

# SUSTAINABILITY REPORT 2021

Colombia-Perú

**STORK**

*A Fluor Company*



Sustainability at **Stork**,  
our **commitment** keeps **growing**

SUSTAINABILITY  
**REPORT**  
**2021**

Sustainability at **Stork**,  
our **commitment** keeps **growing**

# SUSTAINABILITY REPORT 2021

## Acknowledgements

At Stork, we appreciate the commitment, availability, and participation of all the areas in the writing process of this 2021 Sustainability Report.

The following information was reviewed and approved by:

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- **Edgard Alvarado** - Social Responsibility and Industrial Relations Management

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# A purpose that moves us

*At Stork, we dream of a better world, and we are aware of our responsibility to build it. For this reason, we work every day to generate value for our stakeholders, and we understand the journey we have in front, but the actions, challenges, and commitments described in this report reflect our effort throughout the year.*

*The year 2021 was a year for Stork's growth. After facing many challenges due to the pandemic, this year stood out for its economic recovery. One of the sectors that had a faster recovery of its operational levels and investments was the Oil&Gas sector. In this way, we contributed to the local economies strengthening, helping our clients and their stakeholders.*

*The new global scenario that reduced the economic uncertainty allowed us to consolidate projects that started in the pandemic and today are part of our organizational culture. Currently, HomeStork is one of the programs with more benefits in the life quality of our employees.*

*Similarly, in 2021 we reinforced our commitment to the wellness of the communities near our operations. This year, we trained and certified 76 leaders through our community*

*leaders training program (Escuela de Gestores Comunitarios). Additionally, understanding the importance of the business sustainability we lead and its value for our stakeholders, we made progress in the policy consolidation and a Human Rights model.*

*As part of this Stork family, we believe that we represent the essence of what we are and what we do as a company. For this reason, we focus on taking care of each one. This year, given the possibility granted by the National Government, we bought and applied 500 vaccines against COVID-19, which allowed us to restore the confidence of a hug and share as a work team.*

*Regarding the environment, our company's commitment keeps growing. During the next three (3) years, we expect to offset 13,344 tons of CO2 equivalent through the purchase of carbon offsets in the international market.*

*With the belief of being the industry reference and the results obtained in the different projects we performed, by understanding the needs of our stakeholders and the territories we share, we will continue contributing to MAINTAINING A BETTER WORLD.*

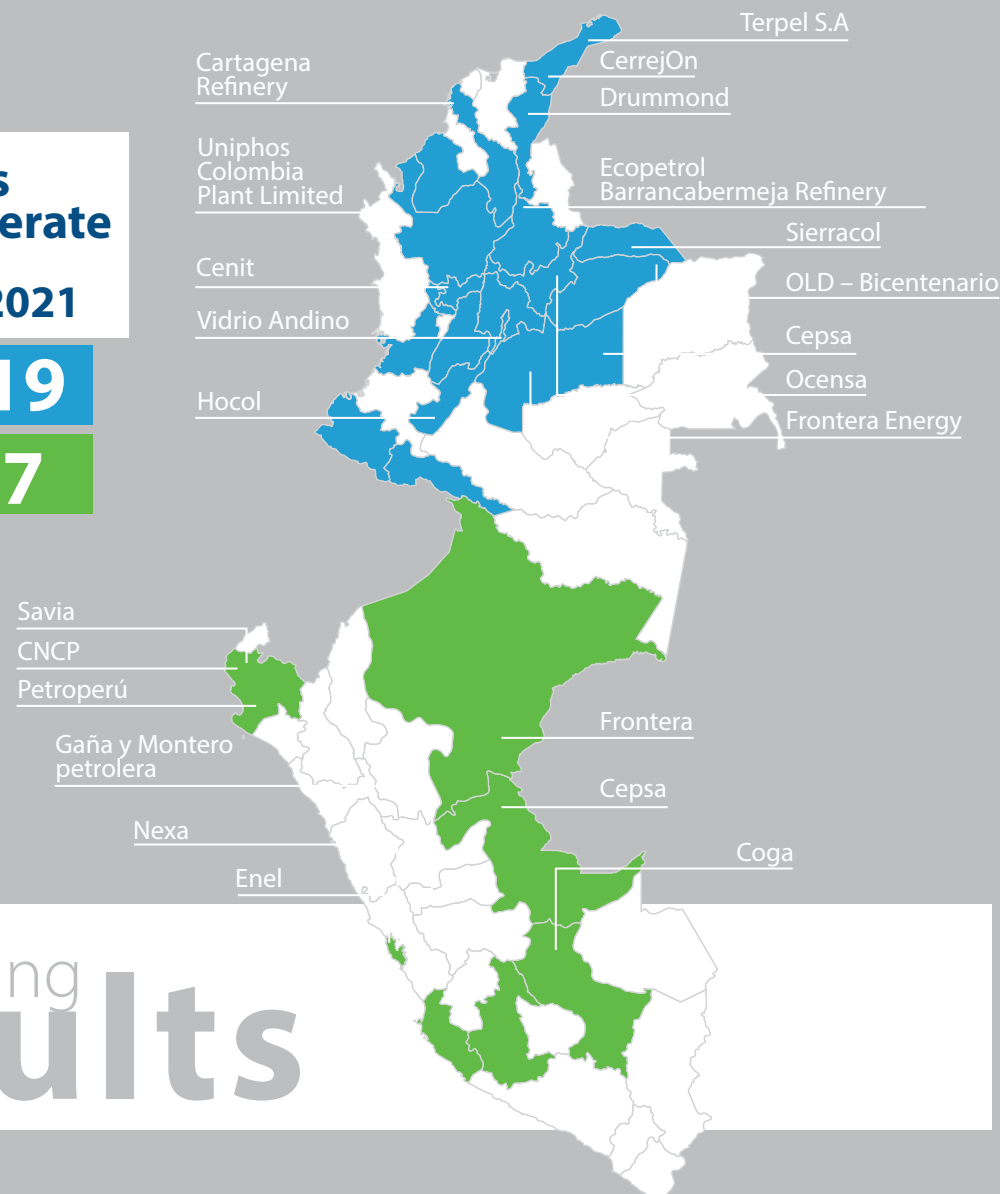
**Reinaldo Rodríguez**  
LATAM Vice-president  
Stork

Our commitment to the stakeholders and the society is to continue growing based on sustainable development. This is why we present our 2021 outstanding figures:

Clients		2020	2021
		10	14
		7	9

### Departments where we operate

		2020	2021
		19	19
		7	7



# Outstanding results

Employees		2020	2021
		6.837	7.593
		462	1.837

TOTAL		2020	2021
		7.299	9.430

Training hours		2020	2021
		9.335 hours	More than 12.000 hours

### Environmental accidents

At **Stork**, as a result of our commitment and operational excellence, we continue with **zero environmental accidents**

New commercial contracts		2020	2021
		30	12
		9	6

**In our projects, we hired more than 70% local labor.**

**Escuela de GESTORES COMUNITARIOS**

We implemented the program: Escuela de Gestores Comunitarios, Formamos Gente, Desarrollamos territorios (Community Managers School Program, We train people, and we develop territories), with the participation of more than 75 social leaders.

### ACHIEVEMENTS AND RECOGNITIONS:

DIJIN

Ministry of Defense and National Police  
Recognition for the initiative "Business Security Front."

Seal of the Teleworking Agreement of the Ministry of Labor and the Ministry of Information and Communication Technologies, in recognition of our effort to promote and spread teleworking.

# About this Report

[102-1] [102-12] [102-32] [102-50] [102-52] [103-53] [102-54] [102-56]

This document evidences our essence as a company and the way our values and corporate pillars are the roadmaps to deliver quality services with a relevant impact on our stakeholders. We promote trust and believe that integrity is a principle that has helped us get to where we are and to build our reputation, which supports our actions. In this way, we are working to **“MAINTAINING A BETTER WORLD”**.

Our fifth consecutive edition of the document 2021 Sustainability Report has the review and approval of Stork's highest representative at a global level and its management committee, and our LATAM VP validated it at a regional level. The preparation of this report was under the Essential option of the GRI Standards (2015), which established the transition process toward the 2021 update. Precisely, to focus on the impact of our management, in the associated GRI table, you will find information about our company without modifications for the reporting period. The action is methodologically aligned with the updating standards.

The reporting period is from January 1, 2021, to December 31, 2021. It includes information from Colombia and Peru, without external verification.

At Stork, we believe in sustainability as the path to an equitable society. We will continue contributing in the development of territories from our experience and commitment, through the sustainable growth of sectors such as, Oil, Gas, Mining, Energy, and Agroindustry.



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A Fluor Company



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## Chapter 3 We share our life with our Stakeholders

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- Human Resource
- We generate value in the communities
- Safety, a fundamental value in Stork



## Chapter 5 GRI Indicator

# Chapter 1

## About US

*Fulfilling our purpose is to be the strategic ally of our clients for the integral management of their assets, while we contribute to the growth and generation of value of our stakeholders.*

**STORK**

A Fluor Company





# Sustainability strategy at Stork

[102-44]

Thanks to our corporate social responsibility model, we guide our actions to build trustable relationships with our stakeholders and the timely management of the risks associated with them and the environment, which respond to their expectations and ensure respectful, fair, integral, and transparent relationships.

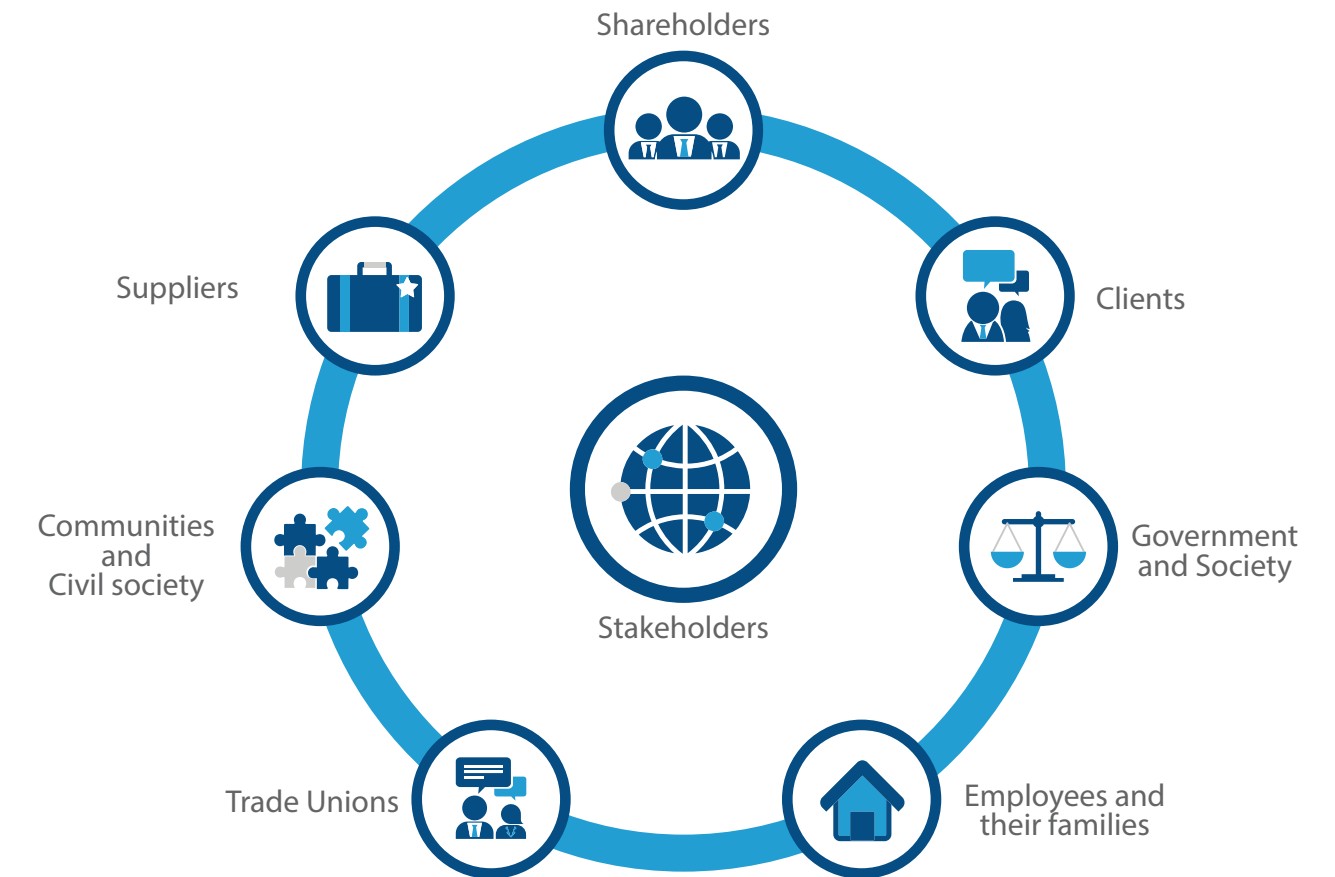
In line with the Corporate Responsibility Guide - ISO 26000, which guides organizations on the contribution to sustainable development, we have framed the management of this model across the entire company to work together to achieve our purpose of "Maintaining a better world."



# Stakeholders

[102-40] [102-42]

In line with our sustainable development approach and social responsibility model, we work every day to generate value for our stakeholders. This year, based on the materiality exercise performed in previous sustainability reports, we identified that the stakeholders and the materiality are preserved. For that reason, we will continue working to manage their priorities and expectations according to the impacts we generate.



Our Stakeholders are a fundamental part of the company. For this reason, we have different channels and tools to strength relations and continuing growing together.



## Shareholders

In line with the sustainability of the business, we make decisions that generate economic value for our shareholders

### Relationship channels

- Representation in corporate governance bodies
- Meetings



## Clients

The fulfillment of our clients' needs is our priority

### Relationship channels

- Satisfaction measurement system
- Commercial network



## Government and Society

We contribute to the strengthening of our relations with the Government and the society to build a better future

### Relationship channels

- Participation in regional committee meetings
- Attending meetings and control requests

# Relationship with our Stakeholders

[102-43]



## Employees and their families

We promote wellness in our employees and their families. For this reason, we offer safe and inclusive working environments

### Relationship channels

- Ethics hotline
- Workplace Harassment Committee
- Intranet, email, direct communication
- PCC's channel
- COPASST (Occupational Health and Safety Committee)



## Trade Unions

Having good relations with the trade unions demonstrate our corporate commitment to the defense of the labor interests

### Relationship channels

- Regular follow-up meetings
- Ethics hotline



## Communities and Civil society

We create valuable relationships with the communities and civil society in the territories where we operate

### Relationship channels

- Regular meetings
- PCC's channel
- Service centers
- Email



## Suppliers

Strengthen relations with our suppliers is fundamental to continue growing together

### Relationship channels

- Suppliers online portal
- Ethics hotline

# Materiality Analysis

[102-47]

The collaborative process was fundamental for the development of this report to identify and prioritize stakeholders and materiality. It was performed during 2019 and was strengthened by our sustainability strategy at Stork. As a result, this exercise generated 17 issues, which have an impact on the company's decision-making and are relevant to our stakeholders.

The following are the material issues by relevance:

- 1 Strategy and **financial performance**
- 2 Social development and **growth**
- 3 Operational **excellence**
- 4 Ethics culture, integrity, **compliance and anti-corruption**
- 5 Protection and **care of the environment**
- 6 Local **employability**
- 7 Human **rights**
- 8 Participation in **local markets**
- 9 Employees development and **growth**
- 10 Process **safety**
- 11 Risk **Management**
- 12 Occupational Safety and **Health**
- 13 Social **initiatives**
- 14 Wellness
- 15 Climate **change actions**
- 16 Equity, diversity **and inclusion**



## Who we are

Thanks to the experience, expertise, and commitment we have embodied through our work, and the fundamental role we play within the sector, we are part of boards of directors and relevant committees in the industry.

Stork is part of the Fluor group, a company with more than 100 years of experience in the engineering field. At the same time, Masa (Mecánicos Asociados SAS as company name) is part of Stork.



### Boards of Directors where we are present:

[102-13]



*We are also part of the Contractors Committee of the Colombian Security Council.*

We keep the essence of the company's origins. For this reason, we are members of the Holland House - Dutch - Colombian Chamber of Commerce, which promotes and supports the investment and growth of Dutch businesses in Colombia.



# Certifications and Accreditations:

The following accreditations and certifications evidence the quality of our services:

## Colombia

	<b>Quality Control System</b>	ISO 9.001 - 2015 - CERTIFICATIONS ASME - CERTIFICATIONS ISO / IEC 17.025 - Accredited
	<b>Environmental Management</b>	ISO 14.001 - CERTIFICATIONS ISO 50.001 - TO IMPLEMENT
	<b>Sustainability</b>	ISO 26001 - TO IMPLEMENT
	<b>Safety Processes</b>	CCPS - IMPLEMENTED
	<b>Assets Management</b>	ISO 55.001 - TO IMPLEMENT OEA - Authorized Economic Operator
	<b>Safety and Health</b>	RUC Regulatory reference for Occupational Health Safety - Decree 1072 and 2015

*In Colombia, our RUC assessment had the following results:  
**MASA: 90% / STORK: 96%***

## Peru

	<b>Quality Control System</b>	ISO 9.001 - 2015 - CERTIFICATIONS
	<b>Environmental Management</b>	ISO 14.001 - CERTIFICATIONS
	<b>Safety and Health</b>	Regulatory reference for Occupational Health Safety - Law 29783

During the reported year, we worked in Peru to manage the certification process that we expect to obtain by the beginning of 2022.



