

Annual and
Sustainability
Report **2013**



AT PACIFIC, we implement operational policies and practices
that make us more **COMPETITIVE**



while we

IMPROVE

ECONOMIC, SOCIAL AND ENVIRONMENTAL

conditions in the communities where we operate





The background features several concentric circles in various shades of gray, some solid and some dashed. On the right side, there is a bright green sphere with a dark green shadow cast below it. The overall aesthetic is modern and minimalist.

**this is SHARED
VALUE**



about this REPORT



5th Annual
and Sustainability
Report **2013**

The value
that unites us



This is the fifth Sustainability Report of Pacific. It covers the Company's economic, environmental, and social performance during 2013, and includes information on the operations undertaken in the past year in Colombia, Peru and Canada by the following business¹ units:

Pacific Stratus Colombia Energy Corp.

Pacific Stratus Energy S.A.

Meta Petroleum Corp.

PetroMagdalena

C&C Energy

GRI G4.17
Material
Aspects and
Boundaries

In this report, we have included the financial and operational information sought by our shareholders as well as other stakeholders, and we have also included the progress we have made on our seven sustainability commitments established as of 2009. The information included in this report is the result of ongoing engagement with our internal and external stakeholders, and it is focused on the most relevant matters to our corporate strategy and surroundings.

In order to measure our progress with respect to our material objectives from 2013, we have included indicators that make it possible to measure our performance. These indicators also help identify opportunities for improvement and innovation. Likewise, in this report we include the challenges and objectives that we have set for ourselves going forward for each one of the seven sustainability commitments. This is done in order to share with our stakeholders our direction and strategy for the future and the journey we wish to embark on.

This report is based on the guidelines of the G4 Global Reporting Initiative and complies with the “in accordance” comprehensive option. It also includes our progress with respect to the implementation of the 10 principles of the Global Compact within our organization. The information included in this report has been externally audited by the firm Deloitte & Touche Ltda. and has the “Materiality Matters” check granted by the GRI.

For further information about our Company please consult our website:
<http://www.pacificrubiales.com/>

If you have any questions and/or find inconsistencies in the English, Spanish, or Portuguese versions of this report, please refer to the Spanish, which is designated as the official version.

The figures presented in this report are in millions of US dollars.

¹ Pacific acquired 100% of Petrominerales in December 2013; therefore, its operations within the framework of our commitments will be included in the 2014 report.



your opinions
ARE WELCOME

For Pacific, the opinions of our readers and stakeholders are essential to the improvement of our operations, communications, innovation and the achievement of Sustainability and Shared Value every day. We invite you to send us your comments, suggestions, and ideas related to the matters presented in this report to the following email address:

sustainability@pacificrubiales.com.co





CONTENTS

1 Letter from our CEO	13
2 Letter from our President	21
3 Letter from our Vice President of Corporate Affairs and Sustainability	27
4 About Pacific	33
¿Where Do We Operate?	34
¿Who Are We?	38
Pacific in Numbers	39
¿What Do We Do?	42
Corporate Governance	46
5 Our Strategy	50
¿What Did We Focus on in 2013?	54
Stakeholder Engagement	60
6 Awards and Highlights 2013	64
7 Our Sustainability Commitments	72
8 Glossary of Abbreviations	200
9 Table GRI G4 and Global Compact	206
10 External Audit by Deloitte & Touche Ltda	264

We operate with excellence 74

- Success in Our Operation 76
- Profitability 82
- Transparency with the market 85
- Occupational Health and Industrial Safety 85
- Quality in the Product and Efficiency 100
- Infrastructure 101

We act consistently and transparently 104

- Business Ethics and Compliance 106
- Anti-Corruption 107
- Internal Audits and Control 108
- Risk Management 109
- Transparency in Royalties 110

We work in harmony with the environment 112

- Biodiversity 114
- Comprehensive Water Management 124
- Waste Management 130
- Energy Management 132
- Incident Prevention and Remediation 136

We contribute to the sustainable development of communities 138

- Institutional Strengthening 140
- Education 142
- Competitiveness 145
- Solidarity Investments 148

We respect and promote human rights in our operations 152

- Right of Association 156
- Eradication of Child and Forced Labour 159
- Security and Human Rights 161
- Economic, Social, And Cultural Rights of Communities 162
- Gender Equality 165

We have the best talent 170

- Selection and Retention of Talent 172
- Total Compensation Systems 173
- Organizational Learning 173
- Comprehensive Development of Our People 174
- Strengthening Pacific Culture 176

We strengthen sustainability in our supply chain 184

- Supplier Management and Development 186
- Purchases of Local Goods and Services 192



Letter from our

CEO

We want to share with you that we expect our company to continue to grow to new heights. We know that the challenges are many and that the path will be demanding, but it will help us appreciate our accomplishments even more.

Ronald Pantin – CEO – Pacific

Welcome to our

Annual and Sustainability Report 2013

Year after year, Pacific has demonstrated that it is an organization capable of remarkable results, thanks to its knowledge of the oil and gas business and its substantial operational success. Under the Shared Value motto, we have confronted the challenges associated with access to new assets, the sizable demands in developing countries, the political and environmental risks that present challenges to operations and the obligations that we have voluntarily acquired to maintain operational and environmental excellence. Taking these factors into account translates into a sustainable operation and the ability to generate economic value that is tied to a holistic improvement of our surroundings.

Based on our commitment to Shared Value, we know that it is necessary that the Company continue to be an entity that generates revenue and employment, and that during the journey of finding new ways of doing business it must also find an opportunity to give back to its surroundings. We are proud to say that during 2013 we had solid financial results; we launched our Company to new heights, closed chapters, and continued to write those that will carry on our legacy.

IMPORTANT Results in 2013

In 2013, the Company generated **\$4.6 billion²** of revenue from sales of crude oil and natural gas, **19%** more than 2012. Similarly, the aggregate volume of crude and natural gas was **49.1 MMboe** compared with **39.8 MMboe** in 2012. Overall, this resulted in a **32%** increase in net production, which reached **129,386 boe/d.**

Our Milestones

- 0** Fatalities
- 0** significant environmental incidents
- 130** million dollars in savings due to water optimization

² Financial information reported in United States dollars.





Additionally, we delivered solid operating and financial results, with production and sales volumes and all cash flow indicators reaching record levels. EBITDA reached US\$2.5 billion, which represented an **increase of 27% compared to US\$2 billion in 2012.**

Cash Flow (funds flow from operations) for the year was US\$1.9 billion, an increase of 38% compared to 2012. These results were all possible despite being part of a volatile ICE Brent-WTI NYMEX market. Additionally, the Company was able to significantly reduce operating costs, reaching a combined netback of US\$60.77/boe versus US\$60.20/boe in 2012.³ These reductions added to our net profits for 2013, which totalled US\$378 million, influenced by the fluctuations of the COP/US\$ exchange rate, acquisitions and financial costs, among others.

The 19.4% reserves increment, attained by the addition of more than 100 MMboe to our net 2P reserves, resulted in a reserves replacement of 311%. This is a substantial result underpinned by exploration discoveries and the acquisition of Petrominerales Ltd. by the Company in 2013. Thus, Pacific continues to increase its Proven and Probable reserves in conjunction with production.

EXPENSES AND CAPITAL Savings

Capital expenditures rose to US\$2.4 billion, excluding US\$1.3 billion corresponding to strategic acquisitions such as Petrominerales and other farm-in agreements. A total of US\$644 million was invested in the extension and construction of production infrastructure; US\$404 million in exploration activities (including drilling, seismic, geophysical and other activities) in Colombia, Peru,

³ Our netback increased because of a reduction in our operational costs.

Brazil, Guatemala, Belize and Guyana; US\$27 million in first facilities and others; US\$629 million in development drilling and US\$173 million in other projects, including the Company's STAR pilot project in Quifa SW.

Although these expenditures represent strategic matters for the Company, we have also kept in mind the importance of generating savings in the operation. In the last two years the Company has built an important light crude business, mainly in Colombia and through acquisitions, at a cost of less than US\$30/bbl for net 2P reserves. These barrels will be used as a secure and strategic supply of diluent for the Company's growing production of heavy crude at an estimated cost of 30% to 40% below the cost of the imported distillate that was used before. The Company's net production of light crude in 2013 is estimated at 6.5 MMbbl.

PACIFIC beyond the RUBIALES FIELD (COLOMBIA)

The Company has been extremely successful in its effort to diversify reserves, which is why the Rubiales field, which **accounted for 60% of the Company's 2P reserves base in 2008, now accounts for less than 11%** of a substantially larger total reserves base.

Pacific continues to grow through its CPE-6 and Rio Ariari fields (Meta, Colombia), which have immense projections. We are certain that we are going to meet market and stakeholder expectations with these fields and that we will continue to expand as is innate for our company. These two blocks are expected to provide new production volumes starting in 2014 and increase to an aggregate level equalling current net production in the Rubiales Field within a three-year period.

Furthermore, we will continue to generate new markets for our production on a national and international level. During 2013, we sold 45% of that production in Europe and the U.S., and continued to venture into the Chinese and Indian markets.

NEW Discoveries in COLOMBIA, BRAZIL AND PERU

During 2013, exploration and drilling campaigns resulted in new discoveries in the CPE-6, Quifa, Cravoviejo, Cachicamo, Casanare Este and Casimena blocks in Colombia. Furthermore, Pacific consolidated itself as the most active company in Peru with the acquisition of 53% of the seismic and 35% of the ongoing drilling in the country. The Company also made a discovery in the Los Angeles in Block 131 onshore in Peru.

In Peru, the Company increased its production by 25%, obtaining 73.02 MMboe of net 2P reserves, composed of 45.41 MMbbl and 156.72 Bcf. Additionally, Pacific made discoveries in Kangaroo and Bilby in the offshore Karoon blocks in the Santos Basin in Brazil. These discoveries contributed to the Company's high success rate, which is currently at 68% with 34 exploration wells drilled, including stratigraphic and appraisal.

ASSETS AND INITIATIVES that Keep Us in the Lead

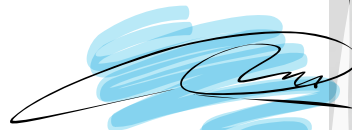
During 2013, the Company's STAR technology demonstrated at least a doubling of the primary recovery factor (15%-30%) in the Quifa SW pilot project. In addition to the use of STAR technology, the Company was able to reduce the accumulated water cut in the pilot project by approximately 40%.

During the fourth quarter of 2013, the first shipment of Vasconia from the Bicentenario oil pipeline was loaded at the Coveñas terminal, and in December, the first phase of the gas pipeline that joins Araguaney and Bandia achieved mechanical termination. Regarding the projection of small-scale Liquefied Natural Gas, the Company and GAZPROM executed a Heads of Agreement for the negotiation of a five-year agreement to sell approximately 0.5 million tons per year of liquefied natural gas starting in the second quarter of 2015.

Finally, we want to share with you that we expect our company to continue to grow to new heights. We know that the challenges are many and that the path will be demanding, but it will help us appreciate our accomplishments even more.

We thank you for the trust you give our company and your willingness to continue to grow with us.

Enjoy your reading.



Ronald Pantin
CEO - Pacific



CPE6





Pacific continues to grow through its CPE-6 and Rio Ariari fields (Meta, Colombia), which have immense projections. We are certain that we are going to meet market and stakeholder expectations with these fields and that we will continue to expand as is innate for our company.

Ronald Pantin – CEO Pacific

Letter from our

PRESIDENT



Reaching the top of the mountain brings with it the satisfaction of reflecting on the road travelled. Looking down from the peak allows one to recollect the trials and tribulations, the challenges and the victories.



José Francisco Arata
PRESIDENT - Pacific



Scaling New Heights

Reaching the top of the mountain brings with it the satisfaction of reflecting on the road travelled. Looking down from the peak allows one to recollect the trials and tribulations, the challenges and the victories. This invokes an overwhelming feeling of pride for having achieved a seemingly impossible goal, for not having given up in the face of rigorous challenges, and it inspires tremendous excitement for what is to come. That is Pacific's journey. We are a company that has ascended together with many partners, we have tested the capability of our team to work hand in hand with the surroundings, and we have come out victorious, knowing that in the mountains we are all one.

In the past 6 years, we have conquered many peaks and are still determined to take on new challenges, driven by a discipline that helps us manage the risks associated with uncharted paths. The fact that we have focused on building trustworthy relationships that have contributed to our commitment to excellence and innovation in everything we do will help us fulfill the expectations of our stakeholders and ourselves.

In 2013, we climbed with the Shared Value flag in hand, a new resolution for our Company. This concept allowed us to act as a bridge between our surroundings and the problems afflicting them and supported their solution through the capabilities, resources and expertise of our company. We want to leave a legacy beyond our resources and therefore, in alliance with our stakeholders, we aim to promote an educated, healthy, and egalitarian society in constant economic growth.

We will leave the Shared Value flag on each one of the peaks that we climb from now on, assuming with great pride the responsibility that comes with being considered one of the fastest growing companies in the world. According to Platts,⁴ we are at position #152 among companies in the energy industry with the greatest impact in the world, and within exploration and production companies of the Western world, we are at position #10.

⁴ Platts is a division of global company McGraw-Hill. This division is the guiding company of the financial market of futures and option of derivatives, which are traded in the markets of origin of the energy products throughout the world.



BUSINESS AND SOCIETY: A Look at the International Panorama

The pressing needs of the modern world demand important changes, and what happens here and now will change the direction of history. As an energy-producing company, we have a great opportunity to contribute to the solution of these social and environmental problems that affect us all.

The discovery of oil and gas as energy generators is one of the great success stories of humanity. But for it to have greater impact on development processes, equality of access must be guaranteed. Developing countries and emerging markets are supporting the majority of the global population and have high expectations for strengthening their nations through the delivery of widespread education and health, as well as a fortified economy. These goals are dependent on a constant flow of energy; this is why industry is considered more viable in these countries than ever and why Pacific has projections in several of them.

As a company, we want to be able to help write a great history of success for humanity, based on the integration of a social sense that is transcendental to what we do. To achieve this, we conduct ourselves based on the tenets of our Sustainability Model and our Shared Values, understanding that without considering this social responsibility, it is impossible for our economic success to be sustainable over time. Today, economic and sustainability indicators are intimately connected, and they have taken on so much importance for investors that we decided to present our progress in a joint report.

HOW Are We Achieving Our Goals?

At Pacific, we have designed mechanisms for our employees and those involved in our operations to learn to recognize opportunities for Shared Value and obtain the tools to execute solutions. As President of this company, I want my people to share the excitement of leaving a legacy and of contributing to the differentiation of the Company within the industry through the cultivation of its values. I want them to feel that in coming to work, they are growing as human beings and contributing to an equitable and conscious development of the environment.

We believe that the best Shared Value solutions are those that start with an operating problem and materialize through the solution of a need found within our surroundings. Under this premise,

we focus on promoting innovative ideas. In 2013, we were recognized on several occasions for the "Agrocascada" project, a business model that revolutionized how the industry disposes of its wastewater. At the beginning of this year, we received the innovation prize for this project from the multinational organization, Accenture.⁵

In a similar vein, through initiatives such as the development of local suppliers, we have given life to the local and national content policies that we promote, ensuring allies that prosper alongside our Company. The ISO 50001 certification for energy efficiency that we obtained in 2013 is another of these good practices that we have been promoting, and we are the first oil and gas company in Latin America to obtain it.

We constantly talk about going one step further than other players, and once again, we have. For the third consecutive year we were selected to be part of the STOXX® Global Environmental, Social, and Corporate Governance Leaders Index. We also joined the North America Dow Jones Sustainability Index and were recognized by RobecoSAM as one of the most sustainable companies in the world in the Oil and Gas Industry in the Sustainability Yearbook 2014.⁶

Today, Pacific is within the Top 15% of companies in the sector, with the best performance in economic, environmental, social, and corporate governance indicators. During 2013, we obtained the highest score in health and safety in the entire oil and gas industry worldwide, reaffirming our commitment to guarantee the integrity of our people. We also had notable performance in areas such as social impact on communities, commitment to our interest groups, corporate governance, risk management, compliance, anti-corruption, and environmental practices.

In line with our pledge to uphold the highest practices, we renewed our commitment to the Extractive Industry Transparency Initiative ("EITI"), and Colombia's adherence thereto, because we firmly believe in the power of royalties and taxes to positively impact surroundings. We continued to be committed to embodying the principles of the Global Compact, the Local Network of the Global Compact in Colombia, and the Regional Centre Supporting Latin America and the Caribbean. In 2013, we initiated several projects related to labour inclusion and gender equity, effectively applying principles 4 and 6.

⁵ To find out more details about the work of this organization, please see the following link: <http://www.accenture.com/co-es/company/Pages/index.aspx>

⁶ This is determined by the score obtained by companies on the DJSI questionnaire known as the Corporate Sustainability Assessment ("CSA").

We are one of the first companies to sign the Global Compact's Business for Peace Initiative, through which we are committed to implementing responsible business practices that are aligned with the Global Compact principles in conflict-affected and high-risk areas. We have focused our commitment on practices that contribute to the economic advancement of former combatants. This leads to the complementary responsibility of firmly committing ourselves to developing our business in equitable and peaceful surroundings, particularly in the aftermath of the conflict in Colombia.

The Peaks to Climb...

At Pacific we want to promote a fair, modern, and safe society, ensuring space for economic growth, the closure of the labour gap, and the promotion of transformative businesses in all our countries of operation. We hope to find allies in these processes who will help us to continue changing lives and climbing mountains so we can leave behind a worthy legacy.

With this in mind, we are working to strengthen our local suppliers program, to replicate the "Agrocascada" project experience and to continue identifying new opportunities for Shared Value together with our stakeholders. In addition, we will continue improving management and innovation in social, environmental, and corporate governance matters that bring us closer to the highest international standards.





Mont Elbrus, Russia 2013.

Welcome to our fifth sustainability report. We hope that it facilitates an understanding of our company, the progress that we achieved in 2013, and the **continuing challenges along the path that lies before us.**

José Francisco Arata
PRESIDENT- Pacific



Letter from our

VICE PRESIDENT

OF CORPORATE AFFAIRS AND SUSTAINABILITY



I invite you to learn about Pacific's evolution and efforts to deliver a barrel tied to a legacy. Through this motto we have set out to be great energy producers and to have an impact with an influence that lasts longer than the resources we produce.



Federico Restrepo

VICE PRESIDENT of Corporate Affairs and Sustainability
Pacific

Leaving a Legacy in **COLOMBIA** Our Strategy

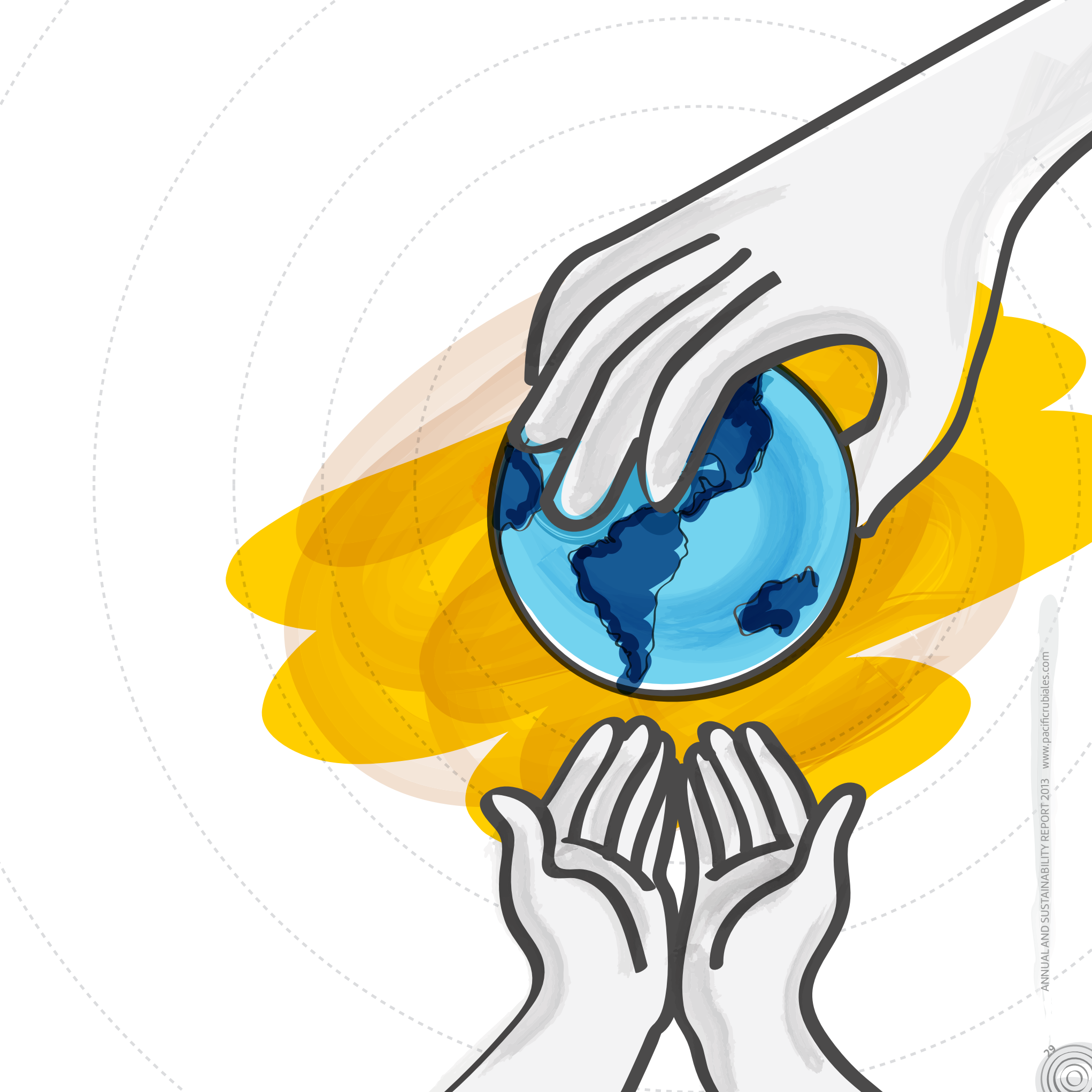
In today's world, company profits should go together with social progress and the sustainable development of the surroundings. That is why at Pacific, every day, we focus our efforts on guaranteeing performance with a superior purpose that breaks with the traditional notions of doing business.

Colombia is experiencing a new age of development thanks to the discovery of significant oil reserves and the fact that foreign businesses increasingly trust its growth prospects. It is a time of convergence for the interests of the industry and society, as this financial boom coincides with the efforts of the country to recover from the armed conflict and start on a path that may be strengthened by the presence of private companies.

As an oil and gas company operating in areas where institutions are weak and there are complex social situations, we have a great opportunity to promote responsible and inclusive business practices. We know that to attain more social cohesion, we need to promote inclusive economies reaching the foundations of the social pyramid, alternative development paths for the members of the conflict who want to return to society, and above all, opportunities for women as key players in the developmental process.

This year, at the direction of our Gender Committee, we initiated a corporate volunteering program aimed at supporting mothers who are chief of household and living in extreme poverty, many of them victims of violence and internal displacement. As a commitment to empower women within our areas of influence, we designed a process to train women on the basic skills necessary to build small businesses, and consequently gave them an endowment to start those businesses and have a stable source of income for their families. We are looking to replicate this model in years to come, helping vulnerable populations everywhere to thrive.





PIONEERS OF SHARED VALUE: Development-tied Production

At Pacific, we promote a legacy based on the premise of development with a purpose. As a young company, we have an opportunity to reassess our role in society and give the private sector and the industry new legitimacy. We are sure that our company and our employees can be a catalyst for permanent and sustainable solutions for the social and environmental challenges of our time, while we simultaneously increase the profitability and feasibility of our business.

Through the Shared Value model, we have looked for actions and projects that foster innovation and promote a competitive edge for the business. We understand oil as a transformative tool whereby we can support transference of knowledge in various processes, leaving a more educated population in our areas of influence.

Colombia has seen us grow and has continued to believe in us, accompanying us in the achievement of great challenges. Today, the energy locomotive continues to move along steadily, exceeding a million barrels of national output a day. At Pacific we are responsible for about 35% of that production, increasing our indicators year-to-year and investing ever-greater amounts in our surroundings.

That growth in production has translated into some significant achievements in terms of our contribution to economic activity in Colombia. The country's average production for January 2013 was 1,011,992 bbl/d⁷, which represented 65% of the country's exports⁸, and sits above the development of industries such as manufacturing, agriculture, and food and beverages, among others. Additionally, oil activity contributed 5.58% to the GDP⁹ and represented 37% of US\$11.8 billion in foreign direct investment.¹⁰

All of our economic progress and our contribution to Colombia's strengthening as a regional power is null and void if we fail to consider the seven sustainability commitments that have been governing our actions for years. We are fortunate in that our presence in Colombia coincides with a historical moment when the Colombian people are advocating peace, forgiveness, and reconciliation. We are confident that the challenge of maintaining peace and dealing with the aftermath of the conflict will help us appreciate the value of conducting business in a peaceful society. This experience will serve as an example for all the countries where we operate which, even if they are different in context, long for a fair and productive society, like all people.

With this in mind, I invite you to learn about Pacific's evolution and efforts to deliver a 'barrel tied to a legacy.' Through this motto we have set out to be great energy producers and to have an impact with an influence that lasts longer than the resources we produce. Accomplishing sustainable projects based on the purpose of generating Shared Value in our areas of influence means fulfilling our dream of leaving a sustainable and positive legacy both in Colombia and in our other countries of operations.

Enjoy your reading.

⁷ Ministry of Mines and Energy.

⁸ DANE, November 2012, Fuels and products.

⁹ Ibid.

¹⁰ Banco de la República, at September 2012.



At Pacific, we promote a legacy based on the premise of development with a purpose. As a young company, we have an opportunity to reassess our role in society and give the private sector and the industry new legitimacy.

A handwritten signature in black ink, appearing to read 'F. Restrepo', is positioned over a light blue brushstroke background.

Federico Restrepo

VICE PRESIDENT of Corporate Affairs and Sustainability
Pacific

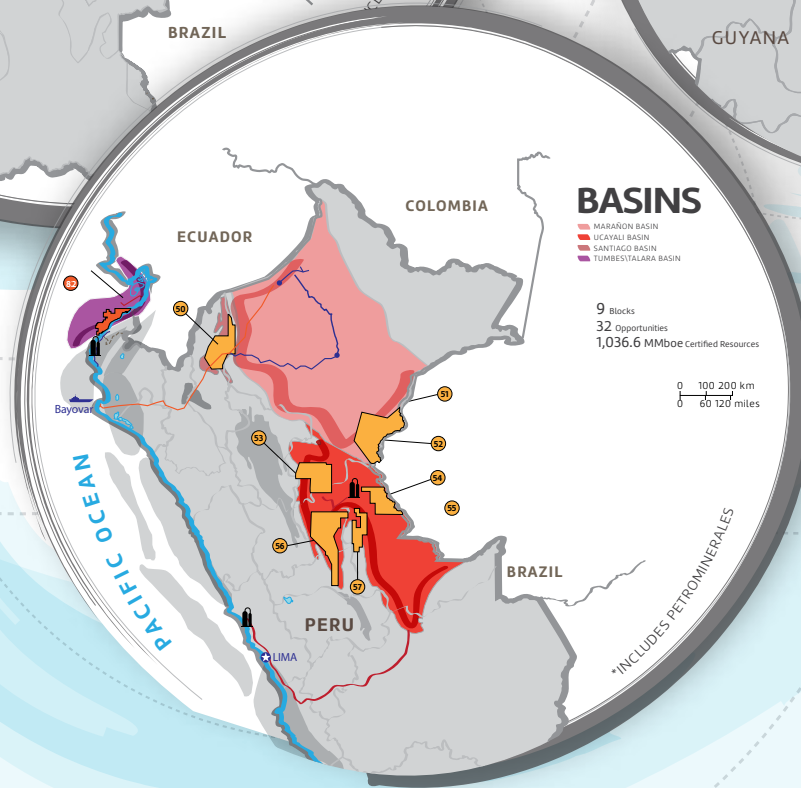
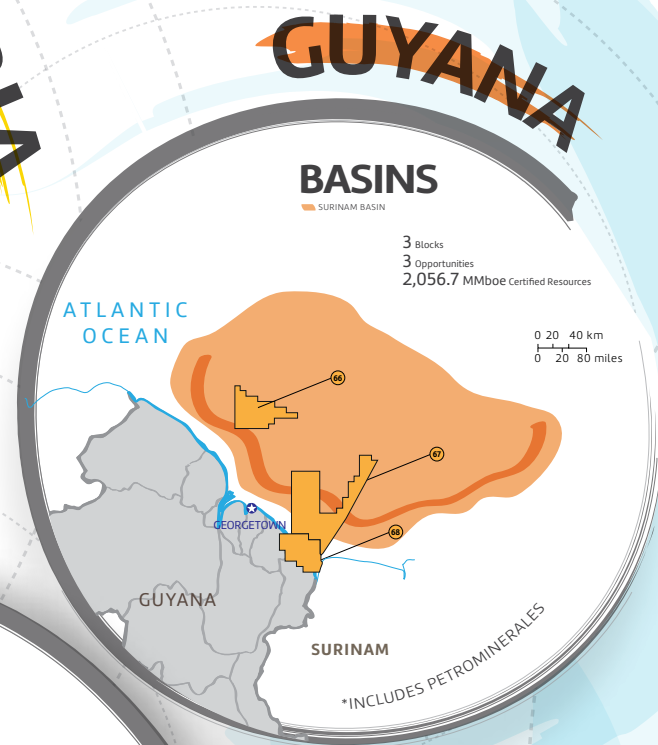
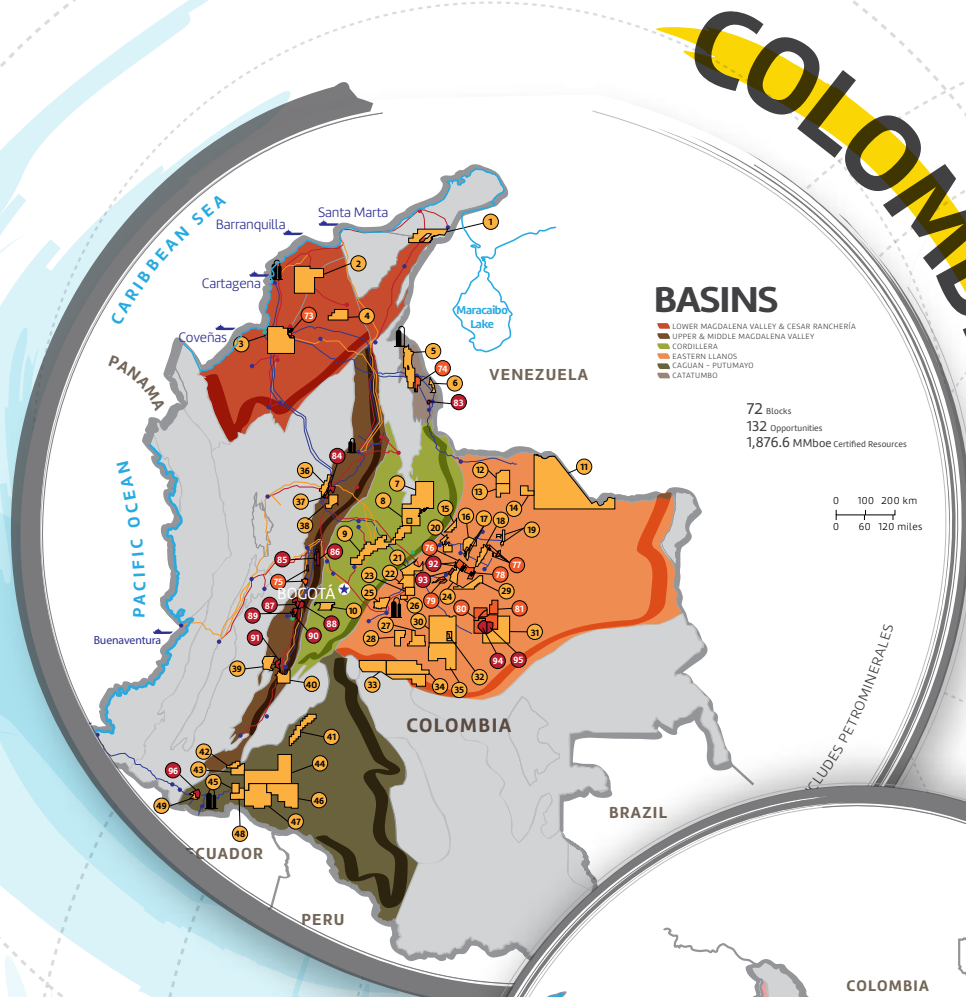


about

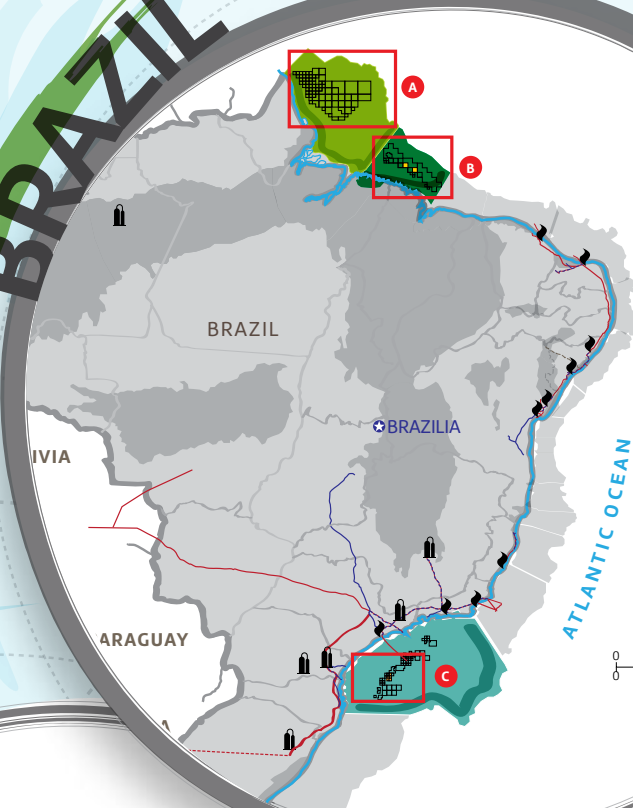
PACIFIC



Where Do We Operate?



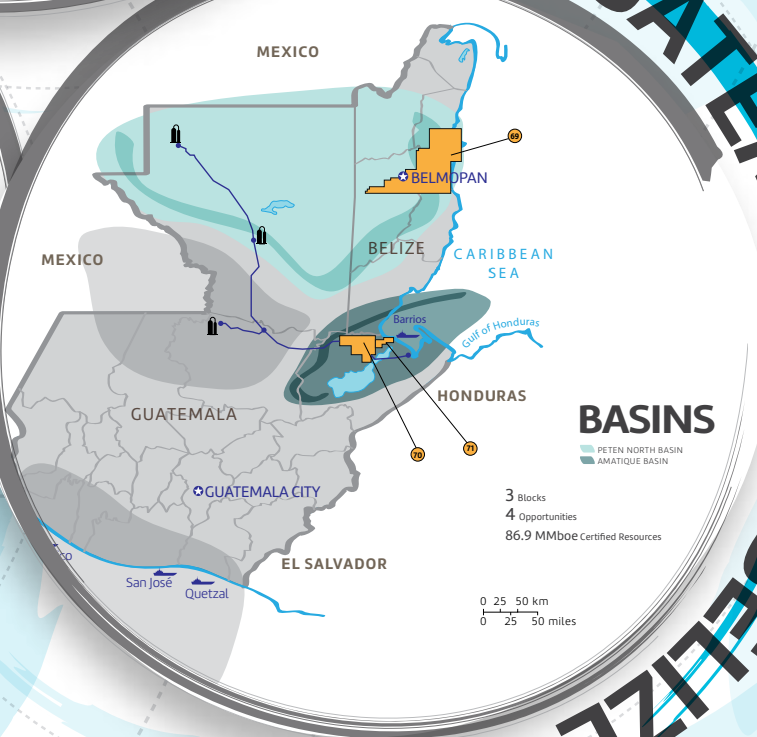
BRAZIL



PAPUA NEW GUINEA



GUATEMALA & BELIZE



EXPLORATION

LMV, SSJN & CR BASINS (COLOMBIA)

- 1 CR-1
- 2 SSJN-3
- 3 SSJN-7
- 4 GUAMA

CATATUMBO BASIN (COLOMBIA)

- 5 CATGUAS
- 6 SANTA CRUZ

CORDILLERA BASIN (COLOMBIA)

- 7 CORDILLERA-24
- 8 CORDILLERA-15
- 9 MUISCA
- 10 CORDILLERA-24

LLANOS BASIN (COLOMBIA)

- 11 CPE-1
- 12 LLANOS-41
- 13 LLANOS-7
- 14 LLANOS-55
- 15 LLANOS-15
- 16 CASTOR
- 17 CASANARE ESTE
- 18 MAPACHE
- 19 ARREDAJO
- 20 LLANOS-19
- 21 LLANOS-25
- 22 LLANOS-31
- 23 CORCEL
- 24 CASIMENA
- 25 LLANOS-59
- 26 GUATIQUEIA
- 27 CHIGUIRO ESTE
- 28 CHIGUIRO OESTE
- 29 CPO-1
- 30 CPO-12
- 31 CPO-14
- 32 LLANOS-83
- 33 RIO ARIARI
- 34 CPO-17
- 35 CPE-6

UMV & MMV BASINS (COLOMBIA)

- 36 ANTORCHA
- 37 VMM-35
- 38 VMM-11
- 39 VSM-12
- 40 VSM-13

CAGUAN-PUTUMAYO BASIN (COLOMBIA)

- 41 PORTOFINO
- 42 TOPOYACO
- 43 CAGUAN-6
- 44 CAGUAN-5
- 45 MECAYA
- 46 TACACHO
- 47 TERECAJ
- 48 PUTUMAYO-9
- 49 LAS ÁGUILAS

SANTIAGO BASIN (PERU)

- 50 116

MARAÑON BASIN (PERU)

- 51 137
- 52 135

UCAYALI BASIN (PERU)

- 53 161
- 54 138
- 55 131
- 56 114
- 57 126

FOZ DO AMAZONAS BASIN (BRAZIL)

- 58 FZA-M-90

PARÁ-MARANHÃO BASIN (BRAZIL)

- 59 PAMA-M-265
- 60 PAMA-M-337

SANTOS BASIN (BRAZIL)

- 61 S-M-1037
- 62 S-M-1101
- 63 S-M-1102
- 64 S-M-1165
- 65 S-M-1166

SURINAME BASIN (GUYANA)

- 66 DEMERADA
- 67 GEORGETOWN
- 68 BERBICE

PETEN NORTH BASIN (BELIZE)

- 69 LA DEMOCRACIA

AMATIQUE BASIN (GUATEMALA)

- 70 N-10-96
- 71 O-10-96

NEW GUINEA BASIN (PAPUA NEW GUINEA)

- 72 PPL-237

LMV, SSJN & CR BASINS (COLOMBIA)

- 73 LA CRECIENTE

CATATUMBO BASIN (COLOMBIA)

- 74 CARBONERA E&P

UMV & MMV BASINS (COLOMBIA)

- 75 RIO MAGDALENA

LLANOS BASIN (COLOMBIA)

- 76 CRAVO VIEJO
- 77 CUBIRO
- 78 CACHICAMO
- 79 PAJARO PINTO
- 80 QUIFA
- 81 SABANERO

TUMBES-TALARA (PERU)

- 82 Z-1

PRODUCTION

CATATUMBO BASIN (COLOMBIA)

- 83 CERRITO

UMV & MMV BASINS (COLOMBIA)

- 84 LAS QUINCHAS
- 85 DINDAL
- 86 RIO SECO
- 87 BUGANVILES
- 88 ABANICO
- 89 GUASIMO
- 90 CHIPALO
- 91 NEIVA

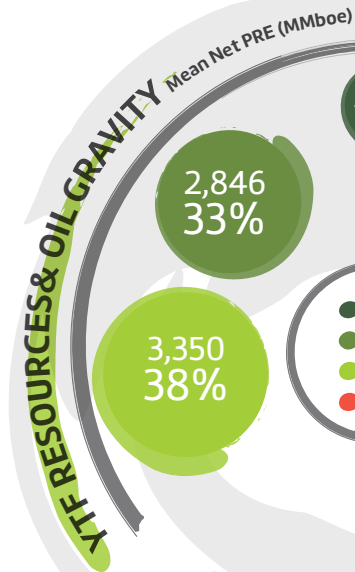
LLANOS BASIN (COLOMBIA)

- 92 MORICHE
- 93 LA PUNTA
- 94 RUBIALES
- 95 PIRIRI

CAGUAN-PUTUMAYO BASIN (COLOMBIA)

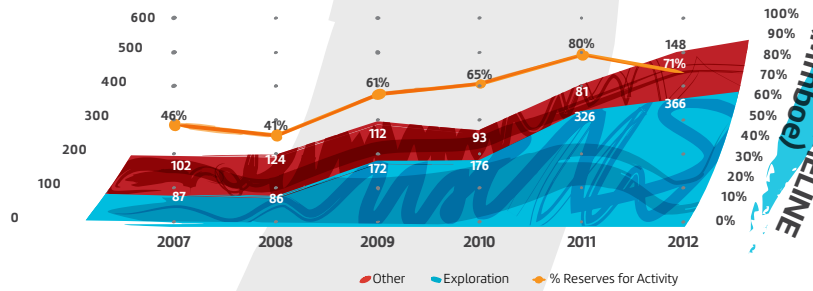
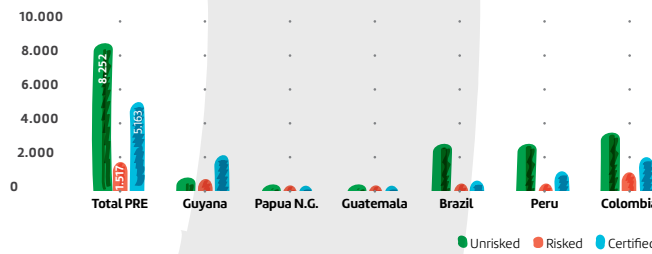
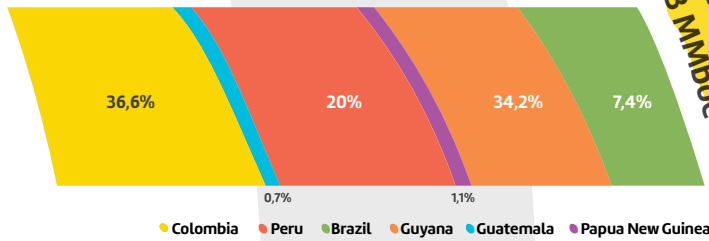
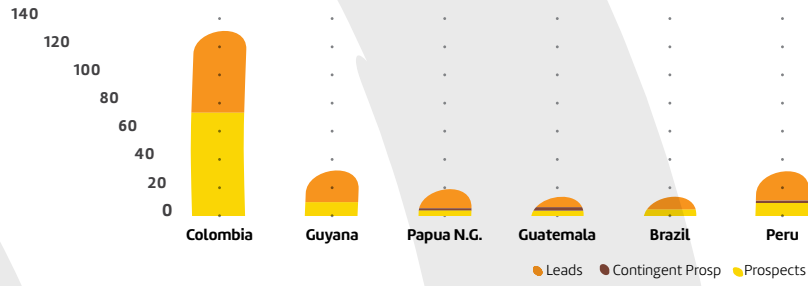
- 96 ORITO

EXPLORATION & PRODUCTION

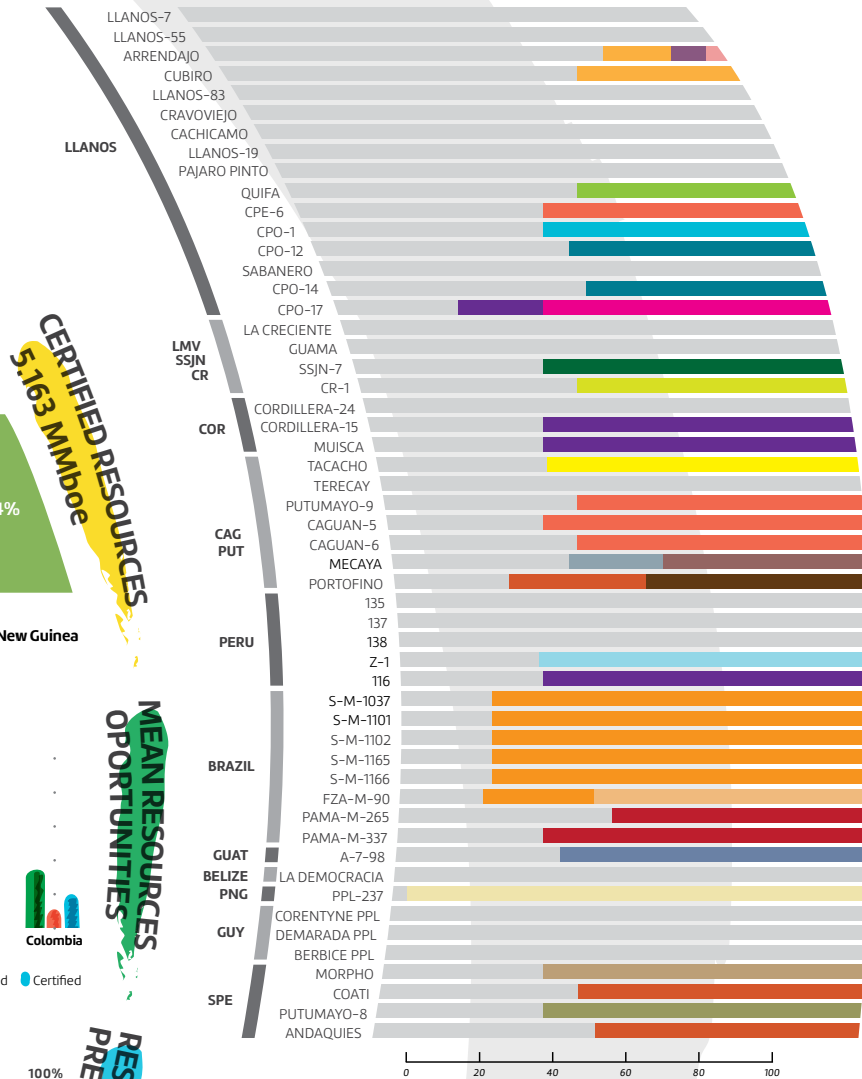


RESERVES & OIL GRAVITY

EXPLORATION OPORTUNITIES



WI & PARTNERS



ABBREVIATIONS

LMV. LOWER MAGDALENA VALLEY	PRE	HOCOL	PETROLERA MONTE RICO
SSJN. SINU-SAN JACINTO NORTH	LAEFM	ONGC	KARON
COR. CORDILLERA	WINCHESTER	PETRODORADO	QGP
CAG. CAGUAN	BRICCON	PETROBRAS	ON ENERGY
PUT. PUTUMAYO	ECOPETROL	MCP	PREMIER
COR. CORDILLERA	TALISMAN	PETEX	PETROLERA DEL ATLANTICO
GUAT. GUATEMALA	PETROAMERICA	CANACOL	INTEROIL
PNG. PAPUA NEW GUINEA	CEPSA	GREENPOWER	PAREX
GUY. GUYANA	M&P	BPZ	VETRA
SPE. SPECIAL PROJECTS			

Pacific, a Canadian company and natural gas and crude oil producer, owns 100% of Meta Petroleum Corp., which operates the Rubiales, Piriri, and Quifa heavy crude fields in the Los Llanos basin, and 100% of Pacific Stratus Energy Colombia Corp., which operates the La Creciente natural gas field located in the northwest of Colombia, as well as others. Pacific has also acquired 100% of Petrominerales Ltd., which has light and heavy crude assets in Colombia and crude oil and gas assets in Peru; 100% of PetroMagdalena Energy Corp., which has light crude assets in Colombia; and 100% of C&C Energía Ltda., which has light crude assets in the Los Llanos basin. In addition, the Company has a diversified portfolio of assets outside of Colombia, which includes exploration and production assets in Peru, Guatemala, Brazil, Guyana and Papua New Guinea.

The Company's shares are listed on the Toronto Stock Exchange, the Colombian Stock Exchange, and as Brazilian Depositary Receipts on Brazil's Commodities and Futures Market under the symbols PRE, PREC, and PREB, respectively.



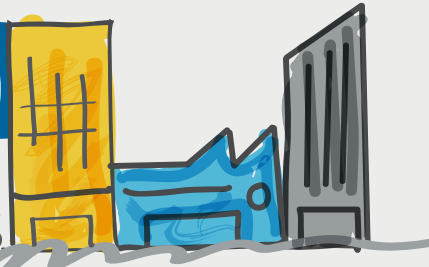
WHO ARE WE?

PACIFIC

HAS A TOTAL OF
2506 employees.

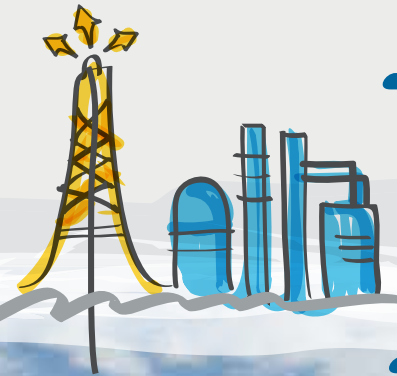


4000
contracting
COMPANIES



SUPPORT

the operations of our
OIL FIELDS.



PACIFIC

IN NUMBERS



Pacific in NUMBERS

1 TOTAL FIELD PRODUCTION for the year was

311,177 boe/d,
AN INCREASE OF

26%

compared to
2012



2 Gross production for the year was

157,976 boe/d,

an increase of

33%

compared to
2012



3 Net production for the year was

129,386 boe/d,
an increase of

32%

compared to
2012



5 net profit of

US\$378

MILLION



4 **US\$4.6 billion**

IN SALES
of oil and gas

19%

MORE THAN 2012.



6 EBITDA OF

US\$2.5 BILLION,

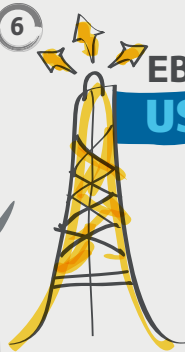
representing
an increase

OF 27%

OVER
2012

AND A **55% margin**

on total revenues
for the period.



7 **CASH FLOW**

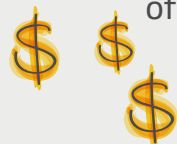
(funds flow from operations)
for the year was

US\$1.9 billion,

an increase
of **38%**

compared

to
2012



8



TOTAL EXPLORATION
& DEVELOPMENT ("E&D")

CAPITAL EXPENDITURES

of **US\$2.1 billion,**

compared to **US\$1.5 billion**

IN
2012

9

IN
2013

the Company paid
A TOTAL OF

US\$196

million in dividends

TO SHAREHOLDERS.



