



# OVERVIEW

2019  
SUSTAINABILITY  
PLAN  
Colombia



# 2019 Sustainability Plan

## Overview



At the end of the year, it is time to review each of the initiatives that are part of the Sustainability Plan. The degree to which the objectives have been fulfilled is as follows:

**16** Actions / **88%** Fulfillment



**Ethics and transparency** ⋮

**3 ACTIONS**



**People** ⋮

**8 ACTIONS**



**Safe operation** ⋮

**2 ACTIONS**



**Environment** ⋮

**2 ACTIONS**



**Climate change** ⋮

**1 ACTION**

Further down, you can obtain more detailed information for each of the actions included in the plan, their indicators, and all other relevant information.

# 2019 Sustainability Plan

## Noteworthy projects



### At Repsol, we contribute to sustainable development...

At the Colombia Business Unit, our commitment is to contribute to the sustainable development of the regions where we have influence.

### CO2 compensation in Colombia

During 2019 we offset 192 T CO<sub>2</sub>, equivalent to the emissions generated by the Colombia Business Unit, through the CO2CERO Forestry Project. Thanks to the voluntary offsets made by UN Colombia during the last years, we received the GREEN OF TRUTH stamp in the "Seeds" category. This award is an environmental label that recognizes the good actions of organizations and fulfills the promise that every product, process or company is meeting standards that protect the environment and that it works as a mitigation axis.



### Agreement with ONIC

In order to continue the participatory and culture friendly approach, the Colombia Business Unit signed an agreement with the National Indigenous Organization of Colombia (ONIC) for the preparation of the human rights impact study with the Wayuu communities of Guajira. This guarantees compliance with our policy of recognizing and respecting the cultural diversity of the communities.

### Mega nursery aromas of Ariari

With the aim of strengthening new production capacities and associative business ventures to develop sustainable cocoa crops in the department of Meta, Repsol, in partnership with the Canadian Embassy, SOCODEVI and the National Chocolate Company, inaugurated the Aromas del Ariari Mega Nursery located in San Martín. This project, which benefits 500 producer families and has a production capacity of 700,000 seedlings, in two cycles a year, is the second level Cooperative Workakao, born from the PROCOMPITE project, supported by Repsol since 2014.







# PRESENTATION

2019  
SUSTAINABILITY  
PLAN  
Colombia



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### Legal Notice

This Sustainability Plan includes a set of actions which, in whole or in part, go beyond what is required by law and are aimed to contribute to sustainable development. Participating companies of Repsol Group have the firm intention to undertake and fulfill them. However, they reserve the right to modify, postpone or cancel their implementation without incurring liability, but undertake to publicly justify these possible cases.

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# 1 Our vision of sustainability

## Preparation of this Plan



**At Repsol, we contribute to sustainable development** by seeking to satisfy the growing demand for energy, which is essential for the fulfillment of people's fundamental rights, and by creating value in both the short and long term.

**We maximize our positive impact and minimize our negative impact** on society and the environment throughout our value chain by acting ethically and transparently. In doing so, we seek to comply not only with the regulations in force but also with the main international standards.

Under these premises, our sustainability model incorporates ethical, environmental, and social considerations into our decision-making process, based on dialogue with stakeholders. We do this every year, creating initiatives that address the concerns of these stakeholders. This is how the **Sustainability Plans** — action plans that are available to the public and created on an annual basis — are born. The **Global Sustainability Plan** is the roadmap forming the basis for deployment of **Local Plans**. The plans also contain commitments in relation to the local context.

The **Sustainability Plans** are put together on the basis of the **six axes** of Repsol's Sustainability Model.



### Ethics and transparency

We act responsibly and with integrity wherever we operate



### People

We are committed to people and promote their development and social environment



### Safe operation

We guarantee the safety of our employees, contractors, partners, and the local community



### Environment

We consume the resources needed to generate power more efficiently and with the least possible impact



### Climate change

We want to be part of the solution to climate change



### Innovation and technology

We encourage innovation and incorporate technological advances to improve and develop ourselves and our environment



At Repsol we support the United Nations' **2030 Agenda** for Sustainable Development and use the 17 Sustainable Development Goals (SDGs) as a reference when defining our priorities.