# Products and Services

[102-2]

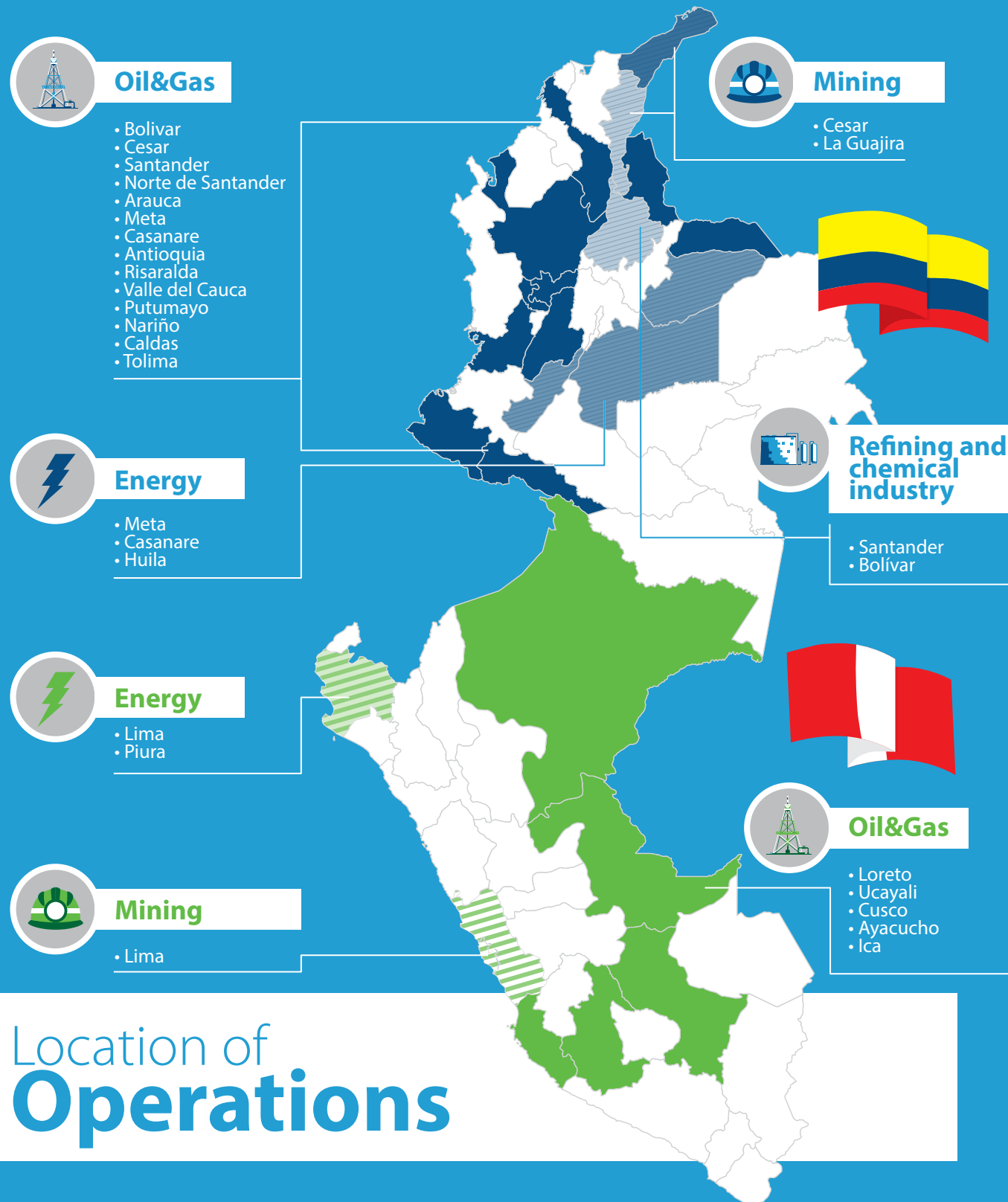
We have specialized in making a difference through our work in the Mining, Oil, Gas, and Energy sectors. Our most relevant services are:

- **Businesses Development:** We monitor the execution of the different contracts through proper management with our clients and the promotion of business relationships.
- **Maintenance:** We guarantee comprehensive maintenance services to facilities with efficiency and reliability.
- **Turnarounds:** We manage turnarounds in all industries according to their needs. We offer support through additional labor and rental machinery.
- **Construction and modifications:** Construction and expansion of industrial and production facilities for our clients.
- **Equipment manufacturing and repairing:** We manufacture and repair Stork's original equipment or equipment tailored to the needs of our customers, for example, pumps and valves, gearboxes, and turbines.
- **Operations:** We comprehensively assume the operation of our clients in their production processes: we take care of the materials management, product manufacturing, packaging processes, and shipping logistics.

At Stork, we are aware of the responsibility to our clients. For that reason, our services add specific value in:

- Guaranteeing safety
- Increasing efficiencies
- Increasing service life of the assets
- Generating innovative solutions
- Higher return on investments generated
- Lower associated costs
- Less CO2 emissions generated
- Less productive downtime

Historically, due to the type of contracts and clients we manage, we have had a presence in different departments of Colombia and Peru. At the same time, this allows us to get to know a large part of its geography:



## Location of Operations



# Corporate Governance

[102-18]

LATAM structure is designed to support the needs and challenges of the market.

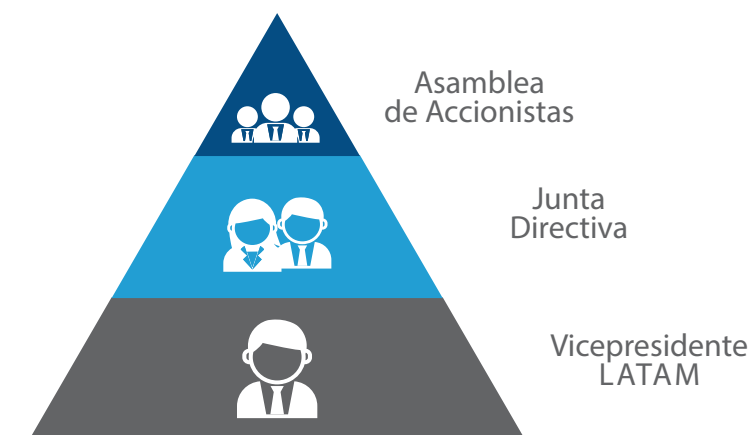


**VP LATAM**  
Reinaldo Rodríguez



Our Corporate Governance structure is composed of the Shareholders Assembly, the Board of Directors, and the LATAM Vice-Presidency; organizations made up of a human team that, in line with our purpose, work every day to generate value for the stakeholders while complying with the strategies and goals proposed for the company.

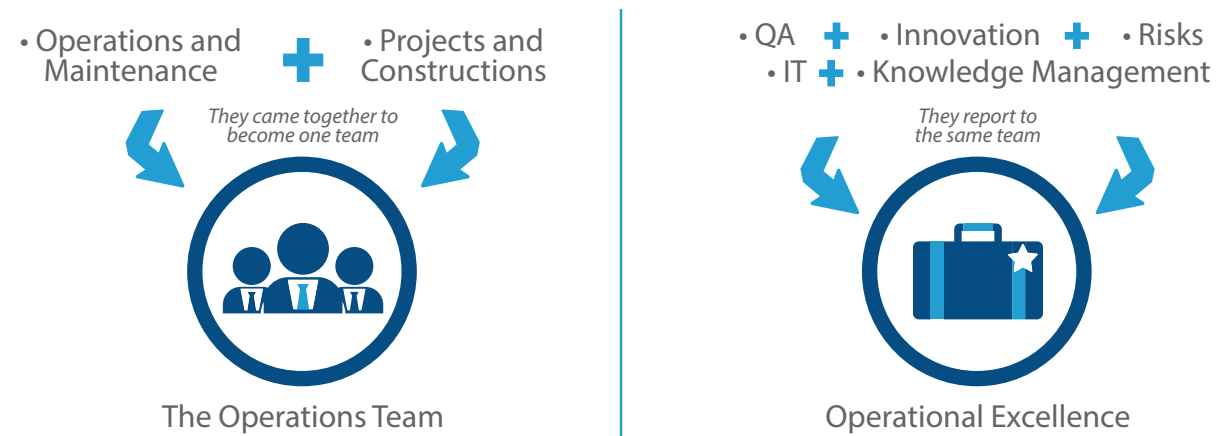
Below, our main governing bodies:



# Organizational Changes

[102-10]

At Stork, we consider ourselves a dynamic company that makes changes to respond to the different challenges of the operation, our stakeholders, and the territories where we are present, and the markets we participate in. For this reason, from July 2021, a new organizational structure, which merged certain areas and created new dependencies, came into effect.



The sustainability area changed its name to Corporate Social Responsibility, Industrial, and Community Relations, joining the Human Resources team.



Although during 2021, there were no changes in the composition of the governance structure, Alejandro Escalona, a substitute member of the Board of Directors, left, and Alirio Uribe took his place.

Main Members	Alternate Members
Taco de Haan	Reinaldo Rodríguez
Lot Van der Wal	Camilo González
Patric Jansen	Alirio Uribe








In addition to this governing body, we have the following committees responsible for decision-making:


Committee	Functions
<b>STRATEGIC TEAM COMMITTEE</b>	Monthly review of the LATAM management team on risks, opportunities, and company performance.
<b>HSSE LATAM COMMITTEE</b>	Monitor and review health, safety at work and environmental aspects.
<b>LATAM PRM FINANCIAL COMMITTEE</b>	Monthly follow-up to the financial performance of the regional projects.
<b>RSE GLOBAL COMMITTEE</b>	Strength and development of RSE aspects in each STORK region globally.









The development of our operations is a great opportunity to generate value and positively influence the environment around us. In this way, the Sustainable Development Goals - SDGs have become a road map that guides us towards the implementation of strategies and plans that allow us to contribute to meeting global challenges. This is how, through the management of our material issues, we contribute to the fulfilment of the SDGs and to the goals defined by United Nations for each one of them.

	SDG Goal	Our Contribution
Strategy and economic performance	 <b>8 DECENT WORK AND ECONOMIC GROWTH</b>	<b>8.2</b> Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sector.  The digitization and systematization of processes objective is not only to have the capability to respond to global trends, but also to facilitate our employees work, increasing their well-being and fostering their personal and professional development.
	 <b>4 QUALITY EDUCATION</b>	<b>4.2</b> By 2030, ensure that all girls and boys have access to quality early childhood development, care and pre-primary education so that they are ready for primary education.  In 2021, we proposed a strategy called LEARN WITH STORK (APRENDE CON STORK), which seeks to promote children's knowledge from our influence area, regarding environmental issues, values, rights and duties; Through a methodology of practical and playful learning that involves arts, games, music and experimentation.  <b>4.a</b> Build and upgrade education facilities that are child, disability and gender sensitive and provide safe, non-violent, inclusive and effective learning environments for all.  Through the CORPORATE VOLUNTEERING program, we aim that our employees can use some of their time and skills at the service and support of solidarity actions. This year we used 2 days for local school improvements.
Operational Excellence	 <b>8 DECENT WORK AND ECONOMIC GROWTH</b>	<b>8.4</b> Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the 10-Year Framework of Programmes on Sustainable Consumption and Production, with developed countries taking the lead.  Through a prevention, reduction and mitigation approach, we managed the direct impacts and indirect costs associated with our processes operations, all within the framework of our ISO environmental management certificate 14001/2015 system.
	 <b>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</b>	<b>9.1</b> Develop quality, reliable, sustainable and resilient infrastructure, including regional and trans-border infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all.  Through our Integral Management System, We address multiple aspects of our operations related to health, industry safety, processes and environment. Through the risk management we seek to ensure the continuity of our operations in a safe and controlled way.
	 <b>15 LIFE ON LAND</b>	<b>15.1</b> By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligations under international agreement.  We formulated, evaluated and implemented the Decarbonization Plan based on the carbon footprint measurements obtained in 2019, thanks to this, in 2021 we fulfilled with 100% compensation target at through carbon offsets.



Culture of ethics, integrity, compliance and anti-corruption	 <b>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</b>	<b>12.6</b> Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.  Since 2017, we presented our sustainability report under the Global Reporting Initiative - GRI guidelines; which compiles our management in the adoption of sustainable practices.
	 <b>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</b>	<b>16.5</b> Substantially reduce corruption and bribery in all their forms.  In Colombia we implemented the SAGRILAF program, which is a system for prevention and comprehensive risk control of money laundering and other risks. It seeks to establish procedures that promote the compliance with best business practices inside the organization.  <b>16.7</b> Ensure responsive, inclusive, participatory and representative decision-making at all levels.  We influenced 453 employees through an ethics and transparency training, as two principles that are part of our company.
Environment care and protection	 <b>13 CLIMATE ACTION</b>	<b>13.3</b> Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.  The Greenhouse Gases – GEI control is a high-impact environmental strategy that we adopted in the company, after identifying it as a great opportunity for improvement; Thanks to this, in 2050 we seek to be carbon neutral in our operations, through compensation, reduction and/or decarbonization alternatives.
	 <b>17 PARTNERSHIPS FOR THE GOALS</b>	<b>17.15</b> Respect each country's policy space and leadership to establish and implement policies for poverty eradication and sustainable development.  Through the management and measurement of our environmental impacts, we ensure the environmental legal compliance that allows us to continue to be a responsible and environmentally sustainable company.
Local Employability	 <b>8 DECENT WORK AND ECONOMIC GROWTH</b>	<b>8.3</b> Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services.  If the contracted services require it and allow it, we prioritize not only local workforce, but also to the entrepreneurs of the areas around our operations.
	 <b>10 REDUCED INEQUALITIES</b>	<b>8.5</b> By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.  In 2021 we increased the job offers and we showed a significant increase in applications for each job position offered through the different public employment agencies.  <b>10.2</b> By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.  In 2021 we increased local hiring by 3% compared to 2020.
Human Rights	 <b>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</b>	<b>16.b</b> Substantially reduce corruption and bribery in all their forms.  Within our operations framework, there are risks associated with ensuring the protection of Human Rights. For this reason, in 2021 we strengthened our processes by updating the Corporate Policy, and creating a Human Rights model. We performed 29 training sessions.

	SDG Goal	Our Contribution	
Local market participation		<b>11.a</b> Support positive economic, social and environmental links between urban, peri-urban and rural areas by strengthening national and regional development planning.	In 2021, we had leadership changes in the communities near us, which contributed to renew our relationship schemes and patterns.
Employees development and growth		<b>8.5</b> By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.	In 2021, we increase job offers and showed a significant increase in applications for each job position offered through the different public employment agencies.
Process Safety		<b>8.8</b> Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.	From the HSSE area, we worked with the best practices, focused on the prevention of non-desirable events, safe behaviors and self-care, reducing the negative impact to the environment, our employees, assets and business. Through operational discipline, safety, wellness, and life as the main corporate value.
Risk Management		<b>13.1</b> Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.	We reduced the impact generated by the fuel consumption and CO2 emissions to the environment, through the use of electric vehicles.
		<b>16.5</b> Substantially reduce corruption and bribery in all their forms.	In Colombia we implemented the SAGRILAF program, which is a system for prevention and comprehensive risk control of money laundering and other risks. It seeks to establish procedures that promote the compliance with best business practices inside the organization.
Occupational health and safety		<b>3.6</b> By 2020, halve the number of global deaths and injuries from road traffic accident.	For the development of our operations we have a fleet of 949 vehicles; in the year 2021 we did not have any major incident that would affect the integrity of any of our partners.
		<b>8.8</b> Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.	From the HSSE area, we worked with the best practices, focused on the prevention of non-desirable events, safe behaviors and self-care, reducing the negative impact to the environment, our employees, assets and business. Through operational discipline, safety, wellness, and life as the main corporate value.

Social initiatives		<b>8.3</b> Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services.	If the contracted services require it and allow it, we prioritize not only local workforce, but also to the entrepreneurs of the areas around our operations.
		<b>8.5</b> By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.	In 2021, we increase job offers and showed a significant increase in applications for each job position offered through the different public employment agencies.
		<b>10.2</b> By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.	Our remuneration scheme is based on the skills and experience level of each person; regardless of gender or other condition.
Wellness		<b>8.5</b> By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.	We developed wellness activities focused on our workers and their Families; which focused on physical, emotional, financial, and mental development activities.
Climate change actions		<b>13.3</b> Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.	In 2021 we offset 13,634 tons of Co2 Equivalent, by purchasing carbon associated with forest crops in Colombia.
		<b>17.15</b> Respect each country's policy space and leadership to establish and implement policies for poverty eradication and sustainable development.	Through the management and measurement of our environmental impacts, we ensured the environmental, and legal compliance that allows us to be a responsible and environmentally sustainable company.
Equity, Diversity, and Inclusion		<b>5.1</b> End all forms of discrimination against all women and girls everywhere.	In 2021, we proposed a strategy called LEARN WITH STORK (APRENDE CON STORK), which seeks to promote children's knowledge from our influence area, regarding environmental issues, values, rights and duties; Through a methodology of practical and playful learning that involves arts, games, music and experimentation.
		<b>10.2</b> By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.	Our remuneration scheme is based on the skills and experience level of each person; regardless of gender or other condition.