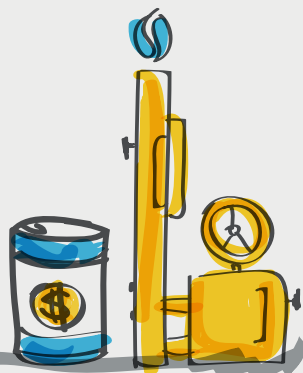
15 **Volume of crude oil and natural gas totalled**

49.1 MMboe

IN
2013

compared to
39.8 MMboe

IN
2012.



14
OUT OF 34
exploratory wells drilled,

23 were successful, keeping the exploration success rate for the **COMPANY HIGH AT 68%.**

12
WE INCREASED RESERVES BY

19.4%

through the addition of more than



100 MMboe

TO OUR NET 2P RESERVES,

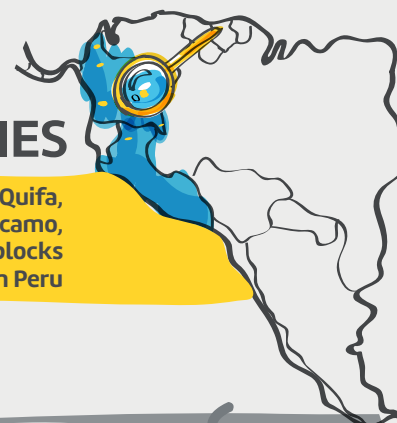
WHICH RESULTS IN A

311%

RESERVE REPLACEMENT.

13 **WE MADE NEW DISCOVERIES**

In the CPE-6, Rio Ariari, Quifa, Cravoviejo, Cachicamo, Casanare Este and Casimena blocks in Colombia and in Block 131 in Peru



10

THE COMPANY COMMENCED

purchasing its common shares in November under a normal-course issuer bid, which has continued into 2014.

As of the date hereof, approximately

10.7 million

common shares have been purchased for cancellation.



11 **Combined Netback of US\$60.77/boe**



US\$60.20/boe in 2012. The netback increase was due to the reduction of operating costs.

IN **2013** this was **US\$5.73**

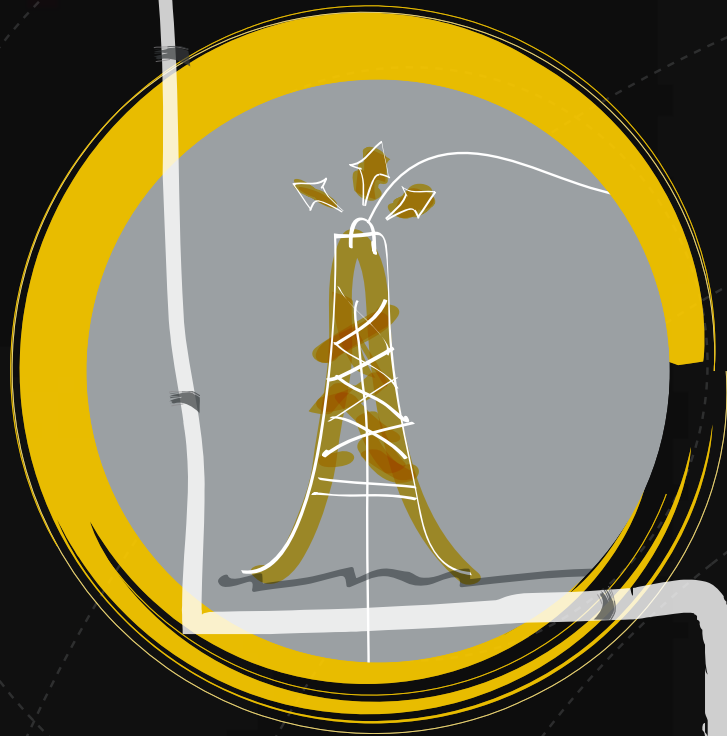
as compared to


US\$11.08 IN **2012**



WHAT

do we do?



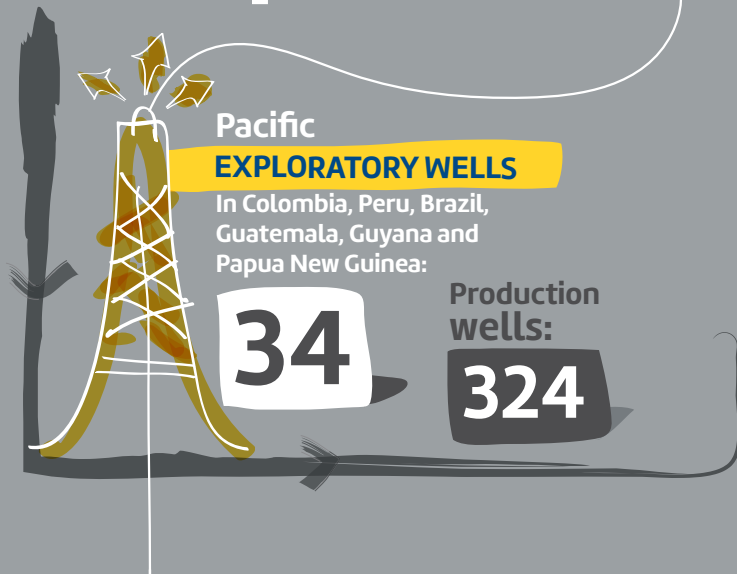
 - Cluster 292- 152RIG Equipment (Saxxon).
- 3 days to assemble the drill and 9 days for drilling

WHAT

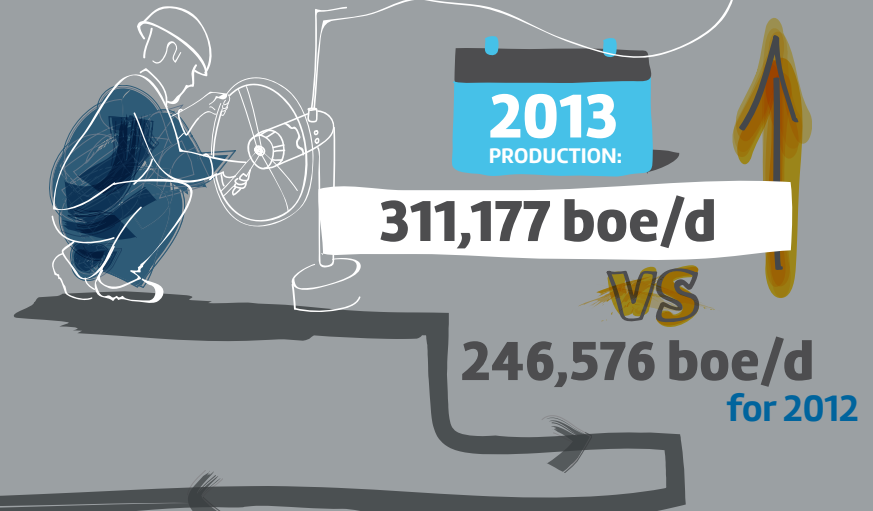
do we do?



Exploration



Production



Transportation and Infrastructure



Investment of
US\$125
MILLION

by International Finance
Corporation ("IFC")
equivalent to

27%

of the interest in
Pacific Infrastructure,



which focuses on the improvement of
THE NECESSARY INFRASTRUCTURE TO EXPORT
oil and gas from Colombia.

This investment will
accelerate the development
of the **OLECAR** and
Puerto Bahía projects.

WE HAVE
35%

interest in
the Los Llanos
Oil Pipeline.

Late in 2013, we announced the sale of the **5%** acquired interest in the OCENSA pipeline for

US\$385 million,

RETAINING LONG-TERM TRANSPORTATION CAPACITY, and closed the sale in the first quarter of 2014.

START OF OPERATIONS OF Bicentenario Oil Pipeline, in which Pacific has a 43% share

THE COMPANY STARTED THE COMMISSIONING OF ITS PEL ELECTRICITY TRANSMISSION LINE,

which connects the Rubiales and Quifa oil fields to the Colombian electrical system.

It is expected that the PEL transmission line at Rubiales and Quifa by **US\$100 million** WILL REDUCE ENERGY COSTS FOR OIL PRODUCTION

per year and reduce emissions of **180,000** TONNES of CO₂eq every day.

During 2013, the Company transported 151,672 bbl/d through different pipelines and by truck, as follows:

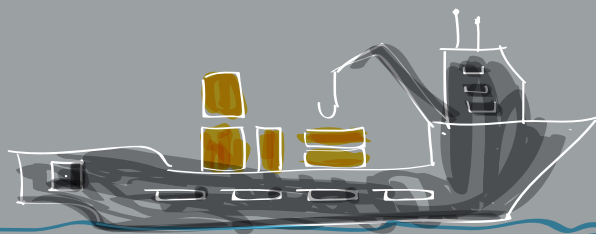
Means of Transport	Year Ended December 31	Three Months Ended December 31
	volume (bbl/d)	volume (bbl/d)
ODL - OCENSA Pipeline System	81,325	85,995
ODC Pipeline	15,479	1,100
ODL and Bicentenario System	3,109	12,333
Trucks	51,759	45,658
TOTAL TRANSPORT OF HYDROCARBONS	151,672	145,086

Sales and Exports

Export by Destination	Year Ended December 31		Three Months Ended December 31	
	volume (MMbbl)	%	volume (MMbbl)	%
ASIA	12.84	28%	5.82	48%
USA	16.85	38%	2.57	21%
Europe	7.56	17%	1.16	9%
LATAM / Caribbean	7.58	17%	2.65	22%
TOTAL EXPORT	44.83	100%	12.20	100%

During 2013, the Company sold a total volume of 49.14 MMboe of crude oil and natural gas, of which 44.83 MMbbl of crude oil (91%) corresponded to exports. A breakdown of the crude oil export sales by destination and type of crude is as follows:

Export crude oil reference	Year Ended December 31		Three Months Ended December 31	
	volume (MMbbl)	%	volume (MMbbl)	%
Castilla Blend	29.43	65%	7.73	63%
Vasconia Blend	10.16	23%	3.75	31%
Rubiales	4.87	11%	0.72	6%
Bunkers	0.37	1%	-	0%
TOTAL EXPORT	44.83	100%	12.20	100%

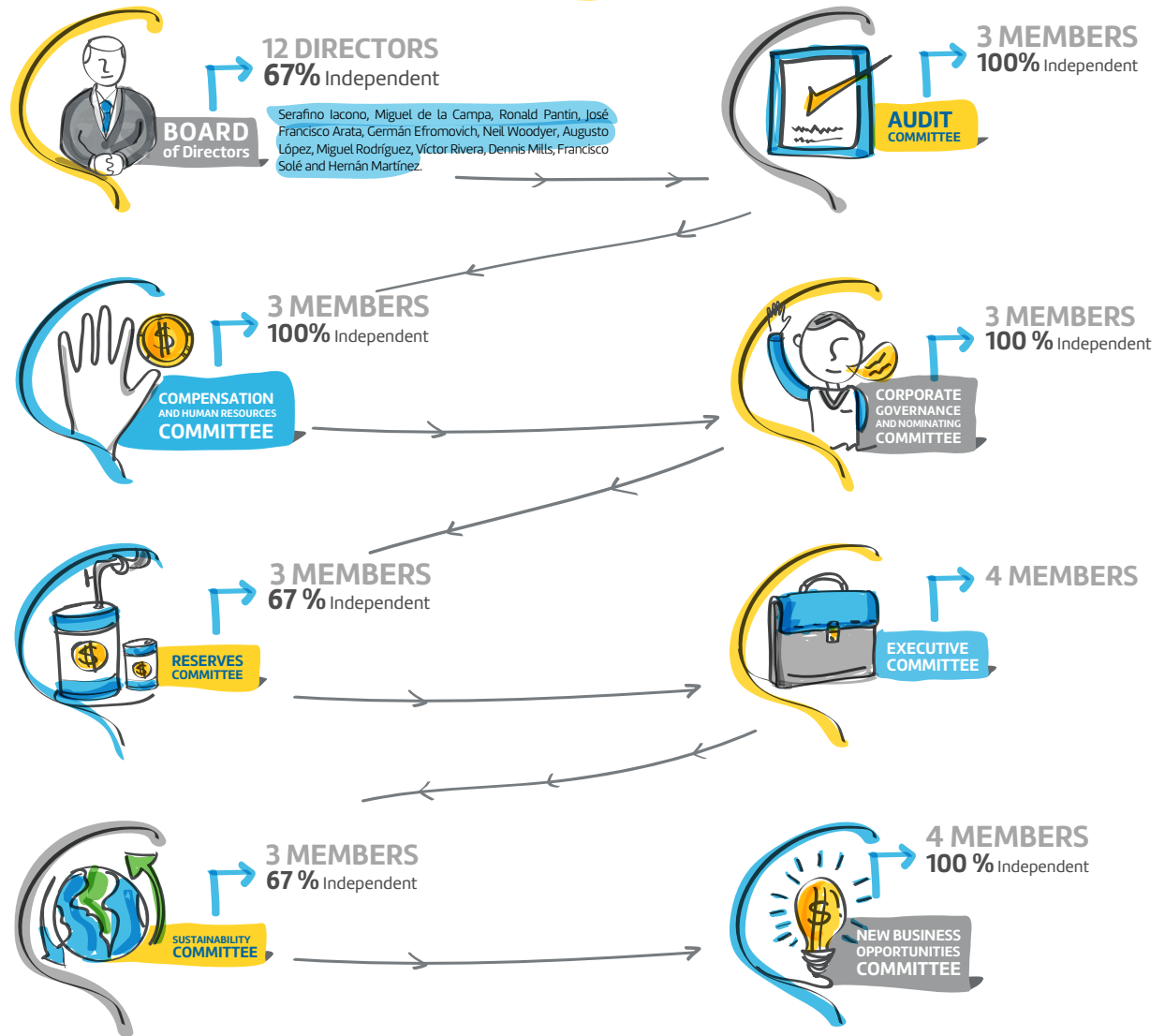


CORPORATE GOVERNANCE



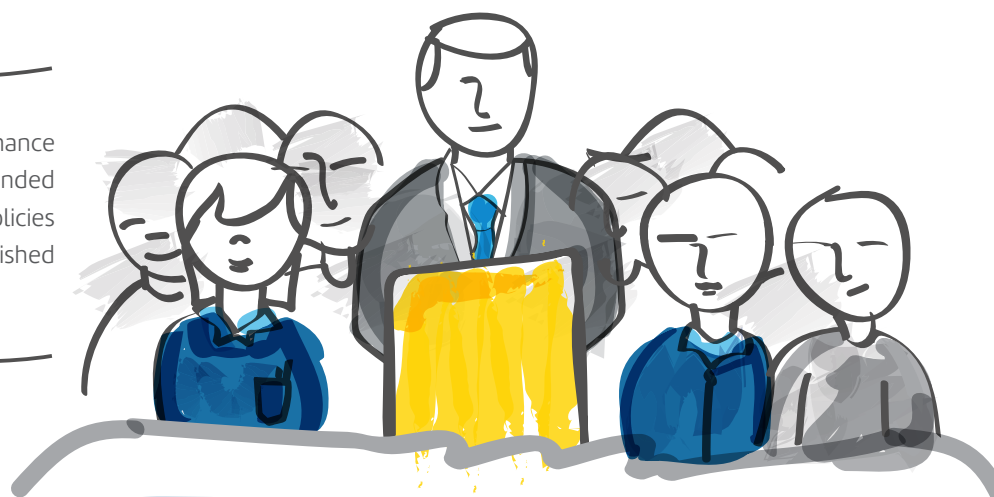
Corporate Model

The bylaws of these committees and descriptions of the experience of our directors and senior executives are available on our website:
<http://www.pacificrubiales.com/corporate/corporate-governance.html>



Pacific and its Board of Directors recognize the importance of having the best corporate governance practices. Therefore, from 2010 to 2013, the Company, through the Corporate Governance and Nominating Committee, focused its work on reviewing and updating the corporate governance practices and policies.

During this review, the Corporate Governance and Nominating Committee recommended a number of improvements to the policies and processes that have been established by the Company:



Designation of a Lead Independent Director on the Board of Directors (implemented in 2010).

Inclusion of 3 additional independent directors on the Board of Directors (2010).

Formalization of in camera meetings for independent directors (2010).

Adoption of minimum requirements for attending board and committee meetings (2010).

Implementation of a skills matrix for the selection of directors (2011). This matrix is used to evaluate the composition of our Board of Directors, and it is a fundamental tool for identifying skills gaps and diversity in the nomination processes.

Adoption of minimum shareholding requirements for directors (2011).

Improvements in the process of evaluating directors (2011). In this process, every year the Lead Independent Director sends a questionnaire to all the members of the Board to evaluate the performance of the Board, the Committees, and the members at a personal level.

Implementation of a formal training program for directors with the Institute of Corporate Directors, a not-for-profit community of directors in Canada. This Institute offers various courses and events to support the directors and their continuing education. In addition, our directors have access to the Company's Corporate University (2011).

Review of the Stock Option Plan to eliminate option grants for independent directors and implement a Deferred Share Units Plan in order to align the interests of the independent directors and shareholders (2012).

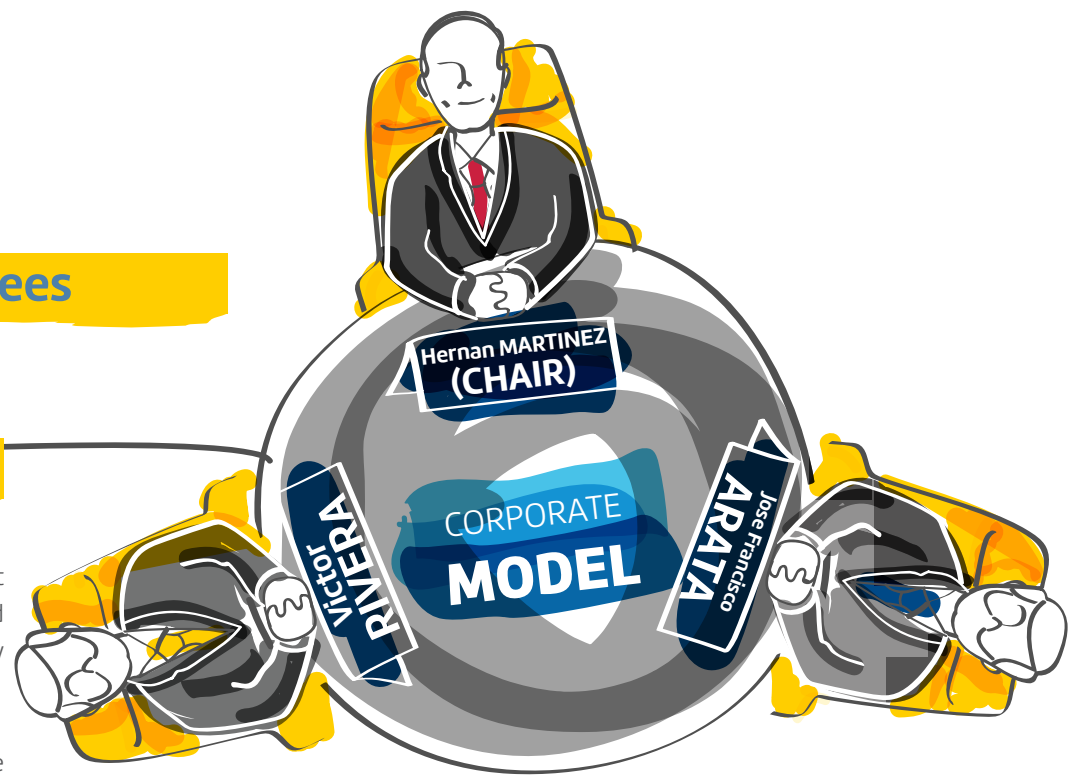
Improvements in public disclosure to shareholders, as well as in the score and ranking in the "Globe and Mail Board Games" (2013).

Our Sustainability Committees

At the Board Level

Our Board of Directors' Sustainability Committee met twice in 2013 in accordance with the bylaw that created it.¹¹ During these regular meetings, the Sustainability Committee achieved:

- Validation of the progress achieved by the Company in the implementation of the Sustainability and Shared Value Model, and the seven commitments that comprise it;
- Formulation of action plans for 2014 based on an analysis of opportunities and gaps identified by the DJSI¹²;
- Approval of a series of policies whose purpose is to extend the sustainability commitments to the entire supply chain and all identified stakeholders;
- Analysis and validation of the Shared Value strategy for 2014, based on the commitments adopted after Professor Michael Porter's visit and the projects to be developed.



At the Management Level

Our Sustainability Committee at the management level met quarterly in 2013. These meetings were focused primarily on planning and awareness of our Shared Value strategy and the structuring of tools to implement the concepts not only at the administrative level, but also in our different fields of operation.

The most significant results of this committee's quarterly meetings were:

- 1 Formation of a strategic intent to generate a Shared Value.
- 2 Development of five strategic objectives, both internal and external, whose purpose is to achieve compliance with the strategic vision in the short, medium, and long term.
- 3 Definition of strategies, activities, responsible parties, monitoring indicators, investment returns - both social and economic - and deadlines to achieve the strategic objectives.
- 4 Structuring of the role of the members of the committee in order to develop the Shared Value strategy.
- 5 Development and validation of the 2014 sustainability action plan.

¹¹ To find out about this bylaw in detail, please refer to the following link:
<http://www.pacificrubiales.com.co/images/stories/pacificrubiales/PDF/corporate/2013/ingles/Sustainability%20Committe%20Charter.pdf>

¹² The Dow Jones Sustainability World Index ("DJSI World") was established in September 1999 to track the performance of the world's largest companies that lead the field in terms of corporate sustainability. These companies are assessed by RobecoSAM using the annual Corporate Sustainability Assessment ("CSA").





Our

STRATEGY

Our STRATEGY

As a company that provides energy to society, we are convinced of the invaluable opportunity we have to utilize the wealth of natural resources in the countries where we operate in a responsible and sustainable manner. Additionally, our goal is to generate economic growth that advocates for greater social, regional, and intergenerational equality. In order to do so, we work to perform with a purpose that exceeds the expectations of our surroundings and, of course, goes beyond financial results.

Our corporate vision is to create value together with our stakeholders to establish a more real, less conventional win-win vision that makes us more competitive. Along with that resolution, we work tirelessly on the creation of opportunities in the present and for future generations, producing extraordinary results and focusing on proactive and innovative solutions to meet the needs of our surroundings.

As proof of our commitment, at Pacific we have a Sustainability policy that aims to establish the sustainability commitments the company has assumed with its stakeholders. This includes the creation of shared value and a balanced and sustainable performance along three identified fronts: economic, social, and environmental. This policy allows us to develop our business transparently, operate with excellence, work in harmony with the environment, contribute to the sustainable development of communities, respect and promote human rights in our operations, have the best talent and strengthen sustainability in our supply chain.

For details on this policy please refer to the following link:
<http://www.pacificrubiales.com/corporate/corporate-governance.html>

OUR VISION: Pacific will be the **top independent oil company in Latin America** in terms of **reserves, production, and generation of value** and it will be among those most recognized for its contribution to the **sustainable development** of its surroundings.

The Company will distinguish itself through its ability to discover and develop hydrocarbon reserves in a **sustainable, responsible, and profitable manner**.

Sustainability and Shared Value Strategy.



What did

WE FOCUS on

in 2013?

Our MATERIALITY ANALYSIS

GRI G4.18 Material Aspects and Boundaries

Our Sustainability Model, consistently evolving since its inception in 2009, contains the most relevant matters for our stakeholders and in the achievement of our corporate strategy. This model includes seven commitments assumed at the corporate level and 33 issues that need to be addressed in order to achieve each one of these commitments.

Both the commitments and the material objectives are updated every year through dialogue with our internal and external stakeholders. They are also the reflection of our commitments to the implementation of the principles of the Global Compact, the Millennium Development Goals, the United Nations Guiding Principles on Business and Human Rights, the Voluntary Principles on Security and Human Rights, and the principles of the United Nations Entity for Gender Equality and the Empowerment of Women. In addition, we are aligned with national and international standards such as the ISO 26000 Standard and the Global Reporting Initiative guidelines.

This model has been built and validated by our directors and vice presidents based on the business strategy, the Company's daily

activities and the strategic objectives of each area within the Company. It is reviewed twice a year by our Board of Directors' Sustainability Committee. The model is managed through the different areas and its performance is verified through the Corporate Sustainability Department.

In this report, we present the progress, performance, and challenges that we have set for ourselves for each of the 33 issues identified as material. These issues were recognized after an exhaustive cross-analysis between our strategic priorities and the demands of our surroundings. The Company managed all of these issues during 2013.

We present our materiality matrix below, which shows in detail the relevance of these 33 issues for both Pacific and for our surroundings. Included as well is a table that explains the scope within and outside the organization for each matter.



Materiality MATRIX

GRI G4.19 Material Aspects and Boundaries

Sustainability commitments

- We operate with **EXCELLENCE**.
- We act **CONSISTENTLY AND TRANSPARENTLY**.
- We work in **HARMONY** with the **ENVIRONMENT**.
- We contribute to the **SUSTAINABLE DEVELOPMENT** of communities.
- We respect and promote **HUMAN RIGHTS** in our operations.
- We have the **BEST TALENT**.
- **WE STRENGTHEN THE SUSTAINABILITY** of our supply chain.

- 1 Comprehensive water management.
- 2 Anti-corruption.
- 3 Business Ethics and Compliance.
- 4 Competitiveness.
- 5 Energy and emissions.
- 6 Selection and retention of human talent.
- 7 Management and development of suppliers and contractors.
- 8 Gender equality.
- 9 Biodiversity.
- 10 Purchase of local goods and services.
- 11 Education.
- 12 Right of association.
- 13 Total compensation systems.
- 14 Transparency with the market.
- 15 Prevention and remediation of incidents.
- 16 Occupational health and industrial safety.
- 17 Transparency in royalties.
- 18 Security and human rights.
- 19 Risk management.
- 20 Economic, social, and cultural rights of communities.
- 21 Institutional strengthening.
- 22 Eradication of child and forced labour.
- 23 Corporate Governance.
- 24 Waste management .
- 25 Internal audits and control.
- 26 Solidarity investments.
- 27 Success in our operation.
- 28 Organizational learning.
- 29 Comprehensive development of our people.
- 30 Profitability.
- 31 Quality of product and efficiency.
- 32 Pacific Culture.
- 33 Infrastructure.

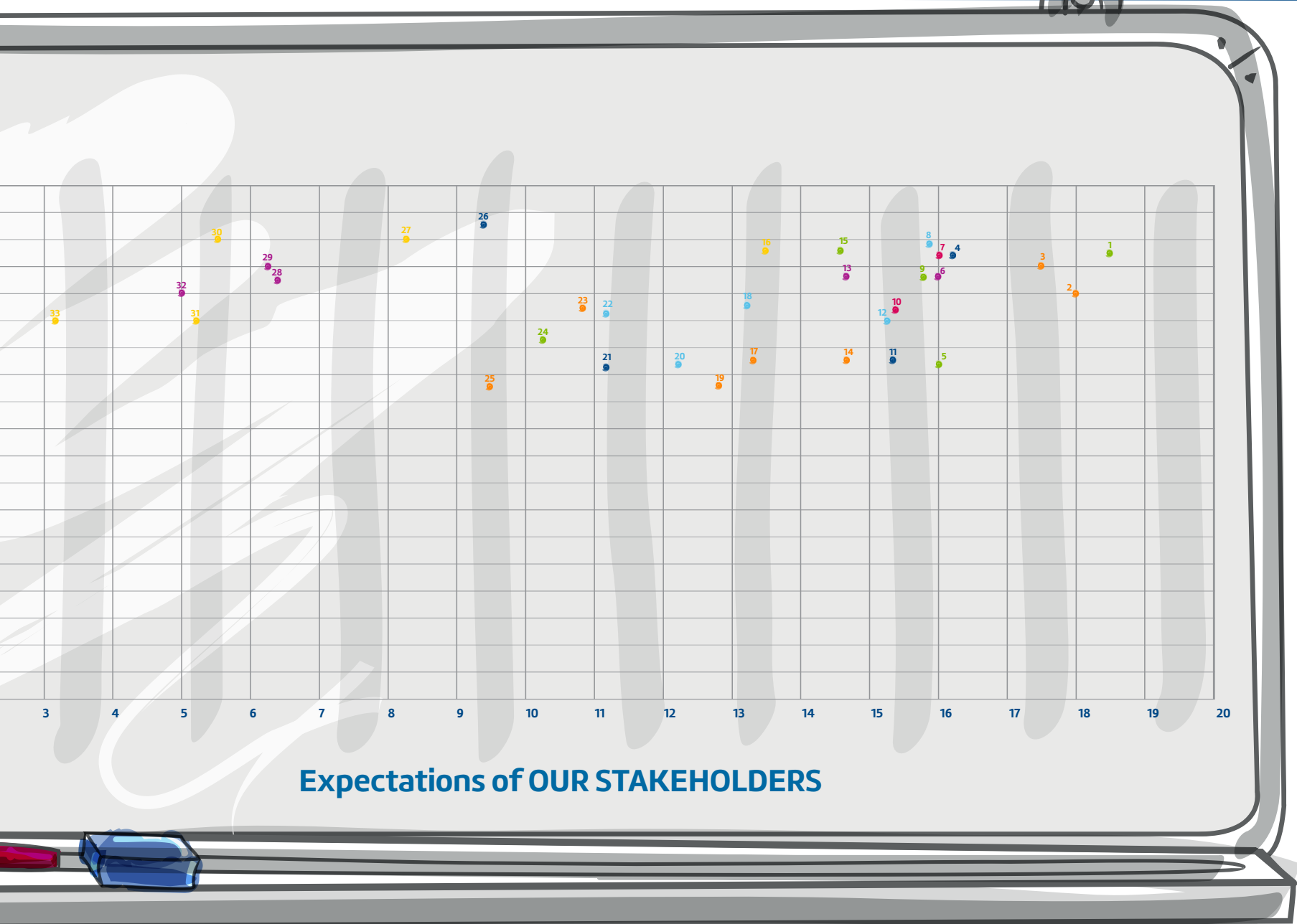
Relevance to Pacific Rubiales

20
19
18
17
16
15
14
13
12
11
10
9
8
7
6
5
4
3
2
1

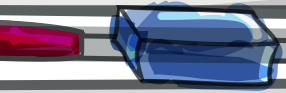
1

2


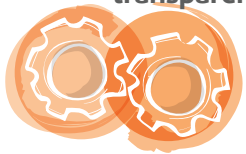


GRI G4.27 Stakeholder Engagement






Expectations of OUR STAKEHOLDERS



Coverage of the Material Issues

Commitment	Issue	Stakeholders		
		Internal	External	
 <p>We operate with excellence</p>	Success in our operation	Associates Business units	Field partners, Suppliers and contractors, Shareholders, Investors.	
	Profitability		Shareholders, Investors.	
	Transparency with the market		Field partners, Industry, Shareholders, Investors, Media.	
	Occupational Health and Industrial Safety	Associates Family Business units	Union, Suppliers and contractors.	
	Quality of product and efficiency	Business units	Field partners, Clients, Government.	
	Infrastructure			
 <p>We act consistently and transparently</p>	Corporate Governance	Associates Business units	Industry, Shareholders, Investors, Media.	
	Business Ethics and Compliance	Associates Business units	Shareholders , Field partners, Government , Investors, Media, Industry, Suppliers and contractors.	
	Anti-corruption			
	Internal audits and control			Shareholders, Investors.
	Risk management			Shareholders, Government, Investors Suppliers and contractors.
	Transparency in royalties			Shareholders, Investors, Communities, Government.
 <p>We work in harmony with the ENVIRONMENT</p>	Biodiversity		Community, Government.	
	Comprehensive Water management			
	Energy and emissions			
	Prevention and remediation of incidents			
 <p>We contribute to the sustainable development of communities</p>	Institutional strengthening		Ethnic groups, Community, Government	
	Education			
	Competitiveness			
	Solidarity investments			



Commitment	Issue	Interest Group	
		Internal	External
 <p>We respect and promote human rights in our operations</p>	Right of association	Associates	Union, Suppliers and contractors.
	Eradication of child and forced labour	Associates	Suppliers and contractors.
	Security and Human Rights	Associates	Union, Suppliers and contractors, Government, Community.
	Economic, Social, and Cultural Rights of Communities		Community, Ethnic groups.
	Gender equality	Associates, Families	Community, Government, Ethnic groups, Suppliers and contractors.
 <p>We have the best talent</p>	Selection and retention of human talent		Union
	Total compensation systems		
	Organizational learning	Associates, Families, Business units	
	Comprehensive development of our people		
	Pacific Culture		
 <p>We strengthen sustainability in our supply chain</p>	Management and development of suppliers and contractors		Suppliers and contractors.
	Purchase of local goods and services		Community, Suppliers and contractors.



stakeholder ENGAGEMENT



Sikuni and Piapoco Unuma (Vichada) indigenous communities

GRI G4.25 Stakeholder Engagement

At Pacific, we firmly believe that a successful business is compatible with the success of our surroundings. We know that active engagement with our stakeholders guarantees their support of our operations and activities, which strengthens our competitive position while ensuring the success of our company over the long term.

GRI G4.26 Stakeholder Engagement

Through continuous involvement¹³ with our stakeholders, we seek to understand what is important for them and to share the fundamental values of the Company, thus demonstrating that our objectives are in line with their interests. By understanding their expectations and needs, we are able to integrate them in our decision-making process, and to seek proactive and innovative solutions that generate social, economic, and environmental benefits for all.

As an indication of our firm commitment to the local environment, the Board of Directors' Sustainability Committee approved our Stakeholder Engagement Policy. The purpose of the policy is to unify language and understanding in the stakeholder engagement process as well as to establish principles and rules that the Company must follow in the construction and development of these relations, with which all of our employees and associates must comply. Beyond being true to our corporate values and policies, with this policy we seek to have all of our relationships with stakeholders governed by the following simple principles and practices, which are a mixture of common sense, good business practice, and ethical considerations.

GRI G4.26 Stakeholder Engagement

¹³ The frequency (monthly, quarterly, semiannually, or annually) of our engagement depends on the characteristics of the stakeholder, our relationship to them, and the issues at hand. However, Pacific maintains an open and frequent dialogue with its internal and external stakeholders.

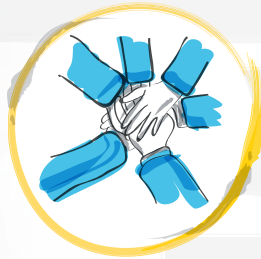
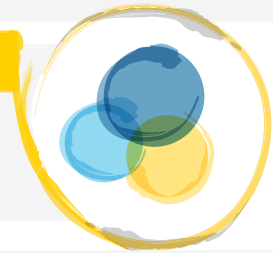


Respect

All of our relationships must promote mutual respect and understanding.

Transparency

We provide clear, accurate, timely, and accessible information to all of our stakeholders, as well as transparent, standardized processes in all of our relationships. We are honest, including when the news or situations are unfavourable to the Company.



Collaboration

We work with our interest groups to seek mutually beneficial results.

Dialogue and Agreement

We seek to avoid confrontation and conflict. We resolve our affairs and differences by talking and proposing negotiated and consensual solutions.

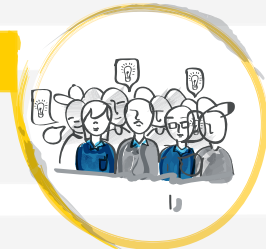


Inclusion

We recognize, understand, and involve our stakeholders at early stages and throughout processes.

Materiality

We involve our stakeholders in issues of interest that are relevant for them and for the Company.



Compliance

We are impeccable in compliance with national and international law, the voluntary standards that we adhere to, and the agreements and commitments that we adopt with our stakeholders.

Proactivity

We do not wait until a problem occurs to get involved with stakeholders. We go a step further regarding situations that might occur, and we plan our best way of responding.



Joint responsibility

We tend toward joint work and we invite other relevant players to commit to our causes and create synergies. We seek to join forces, create positive symbioses, build capacities, and empower. We share responsibilities, successes, and failures.

As a result of the approval of this policy, in 2013 we worked on building the protocols for relationships with communities and ethnic groups. The protocols are instituted from this macro policy and seek to dictate guidelines, tools, and best practices that help guide our relationships with these two high-priority stakeholders in the Company's activities.

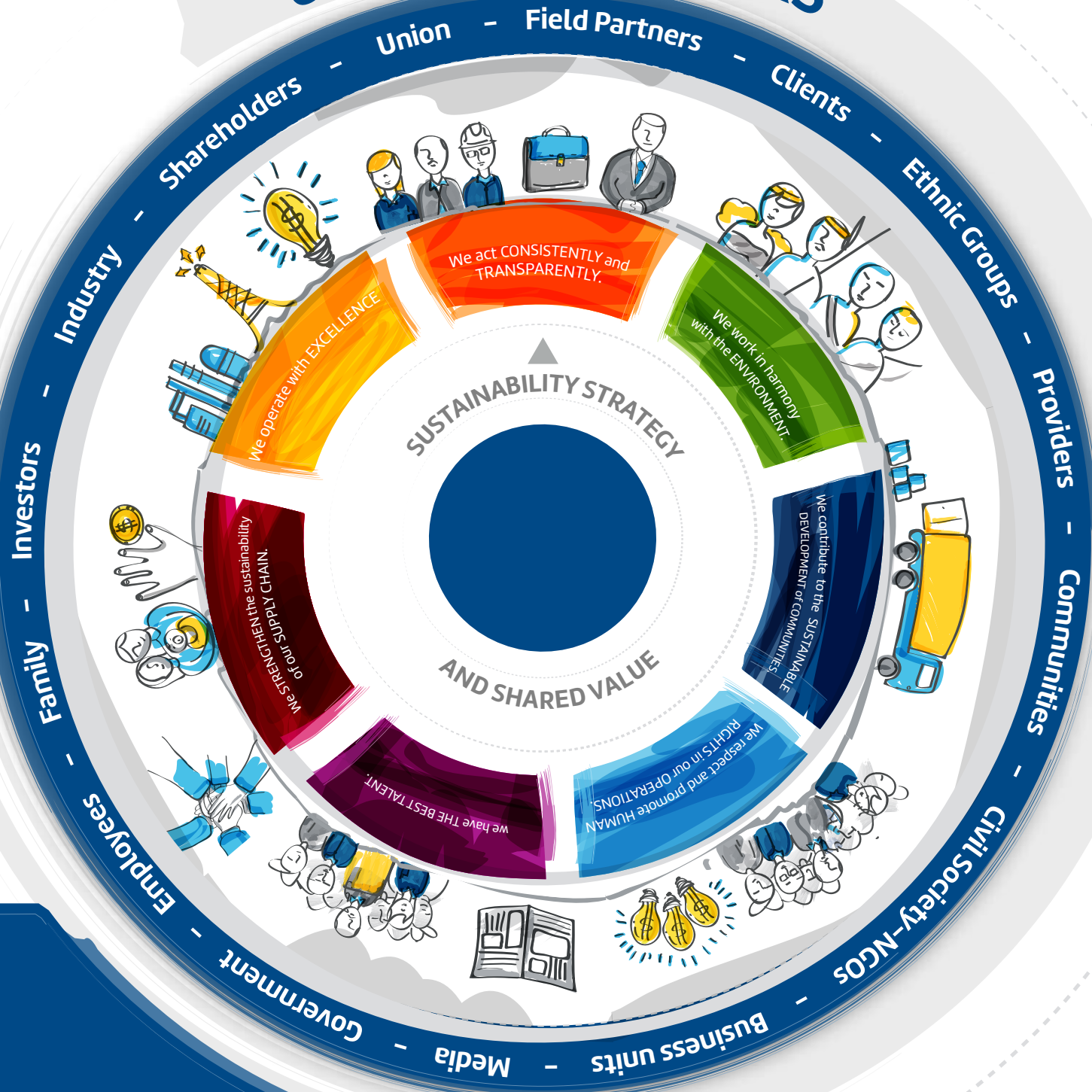
These protocols are a practical guide for all our employees as well as other individuals who act on behalf of the Company and have some type of relationship with the community and/or ethnic groups in any of the phases of the petroleum cycle (exploration, production, and closing). For 2014, we are taking on the challenge of implementing and replicating this same practice for all remaining stakeholders.



OUR VISION: Pacific will be the **top independent oil company in Latin America** in terms of **reserves, production, and generation of value** and it will be among those most recognized for its contribution to the **sustainable development** of its surroundings.

The Company will distinguish itself through its ability to discover and develop hydrocarbon reserves in a **sustainable, responsible, and profitable manner**.

our STAKEHOLDERS





OUR

**AWARDS AND
Highlights 2013**



Pacific



Our

Awards and

HIGHLIGHTS 2013

Members of the "DJSI"-North America

- For the first time, we participated in and were selected for the Dow Jones Sustainability Index ("DJSI") - North America. We joined 140 other leading companies in sustainability in this index and currently form part of the top 15% of sustainable companies in the oil and gas industry.

MEMBER OF

**Dow Jones
Sustainability Indices**

In Collaboration with RobecoSAM



We operate with excellence

- Of a total of **34 exploratory wells drilled, 23 were successful**, keeping the exploration success rate for the Company high at 68%.
- We obtained the **highest rating (99 points)** in occupational health and industry safety of all the companies in the world assessed in the DJSI.

We are one of the Fastest Growing Companies in the World

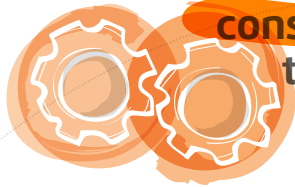


PLATTS

McGRAW HILL FINANCIAL

- On average, our growth has been near **82%**. According to Platts, we are at position **#152** among the companies of the energy industry with the greatest impact in the world. If we focus on exploration and production companies of the Western world, we are at position **#10**.

We act consistently and transparently



- The Canadian Dealmakers Awards recognize Canadian Excellence in mergers and acquisitions. The program celebrates the dealmakers behind the mergers, acquisitions, and public offerings that shape Canada's corporate landscape. Winning deals combine value, complexity, novelty, growth promotion, and increased stakeholder value. Pacific was the recipient of the "Foreign Outbound Award (Global)" for our acquisition of Petrominerales Ltd.

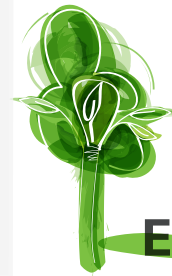
- For the third consecutive year, we entered the **STOXX Global Environmental, Social, and Corporate Governance Leaders Index**, in which the 1800 leading companies in the international area of sustainability are found.

Member 2013/2014

STOXX

ESG LEADERS INDICES

- Based on our commitment to the **protection of the atmosphere** and cleaner air, we structured the energy management system to reduce the consumption of energy and obtain a reduction in emissions. **We also obtained the ISO 50001** energy efficiency certification in our water injection process.
- We began our water treatment pilot, **whose purpose is to treat the water generated in the extraction of hydrocarbons** allowing it to meet quality conditions for its reuse in crop irrigation for biofuel or biomass purposes and the generation of energy.

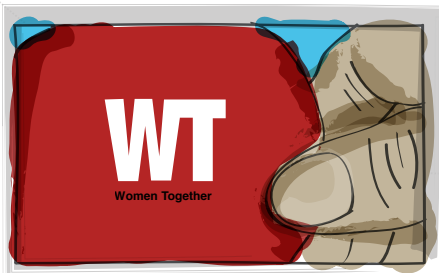


We work in harmony with the ENVIRONMENT



We contribute to the sustainable development of communities

- During 2013, we invested US\$67,762,502 in projects aligned with our Social Investment Framework.
- We advanced a technical cooperation program with the **Meta Region National Learning Service ("SENA")** to integrate professional training, business development, labour training and certification of labour competencies in our operating zones in the Meta Department. Thanks to this alliance, 950 beneficiaries were able to partake in different economic activities in the region.



- The non-profit organization **Women Together**, in association with the United Nations, extolled our social, environmental, human rights, and ethics management. The Women Together prize was delivered at the headquarters of the United Nations in New York, and it is a very significant recognition of our sustainability model and management.

- We are developing a **“Due-Diligence System”** that seeks to align our human rights policies and practices with the United Nations Guiding Principles on Business and Human Rights, and to identify and act systematically to prevent real or potential negative impacts on the human rights of our stakeholders.
- We are one of the **first companies in Colombia to sign the Business for Peace** Initiative launched by the Global Compact. This initiative is intended to support companies in the deployment of responsible business practices in conflict or high-risk areas.



We respect and promote human rights in our operation



We have the best talent

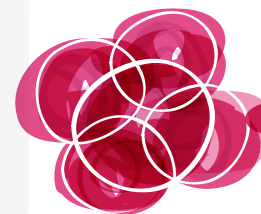
- **During 2013, more than 230 volunteers donated their time, experience,** and abilities in different activities performed in the *El Codito* neighbourhood in order to contribute to the improvement of the quality of life of that population. Among the most important volunteering activities is the support to small businesses that contributed to 46.4% of the families being able to generate enough income to emerge out of the government’s extreme poverty lists.
- **Our salary equity index in all of the countries where we operate was above 90%.**



- In 2013, our Corporate University was awarded with **the Excellence and Innovation in Learning Prize in the “Branding” and “Learning Technologies”** categories, in which world-class companies such as Microsoft, HP, NASA, Boeing, etc., competed. This prize is given out by the Corporate University Exchange (“CorpU”), which includes corporate universities and the training centres of major corporations worldwide.

- **We consolidated the Procurement Plan “PACC”**, which permits the advance of purchases and contracts, pursuant to working plans of the operation and development of projects by the Company. In addition, it guarantees the improvement and standardization of supply strategies, searching for the best technical, economic, and logistic conditions for the Company.
- **We deployed the supplier Assessment Module in ERP-SAP** as a tool to measure and follow up on the performance of active suppliers in each of the Company’s purchase and contract processes, which will result in the precise knowledge of how the service is before and after an adjudication or contract.

Our contract managers, purchase coordinators, and warehouse assistants actively participated in this process.



We strengthen sustainability in our supply chain







Our

SUSTAINABLE

COMMITMENT



ABILITY

MENTS

Why is this important?

We Operate
with excellence

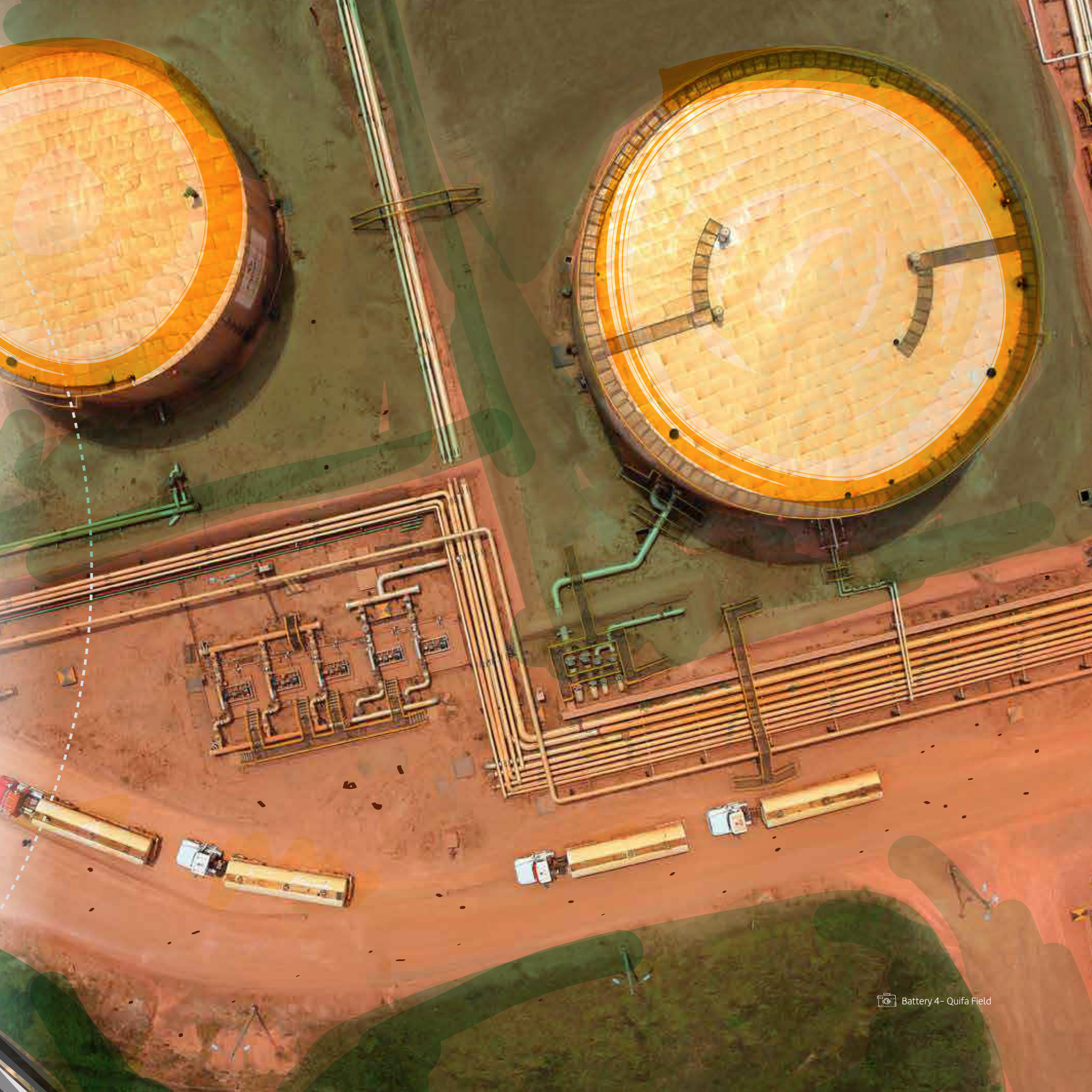


To ensure sustainability, we must have a profitable and competitive company that, based on its good performance, acquires the capabilities to contribute to the construction of healthier surroundings.

Our strategy is to constantly increase our exploration and production portfolios and our market share by being cost-efficient, profitable, working under the highest health and safety standards, and providing the best service to our clients.

What do we focus on?

- Page 76 **Success in Our Operation.**
- Page 82 **Profitability.**
- Page 85 **Transparency with the Market.**
- Page 85 **Occupational Health and Industrial Safety.**
- Page 100 **Quality in the Product and Efficiency.**
- Page 101 **Infrastructure.**



WHAT DID WE DO

IN
2013

Success in Our

OPERATION



on our CPE-6 and Rio Ariari blocks (Meta, Colombia) are now progressing to development and are expected to contribute significant production growth over the next three years.

At Pacific, we focus on production growth and cash generation, believing these to be the single most important measures of value creation over time for an Exploration & Production (“E&P”) company.

For the Company, it is gratifying to announce that 2013 represents the sixth consecutive year of growth in EBITDA, and fourth consecutive year of growth in both production and cash flow. During this year, we once again delivered solid operating and financial results, with both production and sales volumes, and all cash flow indicators, including EBITDA and funds flow from operations, reaching record levels.

