



Overview  
**2021**  
**Sustainability Plan**  
**United Kingdom**



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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

**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.



**Climate change**

We want to be part of the solution to climate change



**Environment**

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



**Innovation and technology**

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



**Safe and secure operation**

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



**People**

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



**Ethics and transparency**

We act responsibly and fully where we are present

# 2 2021 Sustainability Plan

## Sustainable Development Goals



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 believe that we must focus on the SDGs in which we can maximize our impact. Thus, regarding the company's strategic plan, the material issues and the local contribution in each of the Sustainability Plans, the following SDGs have been selected:

Given our role in access to affordable energy, our contribution to social economic development and the fight against climate change, we have prioritized SDGs 7, 8 and 13.



We believe that the most efficient way of contributing to the 2030 Agenda is to collaborate with other entities



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Given our commitment to the optimization of water management, our support for Innovation and Technology, and our focus on the Circular Economy, we have prioritized SDGs 6, 9 and 12.

In 2021, we are publishing our annual SDG report for the second time.

We want to make our contributions to the 2030 Agenda clear by publishing more than 30 indicators and commitments, painting a panorama of the efforts we make all around the Company, both locally and globally, to provide solutions to the social challenges we face.

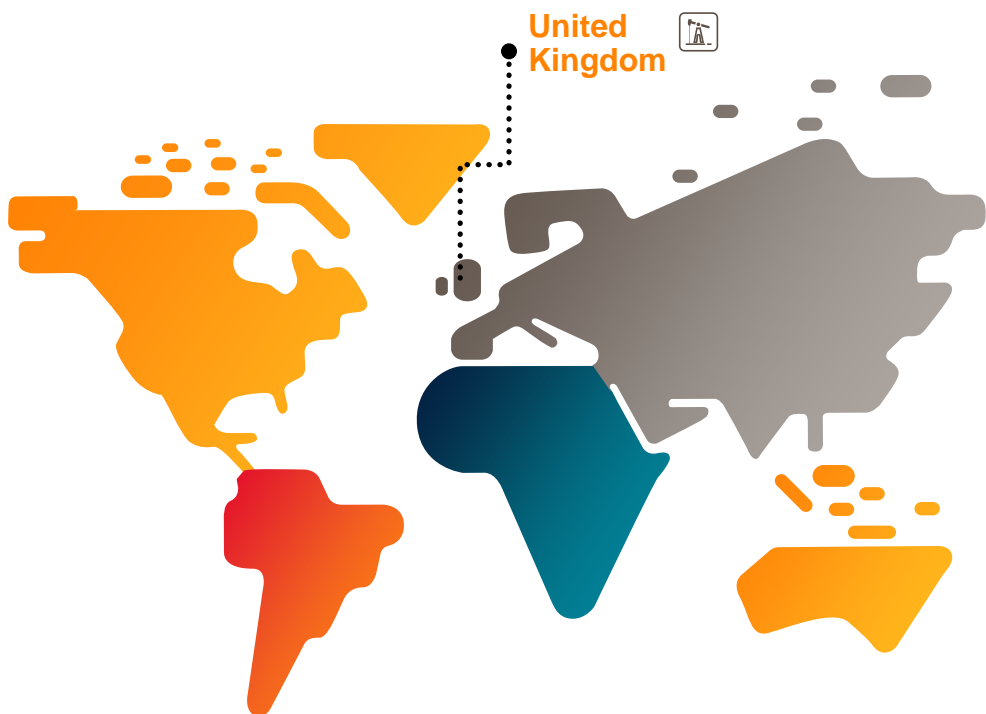
We want to be agents of environmental and social change in the territories in which we operate. We have the resources, the ambition and, most importantly, the commitment we need. That is our ambition, and the United Nations 2030 Sustainable Development Agenda shows us the way that we can make this happen.

# 2 2021 Sustainability Plan

## Sustainable Development Goals



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:





# 2 2021 Sustainability Plan

## Overview: Noteworthy projects

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

**HSE:** We promote Occupational Health and Hygiene, as per the recommendations of the World Health Organization (WHO).

**People:** We are committed to have an impact in our local community 1) Our vision is to be a caring and pioneering organization that respects and values everyone. 2) We support the local community's most vulnerable.

