

isa

Declaration of Commitment on Human Rights





Presentation

ISA's voluntary determination of reaching increasingly higher quality and excellence standards inspired by its values and corporate principles is specifically materialized on the issue of Human Rights.

ISA has progressively adhered to international instruments that protect and promulgate them, aligning its practices and creating instruments of its own, such as policies, guides, guidelines and statements to facilitate their implementation.

This is how this Declaration of Commitment on Human Rights is articulated with a set of mandatory instruments that guide the performance of ISA and its companies.

Human Rights acquired a leading and binding role for all ISA's stakeholders with the institutionalization of the Code of Ethics, since this Code states, among others, that all operations are performed within a framework of respect and promotion of Human Rights.

Declaration

ISA expresses its willingness and commitment to promote among the stakeholders participating in its value chain -employees, suppliers, partners, customers, shareholders, society and State- the incorporation of practices of respect and promotion of Human Rights as well as their non-violation or complicity.

To endorse this commitment, ISA signed in Medellin, on September 29, 2011, the Declaration of Commitment on Human Rights.

For ISA, this declaration is the way to progressively implement the guiding principles of the United Nations "Protect, Respect and Remedy" Human Rights in business.

Whereas

Human Rights are rights inherent to all human beings, without distinction of place of residence, sex, origin, nationality, color, religion, language, or other status.

The States, individually, are the main subjects of the obligation to respect Human Rights in accordance with the international rules governing the matter and, collectively, they are the guarantors of the international regime on Human Rights.

When a company is controlled by the State or when its acts can be attributed for some other reason to the State, a violation of Human Rights by such company may involve a violation of obligations under international law of that State.

There are international institutions that guarantee respect of and compliance with Human Rights such as the European Court of Human Rights, the Inter-American Court of Human Rights, the International Criminal Court -ICC- and rules governing the matter, such as treaties of the UN, the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights.





The responsibility to respect Human Rights has become an international standard of conduct approved by the United Nations Organization, the governments of its member countries, private companies and NGOs.

UN states that today, alongside governments, corporate entities may be considered a source or cause of abuse against Human Rights as well as national or international agents with capacity to promote them.

ISA is a Mixed-Capital Utility Company with a share belonging to the Colombian state.

ISA develops its operations in Latin America and some of its business are carried out in rural and/or isolated areas. In addition, it has a plural supply chain composed of contractor companies of different sizes and business practices.

ISA is aware and responsible for the positive and negative impacts that its business generates in the environment; for this reason, it seeks to achieve international standards of performance and applies the best practices to make its business operation possible, which initiatives contribute to sustainable development of the surroundings where it operates.

ISA is respectful of national laws and international treaties.

ISA and its collaborators have signed the new Code of Ethics and conduct, adopted on the Board of 2018, whereby they declare that they perform all operations within a framework of respect and promotion of Human Rights. ISA and its companies have based their identity on ethical principles grounded on the adoption of honest, coherent, correct and socially responsible conducts that promote the strategic cycles and are a guarantee of responsible value generation for all stakeholders. Also, ISA has adhered in 2005 to the United Nations Global Compact.

It Hereby Declares

ISA respects Human Rights as contained in the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, and the constitutional and legal frameworks of the countries where it operates, including international treaties ratified by each country.

This means that it refrains from violating Human Rights and it will be liable for the negative consequences generated by the infringement of Human Rights in which it has direct participation.

ISA promotes and respects Human Rights

Based on its Social Policy, ISA is responsible for "promoting and respecting the Human Rights disclosed in the Universal Declaration", therefore:

- It ensures that people from the Organization is aware of Human Rights and oversees their respect in the development of business activities.
 - It develops positive actions in promoting Human Rights in its supply chain in order that the Organization is not accomplice in the violation of Human Rights.
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- It does not support child labor, forced labor or labor performed by coercion, and through its management in the sustainability strategy, it promotes actions that contribute avoiding the same.
 - It recognizes a dignified and timely compensation to employees for their work; it will never pay wages below the legal minimum salary in force in the country of operation, and promotes this practice in its supply chain. It respects the right of workers to be represented by unions or other forms of labor association, which are considered legitimate representatives of workers, and participate in negotiations within the framework of the law.
 - It applies the OHSAS 18001 standards as a tool for management of appropriate measures to ensure the health and safety of its employees in work activities, and ensures that its suppliers act accordingly under the framework of their responsibilities.
 - It promotes gender equality in its activities.
 - It procures the understanding of the culture, religion, rules and values of ethnic groups; thus, during the stage of design, construction and operation of projects, it addresses inquiries and provides information on the impacts and management measures through meetings with these groups, with the aim of building a positive and mutually beneficial relationship.
 - It promotes fair treatment regarding access to employment and proper working conditions. It does not tolerate any discriminatory treatment by condition of sex, race, color, nationality, social origin, age, marital status, sexual orientation, ideology, political opinions, religion or any other personal, physical or social condition of its employees.