Through our successful exploration program and acquisition strategy, we were able to grow our reserves by a net 19,4% and further diversify our reserve base beyond the Rubiales Field, which now represents less than 11% of total net 2P reserves. As part of our near-term objective of replacing production from the Rubiales Field (Meta, Colombia), heavy oil discoveries

Since receiving the CPE-6 blanket exploration and development licence in November 2013, the Company has drilled seven wells with successful tests conducted on two wells and additional tests in progress or planned in other wells. Currently, the Company has two drill rigs operating on the block and plans to drill a total of 25 exploration and development wells during 2014.

Since acquiring the Rio Ariari Block in late November 2013, the Company has drilled two horizontal wells that tested for oil and is optimizing equipment for further extended testing. Currently, the Company has two drill rigs operating on the Block and plans to drill between 17 and 20 exploration and production wells (including horizontals) during 2014. One additional rig is currently being mobilized.

During the year we made a number of significant exploration discoveries, including the Kangaroo and Bilby discoveries in

Outstanding **OPERATIONAL** Information



the offshore Karoon blocks in the Santos Basin of Brazil, and the Los Angeles discovery on Block 131 onshore in Peru. The Company is planning to drill appraisal wells on these discoveries over the next 12 months and has a large and exciting exploration drilling program planned for 2014.

Additionally, the Company increased its quarterly dividend by 50%, and late in the year, commenced repurchasing its common shares pursuant to a normal course issuer bid, purchasing approximately 10.7 million common shares for cancellation to date. This is a clear demonstration of our commitment to balance growth with returns, our confidence in the sustainability of future earnings and cash flow underpinned by our expectation of continued production growth, and our belief that the Company's shares are currently very undervalued.

- **Average net production for the fourth quarter of 2013 reached a record 134,313 boe/d, a 24% increase compared to the same period of 2012.**
- **Sales volumes for the year were 134,621 boe/d, an increase of 24% compared to 2012, despite accommodating for the 0.5 MMbbl associated with the one-time Bicentenario pipeline fill.**
- **The Company was able to increase its operating netback compared to the previous year, a result of the successful implementation of cost-reduction initiatives, despite a 3% drop in combined realized prices in 2013. Operating netback on combined crude oil and natural gas production for 2013 was US\$60.77/boe, compared to \$60.20/boe in 2012.**
- **Oil operating costs in the fourth quarter of 2013 were reduced by US\$7.46/bbl compared to the same period of 2012, substantially in line with the Company's previously announced target of an US\$8/bbl reduction by year-end 2013. Costs are expected to decline further in 2014.**



Production

NET PRODUCTION Summary

	YEAR ENDED DECEMBER 31		THREE MONTHS ENDED DECEMBER 31	
	2013	2012	2013	2012
Oil and liquids (bbl/d)				
Colombia	117,089	85,123	122,190	95,526
Peru	1,335	1,573	1,244	1,457
TOTAL OIL AND LIQUIDS (bbl/d)	118,444	86,696	123,434	96,983
TOTAL NATURAL GAS (boe/d)				
Colombia	10,942	10,961	10,879	11,166
TOTAL NATURAL GAS (boe/d)	10,942	10,961	10,879	11,166
TOTAL EQUIVALENT PRODUCTION (boe/d)	129,386	97,657	134,313	108,149

Net Production Summary

Reconciliation between PRODUCTION AND TOTAL SALES

	YEAR ENDED DECEMBER 31		THREE MONTHS ENDED DECEMBER 31	
	2013	2012	2013	2012
Net Production (boe/d)				
Colombia	128,031	96,084	133,069	106,692
Peru	1,355	1,573	1,244	1,457
TOTAL NET PRODUCTION (boe/d)	129,386	97,657	134,313	108,149
Sales Volume (boe/d)				
Production Available for Sale (boe/d)	129,386	96,463	134,313	107,071
Diluent Volume (bbl/d)	5,085	9,609	2,261	9,671
Volume of oil for sale (bbl/d)	3,832	4,937	3,399	1,718
PAP liquidation (bbl/d) ¹	(3,492)	(1,499)	(6,363)	-
Bicentenario Pipeline Fill (bbl/d)	(1,344)	-	(920)	-
Inventory movements and others (boe/d)	1,154	(530)	11,174	1,681
TOTAL VOLUME SOLD (boe/d)	134,621	108,980	143,864	120,141

Production and Volume of Sales



Exploration

The 2013 reserve reports are sound proof of our exploration and development portfolio. These results also support the business strategy of the Company, which includes growth through increasing strategic acquisitions and well drilling.

The 19.4% increase in reserves, achieved through the addition of more than 100 MMboe to our net 2P reserves and resulting in a reserve replacement of 311%, is a solid result driven by exploration discoveries and by the acquisition of Petrominerales Ltd. made in 2013. Pacific continues to increase its Proven and Prospective reserves together with production.

We are happy to highlight the addition of new reserves in blocks CPE-6 and Rio Ariari (Meta, Colombia), which show that the Company is diversifying its heavy crude reserves beyond the Rubiales Field. It is expected that these two blocks will generate new production volumes starting in 2014, increasing to a total level equivalent to the net production of Rubiales Field within three years.

The highlights from the independent reports on reserve assessment after royalties (“net reserves”) include:

In 2013, the Company received independent certified reserves evaluation reports for all of its assets, establishing that total net 2P reserves had grown to 513.7 MMboe from 613.3 MMboe, a 19.4% year-on-year growth. This growth represents a 311% reserve replacement with net 2P reserve additions of 3.24 boe-per-boe produced. 1P reserves of 394.1 MMboe now represent 64% of the total 2P reserves, a growth of 17% when compared to the same period of 2012. The 1P reserves represent 1.22 boe per outstanding share, compared to 1.05 per share on December 31, 2012. The Company’s Reserve Life Index decreased slightly to 13 from 14. Approximately 81% of the net 2P reserves are liquid hydrocarbons, with the majority of these being heavy oil.

Significant reserves additions resulted from acquisitions, which totalled 89 MMboe including first reserves bookings and production in onshore Colombia from the Petrominerales acquisition. At year-end 2013, the Rubiales field represented less than 11% of total 2P reserves, demonstrating successful diversification of the Company’s reserve base.


Summary of 2013 2P Reserves¹⁴

December 31, 2012 (1)	513.7
Net Additions	146.8
Production (3)	(47.23)
December 31, 2013	613.3

2P NET Equivalent OIL Reserves (MMboe)⁽²⁾



¹⁴ Notes: (1) Data Statement of Reserves and Other Information about Oil and Gas as of December 31, 2012, published in SEDAR on Form 51-101, on March 13, 2013. (2) The term Boe is used with the Colombian conversion standard of 5.7 Mcf: 1 Bbl required by the Colombian Ministry of Energy and Mines and of 5.6 Mcf: 1 bbl required by the Peruvian Oil Ministry for Peruvian natural gas. A reconciliation is provided with a conversion standard of National Instrument 51-101 – Standards of Disclosure for Oil and Gas Activities (“NI 51-101”) of 6 Mcf: 1 bbl. (3) Production represents the 12-month period that ended on December 31, 2013 and includes production from the corporate acquisition of Petrominerales, which was effective as of November 28, 2013. (4) The numbers in the table may not add correctly due to round-off differences.

An aerial photograph of an industrial site, likely an oil or gas wellhead. The site is situated on a large, reddish-brown cleared area. In the center, a tall, complex drilling rig stands prominently. Surrounding the rig are various pieces of equipment, including storage tanks, pipes, and smaller structures. In the foreground, a long, neat row of white modular trailers or containers is parked. The background shows a dense line of green trees and vegetation, indicating a rural or undeveloped area. The overall scene depicts a large-scale industrial operation in progress.

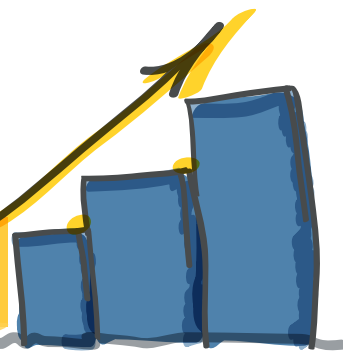
The Company's net reserves after royalties takes into account all royalties applicable under the tax laws of Colombia and Peru based on price forecasts and production rates, including any High-Price Additional Participation ("PAP") related to the price of crude applicable to certain blocks in Colombia, by the end of 2013. Net reserves for the Quifa block were calculated using the 100% shared formula that resulted from the PAP arbitration decision of 2013.

Presented reserves are based on a normal projection of price and effective cost forecast as of December 31, 2013.

Additional reserves information required under NI 51-101 was included in the Annual Information Form of the Company, which was published on SEDAR as of March 13, 2014.



PROFITABILITY



During 2013, we once again delivered solid financial results as all cash flow indicators including adjusted EBITDA and funds flow from operations reached record levels. We were able to maintain a strong operating netback consistent with last year despite a drop in international oil and gas benchmark prices. We made significant progress in reducing our operating costs through a series of projects announced earlier in the year such as a reduction in purchased diluents, the Bicentenario pipeline, and the Petroeléctrica de los Llanos (“PEL”) power transmission line.

Our capital management strategy is to invest in projects that focus on short-term production ramp-up and reserve growth in the medium term, while delivering an attractive return to our shareholders. We made a series of large strategic acquisitions in 2012 and 2013 in order to meet those objectives and still maintain a healthy financial leverage. At the end of 2013, our debt-to-EBITDA ratio was in line with our target of between 1 and 1.5 times, while keeping the flexibility for further investment in accretive capital projects. We signed an agreement to sell our 5% of the OCENSA pipeline interest that was acquired through the Petrominerales acquisition for US\$385 million, and are also in the process of evaluating investment partners for some of our other infrastructure assets. We expect to unlock additional value for our shareholders through these transactions and use the proceeds to reduce our long-term debt.

During 2013, we paid a total of US\$196 million in dividends to our shareholders and started a share repurchase program in November 2013, which will continue in 2014.

FINANCIAL Summary 2013

(In thousands of US\$ except per share amounts or as noted)	YEAR ENDED DECEMBER 31		THREE MONTHS ENDED DECEMBER 31	
	2013	2012	2013	2012
Oil and gas sales	\$ 4,626,859	\$ 3,884,762	\$ 1,202,551	\$ 1,046,689
Adjusted EBITDA ⁽¹⁾	2,566,957	2,019,956	655,327	429,589
Adjusted EBITDA Margin ⁽¹⁾ (Adjusted EBITDA / Revenues)	55%	52%	54%	41%
Per share - Basic (\$) ⁽²⁾	7.95	6.85	2.02	1.45
Funds flow from operations ⁽¹⁾	1,913,112	1,387,544	476,851	231,532
Funds flow from operations margin (Funds flow from operations / Revenues)	41%	36%	40%	22%
Per share - Basic (\$) ⁽²⁾	5.92	4.71	1.47	0.78
Net earnings from operations ⁽¹⁾	1,148,148	1,033,550	312,426	121,376
Per share - Basic (\$) ⁽²⁾	3.55	3.51	0.96	0.41
Net earnings ⁽³⁾	430,405	527,729	142,958	(23,777)
Per share - Basic (\$) ⁽²⁾	1.33	1.79	0.44	0.08
Adjusted net earnings ⁽¹⁾	490,218	650,852	152,123	58,698
Per share - Basic (\$) ⁽²⁾	1.52	2.21	0.47	0.20
Capital expenditures	2,065,525	1,548,196	625,398	601,356
Capital expenditures for new acquisitions and Farm - in	1,133,522	1,128,165	1,020,475	658,647
(COP\$ / US\$) EXCHANGE RATE ⁽⁴⁾	1,926.83	1,768.23	1,926.83	1,768.23

Financial Summary 2013 ¹⁵

¹⁵ See “Additional Financial Measures”, page 42. Management Discussion and Analysis. March 14, 2013

The basic weighted average number of common shares outstanding for the year ending December 31, 2013 and 2012 was 322,989,949 and 294,576,424, respectively. The same for the fourth quarter of 2013 and 2012 were 324,173,884 and 296,284,151, respectively.

Net earnings attributable to equity holders of the parent. COP/USD exchange rate fluctuations can have a significant impact on the Company’s accounting net earnings, due in the form of unrealized foreign currency translation on the Company’s financial assets and liabilities and deferred tax balances that are denominated in COP.



For further details on our financial and operational performance in 2013, please refer to the following link: <http://www.pacificrubiales.com/investor-relations/reports.html>

The profitability of a business is ever-changing and always subject to optimization. For this reason, at Pacific we have advanced strategies that allow for profitability to be improved from different perspectives: inorganic growth¹⁶, reduction in production, and extraction costs, among others.

In 2013, we focused our management on the following factors:



**IN
2013**
we did the first
**US\$ 1
BILLION**

debt offering in Latin America to
**have the low rate of
5.125%** with a 10-year maturity.

**This offering was oversubscribed
by 5.5 times the amount of the issue,
PROVING THE COMPANY'S STRONG POSITION IN THE MARKET.**

As part of the Company's growth and diversification strategy, in 2013 we completed the acquisition of Petrominerales, a company that brings important synergies to the operation in Colombia and Peru. The purchase was made with a new bond issue of US\$1.3 billion, which was the largest by a Colombian private debt issuer in the international markets; we also reopened one of the Company's existing bonds for US\$300 million. With this transaction, we once again proved the interest of investors in our company, as demand for the issuance was almost five times the amount of the issue, and the transaction was announced and closed in a single day.

¹⁶ Inorganic growth refers to the acquisition of companies in the way of mergers, acquisitions and take-overs.

Sale of Interest in OCENSA

With the acquisition of Petrominerales, we initiated the sale of their interest in the OCENSA Oil Pipeline, and by late 2013, we signed an agreement with the Darby Private Equity Fund and the Private Equity Division of Franklin Templeton to sell the Petrominerales 5% interest and related transportation rights for the sum of US\$385 million. This amount will be used to pay off part of the debt incurred for the Petrominerales purchase and will be completed during the first quarter of 2014.



Credit Rating Increase and Stability

Standard & Poor's ("S&P") Rating Services increased the corporate credit rating on debt of Pacific from "BB" to "BB+." This increased rating demonstrates our stable position and the support for new debt issues and commitments acquired, and is supported by the diversification of production and reserves and an increase in production.

During the second debt issue, the S&P, Fitch and Moodys rating services maintained their ratings at BB+, BB+ and Ba1 respectively for the Company thanks to the growth expectations and the incorporation of synergies into Pacific's operations. In addition, Petrominerales added value to the Company's reserves and consolidated production.

International Finance Corporation ("IFC"), member of the World Bank Group, invested US\$150 million in Pacific Infrastructure Venture Inc.

Pacific Infrastructure (with a prior share held by Pacific of 56.9%), entered into an agreement with the IFC, in which the latter invested US\$150 million in Pacific Infrastructure. According to the terms and conditions of the agreement, the IFC obtained a 27.2% interest in the capital of Pacific Infrastructure, reducing Pacific's interest to 41.4%.

Pacific Infrastructure is focused on improving the oil and gas infrastructure in Colombia. IFC's investment will be used to develop the Company's key assets, which include Puerto Bahía and the OLECAR pipeline.



Transparency with the

MARKET



Our commitment to the stock market is to implement sound corporate governance practices. We believe it is a priority to disclose the Company's material information in a timely and transparent manner to the securities market, and to foster an environment of compliance and integrity.

For this reason, we are part of the Colombia Securities Exchange's "BVC Seal of Quality" initiative, the purpose of which is the implementation of best practices in relation to investors and information disclosure. Thus, we contribute to providing stability, security, and confidence to the securities market, as well as promoting and implementing shareholders' and other stakeholders' rights.

Occupational Health and Industrial



Pacific
is LIFE



In 2013, we focused on providing continuity and aligning corporate areas and business units within our Integrated Management System in order to ensure continuous improvement in the management of occupational health and industrial safety in our operations.

This year, we will successfully complete the process of recertification of the HSEQ Management System under ISO 9001, ISO 14001 and OHSAS 18001 standards, showing "zero non-conformities" and no deviation in the Integrated HSEQ Policy and its "Zero Tolerance" commitment.

Strengthening the Management of Contractors

This year, we performed joint work in association with our strategic allies in order for them to align their activities with the best industry practices: integrity, transparency, and compliance with the applicable laws.



Contractors = Strategic Allies

Requirements and motivations to maintain the continuity of relations with a positive impact.



Development of a control system for the phases of the purchasing process

(OHSAS 18001, ISO 14001 and ISO 9001) Compliance with corporate integrity values to ensure conditions of health and safety for all workers.



Preventive control to reduce risks associated with contractors

This makes it possible to hire and maintain suitable contractors in the provision of the services that the organization requires, as contractors constitute more than 95% of the man-hours and more than 98% of the incidents occurring.

Strategic Ally Management Model

Our Audits

In order to ensure the monitoring and follow-up of the activities of our contractors in the fields of operation, at Pacific we perform comprehensive legal audits in which we review labour matters as well as agreements with the joint venture contracts and matters related to Corporate Social Responsibility and HSEQ.

In 2013, we audited 100% of the high-risk contractors in our operations, and additionally, we extended the exercise to subcontractors within the framework of risk reduction.

276 companies audited as well as **35** subcontractor companies; **689** audits.

Beyond the audits, and in line with our commitment to promote continuous improvement in all of our operations, we have follow-up and communications spaces known as Workshops. During these workshops, we do periodic follow-up of the progress on the action plans obtained in the audits, the closing of outstanding items and any employee complaints.





Occupational

HEALTH

We preserve and improve the health of our associates.

In order to continue ensuring the welfare of our employees and the communities in the areas of influence where we operate, in 2013:

- We continued with a public health diagnostic applied to 100% of the areas of influence of our projects, which allowed us to establish timely epidemiological control measures that ensured the prevention of epidemics in our areas of operation. The target populations of this diagnostic, for which we have the participation of municipal, departmental, and national health authorities, are direct associates, strategic allies, and local communities.
- We offered our employees and communities the possibility of participating in preventive processes that allowed for the improvement of their oral health. During this year, we conducted more than 1350 sessions, with an average coverage of 82%. In addition, more than 80 family members of our employees took part in the sessions.
- In the proximities of our projects where there is no medical access in the area, we established Basic Medical Care Centres: places with the personnel and equipment necessary to care for and stabilize any patient.
- Within the implementation of the psychosocial risk program, we conducted measurement and awareness activities for 100% of our employees. In order to achieve early detection, this program involved entire families, and entailed the development of promotional and preventative actions. During this year, we completed more than 2500 hours of work in psychosocial risk assessment.

The results of our indicators demonstrate the importance of preventive actions to preserve and improve the health conditions of our personnel. In 2013, we continued advancing and strengthening our prevention and self-care campaigns, promoting physical activity and healthy habits; a reduction in the rate of absenteeism from common illness demonstrated the effectiveness of our strategies.


Industrial Hygiene

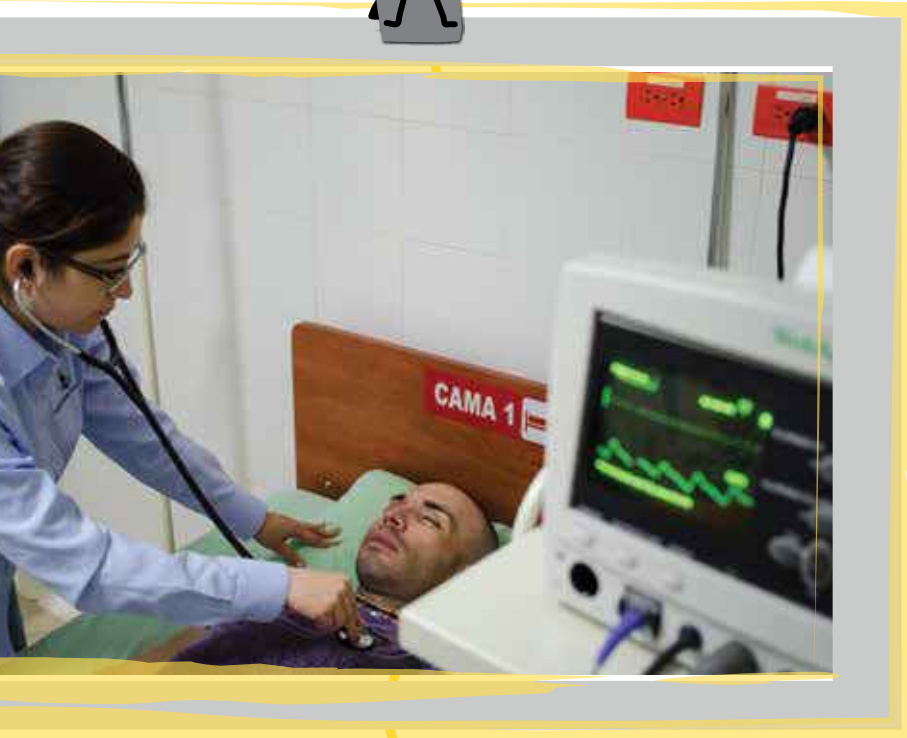
GRI LA7 Occupational Health and Safety

At Pacific, we measure the exposure of our employees to dangers within the environment where they work, and actively look for health prevention and maintenance actions. In 2013, we took more than 700 measurements to determine the exposure of our employees to noise, light, heat, vibrations, and contaminants that might affect their health. We analyzed 100% of the jobs performed in all our fields of operation and administrative offices.





 Dental Care Plan – Pd Care
Dr. Yuyysa Espitia
Asistant: Liliana Barrero
Patient: Jorge Antonio Urbano – Employee



 Medical Center – Arrayanes Dr. Diana Jaramillo
Patient: Diego Castillo (contractor)

Actions Taken to be a Company Free of Alcohol, Psychoactive Substances, and Tobacco

We are continuing to work toward being a company that is free of alcohol and psychoactive substances for the health and safety of our personnel. In 2013, we updated the protocol for areas that are to be free of alcohol and psychoactive substances, and we trained direct personnel in the recognition of intoxication and the technical and legal determination of a state of inebriation.

Furthermore, we started training security personnel responsible for the screening tests¹⁷ by certifying them to perform these tests. We complied with the maintenance and certification protocol for Breathalyzer equipment, and we launched alcohol and drug consumption prevention workshops with direct personnel and contractors.

Camp Improvement Plan

Committed to the well-being of our employees, we improved our commitment to the living conditions in our fields, advancing the implementation and enforcement of the wellness standard of our camps. We also continued with a periodic inspections program during the year. This standard of well-being and camp quality includes the installation of gymnasiums and leisure and recreation sites as well as camps and dining halls, among others.

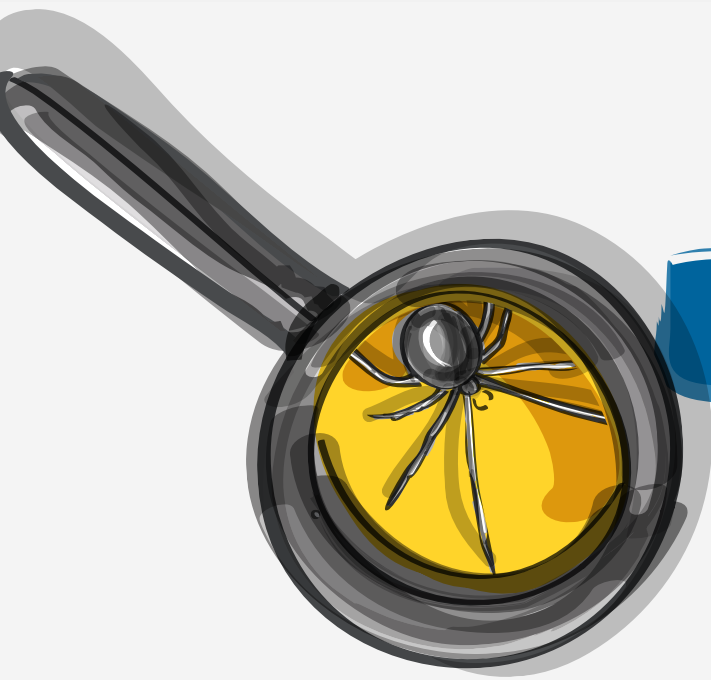
In 2013, we undertook more than 150 inspections that covered 100% of our operating camps. On each visit, we confirmed the conditions of the lodgings and clubs, and we followed up on the findings to ensure their management in the short term.

¹⁷ This consists of the application of evidence allowing, in allegedly healthy and asymptomatic towns, an identification of the people who have a greater risk than the general population of presenting a specific disorder.





 Quifa Field Camp.



ENTOMOLOGICAL Study

In an agreement with the University of the Andes, we carried out an entomological study in the areas of influence of our projects. Through this study, we identified the vectors present in these areas that might predispose us to the occurrence of cases of transmissible diseases that are of great interest to public health.

Results

The results of our indicators show the efficacy of preventive actions in preserving and improving our staff's health conditions. In 2013, we continued moving forward and strengthening our prevention and self-care campaigns, promoting physical activity and healthy habits. The reduction in absenteeism due to disease shows the effectiveness of our strategy in favour of health.



10% decrease in PRE staff's **cardiovascular risk.**



25% decrease in incidences of **musculoskeletal injuries.**



12% decrease of absenteeism due to **medical reasons.**

Industrial

SAFETY



Road Safety

We are concerned for the safety of our employees and contractors...

To move about at our worksites is a fundamental activity in the performance of our operations, and therefore we will continue to protect our employees at the steering wheel.

In 2013, we continued to reinforce and take actions to control the risks inherent in this activity:

- We performed **104** trainings related to Road Safety Standards.
- We awarded **6593** permits for driving in the field.
- We delivered **1861** vehicles to the road safety department.
- We inspected **1171** vehicles with a driving monitor.
- We implemented **96%** of the driving monitoring system.
- We achieved the participation of **100%** of our contractors in the Road Safety at the Steering Wheel campaign.

Emergency and Crisis Management Plan

Our operations constitute high-risk activities; however, we have the specialized resources needed to prevent and handle emergency situations that may arise.

During this year, we performed specific training for the personnel involved in the Crisis and Business Continuity Plan. We also performed diagnostic tests on each one of the fields involving the personnel responsible for local emergency responses, and drills were held to test the level of preparation for the necessary response to large-sized critical events.

In 2013:

OF THE **1017** ASSOCIATES
TRAINED,
109 were
 direct employees of Pacific
 and the remaining **908**
 WERE CONTRACTOR PERSONNEL.

Rescue at heights

First aid

Emergency care

Fire system

Snake handling

DURING 2013 THE
 EMERGENCY BRIGADES
 ANSWERED

A TOTAL OF **593**
 emergency calls

Structural fires

Forest fires

Vehicular fires

Preventive activities

Bee control

Rescue

Caring for the injured

IN TOTAL

20,575 INSPECTIONS WERE
 PERFORMED

on the emergency equipment,
 ensuring availability and
 PROPER OPERATION.

Fire trucks

Fire systems

Firefighter suits

Extinguishers

Response vehicles

Training Actions

We support the circulation of knowledge ...

Our HSEQ department supports knowledge communities in generating integration spaces that are used by our officers to share their experiences, training and projects through knowledge sharing as a strategy to strengthen each work team's skills and comprehensive education.

At Pacific, we invest in strengthening the technical skills of our teams.

Within the HSEQ culture, we promote a change-of-attitude process, motivating the best behaviours that demonstrate a commitment to HSEQ by our employees. In 2013, we generated the following technical courses:



- Working at Heights
- Defensive Driving
- Good Laboratory Practices
- Inspection of Drilling, Completion, and Workover Equipment
- Update of the Technical by-law Electrical Facilities Regulations (RETIE)



INDUSTRIAL SAFETY

2356 hours
 COVERING **95%**

OF THE INTEREST GROUPS

121 ATTENDEES



ENVIRONMENTAL

5408 hours
 COVERING **100%**

OF THE INTEREST GROUPS

144 ATTENDEES



COMPREHENSIVE

2288 hours


WITH ACTIVE PARTICIPATION OF

128 ATTENDEES



We foster culture in our leaders...

We worked directly with the managers and leaders of processes under our customized coaching system and the Behaviour-Based Safety program, which was taught over 12 hours for 115 people.



Basic Level Certification for **Working at Heights**
for **105** field workers.
Recertification of **240** workers.

174 WORKERS CERTIFIED IN
DEFENSIVE DRIVING.

- **LIFTING AND EQUIPMENT PROGRAM:** In order to comply with the Lifting Equipment Inspection Program and Safety Standard for Mechanical Load Lifting, we performed **246** inspections in **2013**. We monitored **1419** critical lifts per month on structure assemblies and construction work.
- We instigated follow-up and verification of critical work in confined spaces in maintenance works of treaters, boilers, and tank construction. We performed a monthly total of **1438** interventions and monitorings.
- We performed safety interventions in electrical outages, work at heights, openings in doors, work on live lines, and changes of shifters. In total, there were **1325** monitorings of electrical work per month.
- We trained a total of **650** associates in the fields in the work permit procedure, stressing its importance in securing the work. **58** people were direct employees and the remaining **592** belonged to our contractors.
- **986** associates were trained in Chemical Risk, of which **207** were direct Pacific employees and the remaining **779** were contractor personnel.



FIREFIGHTERS

The “Strategy of Joint Social Responsibility in the Fight Against Forest Fires” seeks to motivate the participation of sector and institutional players and the community in general to generate a culture of prevention by raising awareness through training and disseminating knowledge about the causes and consequences of forest fires.

This activity involved over **300** people in the community and was held in **11** municipalities which included Acacías, Lejanías, Mesetas, Vistahermosa, San Juan de Arama, Mapiripán, El Castillo, Puerto López, Villavicencio, and **2** municipalities in Fuente de Oro – one on the left bank of the Ariari River and the other on the right bank – in Meta, Colombia.

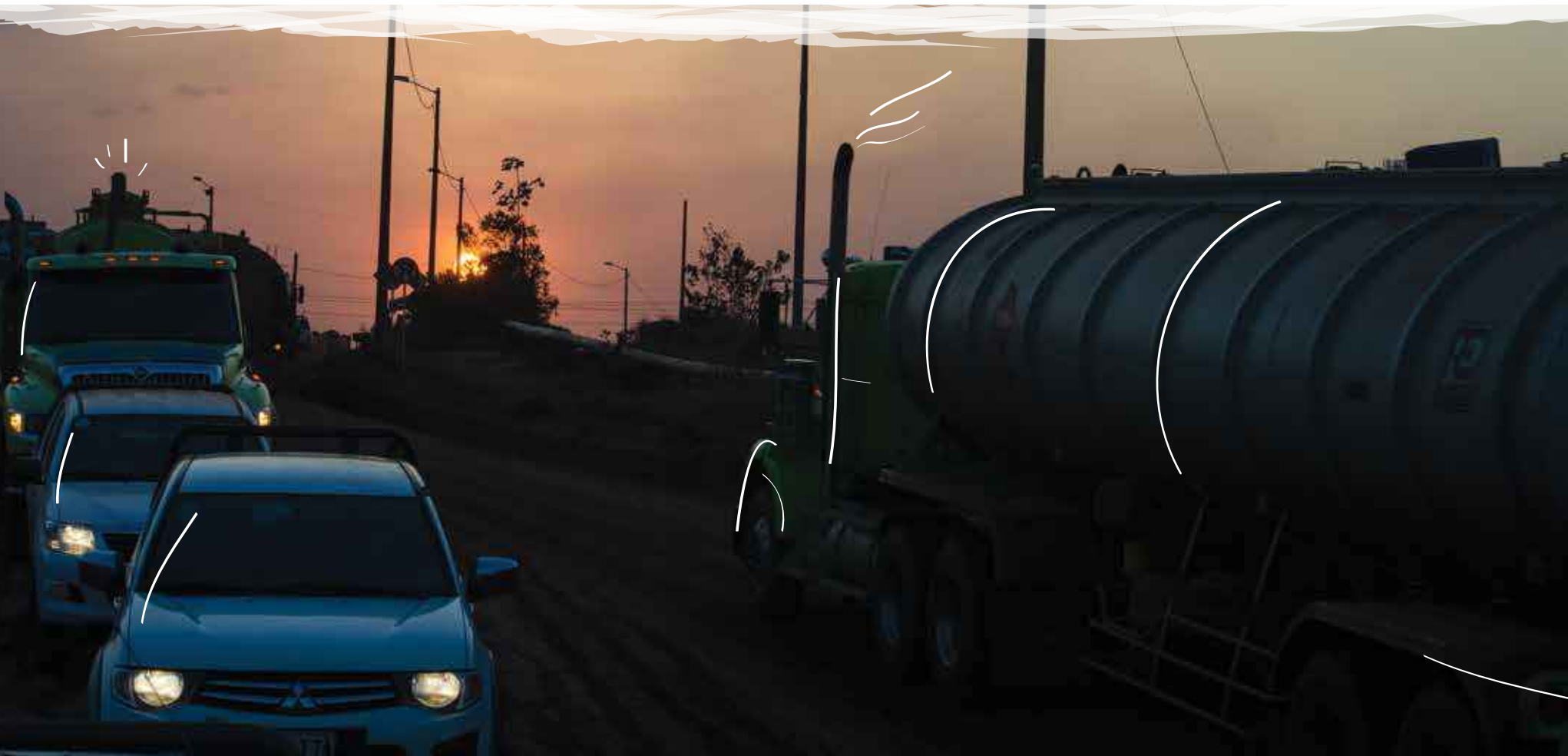
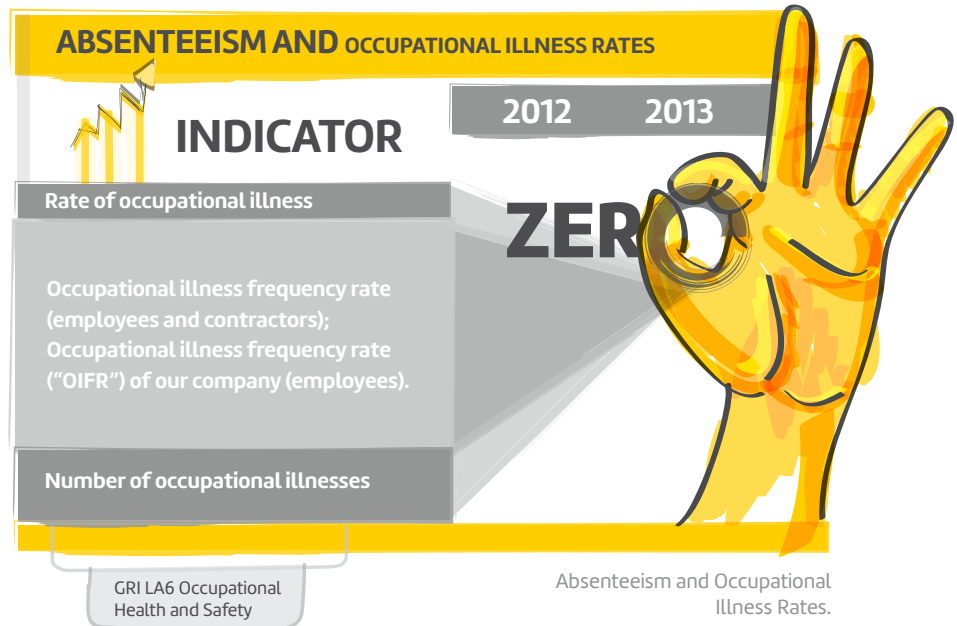


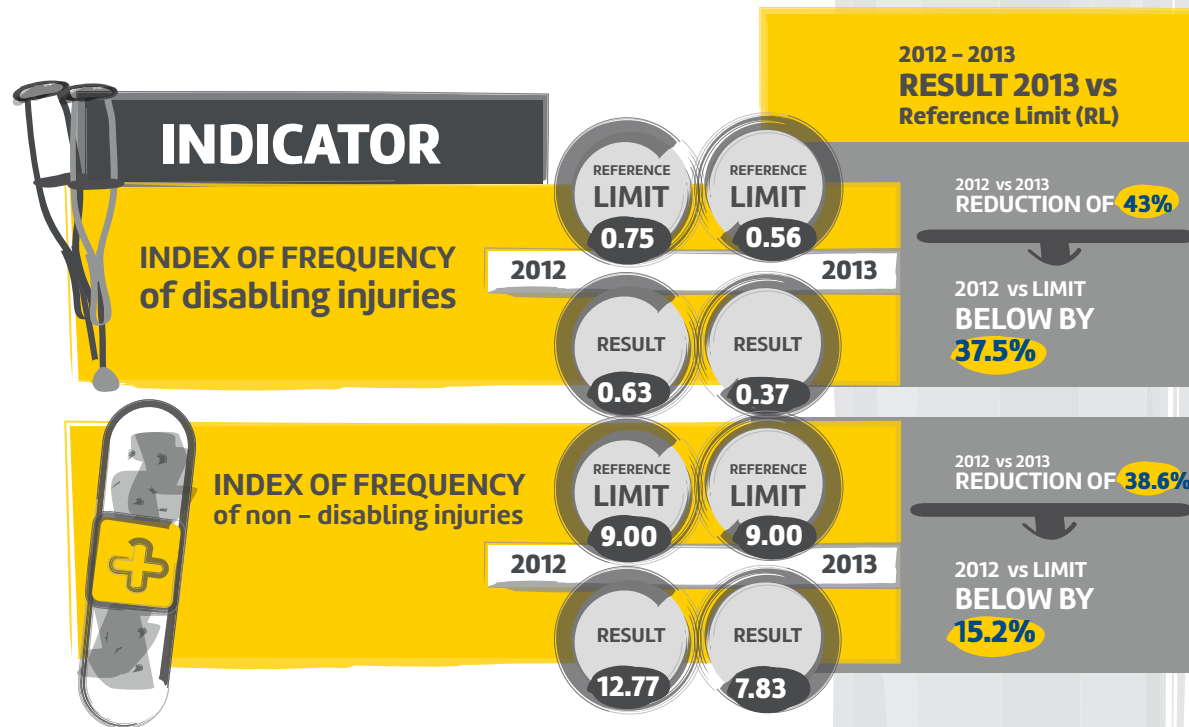
Behaviour-Based Safety

In 2013, we incentivized the participation of our associates and strategic allies in the development of the Behaviour-Based Safety program, giving special recognition to interventions that stressed the work of the employees who proactively participated in performing the interventions.

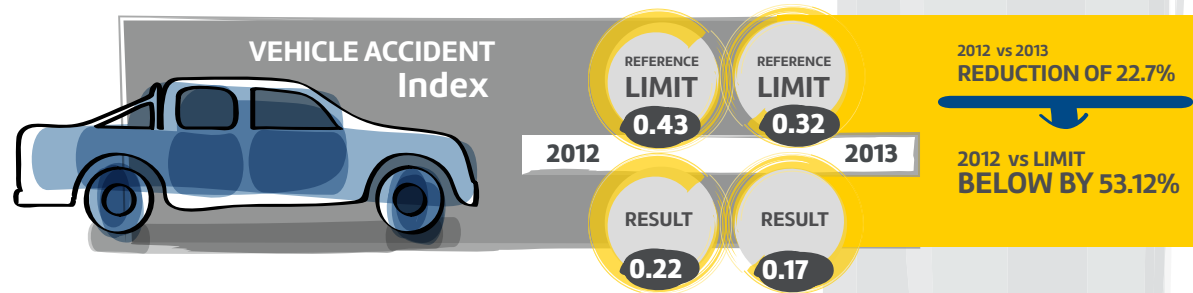
The program had the participation of 84% of our direct employees, who then advocated for the participation of the contractors with the greatest number of incidents in 2012.

Our assurance strategy generates positive results as a function of preserving the lives of our employees....





Frequency Index of Disabling and Non-Disabling Injuries



Quality of the Product and

EFFICIENCY

Quality processes for the crude mixtures we produce are fundamental to the proper utilization of the National Pipeline System and are a key factor in the commercial relationships with our clients. Failure to comply with the highest quality standards could affect the operation of the pipeline systems and other systems. During 2013, we complied with 100% of the quality requirements requested by the National Pipeline System and our clients.

Similarly, the quality measurement of crudes allows us to ensure our contractual commitments regarding quality and quantity at the different transference points in custody that make up the National Pipeline System. Efficient management of the crude measurement process allows us to ensure the crude count is correct, adjusting the processes and equipment to international standards.

Efficiency in the crude and diluent transport operations in terms of the assurance of the quality of the products transported and the compliance of the HSEQ norms is key in the transporting process. During 2013, we complied in a timely fashion with the transport programming required. We transported 20.9 MMbbl through trucks, 9.2 MMbbl more than 2012 and covering a total distance of 123 million kilometres.

In terms of the efficiency of the National Pipeline System, we have identified a series of opportunities for improvement along the lines of company collaboration agreements for the optimization of dilution schemes and the best utilization of the transportation infrastructure, as well as the implementation of the Volumetric Compensation of Quality.

It is important to highlight the improvements achieved in terms of efficiency regarding the reduction of diluent and transport costs during 2013. In this period, we reduced diluent costs by US\$5.58/bbl. This was achieved by reducing the purchase of imported diluent through the utilization of our own light crude, and also by reducing the transport costs of oil-transporting trucks by implementing a predilution scheme

in the Rubiales field and participating in the start of the operation of the Bicentenario pipeline. By reducing land transport in oil-transporting trucks, we also mitigated incident risks associated with overland hydrocarbon transportation.





INFRASTRUCTURE


Management of the infrastructure for the provision of diluents and the disposition of sales of our production and mixtures of crudes is fundamental to supporting the action plans for production with the least cost and lowest risk possible. In the same manner, we seek the correct measurement of crude that will allow us to establish the infrastructure required to generate reductions in delivery time of products, while still guaranteeing a product with high quality and high volumetric indexes.

During 2013, we ensured the highest capacity in the National Pipeline System through the acquisition of capacity contracts, the initiation of the Bicentenario operation and the acquired capability associated with the purchase of Petrominerales. In this way, we ensured the 87 Mbbl/d capacity of the National Pipeline System. With this capacity, we reduced transport in oil-transporting trucks to shorter routes, mitigating the incident risk associated with the transport of hydrocarbons on terrestrial routes.

We also implemented the Lineal Programming Model for the disposition of crudes and the elaboration of mixtures. This development allowed us to optimize the disposition of the 30-plus crudes produced as compared to the national level.

Finally, we completed 80% of the production of information on the automatization, transport and inventory of the Hermes company. This development will allow increased efficiency and efficacy in the decision-making process, based on real-time information regarding the volume, disposition and availability of our product.



 Installation of thermal insulation. It reduces heat loss and increases the sustainability of processes.
Location: RB772 flowline. Ovidio González TraTécnica Contractor.

WHERE ARE WE headed ?

- **The promotion of an ever-closer relationship with current and potential investors** and the securities market in order for them to be aware of the development of Pacific, and thus to remain an attractive investment.
- **Implementation of policies and procedures to control and measure Pacific's financial results**, and support of the Company's operations through the availability of diversified liquid capital funds for capital investments and the development of current projects.
- **Obtaining a certification as a healthy, alcohol-free, psychoactive substance-free company.**
- **Performance assurance in Occupational Health in 100% of Contractor companies.**
- **100% coverage of our staff in periodic occupational medical tests.**
- **Implementation of the Strategic Road Safety Plan for the fields located within the Casanare Department** through comprehensive work between the Company, contractors, road users and the community.
- **Implementation of a comprehensive methodology for the HSEQ follow-up of project and operations contractors** to identify high-impact processes that may affect HSEQ's management.
- **Definition of a management model in the measurement of crude** through the standardization of technical and operative criteria of the systems, and the assurance and control of the measurement systems.

Implementation of a management logistics system oriented to satisfying the needs of planning, operations, transportation companies and drivers. This system will provide us with information in real time with high precision regarding location of the vehicles, their state and their proximity to the charge and discharge points as well as the results of inspections of the vehicles.

Improvement of the process of professionalization of drivers to reduce incident rates of the vehicles that transport hydrocarbons in order to improve response times, particularly regarding possible contingencies that could take place in transport activities.

Initiation of the operation of the receiving facilities for natural gasoline and heavy crude in Puerto Bahia (Bolívar, Colombia), with a storage capability of 330,000 bbl and port facilities for ships.

Assurance of the capability of the Colombian National Pipeline Systems for 2016–2017.

Implementation of facilities for reception and management of heavy crude (9–12 degrees API) in our PF2 Guaduas facilities (Cundinamarca, Colombia). Procurement of a continuous pumping availability through the Guaduas–La Dorada pipeline for at least 40 Mbb/d.



Why is this Important?

We act consistently and transparently

For Pacific, it is fundamental to have robust processes and systems that make it possible to conduct our business transparently and consistently with all of our stakeholders. Our corporate values are the essence of how we work and what we expect from each one of our employees, and also from those who perform activities for our company or on its behalf.

Our commitment in the energy sector and to our host countries is to ensure that our policies, guidelines, and actions are consistent with our Code of Conduct and Corporate Ethics, so that from day to day, we can guarantee respect for the individual and their surroundings, and we can continue building a sustainable organization based on trustworthy relationships.

What do we focus on?

- Page 106 **Business Ethics and Compliance.**
- Page 107 **Anti-corruption.**
- Page 108 **Internal Audits and Control.**
- Page 109 **Risk Management.**
- Page 110 **Transparency in Royalties.**



Water treatment pools

Employees' meeting at CPF1.

Alberto Yepes (Crude Supervisor Pacific)

Saul Góngora (Operator PetrolService), José Darío Banoy

(Automation Technician Pacific), Juan Carlos Chate

(Saytec Col.), Saul Castaneda Herrera (Water Operator

Pacific), Alfonso Macías Roa (Operator PetrolServices).



WHAT DID WE DO



Business Ethics and **COMPLIANCE**



At Pacific, we have guidelines related to business ethics, the labour environment, adherence to the law, and compliance with the Code of Conduct and Corporate Ethics that cover directors, employees, suppliers, and contractors. These directives ensure that all of our activities are performed under the highest standards of transparency and integrity. To adhere to this Code, we have established a compliance clause in all of our contracts with employees, suppliers, and contractors.

Furthermore, we have a Confidentiality Policy that ensures the quality and transparency of the information that we publish as well as an Anti-Corruption and Money Laundering Policy.¹⁸

In line with our objective to ensure that all of our processes comply with national laws and international standards to which we have voluntarily adhered, in 2013 we continued with the design, construction, and implementation of the Regulatory Compliance Model. In it, we identified the most relevant regulatory areas for Colombia (9) and Peru (11), adding more than 1000 reports to regulatory entities and establishing 60 officers who are responsible for ensuring timely compliance with these regulations.

In addition, we performed the following activities this year:



We trained **50 officers in Peru and 30 in Colombia**, to develop the controls related to regulatory compliance (Regulatory Compliance Matrix).

We trained 769 employees in the Code of Conduct and Corporate Ethics.

Regarding the prevention of money laundering, we developed a database of more than **12,000 active suppliers, which includes service providers, clients, shareholders, consultants, and employees**, who are verified on more than 140 global risk lists.



¹⁸ For more information about these policies, please consult our website:
<http://www.pacificrubiales.com.co/corporate/corporate-governance.html>

ANTI-CORRUPTION



At Pacific, we are guided mainly by the anti-corruption law of Canada (“CFPOA”), which establishes how relationships should function between companies registered in Canada and their employees and directors, as well as with government officials in the different countries where they operate. We have a novel Anti-Corruption Policy, which, with the advice of international-level experts, analyzes and includes our company’s key risks, ensuring our commitment to the fight against corruption.

Through the Declaration of Conflict of Interest, applied to 100% of our employees, we seek to identify and report conflicts such as

having family members within the Company in different degrees of consanguinity or affinity and employees who are owners of contractor companies or companies that provide services or goods to Pacific. Additionally, we report those who belong to any board of directors inside and outside of the Company and employees who, in the last year, have acquired significant shares in related companies or in supplier companies. The purpose is to identify those scenarios that might have consequences or negative impacts because of a decision based on subjectivity.

The identification of Politically Exposed People has also been an element that strengthens our management within the political arena. Those employees who have been government officials or have family members or relatives in that sector are considered to have this status.

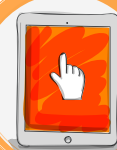
In the management of this matter, we performed the following activities:



We trained 588 employees on fraud prevention and corruption.



We developed and implemented an E-learning application on fraud prevention and corruption.



GRI G4 S04
Anti-corruption

Likewise, and in line with our commitment to the Principles of the Global Compact, we actively participated in the Global Compact Local Network in Colombia to find resolutions jointly, and to share lessons learned and best practices, in order to combat bribery, extortion, and other forms of corruption across the industry.



Internal Audits and

CONTROL



With the intention of achieving Pacific's strategic objectives, through internal audits and controls we ensure that our processes are performed with the attributes of economy (less time = lower cost), efficiency (better utilization of resources) and efficacy (achievement of the objectives).

The essential part of internal control is in the actions taken to manage or perform continuing improvement measures (implementation of remediation plans) and adapting operations to the established policies and procedures.

The internal control process cannot exist if there are no objectives, principles, and standards, because if the desired goals are not established, it is impossible to define the measures necessary to achieve them and evaluate the degree of their compliance, which is why internal control is closely related to our Company's vision.

In 2013, we achieved the following results:



Audit plan:

OF 40 projects for this year, we closed 35 projects, with 88% compliance, and 5 projects were rescheduled for 2014.



Tests of controls:

We performed 951 tests for 636 controls, of which 321 tests were performed for 321 annual and/or semiannual controls; and 630 tests for 315 controls that were tested twice during 2013.

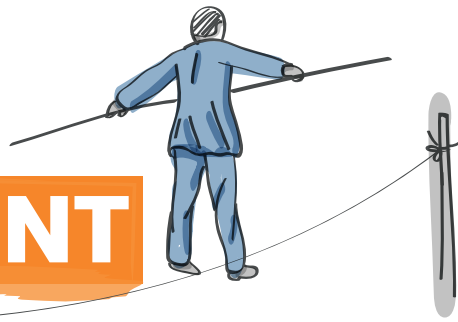


Internal Control Model:

We implemented the internal control model in Peru and Pacific Infrastructure. We also included the new general and legal services processes in the model.

Risk

MANAGEMENT



At Pacific, we have outlined a roadmap for our strategic plan to achieve our targeted goals and objectives in the short, medium, and long term. When aware of the risks that are present in the industry in which we find ourselves and the surroundings in which we perform our operations, the risk analysis inside the Company becomes a top-priority, constant activity at all levels.

Our Enterprise Risk Management (“ERM”) program seeks to support this strategy on the creation of value, becoming a bridge that provides a methodology to manage risks in the Company, its Business Units, and its processes, in order for each one of these units to meet the objectives proposed. This is achieved through correct identification and evaluation of risks and the establishment of mitigation and control plans to monitor and scale trends and evolution in the behaviour of risks.

In 2013, we achieved significant progress in risk analysis at the level of the different Business Units. The ERM team used the methodology to identify specific risks that each Business Unit faces to generate a cause-result analysis, establishing and tying the mitigation plans to the factors generating risks.

