

**GRI [403-4]** Percentage of total workforce represented in formal joint management–worker health and safety committees that help monitor and advise on occupational health and safety programs

PERCENTAGE OF TOTAL WORKFORCE REPRESENTED IN DIFFERENT OCCUPATIONAL HEALTH AND SAFETY COMMITTEES	UNIT OF MEASURE	2017	2018	2019	2020
COLOMBIA	%	100	100	100	100
CARIBBEAN AND CENTRAL AMERICA	%	100	100	100	100
UNITED STATES	%	100	100	100	100
ARGOS WHITE	%	100	100	100	100
AGGREGATES ARGOS	%	100	100	100	100
ARGOS CORPORATE (DESIGN & SERVICE AREAS)	%	100	100	100	100
TOTAL ARGOS	%	100	100	100	100

**[403-5]** Employee training

EMPLOYEE TRAINING	UNIT OF MEASURE	2020
Number of employees trained in occupational health and safety issues	#	4.546
Number of hours of training in occupational health and safety issues	hoursFTE	14.915

**GRI [403-9/ 403-10]** Type of injury & rates of injury, occupational diseases, lost days, & absenteeism, & total number of work-related fatalities, by region & by gender

EMPLOYEES	TOTAL MANHOURS WORKED	UNIT OF MEASURE	2017	2018	2019	2020
COLOMBIA		HOURS	10.955.855	10.149.103	11.517.568	10.045.445
CARIBBEAN AND CENTRAL AMERICA		HOURS	3.286.081	3.304.312	2.778.093	2.300.139
UNITED STATES		HOURS	7.752.280	7.111.288	7.456.413	6.580.427
ARGOS WHITE		HOURS	460.195	457.158	449.059	443.175
AGGREGATES ARGOS		HOURS	336.432	475.533	442.584	336.641
ARGOS CORPORATE (DESIGN & SERVICE AREAS)		HOURS	1.015.511	864.424	862.680	979.196
TOTAL		HOURS	23.806.354	22.361.818	23.506.397	20.685.023

**EMPLOYEES**

<b>NUMBER OF WORK-RELATED ACCIDENTS, DIRECTLY EMPLOYED</b>	<b>UNIT OF MEASURE</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
COLOMBIA	CASES	19	11	17	14
CARIBBEAN AND CENTRAL AMERICA	CASES	10	5	4	3
UNITED STATES	CASES	5	7	12	8
ARGOS WHITE	CASES	-	-	1	1
AGGREGATES ARGOS	CASES	2	4	2	2
ARGOS CORPORATE (DESIGN & SERVICE AREAS)	CASES	-	-	1	-
<b>TOTAL</b>	<b>CASES</b>	<b>36</b>	<b>27</b>	<b>37</b>	<b>28</b>

<b>DAYS ABSENT DUE TO WORK-RELATED ACCIDENTS, DIRECTLY EMPLOYED</b>	<b>UNIT OF MEASURE</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
COLOMBIA	DAYS	353	353	437	199
CARIBBEAN AND CENTRAL AMERICA	DAYS	187	80	126	26
UNITED STATES	DAYS	109	263	383	183
ARGOS WHITE	DAYS	-	-	8	8
AGGREGATES ARGOS	DAYS	31	51	7	5
ARGOS CORPORATE (DESIGN & SERVICE AREAS)	DAYS	-	-	115	-
<b>TOTAL</b>	<b>DAYS</b>	<b>680</b>	<b>747</b>	<b>1.076</b>	<b>421</b>

<b>NUMBER OF CASES OF OCCUPATIONAL DISEASE, DIRECTLY EMPLOYED</b>	<b>UNIT OF MEASURE</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
COLOMBIA	CASES	9	7	4	2
CARIBBEAN AND CENTRAL AMERICA	CASES	-	-	-	-
UNITED STATES	CASES	-	-	-	-
ARGOS WHITE	CASES	-	-	-	-
AGGREGATES ARGOS	CASES	-	-	1	-
ARGOS CORPORATE (DESIGN & SERVICE AREAS)	CASES	-	-	-	-
<b>TOTAL</b>	<b>CASES</b>	<b>9</b>	<b>7</b>	<b>5</b>	<b>2</b>

<b>EMPLOYEES</b>					
<b>DAYS ABSENT DUE TO OCCUPATIONAL DISEASE, DIRECTLY EMPLOYED</b>	<b>UNIT OF MEASURE</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
COLOMBIA	DAYS	478	75	3	-
CARIBBEAN AND CENTRAL AMERICA	DAYS	-	-	-	-
UNITED STATES	DAYS	-	-	-	-
ARGOS WHITE	DAYS	-	-	-	-
AGGREGATES ARGOS	DAYS	-	-	3	-
ARGOS CORPORATE (DESIGN & SERVICE AREAS)	DAYS	-	-	-	-
<b>TOTAL</b>	<b>DAYS</b>	<b>478</b>	<b>75</b>	<b>6</b>	<b>-</b>

