






Overview 2021 Sustainability Plan Venezuela



Index

1	Our vision of sustainability	3
2	Sustainability Plan 2021	4
	Sustainable Development Goals	5
	Summary	7
	 Climate change	8
	 Environment	11
	 Innovation and technology	13
	 Safe and secure operation	15
	 People	19
	 Ethics and transparency	31
3	Process of updating this Plan	35

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.



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:



2021 Sustainability Plan

Noteworthy projects

At Repsol, we contribute to sustainable development...

People: Our people, the environment in which we operate, our communities and our business relationships are at the heart of our sustainability model. **Environment:** At Repsol we work to care for the environment in which we live, with the aim of reducing our ecological footprint and striving to keep the impact of our operations to a minimum.



Identification of greenhouse gas (GHG) reduction initiatives in assets

We have completed the 2020 GHG emissions reporting for the non-operated assets of UN Venezuela. In addition, we have identified new GHG reduction initiatives for the Cardón IV asset, reviewed and prioritised, several of which have been implemented.



Circular Economy

We have held two talks on circular alternatives, aimed at the company's employees in the country, providing knowledge and generating culture through the exchange with experts in plastic and other waste management, through the company "Plásticos El Tigre" and "Escuela de Reciclaje de San Cristóbal".



Integration and involvement of corporate volunteering

We have carried out three corporate volunteering activities, with the participation of 30 employees. We have donated 30 kg of non-perishable food to charities through the Venezuelan-Spanish Chamber of Industry and Commerce; 87 toys and 30 kg of protein food to the Divina Misericordia Shelters network.

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:

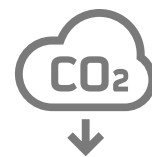
21
Actions

95% Fulfillment

5% Ongoing



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



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 CO₂ 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 five non-operated assets of the Business Unit in conducting a self-assessment on the quantification of methane emissions in their operations.

Description

We will implement an action plan to get each of the five non-operated assets of the Venezuela Business Unit to complete the methane emissions questionnaire, having verified what information they are able to collect from its activities and records. We will then commit to an action plan to improve this quantification.

Indicator

Have an action plan to implement the self-diagnosis.

Complete seven questionnaires by March 15 (three from Petroquiriquire and one each from Petrocarabobo, Cardón IV, Quiriquire Gas and Ypergas).

Define and agree on an improvement plan for at least two assets.

What we've achieved



We have implemented an action plan to perform the self-diagnosis of methane emissions at UN Venezuela with each of the assets. As of 15 March, we had the questionnaire for all assets (seven in total, including Petroquiriquire's three).

Subsequently, we completed an improvement plan for the reporting of methane emissions from the Business Unit's assets, following verification of the activities and records carried out at each of the assets.

Contribution to the SDGs:





Climate change: Actions

Action

Assist non-operated assets to complete 2020 Greenhouse Gas (GHG) emissions reporting for their operations and identify reduction initiatives.

Description

We will encourage the non-operated assets of the Venezuela Business Unit to complete Repsol's GHG emissions reporting, verifying the information they can collect from their activities and records. We will commit to an action plan to improve quantification and estimation mechanisms. In Cardón IV and Ypergas, we will identify, evaluate, register and prioritize initiatives to reduce GHG emissions.

Indicator

Complete seven GHG emissions reports (three from Petroquiriquire, and one each from Petrocarabobo, Cardón IV, Quiriquire Gas and Ypergas).

Prepare an agreed improvement plan for at least two of the assets.

Have a list of emissions reduction initiatives evaluated and prioritized in Cardón IV and Ypergas.

What we've achieved



We have completed the 2020 GHG emissions report for each of the Business Unit's assets, defining a specific improvement plan for each asset that was implemented during 2021.

In addition, we have a list of GHG emissions reduction initiatives for Cardón IV that have been reviewed and prioritised, several of which have been implemented, and the list of initiatives for Ypergas is under review.

Contribution to the SDGs:





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

Contribute to the knowledge of the employees of the Venezuela Business Unit and to promote sustainable lifestyles and practices in order to reduce our ecological footprint on the environment.

Description

We will develop activities on aspects related to microplastics and their effects on living beings, single-use plastics and how to reduce their use, and planting plants at home and their benefits for the environment and quality of life. The first will be educational and informative and the second will be oriented to practical activities and exchange of experiences associated with contributing to the reduction of our ecological footprint.

Indicator

Conduct two online activities with the participation of personnel from the headquarters and the secondees.

Conduct an environmental contest among employees.

What we've achieved



We have carried out two online activities on circular alternatives, aimed at UN employees, providing knowledge and generating culture through the exchange with experts in the management of plastic and other waste, through the company "Plásticos El Tigre" and "Escuela de Reciclaje de San Cristóbal".