Additionally, our Enterprise Risk Management corporate policy was approved by the members of the Board of Directors’ Audit Committee. This policy outlines the guidelines regarding roles and responsibilities for all of the Company’s employees in relation to risk management, and it is the umbrella policy in terms of risk management in the Company.

To supplement this policy, in the last year, we analyzed corporate financial risks, reviewing the mitigation plans that the financial area is executing, in order to provide recommendations based on international industry practices.

We also held 15 risk workshops in different processes such as:

- Well Abandonment
- Career Development
- Sales
- Geosciences
- Financial Investments
- Exploration Operations
- Production
- Labour Relations
- CSR
- General Services
- Insurance



The respective owners of each process, along with their teams and related areas, participated in these workshops.

Finally, we performed follow-up on the mitigation plans and strategic initiatives associated with the corporate risks identified to determine the advances of these plans and to make the corresponding adjustments as necessary.

Transparency in ROYALTIES

For the third consecutive year, we announced our support of the Extractive Industry Transparency Initiative (“EITI”), because we firmly believe in the power that royalties and taxes have to transform the environment.

In line with this commitment and with the firm conviction of the contribution to governability that we can make based on reporting on the payments that we make in our countries of operation, in 2013 we obtained the following figures:

Line Labels	MPC Addition	PSE Addition	TOTAL Addition
Municipal Taxes	\$7,038,470	\$792,390	\$7,830,863
National taxes	\$386,921,255	\$5,577,597	\$392,438,852
Royalties	\$809,247,068	\$5,225,206	\$814,472,273
Social Security	\$18,797,912	\$7,876,376	\$26,674,289
TOTAL	\$1,222,004,705	\$19,411,574	\$1,241,416,279

NOTE: FIGURES IN US DOLLARS.¹⁹

Tax Payments in Colombia

¹⁹ The conversion from COP to US of this table was done using the prevailing exchange rate for 2013, \$1,926.83 COP, rounded to \$1926 to facilitate the readability of the figures in the report. The figure is an estimate based on the exchange rate exposed in the Company’s 2013 MD&A.



WHERE ARE WE headed?



- ☞ **Strengthening the risk management culture** inside the organization and in new Business Units, and applying the ERM methodology thereto.
- ☞ **Increasing the scope of training programs in Corporate Values, Code of Conduct and Business Ethics, Anti-Corruption Policy, and Money Laundering Prevention.**
- ☞ **Strengthening of the consulting and reporting channels** as well as Regulatory Compliance, Transparency, Fraud Prevention and Anti-Corruption.
- ☞ **Implementing the internal control model in the Petrominerales Business Unit.**
- ☞ **Among the most important projects that will form part of the 2014 audit plan are:**

Review of intercompany sales contracts

Assurance of the fuel consumption control

process in all of Pacific's fields.



Why is this important?

We work in harmony with the environment

For Pacific, it is paramount to ensure the efficient use of natural resources and to mitigate the risks and impacts on the environment in which we operate. Therefore, in 2013, Pacific is green, Pacific is life focused on ensuring the development of the business by ensuring the sustainable use of natural resources in our areas of influence and operation and leading and strengthening the relationship with governmental entities and environmental authorities.

We base our axis of action around best industry practices through monitoring by experts and institutional entities that are related to our work, and by consolidating the knowledge bases of the environmental components that comprise our operations. Under these premises, in 2013 we made an environmental investment of **US\$46,127,960.63**.



What do we focus on?

- Page 114 Biodiversity.
- Page 124 Comprehensive Water Management.
- Page 130 Waste Management.
- Page 132 Energy and Emissions.
- Page 136 Prevention and Remediation of Spills.



 Tillavá River.
Monitoring of terrestrial and aquatic mammals.

WHAT DID WE DO



BIODIVERSITY



GRI G4 EN12
Biodiversity


We consider knowledge of biodiversity, of which we are a part, to be of extreme importance, and our understanding of the best way to exploit, respect, and conserve, and thus maintain, the biological wealth of the areas where we operate, is based upon that fact. During the ongoing development of the biodiversity strategy, we have the participation of NGOs and research groups that support us with foundations of management and knowledge. In addition, before starting a project, we perform an inventory of the biodiversity in the development area where exploration and production activities are planned.

For each area where we perform operations, we plan management zoning where we establish that the top-priority conservation ecosystems are exclusion zones from our activities. In order to obtain detailed knowledge of the diversity in those zones, we perform conservation and monitoring campaigns on the diversity in our operating areas of influence.

Some of the exclusion zones identified and conserved in our areas of influence and operation are comprised of Morichales, pools, reservoirs, wellsprings, bodies of surface water, and secondary and gallery forests, among others.




PACIFIC
Energy Services

 Omar Rengifo - Nursery Garden Operator
"Cresta de Gallo" flower (Celosia).

Knowing our SURROUNDINGS

“ The Rubiales Field does not overlap with National Parks or registered Natural Reserves, or with cartographic information from the Uniform Registry of Protected Areas ("RUNAP"). ”

 Detail - wetland - artificial wetland Planting of JUNCO (*Eleocharis acicularis*) - Allows polishing of treated wastewater.

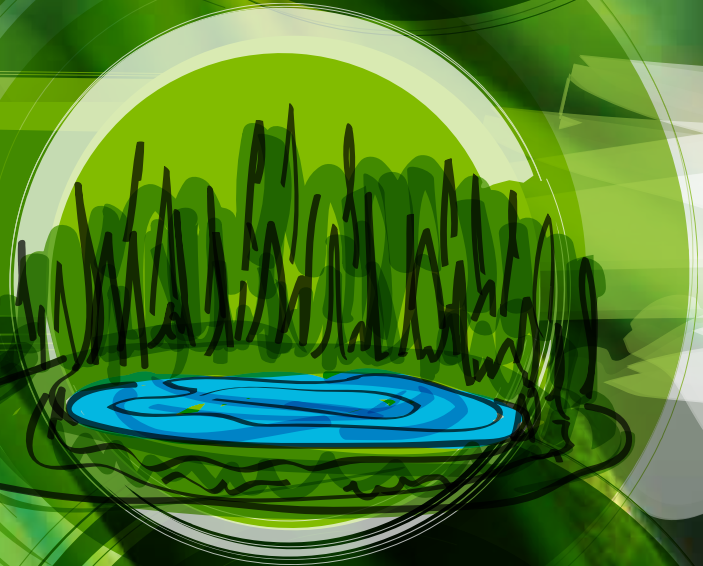
GRI G4 EN11
Biodiversity



 Reforestation for environmental compensation with colombian native species. 406 Ha.



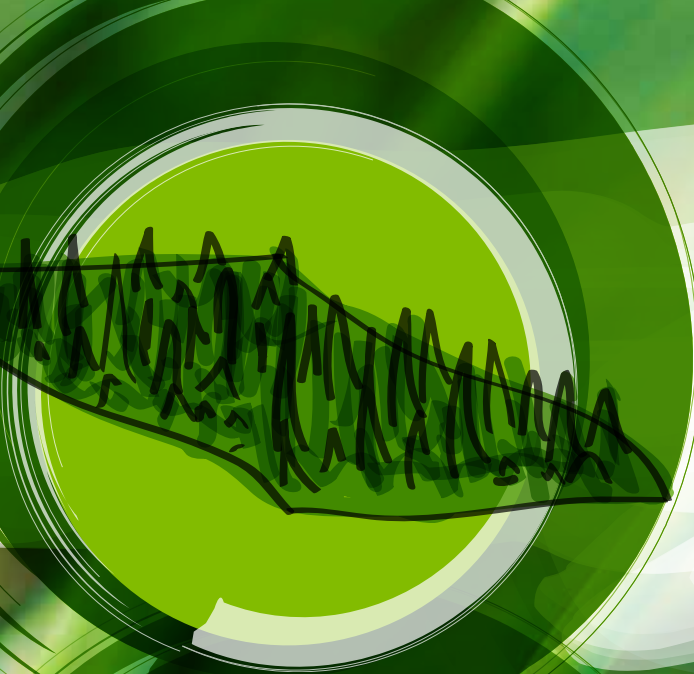
The San Francisco River Water Basin Forest Protection Reserve, located within the jurisdiction of the municipality of Guaduas in the west of the Cundinamarca department, is within the area of influence of our Guaduas field. This reserve, with an approximate surface area of 2850.5 Ha in an altitude range between 1100 and 2100 metres above sea level, was selected for protection activities in order to mitigate the effects of the deforestation caused by the settlers in the region.



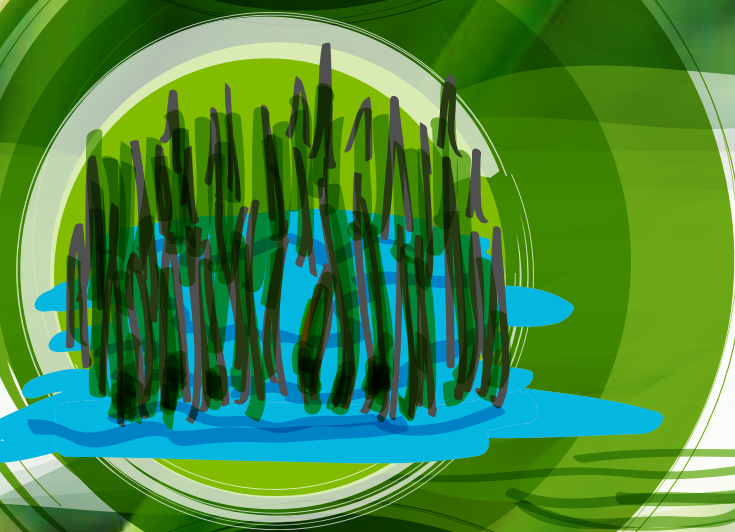
One km from the access road and location of the Mauritia East 1 well in our Moriche Block in the Surimena district, in the jurisdiction of the municipality of Orocué, is El garcero, which, despite not being declared a protection area by the authorities, contains 23 Ha with high shrub vegetation that delimits it and forms a ring protecting a marsh (a natural deposit of rainwater) within it. This is favourable for the conditions of a tropical Colombian plain ecosystem and a refuge for animal species, particularly aquatic and semiaquatic birds.



The area of the La Creciente Field, where production facilities are located, contains an undulating plain comprised of a landscape of savannah and hilly areas; this geomorphology is characterized by having a dendrite drainage network of medium density, with streams forming shallow, narrow beds due to the establishment of the Betulia Formation rocks. There are no permanent currents that last the entire year, as the streams dry up during low rainfall.



The Rubiales Field does not overlap with National Parks or registered Natural Reserves, or with cartographic information from the Uniform Registry of Protected Areas ("RUNAP"). The dominant vegetation is natural savannah (pastures) occupying 74.88% of the area of the field. To a lesser degree, there are gallery forests (moriches), which represent 0.77% of the field area, and marshes. The latter two house the greatest biological diversity because they are the most favourable environments for the development and reproduction of species inherent to the eastern plains of Colombia.



In the area of influence of the Cachicamo block, there are 356 hectares of the Natural Reserve of the Palmarito Casanare Civil Society, which is defined as an exclusion zone where the Company does not perform any operations. The predominant coverage of the Cachicamo Block is a treeless, dense flooded meadow (49.57%), followed by clean pasture areas (20.58) and gallery forests (8.56%).



The Llanos 19 Block located in the Casanare has a predominantly dense meadow coverage (88.54%), 5.85% of gallery forest, 5.36% of rice paddies, and 0.25% of forestry plantations.



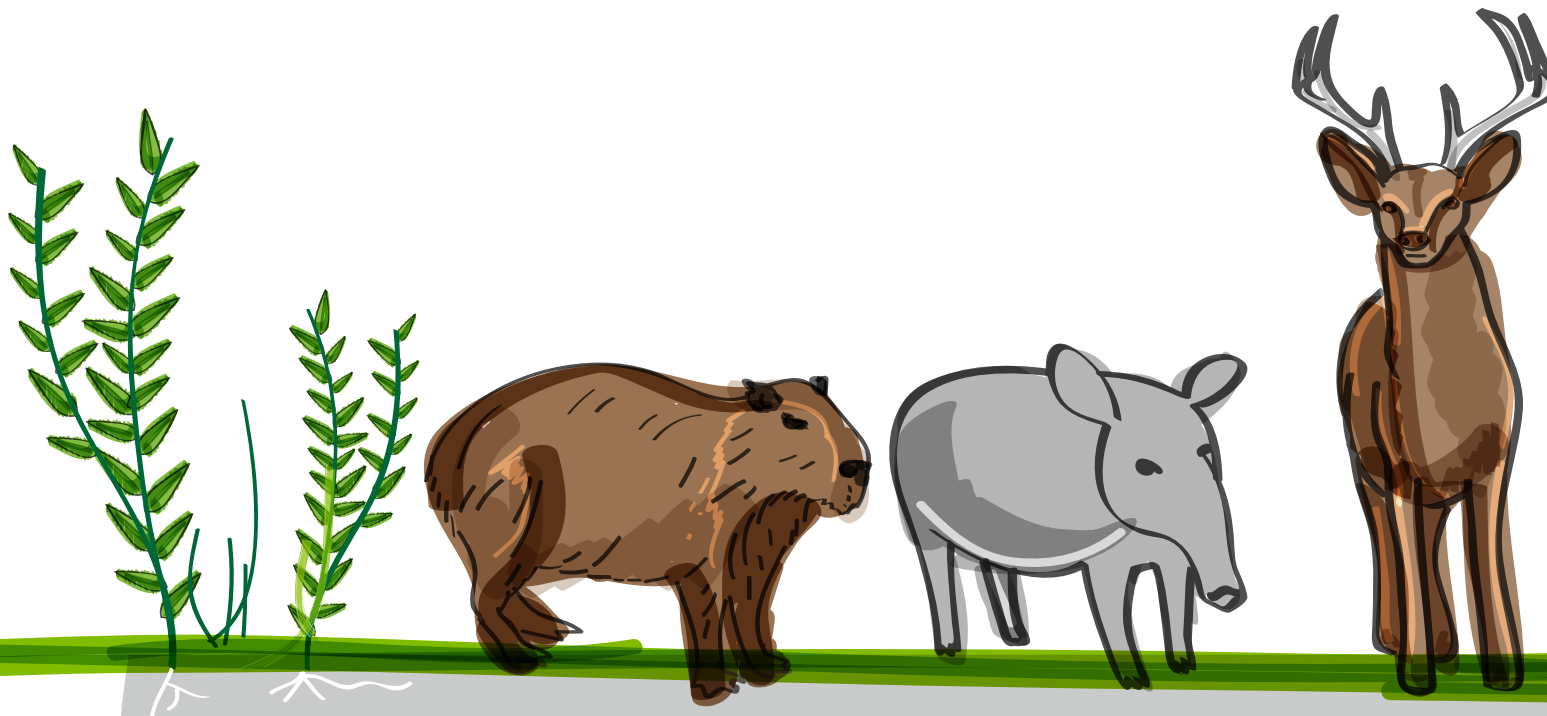
The activities in our fields of operation are connected to environmental management measures aimed at preventing, mitigating, and offsetting impacts from the use of natural resources.

In line with this, we are undertaking a replanting of affected areas of 2.62 km², for a total of 14.21 km² since 2010. We also have performed soil science activities for the stabilization of embankments over 35.45 km for a total of 127.71 km since 2010, and we have initiated a protective reforestation of 4.69 km², fulfilling 100% of the goal established for 2013.

In 2013, we also completed the monitoring of aquatic and land mammals in the Tillavá River, which is the border of the southeast end of Rubiales Field, one of our largest operating fields. We performed this study with the intention of generating inputs that are used as management tools to establish appropriate measures to ensure maintenance of the socio-ecosystem of the region.

The Tillavá River acts as a nutrient corridor between the ecosystems that are associated with its course. In turn, these ecosystems are the homes of a large variety of mammal species who, because of their biological characteristics, act as “umbrella” species, and therefore their conservation ensures the good health of the ecosystems.

With the development of the biodiversity monitoring that we have advanced in our areas of operation, we have identified species of interest that are classified in categories of the International Union for the Conservation of Nature (“IUCN”) in order to establish and strengthen biodiversity conservation and protection strategies. Below, we list the species of which there have been the most sightings and which are located in an IUCN category.



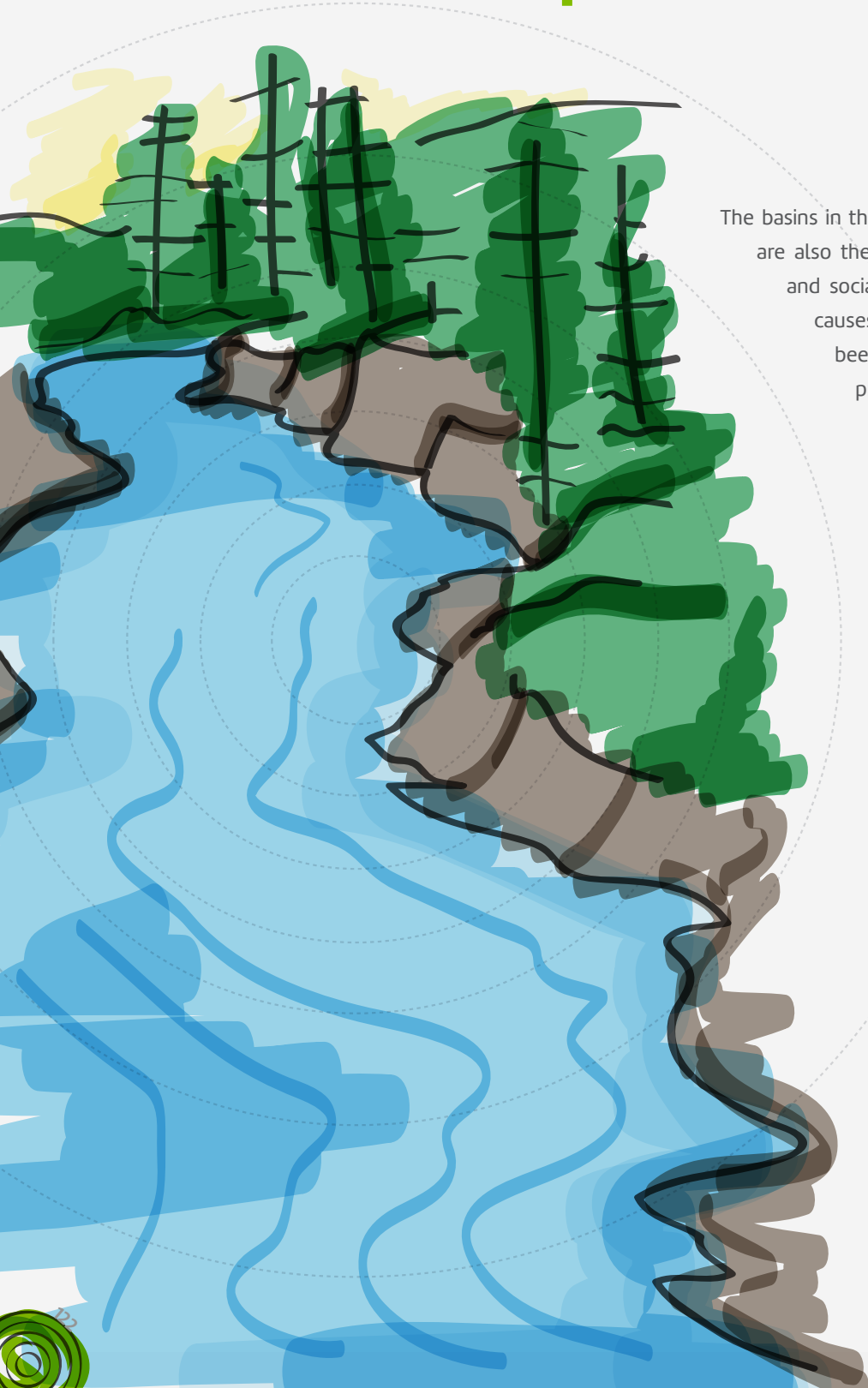
Five families of the Rodentia order were found, each one with one species. **The greatest findings correspond to the Caviidae family, represented by the capybara**, or *Hydrochoerus hydrochaeris*. These animals were found at all times of the year, in all environments through direct observations, footprints, feces, and hidden cameras. **Their status, according to the IUCN, is of lesser concern.**

The “tapir” or *Tapirus terrestres*. The tapir has been recorded in all the sampling periods through footprints and hidden cameras in the areas of influence of the fields located in the Meta region. **These animals perform an ecological function as seed dispersers, promoting the genetic and biological diversity of plant species.** They also regulate the growth of plants, blaze trails and serve as prey for other large mammals. **According to the IUCN, their status is considered ‘Vulnerable.’**

One species in the Ariodactyla order of the Cervidae family was found: *Odocoileus virginianus*, known as the **“white-tailed deer.”** Its distribution is near large plains and it is confirmed that the white-tailed deer affects the composition of plant communities. **According to the IUCN, this species is in the ‘Almost Threatened’ category.**

GRI G4 EN14
Biodiversity

Pacific **SUPPORTS AND PROMOTES** the protection of its environment



The basins in the Meta department are the largest in the area, but are also the least studied in terms of bio-physical, economic, and social terms. The vertiginous development of the area causes these basins to be vulnerable ecosystems that have been impacted by human actions. With the purpose of providing sustainable protection and development for the area, Cormacarena initiated the necessary steps to implement the Ordering and Management Plan for the Hydrographic Basin (*Plan de Ordenación y Manejo de la Cuenca Hidrográfica*, "POMCH"). It is expected that the starting point is characterizing and developing a baseline for the area, as well as setting up programs and joint projects addressing the interests of the different players. There is a certainty in the richness and biodiversity of available natural resources that these basins currently have, and this is why Pacific has joined this effort and is providing resources for its implementation totalling **US\$740,000**.





 Tillavá River. Monitoring of terrestrial and aquatic mammals.

Comprehensive Water

MANAGEMENT



At Pacific, we are aware that water is a fundamental natural resource for the survival of human beings and understand that it is not an inexhaustible resource. Because of this, we have established efforts to make intelligent use of wastewater, and we have established measures to save and reuse it when possible.

Furthermore, we evaluate the water supply and define the availability of this resource in the areas where we plan to operate in order to avoid affecting the ecological wealth of the surface resources in these areas.

To establish the relationship between the demand for water and the available amount of the resource, we studied the water conditions for a typical dry year for each field of operation based on the Water Usage Index (“WUI”) of the National Water Study (“NWS”) prepared by IDEAM in 2010.¹⁹ This made it possible to determine which of the fields are in areas with a shortage of water.

Pacific’s exploration blocks and production fields cover an approximate area of 64,000 km², of which 74% of the territory shows a low to very low WUI for a dry year. Just 16% of the areas where we operate have a very high to high demand for the use of water with respect to the available supply, and they are concentrated in the Sinú-San Jacinto and Cesar Ranchería basins and the middle to upper valley of the Magdalena River.

In our Rubiales field, we implemented and installed 19 water generators with a 50 litre per day water production capacity. This technology takes advantage of humidity in the air, and through the condensation process, water is extracted through temperature and pressure combination

¹⁹ This index is known as the Scarcity Index, which is defined as the amount of water used by the different sectors of users in an established term (annual, monthly) and space unit of analysis (area, zone, subzone, etc.) in connection with the surface hydraulic offer available for the same units of time and space.




techniques and then collected in primary storage tanks. Next, collected water is filtered and purified, producing clean, clear, and drinkable water without adding chemicals or additives. With this effort, we contribute to the reduction of waste and lessen our carbon footprint from supplies transportation, and we optimize water consumption.


Other activities aimed at reducing clean water consumption, focused on reusing treated residual water, were:

- Irrigation in roads for dust mitigation
- Hydrostatic line tests
- Concrete preparation
- Drilling mud preparation
- Laundry



 Water treatment pool



 Nirosoft Plant. Reverse osmosis membranes, which serve to retain smaller particles of low molecular weight such as salts, and other bacteria.

GRI G4 EN10
Water

WATER TREATMENT project

Continuing with the objective of fostering the use of technologies and alternatives that lead to the protection and efficient use of water, in 2013 we took actions aimed at treating the production water in Rubiales Field for reuse purposes.

One of the challenges faced by industries in Colombia has to do with water scarcity due to incremental use. In 2008, it was estimated that the agricultural sector consumed more than 19,389 million cubic metres of water. The projection for 2019 is that this consumption will double²⁰. The energy industry produces massive amounts of water and could help reduce this water stress, so we have tailored our efforts toward promoting the reuse of water for industrial agriculture.

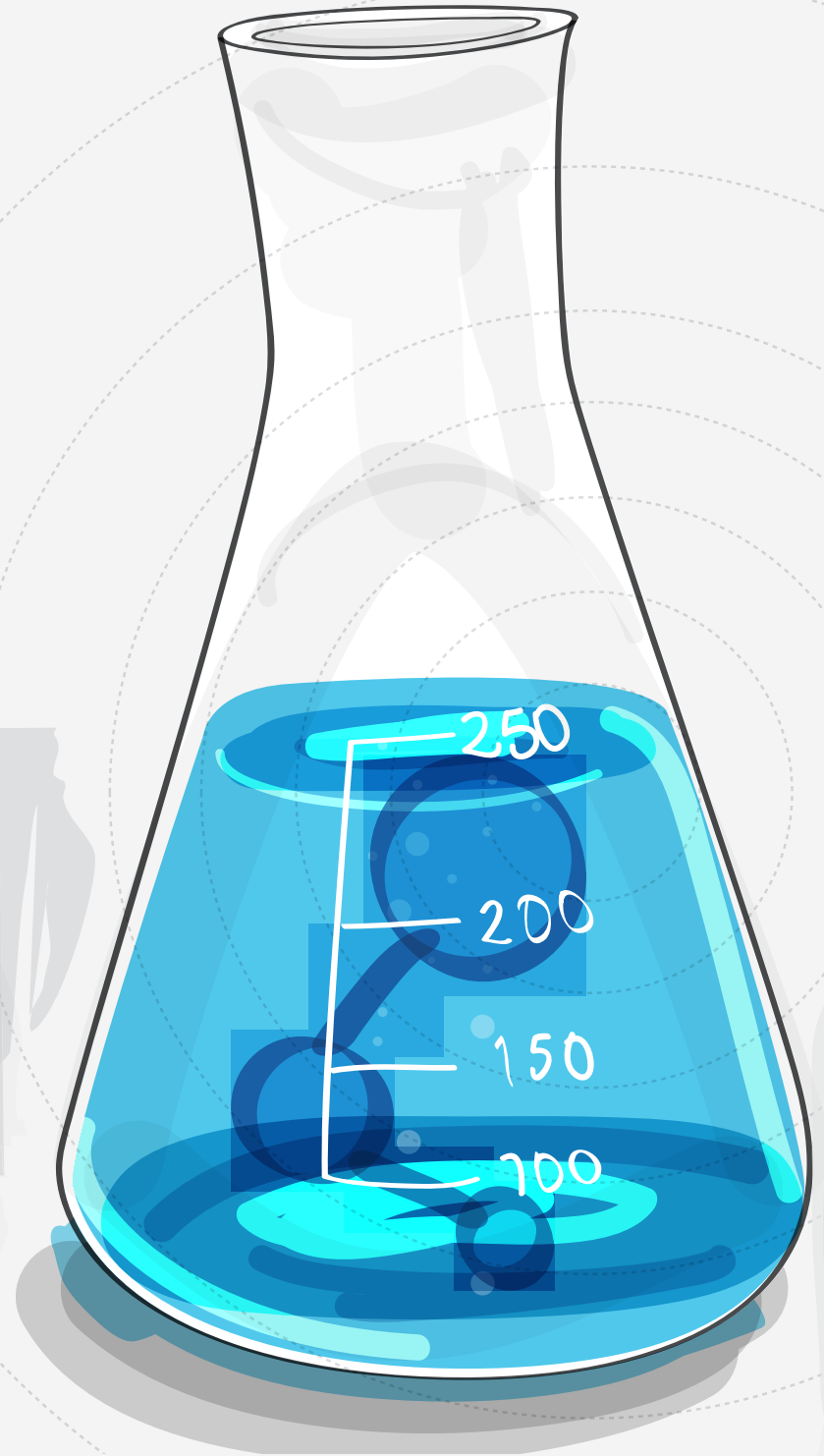
The purpose of this initiative is to transform residual water generated in the hydrocarbons extraction process into water that meets the quality conditions necessary to be reusable for irrigating crops for the purposes of producing biofuels or biomass for energy generation. To this end, we performed operating tests with three reverse osmosis treatment plants in order to select the

²⁰ IDEAM. Institute. Percentage distribution of water demand 2008-2009.

technology that was the most efficient and reliable. In total, we performed pretreatment on 394,470 bbl of production water. Of this volume, we took 103,896 bbl to the quality conditions required for agricultural irrigation through tertiary reverse osmosis treatment.

Through our Shared Value strategy, we have searched for the actions and projects fostering innovation and promoting a competitive edge for the business. This model has presented our company with the following social and environmental returns:

- 1 Water use optimization, transforming residues from our operation into a product available for local palm agricultural uses and thereby reducing stress connected to agricultural activities.
- 2 The reduction of energy consumption associated with water reinjection.
- 3 Increasing competitiveness in the region through the generation of alternative economies and increasing the regional service portfolio.
- 4 Promotion of alternative energies in the form of biofuels originated from palm oil.





TOTAL SOURCE WATER COLLECTION

Total Water Consumption In Our Production Fields (m³/year)

	Surface Water Source	Underground Well	Aqueduct Purchase
m ³ / year	294,105	359,921	11,563
Total		665,589	

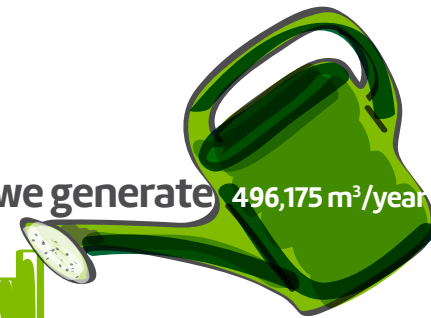
Water consumption regulated by the environmental authority

USE m ³ / Year	Domestic 637,932	Industrial 27,657
------------------------------	---------------------	----------------------

GRI G4 EN8
Water

Total Source Water Collection.

In our fields, we generate 496,175 m³/year of domestic wastewater.



3,410 m³/year is due to industrial activities and 194,647,237 m³/year is industrial waste water in the dehydration of crude for a total of 194,650,647 m³/year

a volume which was reused on average 0.22% corresponding to 432,466 m³/year industrial and domestic water, in activities of:

- Irrigation of sugarcane, humid grass, elephant grass, Yopo, golden shower tree and oil palm.
- Irrigation in roads, dust mitigation.
- Line hydrostatic tests
- Concrete preparation
- Preparation of drilling mud
- Laundry

Out of the total volume collected in our production fields of





Final disposal of wastewater generated in our processes is made after verifying compliance with the physical and chemical characteristics required by environmental regulations, which provides as follows.

- Spraying or irrigation in authorized areas
- Field reinjection
- Delivery to authorized manager
- Direct disposal into authorized water bodies

GRI G4 EN22
Water

Total Spillage of Residual Water, according to nature and destination.



 Nirossoft Plant. Reverse osmosis membranes, which serve to retain smaller particles of low molecular weight such as salts, and other bacteria.

Waste

MANAGEMENT



At Pacific, we promote sustainable actions in the handling and exploitation of solid waste, fomenting recycling models useful and beneficial for the environment and blazing the trail toward continuous improvement.

In line with this goal, we have defined actions to manage the waste we generate, and in 2013 we did the following:

a We carried out the implementation of a sustainable construction model, which was based on using recycled materials as supplies.

- We used 25,000 PET bottles in the construction of a warehouse.
- We reused 100 tires not suitable for mechanical use.
- We reused 400 kilos of iron and steel recovered from the scrap yard.
- We reused 42 m² of sand discarded from “sandblasting.”²¹
- We reused 60 metres of PVC pipes.

b We treated 3 metric tonnes of organic waste with the biodigester, obtaining 3 m³ per day of organic liquid fertilizer, which was used to prepare the ground for replanting.

c We increased the value of metallic materials after the end of their lifecycle, selling 449.25 metric tonnes²² in 2013.

d The generation of waste in our activities was:

TYPE OF WASTE	UNIT	QUANTITY
Organic	TONNES	902.8
Recyclable	TONNES	2048.2
Hazardous Waste – RESPEL	TONNES	4426.6
Ordinary and Inert	TONNES	1519.2

GRI G4 EN23 Effluents and Waste

Total Weight of Waste and Type.

²¹ Sandblasting: A surface treatment used to remove material by using air to blow sand or other grit at a work piece.

²² Tonne is a metric measurement and equals 1000 kilograms.



We recycle for quality of life

During 2013, from Quifa and Rubiales field operations (Colombia), we delivered 660,000 plastic bottle tops to the Sanar foundation, which equals 6.6 metric tonnes of plastic material. Sanar is a non-profit Colombian organization, which for years has been assisting children and teenagers with cancer and their families in the diagnosis and comprehensive care of the disease, including the medical, psychological, and social aspects. The material delivered to the Foundation is marketed to companies who reuse the waste, and with this money, 30% of the annual expenses for medical, psychological, and social care of low-income patients is covered.

Our commitment to the environment spreads throughout. This is reflected in the initiative developed by one of our workers who proved the value to innovate, trickles down in our company. He added significantly to a recycling campaign that takes place in our fields, embodying a commitment to the environment, integrating friends and family. He took over 7200 bottle caps from the PET bottles consumed in our fields and turned into a work of art.





Energy and

EMISSIONS

In 2013, air management was based on strengthening the actions aimed at protecting the atmosphere by controlling the quality of atmospheric emissions generated from the performance of operating activities.

This year, we finalized the Rubiales and Quifa fields' electricity transmission line project, which will result in an estimated **reduction of approximately 40%** of our carbon footprint in 2014 through generation of localized energy. In line with these results, as of 2014 we will evaluate the reduction of GEI emissions by the connection of our Rubiales field to the national transmission line of CORPOCHIVOR.

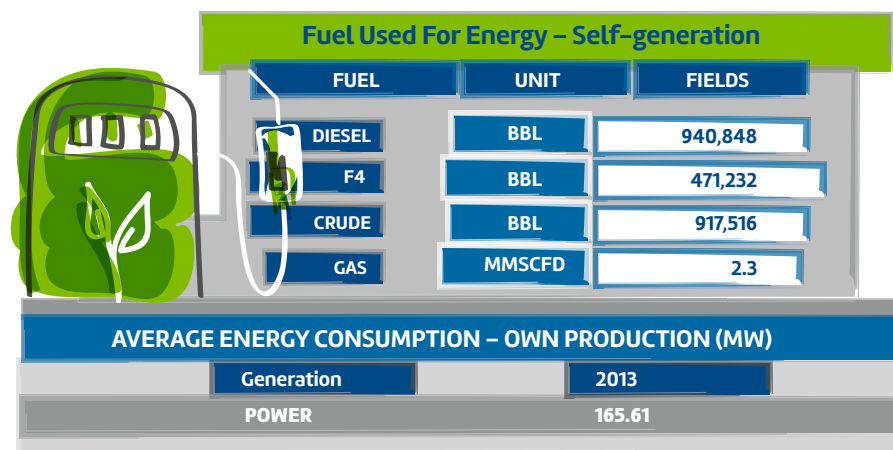
'Petroeléctrica de los Llanos' is the transmission line connected to the National Transmission System at the Chivor Substation in Boyacá. It has **551 kilometres** of lines and fiber optic, over the course of which **549 towers have been installed with a capacity for 192 megawatts**. Its purpose is to reduce the generation of unconnected energy in these production fields.

GRI G4 EN6
Energy



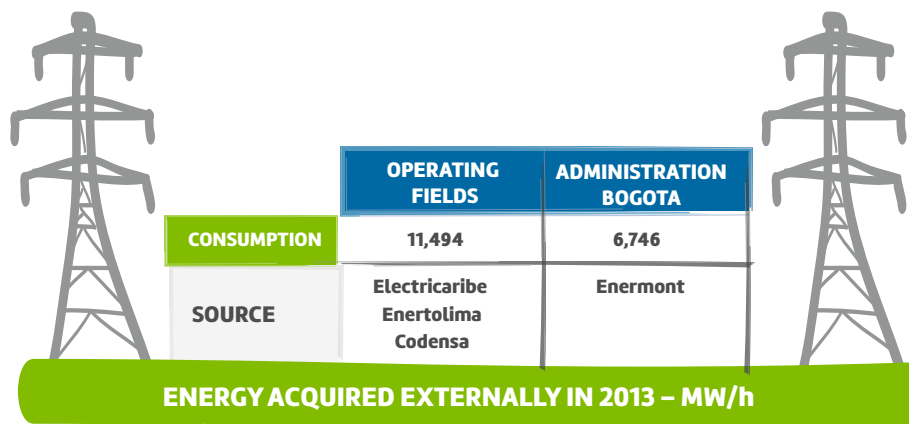
Other Efforts that Contributed to the Reduction of Energy Consumption:

- a** Operational improvements also produced reductions in energy consumption: for example, in the case of an intervention of a producing well in our Abnico field, which was subject to isolation from low Guadalupe formation (high water-cut area). This generated a reduction by 80% of water percentage and of energy consumption by 1,700,622 KWh/year.
- b** In our La Creciente field, almost US\$700,000 was invested in solar panels, which represents an energy savings of 13.8 MW/year and also avoids air contamination.



GRI G4 EN6
Energy

Energy Consumption at Pacific
Broken Down by Primary Sources



GRI G4 EN3
Energy

External Energy Consumption

GRI G4 EN6
Energy

The results of our energy management in 2013 included the following:

In 2013, we implemented the energy management system in the water injection process, from which we obtained a reduction of 2.99 GWh in the injection PADs of our Rubiales Field. We reduced the energy indicator from 0.69114 kWh/BW recorded in the first half of the year to 0.61026 kWh/BW obtained in the second half, generating an optimization of the resource reflected in the increase in water injection with a lower energy requirement. We also became the first Latin American company in the oil & gas industry to be ISO 50001 certified.

We continued with the GEI measurements under international standard ISO 14064-1 First edition. 2006.²³

The calculation of our carbon footprint is based on the selection of IPCC Emission Factors, Tiers 1 and 2 (calculated based on default data), and from the quantification of the activities and consumption of fuel (identification of energy sources, means of transportation, processes, waste, etc.). Based on internationally recognized methodologies for

²³ In Colombia it is distributed by the Colombian Institute of Technical Standards ("ICONTEC").

measuring and reporting GEI, the following standards were chosen to define the Company's carbon footprint:

- ADEME. Bilan Carbone®. Version 6.
- WBCSD, WRI. Greenhouse Effect Gas Protocol: Corporate Accounting and Reporting Standard. Revised edition. 2005; 138p. [Online]. [Consulted on August 6, 2012]. Available at www.ghgprotocol.org

We performed the Carbon Footprint measurement with a specialized consulting firm by classifying the Company's operations and studying the processes and their efficiency in the use of energy resources. We sought the structuring of GEI emission reduction processes. Every production field where we measured the carbon footprint was verified and certified by the CLIMATE SYNERGIE® brand, which certifies the good practices of the Company's carbon strategy.

Emissions of Greenhouse-Effect Gases are measured annually based on the 2008 carbon footprint in Rubiales Field. In 2010, we started measurement of three of our production fields and administrative offices and the last field was included in 2011, with extrapolations to 2008 based on its production indices.

REFERENCE YEAR	TOTAL PACIFIC
2008	185,012.54
2009	255,172.53
2010	464,715.73
2011	612,772.56
2012	1,188,190.29

Emissions (Scope 1+2) Tonnes CO₂ eq.

DIRECT EMISSIONS (Scope 1) Tonnes CO₂ eq.

Direct emissions of greenhouse gases from all sources owned or controlled by the reporting organization, including:

Generation of electricity, heat, or steam.

REFERENCE YEAR	TOTAL PACIFIC	REMARKS
2008	178,188.5	The increase in emissions corresponding to 2012 is due principally to the increase in the information reported, which made possible a more complete gas inventory than in prior years.
2009	249,316.7	
2010	462,294.7	
2011	608,500.9	
2012	1,183,489.6	

GRI G4 EN15 Emissions

INDIRECT EMISSIONS (Scope 2) Tonnes CO₂ eq.

Indirect emissions of greenhouse effect gases derived from the generation of acquired electricity, heat, or steam.

YEAR REFERENCE	TOTAL PACIFIC	REMARKS
2008	6,824.05	The behaviour of the trend of scope 2 emissions in 2012 from the purchase of energy was still influenced mainly by one of our fields, which continued with the execution of construction activities and operation of equipment installed in 2011.
2009	5,855.87	
2010	2,420.99	
2011	4,271.64	
2012	4,700.67	

It must be kept in mind that the results for 2008 and 2009 are the result of regressions made based on 2011 data, and the year-to-year data is calibrated according to the adjustments of the emission factors given by updating the correction method, with the adjustment of the activities taken into account.

GRI G4 EN16 Emissions



EMISSIONS (Scope 3) Tonne CO₂ eq.

REFERENCE YEAR	TOTAL PACIFIC	REMARKS
2008	404,975.01	The decrease in emissions corresponding to scope 3 between 2008 and the subsequent years was due mainly to the commissioning of the ODL – Los Llanos Oil Pipeline. With the commissioning of the pipeline , the shipment of crude contracted in tractor-trailers from the Rubiales field fell considerably. The subsequent increase starting in 2011 was due mainly to the increase and detail of the information provided by third parties, mainly coming from civil works.
2009	13,177.87	
2010	22,434.27	
2011	107,430.42	
2012	378,569.68	

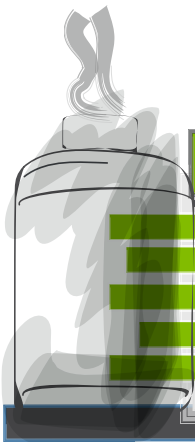
GRI G4 EN17 Emissions

Emissions Scope 3

In the characterization of the Company's activities, we included those performed by subcontracted services, among which are included:

- The consumption of fuel to travel in subcontracted vehicles.
- The consumption of hydrocarbon fuels (diesel) in drilling and workovers.
- The use of oils and lubricants during their useful life.
- The final disposal of recyclable, ordinary, and hazardous solid waste.

In our administrative offices, the emissions corresponding to scope 3 are high in comparison with the scope 1+2 emissions due to the nature of the activities that are performed in the offices, where we maintain subcontracting for transportation services for our employee's business travel. Thus, all measures aimed at reducing the Company's scope 3 emissions, both in the production fields and in the administrative offices, is joint work with the related interest groups under a policy of sustainable contracting for our value chain.



PACIFIC RUBIALES ENERGY – R-22 GAS EMISSIONS (Tonnes CFC-11 eq.)

REFERENCE YEAR	TOTAL R22 (LB Metrics)	TOTAL in METRIC TONNES CFC -11eq	REMARKS
2008	404,975.01	0.006	In 2012, the result of emissions of ozone-destroying substances occurred due to the reuse of refrigerant gases and the use of new equipment that did not require an additional recharge of this gas.
2009	13,177.87	0.008	
2010	22,434.27	0.011	
2011	107,430.42	0.016	
2012	378,569.68	0.000	

GRI G4 EN20 Emissions

Emissions of R-22 Gases



PACIFIC RUBIALES ENERGY – NO_x AND SO_x

CONTAMINANT	CONCENTRATIONS IN µg/m ³	REMARKS
SO _x	7.4	The average air quality results from our fields of operation in 2013 did not show a change with regard to 2012, showing that despite operation growth, air quality is maintained and meets standard limits.
NO _x	5.8	

GRI G4 EN21 Emissions

NO_x and SO_x

 CPF1, thermal integration.

Incident Prevention and

REMEDIATION







At Pacific, we have specific strategies for the prevention and remediation of contingencies. In our fields of operation, we have identified the principal vulnerable points that require immediate attention if an event occurs. We perform ongoing monitoring of the status and functionality of the spill control measures where a risk is identified. During 2013, there were no significant spills.

GRI G4 EN24
Effluents and
Waste

WHERE ARE WE headed?



-  **Reforestation of 300 hectares in Rubiales and Quifa fields.**
-  **Revegetation of 200 hectares.**
-  **Development of actions focused on education and infrastructure of research** and advocacy centres for conservation areas, in line with the agreement signed with Parques Nacionales Naturales in which we committed to support the strengthening of the park system.
-  **Initiation of a project with Cormacarena to promote environmentally friendly** productive systems with farmer communities in Puerto López, San Martín, and Mapiripán (Meta, Colombia).



Why is this important?

In 2013, we continued to focus our efforts on direct dialogue with our stakeholders in order to strengthen the space for discussion and agreement. As a result of this engagement, we have managed to work cooperatively with the communities in our areas of influence by establishing commitments and a joint work agenda in which institutions, community, and companies contribute to the construction of a better environment.

It has been key to be able to meet the expectations of communities through projects that respond to their needs and strengthen local development. One of the most successful experiences relating to our surroundings was the interaction with local associations in the municipality of Puerto Gaitán (Meta, Colombia). In 2013, we led initiatives aimed at strengthening these associations in terms of complying with legal standards, quality, and inventories, allowing for an increase in the local purchases of goods and services.²⁴ These actions translated into fostering regional competitiveness and savings for the Company and its contractors.

In line with our commitment to communities, in 2013 we invested **US\$67,762,502.**

We contribute to the sustainable development of communities



What do we focus on?

- Page 140 **Institutional Strengthening.**
- Page 142 **Education.**
- Page 145 **Competitiveness.**
- Page 148 **Solidarity Investments.**

²⁴ For more information on this initiative, please refer to the chapter "We strengthen sustainability in our supply chain."



WHAT DID WE DO

IN
2013 ?



Institutional

STRENGTHENING

In 2013, we committed to the implementation of projects aimed at modernizing and guaranteeing the institutional efficiencies of municipal, regional, and national entities. Our principal interest is that institutions of a civil or state nature remain solid, are sustainable, and are fully able to meet their objectives.

Motivated by our sustainability challenges and commitments, we made a strategic alliance with the International Finance Corporation of the World Bank Group (“IFC”), in order to join forces to aid in adequate public management through technical assistance to municipal administrations and reservations in focus regions.

With this alliance, we sought to provide tools to contribute to the effective identification, formulation, and presentation of projects to Collegiate Administration and Decision-Making Bodies so that the municipal administrations and reservations can access the resources derived from royalties. Our intention is to promote the investment of these resources in sectors aligned with Municipal or Departmental Development Plans, Sectorial Policies and/or the National Development Plan.

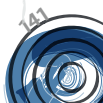
Specifically, during this year, we started to strengthen these capacities with three indigenous reserves and an indigenous community in the Department of Meta, as well as nine municipalities in the departments of Casanare, Magdalena, Meta and Sucre (Colombia).

Likewise, in the departments of Casanare and Magdalena, we worked jointly with the School of Public Administration (“ESAP”) on the training of 140 leaders in a national vision and democratic civil values. This training was in the formulation of projects, Integrated Social Management, Public Management and the Promotion of Civil Participation, and was presented in order to contribute to the responsible exercise of their duties.

We also helped the Ministry of the Interior in initiating indigenous training, aimed at the professional training of teachers and indigenous leaders in our area-of-influence communities in the department of Meta, Colombia. These training meetings included three principal axes: the conservation and strengthening of cultural practices, respect for cultural diversity, and active participation of local people in community activities. We reached 1,513 people with this initiative.

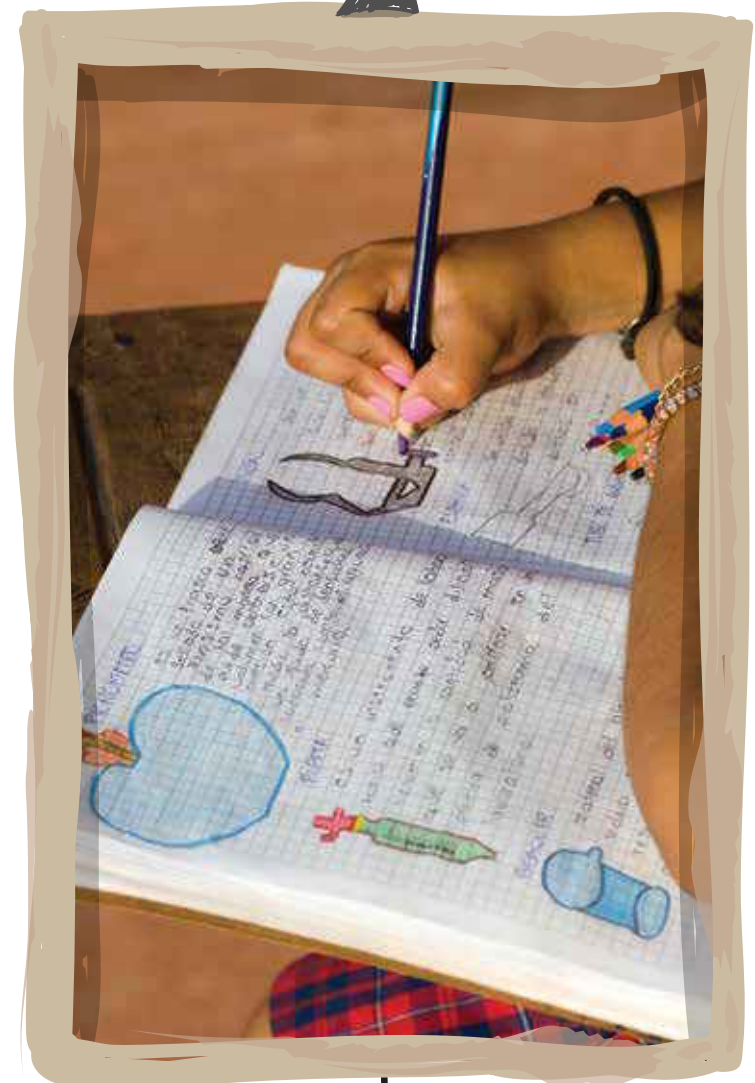
We were also able to coordinate with the National Agency to Overcome Extreme Poverty (“ANSPE”) in the creation of a Preferred Intervention Zone (“ZIP”) in the municipality of Puerto López, Meta, Colombia. Thanks to this initiative, 300 families of RED Unidos²⁵ benefited from the target of improving their living conditions around three dimensions: habitability, generation of income, and health.

²⁵ Government of Colombia Extreme Poverty Relief Strategy.