<b>NUMBER OF SHORT/LONG-TERM DISABILITY CASES DUE TO COMMON ILLNESS, DIRECTLY EMPLOYED</b>	<b>UNIT OF MEASURE</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
COLOMBIA	CASES	2.016	2.110	1.798	2.002
CARIBBEAN AND CENTRAL AMERICA	CASES	814	839	682	492
UNITED STATES	CASES	219	-	162	-
ARGOS WHITE	CASES	105	67	41	40
AGGREGATES ARGOS	CASES	-	-	33	47
ARGOS CORPORATE (DESIGN & SERVICE AREAS)	CASES	188	110	73	63
<b>TOTAL</b>	<b>CASES</b>	<b>3.342</b>	<b>3.126</b>	<b>2.789</b>	<b>2.644</b>

<b>DAYS OF SHORT/LONG TERM DISABILITIES DUE TO COMMON ILLNESS, DIRECTLY EMPLOYED</b>	<b>UNIT OF MEASURE</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
COLOMBIA	DAYS	13.616	12.246	9.673	11.276
CARIBBEAN AND CENTRAL AMERICA	DAYS	3.691	4.251	2.826	2.183
UNITED STATES	DAYS	5.020	-	7.525	10.892
ARGOS WHITE	DAYS	468	820	344	358
AGGREGATES ARGOS	DAYS	-	-	114	295
ARGOS CORPORATE (DESIGN & SERVICE AREAS)	DAYS	1.522	586	325	334
<b>TOTAL</b>	<b>DAYS</b>	<b>24.317</b>	<b>17.903</b>	<b>20.807</b>	<b>25.338</b>

<b>CONTRACTORS</b>					
<b>TOTAL MANHOURS WORKED</b>	<b>UNIT OF MEASURE</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
COLOMBIA	HOURS	12.552.554	12.513.903	11.679.889	6.198.384
CARIBBEAN AND CENTRAL AMERICA	HOURS	4.449.760	4.281.857	4.186.413	2.121.837
UNITED STATES	HOURS	-	556.119	624.588	576.107
ARGOS WHITE	HOURS	367.536	342.391	276.737	260.366
AGGREGATES ARGOS	HOURS	631.920	1.094.928	709.610	530.047
ARGOS CORPORATE (DESIGN & SERVICE AREAS)	HOURS	294.025	129.365	738.052	-
<b>TOTAL</b>	<b>HOURS</b>	<b>18.295.795</b>	<b>18.918.563</b>	<b>18.215.289</b>	<b>9.686.741</b>

<b>NUMBER OF WORK-RELATED ACCIDENTS, CONTRACTORS/SUBCONTRACTORS</b>	<b>UNIT OF MEASURE</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
COLOMBIA	CASES	7	8	9	10
CARIBBEAN AND CENTRAL AMERICA	CASES	3	3	1	3
UNITED STATES	CASES	-	1	-	-
ARGOS WHITE	CASES	-	-	1	-
AGGREGATES ARGOS	CASES	3	-	6	-
ARGOS CORPORATE (DESIGN & SERVICE AREAS)	CASES	-	-	2	-
<b>TOTAL</b>	<b>CASES</b>	<b>13</b>	<b>12</b>	<b>19</b>	<b>13</b>

<b>DAYS ABSENT DUE TO WORK-RELATED ACCIDENTS, CONTRACTORS/SUBCONTRACTORS</b>	<b>UNIT OF MEASURE</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
COLOMBIA	DAYS	103	207	184	176
CARIBBEAN AND CENTRAL AMERICA	DAYS	28	78	15	6
UNITED STATES	DAYS	-	45	-	-
ARGOS WHITE	DAYS	-	-	10	-
AGGREGATES ARGOS	DAYS	21	-	57	-
ARGOS CORPORATE (DESIGN & SERVICE AREAS)	DAYS	-	-	33	-
<b>TOTAL</b>	<b>DAYS</b>	<b>152</b>	<b>330</b>	<b>299</b>	<b>182</b>

<b>FATALITIES, DIRECTLY EMPLOYED</b>	<b>UNIT OF MEASURE</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
COLOMBIA	#	-	-	-	-
CARIBBEAN AND CENTRAL AMERICA	#	-	-	-	-
UNITED STATES	#	-	-	-	1
ARGOS WHITE	#	-	-	-	-
AGGREGATES ARGOS	#	-	-	-	-
ARGOS CORPORATE (DESIGN & SERVICE AREAS)	#	-	-	-	-
<b>TOTAL</b>	<b>#</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>1</b>

