

Declaration of Gender
PACIFIC EXPLORATION & PRODUCTION CORPORATION AND ITS
SUBSIDIARIES
(Collectively, the “Corporation” or “Pacific E&P”)

This Declaration stems from the Corporation’s Sustainability Policy approved by the board of directors on May 29, 2013.

The Corporation frames its actions in the group of national norms and international standards applicable to any matters related with compliance, protection and promotion of Human Rights in effect in the States where it operates. It recognizes, respects and bases its policies on international covenants and conventions such as the Universal Declaration of Human Rights, the International Covenants on Civil and Political Rights and on Economic, Social and Cultural Rights, the conventions of the International Labor Organization that comprise the Declaration on Fundamental Principles and Rights at Work, the conventions on specific Rights of certain populations such as the Declaration of the United Nations on the Rights of Indigenous Peoples, the Convention on the Rights of the Child, the Convention on the Elimination of All Forms of Discrimination against Women, among others.

The Corporation, is adhered to the Global Compact, and its commitment to “Respect and promote Human Rights in our operations” it is aligned to the Guiding Principles for Businesses and Human Rights of the United Nations. Also, it has a Code of Conduct and Corporate Ethics developed from corporate values, and with the ultimate purpose of protecting the security and dignity of persons that support the Company’s work.

Thusly, it is committed to the promotion, protection and guarantee of Human Rights, as well as to the adequate sanctioning of those that affect the Human Rights of its stakeholders. For this reason, it makes explicit manifestation of its commitment to overcome the different forms of discrimination that affect the women and men that are part of its stakeholders to contribute to achieving equity, as well as to eradicate discrimination.

The Corporation, within its corporate values, recognizes "Diversity and Inclusion" and coherently with its principles of action, it understands that gender equity is a guaranty of progress, competitiveness and added value for the company and its stakeholders, due to which it is fundamental to advocate and demand respect and promotion of the rights of the women and men that work for Pacific E&P, in its operating fields, and those that belong to the communities and ethnicities neighbouring the zones of operation. Likewise, it is indispensable that our suppliers and contractors that act on behalf of Pacific E&P work in accordance with this Declaration.

PURPOSE

With this Declaration, Pacific E&P seeks to contribute to encouraging respect for the Human Rights of all persons part of their stakeholders and take measures to avoid any form of discrimination against the women and men in all of its corporate activities, as well as to promote

respect for inclusion, diversity and difference as a base of the States and as principle of human dignity to contribute to the construction of a more fair, democratic and peaceful society.

Also, by this Declaration we intend to promote opportunities so that, both women as well as men, may have access to dignified and productive work under conditions of equality, health and security, being faithful to our corporate values and to Pacific E&P's commitments with the enjoyment of Human Rights.

PRINCIPLES

- Pacific E&P carries out its operations with total respect, compliance and guaranteeing Human Rights.
- Pacific E&P considers that it is fundamental to guarantee the principle of equity and non-discrimination for men and women in all its operations.
- Pacific E&P considers that persons in similar situations must be treated equally, and that those that are in different situations must be treated differently to receive equitable treatment that allows reaching real equality.
- Pacific E&P recognizes the need to support actions so that women can autonomously be, do and decide on their own both individually as well as collectively and in equity with men.
- Pacific E&P and its collaborators reject all forms of discrimination and violence by reason of gender, including sexual and work harassment.
- Pacific E&P promotes that its collaborators and contractors act with respect towards the rights of men and women and procures that they be committed to its promotion recognizing the need for a differential treatment when necessary.
- Pacific E&P in matters of contracts and internal procedures is committed to respecting the principle of equity and non-discrimination and if necessary take temporary measures to overcome several forms of discrimination that may be affecting the women and men of its stakeholders.
- Pacific E&P recognizes that women are affected by different forms of discrimination that does not allow them exercise their rights fully.
- Pacific E&P in accordance with the definition of article 1 of the Convention on the Elimination of all Forms of Discrimination against Women, understands discrimination against women as *"any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field"*.

SCOPE

This Declaration applies to the Corporation and our directors, collaborators and the companies that the Corporation controls. In addition, we encourage the application hereof in all companies that the Corporation does not control, in all commercial partners, including suppliers, contractors and other third parties that act on behalf of the Corporation.

To reach the purpose of the Declaration, the Corporation is committed to implementing successive annual action plans to work for the benefit of all individual part of its group of collaborators or the communities it interacts with and to encouraging that suppliers and contractors maintain these same practices.

MONITORING AND EVALUATION

Monitoring and evaluation of the Declaration and its Action Plan shall be in carried out by the Corporation's Gender Committee. Said Committee is comprised of an uneven plural number of men and women at the managerial level with representation of persons of the different areas that make up the Corporation. Each member shall have a replacement in case he/she cannot attend the sessions set, with capacity to make decisions, leadership and to be heard within the Corporation.

The Committee shall have among its main functions those for carrying out the process for implementation of the Declaration and its Action Plan; carrying out the process of follow up, monitoring and evaluation of the Action Plan; receiving and processing all cases related to gender issues presented to the Committee; developing the system for management of the Declaration; act as guarantor of the compliance of the Declaration and defining its participation within the ethical channels established by the Corporation, as well as to propose new ideas to make the Corporation into a leader in the matter in the energy industry, among others.

