



PERSONAS

PEOPLE

Planes de Sostenibilidad 2019
2019 Sustainability Plans

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Aviso Legal / Legal Advice

El presente documento recoge un conjunto de acciones que, en todo o en parte, van más allá de lo que exige la ley y están dirigidas a contribuir al desarrollo sostenible. Las empresas participantes del Grupo Repsol tienen el firme propósito de acometer y cumplir todas ellas. No obstante, se reservan la facultad de modificar, posponer o cancelar su cumplimiento sin que ello implique responsabilidad legal, aunque se comprometen a justificar públicamente estos posibles casos.

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Nuestra visión de la sostenibilidad

Our vision of sustainability



En Repsol contribuimos al desarrollo sostenible tratando de satisfacer la demanda creciente de energía imprescindible para la realización de los derechos fundamentales de las personas, y creando valor en el corto y largo plazo

Maximizamos los impactos positivos y minimizamos los negativos en la sociedad y el medio ambiente, a lo largo de nuestra cadena de valor, mediante un comportamiento ético y transparente. Buscamos para ello no sólo cumplir con la normativa vigente, sino también con los principales estándares internacionales.

Con estas premisas, nuestro modelo de sostenibilidad incorpora consideraciones éticas, medioambientales y sociales en nuestra toma de decisiones, partiendo del diálogo con los grupos de interés. Un ejercicio que repetimos cada año generando iniciativas que dan respuesta a las preocupaciones de estos grupos de interés a nivel global y local. Así nacen los **Planes de Sostenibilidad**, planes de acción públicos y anuales. El **Plan Global de Sostenibilidad** es la hoja de ruta a partir de la cual se despliegan los **Planes Locales**. Estos últimos incorporan además compromisos relacionados con el contexto local.

LOS PLANES DE SOSTENIBILIDAD SE ARTICULAN EN TORNO A LOS SEIS EJES DEL MODELO DE SOSTENIBILIDAD DE REPSOL.



Personas
People

Actuamos de forma responsable e íntegra ahí donde estamos presentes
We act responsibly and with integrity wherever we operate



Ética y transparencia
Ethics & transparency



Medioambiente
Environment



Innovación y tecnología
Innovation & technology



Operación segura
Safe operation



Cambio climático
Climate change

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 SUSTAINABILITY PLANS ARE PUT TOGETHER ON THE BASIS OF THE SIX AXES OF REPSOL'S SUSTAINABILITY MODEL



EN REPSOL CONTRIBUIMOS AL DESARROLLO SOSTENIBLE

Nuestros empleados, las comunidades, nuestras relaciones comerciales y nuestros clientes son un eje primordial en nuestro modelo de sostenibilidad.

Sabemos que las personas que integran Repsol son nuestra principal ventaja competitiva y la clave para ser una compañía sostenible. Apostamos por la igualdad de oportunidades, la integración de personas con capacidades diferentes, la multiculturalidad, el equilibrio entre la vida profesional y personal, la formación y el desarrollo y la atracción y retención de talento.

La actividad empresarial se realiza en un entorno social cada día más exigente e informado, y las compañías nos esforzamos por establecer relaciones sólidas con los agentes con los que interaccionamos, especialmente con las comunidades cercanas a nuestras operaciones, basadas en el respeto, sensibilidad cultural, integridad, responsabilidad, transparencia, buena fe y no discriminación.

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.

En Repsol nos comprometemos a seguir respetando los derechos humanos, evitando que nuestras actividades y decisiones provoquen consecuencias negativas sobre las personas del entorno y, si se producen, nos comprometemos a verificar y a cooperar activamente para reparar el daño causado por nuestra actividad o nuestros socios y contratistas. Además, trabajamos para promover el conocimiento y cumplimiento de nuestros compromisos entre nuestras relaciones comerciales, de acuerdo a nuestra política de Derechos Humanos y Relación con las Comunidades.

Repsol cuenta con un equipo especializado en derechos humanos y relación con las comunidades de más de 70 personas en los diferentes países y proyectos, y se apoya en alianzas sectoriales como la participación activa en el grupo de trabajo social de IPIECA, o en acuerdos con diversos stakeholders como el Programa de las Naciones Unidas para el Desarrollo (PNUD), la Organización de Estados Iberoamericanos (OEI), etc.

Existe un equipo experto dependiente de la Dirección de Sostenibilidad donde se ejerce la función de gobierno y se coordinan y apoyan las acciones de los distintos países y proyectos. El Comité Ejecutivo aprueba toda la normativa interna en materia de relación con comunidades y derechos humanos y hace seguimiento de los temas relevantes en esta materia.

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 by our activities or our business partners or contractors. Furthermore, we work to promote awareness and fulfillment of our commitments between our commercial relationships, in accordance with our Human Rights and Relationship with Communities policy.

Repsol has a team specialized in human rights and community relations of more than 70 people in the different countries and projects, and is supported by sector alliances such as active participation in the IPIECA social work group, or agreements with stakeholders such as the United Nations Development Programme (UNDP), the Organisation of IberoAmerican States (OEI), etc.

There is an expert team dependent on the Sustainability Division where the government function is exercised and the actions of the different countries and projects are coordinated and supported. The Executive Committee approves all internal regulations in relation to communities and human rights and follows up on relevant issues in this area.



Además, las reclamaciones críticas se escalan también a miembros del Comité Ejecutivo para su conocimiento y gestión. Los Comités Regionales se reúnen periódicamente para tratar temas específicos de la función social en cada una de las áreas en que operamos.

Externamente, trabajamos los temas de derechos humanos a nivel sectorial. Nuestros equipos de derechos humanos y relación con comunidades de los diferentes países participan activamente en los grupos locales junto a otras compañías del Oil&Gas o de la industria extractiva. A nivel corporativo, participamos en grupos internacionales como es el caso del grupo de IPIECA de Responsabilidad social, donde Repsol ostenta la vicepresidencia.

Adicionalmente, vinculamos los objetivos en esta materia a la remuneración variable anual.

- En primer lugar, comenzamos a establecer objetivos sociales en los distintos países. Argelia y Perú, dos entornos muy sensibles desde el punto de vista social, fueron los primeros en hacerlo en 2019, mostrando la creciente sensibilidad hacia estos temas y su integración en la gestión del negocio

Furthermore, critical complaints are also escalated to members of the Executive Committee for their knowledge and management. The Regional Committees meet periodically to address specific issues of social function in each of the areas in which we operate.

Externally, we work on human rights issues at the sectoral level. Our human rights and community relations teams from different countries actively participate in local groups alongside other Oil & Gas or extractive industry companies. At the corporate level, we participate in international groups such as the IPIECA group on Social Responsibility, where Repsol holds the vice-chair.

Additionally, we link the objectives in this matter to the annual variable remuneration.