**Climate Change:** We support the transition to a low carbon future by emissions reduction plans.



### Occupational health and hygiene promotion

We have reinforced our commitment on Occupational Health Management System (OHMS) and industrial hygiene procedures. With the objective of improving the working conditions and the working environment to become conducive to safety and health, we have implemented an Occupational Health Monitoring Programme, and we have conducted Noise and Legionella Risk Assessments.



### Support local communities

We have actively collaborated with the winter clothing collection campaign organized by Abernecessities (local NGO). These donations have gone to families in need following a surge in applications from people struggling to make ends meet during the colder months.

### Emmissions reduction

Reducing our CO<sub>2</sub> emissions has become a strategic priority. During 2021, we have accomplished our objective of achieving less than 1,300,283 Tonnes CO<sub>2</sub>e emissions, with a real figure of 1,079,678 Tonnes. In terms of emissions intensity, we have reduced the tonnes of CO<sub>2</sub>e per thousand Barrels of Oil Equivalent. Also, we have achieved a 5% reduction on flared gas emissions.

We will continue working on our commitment to reduce emissions through annual site-specific emission reduction plans.



# 2021 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:

14  
Actions

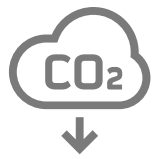
64 % Fulfillment  
36 % In progress



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

# 2 2021 Sustainability Plan

## Climate change



### 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).

In December 2019 Repsol publicly expressed that it would align its strategy to be a net-zero emissions company by 2050, making it the first in its sector to set this ambitious goal. Our 2021-2025 Strategic Plan sets out the roadmap for continuing to successfully advance the energy transition. With the technological advances available, we anticipate achieving between 80% and 90% net emissions reductions by that year, and we are committed to applying the best technologies to raise this figure, including CO<sub>2</sub> capture, use and storage. Without major technological disruptions, Repsol would rely on natural carbon sinks to reach its goal of zero 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.







## Climate change: Actions

### Action

Support the transition to a low carbon future by seeking to become a Net Zero Operator and an industry leader in the UK's energy landscape.

### Description

We will work on the following actions to drive reductions in our emissions: 1) Automation of emissions' reporting, 2) Forensic review of flare and vent systems to understand sources and potential for reduction, 3) 3rd Party verification of baseline data, 4) Regular site performance / Emissions hopper review, 5) Annual site specific emission reduction plans in place and 6) Raise profile of emissions management through communications.

### Indicator

Total CO<sub>2</sub>e emissions. Achieve 1,300,283 tCO<sub>2</sub>eq

CO<sub>2</sub>e intensity. Achieve 43.20 Tonnes CO<sub>2</sub>e per thousand Barrel of Oil Equivalents

Total flared gas. Achieve 90,663 Tonnes of flared gas

## What we've achieved



During 2021, we have accomplished our objective of achieving less than 1,300,283 Tonnes CO<sub>2</sub>e emissions, with a real figure of 1,079,678 Tonnes. In terms of CO<sub>2</sub>e intensity, we have achieved 44.6 Tonnes CO<sub>2</sub>e per thousand Barrel of Oil Equivalents, not reaching the annual objective of 43.20 Tonnes. Regarding flared gas, we have not achieved the target of 90,663 Tonnes, but there is a positive trend, with a reduction of 5% compared to recent years. We will continue working on these objectives throughout 2022.

## Contribution to the SDGs:





## Climate change: Actions

### Action

Improve our methane reporting as part of our net zero commitment.

### Description

We will implement OGMP (Oil and Gas Methane Partnership) 2.0 reporting and the procedure "Management of GHG Emissions in E&P". In order to achieve these goals we will have a plan approved in April and the procedure completed the first semester.

### Indicator

Implement the OGMP 2.0 report.

Implement the procedure "Management of GHG Emissions in E&P" the first semester.

## What we've achieved



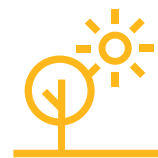
We have implemented OGMP 2.0 reporting, after completing the following actions: we prepared OGMP questionnaires for all assets and we held meetings with the operator. Also, we have implemented procedure "Management of GHG Emissions in E&P", for which we organized a webinar attended by key personnel of the Business Unit, and we prepared a gap analysis of the procedure.