We have drawn up this **prioritization** in due consideration of the SDGs considered most relevant to the company and our stakeholders, concluding that our efforts must primarily focus on **SDG 7** (Affordable and clean energy), on **SDG 8** (Decent work and economic growth) and on **SDG 13** (Climate action), in view of our role in access to energy, contribution to social and economic development, and the fight against climate change.

And, secondly, on **SDG 6** (Clean water and sanitation), due to our commitment to the optimization of water management; on **SDG 9** (Industry innovation and infrastructure), in view of our support of innovation and technology; and on **SDG 12** (Responsible production and consumption), due to our focus on the Circular Economy.

For Repsol, the most efficient manner of contributing to the 2030 Agenda is by collaborating with other public and private institutions to exchange knowledge and technologies. Thus we feel it is essential to join forces in connection with **SDG 17** (Partnerships for the goals).



Moreover, our responsibility in the way we act and our global presence in some extremely diverse environments enable us to make a significant contribution to all the SDGs.



The **actions** of which this **Plan** is composed, defined in due consideration of the local context, help support **2030 Agenda** by addressing the following goals:





2019 Sustainability  
Plan  
Colombia

/ 16 Actions



Ethics and  
transparency

3 ACTIONS



People

8 ACTIONS



Safe  
operation

2 ACTIONS



Environment

2 ACTIONS



Climate  
change

1 ACTION

### At Repsol, we contribute to sustainable development...

**We act with integrity** in all countries in which we are present.

Our ethical conduct involves strict compliance with both the letter and the spirit of the law.

On this axis, we establish the set of actions that ensure the Company promotes and encourages a **culture of integrity and responsibility** for all Repsol employees, as well as our suppliers, contractors, and business partners.

We also define **transparency and accountability** as differential elements in the Repsol sustainability model. To be credible, it must be consistently transparent.

In this Sustainability Plan, we have committed to actions that will help the Company overcome the challenges we have set for ourselves in this area, while responding to the main expectations of our stakeholders.



Good governance practices

Transparency

Responsible tax policy

Anti-corruption

Fair competition

Responsible political involvement

Fair marketing and sales



## ACTION

Inform our stakeholders of the Repsol tax policy, which guarantees the transparency of our tax practices.

## DESCRIPTION

We will establish a tax compliance communication plan for our stakeholders. We will appraise Repsol Colombia employees of our tax-related actions regarding the corporate structure in Colombia.

## INDICATOR

Fully comply with the communication plan.

## WHAT HAVE WE ACHIEVED?



We have sent an internal communication to Repsol employees in Colombia informing them of our fiscal policy, as a measure to guarantee transparency in our fiscal practices.

## CONTRIBUTION TO THE SDGs:



## ACTION

Present the Repsol Colombia Strategic Plan to employees.

## DESCRIPTION

We will disseminate Repsol's Strategic Plan in Colombia to all employees.

## INDICATOR

Hold at least two informative meetings for all Repsol Colombia employees regarding strategic objectives.

## WHAT HAVE WE ACHIEVED?



We have held two meetings during the year to inform employees of Repsol Colombia's strategic objectives.

## CONTRIBUTION TO THE SDGs:





## ACTION

Make an inventory of compliance risks applicable to the Business Unit in Colombia with a view to designing its control and/or mitigation mechanisms.

## DESCRIPTION

We will create a document and/or tool containing compliance risks applicable to Repsol in Colombia for designing the control and mitigation mechanisms.

We will apprise Repsol Colombia leadership of the identified compliance risks and the control and mitigation mechanisms.

## INDICATOR

Draw up an inventory report on identified risks and mitigation mechanisms.

Hold a communication meeting with the leadership team.

## WHAT HAVE WE ACHIEVED?



We have prepared a report with the identified risks and their mitigation mechanisms.

We have held a socialization meeting on the inventory of compliance risks with the Repsol leadership team in Colombia.

## CONTRIBUTION TO THE SDGs:



### At Repsol, we contribute to sustainable development...

Our employees, communities, commercial relations, and customers are a primary axis in our sustainability model.