- *First, we begin to set social goals in different countries. Algeria and Peru, two very sensitive environments from the social point of view, were the first to do so in 2019, showing the growing sensitivity towards these issues and their integration in business management.*



- En segundo lugar, el 64% de las acciones de Personas, el 67% de las acciones de Medioambiente y el 80% de las acciones de Operación segura de los planes 2019 repercutieron en la retribución variable anual de nuestro empleados.

A continuación mostramos acciones con las que ponemos de manifiesto nuestro compromiso con las Personas.

- Secondly, 64% of the People actions, 67% of the Environment actions and 80% of the Safe Operation actions of the 2019 plans affected the annual variable remuneration of our employees.

Below, we list the actions that show our commitment to People.

Las **acciones** que se comprometen en **el eje de Personas en los Planes de Sostenibilidad** contribuyen a apoyar la **Agenda 2030** para el Desarrollo Sostenible de las Naciones Unidas al abordar los siguientes objetivos:

OBJETIVOS DE DESARROLLO SOSTENIBLE



The **actions** that make up in **People** issues in the **Sustainability Plans** help support the United Nations' **2030 Agenda** by addressing the following Sustainable Development Goals (SDG):

SUSTAINABLE DEVELOPMENT GOALS



Respeto de los Derechos Humanos (derechos laborales y condiciones de trabajo, salud, derechos de colectivos vulnerables y otros)



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)

Una vez finalizado el año, es el momento de la rendición de cuentas respecto a cada una de las iniciativas que forman **parte de los compromisos en Personas de los Planes de Sostenibilidad**. El balance del grado de consecución ha sido el siguiente.

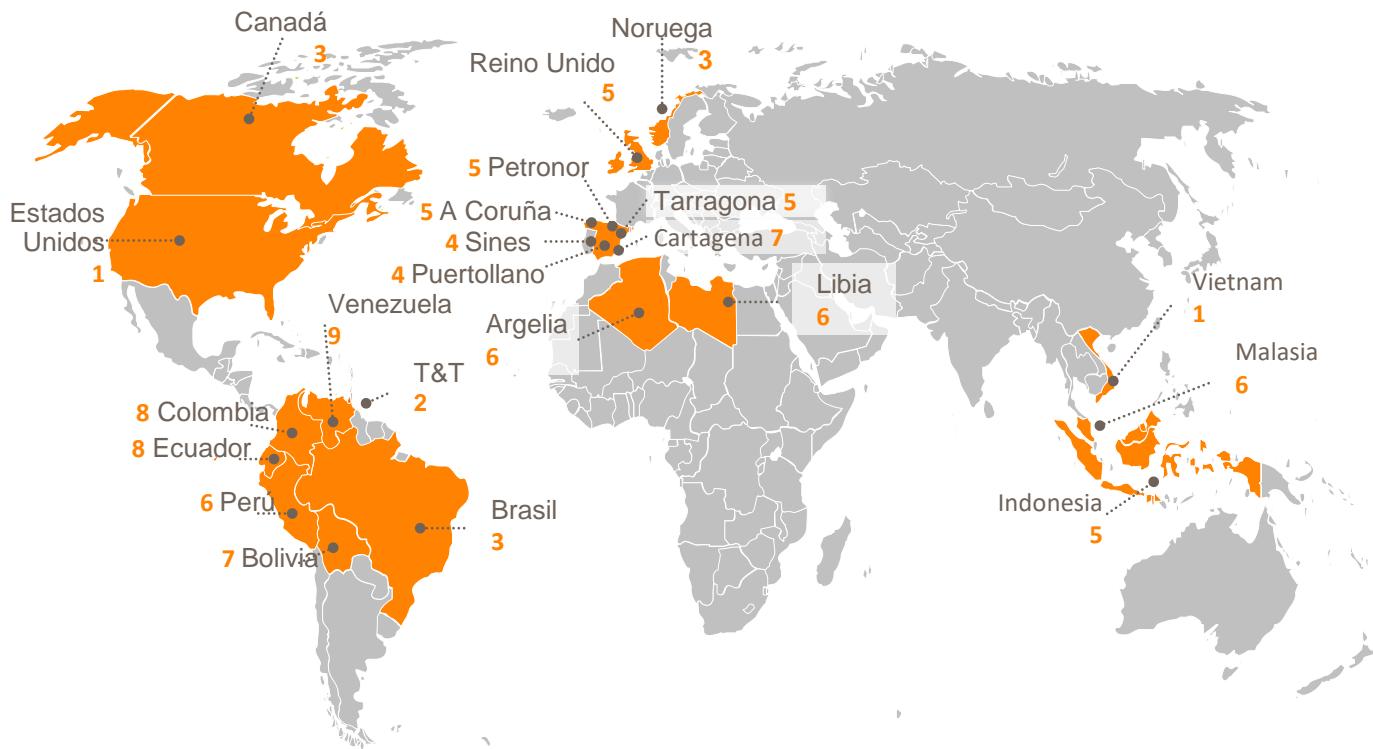
*At the end of the year, it is time to review each of the **People initiatives of the Sustainability Plans**. The degree to which the objectives have been fulfilled is as follows:*



A continuación, enumeramos cada una de las acciones incluidas **en el eje de Personas**.

*Further down, we provide the actions from the **People axis**.*

Número de Acciones en Personas Number of actions in People



Listado de acciones

List of actions

PAÍS COUNTRY

ACCIÓN ACTION

PAÍS COUNTRY	ACCIÓN ACTION
Argelia Algeria	<ul style="list-style-type: none"> • Impulsar la mejora continua en nuestro desempeño social. • Fomentar la confianza y la participación de las comunidades locales mediante el apoyo al desarrollo local. • Aumentar la tasa de empleados nacionales para la integración de la empresa en Argelia. • Promover la movilidad funcional, nacional e internacional entre nuestros empleados. • Fortalecer nuestro compromiso con los derechos humanos aplicando los Principios Voluntarios de Seguridad y Derechos Humanos (VPSHR) a la empresa conjunta GRN (Groupement Reggane Nord). • Fortalecer nuestro compromiso de respeto a los Derechos Humanos compartiendo con Sonatrach y la empresa conjunta GRN (Groupement Reggane Nord), una propuesta conceptual sobre los mecanismos de reclamación, como herramienta que facilite la comunicación y el acceso a un recurso de conformidad. <ul style="list-style-type: none"> • Drive continuous improvement in our social performance. • Build trust and engage with local communities through support to local development • Increase the rate of national employees for the integration of the business in Algeria. • Promote functional, national, and international mobility among our employees. • Strengthen our commitment for human rights by applying the Voluntary Principles of Security and Human Rights (VPSHR) to the joint venture GRN (Groupement Reggane Nord). • Strengthen our commitment for respecting Human Rights by sharing with Sonatrach and the joint venture GRN (Groupement Reggane Nord), a concept proposal on grievance mechanisms, as a tool that facilitates communication and access to remedy in accordance.