## Contribution to the SDGs:



# 2 2021 Sustainability Plan

## Environment



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

In order to guarantee society sustainable growth over time, at Repsol we work prioritizing the actions necessary to minimize environmental impacts. For this, we optimize the use of the resources that we use in our industrial processes in the manufacture of our products, including water, and we minimize emissions to air and water, as well as the generation of waste, giving them a second life whenever possible.

The conservation of natural capital and biodiversity, as well as the implementation of the circular economy, are key aspects when developing our activity.

Our Safety and Environment Strategy defines the key lines of action on which the company will focus its environmental efforts by 2025: we must be able to quantify and assess the impacts and dependencies on the environment when making business decisions, focusing on the most sensitive aspects of our operations. Our goal is to maintain the social license to operate through excellent environmental management, showing that we are sustainable throughout our entire value chain, both in our projects and operations, as well as in the products and services that we make available to our customers.

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





## Environment: Actions

### Action

Enhance knowledge and understanding of our Environmental Management System.

### Description

We will develop a rolling high level plan to deliver awareness modules covering all environmental subject matter areas in the Joint Venture (JV). In addition, we will deliver a high level awareness module of the EMS (Environmental Management System) and another one covering oil discharges to sea (OPPC Oil Pollution Prevention and Control Compliance) in the JV. With these initiatives, we aim at minimizing environmental impacts and ensuring regulatory compliance at the same time.

### Indicator

Implement the program in 2021 in Repsol Sinopec Resources UK.

## What we've achieved



During 2021, we have promoted environmental portion of HSE (health, safety and environment) PowerBi dashboard to inform asset group meetings. Nevertheless, we have not accomplished all the planned actions for the year. We will continue working on this throughout 2022.

## Contribution to the SDGs:





# 2 2021 Sustainability Plan

## Safe and secure operation



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

We pursue the ambition of Zero Accidents by demanding a high level of safety in our processes and facilities, with special attention to the protection of people and the environment that surrounds us, also working to raise awareness of our suppliers and contractors.

As a result of the conviction that safety is the basis for the creation of value, excellence and responsibility, our Safety and Environment Strategy for 2025 sets the key lines of action on which to focus our safety efforts: promoting the culture, transformative leadership and safety awareness. In addition, as a sign of our commitment, the safety objectives have an impact on the variable remuneration of our employees of 10%.

In the current global context, with the acceleration of the digitalization process of society, secure operation also extends to digital operations, and cybersecurity is gaining more and more importance. We have been working on cycles of improvement and adaptation our processes and information technologies for more than a decade. Also aware that it is an environment that is constantly evolving and gaining complexity, far from stabilizing the effort, we increase it in each cycle.

Below we demonstrate courses of action pointing to our commitment to safe and secure operation.







## Safe and secure operation: Actions

### Action

Enhance the consideration of human factors in safety management.

### Description

We will focus on individual awareness of human factors in the workplace and situational awareness. We will encourage our employees to complete the human factors training and we will conduct situational awareness training workshops.

Additionally, we will continue with the integration of human factors into SEMS (Safety and Environmental Management System).

### Indicator

Reach at least 75% completion of human factors training onshore and offshore.

Conduct situational awareness training workshops on four offshore assets.

Integrate human factor requirements into Management of Change and Incident Investigation Procedures.

## What we've achieved



We have integrated human factor requirements into Management of Change procedure. However, we have not accomplished human factors training onshore and offshore and situational awareness training workshops. We will continue working on these objectives throughout 2022.

## Contribution to the SDGs:





## Safe and secure operation: Actions

### Action

Strengthen our competence assurance framework to control and manage Major Accident Hazard Risk.

### Description

We will enhance our existing competence framework for offshore leadership positions to demonstrate our ability to control and manage Major Accident Hazard risk. In addition, we will improve the visibility of contractor competence and training requirements for core crew personnel across the asset groups in the JV.

### Indicator

Conduct training and competence focused audits on our key contractor organisations in the JV.

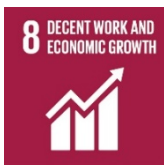
Build emergency response team competence assurance framework within iCams (tool to manage staff training and competition).