We designed a competition to strengthen knowledge on environmental issues, which is still pending execution.

Contribution to the SDGs:



2 2021 Sustainability Plan



Innovation and technology

At Repsol, we contribute to sustainable development...

Advancing in the decarbonization of processes and products and in Sustainability is a key objective in the future strategy of our industry. For this reason, at Repsol, we are strongly committed to the decarbonisation of our industrial and transport production, counting on a strong investment in R&D&i at our research center (Repsol Technology Lab).

Also since its creation in 2017, Repsol's Digitalization Program has maintained a firm commitment to Sustainability. On a transversal basis, this program is contributing to the digital transformation of Repsol's business units, obtaining impacts throughout the entire value chain.

Repsol Technology Lab promotes open innovation, that is, collaboration with the innovative ecosystem by building a work environment capable of accelerating the full deployment time of disruptive technological products. This collaboration model is essential to obtain successful results and build more efficient and sustainable energy systems.

As an example of open innovation, Repsol has an investment fund that is intended to acquire stakes in start-ups that offer solutions in three areas of action: decarbonisation and circular economy, advanced mobility and renewables, and digital technology and asset optimization.

This Sustainability Plan includes a commitment to the following actions, in step with the lines of work that Repsol has set on this axis of sustainability.





Innovation and technology: Actions

Action

Implement the digitalization of work permits and the HSE (Health, Safety and Environment) Passport in Cardón IV operations.

Description

We will develop a project to digitalize Cardón IV, S.A.'s work permits so that they can be requested and approved by personnel from a website linked to a database, which will be managed within the company's administrative network. We will also develop the Cardón IV, S.A. HSE Passport, as a personal document with information on training, certification, physical aptitude and other relevant data on HSE issues, essential for working safely.

Indicator

- Digitize 100% of the work permit format.
- Digitize 100% of the certificates associated with the work permit.
- Digitize 100% of the Work Risk Analysis (ART) format.

What we've achieved



We have completed the project to digitalise work permits, associated certificates and the work risk analysis form, making it available to employees. The HSE Passport is being managed for due diligence at the supplier.

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

Exercise leadership in safety by promoting training to guarantee the preservation of the assets operated by the mixed company Petrocarabobo.

Description

We will develop and give lectures on operational reliability topics oriented to the safety measures required to guarantee the preservation of the assets operated by the Joint Venture. The talks will be given to personnel directly involved in the management of the asset's activities and will be based on criteria of safe operation of systems and equipment.

Indicator

Train 20 workers, via online, in basic principles and safety measures required to ensure the preservation of assets.

Establish key KPI's regarding the implementation of safety measures to guarantee the integrity of the Fluid Processing Center.

What we've achieved



We have trained Petrocarabobo employees in order to preserve asset safety by developing operational reliability material and giving lectures during three guard changes, training 32 production workers.

We have established for monitoring the KPIs: system availability (main and backup) of the process trains and TPPF (Mean Time to Failure) and TPRR (Mean Time to Repair) for critical rotating and static equipment.

Contribution to the SDGs:





Safe and secure operation: Actions

Action

Support the non-operated assets Cardón IV, Petroquirique and Quirique Gas in the identification of operational SMA (safety and environmental) management improvement opportunities.

Description

We will conduct virtual audits on safety and environmental issues in the operation of the Cardón IV, Petroquirique and Quirique Gas assets. We will consider the follow-up of actions established to address recommendations from the previous audit, verification of the operation of an integrated management system in SMA, compliance with regulatory commitments in SMA, verification of environmental situations, risk management and emergency management.

Indicator

- Prepare a report of results with recommendations for the Cardón IV asset.
- Prepare a report of results with recommendations for the Petroquirique asset.
- Prepare a report of results with recommendations for the Quirique Gas asset.

What we've achieved



We have prepared reports on the results of three audits carried out, showing the existence of a solid HSE culture at Cardón IV. Even so, some non-conformities and opportunities for improvement were detected, which were addressed with an action plan.

The audits carried out on the other assets show a greater number of non-conformities and opportunities for improvement, related to maintenance and integrity of facilities. Work is underway to define the respective improvement plan.

Contribution to the SDGs:





Safe and secure operation: Actions

Action

Provide cybersecurity training to security contractor personnel who provide services at our facilities.

Description

We will promote secure operations in terms of cybersecurity, training all personnel hired in the security services of Repsol Venezuela that make use of the information and communication systems of the Repsol corporation.

Indicator

Train 90% of contracted security personnel.

What we've achieved



We have trained the company's security contractor staff in cybersecurity to promote the secure use of the company's information and communication systems.

We have trained a total of 11 employees of the security services companies, representing 100% of the workforce.