<b>FATALITIES, CONTRACTORS</b>	<b>UNIT OF MEASURE</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
COLOMBIA	#	-	-	-	-
CARIBBEAN AND CENTRAL AMERICA	#	-	-	-	-
UNITED STATES	#	1	-	-	-
ARGOS WHITE	#	-	-	-	-
AGGREGATES ARGOS	#	-	-	-	-
ARGOS CORPORATE (DESIGN & SERVICE AREAS)	#	-	-	-	-
<b>TOTAL</b>	<b>#</b>	<b>1</b>	<b>-</b>	<b>-</b>	<b>-</b>

<b>FREQUENCY RATE, CONSOLIDATED</b>	<b>Unit of measure</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>FREQUENCY RATE GOAL 2020</b>
COLOMBIA	#	1,11	0,84	1,12	1,45	1,2
CARIBBEAN AND CENTRAL AMERICA	#	1,68	1,05	0,72	1,36	1,2
UNITED STATES	#	0,64	1,04	1,48	1,12	1,2
ARGOS WHITE	#	0	0	2,76	1,42	1,2
AGGREGATES ARGOS	#	5,16	2,55	6,94	2,11	1,2
ARGOS CORPORATE (DESIGN & SERVICE AREAS)	#	0	0	1,87	0	1,2
<b>TOTAL</b>	#	<b>1,16</b>	<b>0,93</b>	<b>1,34</b>	<b>1,33</b>	<b>1,2</b>

<b>FREQUENCY RATE, DIRECTLY EMPLOYED</b>	<b>Unit of measure</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>FREQUENCY RATE GOAL 2020</b>
COLOMBIA	#	1,73	1,08	1,48	1,39	1,2
CARIBBEAN AND CENTRAL AMERICA	#	3,04	1,51	1,44	1,3	1,2
UNITED STATES	#	0,64	0,98	1,61	1,22	1,2
ARGOS WHITE	#	0	0	2,23	2,26	1,2
AGGREGATES ARGOS	#	5,94	8,41	4,52	5,94	1,2
ARGOS CORPORATE (DESIGN & SERVICE AREAS)	#	0	0	1,16	0	1,2
<b>TOTAL</b>	#	<b>1,51</b>	<b>1,21</b>	<b>1,57</b>	<b>1,35</b>	<b>1,2</b>

<b>FREQUENCY RATE, CONTRACTORS</b>	<b>Unit of measure</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>FREQUENCY RATE GOAL 2020</b>
COLOMBIA	#	0,56	0,64	0,77	1,61	1,2
CARIBBEAN AND CENTRAL AMERICA	#	0,67	0,7	0,24	1,41	1,2
UNITED STATES	#	0	1,8	0	0	1,2
ARGOS WHITE	#	0	0	3,61	0	1,2
AGGREGATES ARGOS	#	4,74	0	8,46	0	1,2
ARGOS CORPORATE (DESIGN & SERVICE AREAS)	#	0	0	2,71	0	1,2
<b>TOTAL</b>	#	<b>0,71</b>	<b>0,63</b>	<b>1,04</b>	<b>1,34</b>	<b>1,2</b>

SEVERITY RATE, CONSOLIDATED	Unit of measure	2017	2018	2019	2020	SEVERITY RATE GOAL 2020
COLOMBIA	#	19,4	24,71	26,77	22,7	24,8
CARIBBEAN AND CENTRAL AMERICA	#	27,79	20,83	20,25	7,24	24,8
UNITED STATES	#	14,06	40,17	47,4	25,57	24,8
ARGOS WHITE	#	0	0	24,8	11,36	24,8
AGGREGATES ARGOS	#	53,7	32,47	55,55	5,28	24,8
ARGOS CORPORATE (DESIGN & SERVICE AREAS)	#	0	0	92,46	0	24,8
<b>TOTAL</b>	#	<b>19,76</b>	<b>25,76</b>	<b>32,96</b>	<b>19,62</b>	<b>24,8</b>

SEVERITY RATE, DIRECTLY EMPLOYED	Unit of measure	2017	2018	2019	2020	SEVERITY RATE GOAL 2020
COLOMBIA	#	32,22	34,78	37,94	19,81	24,8
CARIBBEAN AND CENTRAL AMERICA	#	56,9	24,21	45,35	11,3	24,8
UNITED STATES	#	14,06	36,98	51,37	27,81	24,8
ARGOS WHITE	#	0	0	17,82	18,05	24,8
AGGREGATES ARGOS	#	92,14	107,25	15,82	14,85	24,8
ARGOS CORPORATE (DESIGN & SERVICE AREAS)	#	0	0	133,31	0	24,8
<b>TOTAL</b>	#	<b>28,56</b>	<b>33,41</b>	<b>45,77</b>	<b>20,35</b>	<b>24,8</b>