Listado de acciones

List of actions



PAÍS COUNTRY

ACCIÓN ACTION

Bolivia <i>Bolivia</i>	<ul style="list-style-type: none"> Actualizar la matriz de riesgos sociales de la Unidad de Negocio de Bolivia. Completar el proceso de formalización del voluntariado corporativo de la Unidad de Negocio Bolivia. Conformar una empresa social para completar la cadena productiva y de comercialización del proyecto de producción de cabrito ahumado. Continuaremos con la formación en Derechos Humanos y Derecho Internacional Humanitario a miembros de las fuerzas de seguridad del Estado Boliviano. Impulsar el apoyo a la cultura en sus diferentes manifestaciones como herramienta de integración social a largo plazo. Promover la incorporación de personas con capacidades diferentes Promover la mejora del clima laboral dentro de la UN Bolivia a través de la promoción del equilibrio entre la vida laboral y familiar y del desarrollo laboral de los empleados. 	<ul style="list-style-type: none"> <i>Update the social risk matrix for the Bolivia Business Unit.</i> <i>Complete the process to formalize corporate volunteering in the Bolivia Business Unit.</i> <i>Create a social company to complete the production and marketing chain for the smoked goat production project.</i> <i>We will continue training members of Bolivian security forces in human rights and international humanitarian law.</i> <i>Foster different types of cultural support as a tool for long-term social integration.</i> <i>Promote the inclusion of people with disabilities.</i> <i>Cultivate a better workplace environment at the Bolivia BU by encouraging the balance between work and family life, and the professional development of employees.</i>
Brasil <i>Brazil</i>	<ul style="list-style-type: none"> Asegurar el respeto de los derechos humanos de las comunidades. Fomentar la promoción de la diversidad y conciliación. Promover la mejora del clima organizacional, atracción y retención de talento. 	<ul style="list-style-type: none"> <i>Ensure respect for human rights in local communities.</i> <i>Foster the promotion of diversity and a work-life balance.</i> <i>Cultivate a better organizational climate and improved talent attraction and retention.</i>

Listado de acciones

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PAÍS COUNTRY	ACCIÓN ACTION
Canadá Canada	<ul style="list-style-type: none"> Gestionar el impacto social de nuestras operaciones y los mecanismos de reclamación a través de nuestro Programa de Buena Vecindad. Promover la diversidad y el equilibrio entre el trabajo y la vida privada en el lugar de trabajo. Fortalecer y mantener relaciones positivas con nuestras comunidades indígenas.
Colombia Colombia	<ul style="list-style-type: none"> Formar en derechos humanos a nuestros empleados y proveedores. Fortalecer los conocimientos en los Principios Voluntarios de Seguridad y Derechos Humanos, con el propósito de garantizar el correcto desarrollo de nuestras operaciones. Fortalecer los espacios de diálogo participativo de la Dirección con todos los colaboradores de Repsol en Colombia. Fortalecer mediante la capacitación en mecanismos de reclamación las competencias para la eficiencia y el adecuado manejo de este proceso. Impulsar la inclusión de personas con capacidades diferentes Promover la transparencia, objetividad e inclusividad en los procesos de selección Realizar el estudio de implementación de teletrabajo en Repsol Colombia Realizar los estudios de impacto en derechos humanos a demanda en los bloques operados

PAÍS COUNTRY	ACCIÓN ACTION
Ecuador <i>Ecuador</i>	<ul style="list-style-type: none"> • Capacitar al personal de la Unidad de Negocio Ecuador en materia de Derechos Humanos de forma general. • Capacitar al personal de la Unidad de Negocio Ecuador en materia de Responsabilidad Civil / Cumplimiento de obligaciones en ejecución de contratos de prestación de servicios. • Ejecutar el programa social de la Fundación Repsol Ecuador, mediante el seguimiento de los proyectos que se encuentran en marcha y el arranque de los proyectos nuevos. • Generar conciencia en los colaboradores de la Unidad de Negocio sobre la igualdad de género, diversidad e igualdad de oportunidades. • Implantar el plan de mejora del estado actual de la salud mental de los colaboradores de la Unidad de Negocio de Ecuador. • Implementar el Procedimiento de Quejas y Reclamos al que puedan acceder las comunidades indígenas del área de influencia de las operaciones del Bloque 16. Capacitar a las comunidades y al personal propio y contratista respecto a este instrumento.

Listado de acciones

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PAÍS COUNTRY	ACCIÓN ACTION
Ecuador Ecuador	<ul style="list-style-type: none"> Negociar, consensuar y ejecutar el 98% el Plan Operativo Anual - POA 2018- y sus programas en materia de: educación, salud, apoyo organizativo y otros, con la Nacionalidad Waorani del Ecuador –NA.W.E- Incluye la realización de los procesos trimestrales. Promover las acciones relacionadas a la conciliación personal – laboral.
Indonesia Indonesia	<ul style="list-style-type: none"> Llevar a cabo consultas con la comunidad en cada etapa del proyecto a fin de mejorar la participación de los interesados y obtener la licencia social para operar. Llevar a cabo un programa de concienciación sobre los derechos humanos para los empleados, el personal de seguridad, los contratistas y los proveedores. Continuar promoviendo el equilibrio entre el trabajo y la vida privada entre nuestros empleados. Desarrollar un estudio de línea de base social para el nuevo bloque del sudeste de Jambi. Proporcionar entrenamiento de repaso sobre la matriz de riesgo social y la implementación de mecanismos de reclamación.

Listado de acciones

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PAÍS COUNTRY

ACCIÓN ACTION

Libia <i>Libya</i>	<ul style="list-style-type: none"> Construir la competencia de las partes interesadas nacionales NOC y nuestro operador, Akakus, sobre desempeño social. Continuar creando confianza y comprometiéndose con las comunidades locales a través del apoyo al desarrollo local. Impulsar el desarrollo de la capacidad del personal de REMSA (Repsol Exploración Murzuq S.A.) a través de la formación interna interfuncional. Mejorar el desarrollo de la capacidad del personal de REMSA (Repsol Exploración Murzuq S.A.). Promover la conciliación de la vida laboral y personal entre nuestros empleados. Fortalecer nuestro compromiso con los derechos humanos aplicando los Principios Voluntarios de Seguridad y Derechos Humanos (VPSHR) a las Operaciones Petroleras de Akakus (AOO). 	<ul style="list-style-type: none"> <i>Build the capacity of National stakeholders NOC and our operator, Akakus, on Social Performance.</i> <i>Continue building trust and engaging with local communities through support to local development.</i> <i>Drive REMSA (Repsol Exploracion Murzuq S.A) staff capacity development through internal cross functional training.</i> <i>Improve REMSA (Repsol Exploracion Murzuq S.A) staff capacity development.</i> <i>Promote a work-life balance among our employees.</i> <i>Strengthen our commitment for human rights by applying the Voluntary Principles of Security and Human Rights (VPSHR) to Akakus Oil Operations (AOO).</i>
Malasia <i>Malaysia</i>	<ul style="list-style-type: none"> Construir un ingreso sostenible entre las comunidades de pescadores. Colaborar con las universidades para proporcionar becas a los estudiantes. Avanzar en las iniciativas de salud para mejorar las condiciones de salud de las comunidades locales. Gestionar la intrusión de los pescadores en los Kinabalufacilites. 	<ul style="list-style-type: none"> <i>Build sustainable income amongst fishermen communities.</i> <i>Collaborate with universities to provide scholarships to students.</i> <i>Enhance health initiatives to improve health conditions of local communities.</i> <i>Manage fishermen encroachment in Kinabalufacilites.</i>

