y accidentes de trabajo, enfermedades laborales y daños generados a la empresa, sociedad y el ambiente, teniendo como lineamiento básico el mejoramiento continuo con altos estándares en seguridad.

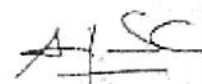
En ese sentido, define esta política tendiente a anticipar, reconocer, evaluar, gestionar y controlar los riesgos laborales que pueden afectar la seguridad y salud en el trabajo, con el fin de generar un entorno de trabajo seguro y saludable, en el que proteja la integridad física y la salud de sus colaboradores, contratistas, subcontratistas y visitantes.

Por lo anterior, la presente Política tiene como finalidad:

1. Identificar los peligros, evaluar y valorar los riesgos inherentes y establecer los respectivos controles, a efectos de prevenir accidentes de trabajo y enfermedades laborales y promocionar la salud en el trabajo.
2. Proporcionar los recursos necesarios y adecuados para el desarrollo del Sistema de Gestión de Seguridad y Salud en el Trabajo (SG-SST).
3. Brindar condiciones de trabajo seguras y saludables, buscando promover la calidad de vida de las personas.
4. Proteger la seguridad y salud de todos los colaboradores, mediante la mejora continua del Sistema de Gestión de la Seguridad y Salud en el Trabajo (SG-SST).
5. Cumplir la normatividad nacional vigente aplicable en materia de riesgos laborales.
6. Aportar al cumplimiento de los objetivos estratégicos de la Organización.

Igualmente, establece como compromiso de todos los niveles de la Organización, cumplir sus responsabilidades en Seguridad y Salud en el Trabajo (SST), para lograr los objetivos trazados y crear una conciencia y cultura de autocuidado y protección de la población a la cual se le aplica.

Se suscribe en Santiago de Cali, a los 16 días del mes de agosto de 2023



Gerardo Jose Silva Castro
Presidente Banco de Occidente S.A.

 Banco de Occidente	Código:	Página: 3 de 3
	ACTA REVISIÓN Y APROBACION POLITICA SST	Versión: 3.0
	Vicepresidencia de Talento Humano y Administrativa - Gerencia Relaciones Laborales	Fecha: 11/03/2016

ANEXO 2.

Lista de verificación de Política de Seguridad y Salud en el Trabajo

De acuerdo con el artículo 2.2.4.6.6. Requisitos de la política de seguridad y salud en el trabajo (SST) del Decreto 1072 de 2015, la política es aprobada a nivel de Alta Dirección, que actúa como el máximo órgano decisorio y representante legal en materia de gestión de la Política de Seguridad y Salud en el trabajo, según la normatividad colombiana:

Lista de Verificación de Política de Seguridad y Salud en el Trabajo		
Criterio	Cumple	No Cumple
¿Publicada por Escrito?	X	
¿Alcance a todos los centros de trabajo?	X	
¿Cobertura a todos los trabajadores independiente del medio de contratación?	X	
¿Incluye contratistas y subcontratistas?	X	
¿Comunicada al Comité Paritario?	X	
¿Establece el compromiso de la empresa hacia la implementación del SG-SST de la empresa para la gestión de los riesgos laborales?	X	
¿Es específica para la empresa y apropiada para la naturaleza de sus peligros y el tamaño de la organización?	X	
¿Es concisa, redactada con claridad, está fechada y firmada por el representante legal de la empresa?	X	