# Chapter 2

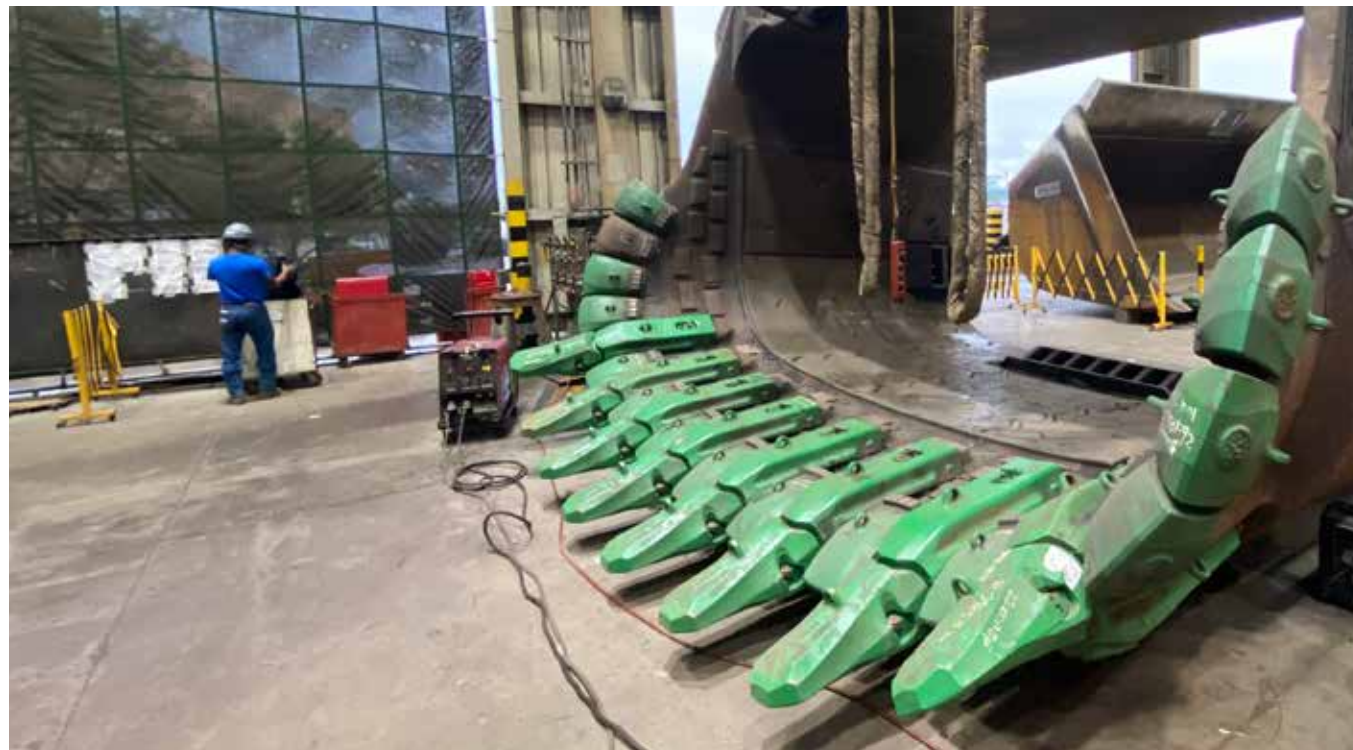
## Sustainable Growth

*We ensure the economic growth of the organization, its permanence in the market and its recognition from the clients.*

**STORK**

A Fluor Company





# Financial Performance

At Stork, we plan, analyze and perform actions for the sustainable growth of our company. Our goal is to assist the organization at all corporate levels to generate value for Stork and our stakeholders while complying with all the tax and accounting requirements in Colombia and Peru.

## Our Progress

The year 2021 represented a year of growth due to the economic reactivation of sectors such as Oil&Gas. For this reason, from a commercial perspective, we focused on recovering the operational volumes and increasing the participation in the market we had before the pandemic.

Due to the global oil demand, our clients increased their investment plans to grow operationally. It allowed us:



**106% compliance** with the indicator associated with income



Growth of **37.8% at the income** level compared to 2020

The renewal and procurement of new contracts was the differential factor for the financial results obtained as an organization at a regional level.

## Colombia



Contract	Contract Type
ECP VRC	New contract
Nare asset	Addition

Contract	Tipo de contrato
Welding	Renewal
Equipment maintenance	New contract



Contract	Contract Type
Geotechnics	New contract

## Peru



Contract	Contract Type
Lot X	Renewal

Contract	Contract Type
Lot Z2B - Z6	Renewal



Contract	Contract Type
Lot I	New contract



# Purchase and supply chain management

We guarantee that the goods and services acquisition process works under a transparency framework of equal opportunities through trustable and strategic supply systems that comply with the company's operational needs in terms of opportunities, quality, and price. Additionally, we prioritize the local participation in building sustainable relationships with our stakeholders, taking care of acquired goods, and permanently looking for improvement opportunities throughout the supply chain.

## Our Progress

In 2021, we performed four (4) audits of the purchase and supply processes to guarantee:



**Bidding** plurality



**Prompt** time offers



**Purchase** and process supply management



**Attention** to our suppliers

## Challenges and trends:

The situation after covid-19 opened new financial opportunities for the company, mainly focused on optimizing an adequate cash position, which allows us reliability in our operations and good relations and prompt payment to our suppliers.

One of our greatest achievements during 2021 was billing process optimization, allowing us to improve the company cash cycle. Regarding opportunities with our suppliers, we achieved the self-management process startup, implementing continuous improvement strategies focused on the operational costs and administrative expenses optimization and reduction, and initiatives that followed the "Value Improvement Plan" that started in 2020.

Additionally, we evidenced some challenges in the construction contracts that have commercial agreements, with our client Ecopetrol in Colombia. First, its financial management due to the conditions required for its execution and second, the high workforce demand.

*We started by regionalize our team*

*In 2022, we expect to include more areas with regional scope*



To continue providing growth to the local companies and economies, we offered exclusive spaces for suppliers from two country zones. In these, we learned about the goods and services of non-identified local companies, and we could know their interest in mutual work, starting the hiring process, and strengthening relations.



Zone	Activity	Attendees	Suppliers developed	Contract amount
East	Encounter	94 companies	22 new developed suppliers	\$ 36.410.624.245 million pesos
	Trading day	48 companies		
West	Encounter	75 companies	11 new developed suppliers	\$ 10.415.504.588 million pesos
	Trading day	12 companies		
North				\$ 22.901.690.792 million pesos
Center				\$ 41.793.625.510 million pesos

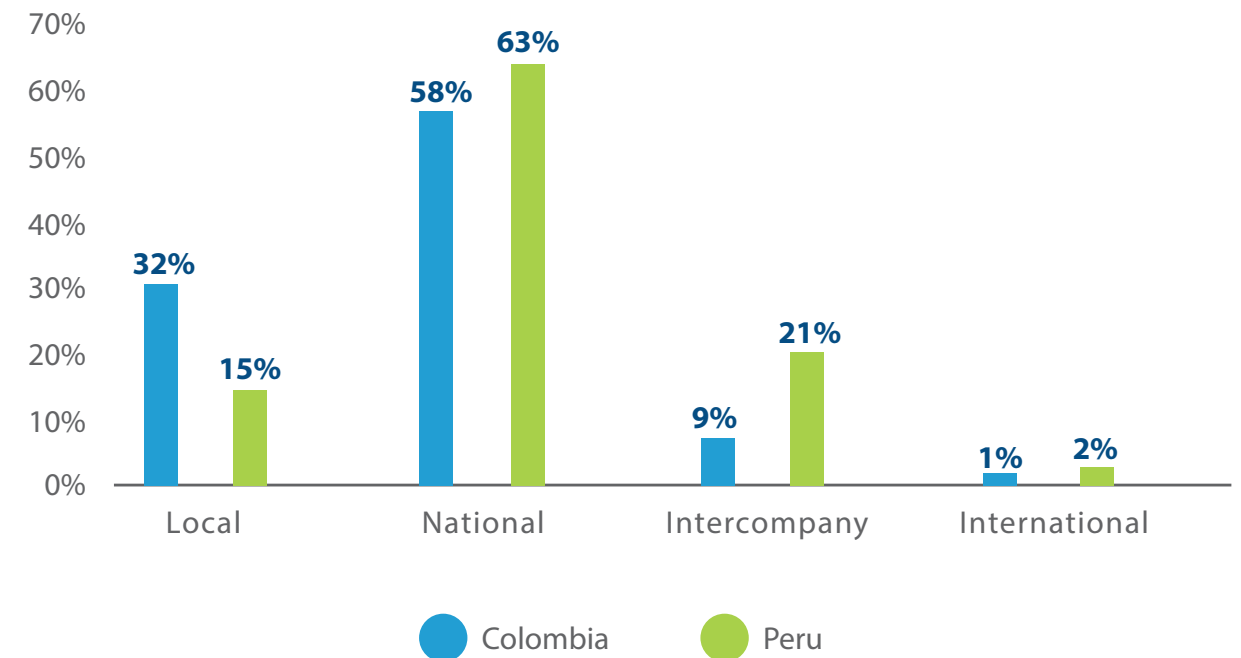


## Sustainable purchases and good practices:

At Stork, we have a comprehensive commitment to sustainability. For this reason, we consider that from the type of purchase we made and the suppliers we select, we can continue contributing to our purpose of "MAINTAINING A BETTER WORLD". In 2022, we want to continue strengthening the local suppliers and inviting more entrepreneurs to join our processes to energize the economy.

Likewise, we want to continue promoting the good practices we developed in 2021. For example, we want to extend the sugar cane packaging in the catering services of Drummond and Cerrejon projects to all our operations in Colombia. We also aim to purchase green cement, which has the social and environmental characteristics that allow us to reduce the carbon footprint and return the package to be reused.

This was our distribution for 2021 suppliers hiring



**\$422.018.497.586**  
Total expenses with third parties

# Challenges and trends:

## Social assessment:

[414-1]

In 2021, we evidenced different challenges related to our supply chain:



### Prices and inflation

Due to the global economic crisis, we evidenced high inflation, which increased the prices of the goods we acquired for our operation.



### Logistics and mobility

As a consequence of the COVID-19 some mobility restrictions continued causing a delay in our logistics processes in field.



### Commodities

In 2021, there was a shortage of imported products in the country due to the economic consequences associated with the pandemic difficulting our goods acquisition process.



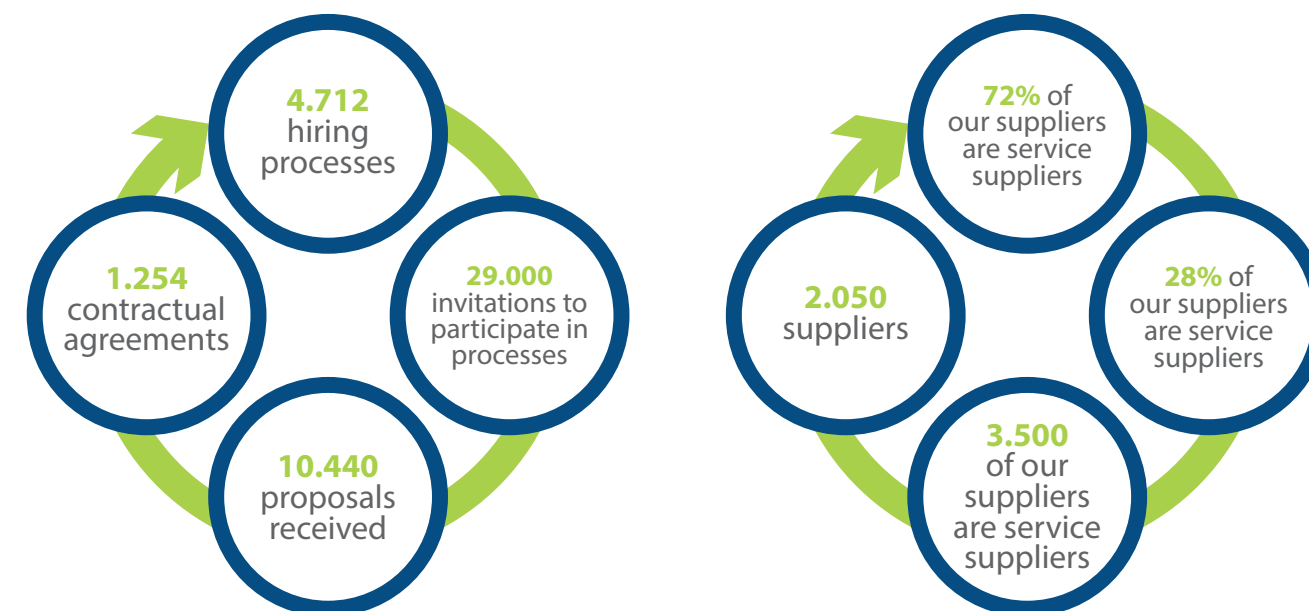
### Port congestion

Due to the Covid-19 restrictions, many vessels with different types of products were stuck at ports, which difficulted our logistic process.



## Our indicators

Figures we highlight from our hiring processes:



[414-1]

One of the mechanisms implemented to benefit the continuous improvement of the suppliers hired is the assessment based on social criteria. In 2021, we performed this process for all our suppliers under four specific pillars:

- The hiring of local unskilled labor
- The hiring of local skilled labor
- The hiring of local goods and services
- Objectives to promote and respect Human Rights

[414-2]

This year, we developed a supplier assessment tool, which allowed us to catalog the information efficiently and give timely feedback. This assessment, besides the social criteria, is comprehensive in front of the following areas:

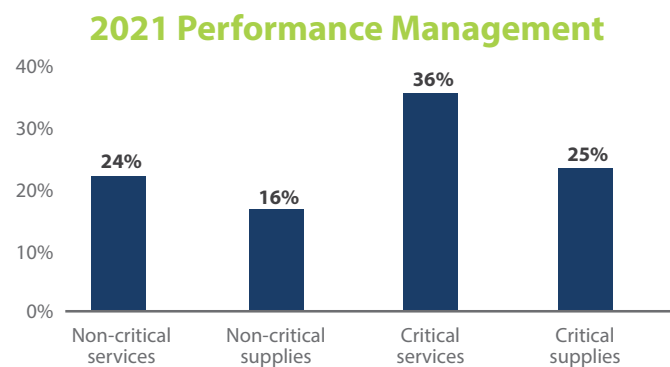
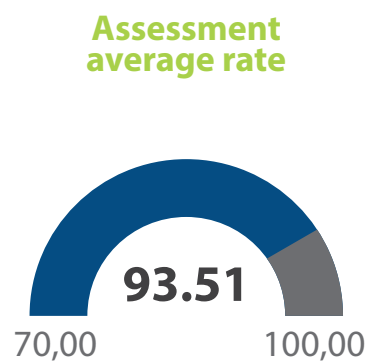
- Health, Safety, Environment, and Quality - HSEQ
- On Time in Full - OTIF: Indicator that reflects the shipping percentage that arrives on time, with the requested amount and products, and to the place determined by the client.
- Employees development
- Administrative processes
- Environmental Compliance

In this assessment process, we prioritized the strategic goods and services suppliers to comply with our operation. In total, we assessed:



[409-1]

In 2021, we did not identify operations with significant risks of forced or compulsory labor cases in the supply chain.



# Peru

We performed the following actions that helped us to be more agile and improve our purchasing management:

- Systems implementation: SAP by Design on all operations, E- sourcing Suplos and Dashboard follow up through Power BI.
- Meetings with suppliers: Business conditions renegotiation, search for new good and services suppliers.
- We consolidated the new organizational structure for the PSCM area in Stork Peru.
- We implemented the governance structure of Purchasing and Supply Chain Management - PSCM based on policies, manuals, processes, procedures and formats contributing to the tri-ISO certification.



## Success Cases and Initiatives

# Colombia

## Electric vehicles:

We aim to be a green company industry reference. For this reason, in 2021 we decided to perform a pilot strategy using electric vehicles in two (2) operation areas: CENIT, Center, and Regional Ecopetrol Vice-presidency. The results were:

- We validated that the electric vehicles have the same loading capacity and comfort that Diesel engines.
- We had an 88% decrease in the CO2 emissions per vehicle.
- We had estimated savings of \$5,420,199 in fuel purchases.
- We included a green logo in our vehicles to distinguish them from others in operations, encouraging other companies to implement similar actions.

By the end of the year, we had four (4) electric vehicles in total, and we expect to include two (2) more vehicles next year.



## Success Cases and Initiatives

## Materials preservation



At Stork, we identify early alerts related to our client's materials, tools, and equipment storage conditions to implement improvement plans that optimize their physical condition and maximize the useful life of assets. For these reasons in the reported year, we launched our preservation activities with laser technology, including the storage conditions diagnosis based on the manufacturer recommendations, the industry good practices, and the experience we have acquired by performing these activities.

For this reason in 2021, we implemented an environmentally respectful treatment, which are at the forefront, and includes important advantages:

- It does not require supplies, works without chemicals, does not generate noise, has lower energy consumption and does not generate emissions.
- There is no contact with the base material, providing safety for the worker and no damages for the material.
- Removes Nano-level contamination particles, providing a high cleanliness degree.
- Mobile operation, which allows access to remote locations.
- Fiber transmission of the light beam, allowing cleaning of hard-to-reach parts.
- It can achieve fast cleaning of heavy contaminants and high speed cleaning of light contaminants.

# Ethics and transparency

Integrity is one of our core values. For this reason, we work every day with transparency to achieve our obligations and responsibly mitigate the legal risks associated.

For this reason, it is a priority to train our employees in ethics and transparency principles, which highlight us as a company. During 2021: 2021, un año de resultados:



We performed **19 training sessions** about ethics and transparency



We influenced **453 employees**



**1971 employees** completed the Ethics annual certificate

## Our Progress

2021, a year of results:

- We named a Compliance Officer in Peru.
- We implemented the SAGRILIFT program in Colombia.
- We shared the procedure for application and compliance with ethics policy in Latin America.
- We performed training with our stakeholders about ethics and compliance.

One of the fundamental aspects of understanding and performing an ethics and transparency policy is the conflict of interests. For this reason, at Stork, we look for our employees to know the procedures when facing these types of conflicts.

*In 2021, we updated the **Stork Conflict of interest policy***

*Today we are the **GLOBAL MANAGEMENT STANDARD category\****

\*Internal standard to align the organization for a unified conflict of interest's management.



## 2022 Challenges:

The year 2022 has great challenges for the company, as the market reactivation meant the beginning of new challenges for the sector, promoting the business performance based on the following pillars, which are part of the "Value Improvement Plan":



Cost-**Competitiveness**



Financial **performance**



Process standardization and **regionalization**



Strategic **allies** for the operation

By implementing these strategies, we ensure a sustainable and financially efficient organization that works integrated with the company's stakeholders.

By 2022, we expect to give continuity to procedures implementation associated with the Data Protection General Regulation.





## Operational excellence

We work every day to be the industry reference. For this reason, we promote a continuous improvement culture, taking into account the critical needs for the business operation.

## Our Progress

We are proud to announce that in 2021 in Colombia, we obtained the recertification of our Integral Management System under the **ISO 9001** and **ISO 14001** norms, and we achieved a successful transition from the OHSAS 18001 to the **ISO 45001**, obtaining certification under this new standard. Stork Peru obtained certification under the **ISO 9001** and **ISO 14001** norms.

We conclude our **RUC** guideline evaluation to our **safety, health** and **environmental** practices in Colombia



**90%**  
(+ 5% vs 2020)



**96%**  
(+ 10% vs 2020)

(\*) The RUC audit was performed in January 2022. However, it reflects the 2021 system results.