Listado de acciones

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PAÍS COUNTRY	ACCIÓN ACTION
Malasia <i>Malaysia</i>	<ul style="list-style-type: none"> Promover un ambiente de trabajo saludable entre nuestros empleados. Promover la conciencia sobre la diversidad de género como parte de la inclusión de los géneros.
Noruega <i>Norway</i>	<ul style="list-style-type: none"> Asegurar la competencia futura de la industria y de Repsol Norge. Proporcionar ayuda social a los menos favorecidos. Reforzar la diversidad en la organización de Repsol Norge
Perú <i>Peru</i>	<ul style="list-style-type: none"> Capacitar en derechos humanos a miembros de la Unidad de Negocio de Perú y las comunidades de nuestro entorno. Desarrollar una campaña de empleo inclusivo. Fortalecer el uso del mecanismo de reclamaciones como receptor de reclamos, opiniones y sugerencias de las comunidades y organizaciones indígenas. Impulsar la formación de empleados de proveedores de seguridad y de fuerzas de seguridad pública en Principios Voluntarios de Seguridad y Derechos Humanos. Lanzar un programa de prevención de violencia contra la mujer. Promover el fortalecimiento de capacidades en las comunidades del Lote 57.

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PAÍS COUNTRY	ACCIÓN ACTION
Reino Unido <i>United Kingdom</i>	<ul style="list-style-type: none"> • Impulsar la excelencia a través de la mejora de nuestras iniciativas de programas de salud y bienestar. • Mejorar el equilibrio de la vida familiar entre nuestros empleados. • Garantizar una correcta diversidad de la fuerza de trabajo, el medio ambiente y la igualdad en nuestra empresa. • Promover nuevos estilos de trabajo más flexibles en Repsol UK. • Apoyar a los más vulnerables de la comunidad local, desarrollando asociaciones con ONGs. <ul style="list-style-type: none"> • <i>Drive excellence through the enhancement of our health and well-being program initiatives.</i> • <i>Enhance family life balance among our employees.</i> • <i>Guarantee a correct workforce diversity, environment, and equality in our Company.</i> • <i>Promote more flexible new working styles in Repsol UK.</i> • <i>Support the local community's most vulnerable, developing partnerships with NGOs.</i>
T&T <i>Trinidad & Tobago</i>	<ul style="list-style-type: none"> • Continuar la colaboración con el Grupo de Receptores de Riñones de Trinidad y Tobago y la Sociedad Autista de Trinidad y Tobago en 2019. • Desarrollar un manual para los empleados de Repsol Trinidad. <ul style="list-style-type: none"> • <i>Continue engagement with Kidney Recipient Group of Trinidad and Tobago and Autistic Society of Trinidad and Tobago in 2019.</i> • <i>Develop a Repsol Trinidad employee manual.</i>
USA <i>The United States</i>	<ul style="list-style-type: none"> • Promover una cultura integrada de diversidad e inclusión. <ul style="list-style-type: none"> • <i>Promote an integrated culture of diversity and inclusion.</i>
Venezuela <i>Venezuela</i>	<ul style="list-style-type: none"> • Capacitar al personal de seguridad en los Principios Voluntarios de Seguridad y Derechos Humanos. • Certificar docentes a nivel de primaria para los colegios en el área de influencia de Quiriquire Gas. • Fortalecer el sentido de pertenencia en Quiriquire Gas. <ul style="list-style-type: none"> • <i>Train all security personnel in the Voluntary Principles on Security and Human Rights.</i> • <i>Certify teachers at level one for elementary schools in the area of influence of Quiriquire Gas.</i> • <i>Strengthen the sense of belonging at Quiriquire Gas.</i>

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PAÍS COUNTRY	ACCIÓN ACTION
Venezuela Venezuela	<ul style="list-style-type: none"> • Implementar acciones para mejorar la salud y el bienestar de nuestros empleados. • Implantar un plan de mejora de los aspectos identificados en la Encuesta de Cultura 2018. • Impulsar el Voluntariado Corporativo en todas las sedes de Repsol en Venezuela. • Optimizar el capital humano y realizar acciones comerciales que coadyuven a los pagos y reactivación de proyecto. • Promover la participación e inclusión de las personas con capacidades diferentes. • Promover oportunidades de formación y desarrollo para la comunidad de estudiantes de las principales universidades del área de influencia.
Vietnam Vietnam	<ul style="list-style-type: none"> • Implementar los programas y actividades sociales previstos para 2019.

COMPLEJO INDUSTRIAL INDUSTRIAL COMPLEX	ACCIÓN ACTION
A Coruña <ul style="list-style-type: none"> • Colaborar con centros educativos en la formación de estudiantes. • Contribuir a la integración social y laboral de personas en riesgo de exclusión social o con discapacidad. • Llevar a cabo proyectos sociales, educativos, culturales y deportivos con el entorno. • Desarrollar un Plan cardiosaludable 2019 para empleados. • Promover la transformación cultural, definiendo un plan de acción para mejorar el clima interno de los empleados. 	<ul style="list-style-type: none"> • Collaborate with schools in the training of students. • Contribute to the social and labour integration of people at risk of social exclusion or with disabilities. • Carry out social, educational, cultural and sports projects with the environment. • Promote a Heart Healthy Plan 2019 for employees. • Foster cultural transformation, defining an action plan to improve the internal climate of employees.
Cartagena <ul style="list-style-type: none"> • Colaborar en las iniciativas sociales, culturales, educativas y deportivas en el entorno. • Consolidar la Semana de la Ciencia y la Energía de Cartagena como evento de divulgación para todo tipo de público. • Difundir la cultura y la actividad de la compañía en nuestro entorno. • Fomentar la inserción laboral en el entorno de influencia. • Impulsar actuaciones de desarrollo social en la población de Alumbres y mantener relaciones de buena vecindad. • Impulsar formas de trabajo basadas en la comunicación y la flexibilidad laboral. • Promover iniciativas que favorezcan la conciliación y la diversidad. 	<ul style="list-style-type: none"> • Collaborate in social, cultural, educational and sporting initiatives in the surrounding area. • Consolidate the Science and Energy Week in Cartagena as a dissemination event for all types of public. • Spread the culture and the activity of the company in our environment. • Promote the employment insertion in the area of influence. • Foster social development activities in the town of Alumbres and maintain good neighborly relations. • Drive work methods based on communication and work flexibility. • Promote initiatives which favor reconciliation and diversity.