## What we've achieved



We have carried out competence & training audits of specific contractor organisations. Also, we have built an emergency response team capability assurance framework. Additionally, we have reinvigorated our HSE (Health, Safety and Environment) Framework, as well as HSE Standards and behaviours associated with the framework. As well, we have reinforced our tool to manage HSE incidents iCare, and we have rolled out new iCare App, reports and process.

## Contribution to the SDGs:





## Safe and secure operation: Actions

### Action

Ensure our control of work process delivers on safety.

### Description

We will implement the Control of Work Improvement Plan and complete at least 75% of the defined activities. An effective control of work process will provide a work environment that allows tasks to be completed safely and without unplanned loss of containment with the potential to cause environmental damage or to damage a plant or equipment.

### Indicator

Complete 75% of the Control of Work Improvement Plan activities.

## What we've achieved



We have fully implemented the Control of Work Improvement Plan. Thanks to the implementation of this plan, it will be possible to complete the work tasks more safely, allowing greater control over the unplanned losses of containment, which could lead to environmental damage or damage to the plant or equipment.

## Contribution to the SDGs:





## Safe and secure operation: Actions

### Action

Improve Major accident hazard (MAH) management by assessing safety performance.

### Description

We will use safety performance indicators to assess operational safety performance through monitoring and to measure the level of safety. We will implement Process Safety Performance Indicators (PSPI) to ensure focus sessions are established on operational safety. To achieve this objective we will roll out a PSPI dashboard.

### Indicator

Implement a Process Safety Performance Indicator (PSPI) dashboard by the end of the year.

## What we've achieved



We have rolled out a Process Safety Performance Indicator (PSPI) Dashboard in order to monitoring and to measure the level of safety to ensure focus sessions are established on operational safety.

## Contribution to the SDGs:





## Safe and secure operation: Actions

### Action

Strengthen operational integrity

### Description

We will reduce the risk through proactive management of SCRA's (Safety Critical Element Impairment Risk Assessment) and deferrals. To achieve this we will carry out the following actions:

- 1) SCRA's and Safety Critical Deferrals with KPI's will be reported monthly / weekly at different management forums
- 2) We will reduce department integrity inspection and facility management related deferrals.

### Indicator

Report SCRA's and Safety Critical Deferrals with KPI's at different management forums on a monthly or weekly basis.

Reduce department integrity inspection and facility management related deferrals (803 in 2020) by 25% and Pressure Safety Valves (710 in 2020) by 25%.

## What we've achieved



We have reported periodically SCRA's and Safety Critical Deferrals with KPI's at different management forums.

We have reduced department integrity inspection & facility management related deferrals and pressure safety valves, but we have not reached the target of 25%. We will continue working on these objectives throughout 2022.

## Contribution to the SDGs:







## Safe and secure operation: Actions

### Action

Reduce the backlog of deferred maintenance to ensure assets integrity

### Description

We will seek the target zero backlog items. Our objective will be to achieve zero integrity and facility management backlog and reduce department integrity related backlog by 40% with focus on construction.

### Indicator

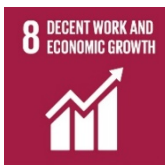
Achieve zero integrity and facility management backlog (threshold max 250 hrs).

## What we've achieved



Although during the year 2021 we have been working on reducing department integrity related backlog with focus on construction, we have not been able to reach our objective to achieve zero integrity and facility management backlog. We will continue working on this throughout 2022.

## Contribution to the SDGs:





## Safe and secure operation: Actions

### Action

Prevent dropped objects.

### Description

We will continue with the implementation of our DROPS Strategy to prevent static objects from falling to lower levels. We will conduct four strategy compliance audits in 2021 to target zero HPI (High Potential Incidents), and preventing all ADOs (dropping objects) through effective strategy implementation.

### Indicator

Conduct 75% of the compliance audits.

## What we've achieved



During this year 2021, we have established the Dropped Object Metric reporting at business performance meetings. Also, we have issued a monthly KPI report in order to mitigate trends. Furthermore, we have implemented a Strategy Compliance auditing programme to target zero HPI (High Potential Incidents), and preventing all ADOs (dropping objects). We have conducted the 100% of planned compliance audits No HPI related to dropped objects in 2021.