Contribution to the SDGs:





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 a flexible scheme generating new ways of working, as well as an organisational culture where adaptability, trust and responsibility prevail, favouring family reconciliation.

Description

We will consolidate the Smart Working project with the adaptation of environments and improvements in service areas. Thus, we will generate open spaces that allow the development of integrated and collaborative activities on the 14th floor of Torre Galipán, where employees will be able to decide whether to work from home or from the office.

Indicator

Adapt 100% of adequate spaces by the end of June 2021.

Define the work scheme by management areas by the end of April 2021.

What we've achieved

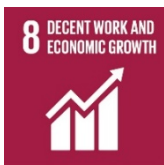


We have completed the adaptation of spaces, as well as improvements in the service areas, and we have met with each management to validate what the return to the office would be like, but we postponed the return due to the pandemic.

On the other hand, we approved and published the Cardón IV Home Office instructions in November.

We have also conducted the telework risk analysis with no findings and with the minimum recommendations to manage health, safety, environmental and cybersecurity risks.

Contribution to the SDGs:





People: Actions

Action

Promoting health-safe behaviors in the face of the COVID-19 pandemic.

Description

We will promote constant communication to Petroquiriquire's personnel regarding recommendations and appropriate precautions in the context of the pandemic derived from the SARS-CoV-2 virus disease.

Indicator

Prepare 10 bulletins with recommendations.

Promote the supply of Personal Protective Equipment (PPE) for the Covid-19 contingency.

What we've achieved



We have distributed more than 30 bulletins referring to the Covid 19 approach and aimed at the employees of the Petroquiriquire mixed company, exceeding the established objective. We have also promoted the supply of PPE for the prevention of contagion in the context of the pandemic that remains active.

Contribution to the SDGs:





People: Actions

Action

Implement new work modalities, after verifying the health and safety conditions for teleworking.

Description

We will put into practice the provisions related to teleworking and flexible working hours in an environment of new working modalities of the company, once the return of employees to work in the offices is arranged. We will analyze teleworking practices considering the evaluation of the associated health and safety conditions and define the actions that can be incorporated for its implementation.

Indicator

Prepare a report with health and safety recommendations to be considered in the implementation of teleworking.

Achieve the participation of 80% of eligible personnel to telework.

Achieve the participation of employees in flexible working hours.

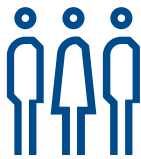
What we've achieved



We have carried out an analysis of the health and safety aspects associated with teleworking and have issued a report with recommendations to be considered as a basis for the implementation of teleworking, once the return of staff to office work is completed.

Contribution to the SDGs:





People: Actions

Action

Make a diagnosis of the general state of mental health of employees in Venezuela.

Description

We will use a questionnaire to evaluate the psychological and emotional impact on workers' health caused by COVID-19 confinement or collective quarantine. We will make a specific approach and follow-up of detected cases.

Indicator

Execute the evaluation (questionnaire applied) to 90% of the workforce.

Deliver a health diagnosis and recommendations to 90% of those evaluated.

What we've achieved



We have applied the assessment to 90% of the Business Unit's employees by conducting a mental health test. Subsequently, we delivered a report with a general health diagnosis and individual recommendations.

Contribution to the SDGs:





People: Actions

Action

Promote the integral wellbeing of the collaborator in times of pandemic.

Description

We will conduct a series of talks aimed at employees, addressing different topics in which they can receive guidance and tools to manage their health, such as sleep hygiene, balance and conciliation or mental health care.

Indicator

Achieve 60% of staff attendance at online lectures.

Conduct a minimum of three online seminars.

What we've achieved



We have held three online talks to promote holistic wellbeing in times of pandemic: sleep hygiene and mental hygiene talks, aimed at Business Unit employees, with a total participation of 60% of available employees.

Contribution to the SDGs:





People: Actions

Action

Develop initiatives that favor the inclusion of the LGBTI community.

Description

We will start a series of talks addressed to all employees on the subject, with which they will receive information and guidance to maintain a harmonious and inclusive climate in the Venezuela Business Unit.

Indicator

Achieve an attendance of 60% of the staff to the activity to be programmed, which is estimated to be online.

What we've achieved



We have organised an online chat for the development of initiatives that favour the inclusion of the LGTBI collective, aimed at the employees of the Business Unit. This online chat took place in May and 73% of the staff took part.

Contribution to the SDGs:





People: Actions

Action

Develop initiatives to highlight the right to equality and non-discrimination.

Description

We will conduct a talk aimed at all employees so that they receive information and guidance on the right of all people to be treated without distinction, exclusion or restriction based on race, color, economic position, nationality or any other social condition they may have. This initiative aims to contribute to maintaining a harmonious and inclusive climate in the Venezuela Business Unit.