COMPLEJO INDUSTRIAL

INDUSTRIAL COMPLEX

ACCIÓN

ACTION

Petronor	<ul style="list-style-type: none"> Contribuir al mantenimiento del empleo y del tejido industrial local. Desplegar más acciones de las identificadas en el Plan de Igualdad. Promocionar visitas y seminarios técnicos dirigidos a las Universidades y centros de Formación Profesional. Realizar un curso de Operador-Operadora de Planta Química para capacitar a 20 personas. Consolidar las medidas de conciliación de la vida laboral y personal. 	<ul style="list-style-type: none"> <i>Contribute to the maintenance of employment and the local industrial development.</i> <i>Deploy more actions than those identified in the Equality Plan.</i> <i>Promote visits and technical seminars aimed at Universities and Vocational Training centres.</i> <i>Carry out a course for Chemical Plant Operators to train 20 people.</i> <i>Consolidate measures to reconcile work and personal life.</i>
Puertollano	<ul style="list-style-type: none"> Colaborar con las instituciones y la comunidad educativa en la formación y capacitación de los jóvenes. Colaborar de la mano de las instituciones públicas, asociaciones y entidades sociales en el desarrollo de eventos culturales, deportivos y sociales en nuestro entorno. Promover acciones de integración socio-laboral de personas con discapacidad a través de un plan de acción integral. Promover el voluntariado corporativo entre los empleados. 	<ul style="list-style-type: none"> <i>Collaborate with institutions and the educational community in the formation and training of young people.</i> <i>Working hand in hand with public institutions, associations and social entities in the development of cultural, sporting and social events in our environment.</i> <i>Promote actions of social and labor integration of people with disabilities through an integral action plan.</i> <i>Promote corporate volunteering among employees.</i>

COMPLEJO INDUSTRIAL INDUSTRIAL COMPLEX	ACCIÓN ACTION
Sines <ul style="list-style-type: none"> Contribuir económica y logísticamente con actividades y asociaciones sin fines de lucro ubicadas en nuestro entorno. Definir e implementar un plan de acción para mejorar los aspectos relacionados con la cultura Implementar el Plan de Relevo Generacional de la plantilla de CI SINES. Participar y promover iniciativas sociales, culturales y deportivas en los municipios de Sines y Santiago do Cacém. 	<ul style="list-style-type: none"> <i>Contribute economically and logically with non-profit activities and associations located in our environment.</i> <i>Define and implement an action plan to improve the aspects related to culture</i> <i>Implementing the Generational Relief Plan for the SINES Industrial Complex staff</i> <i>Participate and promote social, cultural and sports initiatives in the municipalities of Sines and Santiago do Cacém.</i>
Tarragona <ul style="list-style-type: none"> Captar y retener el talento. Colaborar en iniciativas sociales, culturales, educativas y deportivas del entorno Identificar y dar respuesta a las demandas informativas y preocupaciones de la sociedad en relación a nuestra actividad para mejorar la comunicación Impulsar el desarrollo profesional. Impulsar la conciliación de la vida profesional y fomentar la integración de personas con capacidades diferentes. 	<ul style="list-style-type: none"> <i>Attract and retain talent.</i> <i>Collaborate in social, cultural, educational and sporting initiatives in the area</i> <i>Identify and respond to the information demands and concerns of society in relation to our activity in order to improve communication</i> <i>Foster the professional development of our staff.</i> <i>Promote the reconciliation of professional life and encourage the integration of people with different abilities.</i>



Anexos

A continuación detallamos las acciones llevadas a cabo en el eje de Personas en todos los Planes Locales de Sostenibilidad.

La información referente a países se publica en inglés y la referente a los complejos industriales en español.

Annexes

Below, we detail the actions carried out in the axis of People in all Local Sustainability Plans. The information referring to the countries is published in English and the reference to the industrial complexes in Spanish.



Países
Countries

ACTION

Drive continuous improvement in our social performance.

DESCRIPTION

We will develop a Community Relations Strategy for the Algeria Business Unit, aligned with Repsol's Corporate Community Relations and Human Rights standards.

INDICATOR

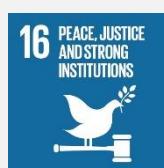
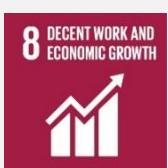
Deliver a Community Relations Strategy.

WHAT HAVE WE ACHIEVED?



A Community Relations Strategy for the Business Unit Algeria for the period 2019 to 2022 has been developed. The local strategy has been reviewed by the Community Relations corporate function in Madrid, and it has been approved.

CONTRIBUTION TO THE SDGS:



ACTION

Build trust and engage with local communities through support to local development.

DESCRIPTION

We will work with Sonatrach to identify initiatives to contribute local development. The initiatives will be aligned with the Community Relations strategy defined by 2019.

INDICATOR

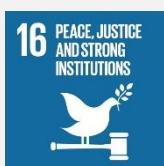
Select one social investment initiative with Sonatrach and include it in 2020 budget.

WHAT HAVE WE ACHIEVED?



This initiative will be moved to the 2020 Sustainability Plan. In 2019 a support team for Community Relations has been created for GRN (Groupement Reggane Nord, the Joint Venture operating the Reggane Asset). Conversations with community have started and initiatives are being identified. There has been however no time to include any specific initiative in 2020 budgets.

CONTRIBUTION TO THE SDGS:



ACTION

Increase the rate of national employees for the integration of the business in Algeria.

DESCRIPTION

We will increase the percentage of Algerian employees in the Algerian Business Unit with new hires and replacing some exiting expatriate staff with nationals.

INDICATOR

Increase the rate of Algerian employees in Repsol's Business Unit by 10% compared to 2018.

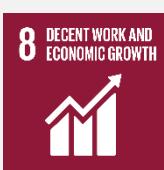
WHAT HAVE WE ACHIEVED?



Despite the efforts towards increasing the rate of Algerian employees in Repsol's Business Unit by 10% compared to 2018, this objective has not been achieved.

The reason for the objective not being achieved is that the number of Algerian employees in the Business Unit has decreased. Five Algerian employees have left the company or retired, while another two Algerian nationals have been assigned to other countries within Repsol..

CONTRIBUTION TO THE SDGS:



ACTION

Promote functional, national, and international mobility among our employees.