EDUCATION

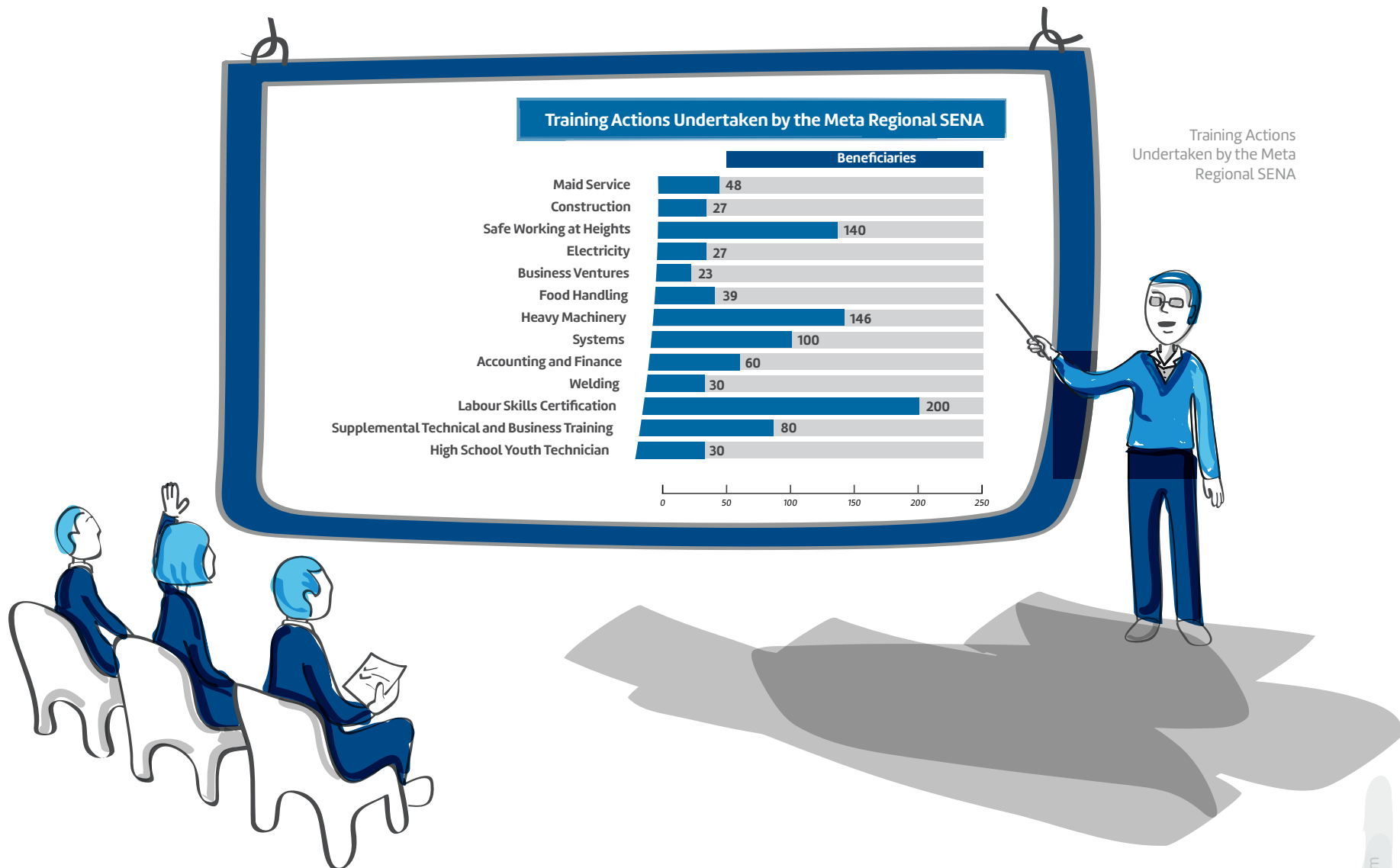


In 2013, we focused a large part of our efforts on responding to the educational needs of the communities in our areas of influence. To achieve this, we coordinated initiatives with local, regional, and central institutions that, through high-quality programs, contributed to the professional development of the regions and their inhabitants.

Education takes on particular importance because the population is being prepared to assume current challenges and develop skills that will allow for their integration into the local economy in order to improve their living conditions and level of competitiveness.

Among our notable projects in this area is the construction, improvement, and equipping of public schools, and the granting of scholarships for young people in vulnerable situations. During 2013, we awarded 106 scholarships, contributed equipment and supplies and undertook refurbishments and improvements in 19 schools in the departments of Meta and Sucre in Colombia, benefiting 1,673 boys and girls.

We also undertook a technical cooperation program with the Meta Regional Office of the National Learning Service (“SENA”) to integrate professional training, business development, labour training and labour skill certification actions in our operating areas in the Department of Meta in Colombia. Thanks to this alliance, 950 beneficiaries were able to join different economic activities in the region.



In this same vein, supported by La Sabana University, we provided basic tools to ensure efficient, high-quality administrative processes, giving priority to patient safety in the provision of health services at institutions. This training was aimed at 77 aides and professionals related to the administration of this service in the Municipality of Puerto Gaitán, Meta.

Together with the Universidad del Norte (University of the North) and the National Ministry of Education, we also undertook a qualification process in Early Childhood Psycho-Affective Development and Education for 120 education agents in the department of Putumayo and 240 education agents in Casanare, thus benefiting 900 boys and girls and their families. The Pisotón Education and Development program is a preventive and play educational program that seeks full development for boys and girls, teaching them respect for themselves, those who surround them, and the environment.



In addition, assisted by Institutions of Higher Education, in this case hand in hand with the National University of Colombia and its Institute of Genetics ("IGUN"), we continued to develop the conservation plan for the nearly extinct species *Callicebus Caquetensis* that was started in mid-2012. This project is comprised of genetic and ecological studies aimed at defining the conservation guidelines for this Colombian primate and its habitat. We hope to consolidate the results of this investigation by the end of 2014.

Finally, after joining the National Early Childhood Comprehensive Care strategy, "De Cero a Siempre," we joined forces with the Presidential High Commission for Special Programs, the Municipal Administration of Puerto Gaitán and the Colombian Institute of Family Welfare to provide comprehensive care to 300 boys and girls in the Municipality of Puerto Gaitán between zero and five years of age. This alliance will come to fruition in a Child Development Centre ("CDI"), which will be built at the end of 2014 and will operate in the municipality of Puerto Gaitán in Meta, Colombia, through the Colombian Institute for Family Welfare ("ICBF").



Architectural Design of the Child Development Centre (CDI)

COMPETITIVENESS



The purpose of formulating and implementing projects and initiatives within the competitiveness axis program is to develop business opportunities for communities in which Pacific acts as an ally in strengthening production lines in sectors not strictly related to the energy industry.

In this sense, and in coordination with the development programs and sectors such as agroindustry (a principal focus of investment and development for the majority of regions where we operate), the competitiveness projects seek to integrate our initiatives into regional and national development programs.


In line with this purpose, nearly seven years ago we started agricultural and livestock strengthening in the direct areas of influences of our fields in order to generate food security in the communities near our operations. We are always aiming for specific benchmarks of sustainability, equality, and competitiveness. In 2013, the initiatives completed by our Production Model benefited 1,712 people in the department of Meta, Colombia, and 1,500 in the departments of Casanare, Sucre and Tolima, Colombia.



PRODUCTION INITIATIVES UNDERTAKEN IN CASANARE, META, SUCRE AND TOLIMA

Initiatives	Block / Field	Department (Colombia)
Home Gardens Family Farming	Arrendajo	Casanare
Strengthening of Production Cores	Cubiro	Casanare
Pasture Improvement	Cubiro	Casanare
Modernized Livestock Systems	CPE 6	Meta
Development of Rubber Crop	CPE 6	Meta
Development of Eucalyptus Crop	CPE 6	Meta
Livestock Projects	Rubiales - Quifa	Meta
Integrated Indigenous Farms	Rubiales - Quifa	Meta
Stone Curlew Livestock Project	Rubiales - Quifa	Meta
Strengthening of Pastures	Rubiales - Quifa	Meta
Food Security Parcels	La Creciente	Sucre
Dual-Purpose Livestock Development	La Creciente	Sucre
Pig Farming Livestock Development	La Creciente	Sucre
Agroindustrial Machinery Bank	La Creciente	Sucre
Chicken Production Systems	Abanico	Tolima
Chicken Fattening Livestock Production	Abanico	Tolima
Pig Fattening and Sales	Abanico	Tolima

Production Initiatives Undertaken in Casanare, Meta, Sucre and Tolima

 Sustainable and comprehensive farms Program
Vereda Santa Helena - Los Cerros Location - Quifa block.
Hernando Antonio Peña Rincón (beneficiary).

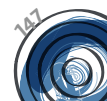


In the Municipality of Guaduas, Pacific, in alliance with the department of Agriculture of Cundinamarca, the National Federation of Cocoa Producers, the National Learning Service (“SENA”) and the Municipal Government, launched a project to train 50 cocoa-producing families in the municipality in the planting, maintenance, and processing of this crop in order to increase their levels of productivity and profitability.

Finally, we participated in the generation of banking opportunities through the Bancomunal project, aimed at members of our areas of direct influence who are excluded from the formal financial system. Through this initiative, a mutual support group was formed, comprised of inhabitants of the Sirivana, Yopal, Colombia district, who created a small cooperative and were supported by contributions of seed capital from Pacific. From that beginning, savings have been encouraged to foster work and communal enterprise, and at the same time, the members of the community are supported through soft lines of credit and financial training.

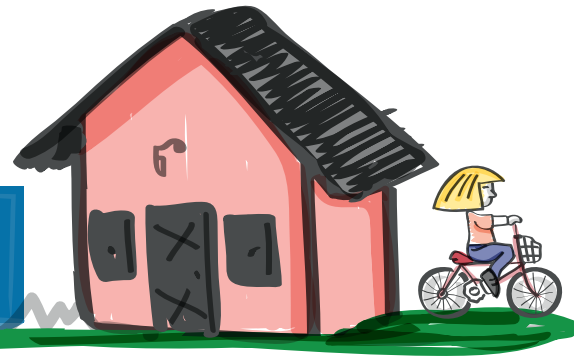


Vereda Santa Helena –Los Cerros location – Quifa block.
Emilton Jaramillo Tovar (beneficiary and land manager).
Germán Orlando Jiménez – Professional Camp Leader UPP– System Integral Group Contractor



Solidarity

INVESTMENTS



One of Pacific's principal commitments in 2013 was to provide solidarity support to different initiatives within and outside of our areas of direct influence, aimed at strengthening aspects such as health, education, and improvement in the living conditions of the most vulnerable people, and seeking alliances that provide benefits to a greater number of people.

Thus, committed to the economic and social reactivation of the municipalities of El Salado, San Basilio de Palenque and Macayepo, towns that are victims of violence in Bolivar, Colombia, we continued participating in two initiatives of the Inter-American Development Bank ("IDB") and the Semana Foundation. These initiatives are the strengthening of the El Salado Soccer School, which currently has 246 boys and girls, and the construction of a school in the district of La Emperatriz in the municipality of El Salado, benefiting 5,261 people.

Moreover, to serve the communities in our areas of direct influence, we joined forces with the company PD CARE S.A. in developing Dentist Days and educational workshops in order to reaffirm the importance of dental hygiene in child and adult patients located in the departments of Casanare and Meta. This initiative benefited 1,218 people, including both children and adults.

In the cultural arena, we supported different events in the Municipality of Paz de Ariporo, Casanare, Colombia, which fostered spaces for family bonding and the strengthening of folklore for children and youths of the region. Among the events was the birthday of Paz de Ariporo, the 20th Plains festival and the Crafts Fair.

In cooperation with the Pies Descalzos foundation, we started the construction of a Mega High School with a capacity for 1,700 students located in Loma de Peyé, Cartagena, Bolívar. The high school will also serve as a community centre for around 6,000 inhabitants of nearby neighbourhoods. It will have multiple classrooms, a technology room, an administrative zone and spaces for sports. This project will be fully delivered before the first half of 2014 is over.

In addition, we promoted scientific research and creativity in the children and young people of Colombia through our participation in the 3rd National and International Child and Youth Science and Technology Fair, benefiting 43 children's and young people's groups in 26 departments of the country.

Moreover, for the third consecutive year, we supported the Teletón Foundation for people who have disabilities of any type, promoting activities that generate social inclusion, the development of treatments, and comprehensive rehabilitation. We also continue to support the teen mother program of the Juan Felipe Gómez Escobar Foundation, which benefits 327 vulnerable first-time teen mothers in Cartagena.

To that end, this year we also joined Cable Noticias in creating a social responsibility project and promoting the 'El Ángel de la Calle' (The Angel of the Street) television program, which is breaking away from any format currently known in Colombia and is undertaking philanthropic activities in all corners of the country.

GRI G4 EC7
Indirect
Economic
Impacts





FUNDACION
PES
DESCALZOS

Mega High School Design in Loma del
Peyé, Cartagena, Bolívar



Progress from the **DIRECT DIALOGUE**

WITH OUR STAKEHOLDERS

With the purpose of continuing with the commitments acquired in our social dialogues started after 2011 in Puerto Gaitán, Meta, Colombia, the following activities have taken place:

- ① Contribution of US\$129,000 to the Culture and Sports Fund. This contribution supports efforts such as the “Talentos del Manacacías” Folkloric Festival and Soccer Tournaments; the preparation, training, and participation in competitions of sportsmen is also sponsored, among other projects.
- ② Contribution of US\$26,000 to set up productive initiatives for people with functional diversity.
- ③ Contribution of US\$1 million to support the Centro de Atención de Puerto Gaitán Hospital.
- ④ Contribution of US\$78,000 to set up health brigades, which promote medical services for the community, in the places where they live.
- ⑤ Institutional strengthening with the agreement for the construction of the CDI within the De Cero a Siempre program.
- ⑥ Financing of higher education studies for the best high school graduates of the district.
- ⑦ Contribution of US\$78,000 to improve houses for families in vulnerable conditions.
- ⑧ Contribution of US\$4,000 to the municipal government to perform the activity “Niños y niñas constructores de paz,” which took place on December 10, 11, and 12 in different neighbourhoods of the urban area of the district.



WHERE ARE WE headed?

- **Coordination of efforts with the Department for Social Prosperity of the Republic of Colombia** to begin the establishment of an Equality and Prosperity Zone in the Municipality of Puerto Gaitán, Meta, Colombia. Through this project we will address problems of low levels of education in the region, precarious early childhood care, high rates of informal employment and deficient housing conditions.
- **Increasing the institutional capacity of the National Learning Service (“SENA”)** to meet professional training, technological development, entrepreneurship and employability needs to achieve the construction and equipping of the Agroindustrial Production and Hydrocarbons Exploitation Centre in the High Plains.
- **Strengthening the business network through the expansion of the Local Suppliers Development Program** to other departments in order to foster basic business training and entrepreneurship.



Why is this important?

We respect and promote human rights
in our operations




At Pacific, we are the champions of respect and the promotion of Human Rights in the countries in which we operate. Therefore, we focus on establishing measures through which our company respects and promotes these values, fosters solid relationships based on proactive dialogue, and allows us to avoid situations that might be interpreted as acceptance on our part of violations of human rights.

For us, it is essential to act with due diligence to identify, prevent, and deal with the real and potential impacts on the dignity, well-being, and rights of our employees, their families, and the communities where we operate, as well as other players impacted by our operations. Likewise, we promote and monitor this same behaviour with our suppliers and contractors.

What do we focus on?

- Page 156 **Freedom of Association.**
- Page 159 **Eradication of Child and Forced Labour.**
- Page 161 **Security and Human Rights.**
- Page 162 **Economic, Social, and Cultural Rights of Communities.**
- Page 165 **Gender Equality.**



 Sustainable and comprehensive farms program
Vereda Santa Helena - Los Cerros Location - Quifá block
Blanca Inés Vaca e hija (beneficiary).
Mónica González -CSR Department- Pacific.

WHAT DID WE DO

IN
2013 ?

In 2013, we initiated the production of a “Due Diligence System” in order to align our human rights policies and practices with the United Nations Guiding Principles on Business and Human Rights. This project, developed together with an expert human-rights organization, seeks to systematically identify and act to prevent immediate and potential negative impacts on the human rights of our interest groups.

This project includes the following phases:



PHASE

STATUS (as at December 2013)

Analysis of opportunities and gaps in Human Rights at the level of offices and fields of operation with respect to the United Nations Guiding Principles on Business and Human Rights.

Completed



Characterization of surroundings and analysis of risks, by determining vulnerabilities in the operating environment.

Completed



Development of a corporate policy and a universal action plan throughout the Company, for the ongoing improvement of our actions in respect to the Human Rights commitment.

Underway



Closure of gaps, implementation and monitoring of a corporate human rights policy.

To start
(August 2014)

We adhered to

GLOBAL COMPACT'S

Business for PEACE INITIATIVE

We are one of the first companies in Colombia to sign the Business for Peace Initiative promoted by the Global Compact. This initiative is a platform that helps companies with the implementation of responsible business practices aligned with the 10 Principles of the Global Compact in areas of conflict or high risk, which help inspire actions for the advancement of peace.

Business for Peace concentrates principally on the reintegration of combatants, the creation of jobs, and support for the development of small businesses, among others. At Pacific, we are working to cover all these fronts by making a contribution to strengthening the capabilities of these future businesspeople by promoting entrepreneurship. This is our goal as it puts their progress in their own hands, as well as the possibility of making their local economies more dynamic, and also gives them the chance of becoming more independent.

Since our adhesion to this initiative, we have committed to the exchange of experiences and lessons learned to support companies in hard-to-identify zones to better manage their risks, to commit to the promotion of reconciliation dialogue and establish local priorities among groups.



Freedom of

ASSOCIATION



At Pacific, we make an effort to implement the best practices that foster and guarantee the rights to freedom of association and collective bargaining to our employees and the employees of our contractors and subcontractors.

By December 2013, we had 1,374 direct-employee union members, which correspond to 58.4% of all our personnel. Additionally, 5,177 of our contractors' and subcontractors' employees are union members, which correspond to more than 45% of this group.



Biodigestor – anaerobic digestion system for treating organic waste generated by our operations. It's main objective is the conversion of wastes listed in generic and biological fertilizer formulated. Andulfo Rodriguez, Jose Lopez, Luis Antonio Flores Gallán. Biotech and ServiAmbiental Contractors.

The most important progress on this matter was:

a Achievements for UTEN-Pacific agreements

- 1 On January 18, 2013, we signed the addendum to the UTEN-Pacific agreement, which implemented a salary increase for 2013 with a greater percentage (4.02%) than that agreed to in the agreement of July 12, 2012 (IPC).
- 2 We started the new UTEN-Pacific monitoring contract, which maintains the verification and follow-up of the job- and quality-of-life conditions of employees.
- 3 UTEN and Pacific signed an educational assistance benefit for the children of the Company's direct employees, which amounts to US\$260 per month.
- 4 We continued with an alternative union-strengthening program with an emphasis on the peaceful resolution of conflicts and negotiation.
- 5 We opened two new Service Points for operating needs (Gabanés and Quifa North - Ópalos).

b Promotion of UTEN union activity

- 1 The National Energy Industry Worker's Union ("UTEN") held more than 2,500 meetings with employees and contractors to promote the right of association and the clarification of our objectives and our philosophy, and to explain agreements, labour law and UTEN benefits. This is in addition to the individual personalized service that is provided to employees by our officers at SAA service points and worksites.
- 2 UTEN held 1,500 meetings with representatives of contractors and subcontractors in the field as well as in Puerto Gaitán, Casanare and Bogotá, Colombia for the promotion of the right of association, reductions in labour findings and the clarification of our objectives and philosophy.
- 3 UTEN put the UTEN Hydrocarbons mobile unit into operation to meet the needs of the operation in those places where there is no adequate service point.

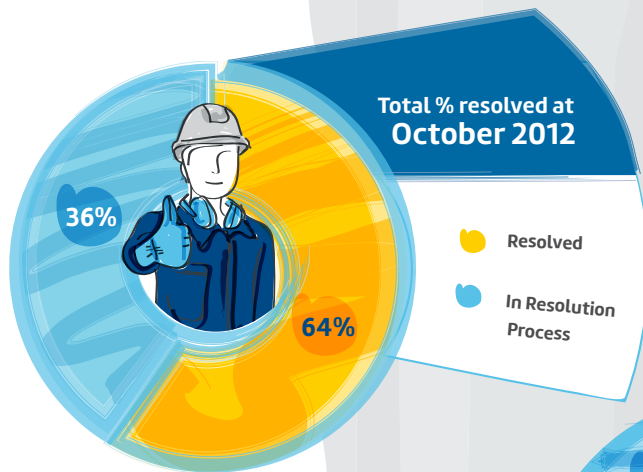
c Follow-up on compliance with the agreements and Petitions, Complaints and Requests ("PQRs") managed and resolved

- 1 Planning and follow-up meetings in Bogotá and the field on activities under the monitoring contract with contract administration (RL-PRE).
- 2 Quarterly follow-up report meetings for the Monitoring contract with Pacific's labour relations department and the Office of the Vice President for Human Talent.
- 3 Daily follow-up in the different fields of operation to hear the various concerns of employees and to handle them.

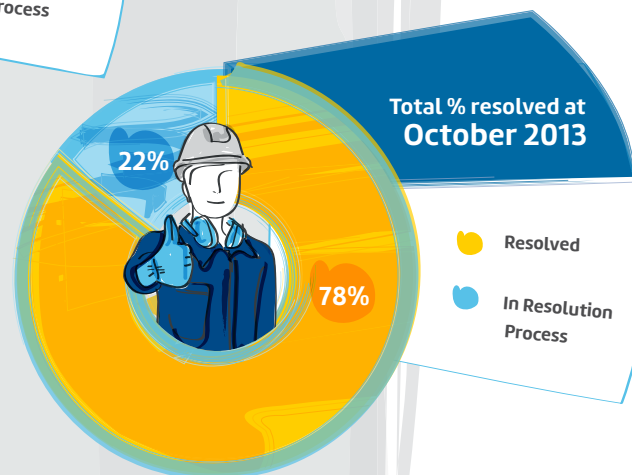
The foregoing provided a greater number of solutions to written requests filed by the employees of the different contractor companies, which, as a result, reduced the percentage of complaints in the process of resolution at the close of the 2013 cycle, as follows:

ITEM	2012	TOTAL 2013
PQRs Filed	983	1,727
Resolved	633	1,354
In the process of resolution at the close of the cycle	350	373

PQRs filed with UTEN



Percentage of PQRs resolved and in process 2012 - 2013



Eradication of Child and Forced

LABOUR



At Pacific, ensuring the rights of children, especially regarding the prevention of child and forced labour, is one of the objectives that we have established for ourselves as a company, as we are aware that these practices in our society constitute one of the aspects that directly affects the development and future of the countries in which we operate.

To achieve this objective, and to promote the continuous improvement of our performance regarding the eradication of child and forced labour, at Pacific we have ongoing awareness, training, control, and audit activities for our suppliers and contractors. This allows us to ensure that, in fact, we are fully complying with our Code of Conduct and Corporate Ethics, our contracting and labour policies, and our Corporate Social Responsibility and Labour contract annexes.²⁶ Under no circumstances will our employees, suppliers, or contractors be deprived of their freedoms, be obligated to perform forced labour or employ child labour.

In 2013 in our Rubiales field, we held over 32 inductions of more than 100 contractors in which we stressed the importance of complying with our contractual annexes and the corporate policies of Pacific.

GRI G4 HR5
Child
Labour

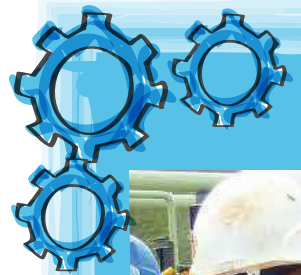
GRI G4 HR6
Forced
Labour

²⁶ Our contract annexes detail the policies and standards required by Pacific in each of the areas involved in the contractual process.

<http://www.pacificrubiales.com.co/proveedores.html>

In addition to daily awareness and control activities, we have also implemented the following initiatives to foster childhood education in our communities of influence and indigenous groups from the districts of our area of influence and the municipality:

- ✔ Together with the Legal Representative's Office of Espinal in Tolima, Colombia, we created the "jóvenes al derecho" project, which is focused on preventing family violence and dropping out of school. 2016 boys and girls participated from the districts of our area of influence and the municipality.
- ✔ We built the UNAMA Community Education Plan for boys and girls of the indigenous communities that we affect in the department of Meta, Colombia, which is presented as one of the alternatives to formal education programs, and includes areas of traditional triaging according to the view of the world, uses, and customs of the Sikuani people. This work was done in agreement with the National Open and Distance University ("UNAD").
- ✔ We improved the infrastructure of eight schools in the indigenous communities impacted in the department of Meta: seven on the Awalliba reservation and one in the Campana Indigenous Community.
- ✔ We increased the training of 23 indigenous teachers of the Wallianae, Unuma, El Tigre, and Vencedor Pirirí Reservations as well as the Campana Community through a program of scholarships in ethno-education.
- ✔ We provided an internship for the Altos de Tillavá Community, seeking to improve the learning spaces and elements for the minors of this community, and at the same time, making them more competitive and providing them greater options for equality in comparison to children in urban zones.
- ✔ We continued with the Cultural Tradition Development program in Puerto Triunfo, Santa Helena and Rubiales in Meta; the goal is to provide educational spaces for learning instruments and dances representative of plains folklore so that young people can participate in these extra-curricular activities in their spare time.
- ✔ We continued our active participation in the Labour Roundtable for the Eradication of Child Labour promoted by the Global Compact Network.



Security and Human

RIGHTS



GRI G4 HR7
Security
Practices



In line with our commitment to Human Rights initiatives in our fields of operation, the Safety and Human Rights Energy Mining Committee (“CME”) in Colombia unanimously approved our entry as a member in February 2013. This Committee promotes investigation and debate, and releases recommendations on how to improve the performance of the mining and energy industries in regards to the institutions of the Colombian State in regards to the protection of human rights.

At Pacific, we are committed to adopting the recommendations that this Committee may provide us for our operations as well as contributing to the CME’s mission of encouraging the best performance of our industry, civil society, and the institutions of the Colombian State in safety-related Human Rights.

Despite the fact that we are not yet members of the Voluntary Principles on Safety and Human Rights initiative, we have used their guidelines to manage the subject of human rights within the organization, integrating it into our safety policies and procedures both in Bogota and in our fields.

For the third consecutive year,²⁷ we conducted our second phase of training in Human Rights for security services, in which we held 12 workshops with the participation of more than 200 direct security guards and contractors belonging to the Rubiales and Quifa fields (department of Meta), Abanico (department of Tolima), Guaduas (department of Cundinamarca), La Creciente (department of Sucre), Cubiro (department of Casanare) and the Bogota offices (Colombia).

²⁷ For more information on the training held in 2011 and 2012, please consult the sustainability reports corresponding to those years, in the chapter “Respect and Promote Human Rights in our operations.” <http://www.pacificrubiales.com.co/sustainability/reports.html>



Economic, Social, and
Cultural Rights of

COMMUNITIES



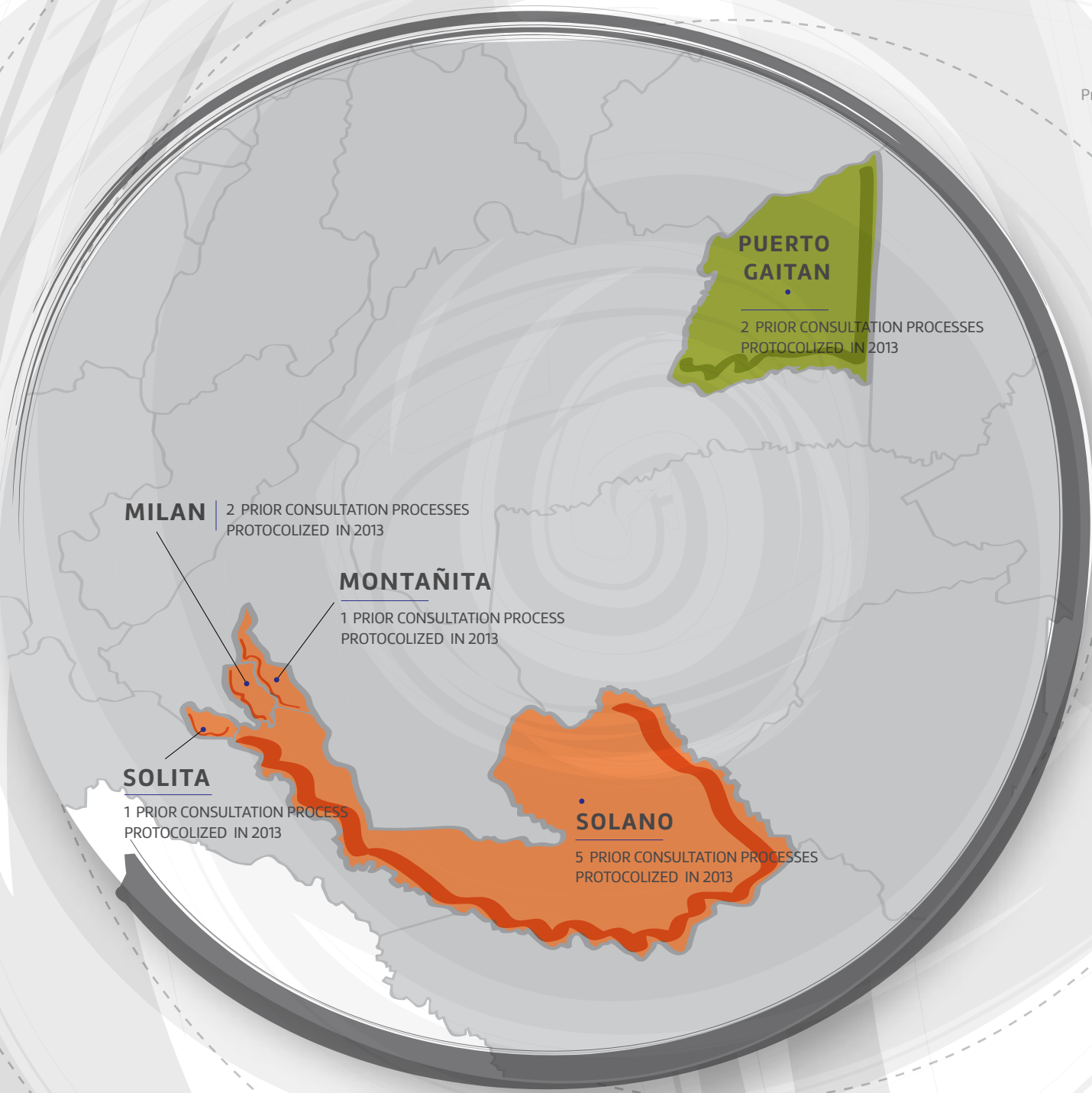
Prior Consultation Processes

At Pacific, we respect ethnic minorities and recognize opportunities for them to be able to participate in those decisions and projects that might impact them, to ensure that their ethnic and cultural integrity are not affected. The rights of ethnic minorities were legally enshrined in the ILO's Agreement 169 in 1989 and adopted into internal Colombian law through Law 21 of 1991.

In line with this legal compliance, in 2013 we:

- Registered eleven prior consultation processes with ethnic communities. Of the eleven prior consultations registered, nine processes had started in 2012 and two began in 2013.
- Prepared and published the Prior Consultation page to disseminate the prior consultation processes to our employees.
- Other prior consultation process activities include: 43 open Processes, four pre-consultations, and four closed Processes.

Prior consultation processes in Colombia



PRIOR CONSULTATION PROCESSES PROTOCOLIZED IN 2013

CAQUETA

CONVENTIONS

MUNICIPALITIES WITH PRIOR CONSULTATIONS

PRIOR CONSULTATION PROCESSES PROTOCOLIZED IN 2013

META

CONVENTIONS

MUNICIPALITIES WITH PRIOR CONSULTATIONS



In line with our prior consultation processes, in 2013 we performed the following projects with indigenous communities near our operations:

Community of Las Piedras

The indigenous community of Las Piedras, belonging to the Zenú ethnic group, is located in the municipality of Tolú Viejo in the Department of Sucre, Colombia. As a result of the prior consultation process undertaken with this community for the development of the seismic Sinú San Jacinto Norte - 7 (SSJN-7) project, an agreement was reached to perform a sustainable livestock project that benefited 170 families. This project included the active participation of the Indigenous Council, who contributed their knowledge of livestock, and who was also in charge of building the corral and the chute, as well as planting the field.

The performance of this project contributed positively to the community because work groups were formed within its organization to perform each one of the activities required. This achieved the central objective, which was to build a sustainable, dual-purpose livestock project that would contribute to the economic and social growth of the indigenous community.

Piedra Amarilla Community

As part of the Cesar Ranchería - 1 (CR-1) seismic project, a prior consultation process was performed with the Wayúu indigenous communities of Piedra Amarilla, located in the municipality of Albania in the Department of La

Guajira in Colombia. As part of the agreements, a crafts project was launched aimed at strengthening the knowledge of traditional crafts of these Wayúu women, taking into account that this community is comprised of 12 families formed mostly by women.

The performance of this project was based principally on training the Wayúu women in the crafts significant to their ethnic group, delivering the raw materials to be used in them, and providing assistance in the promotion of the products by selling them in cultural events held by the Company. Positive impacts were generated for this indigenous community through the provision of additional income and the fortification of their cultural identity.

Guayabal Reservation

The Guayabal indigenous reservation belongs to the Páez people, and is located in the municipality of Solano in the Department of Caquetá, Colombia. As a result of the prior consultation process undertaken with this reservation for the development of the 2D Tacacho Block seismic project, the performance of a sustainable livestock project was agreed to that benefited 15 families.

This project had the assistance of the traditional doctors from the reservation, who identified, according to their uses and customs, the strategic sites where the project could be executed. They also performed traditional ceremonies with the active participation of the members of the reservation, thus achieving the active integration of the members of the reservation and economic and organizational growth.



Vereda Santa Helena - Los Cerros location - Quifa Block. Delivery of steers. Jaramillo Emilton Tovar (land manager and beneficiary).

Gender

EQUALITY²⁸



At Pacific, we are aware that both nationally and internationally there are certain entrenched inequalities between men and women. We firmly believe that we can join forces and capabilities to promote greater social equality, both internally and in our surroundings. This translates into progress, competitiveness and added value for the social and economic development of the places in which we operate.

Therefore, since 2012, we have focused our efforts on the development of tools and initiatives that contribute to achieving gender equality and the exercise of the rights of women both within the Company and in the community. We have a firm goal of extending beyond our current obligations and becoming leaders in this matter in the industry.

At the management and multidisciplinary level, our Gender Committee has the purpose of integrating gender perspective universally through a policy and action plan that allows us to be true to our corporate values and commitments.

To achieve this objective, our Committee has established the following process:



²⁸ For Pacific, 'gender' may be defined as a category of analysis that allows us to understand how relations between men and women occur in a specific social context.

After one year of operation, the Gender Committee has made the following progress:

- **Information survey of the needs and interests of women** at Pacific as well as those who work for our suppliers and contractors and those belonging to the communities in the areas where we operate.
- **Construction of our corporate-level Gender Policy**, whose purpose is to contribute to fostering respect for the human rights of all persons who form part of our interest groups and to take measures to avoid any form of discrimination against women and men in business activities.
- **Development of a 2013–2017 Action Plan** to implement our corporate policy, whose objective is to contribute to guaranteeing equality between men and women within Pacific and in our areas of influence, and making the gender focus universal in our organizational culture.

This plan includes the following 8 components:



WHERE ARE WE headed ?

- **Becoming part of the pilot phase of the EQUIPARES Seal of Gender Equality**, which was developed by the Ministry of Labour, the Presidential High Commission for Women's Equality, and the United Nations Development Programme ("UNDP").
- **Implementation of an initiative to support the public policy of eradicating child labour**, which is being led by the Ministry of Labour.
- **Development of a training program for our principal contractor related to the subject of child labour.**
- **Generating a method to inform the public about how Pacific is implementing the Prior Consultation processes.**
- **Continuation of the implementation of Public – Private Alliances** that allow for the sustainability of the processes that have been developed around relationships with different interest groups.
- **Building and implementing a Gender Equality Management System.**



Why is this important?

We have the best talent



At Pacific, it is a priority to promote the professional growth of our employees. Therefore, we are committed to their performance, which allows us to strengthen the feeling of belonging, facilitate the achievement of the objectives that we have set ourselves in the short to medium term, and coordinate our talent with the implementation of our corporate strategy.

What do we focus on?

- Page 170 Selection and Retention of Talent.
- Page 172 Total Compensation Systems.
- Page 173 Organizational Learning.
- Page 174 Comprehensive Development of Our People.
- Page 176 Strengthening Pacific Culture.



WHAT DID WE DO



Selection and Retention of

TALENT



One of our principal objectives is the professional development of our employees. To achieve this objective, we have updated our selection policy, giving priority to the development of our employees and facilitating their mobility in the organization.

Likewise, we continue to incorporate local talent in our selection process, promoting the hiring of labour from within the zones of operation and developing relationships with universities and students in practicums.

In line with this value, in 2013:

- We generated service agreements with internal clients to enable the joint assembly of knowledge about each candidate, making the process of attracting talent a top-tier subject for the Company and a shared responsibility.
- We strengthened our battery of tests and mechanisms for evaluating candidates as well as our alliances with different universities and entities to seek talent, thus promoting the development of the country. Likewise, we strengthened ties with institutions, universities, and SENA for the connection to students in practicums, who today receive a customized induction process that allows them to adapt more quickly to the Company's culture as well as to obtain more benefit from the knowledge and experience acquired during their practicum period.



- We signed an agreement with the UTEN union, which covers more than 50% of the Company's employees, where educational assistance was agreed to for children of employees who are in primary and secondary school. We increased the number of permanent hires and focused on internal growth so that employees can gain access to new and better opportunities.

- We designed and implemented a corporate model of cultural integration. This has allowed us to embrace talent coming from mergers, acquisitions, and the internationalization of the Company. In this way, we generate excellent identification with our values and are successfully incorporating the talent into the organizational structure according to their skills.



- Our Corporate University designed a virtual induction course, which allows each employee to navigate through the Company and make virtual visits to the fields of operation, among other activities, interactively. This induction will be implemented in 2014 as part of the mandatory training plan.



- We have learned the value of diversity and inclusion and incorporated it into our selection practices, which leads us to better appreciate the range of culture, experiences, and knowledge of our employees so that they can generate better results through the interaction of people at different levels and in different positions. The results of this diversity are knowledge communities that make it possible to interact around different matters in the Company beyond the role played in the organization chart.

Total compensation

SYSTEMS



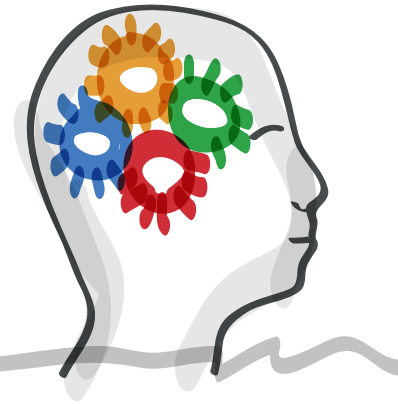
Compensation management is very important for the achievement of our corporate strategy because it allows us to attract and retain the human talent needed to successfully carry out the Company's operations. In addition, managing equality and competitiveness in compensation contributes to maintaining individual motivation and a suitable labour climate that incentivizes good individual and organizational performance for the achievement of our organizational objectives.

In 2013, our salary equality index in all of the countries where we operate remained at high levels, above 90%, and actions continue to be taken for this index to continue improving. Likewise, we continued to participate in the Company's strategy of regularizing the employment relationship between our contractors and employees of those companies, ensuring that the labour law of each country is complied with without exception.



Organizational

LEARNING



GRI G4 LA10
Training and
Education

Knowledge and command of key skills are fundamental elements for the sustainability of the business. The development and implementation of a coordinated model of organizational learning ensures the availability of human talent for the achievement of the business strategy.

One of the most relevant challenges for Pacific has been the development of human talent to face the growing requirements of the business and its surroundings. The strategy to successfully face this challenge has been the creation of the Pacific Corporate University, which for three consecutive years has designed and implemented an organizational learning model that has been recognized nationally and internationally through awards and nominations in specialized forums.

Innovative elements such as a mix of in-class and virtual learning and the application of best practices in managing social knowledge and learning have been success factors in implementing the learning model throughout the organization.

In 2013:

- We established a system of administering organizational learning called Pacific Talent, which allowed for the participation of nearly 90% of our employees in behavioural, executive, and technical training programs that were aligned with the comprehensive training system.
- We supplemented the organizational learning model with a classification of the behavioural and executive competencies required to support the corporate culture and leadership model of the Company.
- We continued with a classification of technical competencies in key business areas, and evaluations were undertaken to measure gaps.
- We strengthened the social knowledge and learning model through the creation of 12 additional knowledge communities in key areas for the business (for a total of 26 communities), as well as through the incorporation of channels for accessing condensed knowledge in videos (knowledge pills) and a virtual library of technical and business literature.

Comprehensive Development of Our

PEOPLE



The accelerated growth of the business, in an environment in which we firmly believe in generating value for those surrounding us, implies the urgent need to develop talent that responds to change and is committed to building a legacy for society; talent that constantly learns, is committed to our values, and that can manage the business challenges in our different countries of operation.

Along with the expansion of the Company, we have identified valuable reserves of talent within the diversity of expertise that we already have. Our priority is to give the business continuity through successful employee development, succession, and performance processes, so that personal, professional, and social evolution can be achieved.

In line with this ongoing challenge, in 2013:

- We redesigned the corporate in-person induction process, which is focused on learning the expectations of new employees, supporting them in navigating through our culture and through their development, and on transmitting the importance of working with a sense of excellence and generating a positive impact on all of our interest groups. Our inductions cover key matters such as HSEQ principles, commitments to sustainability, gender inclusion, the human talent processes, planning, and operations, among others. 80% of new employees participated in our introductory processes.
- We provided continuity in our performance programs, performing more than 170 individual advisory sessions with leaders to support the management of the talent within their teams regarding goals and objectives.
- We held 50 group performance workshops, which integrated the organization's strategy, values, risks and sustainability commitments to build departmental and individual objectives in line with the Company's goals. These workshops allow employees to become more aware of the environment that surrounds them as well as situating strategic principles and sustainability as fundamental pieces in the preparation of their own objectives and the management of their performance during the year. By the end of 2013, we had covered 81% of the organization through performance evaluations and we aligned Canada and Peru in the culture of performance, both of which are now integrated into the model.

- We have continued with the design of career paths for 118 critical positions, integrating into them movements between business units, fields, and countries, and having as a fundamental element development of technical, executive, and behavioural competencies. Both the career path process and our corporate succession and potential detection program correctly aim to retain talent and ensure the continuity of the business. Three members of Senior Management that were named in 2013 come from the special accelerated development programs, and today they are successful leaders for the organization.

- In the Corporate University, we designed conversation areas that allow knowledge to be exchanged between peers as an important source of learning. Our employee potential programs have a process of assigning challenges, allowing the participants in them to make innovative proposals; many of these proposals are already operating in the Company as new alternatives to internal processes and are generating savings. Most of the members of these programs also join our Volunteer Program and contribute high-value ideas in committees such as the Sustainability and Gender Committees.



Strengthening

PACIFIC CULTURE



We believe in developing the individual as a unique entity responsible for creating sustainable progress: an ethical, transparent, socially and environmentally responsible, creative and innovative individual who understands their role in the Company as building a legacy of life and Shared Value. We seek to consolidate a culture of sustainable learning that motivates and characterizes Pacific's men and women.

The Human Talent strategy for managing corporate culture and a good working environment through Organizational Development and the Corporate University seeks empowered leaders with solid teams, where their employees feel pride and belonging within a culture where space is open for the creation of new possibilities for business objectives and the personal and professional growth of its members. These values, together with the continuous building of trust among all employees and interest groups, are the ones that have inspired us to make Pacific a great place to work.

In order to reinforce our corporate culture, we took the following actions in 2013:

Participation of 850 people in Colombia and Peru in the Code of Conduct and Corporate Values Courses.

- Participation of more than 350 people in the Trust-Building in High-Performance Teams Program designed for established work teams with various modules that include the competencies of an integrated leader.
- Classification of executive and behavioural competencies for different job descriptions, as well as their associations with career paths.
- Development of 95 communications projects in order to strengthen our Pacific Culture and give visibility to the management of every one of the areas, thus supporting the alignment of common objectives within the Company.
- Aligning employees with the vision of the organization and its environment through the "Pacific News" magazine, the "Pacific World" news program, and the "Pacific People" website.
- Construction of the "Leader Kit - Toward a Great Place to Work," a conceptual and methodological toolbox that enables leaders to build a work environment of excellence with their work teams. The kit contains the welcoming protocol, a recognition guidebook, an environmental actions guidebook for each dimension and variable measured, recognition cards and a dahlia, which is planted in a biodegradable can.
- Development of coaching programs to support leaders with the lowest Job Environment indices (according to "Great Place to Work"), accompanied by activities such as Pacific Integration Cafes, Fraternity Day, reviews of structures and positions to strengthen the development of talent, construction of training rooms in the field, and improvement of recreational and sports infrastructure, among others.



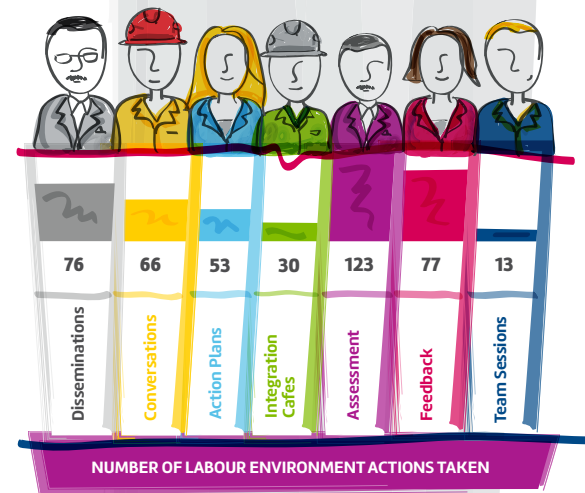
 "Leadership in Action" Program - Monte ELBRUS 2013.
Suesca field trip - Pacific Corporate University.



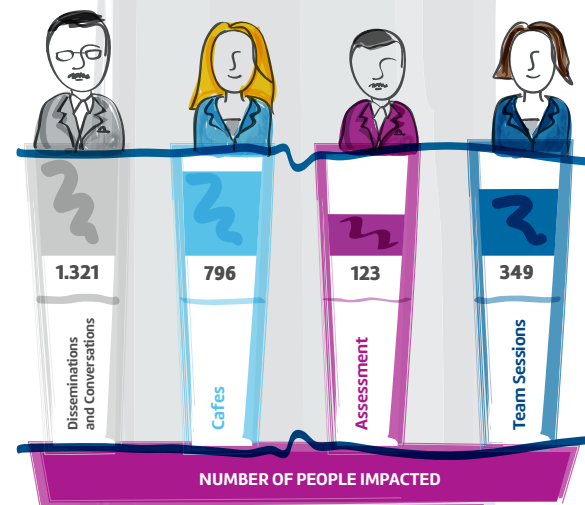
“Great Place To Work”²⁹ Results



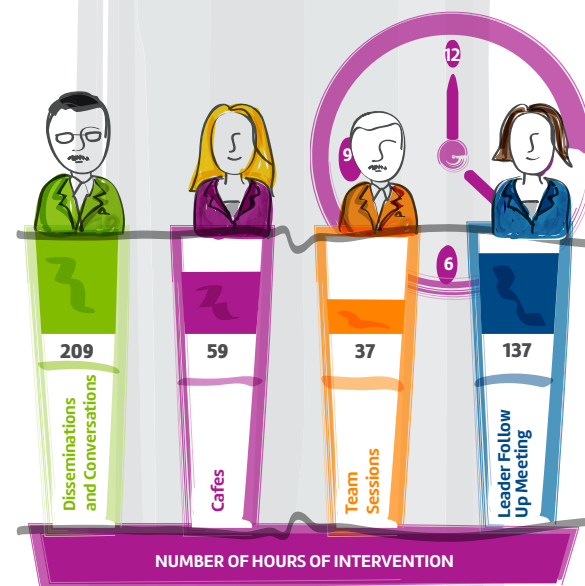
- We obtained a **Labour Environment Index of 75.4** (Very Satisfactory)
- We achieved a high level of participation, even exceeding the best companies in the market: our level of participation was measured at **95%**.
- The **Camaraderie and Pride Dimensions** are our strengths. With respect to the challenges set for 2013, we were able to increase the Job Environment Index in key areas of the Company with fulfillment of the evaluation goal that led to 12 areas achieving results at the outstanding and excellent levels, an improvement over prior years.



Number of Labour Environment Actions Taken



Number of People Impacted by Job Environment Activities



Number of Hours Involved in Labour Environment Activities

²⁹ Great Place to Work® is a global human resources consulting, research and training firm specializing in organizational trust. The Great Place to Work® Model is built on 25 years of research and data collected through our Trust Index® Employee Survey, which is taken by over 10 million employees annually worldwide.

The Job Environment Index (“JAI”) is determined by the Great Place to Work Institute according to the behaviour shown by the Company, taking the remarks of employees and the Culture Audit as reference points. These indicators are on an evaluation scale given by the Institute from 0 to 100 points.



Recognition of Pacific's “Knowledge Multipliers”



In order to highlight the work of employees who have supported the organizational learning and Knowledge Management model, we held an event called “Knowledge Multipliers Awards,” in which 400 people participated. We recognized the work of 224 “Multipliers” and 19 notables. The categories were: Knowledge Communities, e-Learning, Knowledge Pills, Presentation of Cases at Conferences and in Papers, Induction, Volunteerism, and Program Facilitators and Designers, among others. We also highlighted the work of four areas that have connected collaboration dynamics, evidence-based learning and transfer of knowledge as values for Pacific: HSEQ, Geosciences, the Centre of Excellence and Corporate Affairs.



Pacific

AGENTS OF CHANGE

Volunteer Program

GRI G4 EC8
Indirect
Economic
Impacts

The purpose of this volunteer program is to contribute to the process of overcoming extreme poverty in the El Codito neighborhood in Bogota through a knowledge transfer model. Besides training, 15 beneficiary mothers received key tools for launching a sustainable business. Our volunteers transformed the lives of women in the sector and become protagonists in the social development and prosperity of vulnerable communities.

