

Human Rights and Community Relations Policy (00-00554PO)



Our aim

Respect in all our activities and commercial relationships the human rights internationally recognized in the Treaties¹ and international standards² on business and human rights.

Our commitments

Proceed with human rights due diligence

Integrating human rights due diligence into all our activities and commercial relationships, in all the countries where we operate and in all the phases of the life cycle, including decommissioning. This commitment involves:

- Fostering a culture of respect for human rights, promoting awareness and training to our personnel, suppliers, and stakeholders.
- Identifying and assessing the risks and impacts.
- Defining and implementing prevention, mitigation and remediation measures for the negative impacts identified.
- Integrating the conclusions of impact assessments in our internal processes.
- Carrying out continuous monitoring of the risks and impacts identified, as well as compliance with mitigation and remediation action plans.
- Establishing effective grievance and protection mechanisms for potentially affected persons in our operations, from the start of our activity, so that the potentially affected people and rights holders can access and notify Repsol of any situation with a potential human rights impact.
- Externally communicating all due diligence progress and always acting with total transparency with public institutions, partners, and stakeholders.

- Respecting the Voluntary Principles on Security and Human Rights in relationships established with public and private security forces and international humanitarian law.

Remediate the impacts our activities, products or services may have caused

Remediating those negative impacts that our activity has on human rights. To this end, Repsol is committed to:

- Promoting a remediation system designed according to the United Nations Guiding Principles on Business and Human Rights.
- Collaborating with the national and/or international human rights protection systems, whether of a judicial or non-judicial nature and not hinder their normal operation.

Maintain solid relationships with our stakeholders

Respecting the human rights of all those **people who work at Repsol**, in particular, health and safety, freedom of association and right to collective bargaining, as well as the standards relating to working hours. Additionally, Repsol is committed to:

- Preventing and combating discrimination and harassment at work for any reason, as well as violence and sexual harassment. Paying special attention to ensuring equality between men and women in access to employment, working conditions and salaries.
- Rejecting any form of child labor, forced labor, and human trafficking.

Establishing solid relationships with the **communities** and stakeholders of the areas of influence of our projects and assets, based on the principles of mutual respect, trust, recognition, cultural sensitivity, integrity, responsibility, transparency, good faith, and non-discrimination, through proactive engagement and responsible and transparent management of social impacts and opportunities. To this end, Repsol is committed to:

- Respecting their human rights in all phases of the life cycle of the projects and assets.
- Assessing and understanding the socioeconomic environment where we operate and identifying all the groups of the communities of our area of influence, especially vulnerable groups.
- Recognizing and respecting the identity and unique nature of communities; their cultural diversity; their aspirations and needs, and the right to maintain their customs and social practices.
- Promoting transparent engagement in a timely, honest, and culturally appropriate manner, based on listening, open exchange of information, and shared value.
- Respecting the ownership and use of the land and the right to natural resources, including water, according to the International Finance Corporation standards.

¹ International treaties on human rights: International Bill of Human Rights, Convention on the Elimination of All Forms of Discrimination against Women, Convention on the Elimination of All Forms of Racial Discrimination, Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment, Convention on the Rights of the Child. ILO Declaration on Fundamental Principles and Rights at Work and the eight conventions that develop them: Freedom of association and the effective recognition of the right to collective bargaining [Convention No. 87 and No. 98], Elimination of all forms of forced or compulsory labor [Convention No. 29 and No. 105], Effective abolition of child labor [Convention No. 138 and No. 182] and Elimination of discrimination in respect of employment and occupation [Convention No. 100 and No. 111]. Convention number 169 of the ILO. Humanitarian law in conflict areas. Furthermore, Repsol shall also respect all International Treaties in regional human rights protection systems in whose countries it operates.

² International standards on business and human rights: UN Guiding Principles on Business and Human Rights, Organization for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises, International Finance Corporation (IFC) Performance Standards on Environmental and Social Sustainability, and the 10 principles of the Global Compact.

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- Recognizing and respecting the unique nature of **indigenous, tribal, and aboriginal peoples** and their rights, in accordance with existing legislation in each Country (provided they aren't in conflict with international standards) and with the human rights internationally recognized through Convention 169 of the ILO (regardless of whether or not it has been ratified by the country where we operate) and the United Nations Declaration on the Rights of Indigenous Peoples. This includes, amongst others, ownership, control, and management rights over their lands, territories, and natural resources, autonomy and self-governance rights, the right to maintain their own organizational structures, the right to maintain and promote their cultures, the right to make their own development decisions, the right to take part in all decisions, projects, and profit that is generated in their territories, the right to free, prior and informed consultation and, where applicable, the right to free, prior and informed consent. Cooperating in good faith with governments to ensure that all rights of indigenous communities are guaranteed in our operations.
- Recognizing the rights of **women** and applying a gender-based approach that promotes the protection of their rights and their participation in engagement spaces.
- Recognizing the rights of the **child** and respecting the Rights of the child and business Principles.
- Respecting and not hindering the peaceful leadership work of **human rights defenders**. Not tolerating or contributing to threats or aggressions and, when the situation requires, collaborating with these people to create safe engagement environments.
- Respecting the human rights of our **customers**. Rejecting any type of discrimination against customers and product and service users. Respecting at all times the right to their privacy, protecting and correctly using the personal data entrusted to us by our customers and users.

- Identifying opportunities to **optimize the positive impacts** of our activity **and promote the shared value and the sustainable development** of communities through contribution to local socioeconomic development and the environmental preservation of the areas of influence of our projects and assets, in line with our commitment to the United Nations 2030 Agenda.

Work with our commercial relationships to extend these commitments

Repsol expects its partners, suppliers, contractors, distributors and other commercial relationships to respect these commitments and human rights in the development of their activities in any part of the world and, consequently, address any negative impacts in which they are involved. To this end, it is committed to:

- Promoting knowledge and compliance with the commitments of this policy.
- Working with our partners and suppliers in any activity to foster the compliance with the human rights due diligence and to remediate the adverse impacts related to our operations, products, or services.
- In the case of significant risk suppliers, requesting objective evidence of the integration of human rights due diligence in their activities. Moreover, Repsol expects said suppliers to work with their supply chains to respect human rights.



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