DESCRIPTION

We will promote and foster internal mobility as a tool for the development of our employees. We believe that working in other countries or projects with different challenges, business conditions and cultures will be very beneficial for the professional growth of our employees.

INDICATOR

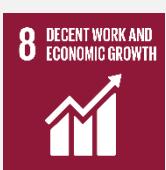
Propose a 10% of local workforce as candidates to participate in mobility programs such as Mobility Assignment or Swapping Program.

WHAT HAVE WE ACHIEVED?



There have been two Algerian employees mobilized internationally (Guyana and Brazil), and other employees that have changed functions and/or geographies within Algeria. The final percentage of mobility among Algerian personnel in the Business Unit has been 23%, which exceeds the objective for this action.

CONTRIBUTION TO THE SDGS:



ACTION

Strengthen our commitment for human rights by applying the Voluntary Principles of Security and Human Rights (VPSHR) to the joint venture GRN (Groupement Reggane Nord).

DESCRIPTION

We will perform a risk assessment of the use of Security forces on Human Rights for GRN (Groupement Reggane Nord), following the methodology proposed by the Voluntary Principles of Security and Human Rights.

INDICATOR

Risk assessment done and shared with GRN by end of 2019.

WHAT HAVE WE ACHIEVED?



A risk assessment of Security and Human Rights has been developed by Repsol for the Security forces deployed in Reggane (GRN).

The risk assessment has been done following the Voluntary Principles on Security and Human Rights Implementation Guidance Tools (IGT). The risk assessment has identified scenarios and mitigation measures and the results have been shared with GRN.

CONTRIBUTION TO THE SDGS:



ACTION

Strengthen our commitment for respecting Human Rights by sharing with Sonatrach and the joint venture GRN (Groupement Reggane Nord), a concept proposal on grievance mechanisms, as a tool that facilitates communication and access to remedy in accordance.

DESCRIPTION

We will develop with the support of required expertise a concept proposal on grievance mechanism, tailored to the reality of the operator, GRN (Groupement Reggane Nord).

INDICATOR

Submit a grievance mechanism concept proposal to (GRN) Groupement Reggane Nord.

WHAT HAVE WE ACHIEVED?



A grievance mechanism concept proposal has been sent to Groupement Reggane Nord (GRN) consortium. The grievance mechanism has been written as an internal GRN procedure, adapted to GRN's structure and local environment.

CONTRIBUTION TO THE SDGS:



ACTION

Update the social risk matrix for the Bolivia Business Unit.

DESCRIPTION

We will analyze the social risks and impacts to ensure and promote respect for human rights and our contribution to the social and economic development of the communities neighboring our operations.

INDICATOR

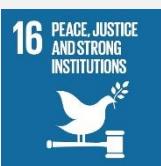
Carry out the risk analysis before 31 December 2019

WHAT HAVE WE ACHIEVED?



The revision of the risk matrix has been postponed to 2020 because of the political situation. It has been identified that the strategic and mutually respectful relationship with the APG IG helps to maintain the social license to operate in the indigenous territory where Planta Margarita is located. The APG IG (Assembly of the Guarani People of Itika Guazu), is the indigenous people of the territory where the Margarita Plant is located, where gas processing takes place in the "Caipipendi area (Margarita plant), wells, lines and other facilities

CONTRIBUTION TO THE SDGS:



ACTION

Complete the process to formalize corporate volunteering at the Bolivia Business Unit.

DESCRIPTION

We will conclude the process to secure legal person status for formalizing Integra Volunteering and thus enable it to carry out different activities.

INDICATOR

Secure legal person status.

WHAT HAVE WE ACHIEVED?



The legal process is in its final stage. The obtaining of the legal status has been prolonged by events beyond our control. This document will allow UNBO Corporate Volunteers to act as an independent organization and to seek alliances with other institutions; to be a legally recognized institution and to access external funding sources, for the development of projects in the areas of health, education, environment and humanitarian aid.

CONTRIBUTION TO THE SDGS:



ACTION

Create a social company to complete the production and marketing chain for the smoked goat production project.

DESCRIPTION

We will drive the process to establish a social company to close the marketing cycle for the smoked goat production project underway in the communities neighboring Margarita. By doing so, our company is lending locals in the zone a hand in terms of boosting development and equal opportunities, which is in line with our premise to be an integrated, diverse and inclusive company

INDICATOR

Put together a social company by 31 December 2019.

WHAT HAVE WE ACHIEVED?



Consolidation and legalization of the Transformation and Commercialization Unit (U.T.C.) of the Itika Guasu Goat Producers Association (APROCA - IG), strengthening and promoting the production of goats and differentiated transformed products. The organization is made up of 45 family production units. The transforming unit has the corresponding sanitary registration which allows the commercialization of goat products.

CONTRIBUTION TO THE SDGS:



ACTION

We will continue training members of Bolivian security forces in human rights and international humanitarian law.

DESCRIPTION

We will provide members of the Bolivian government security forces with training to prevent possible violations of human rights and international humanitarian law in their actions when protecting Bolivian natural resources at a national level in general and the sites that Repsol operates in the country in particular.

INDICATOR

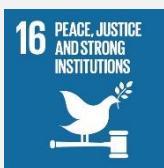
Arrange the training for at least 80 members of the Bolivian armed forces

WHAT HAVE WE ACHIEVED?



We have given a four-day intensive course, with the participation of 77 people, to military personnel of the Security Forces of the Plurinational State of Bolivia and members of the Bolivian Red Cross. The training sessions were led by a group of senior professors from the Centre for the Study of International Humanitarian Law of the Spanish Red Cross.

CONTRIBUTION TO THE SDGS:



ACTION

Foster different types of cultural support as a tool for long-term social integration.

DESCRIPTION

We will work on different project that reflect our commitment to culture. Together with the Ministry of Cultures and Tourism, we will continue our efforts of identifying cultural assets that merit protection in case of armed conflicts. We will promote new cultural spaces and foster alliances with different institutions to cultivate talent.

INDICATOR

Consolidate the alliance with the Spanish Cultural Center for a new space in La Paz

Accomplish the identification of at least 50 national heritage assets.

Consolidate an alliance between the Tarija and Santa Cruz philharmonic orchestras

WHAT HAVE WE ACHIEVED?



The alliances in favour of culture in Bolivia have been consolidated through negotiations with the Spanish Cultural Centre in La Paz, the identification of more than 80 heritage assets by the Bolivian Ministry of Culture and Tourism and through the alliance between the philharmonic orchestras of Tarija and Santa Cruz.

CONTRIBUTION TO THE SDGS:



ACTION

Promote the inclusion of people with disabilities.

DESCRIPTION

We will encourage the incorporation of disabled persons based on the needs of the Bolivia Business Unit, job market availability and suitability of the infrastructure at our office building. We will develop actions to achieve the target percentage for incorporating people with disabilities or their family members.