## Our indicators

[102-29] [102-30]

Regarding the economic, environmental, and social impacts identification and management, our governing body in charge of evaluating the effectiveness of the organizational risk management is the Group Risk Management & Projects – CRO Director, who directly reports to the company CEO.

In our analysis of offers and projects in execution, we evaluated the relationship with the stakeholders and compliance in labor and environmental matters.

## Challenges and trends:

These are the main challenges we face to ensure and manage risks in Colombia and Peru:

- Processes simplification.
- Value generation processes maturity through an organizational culture based on risks and opportunities for each management stage.
- Effective connection to project management in the relevant and strategic moments for the development and deployment of the contract.
- Aligning the support processes and functions management.

## Strengthening a risk organizational culture

In 2021, we consolidated our organizational risk profile to help the business approach all the areas due to the worldwide crisis generated by the COVID-19 spread to follow up and control the actions to perform.

In Colombia, the management experiments maturity in the offers stage and the improvement focus remained focused on the operations evolution and autonomy, considering the opportunities and risks management as one of the analysis pillars and decision-making in contractual performance and proactive relationship with stakeholders.

On the other hand, Peru performed a deployment in the contract execution stage to strengthen the connection between project management and risk management for both Stork contracts and their associated consortiums, and empowerment and risk culture levels increased.

We performed management and analysis of 34 projects in Colombia and Peru, evaluated according to the amount of each one, as follows:



Corporate level (greater than 50 MM USD)	8 Colombia 2 Peru
Business line level (Over 10 MM USD)	13 Colombia 1 Peru
Local level (greater than 2.5 MM USD)	7 Colombia + 3 Peru
<b>Total</b>	<b>38 Colombia 6 Peru</b>

# Chapter 3

We share  
our life with our  
**Stakeholders**

*Our people and  
communities are critical to  
achieve our strategy. They  
reflect our Stork culture.*

**STORK**

*A Fluor Company*



# You, Our Purpose

As a company, we make an effort to have a collaborative, respectful, fair, and highly rigorous work environment. We believe that an innovative team is a vehicle to maintain continuous organizational improvement and provide solutions for our clients. We are aware that the market is not only highly competitive but also has challenges that help us to reinvent every day. From Stork, we continue working to maintain a work team with the necessary competencies that our services require in the framework of a work environment that promotes professional and personal development.



## Our Progress

The changes due to the COVID-19 pandemic make many companies reinvent themselves in the ways of working, and Stork was not the exception. Due to different restrictions imposed by the national government in favor of public health, we understood it was our opportunity to leverage a practice we already had been developing: Teleworking. For this reason, we focused on strengthening it, even more, providing our employees with all the necessary tools for them to continue performing their tasks while taking care of their health.

One aspect that organically changed within our organization due to the risks associated with the pandemic was the internal communication to and from our employees, which also allowed us to offer programs such as ILEAD, HOMESTORK, and CAMPUS. Additionally, to favor the well-being of our employees and their families, we created BIENSTORK, an initiative to take care of our people.

*Thanks to these programs, we can continue being a close team with an achievement-oriented*

The digitization of processes is a reality that we strengthen continuously to ensure our Human Resources management processes. For this reason, we have made some improvements in our FOX platform, which allowed us to integrate actions such as personnel management, performance management, and compensation into one platform.

IT technologies are not just a complement to our processes anymore. At Stork, we want to ensure its comprehensive and unique value in all we do. For this reason, the programs' digitization and systemization goals are not just to respond to the global trends but also to facilitate work tasks for our employees, increasing their well-being and promoting their personal and professional development.

Likewise, growth opportunities in our business, evidenced during 2021, were reflected in some changes in the organizational structure to engage our actions as a consolidated regional company.

We guarantee the continuity of a value offer for our employees based on:

- Personal and Professional balance
- Equity, diversity, and inclusion culture
- Knowledge transfer strengthens communities

## To be ahead and innovate, **we must select the best talent**

Even though 2021 still had some restrictions due to the global pandemic, it highlighted its economic recovery. It helped us grow, not only in our operations but also in our human talent. During this year, we increased the job offers and evidenced an important growth of job applications for each job position required through different public employment agencies.



These were the results:



## Our Indicators

[403-3] [401-1] [401-2] [405-2]

## Contract types:



Colombia	
Contract for specified works or services	6.999
Indefinite term contract	293
Apprenticeship contract	121
Fixed term contract	180
Peru	
Indefinite term contract	580
Apprenticeship contract	5
Fixed term contract	1.257

Due to our business nature at Stork, we usually do specific projects. It implies that our personnel recruitment model consists of hiring personnel according to the duration and need of the commercial agreements established with our clients. In this way, the predominant contract type in our organization is the contract for specified works or services, and it is the main reason for many reported withdrawals.

At Stork, we promote respect and freedom of association. Our daily premise is to build trustable and respectful relationships between the company and Trade Unions in favor of our employee's growth and protection. In Colombia, **1,667 workers are currently part of a Trade Union.**

In 2021, we continued with three Trade unions:

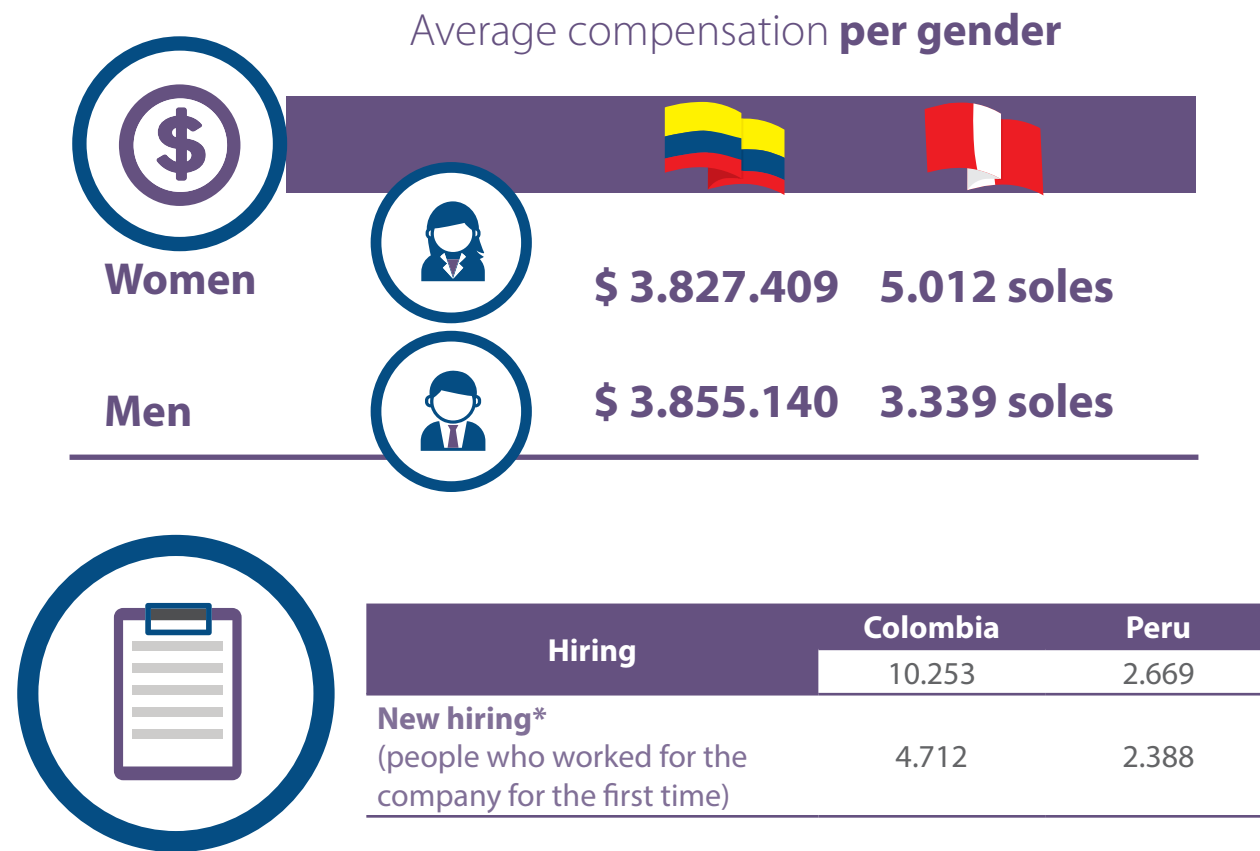
- USO Unión Sindical Obrera (Oil Workers Union)
- SINTRAMASA Sindicato Nacional de Trabajadores de Mecánicos Asociados (National Trade Union for MASA workers)
- SINTRAMACE Sindicato Trabajadores de Mecánicos Asociados en el Cerrejón (Trade Union for MASA workers in Cerrejon)



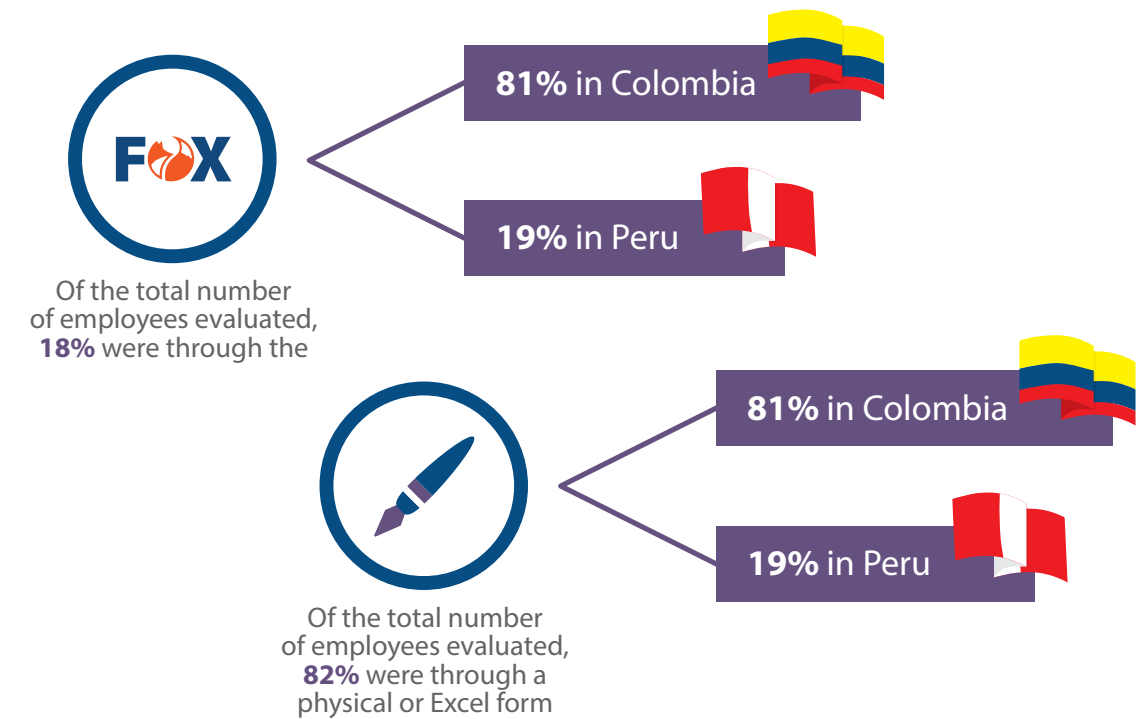
## Relevant figures involving our employees:

At Stork Colombia and Peru, our compensation scheme is based on competencies and expertise level. According to our reality in operations, we identified that many women from our company perform administrative tasks and men usually perform the operational activities.

[GRI 404-1-2-3]



In 2021, we continued with administrative staff assessments through the FOX platform, strengthening the use of new technologies. We are aware of the gaps we have to face to implement FOX for our operative staff. For this reason, we continue evaluating them through an electronic form, but we will execute the first pilot with the platform in 2022.



CAMPUS is a Stork program designed to supply training needs. In 2021, we consolidated the program as a fundamental tool for the permanent training of our employees within the organization.

## Permanent training to keep growing

[GRI 404-1-2-3]

The performance assessment of each employee, independent of their roles or contracts, is the way to align organizational and personal goals and socialize each person's contribution to their achievement. During this process, leaders by area play a crucial role because, thanks to their management is possible to delegate, train, and follow up on tasks.

*During 2021, we performed more than 100 calibration sessions, framed in the performance assessment process, with our leaders.*





## Leadership: A commitment to continuous growth

Leadership is a skill to highlight and continue promoting among employees. Through the ILEAD program, we seek to train and develop our leaders.

*This strategy allowed us to strengthen our knowledge of the management priorities definition, tasks delegation, and accompaniment actions.*

*In 2021, we developed 17 groups of leaders regionally to transmit Stork's expectations regarding leadership.*

It is important to say that in 2021 we performed the Leadership impact survey, which gave us an interesting perspective from all employees based on our leader's behavior.

We performed this survey:



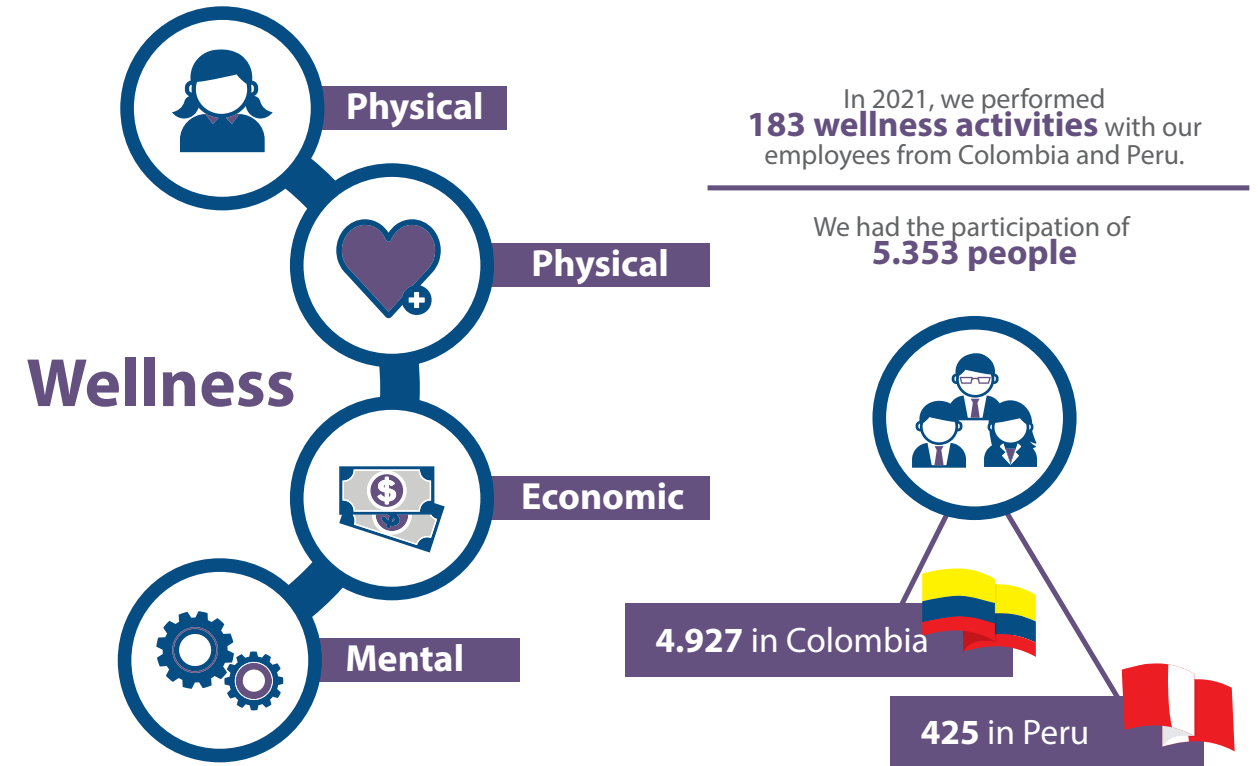
Leader type	Colombia	Peru
Functional	16	0
Leading Leaders	234	48
Leading others	236	59

*We analyzed the survey results and made our road map out of them to strengthen the Stork leadership program in 2022.*

# Wellness

At Stork, we understand that our employee's wellness is also related to their families. For this reason, in 2021, we made wellness activities focused on our employees and their families.

For us, wellness is comprehensive, and it has four pillars:

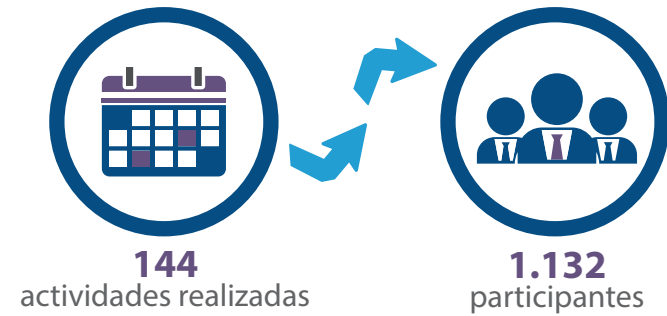


2021 was the year to reconnect with our employees and their families. It allowed us to develop cultural and recreational activities involving the four-wellness pillars.



### Very Well Time:

Through these spaces, we seek to promote the values and behaviors of our company and strengthen personal relations between different teams.



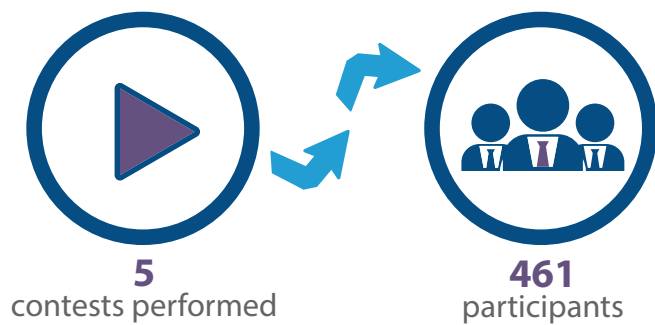
### Year-end party:

As a company, we care about ending the year the same way we started it: TOGETHER. For this reason, for the first time in our history, we made an effort to organize a year-end party with our operational and administrative employees and their families from both countries.