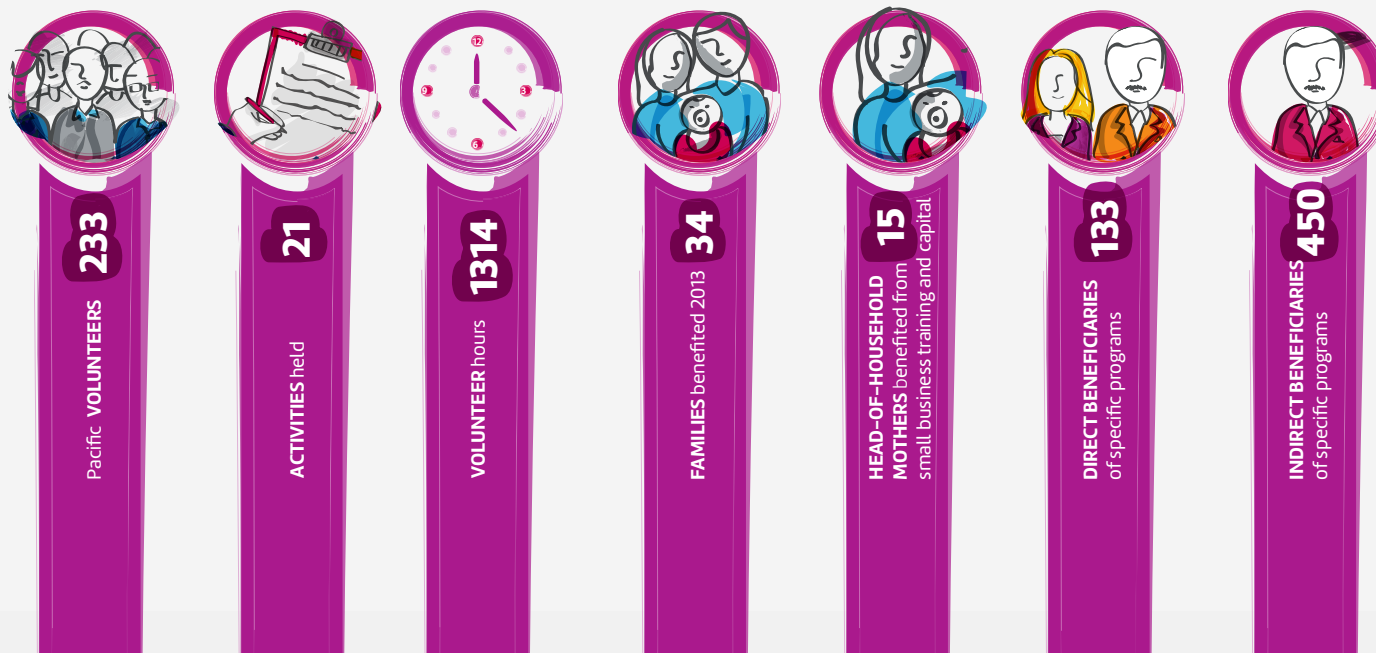
The El Codito entrepreneurship project contributed to the exit of 46.6% of the families out of the Colombian government's extreme poverty lists. Some of our strategic allies are the National Agency to Overcome Extreme Poverty ("ANSPE"), the World Women's Corporation, the Chamber of Commerce of Bogota, Planet Finance, the Liter of Light Foundation, and the SoÿDoÿ Foundation. This is a public-private alliance with one of the greatest rates of success in Colombia.

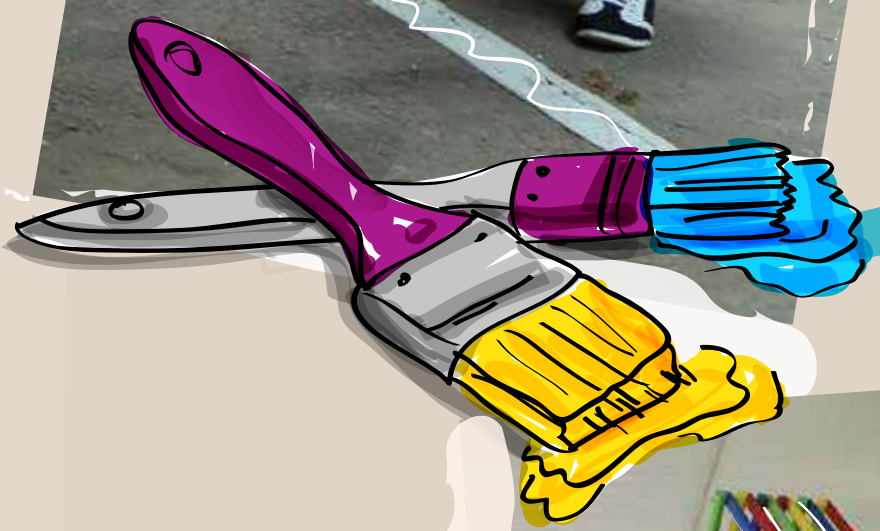
In addition, in mid-2013, more than 100 volunteers visited the El Codito sector (Bogota C.D.) where we launched the program


through the activity "A Different Day." Twenty residents joined from the community, 15 mothers benefited from the entrepreneurship projects and 28 children from the Copevisa Cooperative took the conference and performed play activities.

The result of the work was the refurbishment of the field and the playground in the El Mirador neighbourhood and the lighting of ten houses with 'litres of light.' Volunteers on the entrepreneurship project also learned about the reality of the mothers whom they supported with their work for four months of the year.

Moreover, in the month of December, 39 program volunteers participated in the "Awakening a Smile at Christmas" program, where they shared a morning with 45 children from the El Codito sector and celebrated Christmas with them amid music and gifts. The event, which took place at the facilities of the SoÿDoÿ Foundation, was the scene of activities in which project volunteers, children, and mothers participated.





 Volunteer Program. Support to El Codito, Bogota.
Martin Castro, Corporate HSEQ Manager. Silvia Gomez,
Coordinator of Events and Sponsorships.



Sustainable

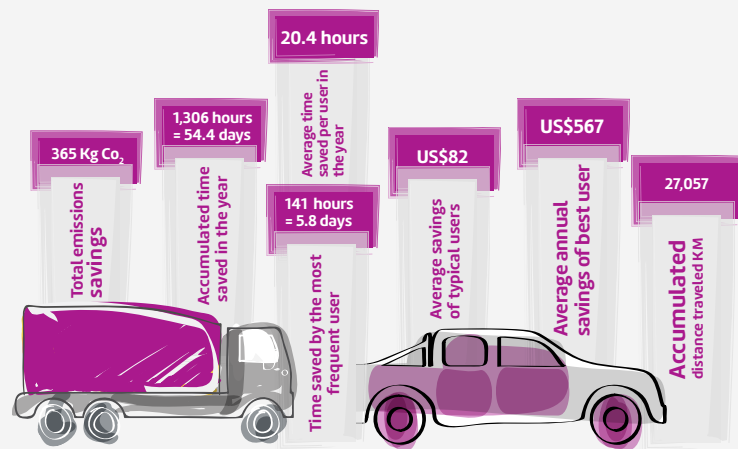
MOBILITY PROGRAM

Since 2012, we have been a member of “Business Plans for Sustainable Mobility” (“PEMS”), led by ANDI, the Chevrolet Foundation, the Development Bank of Latin America and the University of the Andes, in order to jointly seek private-sector solutions for mobility in the city of Bogota. In the diagnostic performed, we prioritized the implementation of initiatives that aim to improve our management regarding the Quality of Life Footprint, Equality Footprint, Carbon Footprint, and Energy Footprint for our employees.

In 2013, we implemented a bicycle loan system for Office-Home commutes for our employees at Pacific Tower in order to create an organizational culture in which the bicycle is seen as the ideal mode of transportation; it is ecological, healthy, inclusive, and fast. We motivated our employees to breathe fresh air into their routine and lead a healthier lifestyle, which also contributes to the mobility of the city.

We currently have active participation by 74 users, and 35 people have decided to convert the bicycle into a daily habit for commuting to work. In 2013, we participated in the Day without Cars Caravan in the city of Bogota, whereby we saved the equivalent of 0.08 tonnes in carbon dioxide emissions and 11.62 gallons of fuel over one day without cars.

Among our impact indicators from 2013, highlights from the Sustainable Mobility program include:



As a supplement to this Sustainable Mobility Program, we participated in Carpool Week to promote our commitment to the efficient use of vehicles and to build a more sustainable city. In 2014, we will implement a carpool system through the use of a virtual platform, which will allow our employees to contribute to mobility while, at the same time, meeting different members of the Company.



WHERE ARE WE headed?



- **Incorporation of the declaration of being “A Great Place to Work”** in the key elements of our organizational culture, having our corporate values as an essential axis and generating a constructive dialogue to continue to foster Shared-Value practices with all of our employees and interest groups.
- **Through the actions of the Training Plan for our employees**, development of the key competencies that comprise the corporate identity and culture in areas such as: values, ethics, transparency, Shared Value (society and surroundings), business vision, HSEQ, and enabling technologies (corporate systems and project management).



Why is this important?

We strengthen sustainability in our supply chain

The importance of sustainable development is significant and translates into leveraging open and efficient collaboration throughout the value chain. This ensures transparency, quality, optimization of response times, compliance with demanding standards and implementation of innovative methodologies. The environment and the value chain both win, and the process aligns with our Shared Value strategy.

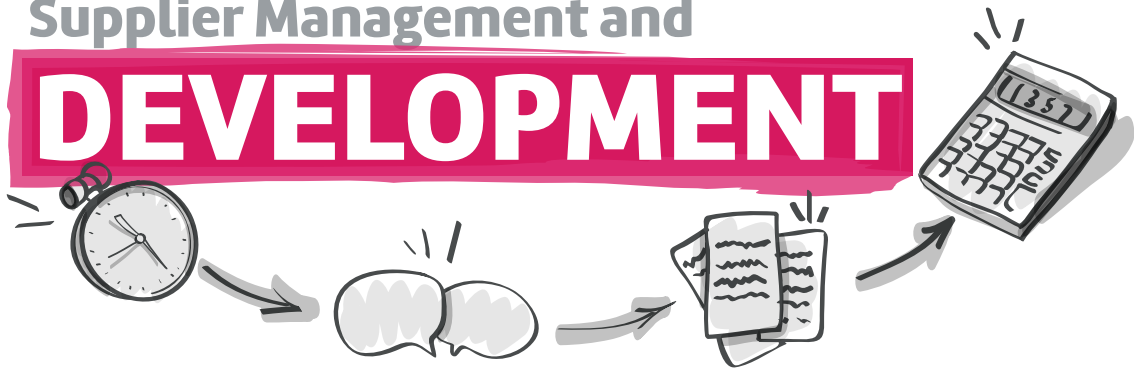
What do we focus on?

- Page 186 **Supplier Management and Development.**
- Page 192 **Purchases of Local Goods and Services.**



Supplier Management and

DEVELOPMENT



Important Data

Supplier Management and Development

IN
2013, **905** companies attended
the Conversations with



POTENTIAL EMPLOYERS,
WHICH REPRESENTED AN INCREASE

of 21%

versus the number of attendee companies in 2012.

We held five regular
meetings of the **Supplier**
and **Contractor Performance**
Evaluation Committee

and one special
session, analyzing
nine cases



OF WHICH SEVEN CASES

corresponded to Major Technical Violations
and two to Major Ethical Violations.

WE HELD NINE REGULAR MEETINGS
of the Trademarks Technical
Evaluation Committee where

24

requests for trademark
inclusion were analyzed.



a Uniform Bidders Registry – RUP

- The purpose of this tool is to provide our buyers with basic information on the financial, technical, and legal capacity of the suppliers who register to be part of the Uniform Bidders Registry (“RUP”).
- In 2013, we strengthened this tool, mainly in relation to the financial evaluation of suppliers, seeking a better identification of their contracting capacity.
- Through the RUP, we have access to general information on suppliers, including the option to download the documents required to appear in bid processes in Pacific’s procurement and contracting committees.
- Likewise, the number of suppliers registered increased by 26%, closing 2013 with 1,102 suppliers registered with validated information.

b Participation in Business Roundtables

- To align within the national participation policy, and in order to find companies with the potential to generate links at the national, regional and local level, in 2013 we participated in business roundtables sponsored by CAMPETROL in the City of Villavicencio.
- We made contact with 60 companies, of which 33 companies (55%) were considered companies of potential development for our value chain. The categories of companies presented were mainly focused in support services, construction and maintenance, chemicals, HSEQ services, electrical equipment and material, oil services and piping. Some of these companies, mainly those considered local, joined the Supplier Development Program.

c Participation in “Pacific Best Ally Awards”

In January 2013, we held the 3rd Annual Supplier Meeting in line with our commitment to create economic, social, and environmental value in the Value Chain. The objective was to recognize the efforts of suppliers of goods and services to assume our contracting policies generated from HSEQ, RSC, Physical Security, Labour Relations and Planning and Supply.

At this same event, the Planning and Supply Department stressed the performance both of major suppliers (purchases over 500 SMLV³⁰), and minor suppliers (purchases under 500 SMLV) in compliance with factors such as quality, timeliness of delivery and other selection criteria.

More than 270 companies participated and were represented by nearly 600 attendees. 8 prizes were given to 6 companies, and 22 honourable mentions were made in the following categories:



BEST ALLIED PACIFIC (MAP)

Sustainability
Corporate Social Responsibility
Labour Relations
HSEQ
Physical Security Field
Physical Security Bogota
Purchases Over 500 SMLV
Purchases Under 500 SMLV

³⁰ Minimum Wage Legally Active, or Salario mínimo legal vigente in Spanish

In addition, we performed a survey of the work of suppliers and contractors located in our area of influence in Puerto Gaitán in the Department of Meta, Colombia in relation to the Local Suppliers Development Program, and a catering contractor was recognized as the company most committed to the implementation of this program.

One contractor was also recognized for the implementation of initiatives that promote gender equality. This ratifies our effort to strengthen actions toward respect and promotion of the rights of the women who work in our supply chain.

For 2014, we will focus this special recognition on those suppliers and contractors who, besides fully complying with our contractual annexes, perform initiatives related to social development, environmental development, best practices and innovation within the framework of their contractual relationship with Pacific.



d First Steps in Business Social Responsibility and Sustainability Program

With the support of the Supply, Labour Relations, and Sustainability Departments, we participated in a program led by Universidad Externado de Colombia and the Global Compact Colombia Local Network. Its main purpose was to provide our suppliers and contractors with action guidelines to integrate sustainability actions aligned with the principles of the Global Compact and to implement the best environmental, social, and economic practices.

In the sessions, we invited our suppliers and contractors to go a step beyond, to break paradigms and to build a way of thinking and acting in which the economic, social, and environmental progress of our environment are synonymous with performance, competitiveness, and an opportunity for growth and innovation.

For three months, Universidad Externado de Colombia monitored 14 of our suppliers and contractors in undertaking the following phases: Awareness in RSE and Sustainability, Diagnostics of integration of RSE and Sustainability practices, identification and mapping of interest groups, and a final report that included an implementation proposal for each one of the participating companies. That report was evaluated by Universidad Externado, each participating company and Pacific.

The participating companies were:

- ① IBCS LTDA.
- ② FUMINDAGRO S.A.
- ③ TELEMATICA LTDA.
- ④ EQUITRONICA S.A.S
- ⑤ HIDROSPILL S.A.S
- ⑥ MARENFOX S.A.
- ⑦ COOSERVIPP LTDA.
- ⑧ GEMINIS CONSULTORES S.A.S
- ⑨ SAN ANTONIO INTERNACIONAL
- ⑩ DOTANDO ANDO
- ⑪ GEODESIA LTDA.
- ⑫ Y & V INGENIERIA Y CONSTRUCCION
- ⑬ GESTION Y TALENTOS
- ⑭ ATP



Classification of our GOODS AND SERVICES

In line with each one of the challenges that we set for ourselves in 2013 with respect to the organization of goods and services, we defined the supply categories and their classification according to levels of criticality.

The categories of goods and services were segmented according to the market supply and the supply needs of the Company. In total, 24 categories were defined: 16 categories of goods and 8 categories of works and services.

Subsequently, the categories were classified according to levels of criticality by applying the ABC Analysis model – Expense, Impact, Risk. This analysis starts from two principal aspects:

Analysis of the expense: This analysis was structured based

- on the supply needs contemplated in the Procurement and Contracting Plan (“PACC”) and in the purchases and contracts statistics.

Analysis of Impact/Risk per category: This aspect analyzes

- whether the Company must make an effort in the consumption of a good or service, taking into account the implications to the level of the loss of benefits that would entail not having the supply.

The Impact/Risk definition was performed based on a survey

- applied to 54 experts within the Company in the Operations, Projects, Exploration/Drilling/Deposits, and Supply Chain areas.

Finally, the categories were segmented into three principal classes according to the following characteristics:

- **Class A:** 20% of the goods and service items that represent 80% of the Company’s annual expenses or show a high/very high impact–risk ratio.
- **Class B:** 30% of the goods and service items that represent 15% of expenses and 30% of total requirements or show a medium impact–risk combination.
- **Class C:** 50% of the goods and service items that represent 5% of expenses or a low/very low impact–risk combination.

The distribution of the supply needs into categories is important for our supply management because part of the analysis and definition of strategies per category is based on the market, and the categorization helps to facilitate interactions with our suppliers and generate commercial agreements favourable to both parties.



Local Chain

PROCUREMENT PROGRAM

As part of our intention to bring together opportunities for success inherent in the need for growth of communities of our area of influence, we define, as a strategy, the identification and participative construction of opportunities to generate Shared Value between parties. We have done this through implementation of the Local Suppliers Development Program ("LCPP") in the departments of Meta and Casanare.

This initiative includes, in addition to commercial articulation with the value chain in the Company, the identification, mapping, and activation of productive clusters as well as the efficient use of resources from local companies.

LCPP started as a strategic project for the Company to combine the specific needs articulated by the business community and the local offerings of goods and services in the chain of value of the extracting industry, companies of the region and/or civil society.

The project has had important milestones at the corporate level, and different areas of the Company have been increasingly incorporating actions to enforce the objective of the LCPP into their internal processes. The stated objective of the SCM, CSR and Supply Strategic Management areas is the construction and implementation of this local suppliers policy at the corporate level in all the blocks that are operated by the Company.

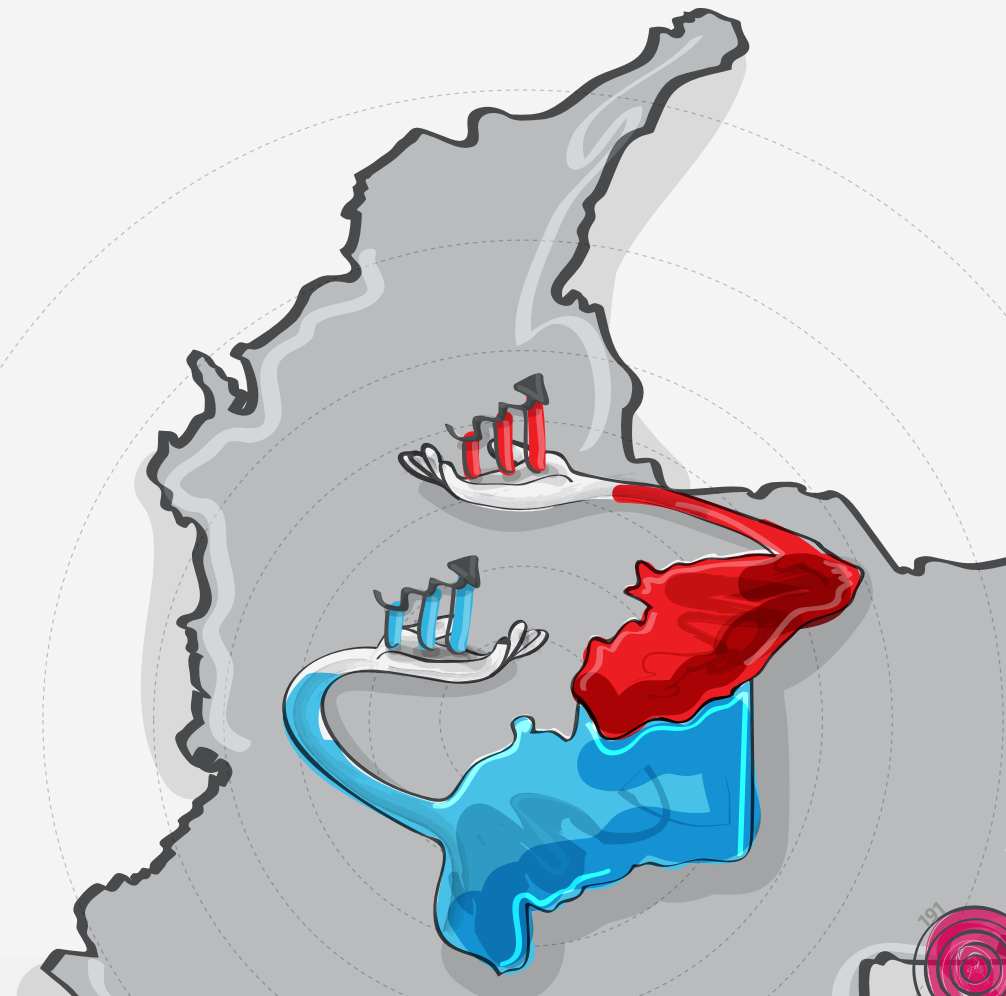
In only 13 months of implementation, the program has recorded significant results in the local corporate community, who have increasingly understood the need to adapt to the market, improve their competitiveness, innovate, and assume commercial processes as an opportunity to offer products of quality, compliance and competitiveness in price, among other features.

As of today, the program has characterized and defined the evolution of more than 149 businesses located in the Municipalities of Puerto Gaitán in the Department of Meta and San Luis de Palenque, Trinidad and Paz de Ariporo in the Department of Casanare. Through corporate training plans,

LCPP has also begun the process of overcoming competitive barriers of 69 businesses, which has led to the identification and setup of businesses worth almost US\$2.5 million.

For the consolidation of competitive companies, the following activities have been taking place:

- i Design of business models and plans which are sustainable for local companies;
- ii Brand Development for 12 local businesses; and
- iii Support of the ISO 9001 certification process for 2 businesses.



Purchases of Local Goods and

SERVICES



The significance of this matter is that the development of commercial relations with businesses located in the regions near the Company's operations results in joint benefits, particularly given that we are then contributing to the generation of value in the surrounding environment and simultaneously are ensuring a more efficient supply source.

At Pacific, we ensure that the communities around us participate in the Company's operational activities and, in turn, we work so that the activities performed through contractors meet the high standards of the oil and gas industry, which are expressed in the terms and conditions of the contractual annexes.

GRI G4 EC9
Procurement
Practices

a Purchases and Contracts

In 2013, we undertook purchases and contracts with local suppliers from the regions of influence in the amount of US\$105,365,270, which represents a growth of 218% versus the local/regional contract figure at the close of 2012. Likewise, the proportion of purchases and contracts with suppliers nationally registered in Colombia was 93% with respect to the total.

This drive for local and regional purchases and contracts is mainly due to growing business activity in the regions of influence and the production cycle of the fields. Our effort has focused on exploiting these opportunities and integrating them into our value chain.

The local and regional purchases and contracts occurring in 2013 are distributed as follows:

LOCAL AND REGIONAL Purchases in 2013

REGION	AMOUNT US\$
YOPAL	49,761,759
VILLAVICENCIO	36,627,338
TRINIDAD	7,298,689
IBAGUÉ	2,917,805
PUERTO GAITÁN	2,586,268
SAN LUIS DE PALENQUE	1,311,623
GUADUAS	1,290,716
PUERTO BOYACÁ	944,718
CÚCUTA	678,281
ESPINAL	640,238
PAZ DE ARIPORO	526,949
LOS PALMITOS	443,666
PUERTO BERRÍO	198,283
PORE	78,275
SAN PEDRO	36,883
GUAMO	23,368
GIRARDOT	411,000
TOTAL	105,365,270

The main categories of local and regional supply were:

- Transportation of liquids;
- Transportation of personnel;
- Lease of surface process equipment;
- Catering and hospitality services; and
- Construction and maintenance.

In 2013, we aligned the concept of Shared Value throughout our value chain and emphasized the importance of developing local business clusters as a fundamental factor in marking development at the national level.



National Content

A WIN-WIN Business

At Pacific, we work to generate value for the Company and for our interest groups. One of our major advances in the management of purchase and provision of products and services is our National Content Corporate Policy, which is much more than exclusively buying or hiring with local suppliers.

This policy is based on the belief that valuing the participation and work of national capital in the chain of supply promotes relations of trust between the company ordering products and services and its suppliers, increases profitability, contributes to growth, strengthens sustainability of the value chain and assists in the development of well-being and progress for communities.

Conscious of the importance of this concept for its activities and the development of the countries where it operates, Pacific issued its National Content Corporate Policy in December 2012.

It is useful to highlight the conditions of the macroeconomics and social environment of Colombia in order to have a clear idea of the challenges faced by the Company in the successful setup of the policy: business opening, currency policy, promotion of oil activity, and the presence of communities in the generation of creative initiatives that produce a substantial improvement in their living conditions and turn them into strategic partners of the oil industry in the creation of Shared Value.

Basis of the National Content Corporate Policy

Within Pacific's sustainability model, we believe that it is essential to ensure a strong chain of supply that minimizes supply risks associated with the long distances between urban centres and our fields. To have a strong supply chain allows for the development and strengthening of our activities that also comply with shareholder expectations.

With this purpose, and as a supplement to the efforts made by national industry, we promote innovation and the development of products and services contributing to the sustainable development of our environment and the timely and competitive provision of quality to our operational excellence.

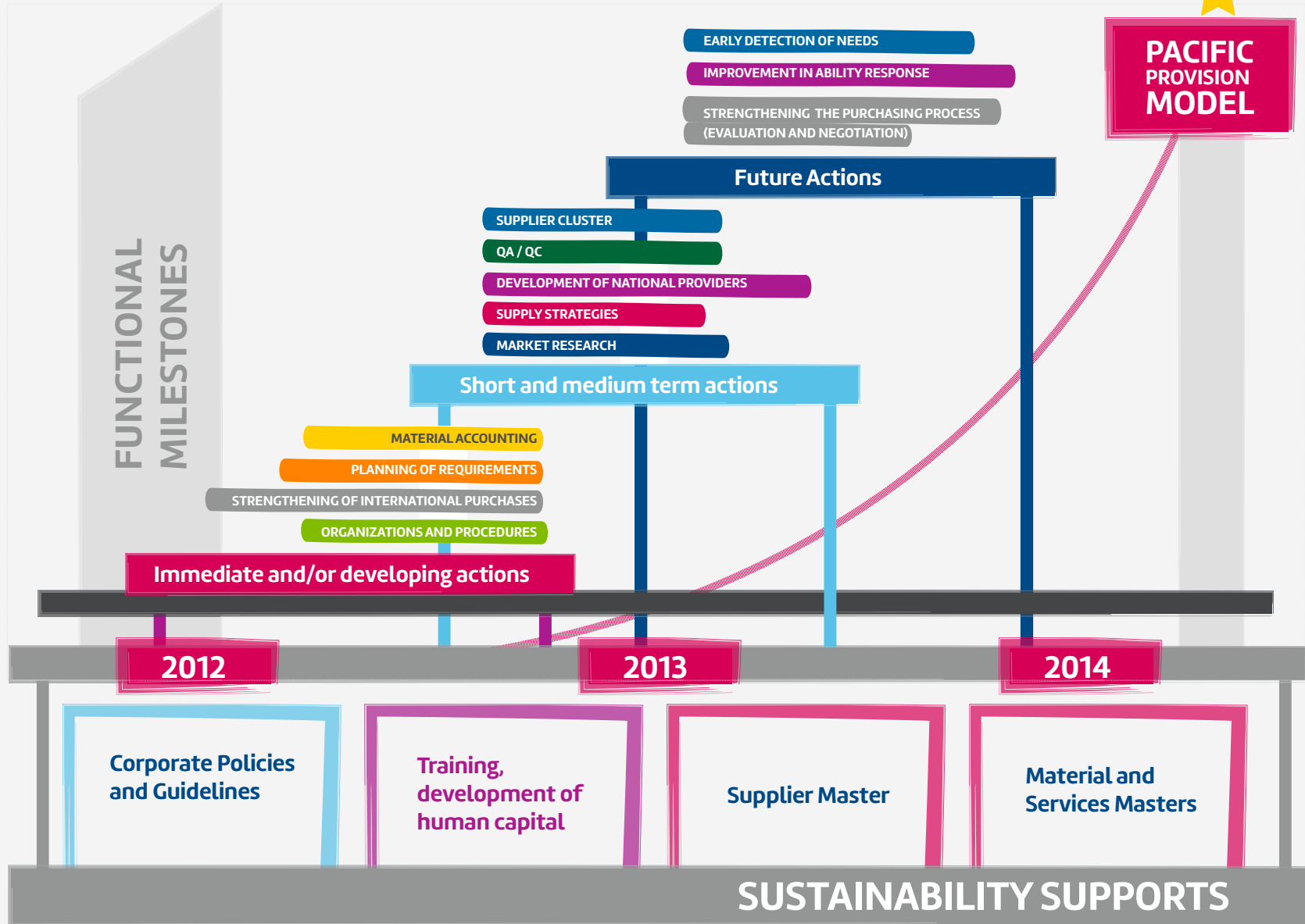
It is worth noting that our policy for the preference for a national supply of products and services is not a response to legal requirements, and we execute it willingly based on our sustainability and corporate value commitments.



ROUTE SHEET for the Implementation of the Pacific Provision Model (MAP)

2012 -2014

Best Practices





Battery 4 - Quifa field

WHERE ARE WE headed?



- Development of a demand analysis, market analysis, and supply strategies for the following classifications included in the group of critical categories (defined as a high volume of purchases and contracts and high impact/risk ratio): Piping, Transportation, Well Service, Civil Works, and Mechanical and Electrical Assemblies.
- Within our Shared Value strategy and the local participation policy, continuation of the Local Suppliers Development Program and participation in different spaces that mark alliances with our interest groups.
- With the support of associations and institutions, performance of quantitative diagnostics and censuses of the national supply versus the demand for supply at Pacific, in line with the defined supply categories, in order to determine opportunities for national promotion.
- Identification of categories of local and regional purchases and monitoring of suppliers through the development programs in order to coordinate them in the value chain, ensuring the sustainability of local and regional purchases.
- Development of normative local, regional, and national purchasing guidelines, including formalization of the local, regional and national purchases' unifying criteria and standards at the corporate level.









GLOSSARY
of abbreviations

OSHAS

18001-2007

COLCAP

BVC

OCENSA

Ceres

EN

ACD

Pacific

ISO 14001:2004

BDR

CORMOCARENA

CEO

TSX

\$ Mboe

ENA

Acronym

GLOSSARY

ACRONYM

ACPM

BDR

bbl/d

bbl

boe

boe/d

BVC

BOVESPA

C\$

Ceres

CEO

CFO

CO₂

COL20

Colcap

Cormocarena

Corpoica

CPF

CSIR

MEANING

Fuel oil for engines

Brazilian Depository Receipts

Barrels per day

Barrels

Barrels of oil equivalent

Barrels of oil equivalent per day

Colombia Stock Exchange

Sao Paulo Stock Exchange

Canadian Dollars

Regional Centres of Higher Education

Chief Executive Officer

Chief Financial Officer

Carbon dioxide

Stock Index of Liquidity of Colombia Stock Exchange

Stock Index of Capitalization of Colombia

Corporación para el Desarrollo Sostenible del Área de Manejo Especial La Macarena

Corporación Colombiana de Investigación Agropecuaria

Central Processing Facility

Royalties Investment Follow-up Committee

ACRONYM

E&P

EITI

GRI

ha

HSEQ

ICBF

IDEAM

IESA

IGBC

ISO 9001:2008

ISO 14001:2004

IUCN

kj

km²

Mbbl

MMbbl

Mboe

MMboe

MMCFD

m³

MEANING

EEExploration and Production.

Extractive Industry Transparency Initiative.

Global Reporting Initiative. Global organization providing the most generally accepted framework for preparation of sustainability reports regarding financial, environmental, and social performance of an organization. The framework is made up of a guide for the preparation of sustainability reports, indicator protocols, technical protocols, and industry supplements. This was developed in consultation with several interest groups at the international level (www.globalreporting.org).

Hectares.

Health, Safety, Environment, Quality.

Colombian Institute of Family Well-Being.

Hydrology, Meteorology, and Environmental Studies Institute of Colombia.

Institute of High Administration Studies.

General Index of Colombia Stock Exchange

Set of standards about quality and management prepared by Technical Committee ISO/TC176 of ISO (International Standardization Organization). It details the requirements for a high-quality management system.

Set of environmental management standards. Requirements with orientation toward use.

International Union for the Conservation of Nature.

Kilojule.

Square kilometres

Thousand barrels

Million barrels

Thousand barrels of oil equivalent

Million barrels of oil equivalent

Million cubic feet per day

Cubic metres

ACRONYM

m.s.n.m.

MW

MW-H

OAM

OCENSA

ODC

ODL

OGD

ODM

ONU

OSHAS 18001:2007

Pacific/PRE

PII

PCU

Sena

TSX

UTEN

2D

3D

1P

2P

3P

MEANING

Metres above sea level.

Megawatt.

Megawatt Hour.

Alto Magdalena Pipeline.

Oleoducto Central S.A.

Oleoducto de Colombia.

Oleoducto de los Llanos orientales.

Oleoducto Guaduas- La Dorada.

Millennium Development Objectives.

United Nations Organization.

The testing specification internationally known for health management systems and work safety.

Pacific Rubiales Energy Corp.

Pacific Infrastructure Inc.

Pacific Corporate University.

National Learning Service.

Toronto Stock Exchange.

National Energy Industry Worker's Union.

Two dimensions.

Three dimensions.

Proven reserves.

Proven + prospective reserves.

Proven + prospective + possible reserves

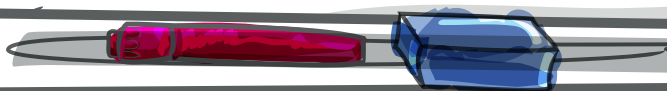






TABLE GRI G4

and Global Compact



GRI G4 Table PRE 2013

GENERAL REPORTING ASPECTS	PAGE/RESPONSE	OMISSION	EXTERNAL AUDIT
STRATEGY AND ANALYSIS			
G4.1 Statement by the organization's top decision maker on the relevance of sustainability for the organization.	Letter from our CEO. Pages 13-17 Letter from our President. Pages 20-25 Letter from our Vice President for Corporate Affairs and Sustainability. Pages 27-31	Not applicable	Pages 264-267
G4.2 Description of the main impacts, risks and opportunities.	Letter from our CEO. Pages 13-17 Letter from our President. Pages 20-25 Letter from our Vice President for Corporate Affairs and Sustainability. Pages 27-31	Not applicable	Pages 264-267
ORGANIZATIONAL PROFILE			
G4.3 Report the name of the organization.	Pacific Rubiales Energy Corp.	Not applicable	Pages 264-267
G4.4 Report the main brands, products and services.	About Pacific Rubiales. Who are we? What do we do? Pages 32-45	Not applicable	Pages 264-267
G4.5 Report the location of the Company headquarters.	220 Bay Street / Suite 1400 / Toronto, Ontario, Canada M5J 2W4	Not applicable	Pages 264-267
G4.6 Report the number of countries where the company operates and the name of the countries where the company's operations are significant or relevant for the sustainability issues discussed within the report.	About this report. Pages 8-9 About Pacific Rubiales. Where are we operating? Pages 34-37	Not applicable	Pages 264-267
G4.7 Nature of ownership and legal form.	About Pacific Rubiales. Who are we? Page 38	Not applicable	Pages 264-267
G4.8 Markets served (including the geographical breakdown, the sectors it supplies and the types of customers).	About Pacific Rubiales. Where are we operating? Pages 34-37	Not applicable	Pages 264-267
G4.9 Report the scale of the organization, including: <ul style="list-style-type: none"> - Number of employees. - Total number of operations. - Net sales or income. - Amount of products or services it offers. 	About Pacific Rubiales. Pacific Rubiales in figures. Pages 39-41	Not applicable	Pages 264-267

GENERAL REPORTING ASPECTS

G4.10 Report the following labour information:
 - Report the total number of employees by contract and gender.
 - Report the total number of employees by region and gender

PAGE/RESPONSE

Total employees 2013: 2506 personas

Women 592

Men 1914

Type of Contract

Fixed term Contract

Women 59

Men 348

Long term Contract

Women 466

Men 1413

Regional Distribution (State and Country), gender and location of employees

Canada -Ontario: Women 17/Men 9

Colombia

Bogotá: Women 446/Men 718

Bolívar: Women 0/ Men 9

Casanare: Women 15/ Men 69

Cundinamarca: Women 2/ Men 73

Meta: Women 55/ Men 824

Norte de Santander: Women 3/ Men 9

Sucre: Women 3/ Men 25

Tolima: Women 1/ Men 27

Peru

Lima: Women 40/ Men 70

Tumbes: Women 3/ Men 65

Ucayali: Women 2/ Men 1

USA

Texas: Women 4/ Men 13

Venezuela: Women 0/ Men 1 and Switzerland: Women 1/ Men 1

OMISSION

Not applicable

EXTERNAL AUDIT

Pages 264-267

GENERAL REPORTING ASPECTS

PAGE/RESPONSE

OMISSION

EXTERNAL AUDIT

G4.11 Report the percentage of employees covered by a collective bargaining agreement.

We respect and promote human rights in our operations. Right of Association. Page 152

Not applicable

Pages 264-267

G4.12 Describe the organization's supply chain.

We strengthen sustainability in our supply chain. Classification of our goods and services. Page 184

Not applicable

Pages 264-267

At Pacific Rubiales, the supply chain is managed with the following components:

1. Contact with suppliers:

- Pacific Rubiales has included information on the web page for new suppliers providing information on dialogues.
- The goal of the dialogues is to provide potential suppliers with information about Pacific Rubiales' structure and procedures, which will familiarize them with the contract policies employed by the Company and the requirements for moving forward with their registration in the corporation's Sole Register of Bidders [Registro Único de Proponentes (RUP)].
- The Sole Register of Bidders (RUP) is the tool whereby Pacific Rubiales identifies and keeps information on potential suppliers that are capable of supplying goods and services. The register of suppliers includes a market segmentation process that facilitates the task of objective selection by Pacific Rubiales purchasers.
- An e-mail address conversatorio@pacificrubiales.com.co is kept, from which to respond to all requests related to interest in participating in the dialogues known as "conversatorio" [dialogue]. In carrying out pre-screening to identify the category for which a supplier is applying, a response is provided for participating in the said dialogue.

• Service by telephone

2. Assessment of suppliers and registration of brands:

- From the procurement department, purchasing coordinators are responsible for carrying out objective supplier selection, carrying out the invitation process via e-sourcing and carrying out bidding procedures, and they are the channel for clarifying questions that may arise during the procedure.
- Pacific Rubiales has developed a supplier performance evaluation in its ERP SAP, so that purchasers, warehouse assistants and contract managers automatically execute a performance rating on 100% of the suppliers and contractors who have been awarded purchase and/or service orders and contracts.

- The Corporate Procurement Department, through the Supplier Management function, manages the Supplier and Contract Performance Evaluation Committees and the Brand Evaluation and Registration Committee, which seek security and sustainability in the procurement process.

3. Supplier development:

- The Corporate Procurement Department, through the Supplier Management function, is involved in designing and executing Local Supplier Development policies for areas of influence and participating in the execution of the institutional policies of the National Participation and Production Chain programs.

GENERAL REPORTING ASPECTS	PAGE/RESPONSE	OMISSION	EXTERNAL AUDIT
G4.13 Significant changes during the period covered by the report in the organization's size, structure, ownership or supplier chain.	We acquired 100% of Petrominerales.	Not applicable	Pages 264-267
G4.14 Description of how the organization has adopted a precautionary approach or principle.	We act consistently and transparently. Risk Management. Page 109. Since 2012, we have implemented the cause-effect methodology for corporate risk analysis with the participation of the areas involved. This evaluation is carried out annually.	Not applicable	Pages 264-267
G4.15 Social, environmental and economic principles or programs carried out externally, as well as any other initiative that the organization has subscribed to or supports.	We contribute to the sustainable development of communities. Page 138 We work in harmony with the environment. Comprehensive water management. Agrocascada. Page 124. Initiatives that the organization supports: Extractive Industries Transparency Initiative Global Compact Carbon Disclosure Project	Not applicable	Pages 264-267
G4.16 Main associations to which the organization belongs (such as trade associations) and/or national and international entities it supports.	Colombian Petroleum Association (Asociación Colombiana de Petr6leos - ACP), National Business Association of Colombia (Asociaci6n Nacional de Empresarios de Colombia - ANDI-Colombia), Canadian Business for Social Responsibility (CBSR), member of the Global Compact and of the Local Network in Colombia and founding member of the Regional Center of the Global Compact in Latin America and the Caribbean, adherence to the Global Compact's Business for Peace initiative, Royalty Investment Monitoring Committee, EITI (Extractive Industries Transparency Initiative), Regional Association of Oil, Gas and Biofuels Sector Companies in Latin America and the Caribbean, Mining and Energy Committee for the protection of human rights.	Not applicable	Pages 264-267
IDENTIFICATION OF MATERIAL ASPECTS AND BOUNDARIES			
G4.17 List the entities included in the consolidated financial statements and report whether any of these entities has not been included in the sustainability report.	Pacific Stratus Colombia Energy Corp. Pacific Stratus Energy S.A. Meta Petroleum Corp. PetroMagdalena. C&C Energy. In this Sustainability Report we have not included the social and environmental performance of Petrominerales because the acquisition was finalized in December 2013. Our strategy.	Not applicable	Pages 264-267
G4.18 Explain the process for deciding the content of the report and the aspects to be reported.	Our strategy. What did we focus on in 2013? Page 54	Not applicable	Pages 264-267
G4.19 List all the material aspects identified in the process for deciding the content of the report.	Our strategy. What did we focus on in 2013? Materiality matrix. Pages 56-57	Not applicable	Pages 264-267
G4.20 For each material aspect, report whether it is so for the entire organization. Otherwise, indicate which aspect is not material for any of the entities belonging to the organization.	Our strategy. What did we focus on in 2013? Coverage of Material Aspects. Pages 58-59	Not applicable	Pages 264-267

GENERAL REPORTING ASPECTS

PAGE/RESPONSE

OMISSION

EXTERNAL AUDIT

G4.21 For each material aspect, report whether it is material outside of the organization.

Our strategy. What did we focus on in 2013? Coverage of Material Aspects. Pages 58-59

Not applicable

Pages 264-267

G4.22 Description of the effect that the restatement of information belonging to previous reports may have, along with the reasons prompting such restatement.

In this report there are no restatements of information in regards to the previous 2012 report.

Not applicable

Pages 264-267

G4.23 Significant changes related to previous periods in the scope, coverage or evaluation methods applied in the report.

For this year, we included the activity carried out at Petromagdalena and C&C (acquisitions made at the end of 2012).

Not applicable

Pages 264-267

STAKEHOLDERS

G4.24 List the stakeholders that the organization engages with.

Our strategy. Stakeholder Engagement. Our stakeholders Page 63

Not applicable

Pages 264-267

G4.25 Report the basis for identifying and selecting the stakeholders with which the organization engages.

Our strategy. Stakeholder Engagement. Pages 60-63
Stakeholders are prioritized by us based on the criteria established by the AA1000 standard: representativeness, dependency, urgency, responsibility and influence

Not applicable

Pages 264-267

G4.26 Approaches adopted for dialogue with stakeholders, including the frequency of its engagement by type of stakeholder; indicate whether any of the dialogues was held as part of the report preparation process.

Our strategy. Stakeholder Engagement Pages 60-63

In 2013, we conducted a survey on the perceived importance and management of the issues in our Sustainability model, both for internal and external stakeholders. The results of this survey are included in the prioritization of the 33 issues and in the construction of our materiality matrix.

Not applicable

Pages 264-267

G4.27 Main concerns and subjects of interest that have arisen in dialogues with stakeholders and the manner in which the organization has responded to these subjects in preparing the report. Report the stakeholders and the subjects that they identified as relevant.

Our strategy. What did we focus on in 2013? Coverage of material aspects. Pages 58-59

Not applicable

Pages 264-267

REPORT PROFILE

G4.28 Period covered by the information included in the report.

About this report. Pages 8-9

Not applicable

Pages 264-267

G4.29 Most recent date of the previous report.

2012

Not applicable

Pages 264-267

G4.30 Reporting cycle (Annual-Biannual).

Annual

Not applicable

Pages 264-267

G4.31 Contact for matters regarding the report or its content.

sustainability@pacificrubiales.com.co

Not applicable

Pages 264-267

GENERAL REPORTING ASPECTS	PAGE/RESPONSE	OMISSION	EXTERNAL AUDIT
G4.32 Report the "In accordance" option for the GRI methodology selected by the organization (Core-Comprehensive). Report the GRI table of contents.	This report was elaborated in accordance to the GRI G4 guidelines and complies with the "in accordance" comprehensive option.	Not applicable	Pages 264-267
G4.33 Report the company's policy or approach for finding an independent audit of the report.	Independent audit report. Deloitte & Touche Ltda. Pages 264-267	Not applicable	Pages 264-267
GOVERNANCE			
G4.34 The organization's governance structure, including the top governance body's committees. Identify whether there is any committee responsible for oversight on economic, social and environmental matters.	Our Corporate Governance. Corporate model. Pages 46-49 Our Sustainability Committees. Page 49 For more information on Committee bylaws, please refer to our web page: http://www.pacificrubiales.com/corporate/corporate-governance.html	Not applicable	Pages 264-267
G4.35 Report top management's process for delegating authority on economic, environmental and social matters to top executives and other employees.	Our Corporate Governance. Our Sustainability Committees. Page 49 Our Board of Directors' Sustainability Committee was created on December 9, 2011, with the objective of supporting the Board of Directors in addressing sustainability commitments, including social, environmental, ethical and corporate governance, human rights, and health and safety matters, among others. This Committee is responsible for advising and making recommendations to the Board, the Board committees, and top executives on the handling of these matters. The Board implements these recommendations through our management-level Sustainability Committee, which is made up of 31 company leaders, including 3 vice presidents, and which focuses its working sessions on material aspects in environmental, social and economic terms.	Not applicable	Pages 264-267
G4.36 Report whether the organization has selected an executive position or positions with responsibility for economic, environmental and social matters, and whether this position reports directly to top management.	At Pacific Rubiales, we have a Vice President for Corporate Affairs and Sustainability responsible for economic, environmental and social matters, who reports directly to our President and CEO. In addition, our management-level Sustainability Committee reports to the Board Committee on the progress achieved on these matters twice a year.	Not applicable	Pages 264-267
G4.37 Report the consultation processes that exist between stakeholders and top management on economic, environmental and social matters. If the consultations are delegated, describe who they are delegated to and what the process for feedback to top management is.	Consultations are delegated to the business units responsible for relations with stakeholders. Specifically, for consultation processes with: a. Communities: CSR Equipment b. Suppliers: Supply Chain Management c. Employees: Human Resources d. Union: Labor Relations In 2013, we developed a perception survey on the importance and management of the affairs of our model of sustainability for both internal and external stakeholders. The results of this survey are reflected in the prioritization of the 33 issues and in the construction of our materiality matrix.	Not applicable	Pages 264-267

GENERAL REPORTING ASPECTS

PAGE/RESPONSE

OMISSION

EXTERNAL AUDIT

G4.38 Report the composition of top management and its committees:

- Executive and non-executive.
- Independent.
- Term of office.
- Gender.
- Minority members.
- Skills related to economic, social and environmental impacts.

The company's top governance body is our Board of Directors. This Board is made up of 8 independent directors out of a total of 12 directors.

For more information about its composition, please refer to our web page: <http://www.pacificrubiales.com.co/corporate/board-of-directors.html>, or to our Management Proxy Circular, which can be found on the following web page: <http://sedar.com/DisplayProfile.do?lang=EN&issuerType=03&issuerNo=00007953>

Pages 264-267

G4.39 Indicate whether the chairman of the top governance body also holds an executive position (if so, explain his function within the organization and the reasons justifying it).

The company's Co-Chairmen hold executive positions. However, in 2010, the company elected an Independent Principal Director to the Board. Currently, it is Mr. Miguel Rodríguez.

The functions of the Independent Principal Director are:

- a. Act as chairman of the in camera meetings of the independent directors.
- b. Assume the responsibilities delegated to him by the independent directors.

Pages 264-267

G4.40 Report the process for nominating and selecting members of top management and its committees. In selection, take into account how:

- Diversity is considered.
- Independence is considered.
- Experience on economic, social and environmental matters is considered.
- Shareholders are involved.

At Pacific Rubiales, we have a skills matrix for selecting the members of top management and its committees. This matrix is used to evaluate the composition of our Board of Directors, and it is a fundamental tool for identifying skills and diversity gaps in the nominating procedures.

Currently, we do not consider diversity as a selection requirement.

Pages 264-267

G4.41 Procedures implemented to avoid conflicts of interest in the top governance body.

We act consistently and transparently. Anti-corruption. Page 107

In the self-assessment process carried out annually by the Independent Principal Director, the directors must report whether they are members of another Board of Directors. Under Canadian law, shareholders who own more than 10% of the shares issued and outstanding must publicly disclose their shareholding.

Starting in 2012, the company created the New Business Opportunities Committee, with the aim of reviewing and approving related-party transactions. The Committee, made up of the following independent directors: Miguel Rodríguez (Chairman), Dennis Mills, Victor Rivera and Hernan Martinez, is abreast of all related-party transactions, it involves independent legal counsel, if necessary, and it deliberates behind closed doors. Furthermore, the Committee is responsible for reviewing the economic rationale for the transactions and for ensuring that they are in line with legal compliance domestically and internationally.

In addition to this Committee, our legal and internal audit areas also monitor related-party transactions. These two areas work together to create a list of possible related parties, which is then compared with the list of company suppliers and other creditors.

Pages 264-267

GENERAL REPORTING ASPECTS	PAGE/RESPONSE	OMISSION	EXTERNAL AUDIT
<p>G4.42 Report the role of the top governance body and top executives in developing, approving and updating the purpose, values, mission, strategies, policies and goals related to economic, social and environmental impacts.</p>	<p>About Pacific Rubiales. Corporate Governance. Our Sustainability Committees. Page 49</p>		<p>Pages 264–267</p>
<p>G4.43 Report the measures taken to develop and strengthen awareness by the members of the top governance body on economic, social and environmental matters.</p>	<p>As reflected in our Corporate Governance Policy, the Board recognizes the importance of the ongoing education of its directors. Directors must participate in ongoing training opportunities with the objective of being up-to-date on best practices in the oil and gas industry, business management, and other relevant topics to be a part of the Board of Directors of a publicly-held company.</p> <p>Below are some of the ongoing training opportunities available to our directors, carried out in 2013:</p> <ul style="list-style-type: none"> a. Presentations by top managers at Board of Directors meetings on topics relevant to the company's business plan, risk analysis, and environmental, economic and social matters, with the objective of keeping the directors up-to-date on the company's activities, industry best practices, corporate governance and other developments. b. Presentations by outside experts on subjects pertinent to the business and of interest to Board members c. Field Visits. Board members must visit an operation or project under development at least once a year. d. Professional development opportunities. Conferences, seminars or courses developed for directors of public companies, or which are relevant for persons serving on Boards of Directors. Our directors are members of the Institute of Corporate Directors. <p>Since 2011, we have carried out "The Education Program for Directors at Pacific Rubiales," in which our Board members must attend a one-day seminar in Bogotá, Colombia, focused on different subjects related to the business and its strategy. This program features participation by industry experts, and has an online component that must also be completed by our members. The most recurrent subjects include production, exploration, finances, the environment, corporate governance, government relations, public policy, etc.</p>		<p>Pages 264–267</p>
<p>G4.44 Procedures for evaluating the top governance body's own performance in terms of economic, social and environmental performance. Indicate whether or not this evaluation is done independently and how often.</p>	<p>At Pacific Rubiales, we have an annual self-assessment process for the Board of Directors, committees and independent directors. It includes a formal Board evaluation survey and a review process by peer members.</p>	<p>In this self-assessment we do not evaluate knowledge on social and environmental issues of our Board of Directors' members</p>	<p>Pages 264–267</p>

GENERAL REPORTING ASPECTS

PAGE/RESPONSE

OMISSION

EXTERNAL AUDIT

G4.45 Report the role of the top governance body in identifying and managing economic, social and environmental impacts, risks and opportunities.

