



Press Release

In Recent Years Number of Telecommuters at Bancolombia Grew 86%



- **Today Bancolombia has about 1,600 telecommuters and almost 1,000 more employees in the *flexiwork* mode.**
- **There are four types of telecommuting: supplementary, autonomous, commercial mobile, and administrative. The employee chooses according to their moment in life.**
- **The bank, recognized as the best company to work for in Colombia according to Merco Talent 2019, sees in flexible forms of work a way to improve the quality of life of employees, and attract and retain talent.**

Bancolombia has been promoting telecommuting since 2012 seeking for initiatives that generate cultural change, contribute to the quality of life of employees, improve the balance between working and personal life, and facilitate a context in which people can develop their potential.

Based on this premise, and following a study that found that a high percentage of desks remained empty because employees were outside in meetings with customers, an opportunity to optimize and make a better use of spaces was identified at Bancolombia.

It was then that the telecommuting model was born which today represents about 1,600 employees at all levels. Likewise, 912 people take advantage of the modality of *flexiwork* –flexible work, a work scheme that allows employees to work up to 16 hours a week outside the office, from home or other spaces, and who can also record their hours in the sustainable mobility application used by the bank, called *Try my Ride*, to obtain mobility-related benefits and discounts.

“People are at the center of our strategy and that is why we continue to focus our efforts on providing our employees with work schedules that adapt to their needs. We are proud of the fact that in 2018 we became the business group with the most telecommuters in Colombia: today, about 1,600 people work in this modality. We are aware that the world is changing and we face the challenge of reinventing ourselves and evolving to meet the needs of our employees, for example, in terms of work flexibility and balance between work and personal life. This allows employees to prove their potential and achieve outstanding results,” says Enrique Gonzalez Bacci, VP of Human Management at Bancolombia.

Flexibility, inclusion, helping the environment, improvement of the quality of life, and contribution to mobility in cities such as Bogota, Medellin, Cali, and Barranquilla are some of the contributions that the bank makes to the community through this modality of work.

Figures:

- A supplementary or autonomous telecommuter at Bancolombia –the one who spends most of the time working from home– saves on average between 288 and 384 hours per year, which means saving between 12 and 16 days commuting.
- In 2018, thanks to telecommuting, the emission of 718 tons of CO₂ was avoided, equivalent to planting 35 hectares of forest.
- Telecommuting generates savings and efficiency from the optimal use of spaces, productivity is also promoted, leveraging on the use and adoption of technology and collaborative tools used in the bank, representing savings for COP1,524 mn.