ISA implements and promotes due diligence

The due diligence process involves the assessment of the context of Human Rights before starting a new business or investment; provided it is feasible, it should identify those potentially affected, classify rules and other relevant aspects about Human Rights and measure the consequences of the project, work or activity and the corresponding business relationship that may arise on Human Rights of the communities under assessment.

ISA carries out due diligence processes in the contracting companies and in the mergers or acquisitions processes of other companies.

ISA rejects that any of its stakeholders may directly perform, or act as accomplice of, practices that violate Human Rights; also, it rejects any form of payment intended to finance out-of-law armed groups, and rejects any form of contribution to terrorism or money laundering.

ISA expects that the Company, its suppliers or partners do not offer, promise, provide or request, directly or indirectly, any unlawful payments or other improper advantages to develop actions concerning the business in each area.

ISA, in each business, must directly implement risk management measures and ensure that its suppliers and partners act accordingly.





Regarding security and Human Rights

ISA accepts that the protection and defense of the business infrastructure and resources are the responsibility of the State security agencies.

In such cases where the activities are affected by the nature of the conflict or the security of the territory, and the development of security arrangements with State agencies is required, they must be transparent and public.

Regarding security and Human Rights, ISA will refer to good practices contained in the "voluntary principles on Security and Human Rights."

ISA checks and monitors

ISA will carry out the verification and monitoring on compliance with Human Rights based on the management of the Ethics Line and it will keep an indicator of addressed complaints, which will be reported quarterly to the Ethics Committee.

ISA will carry out the verification and monitoring of its commitments based on the management of the Ethics Line and it will keep a quarterly indicator on the attendance of events reported.

ISA will be accountable for its management on Human Rights in the sustainability report prepared every year and in its progress report prepared to the United Nations Global Compact.





References

Report of the Special Representative of the Secretary-General for Human Rights and transnational corporations and other business enterprises, John Ruggie.

At http://www.indepaz.org.co/index.php?option=com_content&view=article&id=648:informe-del-representante-especial-del-secretario-general-para-lacuestion-de-los-derechos-humanos-y-las-empresas-transnacionales-y-otrasempresas-john-ruggie&catid=47:empresas-y-derechos-humanos&Itemid=90.

Global Compact Tools.

At http://www.unglobalcompact.org/Issues/human_rights/Tools_and_Guidance_Materials.html

Cases of application for each right or topics.

At <http://human-rights.unglobalcompact.org/dilemmas/>

How to make a corporate policy on Human Rights.

At

http://www.unglobalcompact.org/docs/issues_doc/human_rights/Resources/HR_Policy_Guide.pdf

Due diligence

OECD Guidelines for Multinational Enterprises.

At <http://www.comercio.mityc.es/es-ES/PDF/legislacion/TextoDIRECTRICES.Pdf>

Integrating Human Rights in Business Practice. Attached publication from the Office of the United Nations Global Compact and the Office of the UN High Commissioner for Human Rights.

Voluntary Principles on Security and Human Rights

At http://voluntaryprinciples.org/files/principios_voluntarios_espanol.pdf

Code of Ethics of ISA

At <http://www.isa.co/en/press/Documents/our-company/ethics-code.pdf>

Good Governance Code

At <http://www.isa.co/en/press/Documents/our-company/good-governance-code.pdf>

Social Policy

At <http://www.isa.co/es/sala-de-prensa/Documents/nuestra-compania/politicas/social.pdf>

Commitments to the stakeholder Society

At <http://www.isa.co/en/corporate-social-responsability/Pages/our-stakeholders.aspx>

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