Our Board of Directors' Sustainability Committee is responsible for evaluating the company's progress in implementing the Sustainability and Shared Value Model twice a year. Furthermore, it is responsible for formulating action plans, based on an analysis of opportunities and risks in economic, social and environmental terms.

For in-depth knowledge of our Sustainability Committee's bylaws, please refer to:<http://www.pacificrubiales.com.co/images/stories/pacificrubiales/PDF/corporate/2013/ingles/Sustainability%20Committe%20Charter.pdf>

Pages 264-267

G4.46 Report the role of the top governance body in reviewing the effectiveness of the risk management system for economic, social and environmental issues.

Our Board of Directors' Sustainability Committee is responsible for evaluating the progress achieved by the company in implementing the Sustainability and Shared Value model twice a year. Furthermore, it is responsible for formulating action plans, based on an analysis of opportunities and risks in economic, social and environmental terms.

For in-depth knowledge of our Sustainability Committee's bylaws, please refer to:<http://www.pacificrubiales.com.co/images/stories/pacificrubiales/PDF/corporate/2013/ingles/Sustainability%20Committe%20Charter.pdf>

Pages 264-267

G4.47 Report how often the top governance body reviews economic, environmental and social impacts, risks and opportunities.

Our management-level Sustainability Committee is responsible for reviewing and updating economic, environmental and social impacts, risks and opportunities in keeping with daily company management. These reviews are delivered when requested by the Board-level Committee, which meets twice a year.

Pages 264-267

G4.48 Report the highest committee or position responsible for reviewing and approving the sustainability report and ensuring that all material topics are covered.

Our Sustainability Report is developed by the Sustainability Department, and reviewed and validated by our Vice President for Corporate Affairs and Sustainability, Chairman, and Board of Directors' Sustainability Committee.

Pages 264-267

G4.49 Report the process for whistleblowing to the top governance body.

We have ethics channels (telephone, mailboxes at our offices and fields of operation, and a web page: www.globalcci.com, which can be used by our internal and external stakeholders for whistleblowing to our Board of Directors.

Cases reported through these ethics channels are analyzed and resolved by our Ethics Committee which includes our CEO and Vice Presidents for Human Talent, Corporate Affairs and Sustainability, and Auditing, among others.

Pages 264-267

G4.50 Report the nature and total number of whistleblowing cases disclosed to the top governance body and the mechanisms used to analyze and resolve them.

The highest authority in the company 's Board and through the various committees , which are listed below, the various members of the board participate in these committees where specific topics are based on the type of issue to be addressed . These committees are extensions of the board and therefore are the highest organs of government , they meet regularly (monthly, quarterly , semi-annual) depending on the type of committee to which they belong . At different points each committee discusses and approves, guidelines and recommendations to be executed within the Corporation and to improve its management , seeking to meet the determined corporate strategy and minimizing the risks and impacts that contribute to achieving long-term sustainability .

We do not have information of the nature and total number of critical issues

Pages 264-267

GENERAL REPORTING ASPECTS

PAGE/RESPONSE

OMISSION

EXTERNAL AUDIT

G4.51 Report the compensation policies for the top governance body and top executives:

- Fixed or variable performance-based pay.
- Fixed or variable stock-based pay.
- Fixed or variable bonus-based pay.
- Severance pay.
- Report how meeting economic, social and environmental objectives is taken into account in the compensation for the board of directors and top executives.

- I. Audit Committee
- II . Compensation and Human Resources Committee
- III . Corporate Governance Committee
- IV. Reserves Committee
- V. Executive Committee
- VI . Sustainability Committee
- VII. New Business Opportunities Committee

Compensation for non-executive directors seeks to attract the best talent with the ability to meet the demanding responsibilities of being a Board member, and bringing the interests of non-executive directors in line with the interests of our shareholders. Compensation for non-executive directors is not incentive-based.

Our Compensation and Human Resources Committee reviews Board compensation levels annually to ensure that they are competitive and in line with industry best practices in terms of Corporate Governance.

The table below shows the current compensation for non-executive directors, which includes the following items: annual and committee meeting fees, travel expenses and stock-based compensation.

TYPE OF COMPENSATION	MONTO (US\$)
Annual Fees	(US\$)
Board Member annual fees in cash (except German Efromovich)	\$100,000
Independent Principal Director	\$175,000
Board Member annual fees in cash (German Efromovich)	\$275,000(1)
Committee Fees	
Per committee Meeting	\$15,000
Attendance Fees	
Travel expense	Expense reimbursement (2)
Stock-based compensation	
DSUs	\$400,000

(1) Mr. Efromovich is advisor to the company's main operating subsidiary, and his fees recognize the increased commitment and time that this role entails.

(2) Travel is provided from the place of residence to the place where Board, Committee or orientation meetings are held.

(3) The number of DSUs delivered in 2012 was established by the Board of Directors at the beginning of the year, based on target values for non-executive directors.

For more information, refer to the sections "Statement of Executive Compensation" and "Director Compensation" in our Management Proxy Circular, which can be found on the following web page: <http://sedar.com/DisplayProfile.do?lang=EN&issuerType=03&issuerNo=00007953>.

Our compensation policies do not include severance pay, and they are not aligned with the achievement of social and environmental goals.

Pages 264-267

GENERAL REPORTING ASPECTS

PAGE/RESPONSE

OMISSION

EXTERNAL AUDIT

G4.52 Report the process for determining compensation. Indicate whether there are consultants responsible for determining it.

Compensation at our company is proposed by the Vice President of Human Talent, with the support of the outside consultant Hay Group. This proposal is reviewed and approved by our Compensation and Human Resources Committees.

For more information, refer to the sections "Statement of Executive Compensation" and "Director Compensation" in our Management Proxy Circular, which can be found on the following web page: <http://sedar.com/DisplayProfile.do?lang=EN&issuerType=03&issuerNo=00007953>

Pages 264-267

G4.53 If applicable, report how stakeholder opinions are taken into account in compensation, including the results of voting on compensation policies and proposals.

At Pacific Rubiales, our shareholders have no say or vote regarding on our executive compensation. However, we do take into account best practices in terms of compensation by peer companies in the oil and gas industry, and the perception and guidance of shareholder consulting groups such as ISS and Glass Lewis.

Pages 264-267

G4.54 Report the annual rate of compensation for the highest position in the organization compared to the average annual employee compensation.

We do not report this indicator.
We will analyse the possibility of reporting it in future reports.

Pages 264-267

G4.55 Report the percentage rate of growth of the annual compensation of the highest position in the organization compared to average percentage growth of annual employee compensation

We do not report this indicator.
We will analyse the possibility of reporting it in future reports.

Pages 264-267

G4.56 Describe the values, principles, standards and norms of behaviour of the organization such as ethics and behaviour codes..

For details on our Code of Ethics and Business Conduct, please refer to our website:http://www.pacificrubiales.com.co/images/stories/pacificrubiales/PDF/corporate/Code_of_Conduct_and_Corporate_Ethics_2011.pdf

Pages 264-267

G4.57 Report internal and external mechanisms to request support in issues regarding integral and ethical organizational behaviour; these could be help or counseling lines.

We have ethical channels (phone, mail boxes in our offices and fields of operation and website: www.globalcci.com that can be used for our internal and external stakeholders to report to our Board critical issues.

E-mail: lineaetica@pacificrubiales.com.co

The cases reported by these ethical channels are analyzed and solved by our Ethics Committee with the participation of our CEO and the Vice President's of Human Resources, Corporate Affairs and Sustainability, Audit, among others.

For details on this process, please refer to our website: http://www.pacificrubiales.com.co/images/stories/pacificrubiales/PDF/corporate/Code_of_Conduct_and_Corporate_Ethics_2011.pdf

Pages 264-267

GENERAL REPORTING ASPECTS

G4.58 Report internal and external mechanisms to voice concerns about unethical behaviours, through high executives, an ethical channel or a complaint hotline.

PAGE/RESPONSE

We have ethical channels (phone, mail boxes in our offices and fields of operation and website: www.globalcci.com that can be used for our internal and external stakeholders to report to our Board critical issues.

The cases reported by these ethical channels are analyzed and solved by our Ethics Committee with the participation of our CEO and the Vice President's of Human Resources, Corporate Affairs and Sustainability, Audit, among others.

For details on this process, please refer to our website: http://www.pacificrubiales.com.co/images/stories/pacificrubiales/PDF/corporate/Code_of_Conduct_and_Corporate_Ethics_2011.pdf

OMISSION

EXTERNAL AUDIT

Pages 264-267

COMMITMENT

RELEVANT ISSUE/COMPANY

GRI ASPECT

Management focus (Why it is important /How it is managed)

WE OPERATE WITH EXCELLENCE

Success in our operation

N/A

We operate with excellence. Success in our operation. Page 76-81.

Profitability

N/A

We operate with excellence. Profitability. Pages 82-84

Economic Performance

We operate with excellence. Profitability. Pages 82-84

Transparency with the market

N/A

We operate with excellence. Transparency with the Market. Page 85

Occupational health and industrial safety

Occupational health and safety

We operate with excellence. Occupational Health and Industrial Safety. Pages 85-99

GRI/COMPANY INDICATORS	PAGE / RESPONSE	OMISSION	EXTERNAL VERIFICATION
<p>Company. Net Production Company. Production and Volume of Sales Company. 2P Reserves Company . Reserves as of December 31, 2013</p>	<p>We operate with excellence. Success in our operation. Page 76-81</p>		
<p>Company. Description of initiatives implemented to promote best practices in investor relations and information disclosure.</p>	<p>We operate with excellence. Profitability. Pages 82-84</p>		
<p>EC1. Economic value generated associated with operational income. Value distributed to operative costs (including payments to suppliers). Value distributed associated to employee compensation and benefits</p>	<p>Sales income \$4,626,86 Other income: \$82,22 Aggregate value generated \$4,709,08 Operational costs: \$1,694,48 Compensation and benefits \$154,04</p>		<p>Pages 264-267</p>
<p>Company. Description of initiatives implemented to promote best practices in investor relations and information disclosure.</p>	<p>We operate with excellence. Transparency with the Market. Page 85</p>		
<p>Company. Number of contractors and subcontractors audited in HSEQ.</p>	<p>We operate with excellence. Occupational Health and Industrial Safety. Our Audits. Page 86</p>		
<p>Company. Number of inspections in existing camps in our operations.</p>	<p>We operate with excellence. Occupational Health and Industrial Safety. Camp Improvement Plan. Page 89</p>		
<p>Company. % implementation of the driving monitoring system.</p>	<p>We operate with excellence. Industrial safety. Road safety. Page 93.</p>		
<p>Company. Description of technical HSEQ courses given.</p>	<p>We operate with excellence. Industrial Safety. Training actions. Pages 94-95</p>		
<p>LA5. Total percentage of workers represented on joint management-employee health and safety committees established to help monitor and advise on workplace health and safety programs.</p>	<p>In 2013, we continued to encourage our workers to be become involved in the Occupational Health Committee activities, educating them about where to submit any type of health-related need, grievance or recommendation. Committee members study and internally process the requests and secure the resources needed to resolve the problems of our collaborators, because the chief objective of the Occupational Health Committee is to ensure that the requirements established by the State for all Colombian companies are being met at Pacific Rubiales.</p> <p>The Occupational Health Committee represents 100% of our employees.</p>		<p>Pages 264-267</p>
<p>LA6. Rates of absenteeism, occupational diseases, days lost and number of work-related fatalities by region and by gender.</p>	<p>We operate with excellence. Industrial Safety. Absenteeism and Occupational Illness Rates. Pages 98</p>	<p>We do not present the information by region and gender</p>	<p>Pages 264-267</p>

COMMITMENT	RELEVANT ISSUE/COMPANY	GRI ASPECT	Management focus (Why it is important /How it is managed)
<p>WE OPERATE WITH EXCELLENCE</p>	Occupational health and industrial safety	Occupational health and safety	We operate with excellence. Occupational Health and Industrial Safety. Pages 85-99
	Quality of the product and Efficiency	N/A	We operate with excellence. Quality of the product and Efficiency. Page 100
	Infrastructure	N/A	We operate with excellence. Infrastructure. Pages 101

COMMITMENT	RELEVANT ISSUE/COMPANY	GRI ASPECT	Management focus (Why it is important /How it is managed)
<p>WE ACT CONSISTENTLY AND TRANSPARENTLY</p>	Business ethics and complianc	Ethics and integrity Environmental compliance Antitrust compliance Social compliance Product and service compliance	We act consistently and transparently. Business ethics and compliance

GRI/COMPANY INDICATORS	PAGE / RESPONSE	OMISSION	EXTERNAL VERIFICATION
LA7. Workers with a high rate or high risk of work-related diseases.	We operate with excellence. Occupational Health and Industrial Safety. Industrial Hygiene. Page 88	We do not have information of workers with a high rate or high risk of work-related diseases.	Pages 264–267
LA8. Health and safety issues covered in formal agreements with trade unions.	<p>The Energy Industry Workers' Union (UTEN) and PRE have signed acts, agreements and addenda thereto in an effort to prioritize compliance with current labour regulations, ensuring that the social security and health benefits granted by law are provided without exception.</p> <p>The agreements bolster public health, the family medical service, social aid, emergency aid, the labour management guide and compliance with the law on community standards.</p> <p>In addition to the above, the Union has negotiated different agreements designed to cover dental, prescription drug and aesthetic health needs.</p>		Pages 264–267
Company. Description of initiatives for ensuring product quality and efficiency.	We operate with excellence. Quality of the product and Efficiency. Page 100		
Company. Follow-up on commitments in terms of highway infrastructure.	We operate with excellence. Infrastructure. Pages 101		

GRI/COMPANY INDICATORS	PAGE / RESPONSE	OMISSION	EXTERNAL VERIFICATION														
EN29. Cost of significant fines and number of non-monetary sanctions for non-compliance with environmental regulations .	In 2013, Pacific Rubiales had no significant fines or non-monetary sanctions for non-compliance with environmental regulations.		Pages 264–267														
S07. Total number of legal actions for monopolistic and anti-competitive practices and their outcomes.	In 2013, Pacific Rubiales had no legal actions for monopolistic or anti-competitive practices.		Pages 264–267														
S08. Monetary value of significant sanctions and fines and total number of non-monetary sanctions resulting from non-compliance with the laws and regulations.	<table border="1" data-bbox="772 1467 1210 1704"> <tbody> <tr> <td>Meta Petroleum Corp Colombia Branch</td> <td>4.725.387.155,00</td> </tr> <tr> <td>Pacific Stratus Energy Colombia Branch</td> <td>745.551.540,00</td> </tr> <tr> <td>Unión Temporal Moriche</td> <td>272.000,00</td> </tr> <tr> <td>Alange Energy Corp Colombia Branch</td> <td>63.633.000,00</td> </tr> <tr> <td>Las Quinchas Resources Colombia Branch</td> <td>157.000,00</td> </tr> <tr> <td>Grupo CCC Colombia Branch</td> <td>9.821.600,00</td> </tr> <tr> <td></td> <td>5.544.822.295,00</td> </tr> </tbody> </table>	Meta Petroleum Corp Colombia Branch	4.725.387.155,00	Pacific Stratus Energy Colombia Branch	745.551.540,00	Unión Temporal Moriche	272.000,00	Alange Energy Corp Colombia Branch	63.633.000,00	Las Quinchas Resources Colombia Branch	157.000,00	Grupo CCC Colombia Branch	9.821.600,00		5.544.822.295,00		Pages 264–267
Meta Petroleum Corp Colombia Branch	4.725.387.155,00																
Pacific Stratus Energy Colombia Branch	745.551.540,00																
Unión Temporal Moriche	272.000,00																
Alange Energy Corp Colombia Branch	63.633.000,00																
Las Quinchas Resources Colombia Branch	157.000,00																
Grupo CCC Colombia Branch	9.821.600,00																
	5.544.822.295,00																

COMMITMENT

**WE ACT
CONSISTENTLY
AND
TRANSPARENTLY**

RELEVANT ISSUE/COMPANY

Business ethics and compliance

Anti-corruption

Internal audits and control

Risk management

Transparency in royalties

GRI ASPECT

Ethics and integrity
Environmental compliance
Antitrust compliance
Social compliance
Product and service
compliance

Anti-corruption

N/A

N/A

N/A

Management focus (Why it is important /How it is managed)

We act consistently and transparently.
Business ethics and compliance

We act consistently and transparently. Anti-
corruption. Page 107

We act consistently and transparently.
Audits and internal control. Page 108

We act consistently and transparently.
Risk management. Page 109.

We act consistently and transparently.
Transparency in royalties. Page 110.

GRI/COMPANY INDICATORS

PAGE / RESPONSE

OMISSION

EXTERNAL VERIFICATION

PR9. Cost of significant fines and number of non-monetary sanctions for non-compliance with environmental regulations .

ENTITY/ITEM	PR9. Cost of those significant fines resulting from violation of regulations in connection with the supply and use of the organization's products and services.
Meta Petroleum Corp Colombia Branch	596.483.891,00
Pacific Stratus Energy Colombia Branch	215.185.814,00
Unión Temporal Moriche	-
Alange Energy Corp Colombia Branch	168.411.505,00
Las Quinchas Resources Colombia Branch	-
Grupo CCC Colombia Branch	-
	980.081.210,00

Pages 264-267

employees trained to implement the controls associated with regulatory compliance .

We act consistently and transparently. Business ethics and compliance.. Page 106

employees trained in the Code of Conduct and Corporate Ethics.

We act consistently and transparently. Business ethics and compliance.. Page 106

S03. Percentage and total number of business units analyzed with respect to corruption-related risks.

100% of the business units were analyzed with respect to the corporate risks defined by the Company, including those related to corruption.

Pages 264-267

S04. Communications and training in anti-corruption procedures and policies.

We act consistently and transparently. Anti-corruption. Page 107

Pages 264-267

S05. Substantiated corruption incidents and measures adopted.

In 2013, two cases of alleged corruption on the part of PRE employees were investigated. In one of them, there was no evidence of direct participation on the part of the employee, and in the other, the decision was made to terminate the employee

Pages 264-267

Company. # employees trained on prevention of fraud and corruption.

We act consistently and transparently. Anti-corruption. Page 107

Company. # control tests performed

We act consistently and transparently. Audits and internal control. Page 108

Company. % fulfillment of Auditing Plans

We act consistently and transparently. Audits and internal control. Page 108

Company. # risk workshops helds

We act consistently and transparently. Risk management. Page 109

Company. Payment of taxes

We act consistently and transparently. Transparency in royalties. Page 110

COMMITMENT**RELEVANT ISSUE/COMPANY****GRI ASPECT****Management focus
(Why it is important
/How it is managed)**

**WE WORK IN
HARMONY
WITH THE
ENVIRONMENT**

Biodiversity

Biodiversity

We work in harmony with the environment.
Biodiversity. Page 114

Comprehensive water management

Water
Effluents and wastes

We work in harmony with the
environment. Comprehensive water
management. Page 124

Waste management

Effluents and wastes

We work in harmony with the environment.
Waste management. Page 130

GRI/COMPANY INDICATORS	PAGE / RESPONSE	OMISSION	EXTERNAL VERIFICATION
EN11. Description of land/water adjacent to or located in protected natural areas or unprotected areas of with high biodiversity value. Give the location and size of owned, rented or managed lands with high biodiversity value in zones outside protected areas.	We work in harmony with the environment. Biodiversity. Knowing our environment. Page 116-121		Pages 264-267
EN12. Description of the most significant impact on biodiversity in protected natural areas or unprotected areas with high biodiversity resulting from the activities, products or services in protected areas and in areas with high biological diversity outside protected areas.	We work in harmony with the environment. Biodiversity. Pages 114-121 We work in harmony with the environment. Biodiversity. Pacific Rubiales supports and promotes the protection of its natural surroundings. Page 122-123.		Pages 264-267
EN14. Number of species, listed according to danger of extinction, included in the IUNC Red List and in national lists, whose habitats are in areas affected by the operations according to the degree of threat to the species.	We work in harmony with the environment. Biodiversity. Pages 114-121		Pages 264-267
EN8. Total water consumption by source.	We work in harmony with the environment. Comprehensive water management. Total Source Water Collection. Page 128		Pages 264-267
EN9. Water sources that have been negatively impacted by water withdrawal.	In 2013, we had 0 negative impacts on the concessioned water sources in our operating fields. Page 124-127		Pages 264-267
EN10. Percentage and total volume of water recycled and reused.	We work in harmony with the environment. Comprehensive water management. Water treatment project agricultural water irrigation project. Page 124-125		Pages 264-267
EN22. Total wastewater discharges, by quality and destination.	We work in harmony with the environment. Comprehensive water management. Total Spilling of Residual Water, according to nature and destination. Page 128		Pages 264-267
EN26. Identification, size, protection status and biodiversity value of water resources and related habitats negatively impacted by the reporting organization's water discharges and runoffs.	In 2013, we had 0 significant impacts on the biodiversity and habitats of the water resources in our operating fields.		Pages 264-267
EN23. Total weight of wastes, by type and disposal method.	We work in harmony with the environment. Total weight of waste and type. Page 130	We do not report this indicator by disposal method	Pages 264-267

COMMITMENT

**WE WORK IN
HARMONY
WITH THE
ENVIRONMENT**

RELEVANT ISSUE/COMPANY

Energy and emissions

Incident prevention and remediation

GRI ASPECT

Energy
Emissions

Effluents and wastes

Management focus (Why it is important /How it is managed)

We work in harmony with the environment.
Energy and emissions. Pages 132-135

We work in harmony with the environment.
Incident prevention and remediation.
Page 136.

GRI/COMPANY INDICATORS	PAGE / RESPONSE	OMISSION	EXTERNAL VERIFICATION
EN3. Energy consumption in the organization.	We work in harmony with the environment. Energy and emissions. Energy consumption at Pacific broken down by primary sources. Page 133	We do not report this indicator in joules or multiple.	Pages 264–267
EN4. External energy consumption	We work in harmony with the environment. Energy and emissions. External energy consumption. Page 133.	We do not report this indicator in joules or multiple.	Pages 264–267
EN5. Energy Intensity	2013: 1.200.645.690 kWh / 76.198.560 BO per year =15.75 kwh/BO		Pages 264–267
EN6. Reductions in energy consumption.	We work in harmony with the environment. Energy and emissions. Pages 132–135		Pages 264–267
EN15. Greenhouse gases (Scope 1)..	We work in harmony with the environment. Energy and emissions. Emissions. (Scope 1+2) TON CO ₂ eq. Page 134		Pages 264–267
EN16. Indirect energy greenhouse gases (Scope 2).	We work in harmony with the environment. Energy and emissions. Emissions (Scope 1+2) TON CO ₂ eq. Page 134		Pages 264–267
EN17. Other indirect greenhouse gas emissions (Scope 3).	We work in harmony with the environment. Energy and emissions. Emissions (Scope 3). Page 135		Pages 264–267
EN18. Greenhouse gas intensity	Production (barrel eq. Crude)/Emissions tonnes CO ₂ eq. 2008: 0,033 2009: 0,009 2010: 0,009 2011: 0,009 2012: 0,018		Pages 264–267
EN19. Reduction of greenhouse gas emissions.	In 2013, carbon footprint reduction strategies were mainly adopted in the context of optimizing energy use by implementing an energy management system in the water injection process, which is one of the processes with greatest energy demand in our fields. Starting in 2014, we will be assessing a reduction in the GEI emissions resulting from the connection of our Rubiales field to the national transmission line belonging to CORPOCHIVOR		Pages 264–267
EN20. Emissions of ozone-depleting substances.	We work in harmony with the environment. Energy and emissions. Emissions of R-22 gases. Pages 66 and 67. Page 135		Pages 264–267
EN21. NO _x , SO _x and other significant atmospheric emissions.	We work in harmony with the environment. Energy and emissions. NO _x and SO _x . Page 135		Pages 264–267
EN24. Total number and volume of significant spills.	We work in harmony with the environment. Incident prevention and remediation. Page 136 In 2013, no significant spills occurred.		Pages 264–267

COMMITMENT	RELEVANT ISSUE/COMPANY	GRI ASPECT	Management focus (Why it is important /How it is managed)
WE CONTRIBUTE TO SUSTAINABLE COMMUNITY DEVELOPMENT	*Institutional Strengthening *Education *Competitiveness *Solidarity Investments	*Indirect economic impacts	We contribute to sustainable community development. Page 138
		*Local communities	
		Economic Performance	

COMMITMENT	RELEVANT ISSUE/COMPANY	GRI ASPECT	Management focus (Why it is important /How it is managed)
WE RESPECT AND PROMOTE HUMAN RIGHTS IN OUR OPERATIONS	Right of association	Freedom of association and collective bargaining	We respect and promote human rights in our operations. Right of Association. Page 152

GRI/COMPANY INDICATORS	PAGE / RESPONSE	OMISSION	EXTERNAL VERIFICATION
EC7. Development and impact of investment in infrastructure and services.	We contribute to the sustainable development of communities. Solidary investments. 148		Pages 264–267
EC8. Significant indirect economic impacts, including the extent of the impacts.	We contribute to the sustainable development of communities. Education, Training initiatives undertaken by the SENA in Meta, pg 145. Competitiveness, pg 145–147 We have the best talent. Strengthening Pacific Culture. Pacific Agents of Change Volunteer Program. Page 180–181		Pages 264–267
SO1. Percentage of operations with implementation of local participation mechanisms, impact assessments and development programs.	100% (according to current environmental regulations) of the exploration and production projects require an Environmental Impact Study as an instrument for environmental licencing. In this regard, different participation mechanisms are described in the "participation guidelines" section of each study, outlining various forms of participation (demonstrable) ranging from public hearings to different social awareness and information efforts that include participative workshops to assess impacts and define impact management measures covering ethnic and non-ethnic communities as part of the prior consultation processes.		Pages 264–267
SO2. Operations with significant current or potential negative repercussions on local communities.	Potential impacts were identified in the respective workshops with the certified indigenous communities for (i) the 2D seismic survey projects in the Caguán 5 block, (ii) Heliport for block CPO 14 and (iii) Construction and operation of the gas pipeline.		Pages 264–267
EC1. Amount distributed to community investments.	The amount spent in Social Investment for 2013 was \$ 67,762,502		Pages 264–267

GRI/COMPANY INDICATORS	PAGE / RESPONSE	OMISSION	EXTERNAL VERIFICATION
HR4. Company and supplier activities in which the right to freedom of association and collective bargaining may be put at serious risk, and measures adopted to support these rights.	<ol style="list-style-type: none"> 1. Short-term contracting Regarding this situation we seek the support of our contract administrators, who are responsible for the strict monitoring of those they manage so that the labour contracts are proportionate to the contracting of the work to be performed. 2. Unauthorized subcontracting. To this end, support is requested from all contract and safety managers so that all the contractors who enter the field are registered and are able to carry out the verifications and requirements to comply with the agreements, since some contractors do not register until problems are detected and non-conformities arise. 3. Unjustified dismissal of affiliates The challenge is to raise awareness among contractors and subcontractors in what must be done with regard to the right of association and of openly dismissing workers who exercise this right or go to their union, which fosters non-conformities, given that the act of association goes against their right to work. 		Pages 264–267

COMMITMENT

WE RESPECT AND PROMOTE HUMAN RIGHTS IN OUR OPERATIONS

RELEVANT ISSUE/COMPANY

GRI ASPECT

Management focus (Why it is important /How it is managed)

Freedom of association

Freedom of association and collective bargaining

We respect and promote human rights in our operations. Right of Association. Page 156

Eradication of child and forced labour.

Child Labour
Forced Labour

We respect and promote human rights in our operations. Eradication of child and forced labour. Page 159

Security and Human Rights

Security Practices

We respect and promote human rights in our operations. Security and Human Rights. Page 161

Economic, social and cultural rights of the communities

Social impact grievance mechanisms

We respect and promote human rights in our operations. Economic, social and cultural rights of the communities. Page 162

Gender equality

Equal pay for men and women

We respect and promote human rights in our operations. Gender equality. Page 165

GRI/COMPANY INDICATORS	PAGE / RESPONSE	OMISSION	EXTERNAL VERIFICATION
<p>HR4. Company and supplier activities in which the right to freedom of association and collective bargaining may be put at serious risk, and measures adopted to support these rights.</p>	<p>4. High number of unemployed affiliates. It is important that UTEN affiliates should be taken into account in the recruitment of new contractors.</p>		Pages 264–267
<p>Company. Number of written petitions resolved.</p>	<p>We respect and promote human rights in our operations. Right of Association . Page 156</p>		
<p>HR5. Operations of the company and its suppliers identified as having a potential risk for incidents of child labour, and measures adopted to help eliminate them</p>	<p>We respect and promote human rights in our operations. Eradication of child and forced labour. Page 159</p> <p>In 2013, no significant activities or suppliers having a significant risk for incidents of child labour were identified</p>	<p>We do not report information related with identified suppliers as having a potential risk for incidents of child labour or young workers exposed to dangerous works.</p>	Pages 264–267
<p>HR6. Operations of the company and its suppliers identified as having a potential risk for incidents of forced labour, and measures adopted to help eliminate them.</p>	<p>We respect and promote human rights in our operations. Eradication of child and forced labour . Page 159</p> <p>In 2013, no significant activities or suppliers having a significant risk for incidents of forced labour were identified.</p>	<p>We do not report information related with identified suppliers as having a potential risk for incidents of forced labour.</p>	Pages 264–267
<p>HR7. Percentage of security personnel that has been trained in the organization's human rights policies or relevant procedures.</p>	<p>We respect and promote human rights in our operations. Security and Human Rights. Page 161</p>	<p>The number of security personnel trained is reported, and not the percentage trained.</p>	Pages 264–267
<p>Company. # of processes initiated</p>	<p>We respect and promote human rights in our operations. Economic, social and cultural rights of the communities. Prior consultation processes. Pages 162 –163</p>		
<p>Company. # of pre-consultations.</p>	<p>We respect and promote human rights in our operations. Economic, social and cultural rights of the communities. Prior consultation processes. Pages 162–163</p>		
<p>Company. # of processes closed out</p>	<p>We respect and promote human rights in our operations. Economic, social and cultural rights of the communities. Prior consultation processes. Pages 162–163</p>		
<p>SO11. Number of grievances on impacts on society filed, addressed and resolved through formal grievance mechanisms.</p>	<p>1279 PQRs resolved in our MPC and PSE operations in the 2013 fiscal year.</p>		Pages 264–267
<p>Company. Description of initiatives to promote gender equality.</p>	<p>We respect and promote human rights in our operations. Gender equality. Pages 165</p>		

COMMITMENT

**WE HAVE THE
BEST TALENT**

RELEVANT ISSUE/COMPANY

Selection and Retention of Talent

GRI ASPECT

*Employment
*Market presence

Management focus (Why it is important /How it is managed)

We have the best talent. Selection and Retention of talent. Page 170

GRI/COMPANY INDICATORS

PAGE / RESPONSE

OMISSION

EXTERNAL VERIFICATION

EC6. Proportion of senior management hired from the local community in significant locations of operation.

PERCENTAGE OF SENIOR MANAGEMENT HIRED FROM THE LOCAL COMMUNITY OF COLOMBIAN NATIONALITY					
	COLOMBIAN NATIONALITY: BY BIRTH OR: NATURALIZATION:		NO INFORMATION	TOTAL SENIOR MANAGEMENT	PERCENTAGE
	COLOMBIA	OTHER COUNTRIES			
TOTAL	13	14	4	31	41,94%
PERCENTAGE	41,94%	45,16%	12,90%	100,00%	

PERCENTAGE OF SENIOR MANAGEMENT HIRED FROM THE LOCAL COMMUNITY IN THE SIGNIFICANT LOCATION OF OPERATION					
COMPANY	BORN IN THE SIGNIFICANT LOCATION OF OPERATION	BORN IN A COUNTRY OTHER THAN THE SIGNIFICANT LOCATION OF OPERATION	NO INFORMATION	TOTAL SENIOR MANAGEMENT	PERCENTAGE
TOTAL	7	20	4	31	22,58%
PERCENTAGE	22,58%	64,52%	12,90%	100,00%	

*The percentage of senior executives (CEO and Vice President) is reported by Colombian Nationality and by birth in location of operation (Colombia, Peru, USA and Canadá).

Pages 264–267

LA1. Total workforce, rate of new employee hires and employee turnover by age, gender and region.

2013 Year-End Head Count: 2506
Total Turnover Rate: 3,63%
Total Voluntary Turnover: 1,36%

NEW HIRES IN 2013: 275

64 women (22.91%) and 212 men (77.09%)

Ages 20–25: 17 People / 26–30: 46 / People 31–35: 56 / People 36–40: 31 /
People 41–45: 32 / People 46–50: 27 People / 51–55: 13 People / 56–60: 13
People / 61–67: 7 People / No information: 33

Regions

Canada (Ontario): 7 People / Bogota: 79 People / Bolivar: 1 People / Casanare: 7
People / Cundinamarca: 2 People / Meta: 93 People / Sucre: 3 People /
United States (Texas): 17 People / Peru (Lima): 42 People / Peru (Tumbes): 22
People / Peru (Ucayali): 2

DEPARTURES IN 2013: 91, or 3.63%, represented by 21 women (23.08%) and
70 men (76.92%)

Ages 20–28: 11 / People 29–33: 20 People / 34–38: 18 People / 39–45: 13
People / 46–51: 8 People / 52–58: 8 People / 59–72: 11 People / 56–60: 13 People
/ No information: 2 People

Regions: Bogota: 47 People / Bolivar: 5 People / Casanare: 2 People /
Cundinamarca: 6 People / Meta: 16 People / Norte de Santander: 2 People /
Sucre: 1 People / Peru (Lima): 8 People / Peru (Tumbes): 4 People

Pages 264–267

COMMITMENT

**WE HAVE THE
BEST TALENT**

RELEVANT ISSUE/COMPANY

Selection and Retention of Talent

Total compensation systems

GRI ASPECT

*Employment
*Market presence

*Market presence
*Equal pay for men and
women.

Management focus (Why it is important /How it is managed)

We have the best talent. Selection and Retention of talent. Page 170

We have the best talent. Total Compensation Systems. Page 172

GRI/COMPANY INDICATORS

PAGE / RESPONSE

OMISSION

EXTERNAL VERIFICATION

LA2. Social benefits for full-time employees not offered to temporary or part-time employees, by main activity.

COLOMBIA PRE		PERÚ PRE	
Listado de Beneficios para empleados de término indefinido	Listado de Beneficios para empleados de término Fijo	Listado de Beneficios para empleados Locales de término indefinido	Listado de Beneficios para empleados Locales de término Fijo
Medicina Prepagada Seguro de Vida Gimnasio Crédito de 3 Salarios Subsidio de Intereses de Vivienda Fondo Voluntario de pensiones Bono de Campo Auxilio de Transporte Extralegal - Ciudad Auxilio de Rodamiento - Campo Días extralegales de Vacaciones	Medicina Prepagada Seguro de Vida Gimnasio Bono de Campo Auxilio de Transporte Extralegal - Ciudad Auxilio de Rodamiento - Campo Días extralegales de Vacaciones	Crédito de 3 Salarios Subvención de transporte extralegal Bono de Campo Cobertura Médica Extralegal Plan Contributivo de Pensiones Seguro de Vida Gimnasio	Subvención de transporte extralegal Bono de Campo Cobertura Médica Extralegal Seguro de Vida Gimnasio
<small>Nota: Los beneficios extralegales en Colombia no se otorgan de manera diferencial por la ubicación física del empleado. Si un empleado de campo cumple los requisitos de elegibilidad de cada beneficio puede optar a los mismos beneficios que podría optar un empleado de ciudad.</small>			

Pages 264–267

LA3. Return to work and retention rates after parental leave, by gender.

MATERNITY LEAVE	PATERNITY LEAVE	TOTAL
29	26	55
RETURN TO MATERNITY LEAVE	RETURN TO PATERNITY LEAVE	TOTAL
WOMEN	MEN	
24	26	50
No REMAINING 12 MONTHS LATER		
MATERNITY LEAVE	PATERNITY LEAVE	TOTAL
WOMEN	MEN	
9	18	27
<small>*No. of employees who returned to work in 2012 after the end of their maternity or paternity leaves and kept their former jobs for twelve months after their return, with cutoff at 12 -31-2013. This means that there are employees who have not yet returned because their leaves are not up the end of 2013 or have not completed one work year at year end.</small>		
LEVEL OF RETURNS		
WOMEN	MEN	TOTAL
83%	100%	91%
RETENTION LEVEL		
WOMEN	MEN	TOTAL
38%	69%	54%

For table 4 - There is no return or retention date for Women in Peru

Pages 264–267

EC5. Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.

Colombia:
 Current Legal Minimum Wage Colombia 2013 COP 589,500, equal to 36% of the PRE Minimum Wage (men) COP 1,641,000
 Current Legal Minimum Wage Colombia 2013 COP 589,500, equal to 33% of the PRE Minimum Wage (women) COP 1,784,000
 Current Legal Minimum Wage Colombia 2013 COP 589,500, equal to 42% of the PRE Minimum Wage in Field COP 1,391,000

Peru:
 Current Legal Minimum Wage Perú 750 Peruvian sols, equal to 31% of the PRE Minimum Wage (men) 2.453 Peruvian sols.
 Current Legal Minimum Wage Perú 750 Peruvian sols, equal to 25% of the PRE Minimum Wage (women) 2.960 Peruvian sols.

Pages 264–267

COMMITMENT

**WE HAVE THE
BEST TALENT**

RELEVANT ISSUE/COMPANY

Total compensation systems

Organizational Learning

Integrated Development of Our People

GRI ASPECT

*Market presence
*Equal pay for men and
women.

Training and education

Management focus (Why it is important /How it is managed)

We have the best talent. Total
Compensation Systems. Page 172

We have the best talent. Organizational
Learning. Pag 173

We have the best talent. Integrated
Development of Our People. Page 174

GRI/COMPANY INDICATORS

PAGE / RESPONSE

OMISSION

EXTERNAL VERIFICATION

LA13. Ratio of base salary for men compared to women, by professional category.

DESCRIPTION	PRE COLOMBIA		PRE PERU	
	FEM	MLS	FEM	MAL
MIDDLE / GENERAL MANAGEMENT	27.192.493	27.211.446	31.765	31.865
FIRST LINE MANAGEMENT / SUPERVISOR	12.440.716	12.745.653	12.326	11.922
SPECIALIST GROUPS	7.055.491	7.398.014	8.778	7.244
OTHER EMPLOYEES	1.734.257	1.817.116	4.557	4.778

*In the case of PRE salaries in Colombia and Peru, the differences seen between salary data are not due to differences caused by the gender of the person receiving the compensation, but rather to the fact that each position has a salary range with a margin of at least 15%, and the salary falls within that range based on each individual's performance and experience. This does not mean that it is outside the compensation policy.

Pages 264–267

LA9. Average hours of training per year per employee, by gender, and by employee category.

- Gender: Female: 54 hrs/ person, Male: 63 hrs / person (in 2013)
- Employment category:
 - Senior executives: 30 hrs/person
 - Middle and senior management: 70 hrs/person
 - Supervisors: 61 hrs/person
 - Specialist groups: 58 hrs/person
 - Other employees: 62 hrs/person
 - PRE Total: 61 hrs / employee
 - (Best practices: 40 hrs/year)

Pages 264–267

LA10. Programs for skills management and lifelong learning that support the employability of employees and assist them in managing career endings.

We have the best talent. Organizational Learning. Page 173. Training was given to all employees for the development of behavioural, management and technical skills, based on our integral training model. The percentage distribution of HR training in these three categories in 2013 was: Behavioural (9%), Management (28%) and Technical (63%). Training covered 87% of the personnel.

Education support program for completing formal education (high school, university, post-graduate studies and English). 138 beneficiaries with an investment of USD\$ 496 895

LA11. Percentage of employees receiving regular performance and professional development reviews, by gender.

PERCENTAGE OF EMPLOYEES RECEIVING PERFORMANCE AND PROFESSIONAL DEVELOPMENT REVIEWS			
DESCRIPTION	GENDER (NUMBER)		
	MUJERES	HOMBRES	TOTAL No
No.Of employees review	432	1529	1961
No.Of employees subject to review	569	1857	2426
No. Of employees at 2013 year end (December 31)	590	1911	2501
RATE	76%	82%	81%
FOR EACH PROFESSIONAL CATEGORY, THE % OF EMPLOYEES COVERED BY A PERFORMANCE REVIEW PROCESS			
DESCRIPTION	NoOf Employees Reviewed	No Of Employees subject to review	Rate
Senior Executives	0	31	0%
Middle and Senior Management	255	377	60%
Supervisors	343	438	78%
Specialist Groups	567	663	86%9
Other Employees	826	917	0%
OVERALL TOTAL	1961	2426	81%

Pages 264–267

COMMITMENT	RELEVANT ISSUE/COMPANY	GRI ASPECT	Management focus (Why it is important /How it is managed)
------------	------------------------	------------	---

WE HAVE THE BEST TALENT	Strengthening Pacific Culture	N/A	We have the best talent. Strengthening Pacific Culture. Page 176
--------------------------------	-------------------------------	-----	--

COMMITMENT	RELEVANT ISSUE/COMPANY	GRI ASPECT	Management focus (Why it is important /How it is managed)
------------	------------------------	------------	---

WE STRENGTHEN SUSTAINABILITY IN OUR SUPPLY CHAIN	Supplier management and development	Supplier assessments	We Strengthen Sustainability in Our Supply Chain. Supplier Management and Development. Page 184
---	-------------------------------------	----------------------	---

Purchases of local goods and services	Procurement practices	We Strengthen Sustainability in Our Supply Chain. Page 186
---------------------------------------	-----------------------	--

GRI/COMPANY INDICATORS	PAGE / RESPONSE	OMISSION	EXTERNAL VERIFICATION
Company. Labour Environment Index	We have the best talent. Strengthening Pacific Culture Page 176		
Company. Level of participation in Labour Environment Index Survey.	We have the best talent. Strengthening Pacific Culture. Page 176		
Company. # of Labour Environment actions taken.	We have the best talent. Strengthening Pacific Culture. Page 176		
Company. # of people impacted by Job Environment activities	We have the best talent. Strengthening Pacific Culture. Page 176		
Company. # of hours involved in labour Environment activities	We have the best talent. Strengthening Pacific Culture. Page 176		

GRI/COMPANY INDICATORS	PAGE / RESPONSE	OMISSION	EXTERNAL VERIFICATION
Company. Description of initiatives for managing and developing suppliers.	We Strengthen Sustainability in Our Supply Chain. Supplier Management and Development. Participation "Pacific Best Ally Awards" and First Steps in Business Social Responsibility and Sustainability Program. Page 186-190		Pages 264-267
Company. Number of companies attending the conferences with potential suppliers.	We Strengthen Sustainability in Our Supply Chain. Supplier Management and Development. Important data- Supplier Management and Development. Page 186		
EC9. Proportion of spending with local suppliers in significant locations of operation.	We Strengthen Sustainability in Our Supply Chain. Purchases of Local Goods and Services. Purchases and contracts. Local and Regional Purchases in 2013. Pages 192-195		Pages 264-267
Company. Amount in USD of purchases and contracts with local/regional suppliers in the operation's area of influence.	We Strengthen Sustainability in Our Supply Chain. Purchases of Local Goods and Services. Purchases and contracts. Local and Regional Purchases in 2013. Pages 192-195		



Global COMPACT



Principles



Reference/Remarks

Principle 1. Companies need to support and respect the protection of the universally recognized basic human rights within their spheres of influence.

Our Code of Ethics and Conduct is aligned with international reference documents such as the Universal Declaration of Human Rights, the ILO's Universal Declaration on basic principles and rights at work, the United Nations Declaration on the rights of indigenous peoples, the principles of the Global Compact, and others.

For more information, see "We respect and promote Human Rights in our operations" chapter.

Principle 2. Companies need to make sure they are not accomplices to violations of human rights.

a. In our audits we assess compliance with the RSC, HSEQ, Labour annexes, and we include the Global Compact's principles in relation to labour affairs and Human Rights (276 audited companies, 35 subcontracted companies, 689 audits).

b. We have drawn up a Voluntary Principles Implementation Guide to strengthen the security processes and systems already adopted by Pacific, with components considered key to achieving a better analysis of HR risks and a better management of security by the Public Forces and private security services.

c. We have trained 200 employees to provide private security services to Pacific in HR.

d. We have begun the construction of a "Due Diligence System" that seeks to systematically identify and take action to prevent real or potential adverse impacts on the human rights of our stakeholders

For more information, see "We respect and promote Human Rights in our operations" chapter.

Principle 3. Companies need to support freedom of association and effective recognition of the right to collective bargaining.

By December 2013 we had 1,374 directly affiliated workers at Pacific representing 58.4% of our total personnel, and 5,177 active affiliates employed by our contractors and subcontractors, representing more than 45% of that group.

a. More than 2,500 meetings were held with groups of employees of the different contractors in all our MPC and PSE operating locations to promote the right of association, the explanation of our purposes and our philosophy, and an explanation of resolutions, labour law, and UTEN benefits. (This is in addition to the individual and customized attention provided to workers by our officers at the SAA service locations and workplaces).

b. More than 1,500 meetings were also held with representatives of contractors and subcontractors in the field and in Puerto Gaitán, Casanare, and Bogotá to promote the right of association, reduction of labour findings, and explanations of our purposes and our philosophy.

c. The UTEN Hydrocarbons (Fossil Fuels) mobile unit began operating in 2013 to meet the operation's needs in places where there is no adequate service location.

For more information, see our "We respect and promote Human Rights in our operation" commitment.



Principles

Reference/Remarks

Principle 4. Companies need to support the elimination of all forms of forced labour or work done under coercion.

a. We guarantee the absence of child labour and any form of forced labour in our operations, and we promote this same behaviour by our suppliers and contractors, through social and HSEQ audits.

For more information see our "We respect and promote Human Rights in our operations" commitments.

Principle 5. Companies need to support the eradication of child labour.

a. We guarantee the absence of child labour and any form of forced labour in our operations, and we promote this same behaviour among our suppliers and contractors through social and HSEQ audits. To reinforce this commitment, we continue working with the Local Network of the Global Compact Colombia involved in the child-labour eradication round table.

b. We promote the continuous improvement of our performance in the eradication of child and forced labour, at Pacific we have continuing awareness, training, oversight and auditing activities for our suppliers and contractors, which allow us to verify that we are, in fact, fully complying with our Corporate Code of Conduct and Ethics, our hiring and labour policies, and our RSC and Labour contractual annexes. In addition to these daily awareness and oversight activities, we carry out activities to foster childhood education in our communities of influence and in indigenous groups, which are discussed in the report.

For more information, see our "We respect and promote Human Rights in our operations" commitments.

Principle 6. Companies need to support the abolition of discriminatory practices in employment and occupation.

a. Our Corporate Code of Ethics is based on our corporate values: Integrity, Diversity and Inclusiveness, Leadership, Excellence, and Innovation.

b. We have ethical channels that make it possible to generate anonymous and responsible reports on situations or events that run counter to compliance with the Company's ethical policies.

Our Ethics Committee is responsible for processing the cases that are submitted.

c. In addition to these channels, our ethical culture is reinforced through corporate communications, workshops, or other activities designed to strengthen the corporate values and actions consistent with those values.

d. In 2012, we inaugurated the labour standards round table with a focus on diversity and inclusiveness. It fostered a sharing of experiences, lessons learned, and good practices with other companies, based on respect for Principles 4 and 6. PRE, along with ANDI and the Pact, comprise the round table's technical secretariat.

e. We created a Gender Committee at the managerial and multidisciplinary level. This Committee, which has been operating since early 2012, has the mission of implementing the policy approved by our CEO in 2013, in addition to conducting action plans designed to foster opportunities for women as well as men to obtain dignified work under conditions of equality, health, safety, growth, and professional development.

For more information, see our "We respect and promote Human Rights in our operations" commitment.

Principles

Reference/Remarks

Principle 7. Companies need to maintain a preventive approach that benefits the environment.

a. We have an HSEQ policy in which environmental affairs play a role. We are certified in ISO 14001, ISO 9001, and OSHAS 18001, and we continuously train our employees, suppliers, and contractors in compliance with them.

We also received an ISO 50001 certification in energy efficiency in 2013.

b. We have participated in the environmental round table since 2012. We are also a member of Caring for Climate. This is a Global Compact platform designed to advance companies' role in enhancing the visibility of climate change issues. Caring for Climate acts as a framework for corporate leaders to implement goals and formulate strategies and practices to address climate change, in addition to assuming a commitment to dissemination of information on emissions.

For more information, see our "We work in harmony with the environment" commitment.

Principle 8. Companies need to foster initiatives that promote greater environmental responsibility.

a. We strive in all our processes to produce more while using a smaller amount of energy and generating fewer emissions. That is why we have developed the Atmospheric Emissions and Air Quality Management and Monitoring Program, whose purpose is to minimize, mitigate, or offset the environmental impacts provoked by operations.

b. We have a HSEQ policy in which environmental affairs play a role, we are certified in ISO 14001, ISO 9001, and OSHAS 18001, and we continuously train our employees, suppliers, and contractors in compliance with them.

We also received an ISO 50001 certification in energy efficiency in 2013.

c. We have participated in the environmental round table since 2012. We are also a member of Caring for Climate. This is a Global Compact platform designed to advance companies' role in enhancing the visibility of climate change issues. Caring for Climate acts as a framework for corporate leaders to implement goals and formulate strategies and practices to address climate change, in addition to assuming a commitment to dissemination of information on emissions.

For more information, see our "We work in harmony with the environment" commitment.

Principle 9. Companies need to contribute to the development and spread of environmentally respectful technologies.