### Contests for employees and their families:

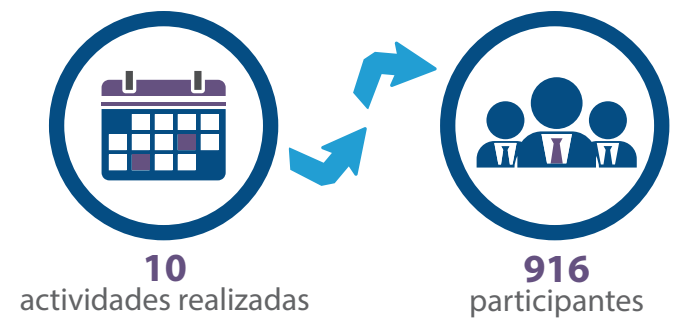
To include our employees and their families, we performed three contests related to important dates: Mother Day, Father Day, and Children's Day. We also promoted the creation of a trend in TIKTOK social media and launched the Criolla song contest.



### Emotional Wellness:

Looking for a balance between personal and professional life, we offered to our employees some work disconnection activities, such as:

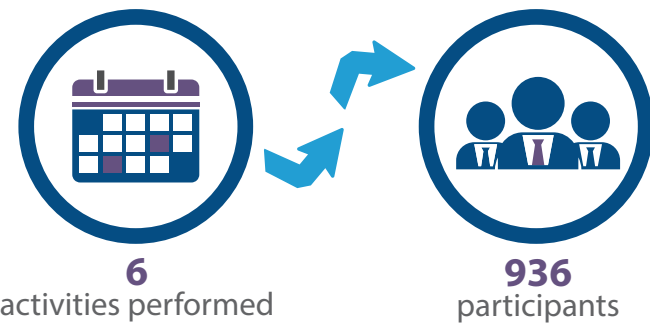
- Dance classes
- Stand-up Comedy
- Activities with the leaders





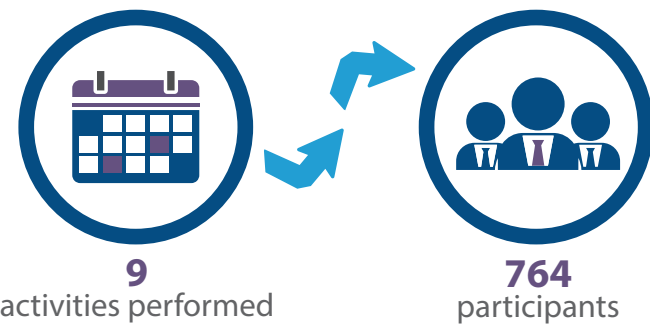
### Economic Wellness:

At Stork, our employees should have knowledge and tools about savings culture, financial plans for mortgage credits, vehicle and education loans, and insurance. For this reason, we performed:



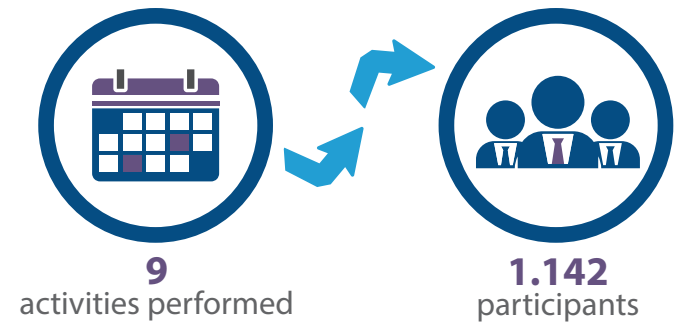
### Mental Wellness:

Mental health is important at a personal and professional level. For this reason, we performed activities to make visible and raise awareness about the importance of strengthening emotional development.



### Physical Wellness:

Due to the type of work we perform every day, we must stay active. For this reason, we promoted activities to develop healthy habits based on sport and good nutrition.





# Homestork

In 2021, our Home Office program continued growing and settled as part of the organizational culture.



2020	2021
181 employees	228 employees



**127**  
women



**101**  
men

By teleworking, we have demonstrated that it is possible to work remotely and strengthen trust, proactivity, cooperation, and goal accomplishment. Likewise, we have reduced our greenhouse gas emissions and decreased our carbon footprint by reducing commuting time to the office, increasing our employees' life quality as they can spend more time with their families.

In the coming year, we expect that the additional 15% of workers, if their roles allow it, can enroll in this great program and generate a job disconnection-training plan.

## Challenges and trends:

### Our commitment for 2022

The year 2021 was a year to recover many activities in the wellness program framework. However, our commitment is to continuous improvement. For this reason, we expect to achieve in 2022:

- Increase by 30% the scope of participation of the employees and their families in the wellness activities.
- Consolidate the following strategic alliances:
  - o Pension funds
  - o Financial entities
  - o Worker's compensation carriers
  - o Corredores de seguros



In 2021, we launched the Workplace Sexual Harassment prevention program in the CMgP consortium in Peru. We developed the initiative through the following actions:

- Creation of the Workplace Sexual Harassment Committee.
- Development of the Workplace Sexual Harassment course accredited by the Ministry of Labor and Employment Promotion.
- Application of a test as a company, to identify sexual harassment.
- Communications Campaign about the actions

As a company, we feel proud of the goals achieved, and we recognize that we still have some aspects to strengthen. For 2022, we have planned the following challenges:

- Consolidate our leadership culture at Stork
- Strengthen online training about leadership
- Include more employees in the Leadership Impact Survey.
- Accomplish with the improvement plan established in 2021 according to the survey results.

*By 2022, we expect to train and certify all of our employees in Workplace Sexual Harassment prevention.*



## Success Cases and Initiatives



## Communities as our major allies in operation

[413-1] [204-1]

At Stork, we understand that we can add value to the territories when prioritizing the connections we have with local suppliers. In this way, we are not only generating employment in the communities but also strengthening the economy. If the hired services allow us and require it, we prioritize the local workforce and the entrepreneurs near our operations.



In 2021, we increased the local hiring by **3%** compared to 2020



The total expense associated with the payment of local suppliers for 2021 was **\$111.521.445.136**



Local good and services hiring was **32%** superior in Colombia and **15%** in Peru

## We generate value in the communities

[GRI 103-1] [103-2] [103-3]

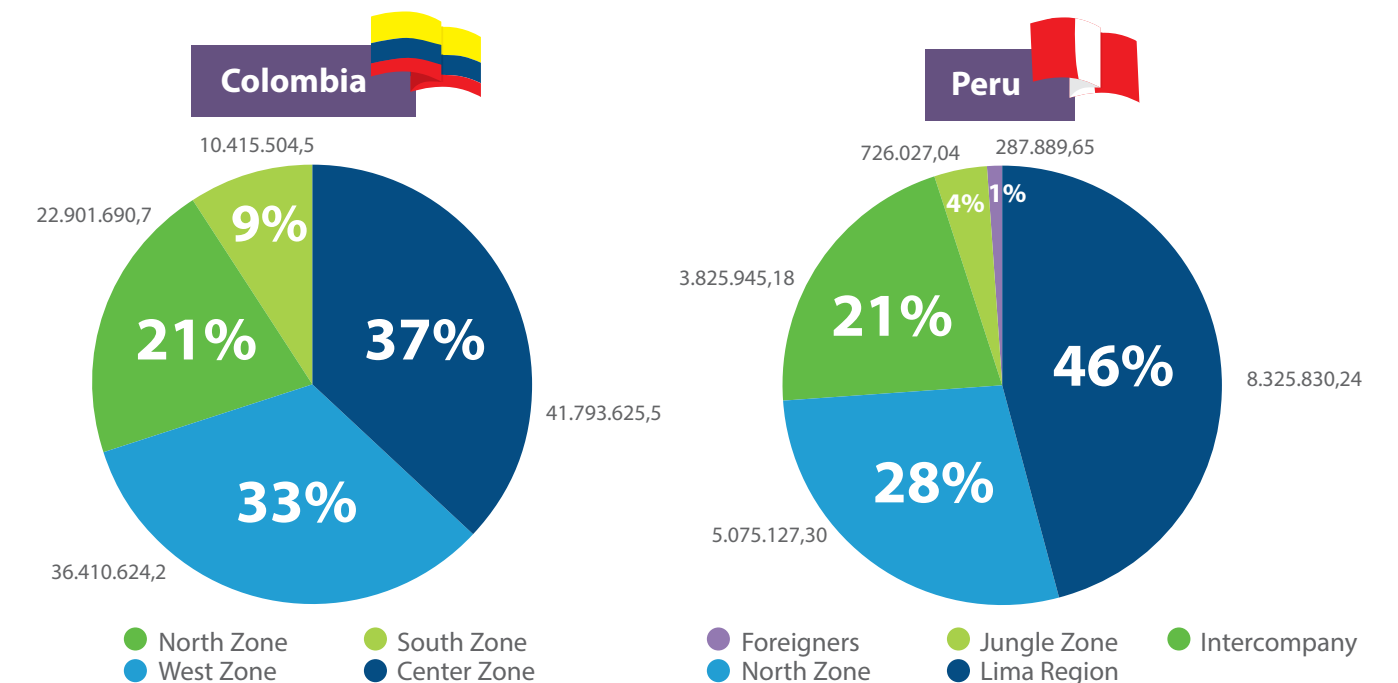
For Stork, it is a priority to build trustable relationships and add value in the long term for our stakeholders. We believe that, through transparent communication and mutual commitment, we will be capable of building sustainable environments and positively influencing the regions around our operations zones.

### Our Progress

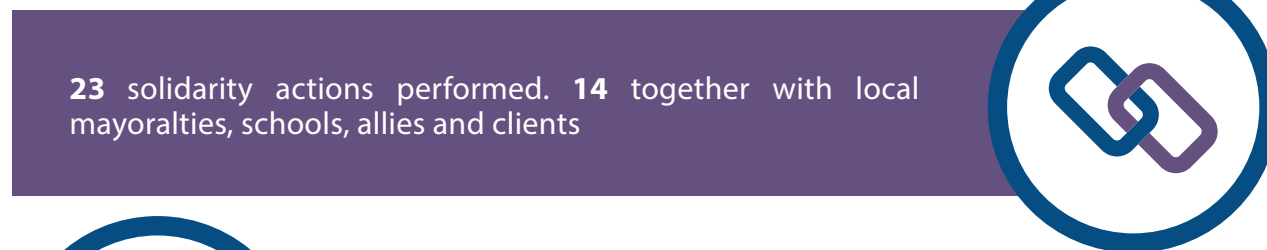
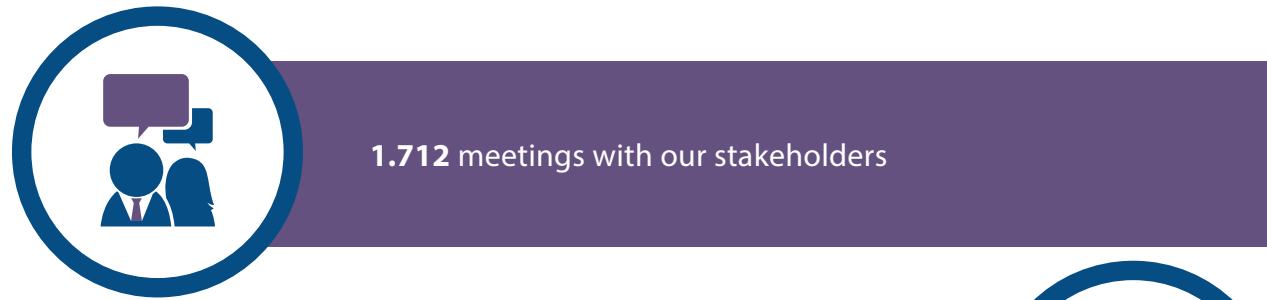
The year 2021 represented a year full of opportunities and challenges in the framework of relations with our stakeholders in Colombia.

- We identified social conflicts in the communities and territories.
- We had some changes in the communities' leadership we frequently are related to, which contributed to the renovation of schemes and relationship patterns.
- Because of the pandemic, we identified an increase in the unsatisfied basic needs in the territories, which represented higher work pressure and the increase of participation of goods and services by the communities surrounding the projects we develop.
- Likewise, there is a lower level of professionals in the territories, and contractors, which has made it difficult to associate them with the projects.

### Suppliers hiring by zone



2021 Relationships management



This year, we implemented a dissemination strategy with channels to receive petitions, complaints, claims, suggestions, and congratulations from our stakeholders. We are pleased to evidence that these mechanisms have been useful and allowed us to have a permanent dialogue with our stakeholders.



# Escuela de Gestores Comunitarios

## We train people. We develop territories

Education is one of our fundamental pillars within the communitarian development framework. One relevant Stork social program that makes us feel proud of its results is Escuela de Gestores Comunitarios (Community leaders training program). Our goal, in addition to promoting territories development, is to strengthen the leadership capability of the community leaders as main change actors and allies in the projects formulation and execution.





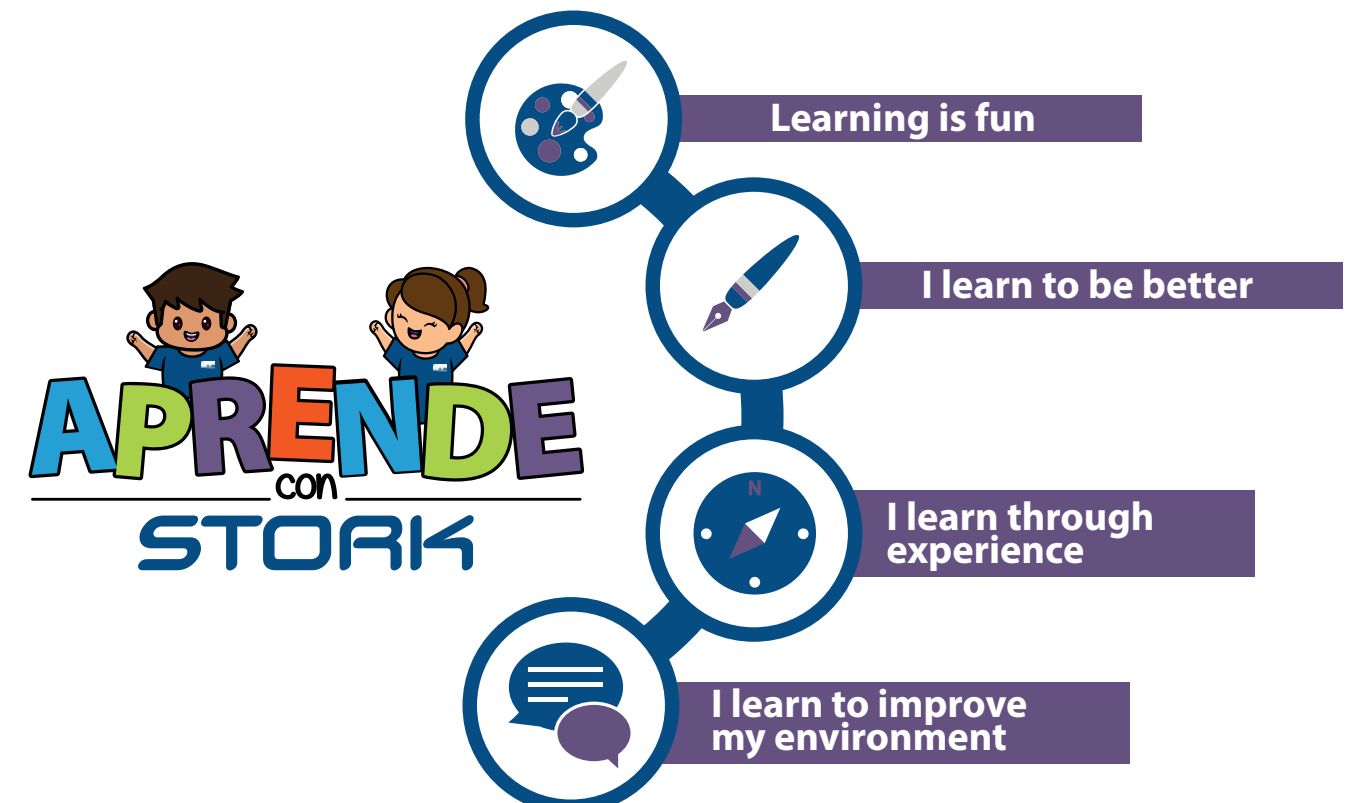
# Learn with Stork: Our 2022 goal

In 2021 we created a learning strategy called APRENDE CON STORK (Learn with Stork), which seeks to promote values, environment, and rights and duties knowledge, for those who represent the future and the new ideas. Through a practical and playful learning methodology involving arts, games, music, and experimentation, we want that children from our influence areas learn about three fundamental axes:

- **Be citizens:** In this specific axis, we develop topics related to equity and inclusion, rights and duties, integrity, and values.
- **My relationship with the environment:** In this axis, we developed thematic modules about environmental protection, biosafety, and self-care.
- **My relationship with others:** In this axis, we developed thematic modules about environmental protection, biosafety, and self-care

The main aspects we want to teach to children that will make a difference in their learning and growth processes are:

## Our influence:



Next year, we will implement a strategy with different schools from our influence area.