We know that the **people that make up Repsol** are our main competitive advantage and the key to being a sustainable company. We are committed to equal opportunities, the integration of people with disabilities, multi-culturalism, work-life balance, training and development, and attracting and retaining talent.

Business operations are carried out in an increasingly demanding and informed social environment, and companies strive to **establish sound relationships** based on the principles of respect, cultural sensitivity, integrity, accountability, transparency, good faith, and non-discrimination with the people they interact with, particularly local communities. At Repsol, we are committed to continue respecting human rights, and this means preventing our activities from having negative consequences for local people and, if such a thing does occur, doing everything possible to repair the damage done.

This axis includes the following initiatives.



Respect for Human Rights (labor rights and employment conditions, health, rights of vulnerable groups and others)

Grievance mechanisms

Diversity and work-life balance

Climate and talent retention

Opportunity management (training and development, dialogue with communities, and social investment)



### ACTION

Train our employees and vendors about human rights.

### DESCRIPTION

We will promote training in human rights for our employees and vendors. We will also promote that contracts include a clause regarding training in human rights in line with the Guiding Principles on Businesses and Human Rights.

### INDICATOR

Train 90% of our employees and contractors.

Include the clause regarding human rights training for all contracts signed in 2019.

### WHAT HAVE WE ACHIEVED?



We have met our objectives, providing human rights training to the National Police of the departments of Guajira (67 participants), department of Meta (37 participants), and to Repsol Colombia staff and contractors (54 participants).

We have also included the clause on human rights training in 100% of the contracts signed in 2019.

### CONTRIBUTION TO THE SDGs:



### ACTION

Strengthen knowledge of the Voluntary Principles on Security and Human Rights to ensure the correct development of our operations.

### DESCRIPTION

We will conduct training in the Voluntary Principles on Security and Human Rights for staff, contractors and government security agents as part of the joint work with project operators.

### INDICATOR

Impart two trainings for collaborators and government agencies.

### WHAT HAVE WE ACHIEVED?



We have carried out two training sessions for Repsol Colombia employees and contractors on the Voluntary Principles on Security and Human Rights, as well as for the National Army and National Police.

### CONTRIBUTION TO THE SDGs:





### ACTION

Bolster open forums for dialogues between management and all Repsol collaborators in Colombia.

### DESCRIPTION

We will open forums with collaborators for direct, clear and transparent communication with the management at Repsol Colombia.

### INDICATOR

Generate three forums in the year with collaborators, completing 100% of the unit.

### WHAT HAVE WE ACHIEVED?



We have generated spaces of dialogue from the management that have allowed the participation of 100% of the collaborators

### CONTRIBUTION TO THE SDGs:



### ACTION

Strengthen skills for efficiency and appropriate handling of this process by providing training in grievance mechanisms.

### DESCRIPTION

We will roll out training grievance mechanisms for our employees and contractors with a view to improving efficiency and appropriate handling of these processes.

### INDICATOR

Train at least 90% of employees and contractors.

### WHAT HAVE WE ACHIEVED?



We have trained 90% of employees and contractors in grievance mechanisms. We have addressed 58 employees and 19 contractors working at Repsol Colombia using different communication tools.

### CONTRIBUTION TO THE SDGs:



### ACTION

Foster the inclusion of people with disabilities.

### DESCRIPTION

We will hold awareness-raising and training campaigns for employees to address the integration of people with disabilities. We will also study the facilities of the Business Unit in Colombia and jobs that they can hold.

### INDICATOR

Carry out two awareness-raising sessions every year.

Identify aspects to improve after the study.

### WHAT HAVE WE ACHIEVED?



We have held two awareness days on hearing and visual disabilities with the ÁGORA Foundation and the Terra Ferme Company. We have prepared a report with recommendations and analysis of positions to verify the viability of having people with some kind of disability.

### CONTRIBUTION TO THE SDGs:



### ACTION

Promote transparency, objectiveness and inclusivity in selection processes.

### DESCRIPTION

We will carry out selection processes at Repsol Colombia using the Workday tool to ensure a transparent, objective and inclusive process. We will also implement the use of the LinkedIn and participate in job fairs at universities.

### INDICATOR

Train 90% of Repsol Colombia collaborators in selection processes using the Workday tool.