At Pacific, we know that water is a key natural resource for human survival, and, understanding that it is an exhaustible resource, we focus efforts on making smart use of it and on adopting measures for saving and re-use of this valuable good.

a. We have therefore implemented and installed 19 water generators with a 50 litre-per-day production capacity. This technology consists of making use of the moisture present in the air, and through a water condensation process the water is extracted through techniques combining temperature and pressure, to be then collected in primary storage tanks. The water so collected is subsequently filtered and purified, producing clean, clear, and drinkable water without adding chemicals or additives. With this initiative, we contribute to reducing residues and carbon footprint from transportation of inputs, and we optimize water consumption.

b. Continuing to pursue the objective of fostering the use of technologies and alternatives that contribute to the protection and efficient use of water resources, in 2013 we took actions to treat the production water in the Rubiales Field with a view to making it reusable. This initiative strives to transform a liquid residue generated in the hydrocarbon extraction process into a water resource in compliance with the quality requirements for re-use in irrigating crops to produce biofuels or biomass for electric power generation. In pursuit of this goal we conducted operational tests with three reverse osmosis treatment plants to select the most efficient and reliable technology. We pre-treated a total of 394,470 bbs of production water. Out of that volume, we brought 103,896 bbls into the condition of having the necessary quality for agricultural irrigation through the tertiary reverse osmosis treatment process.

For more information, see our "We work in harmony with the environment" commitment.

Principles

Principle 10. Companies need to fight against corruption in all its forms, including extortion and bribery.

Reference/Remarks

a. We have an updated Anti-Corruption Policy. Through it, we carry out procedures that strive to mitigate the risks associated with money laundering, terrorism financing, corruption, and underlying crimes, preventing our counterparties from using the organization to launder capital, goods, or assets from unlawful activities. We continued with the design, construction, and implementation of the Regulatory Compliance Model in 2013. In it, we identify the most important regulatory spheres for Colombia (9) and Peru (11), submitting more than 1000 reports to regulatory agencies and appointing 60 officers to be responsible for ensuring timely compliance.

b. In the field of prevention of money laundering, we developed a database of more than 12,000 active suppliers, including service providers, customers, shareholders, consultants, and employees, verified on more than 140 global risk lists.

c. Our Code of Ethics is the frame of reference used to guide the proactive behavior of all the individuals who participate in and/or act on behalf of Pacific.

As part of our commitment to ensure compliance with the provisions of the Code of Corporate Conduct and Ethics, all the employees, executives, and directors must update our statement of ethics every year.

d. We have participated in the Global Compact's anti-corruption round table together with ANDI since 2012, sharing best practices and learning about other companies' models, in order to enhance ours.

For more information, see our "We act with consistency and transparency" commitment.

ADVANCED COP Table

AD COP Requirements

Reference / Remarks

Implement the ten principles in strategy and operations

CRITERION 1: The COP describes implementation in the corporate functions and in the business units.

Best practices carried out

<p>Any relevant policy, procedures, and activities which the company plans to conduct in the application of this criterion, including objectives, metrics, and responsible individuals.</p>	<p>At Pacific we have a sustainability policy and a model aligned with international standards such as the GRI, the Global Compact, ISO 26000, and the Voluntary Principles, etc. Our model is comprised of 7 commitments with material aspects evaluated together with our internal and external stakeholders, and with indicators that allow us to measure performance in each of them. Each of the commitments has a champion area responsible for its management and performance.</p> <p>Our sustainability area is also responsible for monitoring compliance and performance of the Commitments.</p>
<p>Locate the responsibility for execution of the strategy for sustainability in relevant corporate functions (purchasing, corporate affairs, human resources, legal, etc.) while making sure that no function is in conflict with the company's sustainability commitments and objectives.</p>	<p>We have a Sustainability Committee at the Board of Directors level and one at the managerial level. The latter is comprised of the different areas of the Company.</p> <p>These Committees are intended to ensure the design, implementation, and effective deployment of the sustainability strategy throughout the entire company. The committee has a multidisciplinary perspective aligned with the company's strategic objectives and with international standards such as the Global Compact.</p>
<p>Align strategies, objectives, and structures of incentives for all the business units and subsidiaries with the corporate sustainability strategy.</p>	<p>All Pacific's business units and subsidiaries, in addition to the companies in which it has holdings exceeding 50%, must integrate our sustainability commitments into their organizational management and strategy.</p>
<p>Assign the responsibility for implementation of corporate sustainability to an individual or group in the business units and subsidiaries.</p>	<p>The responsibility for implementation of the corporate sustainability strategy lies with the members of the Board of Directors-level Sustainability Committee, comprised of three members, 67% independent, and on the Managerial-level Sustainability Committee.</p>
<p>Define the corporate sustainability strategy to drive synergies among and through the areas of interest, so as to adequately manage compensations.</p>	<p>In 2013 we continued working toward the achievement of our strategic intention: by 2015 Pacific will be the top non-state oil company in Latin America in terms of reserves, production, and value generation, and it will be among the most admired for its contribution to the sustainable development of its surroundings.</p> <p>This renewed vision demonstrates that it has been profoundly influenced by the company's strong commitment to social responsibility and sustainability, since reflecting the need to make our conviction on these subjects explicit, we have updated our strategic intention, according to which the vision is not limited to the economic sphere but also includes being recognized for the company's contribution to the sustainable development of its surroundings.</p>
<p>Make sure the different corporate functions are strongly coordinated to maximize results and avoid accidental adverse impacts.</p>	<p>We have identified risks and opportunities in each of the corporate functions. We also have a Risk Management Model that allows us to identify, value, measure, deal with, and generate an advance response to the risks that might threaten the achievement of the corporate objectives, on an annual basis.</p>

AD COP Requirements

Reference / Remarks

CRITERION 2: The COP describes the implementation of the value chain.

Best practices carried out

<p>Any policy, procedures, and activities which the company plans to carry out in pursuit of this criterion, including objectives, metrics, and responsible individuals.</p>	<p>We have a Code of Ethics and Conduct that is the frame of reference for our labour principles and must be followed by all our contractors and suppliers.</p> <p>Additionally, and as a part of the work done to comply with our Code of Ethics, we have updated and aligned the procedures for retaining suppliers and contractors, to ensure that they will comply with the standards and commitments assumed by Pacific . This includes, among other things, Corporate Responsibility, Code of Ethics, Labour Relations, and Physical Security annexes to all the company's contracts.</p>
<p>Carefully analyze each segment of the value chain, both upstream and downstream, when mapping risks, opportunities, and impacts.</p>	
<p>Communicate policies and expectations to suppliers and other important business partners.</p>	<p>We sensitize suppliers and contractors to the importance of dignified work, good labour conditions, and fulfillment of labour obligations.</p> <p>At our Rubiales Field, we conducted 32 inductions for more than 100 contractors, in which we stressed the importance of compliance with our contractual annexes and Pacific' corporate policies.</p>
<p>Implement monitoring and analysis arrangements (such as audits/screenings) to provide compliance to the company's sphere of influence.</p>	<p>100% of our suppliers and contractors are audited at least once a year. We include verification of labour standards aligned with the Global Compact Principles in our audit processes.</p> <p>With regards to money laundering prevention, we have developed a database of more than 12,000 active suppliers, which includes service providers, customers, shareholders, consultants, and employees, verified on more than 140 global risk lists.</p>
<p>Perform sensitization, training, and other types of actions with suppliers and other business partners.</p>	<p>We sensitize suppliers and contractors regarding the importance of dignified work, good labour conditions, and fulfillment of labour obligations.</p> <p>We train contractors that provide private security services to Pacific in Human Rights.</p> <p>We conducted the First Steps in RSE and Sustainability Program in alliance with the Universidad Externado de Colombia university, whose objective was to sensitize our suppliers and contractors and provide them with guidelines for integration of sustainability actions aligned with PG's principles.</p>

AD COP Requirements

Reference / Remarks

Strong policies and procedures for human rights management

CRITERION 3: The COP describes commitments, strategies, or policies in the human rights field.

Best practices carried out

<p>Any significant policy, procedure, and activity which the company plans to conduct in order to achieve this criterion, including objectives, metrics, and responsible individuals.</p>	<p>We began the construction of a "Due Diligence System" which strives to systematically identify and take action to prevent real or potential adverse impacts on the human rights of our groups of interest. In 2013 we finished the field work to identify gaps and opportunities in the achievement of our commitment to respect for and promotion of human rights in the field, and we formulated a corporate HR policy, a two-directional HR risk analysis, and an action plan which will be put into operation in 2014.</p>
<p>Commitment to comply with all the applicable laws and respect internationally recognized human rights, regardless of where the company operates (for example, the Universal Declaration of Human Rights, Guide to Human Rights Principles) (BRE1 – ARE1).</p>	<p>Our Code of Ethics and Conduct is aligned with international reference documents such as the Universal Declaration of Human Rights, the ILO's Universal Declaration on the principles and fundamental rights in work, the United Nations Declaration on the rights of indigenous peoples, and the Global Compact's principles, among others.</p>
<p>Integrated or autonomous policies or declarations which express the commitment to respect and support human rights approved at the company's highest level (BRE 1 + BRE5 + ARE 1 + ARE 5).</p>	<p>a) We have the "We respect and promote human rights in our operations" commitment, and we focus on: the right of association, eradication of child and forced labour, security and human, economic, social, and cultural rights of communities, and gender equity.</p> <p>b) Since 2012 we have had a Gender Committee whose purpose is to lead to the development of action plans that strive to promote opportunities for both women and men to obtain dignified work under conditions of equality, health, safety, growth, and professional development. In reliance on the committee, we have conducted a collection of data and interests that resulted in a Gender Equity Plan and a five-year action plan</p>
<p>Declarations or policies stipulating human rights expectations for employees, business partners, and other parties directly related to operations, products, or services (BRE 1).</p>	<p>Respect for Human Rights is a top-priority requirement for the security services in our areas of operation. Accordingly, we mitigate the potential risks of violations or abuses of human rights by these forces through training activities and continuous monitoring of their activities.</p> <p>We have also explicitly prescribed the commitment to Human Rights, and specifically to the promotion of Voluntary Principles in Security and Human Rights, in investment agreements.</p>
<p>Declaration of publicly available policies, and internal and external communication to all the personnel, business partners, and other relevant parties (BRE 1 + BRE 5 + ARE 1 + ARE 5).</p>	<p>The commitment to support the Global Compact is described in detail in the "Letter from our President", and this report is available to all our stakeholders.</p>

AD COP Requirements

Reference / Remarks

CRITERION 4: The COP describes efficient management systems in the integration of the human rights principles.

Best practices carried out

Any significant policy, procedure, and activity that the company plans to conduct in order to achieve this criterion, including objectives, metrics, and responsible individuals.	We began the construction of a "Due Diligence System" which strives to systematically identify and take action to prevent real or potential adverse impacts on the human rights of our stakeholders. In 2013, we finished the field work to identify gaps and opportunities in the achievement of our commitment to respect for and promotion of human rights in the field, and we formulated a corporate HR policy, a two-directional HR risk analysis, and an action plan that will be put into operation in 2014.
Procedure to ensure that human rights are internationally respected	
Diligent procedures that include an analysis of the current and potential impacts of human rights (BRE 2 + BRE 3 + ARE 2 + ARE 3).	
Raise awareness internally, and provide training in human resources for employees and managerial positions	<p>We internally promoted our "We respect and promote human rights" commitment with campaigns and through communications such as the sustainability report.</p> <p>We sensitized suppliers and contractors regarding the importance of dignified work, good labour conditions, and fulfillment of labour obligations.</p> <p>We conducted workshops for sensitization to our Code of Ethics and Conduct with our employees. We trained 769 employees in compliance with this Code in 2013.</p> <p>We trained 200 contractors that provide private security services to Pacific in 2013.</p>
Complaint arrangements at the operating level for persons potentially impacted by the company's activities (BRE 4 +ARE 4).	<p>We have reporting and consultation channels on ethical issues as a means to strengthen communication with our employees and other stakeholders. These channels make it possible to generate anonymous and responsible reports on situations or events that run counter to compliance with the Company's ethical policies.</p> <p>These channels are: a dedicated phone line, a website, and mailboxes located at every one of the company's offices and fields.</p>
Distribution of responsibilities for identifying human rights impacts.	
Internal decision-making, budgeting, and supervision process to generate effective responses to human rights impacts.	<p>We have an Ethics Committee responsible for the assessment of all the cases viewed as violations of our code of ethics and conduct.</p> <p>Since 2012, we have had a Gender Committee whose purpose is to lead in the formulation of action plans striving to promote opportunities for both women and men to obtain dignified work under conditions of equality, health, safety, growth, and professional development. In reliance on the committee, we conducted a collection of data and interests which resulted in a Gender Equity Policy and an action plan.</p>
Procedures to maintain or cooperate in the resolution of adverse human rights impacts which the company has caused or has contributed to causing (BRE 3+ BRE 4 + ARE3 + ARE 4).	We have an Ethics Committee, responsible for the assessment of all cases viewed as violations of our Code of Ethics and Conduct.
Procedures and programs ready to provide support for human rights through: the main business, social investments/strategic philanthropy, public commitment/defence policies, associations or other forms of collective action (BRE 6 + ARE 6).	In keeping with our commitment to ensure respect for and promotion of Human Rights in relation to private and public security for our operating fields, in February 2013 the Energy-Mining Committee on Security and Human Rights (CME) in Colombia unanimously approved our admission as members. This Committee is a forum for research, reflection, and recommendations intended to improve the performance of the industry and the Colombian government institutions in the field of respect for human rights (HR) in relation to public and private security.

AD COP Requirements

Reference / Remarks

CRITERION 5: The COP describes effective arrangements for monitoring and assessment of the integration of human rights.

Best practices carried out

Any significant policy, procedure, and activity which the company plans to conduct in order to achieve this criterion, including objectives, metrics, and responsible individuals.	We are in the process of formulating a corporate human rights policy, a two-directional HR risk analysis, and an action plan. Our policy includes the monitoring and follow-up indicators for both the policy and the action plan.
System to monitor the effectiveness of the human rights policies and their implementation with qualitative and quantitative metrics, including value chain (BR 3 + ARE 3).	We continue applying HR management indicators aligned with the GRI guidelines, to monitor compliance with our "We respect and promote human rights in our operations" commitment.
Monitoring based on internal and external feedback, including affected stakeholders.	
Review of monitoring and of the results by the leadership.	The Ethics Committee reviews complaints of human rights violations, and the Board of Directors-level Sustainability Committee reviews progress toward the achievement of our "We respect and promote HR in our operations" commitment.
The process of managing the incidents that the company has caused or contributed to causing for internal and external stakeholders (BRE 4 + ARE 4).	
The complaint arrangements are legitimate, accessible, predictable, fair, transparent, a source of continuous learning, and based on commitment and dialogue (BRE4 + ARE4).	We have reporting and consultation channels on ethical issues as a means to strengthen communication with our employees and other stakeholders. These channels make it possible to generate anonymous and responsible reports on situations or events that run counter to compliance with the company's ethical policies. There is subsequent follow-up on the reports, and the necessary corrective actions are taken.
Results of the human rights principles' integration.	<p>We operate with excellence. Occupational Health and Industrial Safety. Audits of the contractors.</p> <p>We respect and promote Human Rights in our operations. Eradication of child and forced labour.</p> <p>Compliance with the CSR, HSEQ, and labour annexes is assessed in our audits, and the Global Compact's principles in regard to labour and Human Rights issues are included. In these cases, the contractor is asked for an action plan to resolve any nonconforming situations that were found.</p> <p>The corporate HSEQ management performs periodic legal audits on contractors.</p>

AD COP Requirements

Reference / Remarks

Strong policies and procedures for management of labour standards

CRITERION 6: The COP's strong commitments, strategies, or policies in the labour standards field.

Best practices carried out

Any significant policy, procedure, and activity that the company plans to conduct in order to achieve this criterion, including objectives, metrics, and responsible individuals.	We have a Sustainability Policy that guides our actions and includes the 7 commitments publicly assumed by the company, among which are compliance with labour standards and respect for the Human Rights of all our stakeholders.
Reference in the company's policies to significant international labour standards (ILO Convention) and other international normative instruments in the company's policies.	Our Code of Ethics and Conduct is aligned with international reference documents such as the Universal Declaration of Human Rights, the ILO's Universal Declaration on fundamental principles and rights in labour, the United Nations Declaration on the rights of indigenous peoples, and the Global Compact's principles, among others.
Reflection of the labour principles' importance for the company.	
Written company policies to respond to the national legislation on labour principles, respecting the principles of the international labour standards in global operations, and a commitment to dialogue with representatives of workers' organizations (international, industry-level, national).	<p>We have the "We have the best talent" commitment and we focus on all issues related to labour principles, such as: Selection and retention of talent, total compensation systems, Balance and Quality of Life, and Organizational Learning, among others.</p> <p>Our Code of Ethics and Conduct is also aligned with such international reference documents as the Universal Declaration of Human Rights, the ILO's Universal Declaration on the fundamental principles and rights in labour, the United Nations Declaration on the rights of indigenous peoples, and the Global Compact's principles, among others.</p>
Inclusion in the contracts with suppliers and other important partners of references to the principles included in significant international labour standards.	<p>We have updated and aligned the procedures for retaining suppliers and contractors to ensure that they comply with the standards and commitments acquired by Pacific. This includes, among other things, Corporate Social Responsibility, Code of Ethics, Labour Relations, and Physical Safety annexes to all the company's contracts.</p> <p>We assess compliance with them in all our audits.</p>
Specific human resources commitments and policies, in keeping with the national development priorities or priorities in dignified work in the country of operation.	<p>We have the "We have the best talent" and "We respect human rights in all our operations" commitments. We focus on all issues related to labour principles, such as: Selection and retention of talent, total compensation systems, Balance and Quality of Life, organizational learning, eradication of child and forced labour, the right of association, and gender equity, among others.</p> <p>In addition to this, we have a Code of Corporate Conduct and Ethics, and a Manual for Convivence.</p>
Participation and leadership in broader efforts by the organization's employees (at the national or international level) to jointly address challenges related to the labour standards in the countries of operation, possibly with a tripartite (company-union-government) approach.	By December 2013, we at Pacific had 1,374 directly affiliated employees, representing 58.4% of our total personnel, and 5,177 active affiliates employed by our contractors and subcontractors, representing more than 45% of this group.
A structural commitment to a global labour union, possibly through a Global Framework of Understanding..	

AD COP Requirements

Reference / Remarks

CRITERION 7: The COP describes effective management systems for the labour principles' integration.

Best practices carried out

Any significant policy, procedure, and activity that the company plans to conduct in order to achieve this criterion, including objectives, metrics, and responsible individuals.	
Risk and impact analysis in the labour principles field.	We have a risk management model in which risks related to labour standards at both Pacific and its contractors and subcontractors are included.
Arrangements for dialogue with the labour unions to regularly discuss and review the company's progress in its management of labour standards.	We have commitments assumed at the Puerto Gaitán dialogue round tables, among our company, the labour unions, and other actors. These commitments are monitored, and we also hold periodic meetings.
Raising of internal awareness and training in the labour principles for the managers and for the employees.	Human Talent campaigns promoting the code of ethics, the living together manual, and the corporate values, for direct employees and contractors.
An active commitment to the suppliers to address challenges relating to labour issues.	Our largest suppliers have offices in the field allowing us to monitor their performance. We have facilities in the field and in Bogotá, to remain in permanent contact with them. We also have continuous training and sensitization workshops on our labour standards. For more information on our commitment to suppliers and contractors, please see our "We operate with Excellence" chapter. Occupational Health.
Complaint arrangements, communication channels, and other procedures (such as whistle-blower arrangements) available for workers to report concerns, make suggestions, or seek advice, designed and operated in accordance with the representative of the workers' organization.	We continue pursuing an ethical line whereby people can make complaints confidentially. These complaints reach the Ethics Committee or the Assessment of Suppliers' and Contractors' Performance Committee, which is an internal organization of a corporate nature to recommend penalties and/or suspensions of suppliers or contractors that have committed actions defined as Major Non-Conformities to the higher levels of management represented on the organization's Purchasing and Contracting committees.

CRITERION 8: The COP describes effective arrangements for follow-up and assessment of the labour principles' integration.

Best practices carried out

Any significant policy, procedure, and activity that the company plans to conduct in order to achieve this criterion, including objectives, metrics, and responsible individuals.	We have our "We have the best talent" commitment, whose objective is as follows: Our strategy is the comprehensive well-being and development of our people. We have corporate human talent policies that allow us to have a team with strong technical and human capabilities, and a top management with experience and know-how that contributes to the achievement of our corporate vision.
Systems to follow up and measure performance based on the performance measurement standards.	We have indicators of alignment with the GRI guidelines.

AD COP Requirements

Reference / Remarks

Audits or other steps to monitor and improve working conditions at the companies in the supply chain, in keeping with the international standards on labour principles.

We operate with excellence. Occupational Health and Industrial Security. Our audits.

We respect and promote Human Rights in our operations. Eradication of child and forced labour.

In 2013, 276 audited companies, 35 subcontracted companies, 686 audits.

Compliance with the RSC, HSEQ, and labour annexes is assessed in our audits, and the Global Compact's principles in regard to labour affairs and Human Rights are included. In these cases the contractor is asked for an action plan to resolve any nonconforming situations that are found.

The corporate HSEQ management conducts periodic legal audits of contractors.

Processes to positively commit the suppliers to addressing the challenges (such as a joint approach instead of a corrective approach) through initiatives to improve labour practices..

At Pacific we are convinced of the importance of building win-win relationships and generating benefits that allow us to grow together, so we wanted to open a Social Responsibility and Sustainability training facility together with our suppliers and contractors in the course of this year, to jointly generate the maximum benefit for our surroundings.

For 3 months, the Universidad Externado de Colombia university accompanied 14 of our suppliers and contractors to carry out the following stages: Sensitization in RSE and Sustainability, Diagnosis on integration of RSE and Sustainability practices, identification and mapping of stakeholders, and a final report which included an implementation proposal for each participating company; that report was assessed by the Universidad Externado, each participating company, and Pacific.

Results of the integration of labour principles.

To report the principal incidents that affect the company, disclosing the fact that its organization has had no abuses related to the labour principles in the past satisfies this best practice in which providing details may be counterproductive. Suggested GRI indicators: LA4, HR4-7.

We respect and promote human rights. Right of Association.

Agreements (not collective bargaining contracts) were signed by the Company and the labour union in 2013, covering all the employees, contractors, and subcontractors, whether union members or not.

We respect and promote HR in our operations. Eradication of child and forced labour.

We did not identify any operations with significant risks of forced or child labour in 2013.

STRONG PROCEDURES AND POLICIES IN ENVIRONMENTAL MANAGEMENT

CRITERION 9: The COP describes strong commitments, strategies, or policies in the field of environmental management.

Best practices carried out

Any significant policy, procedure, and activity that the company plans to conduct in order to achieve this criterion, including objectives, metrics, and responsible individuals.

We have an HSEQ policy that integrates environmental affairs; we are certified in ISO 14001, ISO 9001, and OSHAS 18001, and we continuously train our employees, suppliers, and contractors in compliance with them.

We received ISO 50001 certification in energy efficiency in 2013.

We also have our "We work in harmony with the environment" commitment, aligned with international standards such as the GRI guidelines.

Reference to significant international conventions and other international instruments (such as the Rio Declaration on the Environment and Development).

We participate in the Carbon Disclosure Project and Caring for Climate.

AD COP Requirements

Reference / Remarks

Reflection of the importance of environmental management for the company. When making this determination, the company should consider (1) whether it has potentially significant environmental impacts and (2) whether that impact could substantially influence the analyses and decisions of the company's depositaries.

We have the "We work in harmony with the environment" commitment and we focus on: energy and emissions, comprehensive management of water, biodiversity, solid residues, and prevention and remediation of incidents, among others.

Written company policies on environmental management.

We have an HSEQ policy that integrates environmental affairs, we are certified in ISO 14001, ISO 9001, and OSHAS 18001, and we continuously train our employees, suppliers, and contractors in compliance with them.

We received ISO 50001 certification in energy efficiency in 2013.

Specific commitments and objectives for specific years.

Inclusion of a minimum of environmental standards in contracts with suppliers and other significant business partners.

We have an HSEQ Annex, which we include in our contracts. Compliance with it is assessed in our audit processes.

CRITERION 10: The COP describes efficient management systems in the integration of environmental management principles.

Best practices carried out

Any significant policy, procedure, and activity that the company plans to conduct in order to achieve this criterion, including objectives, metrics, and responsible individuals.

We have an HSEQ policy that integrates environmental affairs, we are certified in ISO 14001, ISO 9001, and OSHAS 18001, and we continuously train our employees, suppliers, and contractors in compliance with them.

We received ISO 50001 certification in energy efficiency in 2013.

We also have our "We work in harmony with the environment" commitment, aligned with international standards such as the GRI guidelines.

Analysis of environmental risk and impact.

We have the "We work in harmony with the environment" commitment and we focus on: energy and emissions, comprehensive management of water, biodiversity, solid residues, prevention and remediation of spills, compensation of environmental services, and recovery of impacted areas, among others.

We also have a Risk Management Model that allows us to identify, value, measure, deal with, and generate an advance response to the environmental risks related to our operations.

Analysis of the product life cycle impact, assuring environmental management policies.

We make periodic product life analyses and we promote recycling projects to increase the life cycle of products like pipe.

Complaint arrangement, communication channels, and other procedures (such as whistle-blower arrangements) to report concerns or seek advice in relation to environmental impacts.

We have an ethical line whereby people can make complaints confidentially.

Raising of internal awareness and training on environmental principles for the managers and employees.

We continually train our employees, suppliers, and contractors in compliance with our HSEQ policy.

Assignment of responsibilities and attribution of responsibility within the organization.

The HSEQ area and its management are responsible for environmental and industrial security issues.

AD COP Requirements

Reference / Remarks

CRITERION 11: The COP describes effective arrangements for follow-up and assessment of the integration of environmental principles.

Best practices carried out

Any significant policy, procedure, and activity that the company plans to conduct in order to achieve this criterion, including objectives, metrics, and responsible individuals.

We have an HSEQ policy that integrates the environmental affairs, we are certified in ISO 14001, ISO 9001, and OSHAS 18001, and we continuously train our employees, suppliers, and contractors in compliance with them.

We received ISO 50001 certification in energy efficiency in 2013.

We also have our "We work in harmony with the environment" commitment, aligned with international standards such as the GRI guidelines.

Performance follow-up and measurement system based on standardized performance metrics.

We have management indicators aligned with the GRI guidelines and the DJSI.

Review of the follow-up leaders and the improvement results.

Procedures to manage incidents.

We have contingency plans and strategies in case of a major or uncontrolled spill and/or a controlled spill. As part of these plans, which we periodically update, we identify the principal vulnerable points in the operating fields, which require immediate attention if an event occurs.

For more information on our contingency plans, please see the "We work in harmony with the environment" chapter.

Audits or other steps to follow and improve the environmental performance of the companies in the supply chain.

We have an HSEQ Annex, which we include in our contracts. Compliance with it is assessed in our audit processes.

Results of integration of the environmental principles.
To satisfy the communication of the best practice on incidents in your company, disclose the fact that the entity has had no environmental incidents in the last year.
Suggested GRI indicators: EN 1-3, 5-6, 8, 10, 13, 16, 18-20, 26-27.

Pacific has specific Contingency Plans for its activities, in which the strategies in the event of a major or uncontrolled spill and/or a controlled spill are spelled out; the company in the operating fields identified the principal vulnerable points, which require immediate attention if an event occurs.
The condition and functionality of the spill control measures where risk has been identified is continuously monitored.

There were NO major spills in 2013.

For more information on our initiatives in environmental matters, please see the "We work in harmony with the environment" chapter.

No fines or penalties for violations of environmental regulations were generated in 2013.

AD COP Requirements

Reference / Remarks

STRONG MANAGEMENT PROCEDURES AND POLICIES IN THE FIGHT AGAINST CORRUPTION

CRITERION 12: The COP describes strong commitments, strategies, or policies in the anti-corruption field.

Best practices carried out

<p>Any significant policy, procedure, and activity that the company plans to conduct in order to achieve this criterion, including objectives, metrics, and responsible individuals.</p>	<p>We have an updated Anti-corruption Policy in keeping with the best practices in the industry.</p> <p>Through this policy we apply procedures that strive to mitigate the risks associated with money laundering, terrorism financing, corruption, and underlying crimes, preventing our counterparties from using the organization to launder capital, goods, or assets from unlawful activities.</p> <p>Among other practices, our processes for establishing relationships with suppliers, making purchases, and contracting involve a detailed review of their participants, verifying the transparency of the companies and individuals that are related to our organization through more than 140 global risk lists.</p> <p>Our Audit area is responsible for compliance with and management of this policy.</p> <p>Finally, we have the "We act with consistency and transparency" commitment, aligned with the GRI, Global Compact, and EITI guidelines.</p>
<p>Provide support to the organization's leaders in anticorruption (B4).</p>	<p>Our signing of the Global Compact is a commitment of the organization's leadership to anti-corruption, from which processes and arrangements to manage this subject arise.</p>
<p>Publicly adopt a policy of zero tolerance for corruption (D1)</p>	<p>We have an Anti-corruption policy that is made public on our website.</p>
<p>A commitment to be in compliance with all the relevant anti-corruption laws, including the implementation procedures to know the law and follow the changes (B2).</p>	<p>We have an Anti-corruption policy that is made public on our website and includes our commitment to complying with all the relevant anti-corruption laws</p>
<p>Declaration of support for regional and international frameworks such as the UN Convention Against Corruption (D2).</p>	
<p>Detailed policies for the areas with a high risk of corruption (D4).</p>	
<p>Anti-corruption policies in relation to business partners (D5).</p>	<p>In the field of prevention of money laundering, we have developed a database of more than 12,000 active suppliers, including service providers, customers, shareholders, consultants, and employees, verified on more than 140 global risk lists.</p>

CRITERION 13: The COP describes efficient management systems in the integration of the anti-corruption principle.

Best practices carried out

<p>Any significant policy, procedure, and activity that the company conducts in order to achieve this criterion, including objectives, metrics, and responsible individuals.</p>	<p>We have an updated Anti-corruption Policy in keeping with the best practices in the industry.</p> <p>Through this policy we apply procedures that strive to mitigate the risks associated with money laundering and terrorism financing.</p> <p>In 2013 we conducted prevention and sensitization campaigns for employees to prevent corruption:</p> <ul style="list-style-type: none"> • We trained 588 employees in prevention of fraud and corruption. • We developed and implemented the E-learning application on prevention of fraud and corruption. <p>We have an Ethics Committee that is responsible for investigating and appropriately processing all cases related to corruption.</p>
--	--

AD COP Requirements

Reference / Remarks

Perform risk analyses in potential areas of corruption (D3).

At Pacific we have adopted a risk management model (ERM) which strives to support this strategy in creating value, serving as a bridge that provides a methodology for managing risks in the Company, its Business Units, and its processes, so that each of them will achieve the stated objectives. The latter is pursued through the correct identification and valuation of risks, and the adoption of mitigation plans and controls to monitor and scale the trend and evolution over time in the behaviour of the risks.

Similarly, we conducted 15 risk workshops during 2013, on different processes such as:

- Abandonment of wells
- Career Development
- Marketing
- Geosciences
- Financial Investments
- Exploratory Operations
- Production
- Labour Relations
- RSC
- General Services
- Insurance

In 2013, 100% of the business units were analyzed in regard to the corporate risks defined by the Company, including those related to corruption.

Human Resource procedures which support commitments or policies, including communication to and training of all the employees (B5 + D8).

To strengthen our organization's knowledge of aspects of fraud risk prevention, we developed and implemented a virtual course that includes topics related to misappropriation of assets, corruption, and manipulation of financial reporting, among others.

In 2013 we trained 588 employees in prevention of fraud and corruption. We also conducted communication and sensitization campaigns with our directors and employees, in which we reinforced our obligation to understand and avoid impacts generated by infringement of this policy.

We likewise included questions focusing on our employees' relationships with government officials in our annual conflict of interest survey.

Controles internos y balances para asegurar la consistencia del compromiso con la anti-corrupción (B6).

At Pacific we have an annual audit plan, which is approved by the Board of Directors' Audit Committee, whose objective is to inform the work programs of assurance and consulting that will be carried out during the year, so as to advise the company on risk management, strengthening of corporate governance, and internal control, as well as on regulatory compliance.

Formulation of measures to motivate the partners to implement anti-corruption commitments (D6).

The scope of our anti-corruption policy includes partners.

Management of responsibility and attribution of responsibility to implement anti-corruption commitments and policies (D7).

The Ethics Committee receives cases of noncompliance with the anti-corruption policy and takes the appropriate actions.

We report the positions related to management of corruption risks (Director of the Comptroller's Office), financial risks (Head of Comprehensive Risk Management and Insurance), and physical security (Director of Resource Protection) in our report.

Communication channels and follow-up arrangements to report suspicions or seek advice (D9).

We have ethical channels through which our stakeholders can present cases involving potential corruption.

Internal accounting and audit procedures related to anti-corruption (D10).

At Pacific we have an annual audit plan which is approved by the Board of Directors' Audit Committee, whose objective is to inform the work programs of assurance and consulting that will be conducted during the year, so as to advise the company on risk management, strengthening of corporate governance, and internal control, as well as on regulatory compliance.

AD COP Requirements

Reference / Remarks

CRITERION 14: The COP describes effective arrangements for follow-up and assessment of the integration of anti-corruption principles.

Best practices carried out

<p>Any significant policy, procedure, and activity that the company plans to conduct in order to achieve this criterion, including objectives, metrics, and responsible individuals.</p>	<p>We have an updated Anti-corruption Policy in keeping with the best practices in the industry.</p> <p>Through this policy we carry out procedures that strive to mitigate the risks associated with money laundering and terrorism financing.</p> <p>We conduct prevention and sensitization campaigns for employees to prevent corruption.</p>
<p>Review of the follow-up and improvement results by the leaders (D12).</p>	<p>At Pacific we have an annual audit plan which is approved by the Board of Directors' Audit Committee, whose objective is to inform the work programs of assurance and consulting that will be conducted during the year, so as to advise the company on risk management, strengthening of corporate governance, and internal control, as well as on regulatory compliance.</p>
<p>Processes for managing incidents (D13).</p>	<p>We have ethical channels through which our stakeholders can present cases related to a potential for corruption.</p> <p>We also have an Ethics Committee at the executive level, responsible for investigating and undertaking the appropriate processing of all cases related to corruption.</p>
<p>Public cases related to corruption (D14).</p>	
<p>Use of external and independent means of security for the anti-corruption programs.</p>	
<p>Results of integration of the measures for the anticorruption principle.</p> <p>The results of the analyses of potential for corruption (D3) and the arrangements for seeking advice/reporting (D9). The procedure to support anticorruption policies.</p> <p>Disclosing the fact that your organization has had no incidents is sufficient in cases where offering details may be counterproductive. Indicators GRI SO2-4.</p>	<p>We have the "We act with consistency and transparency" commitment.</p> <p>At Pacific, through the Annual Valuation of Fraud and Corruption Risks, 100% of the areas are analyzed in regard to the principal risks that have an impact. Furthermore, through the identification of these risks and their subsequent valuation of impact and likelihood by the organization's management, plans for dealing with them and mitigating them are identified.</p> <p>100% of the directors and employees adopted the new Code of Conduct and Ethics and reported potential conflicts of interest.</p> <p>The Anti-corruption Policy was approved by the Board of Directors.</p> <p>During 2013, information was reported and training imparted through workshops for new employees on the scope of the Law and the Corporate Anti-corruption Policy.</p> <p>100% of the reports of potential fraud or corruption made through the different reporting channels were analyzed and investigated by the Ethics Committee.</p>

AD COP Requirements

Reference / Remarks

TAKE ACTIONS TO SUPPORT THE BROADER UN OBJECTIVES AND MATTERS

CRITERION 15: The COP describes contributions of the business to UN objectives and matters.

Best practices carried out

Any significant policy, procedure, and activity that the company plans to conduct in order to achieve this criterion, including objectives, metrics, and responsible individuals.

We have the "We respect and promote human rights in our operations" commitment, which is aligned with the GRI Guidelines, the Global Compact, and UN matters.

Align the business strategy with one or more relevant UN objectives/matters.

Our Social Investment Framework is aligned with our sustainability model and is materialized through strategic alliances. It is comprised of the following axes: Institutional Strengthening, Education, Competitiveness, and Investments Reflecting Solidarity.

Develop relevant products and services, or design business models that contribute to the UN objectives/matters.

Adopt and modify operating procedures to maximize its contribution to the UN objectives/matters..

We have a Social Investment Framework that is grounded in the municipal and departmental development plans, the Millennium Development Objectives, and the community's felt needs.

CRITERION 16: The COP describes philanthropy and social investments of a strategic nature.

Best practices carried out

Any significant policy, procedure, and activity that the company plans to conduct in order to achieve this criterion, including objectives, metrics, and responsible individuals.

Our Social Investment Framework is aligned with our sustainability model and is materialized through strategic alliances. It is comprised of the following axes: Institutional Strengthening, Education, Competitiveness, and Investments Reflecting Solidarity.

Identify social investments and philanthropic contributions consistent with the company's key competencies or the context of its operations, as an integrated part of its sustainability strategy.

In 2013 we invested 67 million dollars in social investment initiatives. To obtain detailed information on these investments, please see our "We contribute to the sustainable development of the communities" commitment.

Coordinate efforts with other entities and initiatives to broaden - and not to deny or unnecessarily duplicate - other contributors' efforts.

All our social investments must comply with our principle of working in alliance with public, academic, private, and nongovernmental entities to maximize the impact of our initiatives.

In 2013 we had multiple alliance initiatives to materialize projects such as that of Development of Local Suppliers, and we closed business deals for more than USD\$7.6 million.

Assume responsibility for the intended or unintended effects of the financing, with consideration for the pertinent local customs, traditions, religions, and priorities of individuals and groups.

We have a rigorous informed prior consultation process, and we hold periodic encounters to minimize the impact of our operations' intended or unintended effects.

AD COP Requirements

Reference / Remarks

CRITERION 17: The COP describes advocacy and involvement in public policy.

Best practices carried out

<p>Any significant policy, procedure, and activity that the company plans to conduct in order to achieve this criterion, including objectives, metrics, and responsible individuals.</p>	
<p>Public defence of the importance of the actions in relation to one or more UN objectives/matters.</p>	<p>Since 2010, our president has publicly communicated our commitment to the implementation of the Global Compact Principles.</p> <p>Our public Code of Ethics and Conduct for stakeholders is aligned with international reference documents such as the Universal Declaration of Human Rights, the ILO Universal Declaration on fundamental principles and rights in labour, the United Nations Declaration on the rights of indigenous peoples, and the Global Compact principles, among others.</p>
<p>The commitment of the organization's leaders to participate in key summit meetings, conferences, and other important public interactions relating to one or more UN objectives/matters.</p>	<p>Since 2010, our President has publicly communicated our commitment to the implementation of the Global Compact Principles. We currently participate in all the round tables for the 10 principles, and we lead the one on labour standards.</p>

CRITERION 18: The COP describes alliances and collective action.

Best practices carried out

<p>Any significant policy, procedure, and activity that the company plans to conduct in order to achieve this criterion, including objectives, metrics, and responsible individuals.</p>	<p>All our social investments must comply with our principle of working in alliance with public, academic, private, and nongovernmental entities to maximize the impact of our initiatives.</p>
<p>Formulate and implement projects in association with public or private entities (UN agencies, governments, NGOs, or other groups) in the business, social investments, and/or public defence.</p>	<p>In 2013, we had multiple alliance initiatives to materialize projects like the Development of Local Suppliers, and we closed business deals for more than USD 7.6 million.</p>
<p>Join forces with industry peers, UN agencies, and/or other third parties on initiatives to contribute to overcoming common challenges and dilemmas at the local or global levels, with emphasis on initiatives that extend the positive impact in the value chain.</p>	

AD COP Requirements

Reference / Remarks

LEADERSHIP AND GOVERNANCE OF CORPORATE SUSTAINABILITY

CRITERION 19: The COP describes the CEO's commitment and leadership.

Best practices carried out

Any significant policy, procedure, and activity that the company plans to conduct in order to achieve this criterion, including objectives, metrics, and responsible individuals.	We have had a Sustainability Policy that guides our actions and includes the 7 commitments publicly assumed by the company since 2009.
The CEO makes public statements and demonstrates personal leadership in sustainability and commitment to the UN Global Compact.	The CEO supports our commitment to the Global Compact in sustainability communications like this report.
The CEO promotes initiatives to improve the industry's sustainability and leads the development of industry standards.	In his introductory remarks to the sustainability report, the CEO invites the industry to apply the shared value principles and to pursue its business in a sustainable way, with a positive impact on its surroundings.
The CEO leads the executive team in the development of corporate sustainability strategies, defining objectives and performing follow-up on implementation.	The CEO is the highest-ranking spokesman for sustainability and is a member of the Sustainability Committee at the Board of Directors level.
Making the sustainability criteria and the World Compact principles part of the personal objectives and incentives of the CEO and the management team.	The Global Compact principles are a strategic part of our sustainability strategy, which is promoted by the top ranks of the company including the CEO.

CRITERION 20: The COP describes the adoption and supervision of the Board of Directors.

Best practices carried out

Any significant policy, procedure, and activity that the company plans to conduct in order to achieve this criterion, including objectives, metrics, and responsible individuals.	<p>We have a Sustainability Committee at the Board of Directors level and one at the managerial level. The latter is comprised of the Company's different areas.</p> <p>These Committees have the objective of assuring the sustainability strategy's design, implementation, and effective deployment throughout the entire company. The committee has a multidisciplinary perspective, aligned with the company's strategic objectives and international standards such as the Global Compact.</p>
The Board of Directors (or its equivalent) assumes the responsibility for, and supervision of, the strategy and performance of corporate sustainability.	Our Sustainability Committee at the Board of Directors level assumes the responsibility for, and supervision of, the sustainability strategy.
Whenever possible the Board appoints a committee or assigns one of its members as responsible for corporate sustainability.	In addition to the Sustainability Committees, we have a Sustainability Management which is part of our Vice Presidency for Corporate Affairs and Sustainability; it is responsible for working with all the company's areas to guarantee and foster the sustainability of the business and of the surroundings in which we operate. This area has the mission of coordinating, monitoring, catalyzing, and measuring the management of sustainability throughout the company.
Whenever possible the Board (or Committee) approves the formal report on corporate sustainability (Progress Communication).	The contents of our Sustainability report were approved by the Board of Directors-level Sustainability Committee.

AD COP Requirements

Reference / Remarks

CRITERION 21: The COP describes the involvement of stakeholders.

Best practices carried out

<p>Any significant policy, procedure, and activity that the company plans to conduct in order to achieve this criterion, including objectives, metrics, and responsible individuals.</p>	<p>With the aim of continuing to strengthen the quality of the relationships with our surroundings, understand their needs and expectations, develop strategic spaces for joint construction and innovation, and integrate these inputs in our management and decision making, in 2013 we won approval of a Policy of Involvement with Stakeholders and formulated a specific protocol together with several areas of the company to support that process.</p> <p>At Pacific, we succeeded in identifying our interest subgroups, the parties responsible for relations with them at the internal level, their integration with our processes, a diagnosis of the state of these relations, and findings regarding the success factors and opportunities for improvement.</p> <p>In 2014 we will implement the protocols for relationships with each priority stakeholders.</p>
<p>It publicly recognizes the responsibility for the company's impacts on internal and external stakeholders.</p>	<p>We publicly acknowledge the importance of maintaining consistent and transparent communication with our stakeholders. We also believe in the importance of keeping them informed and considering their points of view when making decisions.</p>
<p>It defines sustainability strategies, objectives, and policies in consultation with the key stakeholders. Regular consultations with stakeholders in the human rights, labour principles, environment, and anticorruption areas. A list of groups of stakeholders committed by the organization. Development of processes to identify key stakeholders and report the results of consultations.</p>	<p>We are in the process of formulating a strategy for relating to each stakeholders, and an engagement system to regulate and monitor the issues pertinent to each one.</p>
<p>It consults with the stakeholders on management with dilemmas of implementation and challenges, and invites them to play an active role in the review of performance. Establish channels for commitment to the employees and other stakeholders, to listen to their ideas and direct their concerns, and to protect the whistle-blowers.</p>	<p>Our annual sustainability report is one of the arrangements for accountability toward our stakeholders. We consider their points of view and listen to their ideas, with a view to including them in our corporate strategy. In addition, to strengthen an effective communication with our stakeholders, we have reporting and consultation channels on ethical issues. These channels make it possible to generate anonymous and responsible reports on situations or events that run counter to compliance with the Company's ethical policies.</p> <p>The 7 commitments on which we report are the result of processes of relating to the internal and external stakeholder relations that we have been developing since 2009</p>






DELOITTE

& Touche Ltda.



Pacific
Rubiales Energy

Pacific
Rubiales Energy

 Felipe Suarez - Environmental Engineer - Pacific.

Independent review report:

Independent review of the 2013 Pacific Rubiales Sustainability Report.

Scope of our work

We have conducted our review of the adaptation of the contents of the Sustainability Report for 2013 to the Guide for the preparation of Global Reporting Initiative (GRI) Sustainability Reports version 4.0 (G4).

Standards and verification process

We conducted our work in accordance with ISAE 3000 *International Standard on Assurance Engagements Other than Audits or Reviews of Historical Financial Information* issued by *International Auditing and Assurance Standard Board (IAASB)* of the *International Federation of Accountants (IFAC)*.

Our review has consisted of the formulation of questions to the Administration, as well as the various areas of Pacific Rubiales who have participated in preparing the sustainability report and the application of certain analytical procedures and review tests by sampling as described below:

- Interviews with Pacific Rubiales staff to understand the principles, systems and management approaches applied in drawing up the report.
- Analysis as to how content is defined from the materiality exercise, the structure and report indicators, according to the methodology suggested by GRI G4.
- Analysis of processes to collect and validate the data presented in the report.
- Verification by review tests based on selected samples of quantitative and qualitative information, relevant GRI indicators and those included in the Sustainability Report and its proper compilation from the data supplied by Pacific Rubiales' sources of information.

Confirmation that the Sustainability Report is prepared in accordance with the GRI G4 version

General aspects

It was confirmed that the report meets the requirements of the comprehensive option of the general GRI G4 version.

Specific aspects

We reviewed management focus and GRI indicators of material issues detailed in Annex 1 and confirmed that they meet the comprehensive option of the GRI G4 version.

Conclusions

As a result of our review nothing has been discovered that would make us believe that the Sustainability Report contains significant errors or has not been prepared in accordance with the Guide for the preparation of the Global Reporting Initiative (G4) Sustainability Reports in its comprehensive version.

Recommendations

In addition, we have submitted our recommendations on areas of improvement for consolidating processes, programs and systems relating to sustainability management to Pacific Rubiales. The most relevant recommendations refer to:

- Socializing internal and external interest groups, material issues identified which guarantee the medium and long term sustainable management of the business.
- In order to further strengthen social and environmental management, we suggest that semi-annual reviews of some key indicators be undertaken which will guarantee increased reliability of the information and a greater emphasis on sustainability management within the company.

Responsibilities of the Directorate of Pacific Rubiales and Deloitte

- The preparation of the sustainability report as well as its content is the responsibility of the organization which is also responsible for defining, adapting and maintaining systems of internal control and management from which the information is obtained.
- Our responsibility is to issue an independent report based on the procedures applied in our review.
- This Report has been prepared solely in the organization's interest in accordance with the terms of our service proposal. We do not assume any liability to third parties other than the company's Directors.
- We conducted our work in accordance with norms of independence required by the International Federation of Accountants' (IFAC) Ethics Code.
- A abrangência de uma revisão limitada é basicamente inferior ao de uma auditoria. Portanto não proporcionamos parecer de auditoria sobre o Relatório de Sustentabilidade.

DELOITTE & TOUCHE LTDA.
Jorge Enrique Múnera D.
Partner

Bogota, March 2014

Deloitte Touche Tohmatsu
Member company

ANEXX 1

Material matters	GRI indicator
Market transparency	GRI indicator does not apply
Product quality and efficiency	GRI indicator does not apply
Infrastructure	GRI indicator does not apply
Operation success	GRI indicator does not apply
Profitability	GRI indicator does not apply
Health and Safety and industrial security	LA5, LA6, LA7, LA8
Right of association	HR4
Eradication of child and forced labor	HR5, HR6
Security and Human Rights	HR7
Community economic, social and cultural rights	SO11
Gender equality	GRI indicator does not apply
Supplier management and development	GRI indicator does not apply
Local purchase of goods and services	EC9
Business ethics and compliance	EN29, SO7, SO8, PR9
Anticorruption	SO3, SO4, SO5
Internal audits and control	GRI indicator does not apply
Risk management	GRI indicator does not apply
Transparency in royalties	GRI indicator does not apply
Biodiversity	EN11, EN12, EN 14
Comprehensive water management	EN 8, EN9, EN10, EN22, EN26
Waste management	EN23
Energy and emissions	EN3, EN4, EN5, EN6, EN15, EN16, EN17, EN18, EN19, EN20, EN21
Incident prevention and remedy	EN24
Institutional, Educational Strength, Competitivity and joint investments	EC1, EC7, EC8, SO1, SO2
Talent Selection and Retention	EC6, LA1, LA2, LA3
Total Compensation Systems	EC5, LA13
Organizational Learning	LA9, LA10
Comprehensive Development of Our People	LA11
Pacific Culture Strengthening	GRI indicator does not apply



Ronald Pantin
CEO

José Francisco Arata
President

Federico Restrepo Solano
Vice-President of Corporate Affairs and Sustainability

Sustainability Department

Valeria Santos Benedetti
Johanna Rojas Acero
Laura Acevedo Olaya
Pamela Gómez Upegui
Juliana Sardi Libreros
Diana Castillo Bautista

Canada team

Peter Volk
Sasha Villoza
Melissa Krishna
Melissa Mackie
Michelle Long
Laura Nourse
Stephen Sforza
Lisa Kitteringham

Strategic Affairs Management and Brand Department

Rossana Pantin
Maria Isabel Romero
Yillian Crespo
Natalia Esguerra Rezk
Silvia Milena Gómez Moreno

Graphic Concept and Art Direction

MKT Solutions
www.mktsolutions.com.co

Photo Direction

MKT Solutions

Photos

Victoria Montoro
Mateo Bernal

Thanks to:

Armando Díaz
Ana Elvia Suarez
Jorge Cuesta
David Prieto
Diana Alarcon
Juliana Acuña
Martin Castro
Claudia Ochoa
Renata Campagnaro
Alfredo Gómez
Carlos Gómez
Enrique Gotera
José Mauricio Sandoval
Justo Guerrero
Alejandro Jimenez
Diana Pulido
Camilo Cruz
Mauricio Villalobos
Claudia Hernandez

Andrea Gómez
María Camila Parra
Luisa Fernanda Bello
Ana Fernanda Contreras
Angela Caicedo
Sonia Turbay
Ana Milena Linares
Armando Izquierdo
Marianela Ledezma
Juan Carlos del Valle
Nelson Mora
Juan Carlos Lopera
Karina Valero
Héctor Sánchez
Álvaro López
Saira Sánchez
Ligia Ceballos
Jorge Luis Gonzalez



Pacific

Rubiales Energy