SEVERITY RATE, CONTRACTORS	Unit of measure	2017	2018	2019	2020	SEVERITY RATE GOAL 2020
COLOMBIA	#	8,21	16,54	15,75	28,39	24,8
CARIBBEAN AND CENTRAL AMERICA	#	6,29	18,22	3,58	2,83	24,8
UNITED STATES	#	0	80,92	0	0	24,8
ARGOS WHITE	#	0	0	36,14	0	24,8
AGGREGATES ARGOS	#	33,23	0	80,33	0	24,8
ARGOS CORPORATE (DESIGN & SERVICE AREAS)	#	0	0	44,71	0	24,8
<b>TOTAL</b>	#	<b>8,31</b>	<b>17,44</b>	<b>16,41</b>	<b>18,79</b>	<b>24,8</b>



[A-SI2] Occupational illness frequency rate (oifr)

OCCUPATIONAL ILLNESS FREQUENCY RATE (OIFR) FOR EMPLOYEES	Unit of measure	2017	2018	2019	2020
COLOMBIA	#	0,82	0,69	0,35	0,19
CARIBBEAN AND CENTRAL AMERICA	#	-	-	-	-
UNITED STATES	#	-	-	-	-
ARGOS WHITE	#	-	-	-	-
AGGREGATES ARGOS	#	-	-	6,94	-
ARGOS CORPORATE (DESIGN & SERVICE AREAS)	#	-	-	-	-
<b>TOTAL</b>	#	<b>0,37</b>	<b>0,31</b>	<b>0,13</b>	<b>0,10</b>

OCCUPATIONAL ILLNESS SEVERITY RATE (OISR) FOR EMPLOYEES	Unit of measure	2017	2018	2019	2020
COLOMBIA	#	43,62	7,39	0,26	-
CARIBBEAN AND CENTRAL AMERICA	#	-	-	-	-
UNITED STATES	#	-	-	-	-
ARGOS WHITE	#	-	-	-	-
AGGREGATES ARGOS	#	-	-	55,55	-
ARGOS CORPORATE (DESIGN & SERVICE AREAS)	#	-	-	-	-
<b>TOTAL</b>	#	<b>20,07</b>	<b>3,35</b>	<b>0,25</b>	<b>-</b>



**EM-CM-320a.2. Number of reported cases of silicosis**

SILICOSIS CASES	Unit of measure	2020
CHRONIC CASES	#	0
ACUTE CASES	#	0
ACCELERATED CASES	#	0
TOTAL CASES	#	0

**EFFORTS TO MINIMIZE EXPOSURE TO CRYSTALLINE SILICA**

Although there are no cases of employees with silicosis, we worked permanently on the prevention of exposure to crystalline silica, objectively and timely identifying the sites that may represent a risk and making the appropriate intervention, mainly, from the engineering point of view. Likewise, the health checks of the employees are carried out, in order to identify early any signs or symptoms that require additional actions. This entire process is accompanied by a training program that allows employees to participate in the identification and control of risk as well as reinforcing self-care as a priority element for maintaining health.

**WITHIN THE PROCESSES & PROCEDURES USED TO MINIMIZE EMPLOYEE EXPOSURE TO CRYSTALLINE SILICA WE HAVE:**

- Industrial hygiene monitoring for the identification and timely control of the risk of exposure of our employees
- Monitoring of risk control action plans to guarantee their execution
- Definition and permanent updating of the profesiograms, which specify the medical follow-ups to be carried out depending on the type of exposure
- Matrix of personal protection elements which specifies the appropriate references as well as their maintenance
- Training programs and communication plans related to the prevention of diseases generated by respiratory risks

**THE MECHANISMS USED TO MINIMIZE THE EXPOSURE OF EMPLOYEES TO CRYSTALLINE SILICA ARE:**

- Risk identification
- Selection, use and maintenance of personal protection elements
- Controls in source and people

**THE TECHNOLOGIES USED TO MINIMIZE EMPLOYEE EXPOSURE TO CRYSTALLINE SILICA**

After carrying out the industrial hygiene measurements and identifying the places with the presence of crystalline silica, depending on the sources, an intervention is carried out that may involve different technologies according to the equipment; For example, changes have been made to packing machines to have closed processes that prevent the leaks of material that may contain crystalline silica, as well as in some cases it is necessary to carry out maintenance of some equipment and change some parts such as filters. There is also a periodic review of new solutions in personal protection elements that can provide the best protection with the greatest comfort, always verifying their effectiveness through adjustment tests.

**OTHER ADDITIONAL EFFORTS TO MINIMIZE EXPOSURE TO CRYSTALLINE SILICA**

- Wetting of roads, quarries and other areas where the operation and exposure to risk warrant it
- Process reengineering
- Reduce exposure times through employee rotation