### WHAT HAVE WE ACHIEVED?



We have trained 90% of the leaders and collaborators about the Workday tool and we have participated in university fairs promoting transparency in our selection processes.

### CONTRIBUTION TO THE SDGs:





### ACTION

Conduct a study on the implementation of teleworking at Repsol Colombia.

### DESCRIPTION

We will examine the implementation of teleworking at Repsol Colombia. This study will enable us to commence the process with a local context.

### INDICATOR

Submit the study made by Repsol in Colombia in the last quarter of 2019 for approval.

### WHAT HAVE WE ACHIEVED?



We have carried out a teleworking pilot to identify improvements in the process. We have also prepared a report with the results of the pilot to be presented to the management for implementation in 2020.

### CONTRIBUTION TO THE SDGs:



### ACTION

Run impact studies on human rights upon request at operated blocks.

### DESCRIPTION

We will sign a master agreement with the Regional Human Rights Centre to ensure the execution of human rights impact assessments. We will thus be able to identify, prevent, mitigate and have an account of the impact that we might be causing.

### INDICATOR

Sign the agreement.

### WHAT HAVE WE ACHIEVED?



We have signed a framework agreement with the National Indigenous Organization of Colombia (ONIC) to carry out human rights impact studies.

### CONTRIBUTION TO THE SDGs:



### At Repsol, we contribute to sustainable development...

We pursue a target of **Zero Accidents** with a high level of safety in our processes and facilities, paying particular attention to the protection of people and the surrounding environment, and to the awareness of our **suppliers and contractors**.

In 2018, in the conviction that Safety and the Environment form the basis of value creation, excellence and responsibility, we launched our **2025 Safety and Environment Strategy**. We have established the key lines of action on which the Company will focus its Safety efforts up to 2025: we intend to drive culture, transformational leadership and awareness in connection with Safety and the Environment. Here one of the key features is **safety in our processes**, where we intend to lead the industry through management of our risks, the integrity of our facilities, and better preparation for crises and emergencies.

By way of a demonstration of our commitment, safety targets may have an **impact on the variable remuneration** of our employees of more than 15%.

Below we demonstrate courses of action pointing to our commitment to safety.



Prevention of personal, process,  
and transportation accidents

Incident Management

Emergency management

Safety in product use



### ACTION

Include safety and environmental criteria for services to commission in Colombia.

### DESCRIPTION

We will reinforce the criteria of safety and the environment in contracting processes according to corporate practices and industry best practices. To do so, we will identify the criteria to be taken into account in the different contract types according to the level of risk exposure of Repsol in Colombia. Additionally, we will train and raise awareness about safety and the environment for all managers in purchasing and procurement processes.

### INDICATOR

Incorporate safety and environmental criteria in all contracts in 2019.

Train 90% of our employees and contractors.

### WHAT HAVE WE ACHIEVED?



We have included in the medium-high criticality contracts the criteria corresponding to safety and environment according to the current regulations. We are building a video that will be a permanent training tool for all our own staff or contractors on this subject.

### CONTRIBUTION TO THE SDGs:



### ACTION

Monitor the safety standards of our land shipping service providers.

### DESCRIPTION

We will follow up on the implementation of findings from the audit conducted on local land shipping service providers by the Colombian Safety Council in 2018.

### INDICATOR

Execute at least two follow-ups in 2019.

### WHAT HAVE WE ACHIEVED?



We have followed up on the corresponding findings resulting from the audit of the Wayuaurayu indigenous supplier in the Guajira.

### CONTRIBUTION TO THE SDGs:





### At Repsol, we contribute to sustainable development...

We share the concerns of society in relation to the need to look after the environment in which we live. We seek **minimum impact of our operations**, minimizing atmospheric emissions, optimizing water management, waste management, reduction of discharge pollutants, improvements to prevention systems and response to spills, considering biodiversity as a key component.