# Strategic alliances for development:

[203-1]

At Stork, it is fundamental to promote strategic alliances to increase our positive impact and development in the territories. With the help of Family Compensation Funds, clients, allies from the sector, contractors, and local authorities, we achieved:



4,434 people influenced



13 donations



5 corporate volunteering actions promoted



5 education related actions



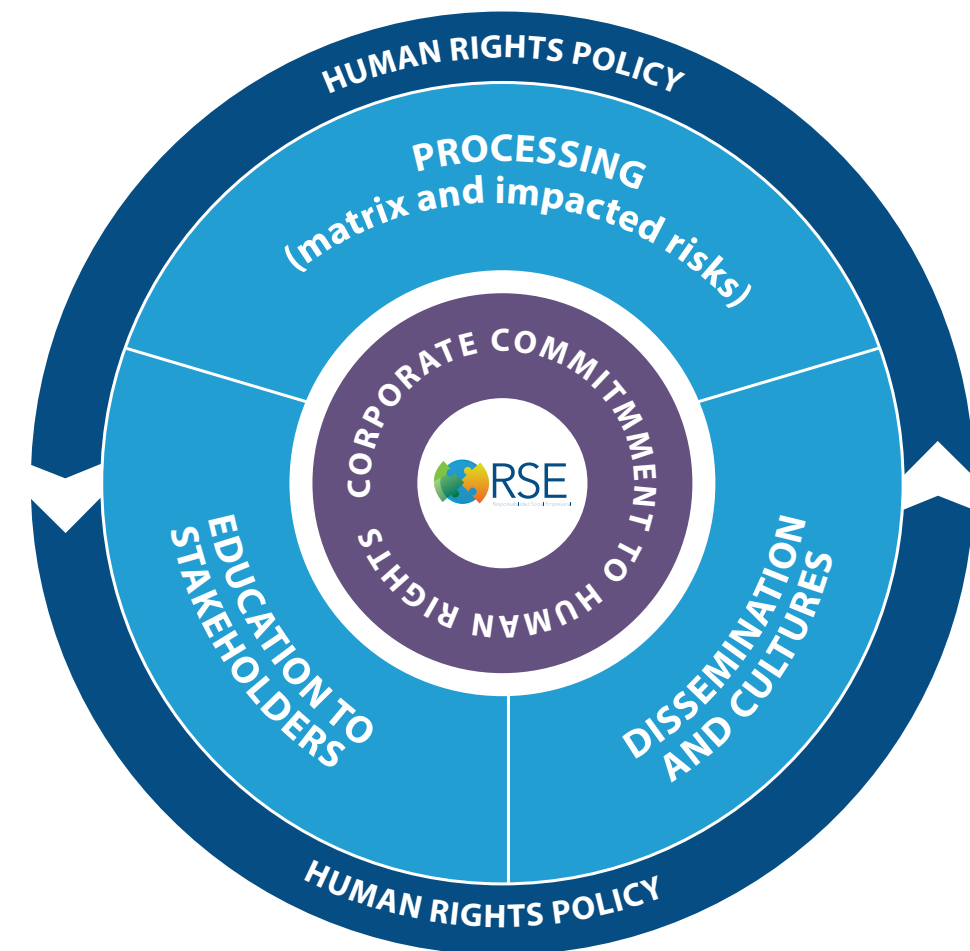
1 environmental related action

# Human Rights:

A commitment that keeps growing

## I am a volunteer

With the CORPORATE VOLUNTEERING PROGRAM at Stork, we expect our employees to get involved using their time and skills at the service and support of the activities designed in the solidarity actions framework. In this way, we promote teamwork, leadership, and solidarity within the workgroups by promoting and strengthening the improvement of the results.





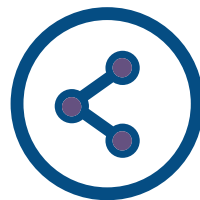
In the framework of our operations, we are aware of the associated risks to guarantee the protection of Human Rights. For this reason, we seek to strengthen our processes by achieving the following milestones:

In 2021:

## Human Rights



We updated the Corporate Policy



We created a model



We performed 29 trainings



We established a manual

## Challenges

For 2022, we have identified some internal challenges that are fundamental for the strengthening of our company:

- Consolidate the organizational culture through Corporate Social Responsibility to implement it transversally in our company.
- Generate more tools that strengthen Human Resources Management.
- Strengthen good practices as preventive management of the associated risks in operations, such as non-compliance with commitments, expectations increase in the stakeholders, and the growing misinformation among them.
- Promote the organizational culture in favor of good relations with the trade unions.
- Create a management model about equity, diversity and inclusion.
- Establish a Corporate Social Responsibility management model in Peru.

## Stork contributes to the welfare of the communities

It is the case of the volunteer project, held last October by the YO SOY VOLUNTARIO Masa Stork team, in the sports court of the village Las Palmeras, located in Orito, Putumayo. It is a community space and a recreational and sports center for the population.

During this day, with the help of the Stork Group Consortium employees, the partner company Petrrios, and community leaders from Orito, it was possible to restore the walkways, demarcate the sports court, and clean it; as its infrastructure was in bad condition.

Thanks to these initiatives, Stork continues contributing to the communities' development and welfare, creating value and remaining the industry reference, every day, everywhere.



## Success Cases and Initiatives

# Santa Stork

During 2021, we brought smiles and joy to the children of our communities in Colombia. We received 2,099 gifts donated by our employees from all over the country, and we distributed them to 16 departments, 48 municipalities and 94 communities, delivering more than 3,000 gifts to the children on this important date.



## Success Cases and Initiatives

# Safety, a fundamental value in Stork

A través de nuestra cultura organizacional trabajamos continuamente en fortalecer el entorno laboral para proteger a nuestros colaboradores de los riesgos asociados a la ejecución de nuestras actividades. De esta manera, velamos por el bienestar de todos, garantizamos una operación segura, cumplimos con la normatividad y logramos seguir creciendo como compañía.

## Our 2021 Progress

Last year, our actions were focused on complying with our HSSE strategy. Our achievements:

### 1. Health Management and COVID-19 disease prevention

In Colombia and Peru, we did not interrupt operations, thanks to the self-care culture strengthening and the prevention and attention effective mechanisms strategy.

**VACÚNATE**  
STORK

Stork Vaccination Plan



500 vaccines for our employees





## 2. Epidemiological Surveillance Program Management - PVE (Programa Vigilancia Epidemiológica)

To protect our employees, we implemented key activities that allowed us to go forward in the epidemiological surveillance of our exposed population; we assumed this challenge in the middle of the pandemic restrictions, and we achieved to cover more than 80% in the following PVE:



PVE	Implemented activities
<b>Chemical Risk</b>	PPE inspection, medical exams
<b>Cardiovascular</b>	Nutrition campaigns
<b>Musculoskeletal</b>	Physical conditioning
<b>Noise</b>	Training, hygienic measurements, audiometry
<b>COVID</b>	Training, access control to field, vaccines, cleaning and disinfection

## 3. Safety results, events typology

In 2021, we evidenced an improvement in risk management performance compared to the previous year, because there were the same amount of recordable events, with an increase of man work hours of 38%.

## 4. Visible Managerial Leadership

Somos referente para nuestros clientes en la forma como abordamos la seguridad; ya que, a través del compromiso gerencial y participación efectiva en todos los niveles, impactamos significativamente en el cumplimiento de los objetivos de la organización, liderando con el ejemplo, lo que se refleja en la disminución de eventos severos.



	Managerial Inspections	HSSE Audits	HSSE Inspections	RACI reports	Authority to stop the work
<b>Colombia</b>	1.744	32	34.933	5.681	43
<b>Peru</b>	136	30	5.624	14.744	15

## 5. Road risk management

During this year, we worked with state-of-the-art technology and preventively monitored our vehicles 24 hours satellite-wise, having the chance to react appropriately in case of any event that could risk our drivers' lives. To achieve this, we performed a hard work in the Road Safety Strategic Plan - PESV (Plan Estratégico de Seguridad Vial).



**Human behavior**  
2300 drivers trained



**Safe Vehicles**  
1200 Safely inspected



**Safe Infrastructure**  
Building and publication of 120 road risk maps corresponding to the 86% of the estimated maps for operation.



**Victims care**  
Attention and accompaniment to the victims of road accidents, with 10% of investigated events and action plans closed.



## 6. Processes Safety

- We trained 154 HSE professionals and 4913 employees in this topic and operational discipline, focused on preventing undesirable events.
- We performed a training process for 13 leaders in Colombia and 11 in Peru, as they are in charge of strengthening the corporate strategy to prevent catastrophic risks.
- Finally, and as part of our organization's cultural transformation, we started a project to strengthen the Process Safety culture in the company, the competencies, and the appropriate application of the control practice of dangerous energies of the process.

## 7. Physical security, emergencies management, crisis and business continuity

We have an efficient, systematic and comprehensive security, and business continuity model, which reduced the treats over the corporate resources. Thanks to this model, different measures have been taken, such as:

### Trainings



**Physical security:**

1.250 in Colombia

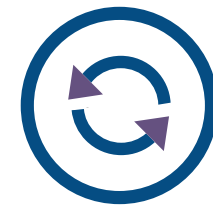
42 en Peru

**Emergencies, crisis management and continuity:**

17 in Colombia

11 in Peru

### Retraining

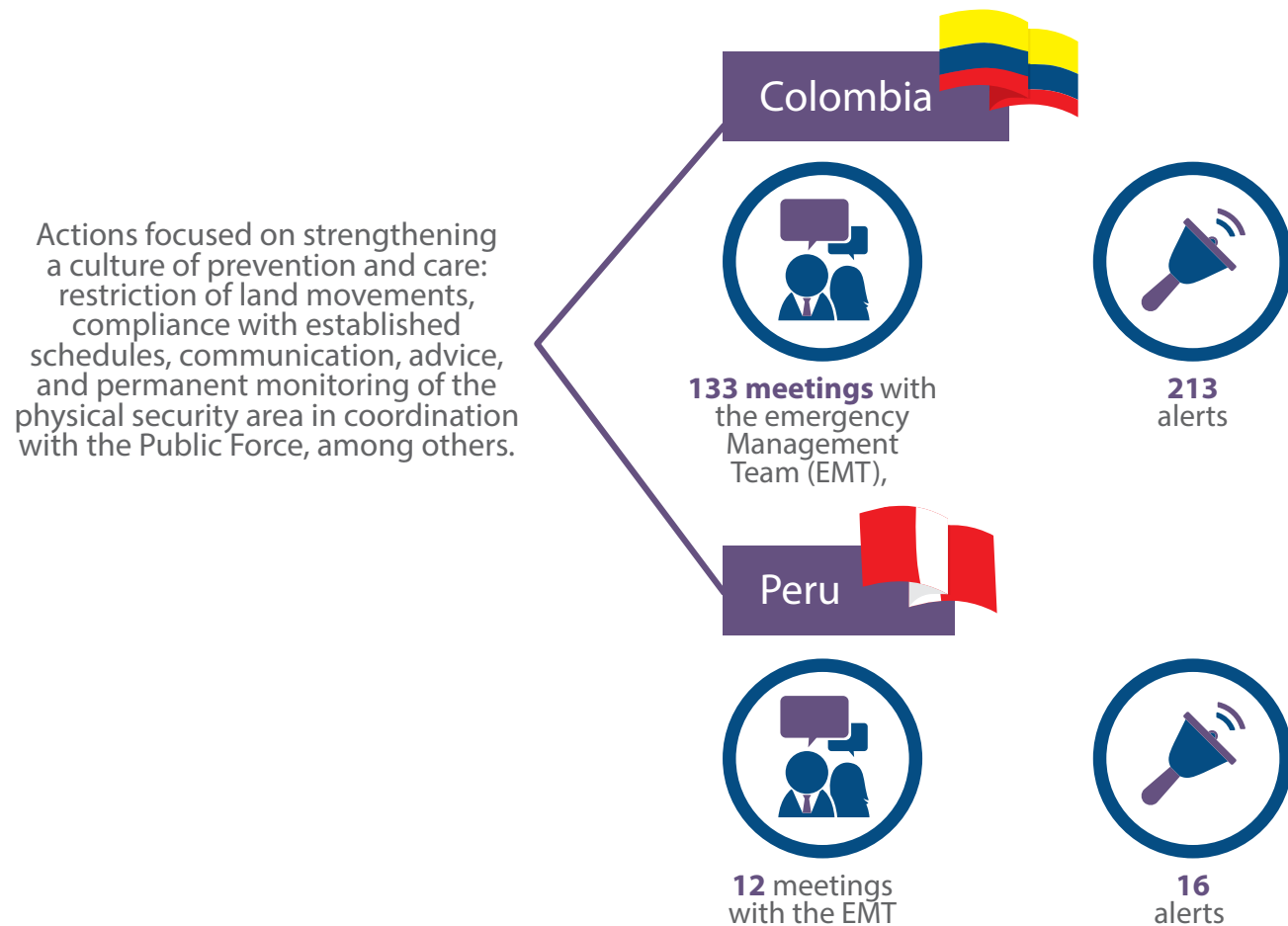


12 retraining sessions of the emergency teams and ERT and EMT crisis, with the participation of 238 people in Colombia

### Emergency drills


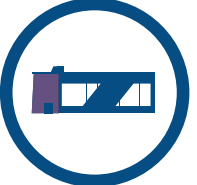






9 emergency teams and ERT and EMT emergency teams with the participation of 211 people in Colombia, and 58 people in Peru.



## Challenges

In 2021, we experienced different challenges. We overcame some of them thanks to the organizational teamwork, and we will continue working to present an improvement in the others during the coming years:

-  1. Absence of critical personnel for the operation due to the continuity of the COVID-19 pandemic.
-  2. Increase of events related to Processes Safety associated with the deficiency of an appropriate asset's integrity by 63%
-  3. Inappropriate dangers identification related to Processes Safety associated with the deficiency of an appropriate asset's integrity by 38%.
-  4. Risks derived from dangers in terms of physical security, such as crimes, the presence violence actors, and disturbance of public order near Stork's operations.
-  5. Decrease of practical test applications in the field (due to the COVID-19 restrictions). In addition, increase of drivers and traveled km during the year.
-  6. Operations with maximum risk that can derive in accidents and diseases in our working population.

# Our indicators

[403-1] [403-2] [403-5] [403-10]

Our Occupational Health and Safety Management System is integrated into the Comprehensive Management System. A tool to approach multiple aspects related to health, industrial safety, processes, and environment in our operations. Through risk management, we look to ensure safe and controlled operations continuity.

Likewise, from HSSE, we work with the best practices focused on the prevention of undesirable events, safe behaviors, and self-care, ensuring the reduction of the impact on the environment, our employees, the assets, and the business, through operational discipline, safety, well-being and life as the main corporate value.

Some activities with the highest impact on our performance are danger identification, risk assessments, and control definition and implementation, in the following disciplines:

*The Comprehensive Management System is certified with international standards ISO 9001, ISO 14001, ISO 45001, and the Center for Chemical Process Safety.*



Discipline:	Activities performed
Process Safety	Identification of major risks in PS
	Identification of improvement opportunities
	Determining the root cause of the events
Industrial Safety	Dangers and health risks identification in Health, Safety and Environment
	Dangers management and control in the performance of routine and non-routine activities
	Analysis of dangers identification by role, discipline or job position
Environment	Analysis of aspect identification, impact valorization, and control establishment

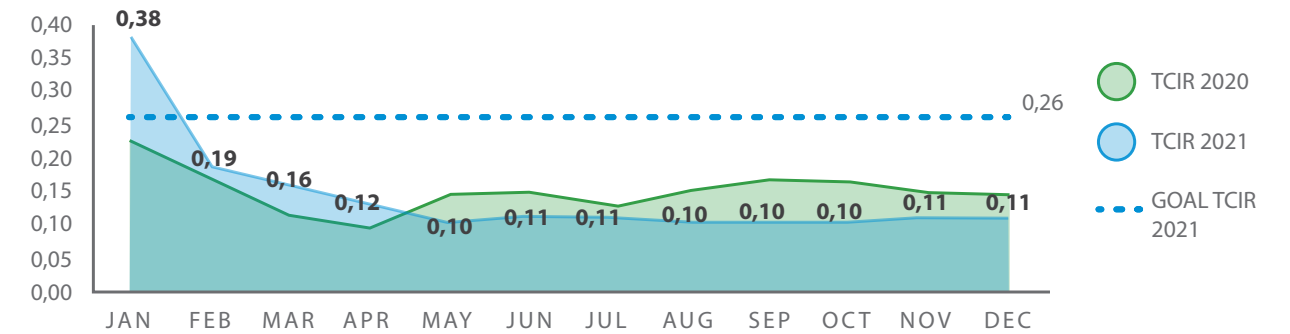
# HSSE Performance

In 2021, Colombia and Peru had an extraordinary performance, below the allowable goals according to the TCIR and DART<sup>1</sup> indicators.

## Colombia



### TCIR 2020 VS. 2021

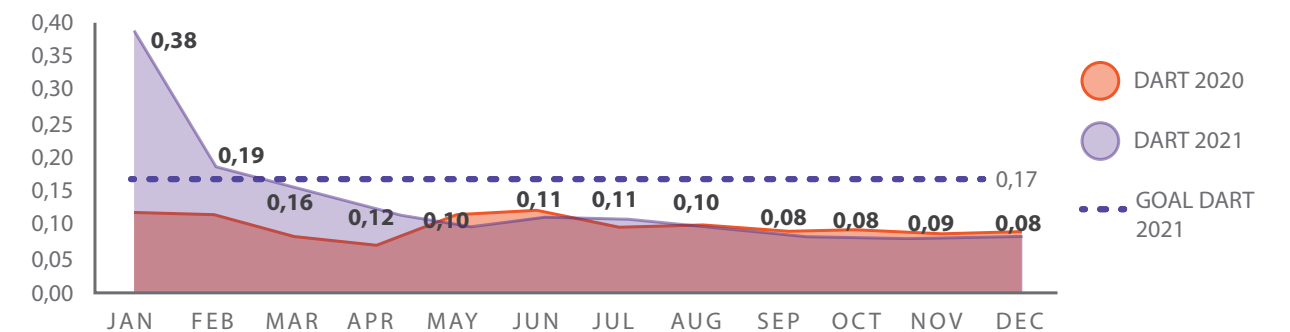


<sup>1</sup> DART: indicator to measure the number of events that had person-hours affectation by restrictions or medical disabilities, for every 200000 man-hours worked in a specific time.

TCIR: measures the amount of recordable events every 200000 man hours worked in a specific time.