Indicator

Achieve attendance of 60% of the staff to the activity to be programmed, which is estimated to be online, if it continues under the flexible-radical quarantine.

What we've achieved



We have held an online chat for the development of initiatives that favour the right to equality and non-discrimination, aimed at the employees of the Business Unit, with a total participation of 60% of available collaborators.

Contribution to the SDGs:





People: Actions

Action

Train security contractor personnel who provide services at our facilities in human rights.

Description

We will promote the Voluntary Principles on Security and Human Rights among all personnel hired in the security services of Repsol Venezuela and Cardón IV.

Indicator

Retrain 80% of the security personnel hired, respecting biosecurity measures.

What we've achieved



We have provided training on human rights to the security contractors of Repsol and Cardón IV. In total, we have trained 102 employees of the security services companies, which represents 90% of the security personnel contracted.

Contribution to the SDGs:





People: Actions

Action

Promote the integration and participation of Corporate Volunteers.

Description

We will carry out activities that promote the integration and participation of Corporate Volunteers in solidarity actions with the most vulnerable sectors of the country.

Indicator

Perform two volunteer activities at any of the Repsol sites in Venezuela.

Have 20 active participants in the activities.

What we've achieved



We have carried out three corporate volunteering activities, with the participation of 30 employees. Through these activities we have donated 30 kg of non-perishable food to charities through Cavespa and 87 toys and 30 kg of protein to the REDIMI shelter network.

Contribution to the SDGs:





People: Actions

Action

Train our employees in human rights.

Description

We will conduct a course on "Human Rights" on our online digital training platform, to raise awareness of the importance of this subject at Repsol among employees of the Venezuela Business Unit.

Indicator

Achieve self-training of 60% of the employees of the Venezuela Business Unit.

What we've achieved



We have exceeded the percentage of online self-training of Business Unit employees in human rights promoted by the company.

In total, 119 of 138 Business Unit employees have completed the training, which represents an 86% participation rate.

Contribution to the SDGs:





People: Actions

Action

Promote training and development opportunities for the community of students from the main universities in the area of influence.

Description

We will develop a Technical Day through lectures given by technical referents (secondees and/or collaborators of the Venezuela Business Unit). It will be aimed at students of careers related to Petroleum Engineering and Geosciences in universities in the area of influence.

Indicator

Conduct a Technical Workshop.

Have the participation of 50 students from the main universities in the area of influence.

What we've achieved



We have successfully organised a Technical Seminar with the participation of important universities in the country, aimed at students from petroleum and geosciences schools.

From 2 to 4 November, Repsol employees and university professors gave a total of 12 technical presentations, which trained 91 students.

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





Ethics and transparency: Actions

Action

Train the main suppliers of the Venezuela Business Unit in the correct use of the SAP Ariba Network platform.

Description

We will carry out training activities that will allow suppliers to join and work properly in the SAP Ariba Network platform, with the objective of achieving more efficient and traceable bids for goods and services.

Indicator

Conduct training sessions with 15 suppliers of goods and services.

What we've achieved



We have conducted three online sessions on the correct use of the SAP Ariba Network platform, with the participation of five suppliers of goods and services from the Business Unit in each session, thus meeting the goal of 15 suppliers.

Contribución a los ODS:





Ethics and transparency: Actions

Action

Open information cycles on the Supplier Code of Ethics and Conduct with the main suppliers in our value chain, aimed at reciprocal benefit that establishes the minimum requirements according to which Repsol expects its suppliers to act.

Description

We will launch this initiative because Repsol believes that this Code articulates the behavioral guidelines that can be reasonably expected from responsible companies and expects our suppliers' managers to lead by example and support a corporate culture that promotes these values and evaluates performance against them.

Indicator

Conduct sessions with 15 suppliers of goods and services.

What we've achieved



We have conducted three online sessions on the company's Supplier Code of Ethics and Conduct, with the participation of five suppliers of goods and services from the Business Unit in each session, thus meeting the target of 15 suppliers.

Contribución a los ODS:





Ethics and transparency: Actions

Action

Train our employees on conflict of interest issues.

Description

We will conduct the compliance course "Conflict of Interest" on our digital online training platform. The module is part of the compliance training, everyone's responsibility, developed within the framework of the awareness campaign Hablando de Compliance, in which we will find the main keys on compliance for Repsol.

Indicator

Achieve self-training of 70% of the Venezuela Business Unit's personnel.

What we've achieved



We have exceeded the percentage of online self-training of Business Unit employees on conflict of interest in the framework of compliance management in the company.

In total, 131 out of 138 Business Unit employees have completed the online training, which represents a 95% participation rate.

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.