Our 2025 Safety and Environment Strategy, launched in 2018, establishes the key lines of action on which the Company will focus its environmental efforts up to 2025: we must be able to **quantify and assess environmental impacts and dependences** in order to back business decisions, placing the emphasis on more sensitive aspects wherever we operate, particularly water; our goal will also be to maintain a social license by means of **excellent sustainable environmental management** throughout the entire life cycle of our projects and operations. All this enhances the generation of new opportunities within the **Circular Economy**, making efficient use of natural resources, with criteria of maximum efficiency, maximum transparency and lesser environmental impact.

This Sustainability Plan is committed to courses of action in accordance with the lines of work which Repsol operates in terms of sustainability.



Efficient management of natural  
resources

Environmental impact  
minimization



### ACTION

Identify Circular Economy projects at Repsol Colombia.

### DESCRIPTION

We will conduct talks with the operators of non-operated assets to identify circular economy projects in their operations. We will thus be able to promote good waste management and efficient use of resources.

### INDICATOR

Create a schedule of identified projects.

### WHAT HAVE WE ACHIEVED?



We have worked with those responsible for the environmental areas of the assets of Equion, OXY and CPO-09 in the identification of circular economy projects implemented or projected.

### CONTRIBUTION TO THE SDGs:



### ACTION

Inform of our offshore environmental practices.

### DESCRIPTION

We will showcase the contribution the studies developed by Repsol in Colombia have on marine ecosystem knowledge. To do so, we will draw up a document to publish together with government agencies, which will make it possible to disseminate the environmental features of the Colombian Caribbean in the Guajira sector.

### INDICATOR

Draw up a document on the marine features of the Colombian Caribbean in the Guajira sector.

### WHAT HAVE WE ACHIEVED?



We have presented the results of the studies of corals from the RC-11 block at the 7th International Symposium on Deep-Sea Corals. We are working on a paper on whales, based on the sightings made in the projects of the Col-4 and Guaoff-1 blocks to be presented in 2020.

### CONTRIBUTION TO THE SDGs:



### At Repsol, we contribute to sustainable development...

We share society's concern about the effect that human activity is having on the climate and we are firmly committed to the aspiration of limiting the increase in the planet's global average temperature well below 2°C with regard to pre-industrial levels.

Our challenge is to supply energy in a safe, efficient, accessible and sustainable manner, reducing Greenhouse Gas (GHG) emissions in line with the objectives of the Paris Agreement and the Sustainable Development Goals of the United Nations (SDGs).

Repsol aims to achieve net zero emissions by 2050, making it the first oil and gas company in the world to assume this ambitious goal. It is possible to achieve at least 70% of this target with the technology that can currently be foreseen, and we are committed to applying the best available technologies to increase this figure, including carbon capture, use and storage. We would, if necessary, additionally offset emissions through reforestation and other natural climate sinks to achieve zero net emissions by 2050.

Accordingly, we have joined the Oil and Gas Climate Initiative (OGCI) to share best practices and technology solutions, and participate in the OGCI Climate Investment Fund, to channel the committed investment of \$1 billion over ten years in the development of technologies to reduce GHG emissions on a significant scale.

There follows a list of Sustainability Plan actions in this regard.



Efficient energy management

Drive the reduction of GHG emissions

Encourage the use of natural gas in electricity generation

Sustainable mobility

Low-emissions economy model



### ACTION

Execute compensation for all CO2 emissions generated at Repsol Colombia in 2018.

### DESCRIPTION

We will offset 100% of the emissions calculated including direct and indirect emissions from air travel and energy consumption on Repsol Colombia activities.

### INDICATOR

Compensate all generated emissions resulting from the calculation.

### WHAT HAVE WE ACHIEVED?



We have made the compensation of the total emissions generated by the Forestry Project CO2CERO.

We have received the Seed Category GREEN Seal in the event "Sustainable solutions from innovation".

### CONTRIBUTION TO THE SDGs:





### **This Sustainability Plan is a dynamic document.**

Each year we will give an account of the extent to which the actions that make up this Plan have been carried out by publishing a monitoring report.

Moreover, given that the expectations of our stakeholders and the issues that concern them are changeable and subject to the evolution of events during the course of the year, this Plan will be updated annually with new actions or the reformulation of existing ones to adapt them to the new situation.

The successive updates of the plan will leave behind them a trail of completed actions that, collectively, are a contribution of our Company to sustainable development.