### DART 2020 VS. 2021

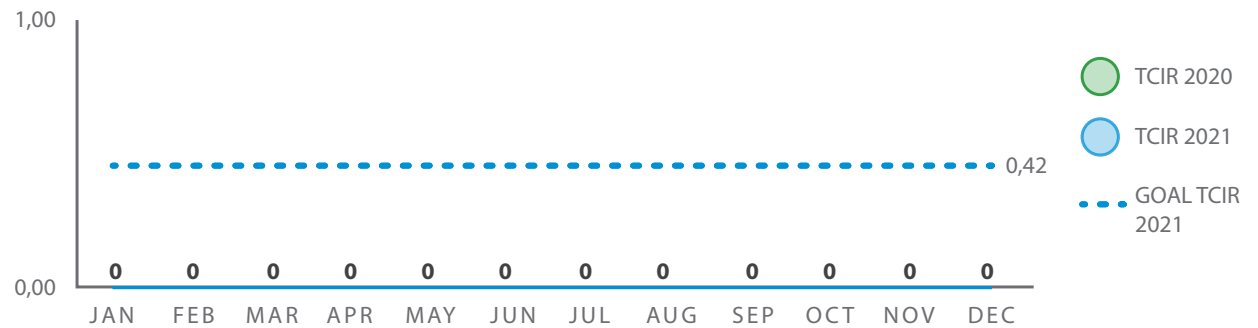


# Peru

It is important to highlight that there was no presence of recordable accidents, which means, no workers were injured during the year.

## Peru

### TCIR 2020 VS. 2021

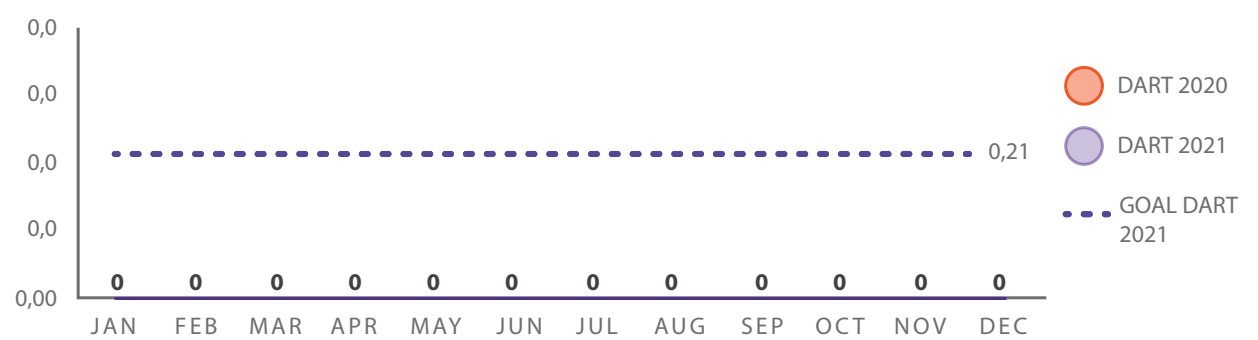


**1 DART:** indicator to measure the number of events that had person-hours affection by restrictions or medical disabilities, for every 200000 man-hours worked in a specific time.

**TCIR:** measures the amount of recordable events every 200000 man hours worked in a specific time.

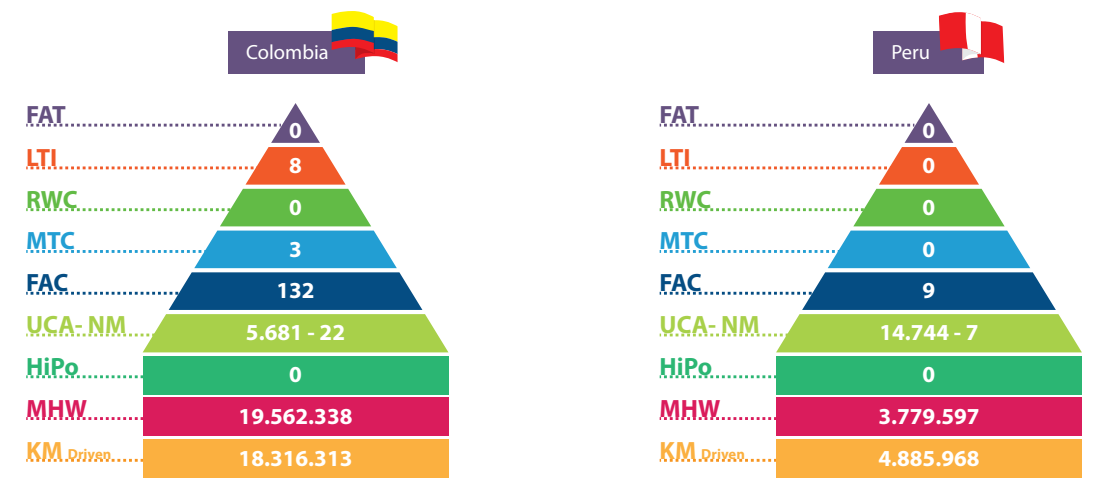
## Peru

### DART 2020 VS. 2021



# Events typology

In 2021, there was an improvement in the risk performance compared to 2020, since the same number of recordable events occurred with an increase of 38% in man-hours worked.



**FAC:** First Aid Case  
**PSE:** Process Safety Events

**NM:** Near Miss  
**HiPo:** High Potential Event

**UCA:** Unsafe Condition Acts  
**MHW:** Man Hours Worked



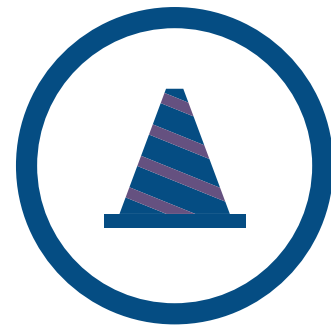
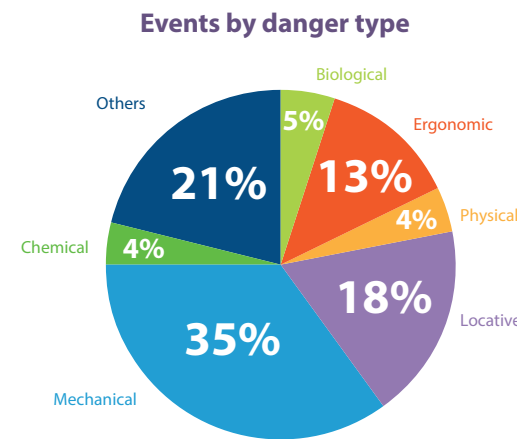


# Occupational accident injuries

[403-9]

We work to generate a safe work environment and prevent occupational injuries through our Comprehensive Management System. It is how we have identified different dangers associated with the activities execution of our employees being mechanical danger the one that presented the majority of events:

The following injuries derived from these risks:



Type of injury	Number of events
Hit, contusion or crushing	45
Strain, sprain, or laceration	30
Superficial trauma	17
Wounds	13
Wasp sting and/or animal bite	7
Burn	7
<b>Total</b>	<b>129</b>



Event agents	Reported events
Work environment	37
Tools, implements or utensils	32
Materials or substances	20
Machines or equipment	16
<b>Total</b>	<b>105</b>

# Vehicle driving safety – RTS

For the development of our operations, we have a fleet of 949 vehicles that traveled a total of 23,202,281 kilometers in 2021, and are driven by 2,075 employees who work as drivers.



Region	Vehicles	Drivers	KM Driven	Minor Vehicle Incidents	Mayor Vehicle Incidents
<b>Colombia</b>	798	1.828	18.316.313	38	-
<b>Peru</b>	151	247	4.885.968	7	-

In 2021, we did not have any major incidents that affected the integrity of our employees. In total, we had 45 minor incidents, only with property damage, achieving to be below the permissible indicators established for 2021.

**Frequency of serious vehicle accidents – FavG**  
Zero for Colombia and Peru

**Total vehicular accident frequency – FavT**  
Amount of vehicular events for every 100,000 km traveled



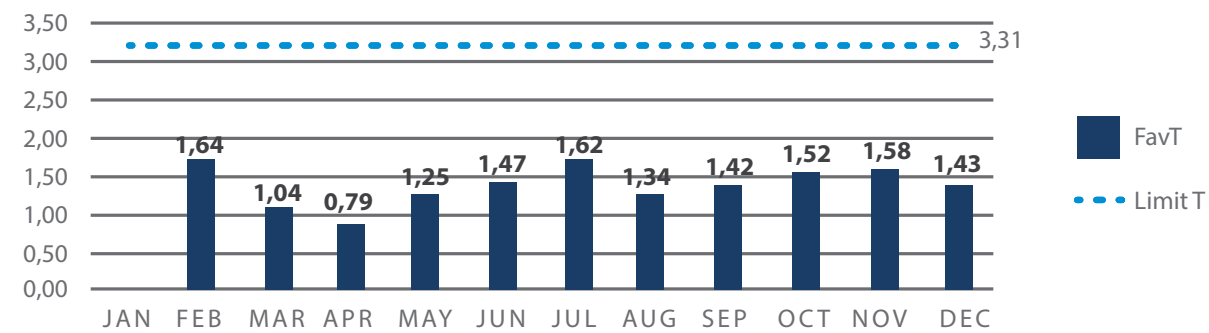
**Colombia**

**FavT Colombia**



**Peru**

**FavT Peru**



We continue consolidating the safety culture by strengthening the corporate culture that involves processes, people, and safe work environments. In 2021, more than 300 workers were trained in leadership, risks, and technical discipline topics, in different national and international institutions, allowing us to continue consolidating our HSSE macro process with a focus on the line.



14 training programs developed



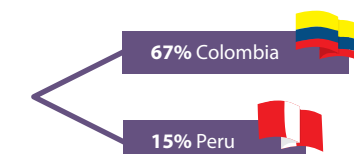
9 external educational institutions linked



300 employees participated



300 trained workers



# Safer Together Program

- 4,500 people trained in safety based on behavior and neuro safety, generating safe and positive habits in important projects for the development of our operations, such as Ecopetrol, CENIT, Barrancabermeja and Cartagena refineries, COGA and Peru.
- More than 20,000 unsafe actions and conditions reported, with corrective actions implemented
- More than 58 employees stopped an unsafe work
- More than 400 HSSE initiatives 12 were recognized as the best initiatives, in the Safer Together annual awards

# Process Safety

We performed 100% of the diagnosis in the facilities, identifying risks and controls, focusing on preventing and controlling the loss of primary containment of fluids, and helping to protect people, environment, and assets safety.

For us, it is fundamental to promote the active participation of all the employees and establish effective consultation mechanisms. For this reason, we have different channels, such as the Occupational Safety and Health Committee, Workplace Harassment Committee, Electric Safety Committee, and Road Safety Committee, among others. These consultation mechanisms allow workers to participate in the promotion and vigilance of different topics and propose improvements and solution.

We offer occupational health services such as occupational medicine, psychology, cardiology, sports medicine, physical conditioning, nutrition, vaccination, medical care for emergencies, and assistance services for work-related events.

Besides, we have the following channels:

- Reporta App, to report unsafe acts and conditions.
- Coltrack platform, to report aspects associated with road safety.
- Systematic periodic meetings to report on HSSE performance at the LATAM level that allow employees to be informed and participate in strategies, lessons learned best practices, and results.

## Physical safety incidents



We had a low level of physical safety incidents:



During the year, we performed different actions to ensure the correct and prompt training of our employees regarding health and safety at work:

- 300 employees received training in leadership, risks, and technical disciplines topics.
- 2,300 drivers trained in defensive driving, legislation and basic mechanics by technical experts specialized in road safety topics.
- 4,913 employees trained in process safety, technical trainings, control of dangerous process energies and hazard and risk analysis.
- 8,754 people trained in physical safety in Colombia, and 209 in Peru.
- 3,500 retrained people for work at heights.

## Operational Discipline

To have safer and more trustable operations, we promote the operational discipline as an essential pillar in the mining projects to protect our employees. To achieve this, we increased the amount of repaired hoppers of CAT 793 MSDII trucks, with 29 more hoppers than in 2020. We achieved this by improving repairing times, with a 10-day reduction. To make this process real we implemented the following improvements:

- Identification, standardization, and insurance of the repairing processes.
- Improvement of the work planning, increasing the information of activities, resources, and controls for the next 7 days.

## We minimized risks during Turnarounds

During the turnarounds in the Barrancabermeja and Cartagena refineries, we used technologies that helped minimize the occupational exposure risks of our employees. For instance, for surfaces cleaning and treatment, we used blasting material instead of high-pressure sand, which generates benefits for health and the environment:

- Resources optimization. Blasting material can be reused.
- Atmosphere emissions reduction
- Work diseases risk reduction because blasting material contents low levels of silica.
- More effective and long-lasting cleaning process, since the blasting material is an abrasive mineral.

## Challenges

1. Our commitment is to continue improving. Therefore, our challenge for the next 3 years is to train 5,000 people in process safety technical skills.
2. Our employees and their families have not been far from the consequences generated by COVID-19. For this reason, we will strengthen the psychosocial risk management and support them in topics such as anxiety, stress, and work pressure management.



## We take care of ourselves together

[403-6]

In spite of the worldwide situation generated by the COVID-19, which had many internal and external challenges, during 2021 we faced the public health situation with our employees from the preventive perspective, focusing our actions in them and their families. Thereby, with the support of the senior management and thanks to the promotion of a self-care culture we maintained a safe environment, through the following actions:

- **12,500 answered phone calls** through the medical call Centre COVID 24/7, assisted by a specialist.
- **450 phone calls** were received through the **Psychological support call Centre**.
- Medical follow-up of positive cases, as well as personnel at risk. In total, **we assisted 17,500 cases**.



### North Zone pilot plan / ergonomic PVE **More Active + Healthier**

We achieved a clear improvement in the indicators of incidence and prevalence of events related to musculoskeletal disorders. Thus, we reduced 70% of ergonomics PVE cases compared to those presented in 2020, going from 10% in that year to 3% in 2021.

It was possible, thanks to the implementation of the MORE ACTIVE AND HEALTHIER strategy, which influenced 100% of the target population, to achieve the transformation of the health and self-care culture in the employees, favoring the development of wellness culture in the work environment, and promoting safe and productive work.

## Success Cases and Initiatives

# Chapter 4

Committed to  
the resources of

**Tomorrow**

*We are committed to the  
care and protection of  
the environment through  
a sustainable business  
management*

**STORK**

*A Fluor Company*







We are committed to the environmental capital protection we interact with when developing each of our activities. We have this commitment in mind during two moments:

- (i) In the processes required within the company
- (ii) In the activities we perform to provide services to our clients.

Therefore, through the prevention, reduction, and mitigation approach, we manage direct and indirect impacts of our operational processes, all under the framework of our environmental management system certificated through ISO 14001/2015.

*Thanks to our commitment and operational excellence, we continue with our goal accomplishment, zero environmental accidents.*

## Our 2021 strategy improvements

1. We achieved 100% in the carbon footprint measurement plan, which means that we accomplished the goal of identifying the CO2 tons generated in the areas of operation.
2. We formulated, evaluated, and implemented the Decarbonization plan based on the carbon footprint measurements obtained in 2019. As a result, we accomplished 100% of the mitigation goal through carbon offsets.
3. We reduced the impact generated by fuel consumption and CO2 emissions on the environment by implementing electric vehicles.

The Greenhouse Gases - GHG control is a high impact environmental strategy adopted by the company, after identifying it as an improvement opportunity. As a result, by 2050 we aim to be **carbon neutral** in our operations, through offsetting and reduction processes, and/or decarbonization alternatives.

Along this line of thinking, from 2019, we implemented voluntary reduction and offsetting strategies for our CO2 emissions to the environment by acquiring carbon offsets in certified forest cropping projects in Colombia.



Mitigation through carbon offsets		
Colombia	2020	2021
Projects number	31	26
Emissions (Ton eq)	99.653	92.150
Offset emissions (Ton eq)	0.23%	14.48%
Peru	2020	2021
Number of Projects	13	16
Emissions (Ton eq)	1.907	1.571
Offset emissions (Ton eq)	0	0

In the future, we aim to establish an emission offset strategic program. For this reason, we have already performed some initial actions. We are currently evaluating its feasibility and measuring the impact generated at the internal level of the company and the level of the environment. For this reason, the offset tons in Colombia are part of a pilot plan. In 2022, we will replicate these initiatives in Peru.

# These are Our Indicators

## Energy Consumption

[302-1]

The entire operation requires energy consumption. However, our highest demand for electric power comes mainly from the turnarounds performed in the project's facilities in TABARCA (Cartagena and Barrancabermeja) and COGA (Peru), as they require more personnel hiring and more consumption of this resource. In the other projects from both countries, it is not possible to measure it because the client provides the resource.

**Our consumptions were the following:**



Electric power consumption (Kwh)*			Percentage change
Country	2020	2021	
Colombia	651.909	473.780	-27,3%
Peru	13.408	43.941	227,7%

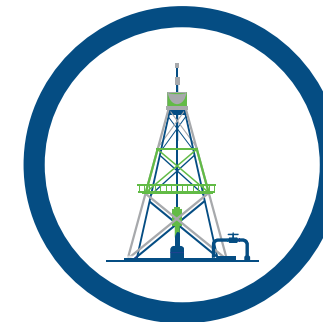
*\*The energy power consumption refers to use in administrative headquarters since the customer supplies the electricity in all operations fields.*

In Colombia, the decrease in energy consumption is due to two reasons: (i) in the first place, the closure of the administrative facilities in the city of Neiva; and secondly, (ii) in the second place, because the Offices in Bogota were not available due to the COVID 19 pandemic. On the other hand, Peru increased its consumption due to the offices installation in the COGA project.

DIESEL Consumption (Gal)			
Country	2020	2021	Variation
Colombia	1.001.355	3.236.248	+ 223,2%
Peru	64.203	67.729	+ 5,5%



In 2021, Colombia had a considerable increase in diesel consumption due to the use of 161 more vehicles than the previous year. The same occurred in Peru due to the use of 70 more vehicles.



Consumo de gasolina (Gal)			Variation
Variation	2020	2021	
Colombia	8.030	165.092	+ 1955,94%
Peru	9.430	1.156	- 87,74%

Likewise, in 2021 Colombia had an increment of the work orders in its projects. More machinery was used, and therefore, fuel consumption increased. Consequently, there was a significant increase in fuel consumption.