## Contribution to the SDGs:





## Safe and secure operation: Actions

### Action

Ensure safe decommissioning.

### Description

We will transition and manage sites to cease of production or different operating modes safely and efficiently. To achieve this we will:

- 1) Establish clear definition of the required transition of the process plant from current to new status.
- 2) Deliver an approved revised Safety Case for the site, with hazards, risks, risks controls and safety management system in place.
- 3) Execute the changes defined in the revised Safety Case.

### Indicator

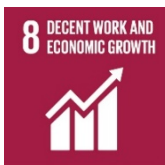
Deliver an approved revised Safety Case for the site.

## What we've achieved



We have successfully transitioned Tartan asset to an optimum post Cessation of Production (CoP) mode of operation named Not Normally Attended as of December 19th. All modifications required to enable this mode of operation have been implemented without any HSE incidents and in accordance with the requirements of the updated Safety case for the installation approved by the HSE UK regulator. This new mode of operating optimized for Post CoP operations have massively reduced the people exposure to any risk.

## Contribution to the SDGs:



# 2 2021 Sustainability Plan

## People



### 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, health and wellness, 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.





## People: Actions

### Action

Promote occupational health and hygiene.

### Description

We will increase focus on the requirement of the Occupational Health Management System (OHMS) and compliance with industrial hygiene procedures. The objective of the initiative covers the completion of risk assessments on health, noise and legionella, the deployment of the Occupational Health Monitoring Programme and the update of six documents from the OHMS in the Integrated Management System.

### Indicator

Report all agreed actions from the health risk assessments in at least four sites.

Achieve 80% or more of Occupational Health Monitoring Programme.

Complete four noise risk assessments and six legionella risk assessments.

## What we've achieved



We have reinforced our commitment on Occupational Health Management System (OHMS) and industrial hygiene procedures. Regarding Health Risk Assessments, all agreed actions have been reported properly. We have achieved 100% of Occupational Health Monitoring Programme, and the planned risk assessments concerning noise and legionella have been completed.

## Contribution to the SDGs:







## People: Actions

### Action

Support the local community's most vulnerable, developing partnerships with NGOs.

### Description

We will generate positive impacts on our communities by supporting those less favoured with new opportunities. We will partner with local organisations that have been most impacted by the COVID-19 pandemic and can make a difference to those most in need; either by way of financial support or otherwise:

- 1) we will target local charities (homelessness, foodbanks, mental health support, support for victims of domestic abuse).
- 2) we will support Orkney Community (Flotta Terminal).

### Indicator

Implement at least two of the initiatives in Repsol Sinopec Resources UK.

## What we've achieved



- 1) We have partnered with AberNecesities the equivalent of £2700 at retail price and we have sponsored Grampian Pride 2021, organised by local LGBT+ Charity.
- 2) We have been engaging with Flotta community, providing opportunities for future growth through the new green hydrogen project.