The action plan that implements the Declaration shall include general indicators of results that shall allow comparisons with companies of the sector and other that implement these types of actions. Also, the Action Plan shall have for each one of its objective components to reach, an indicator of compliance, means for verification and conditions for the initiation of the intervention.

The Gender Committee shall periodically inform of the evaluation of the application of the Declaration and of the results of the Plan, to the Sustainability Committee of the Board of Directors and the Vice-presidents Committees. In addition, the results of this Declaration shall be part of the Corporation's sustainability reports.

REPORT

Any breach, inattention or behaviour contrary to the provisions of this Declaration must be reported to the Corporation's Gender Committee, which shall prepare the diagnostics and investigation required to present the case before the Ethics Committee, which shall be in charge

of adopting the applicable corrective or punitive measures and shall supervise strict compliance of this Declaration.

The Corporation shall no impose penalties or allow retaliation against persons that inform about violations of this Declaration.

QUESTIONS

Any question related to this declaration, may be directed to the Sustainability Officer via email at sustainability@pacific.energy.

ANNEX - DEFINITIONS

TERMS	MEANING
Gender	<ul style="list-style-type: none">• Category of social analysis that allows understanding, in part, relations between men and women, especially how they operate in multiple fields including the symbolic field through representations, in normative concepts, in institutions, in social organizations and in subjective identities.• Gender categories aid in understanding the cultural processes for conformation of being a man hombre and of being woman, and the social and sexual division of labor.• Gender as historic construction shows that power relations between men and women are asymmetric, marked by situations of discrimination and subordination of women –without ignoring other forms of structural discrimination–, expressed in unequal access to goods, services and power, as well as lack of knowledge of the differences or their naturalization¹.• It also opens the possibility of changing and transforming social realities and allows change, by proposing that human action is a construction that can be modified.

¹ Fraser, Nancy. Justicia Interupta. Bogotá: Universidad de los Andes, 1997.

<p>Gender Mainstreaming:</p>	<ul style="list-style-type: none"> • Tool to make the interests and needs of men and women an integrated dimension in the design, implementation, monitoring and evaluation of plans and programs. • In particular, the intervention of mainstreaming seeks, on the one hand, to tend to the practical needs of women – associated to their gender roles and to the satisfaction of basic needs–, improving the condition of women and, on the other, to tend to their strategic interests related to overcoming inequality – access to power and overcoming diverse forms of discrimination and subordination–, generating greater levels of empowerment that transform the position of women in society
<p>Equality and Equity</p>	<ul style="list-style-type: none"> • Equality demands considering, valuing and favoring in an equal manner the differences of needs, interests, behaviour and aspirations of women and men with and equal rights. Which implies just o equivalent treatment in accordance with the respective and differential gender needs. Measures taken to achieve this just treatment and that on many occasions are differential or favor one sex over the other are equity measures. In this regard whilst equality is an end, equity is a means to achieve equality. • The only uniform result that equality of results seeks is that all can exercise their rights without discrimination and with opportunities and treatment that favors said exercise.

<p>Principle of Equality and non discrimination</p>	<ul style="list-style-type: none"> • Equality implies the recognition of equivalence, namely, persons have the same independent value of any situation and/or condition they face, and therefore, they are equal. • In this analysis the principle of non discrimination becomes especially relevant, which can be formulated, in the terms that “unless there is a reason recognized as relevant and sufficient, according to any identifiable and accepted criterion, no person can be preferred over another”². • To reach real equality we can carry out actions that allow a different treatment to balance the existing differences and guarantee strategies directed to correcting insufficient representation and the redistribution of resources and the power that may be affecting women.
<p>Sexual harassment</p>	<ul style="list-style-type: none"> • Refers to a conduct of a sexual nature directed to submitting or affecting the person on the receiving end, generating an ingrate, irrational or offensive result for the person on the receiving end. It creates a hostile or humiliating intimidating work environment for the person on the receiving end and is contrary to a friendly attitude, well received or mutual.

² Decision C-292/08

<ul style="list-style-type: none"> • Workplace harassment 	<ul style="list-style-type: none"> • Any act of violence against physical or moral integrity, physical or sexual freedom and the assets of persons that are employees or workers • Any verbal injurious or insulting expression that infringes moral integrity or the right to intimacy and the good name of those that participate in a work relation • Any behaviour intended to undermine the self-esteem and dignity of those that participate in a work relation.
<ul style="list-style-type: none"> • Violence against women or gender based violence: 	<ul style="list-style-type: none"> • Violence against women constitutes the most massive and extended form of violation of women's Human Rights and the most evident symbol of the inequality between men and women in our society. • Violence against women can be recognized as a form of cultural violence as it refers to those explicit and symbolic aspects of the culture that reproduce a patriarchal culture based on the supremacy of men over women. • It is any type of violence carried out against women due to their condition of being women, consequence of the position of subordination occupied in the social sphere. • «(...) any violent action based on gender which result is possible or real physical, sexual or psychological damage, including threats, coercion or arbitrary deprivation of freedom, whether it occurs in public or in private life » (UN General Assembly. Resolution 48/104, December 20, 1993)