## Direct Greenhouse gases emissions - GHG

[305-1]

We monitored the GHG emissions generated in our operations in Colombia and Peru projects. They come from the following activities:

- Diesel and Gas consumption
- Refrigerant Gases ( conditioner air R134 and R22)
- Fire extinguisher discharge (BC and CO2 type)
- Final disposal of hazardous waste (material impregnated with hydrocarbons)
- Grease, acetylene and lubricants consumption



GHG Emissions (Ton CO2 eq)		
	2020	2021
Colombia	99.653	92.150
Peru	1.907	1.571

Diesel consumption increased in Colombia in 2021. However, CO2 emissions decreased significantly because electrical power consumption was reduced by 178,129 kWh compared to 2020. On the other hand, despite the increase in diesel consumption during 2021 in Peru, there was also a decrease in emissions, thanks to the completion of some projects. Therefore, there was low fuel consumption.

[305-5] Thanks to our initiative to reduce emissions by using four trucks with an electric motor we evidenced an 88% reduction in CO2 eq emissions to the environment per vehicle, represented in 38.8 Ton CO2 eq per year (CO2, CO, NOX).



## Water resource

[303-5]

We are committed to using water efficiently during operations. For this reason, we ensure that each project is free of waste and contamination of water sources.

In Colombia, the project that demands the highest amount of this resource is CENIT since it requires services such as attention and control of emergencies due to oil pipeline explosions; cleanups of contaminated areas; and closure of environmental liabilities. In Peru, it corresponds to the COGA project, which has a wide geographical extension and requires large consumption from water bodies and the public network.



Water consumption (m3)*		
	2020	2021
Colombia	4.152	7.803
Peru	557,5	13.334

\* In most operations from Colombia and Peru, the client supplies the resource. It is important to clarify that we are responsible for the efficient and adequate consumption of water resources only for the projects presented above.

Along this line of thinking, Colombia had a consumption increase of their water resource in 2021 due to the increment of the work order in the CENIT project, as it requires a considerable amount of water to assist emergencies and to perform maintenances. Likewise, Peru had an increment due to the administrative office's increase in the COGA project.

In our operations in Colombia, wastewater is generated due to the use of portable toilets, which are available to our employees in the execution of each contract. In 2021, this waste was only generated in the CENIT project, because of the rental and use of portable sanitary batteries in maintenance work on oil pipelines and multi-purpose pipelines.

According to the above, we guarantee the proper management of this waste, by ensuring proper administration and disposal, developed through authorized third parties.

**38.93 m3 of wastewater**

**94.74% more than the previous year in the same project, due to the demand in the rental of portable units, associated with the work orders increase.**

## Waste Generation

[306-1][306-2][306-4][307-1]

There are different types of waste produced by our activities. Depending on its nature, waste is handled differently to avoid possible impacts, such as soil contamination, modification of physical-chemical characteristics, and changes in land use.

The types of waste that we generate and dispose of are the following:

- **Hazardous waste:** generated mainly in the operations of oil field facilities, mechanical maintenance, and civil works. There is a production of material impregnated with hydrocarbons, defective and spare parts for equipment, oil containers, light bulbs, and others.
- **Recyclable or usable waste:** we generate cardboard, paper, plastic, and scrap in mechanical, electrical, and instrument maintenance activities, as well as in administrative activities.
- **Ordinary waste:** We generate waste from food containers and packaging and food scraps from the food provided to employees in each operation.



Type of waste	Colombia		Peru		Waste disposal method
	2020	2021	2020	2021	
<b>Hazardous (Ton)</b>	29	33	-	0,58	Incineration
<b>Recyclables (Ton)</b>	8	16	*	0,05	Utilization
<b>Ordinary (Ton)</b>	6	7	-	0,92	Sanitary landfill
<b>Total (Ton)</b>	43	56	-	1,6	

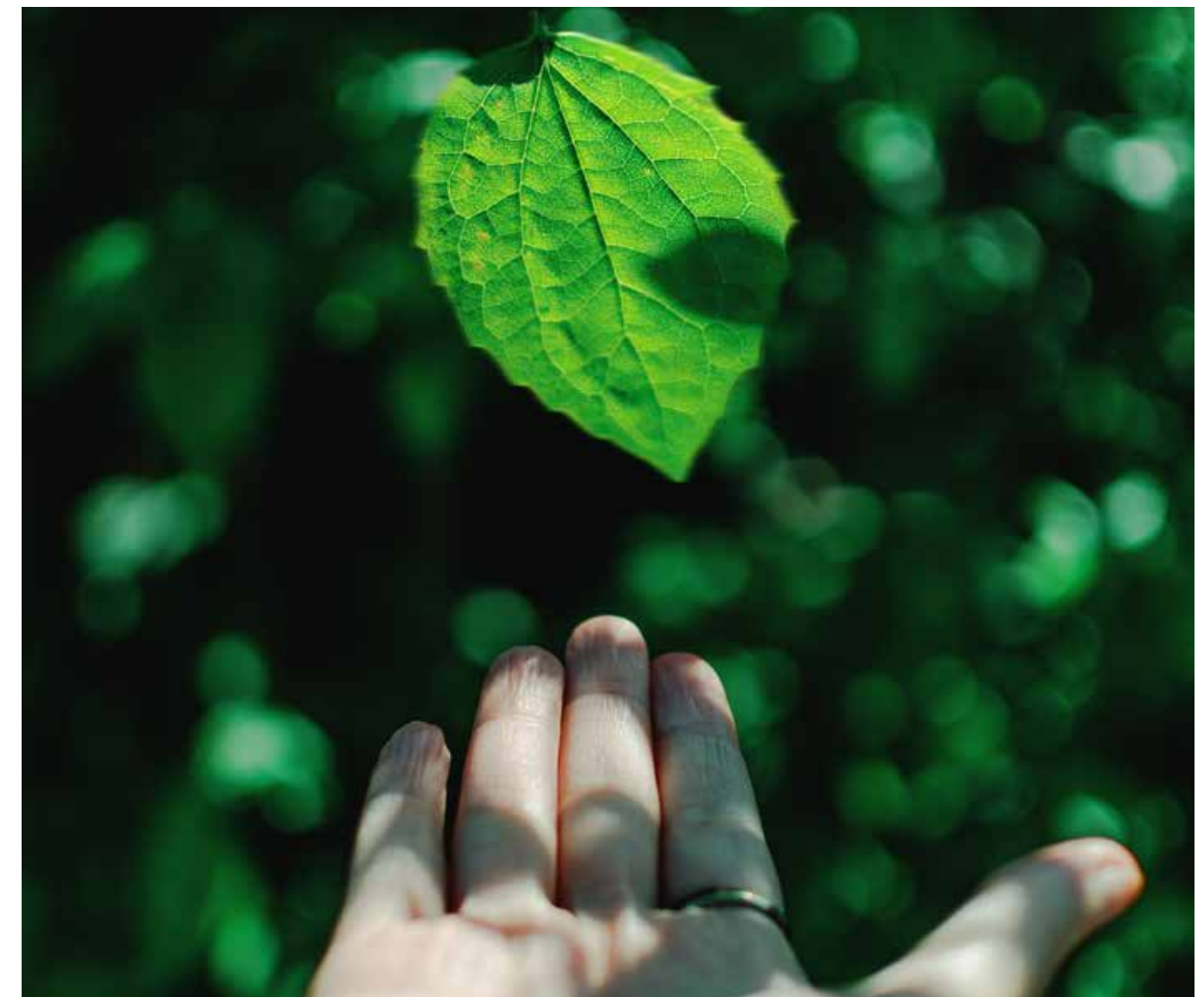
*\*In 2020, we suspended recycling activities to prevent the spread of Covid-19. However, in 2021 we found safe alternatives to perform these activities.*

Colombia generates a large amount of hazardous waste since we have two projects that require internal combustion engines, and in their maintenance process, we generate large amounts of used oil and material impregnated with hydrocarbons, among other waste. On the other hand, in all of Stork Peru's operations, our clients are in charge of the final disposal of hazardous waste generation.

Currently, Colombia and Peru have not had significant impacts on the environment because of our operations.

*In Colombia, as part of our hazardous waste management policy and in compliance with Decree 4741 of 2005, we transport this waste through suppliers authorized by local environmental authorities.*

*The company has not received any environmental requirements or penalties from the authorities of each country.*



## Challenges and trends

We will work every day to add value to the environment through the fulfillment of the goals that we have set as a company:

1. Structure and perform a Strategic Plan in the medium and long term to evaluate the feasibility of offsetting GHG emissions from the energy consumption of our operating projects.
2. Continue building the challenging path Stork has today: Be carbon neutral by 2050, that is, ZERO GHG emissions in our operations, through an offsetting process, reduction, and decarbonization alternatives.
3. Ensure environmental legal compliance that allows Stork to remain a responsible and environmentally sustainable company.

# Colombia

## GHG Offset:

This 2021, we are committed to offsetting 13,629 tons of CO2 equivalent during the next three (3) years, by purchasing carbon offsets associated with forestry crops in Colombia. It demonstrates that today, our company is recognized within the carbon offsets transaction platforms globally.

The offset distribution was made as follows:

- 52 tons of CO2 Equivalent produced in our offices in Bogotá and Neiva in 2019.
- 234 tons of CO2 Equivalent produced in the Cusiana-Cupiagua-Floreña projects in 2020.
- 28 tons of CO2 Equivalent ECO VRC 2021. For a total of 13343 ECP VRC emissions that we project to have in 2022,2023, and 2024

In addition, we performed awareness activities with our employees, aligned to the contribution to the UN Sustainable Development Goals, which aim to build a more prosperous and fair world for future generations. Among the activities performed, we highlight the following:

- Awareness through training and activities
- Incentives delivery to participants
- Garbage points for recycling



In addition, we performed a recycling campaign to find a second use for different elements that are discarded every day in our operation:

Finally, we made a simulation activity with the participation of our 70 employees, installing and operating a power and skimmer unit, and assembling barriers for the water deployment.

# Peru

We are committed to the care and protection of the environment; therefore, we reaffirm our commitment by commemorating June 5 as World Environment Day through a campaign directed at all the employees and contractors that are part of the Maintenance Service of the STD in Peru.



## Success Cases and Initiatives

# Chapter 5

## GRI Indicator



**STORK**

*A Fluor Company*

Statement	GRI Standard   Own Indicator	Content / Reference in this report	Additional information and omissions
<b>General Disclosures</b>			
<b>1 Organizational profile</b>			
Name of the organization	GRI 102-1	Stork	***Mecánicos Asociados SAS *Stork Peru Sac *Stork Technical Services Holding B.V Colombia branch office"
Activities, rands, products and services	GRI 102-2	Who we are	-
Location of headquarters	GRI 102-3	Carrera 7 # 156 – 10 floor 25. Bogota, Colombia" "Avenida Juan de Arona 151, office 705 San Isidro Lima, Peru"	-
Location of operations	GRI 102-4	Who we are	-
Ownership and legal form	GRI 102-5	"Mecánicos Asociados S.A.S is a simplified stock corporation (SAS). Stork Technical Services Holding B.V Colombia branch, is a branch of a foreign company"	-
Markets served	GRI 102-6	-	This information can be found in our 2020 sustainability report. Page 22
Scale of the organization	GRI 102-7	You, our purpose	-
Information on employees and other workers	GRI 102-8	You, our purpose	-
Supply chain	GRI 102-9	-	This information can be found in our 2020 sustainability report. Page 46
Significant changes to the organization and its supply chain	GRI 102-10	Who we are	-
Precautionary Principle or approach	GRI 102-11	This information can be found throughout the report	-
External initiatives	GRI 102-12	Who we are	-
Membership of associations	GRI 102-13	Who we are	-
<b>2 Strategy</b>			
Statement from senior decision-maker	GRI 102-14	A purpose that moves us	-
Key impacts, risks, and opportunities	GRI 102-15	This information can be found throughout the report	-
<b>3 Ethics and integrity</b>			
Values, principles, standards, and norms of behavior	GRI 102-16	-	This information can be found in our 2020 sustainability report. Page 20
Mechanisms for advice and concerns about ethics	GRI 102-17	-	This information can be found in our 2020 sustainability report. Page 40

<b>4 Governance</b>			
Governance structure	GRI 102-18	Who we are	-
Executive-level responsibility for economic, environmental and social topics	GRI 102-20	A purpose that moves us	-
Processes for consultation between stakeholders and the highest governance body on economic, environmental, and social topics	GRI 102-21	-	This information can be found in our 2020 sustainability report. Page 28
Chair of the highest governance body	GRI 102-23	Taco de Hann	Include this information
Identifying and managing economic, environmental, and social impacts	GRI 102-29	We generate value for our Stakeholders	-
Effectiveness of the organization's risk management processes	GRI 102-30	We generate value for our Stakeholders	-
Highest governance body's role in sustainability reporting	GRI 102-32	-	The highest governance body is in charge of the final review and approval of the sustainability report
<b>5 Stakeholder engagement</b>			
List of stakeholder groups	GRI 102-40	Who we are	-
Collective bargaining agreements	GRI 102-41	You, our purpose	-
Identifying and selecting stakeholders	GRI 102-42	Who we are	-
Approach to stakeholder engagement	GRI 102-43	-	This information can be found in our 2020 sustainability report. Page 28
Key topics and concerns raised	GRI 102-44	-	This information can be found in our 2020 sustainability report. Page 28
<b>6 Reporting practice</b>			
Entities included in the consolidated financial statements	GRI 102-45	We generate value for our Stakeholders	-
Defining report content and topic Boundaries	GRI 102-46	-	This information can be found in our 2020 sustainability report. Page 28
List of material topics	GRI 102-47	Who we are	-
Restatements of information	GRI 102-48	No restatement was made	-
Changes in reporting	GRI 102-49	There were no significant changes	-
Reporting period	GRI 102-50	2021	-
Date of most recent report	GRI 102-51	2020	-
Reporting cycle	GRI 102-52	Annual	-

Contact point for questions regarding the report	GRI 102-53	Corporate Social Responsibility Management RSE leader andrea.gomez@stork.com Communications team comunicaciones.co@stork.com	-	
GRI content index	GRI 102-55	GRI Index		
External assurance	GRI 102-56	This report does not have external assurance		
Material issues	GRI Standard   Own Indicator	Report chapter	Additional information and omissions	
Specific content				
All material issues	GRI 103	Management approach	throughout the report	-
Strategy and economic performance	GRI 201-4	Financial assistance received from government	We generate value for our stakeholders	-
	Own indicator	Income indicator compliance		-
	Own indicator	Income level growth		
Operational excellence	GRI 102-29	Identifying and managing economic, environmental, and social impacts		-
	GRI 102-30	Effectiveness of the organization's risk management processes	We generate value for our stakeholders	-
	Own indicator	RUC audit results		-
	Own indicator	Number of projects evaluated in risk management and analysis		
Culture of ethics, integrity, compliance and anti-corruption	Own indicator	Performed training	We generate value for our stakeholders	-
	Own indicator	Employees influenced		
Environment care and protection	Own indicator	Number of environmental accidents		-
	GRI 302-1	Energy consumption within the organization		-
	GRI 303-5	Water consumption		-
	GRI 306-1	Waste generation and significant waste-related impacts	Committed to the resources of tomorrow	-
	GRI 306-2	Management of significant waste-related impacts		-
	GRI 306-4	Waste disposal		-
	GRI 307-1	Non-compliance with environmental laws and regulations		-
Local employability	Own indicator	% of hired skilled labor that are part of the direct area of influence of the projects	You, our purpose	-

Human Rights	Own indicator	Number of training sessions	We generate value for our stakeholders	-
Local market participation	GRI 414-1	"New suppliers that were screened		-
	GRI 414-2 a)	using social criteria"	We generate value for our stakeholders	-
	GRI 409 -1	"Negative social impacts in the supply chain and actions taken		-
Employees development and growth	GRI 401-1	New employee hires and employee turnover		-
	GRI 401-2	"Benefits provided to full-time employees that are not provided to		-
	GRI 405-2	temporary or part-time employees"	You, our purpose	
	Own indicator	"Ratio of basic salary and remuneration of women		-
	GRI 404-1	to men"		-
	GRI 404-2	Total unionized workers		-
	GRI 404-3	Average hours of training per year per employee		-
Process Safety	Own indicator	Number of management inspections		-
		Number of audits and HSSE inspections	You, our purpose	-
		Number of professionals trained in Process Safety		
Risk Management	Own indicator	Number of safety inspections to vehicles	You, our purpose	-
		Numbers of trained drivers		
Occupational health and safety	GRI 403-1	Occupational health and safety management system		-
	GRI 403-2	Hazard identification, risk assessment and incident investigation		-
	GRI 403-3	Occupational health services		
	GRI 403-5	Worker training on occupational health and safety		-
	GRI 403-6	Promotion of worker health	You, our purpose	-
	GRI 403-9	Work-related injuries		-
	GRI 403-10	Work-related ill health		-
	Own indicator	Coverage in Epidemiological Surveillance Programs		
	Own indicator	HSSE performance		-
	Own indicator	Frequency of serious vehicle accidents		-
Own indicator	Frequency of total vehicle accidents			



Social initiatives, growth and social development	GRI 204-1	Proportion of spending on local suppliers	We generate value for our stakeholders	-
	GRI 413-1	“Percentage of operations with implemented local community engagement, impact assessments, and/or local development programs”		-
	Own indicator	Number of meetings with stakeholders		-
	Own indicator	Number of solidarity actions performed		-
	Own indicator	Number of community leaders graduated from the community leaders Stork training program (Escuela de Gestores Comunitarios Stork)		-
	Own indicator	Number of PCCS received and managed		-
	Own indicator	Number of employees participating in the corporate volunteering program		-
	GRI 203-1	Investments in infrastructure and support services		
Wellness	Own indicator	Number of wellness activities performed	You, our purpose	-
	Own indicator	Number of participants in the wellness activities		-
	Own indicator	Money invested in wellness activities		-
	Own indicator	Number of employees who work from home		-
Climate change actions	GRI 305-1	Direct GHG emissions	Committed to the resources of tomorrow	-
	GRI 305-5	Reduction of GHG emissions		-
		Carbon footprint measurement plan compliance		-
	Own indicator	CO2 emissions reduction and offset strategies		

# SUSTAINABILITY REPORT 2021

Sustainability at **Stork**,  
our **commitment** keeps **growing**

**STORK**

*A Fluor Company*