## Contribution to the SDGs:



# 2 2021 Sustainability Plan

## Ethics and transparency



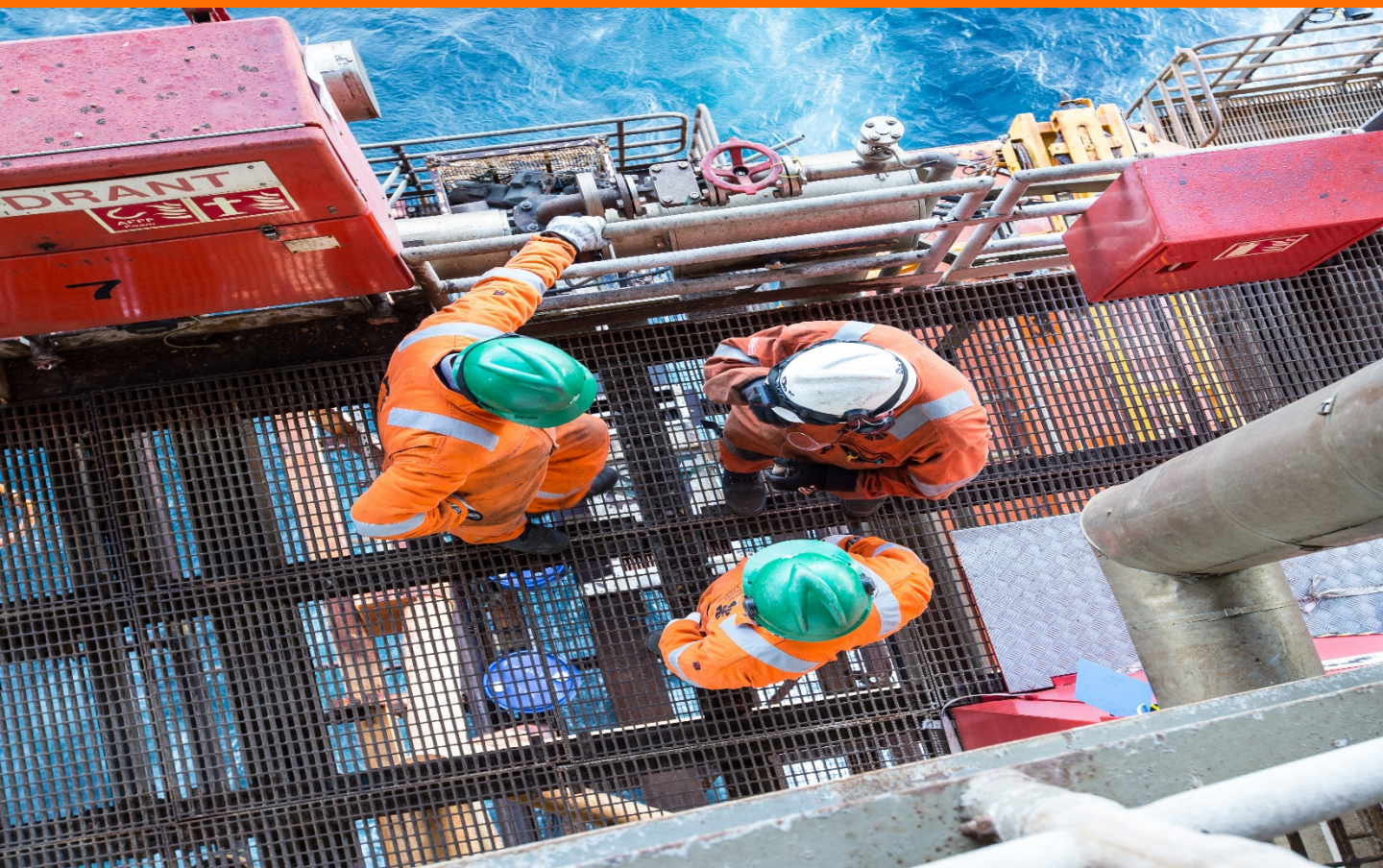
### At Repsol, we contribute to sustainable development...

**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. We want to be publicly recognized as an honest and transparent company in tax-related matters. Thus, **we are engaged in EITI** (Extractive Industries Transparency Initiative) with the aim of strength our cooperative relationships with the administrations.

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



# 2 2021 Sustainability Plan



## Ethics and transparency: Actions

### Action

Manage tax matters by applying good tax practice.

### Description

We will facilitate access to information and prioritize non-judicial ways of resolving conflicts to strengthen relationships with tax administrations based on the principles of trust, professionalism, good faith, collaboration, loyalty and the search for understanding. We will keep engaging with EITI (Extractive Industries Transparency Initiative) and we will have a direct and fluent communication with the Customer Compliance Manager (CCM) at the HMRC (Her Majesty Revenues and Customs).

### Indicator

Keep the direct relationship with the HMRC and publish the tax strategy in the UK in the web of the company.

## What we've achieved



We have published our UK tax strategy in the web of the company, in line with our commitment to manage our tax affairs applying good tax practices and acting transparently.

We have kept engaging with EITI (Extractive Industries Transparency Initiative) and we have had a direct and fluent communication with the Customer Compliance Manager (CCM) at the HMRC (Her Majesty Revenues and Customs).

## Contribución a los ODS:





## 3 Process of updating the Plan

### **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.