INDICATOR

Present a procedure-flowchart

Keep an incorporation percentage of at least 2% during the management

WHAT HAVE WE ACHIEVED?



The number of people with different abilities as tutors remained at 2.4%. Since no selection processes were carried out for external hiring of staff during 2019, this objective was not met. A subcontractor with different capacities was incorporated to the drilling area.

CONTRIBUTION TO THE SDGS:



ACTION

Cultivate a better workplace environment at the Bolivia BU by encouraging the balance between work and family life, and the professional development of employees.

DESCRIPTION

We will continue promoting the application of useful tools to strike a balance between work and family for our employees, compliant with the vacation schedule and backed by the interns program when necessary. We will analyze implementation of the "Timesaving" corporate service program (concierge, administrative tasks and legal advice). We will promote temporary assignments and exchanges, and participation in worldwide projects.

INDICATOR

Provide two Bolivian staff members with mobility, sending them other business units.

Have the Bolivia Business Unit receive two employees from other business units.

Accomplish the participation of four members of the Bolivia BU in worldwide projects.

Present a "Time-saving" implementation feasibility report

Comply with 90% of the vacation schedule.

WHAT HAVE WE ACHIEVED?



The actions to improve the work climate within the UN Bolivia were developed in their entirety, in order to achieve a balance between work and family life: 100% of planned vacations were achieved at the level of each management. In addition, professional development was promoted through six temporary exchanges between Bolivia, Peru and Ecuador.

CONTRIBUTION TO THE SDGS:



ACTION

Ensure respect for human rights in local communities.

DESCRIPTION

We will design a roadmap to announce and/or collaborate with initiatives implemented by operating partners to benefit communities in the areas of influence, including complaint mechanisms.

INDICATOR

Hold at least three meetings with operating partners in the second half of the year.

Visit at least one local project (if any) according to the phase.

WHAT HAVE WE ACHIEVED?



We have been in touch with the operating partners. Regarding Lapa's assets, located in the Santos Basin, a study on existing social initiatives in the Guanabara Bay (RJ) is underway and complaint mechanisms are available through www.dialogototal-lapa.com.br and telephone number 0800727 9098. Regarding the Sapinhoá asset, located in the Santos basin, the complaint mechanisms are available - website www.comunicabaciadesantos.com.br and telephone number 08007289001

CONTRIBUTION TO THE SGDS:



ACTION

Foster the promotion of diversity and a work-life balance.

DESCRIPTION

We will encourage the promotion of cultural and gender diversity through inclusive practices and actions, including flexibilization.

INDICATOR

Diagnose the actual scope of gender equality internally and develop an action plan.

Host and develop internal activities for recognizing and appreciation of our cultural diversity.

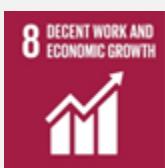
Execute the teleworking pilot project

WHAT HAVE WE ACHIEVED?



Currently, Repsol Sinopec Brazil's workforce is made up of 55% men and 45% women. In 2019, 14% of women have reached leadership positions, with 55% of them in senior positions. In new hires, 75% are women. We have carried out 29 integration activities and implemented the teleworking pilot project in October with the participation of 20 employees.

CONTRIBUTION TO THE SGDS:



ACTION

Cultivate a better organizational climate and improved talent attraction and retention.

DESCRIPTION

We will engage in a multidisciplinary manner to provide a better employee experience with the organization through Employee Value Proposition (EVP), which includes initiatives in talent management, work environment and communication.

INDICATOR

Evaluate the 2018 climate survey results and draw up an action plan by the second quarter

Conduct a communications campaign in the second half

Develop actions within the scope of the Employee Value Proposition (EVP) program in the second half

Keep staff turnover under 9%.

WHAT HAVE WE ACHIEVED?



We have developed 20 educational activities focused on leadership, safety and health of which we highlight Safety Leap, Repsol Leadership Program, Henko Training and Safety Defensive Driving. We have also provided employees 29 integration actions. In 2019, employee turnover was 13.7%. We have begun the planning process for the "employee branding" communication campaign and its future implementation in 2020 with attractive alternatives for retaining talent.

CONTRIBUTION TO THE SGDS:



ACTION

Manage the social impact of our operations and grievance mechanisms through our Good Neighbour Program.

DESCRIPTION

We will maintain the privilege of working and living in Stakeholders' communities by managing the impacts from our activities through our Good Neighbour Program. It establishes our commitments for managing the impact of our activities and operations relating to roads, traffic, noise, lease maintenance, dust and water management. It is how we ensure that our employees and contractors are working towards a common goal of being a responsible neighbour.

INDICATOR

Address ninety-five (95) % of valid grievances relating to roads, traffic, noise, lease maintenance, dust and water within two (2) business days.

WHAT HAVE WE ACHIEVED?



We have completed the action. We have not received any formal complaints through our Good Neighbour Program hotline number, two dust complaints were received and rectified with the targeted two business day period and we have not received any formal grievances in 2019.

CONTRIBUTION TO THE SDGS



ACTION

Promote diversity and work-life balance in the workplace.

DESCRIPTION

We will foster a work environment that honours diversity in the workplace. We will actively promote work-life balance (flexible work arrangement) for our employees.

INDICATOR

Conduct our 2019 hiring practices in line with our employee diversity strategy. Review all work-from-home requests and approve those requests within reason or where a sufficient business case is provided and approved by the employees leader.

WHAT HAVE WE ACHIEVED?



We have conducted all 2019 hiring practices in Canada in compliance with our employee diversity strategy. Repsol's teleworking program was opened up to employees and has proven successful with many employees opting to telework. This program continues to receive positive feedback from employees.

CONTRIBUTION TO THE SDGS



ACTION

Strengthen and maintain positive relationships with our Indigenous communities.

DESCRIPTION

Our public consultation and engagement efforts with our Indigenous communities will be meaningful and shall exceed minimum Government consultation requirements.

INDICATOR

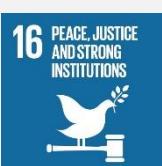
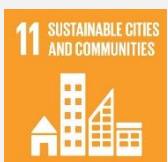
Engage with our Indigenous communities on a quarterly basis to identify and support social investment partnerships that bring benefit to the communities.

WHAT HAVE WE ACHIEVED?



The action has been completed. Through our social investment program, we have supported a number of initiatives that included five cultural events with First Nations communities in Treaties 6, 7 and 8 and one cultural event with a Metis Non-Settlement community. We have also supported initiatives with four local First Nations schools in our Edson and South Duvernay operating areas and issued seventeen Indigenous Award scholarships to post-secondary students from across Alberta.

CONTRIBUTION TO THE SDGS



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 SGDS:



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 SGDS:



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 SGDS:



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 SGDS:



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.

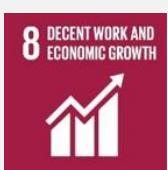
Identify aspects to improve after the study.

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 SGDS:



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

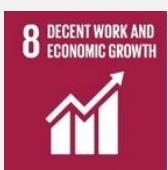
Train 90% of Repsol Colombia collaborators in selection processes using the Workday tool.

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 SGDS:



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

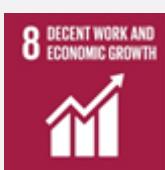
Submit the study made by Repsol in Colombia in the last quarter of 2019 for approval.

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 SGDS:



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 SGDS:



ACTION

Train the Ecuador Business Unit staff in human rights in general.

DESCRIPTION

We will carry out training for non-expert personnel in legal matters, for the operation of Blocks 16 and 67 (Tivacuno).

INDICATOR

Hold a talk for the Quito staff (Managers and Bosses) and invite representatives of the main contractors, twice a year.

WHAT HAVE WE ACHIEVED?



We have trained both the administrative staff and the field personnel in the aspects related to the correct treatment of Human Rights, through 10 workshops addressed to contract holders and suppliers, with examples to reinforce the knowledge on the mentioned subject.

CONTRIBUTION TO THE SGDS:



ACTION

Train the personnel of the Ecuador Business Unit in matters of Civil Liability / Compliance with obligations in the execution of service provision contracts.

DESCRIPTION

We will carry out training for non-expert personnel, specifically in legal matters, for the operation of Sections 16 and 67 (Tivacuno).

INDICATOR

Give a talk to the staff of Quito and Blocks 16 and 67 (Tivacuno), twice a year.

WHAT HAVE WE ACHIEVED?



We have given 4 talks on this subject to different groups of workers in the facilities of Blocks 16 and 67 and in the offices in Quito..

CONTRIBUTION TO THE SGDS:



ACTION

Execute the social programme of the Repsol Ecuador Foundation, by monitoring the projects that are underway and starting up new projects.

DESCRIPTION

We will monitor the projects that are underway and we will start with the new edition of the Repsol Ecuador Foundation.

INDICATOR

Start up of at least four new projects during 2019.

WHAT HAVE WE ACHIEVED?



During 2019, we have carried out twenty-seven projects, thirteen of which are new social projects to benefit the communities in the area of influence of Blocks 16 and 67, and the administrative area.

CONTRIBUTION TO THE SDGS:



ACTION

Raise awareness among Business Unit employees about gender equality, diversity and equal opportunities.

DESCRIPTION

- Socialize the Corporate Guide on "Gender Diversity, Equal Opportunities" to all staff.
- Guarantee equal opportunities in all processes (compensation, selection, positions, mentoring program, internal facilitators)

INDICATOR

Inclusion of at least one woman in each process identified and in each socialization talk.

WHAT HAVE WE ACHIEVED?



We have carried out a campaign for the socialization and consciousness of the diversity and equal opportunities guide. We have also carried out 11 external selection processes and as a result we have hired 7 women, during the year. In addition, we have formed an internal diversity committee.

CONTRIBUTION TO THE SGDS:



ACTION

Implement the plan to improve the current state of mental health of the employees of the Business Unit in Ecuador.

DESCRIPTION

- Depression map in Block 16 and 67 (Tivacuno)
- Stress and work anxiety map
- Action to improve the mental health of Repsol 2019 workers.

INDICATOR

Reach at least 90% of the workforce.

WHAT HAVE WE ACHIEVED?



We have worked on Repsol Ecuador's Integral Health Plan with the participation of 86% of the workforce. Our employees voluntarily answered surveys and interviews with specialised professionals. We have elaborated a plan of action with the results, focused on addressing issues such as relationships, sleep hygiene, self-esteem, stress and anxiety, among others. Repsol is concerned not only with physical health, but above all with the mental health of its employees.

CONTRIBUTION TO THE SGDS:



ACTION

Implement the Complaints and Claims Procedure that can be accessed by the indigenous communities in the area of influence of Block 16 operations. Train communities and their own staff and contractors on this instrument.

DESCRIPTION

Repsol is adhering to the United Nations' Guiding Principles on Business and Human Rights, in the context of which is the principle of Due Diligence, the model for which was worked out by the UN during 2017. As part of this, from this year onwards we will implement the Complaints and Claims Procedure, which will be accessible to the indigenous communities in the area of direct influence of the operations in Block 16 and Block 67 (Tivacuno).

INDICATOR

Training of 90% of own personnel, contractors or subcontractors, as well as the Waorani communities, including the Waorani Nationality of Ecuador NA.W.E and Kichwa of the area of influence.

WHAT HAVE WE ACHIEVED?



We have held workshops with the Waorani Nationality of Ecuador - NA.W.E, in the city of Puyo; with the intrablock Waorani communities and the Kichwas communes of Pompeii and Río Indillama. Likewise, in the production facilities in the north and south we have held workshops with our own personnel, contractors and subcontractors.

CONTRIBUTION TO THE SGDS:



ACTION

Negotiate, reach a consensus on and execute 98% of the Annual Operating Plan -POA 2018- and its programs in the areas of: education, health, organizational support and others, with the Waorani Nationality of Ecuador -NA.W.E-.

DESCRIPTION

Agree with NAWE on the 2019 Annual Operating Plan and its various programmes, which should be implemented 98% by the end of the year. We will also provide quarterly management accounts between Repsol and NA.W.E. Action that will allow for monitoring and planned follow-up.

INDICATOR

Execution of 98% of the POA NA.W.E 2018 and four-monthly accountability

WHAT HAVE WE ACHIEVED?



We have fulfilled the activities planned within the Annual Operating Plan of the Warorani Nationality of Ecuador - NA.W.E and the Annual Operating Plan of the Kichwa Communities 2019, as well as 99% of the budget established for them. Similarly, during 2019, the respective accountability with the NA.W.E, the process prior to the 2019 Settlement and the negotiation of the 2020 Annual Operating Plan were carried out.

CONTRIBUTION TO THE SGDS:



ACTION

Promote actions related to personal - work conciliation.

DESCRIPTION

We will promote and encourage the actions of the Business Unit related to the promotion of personal-labour conciliation.

INDICATOR

Compliance with at least 75% of the actions implemented for the benefit of staff.

WHAT HAVE WE ACHIEVED?



We have made the conditions for teleworking more flexible. Additionally, we have carried out 5 campaigns of family visits to Block 16. We have created a breastfeeding room in the Quito offices. We have also carried out extensive integration events for the family. We have worked on the continuity of summer and winter schedules and flexible hours.

CONTRIBUTION TO THE SGDS:



ACTION

Carry out community consultation at each project stage in order to improve stakeholders engagement and gain social license to operate.

DESCRIPTION

We will make community consultations during KBD 2X well testing, demobilization and Anggun-1X exploration drilling. Consultation is the most appropriate process to collect information and feedback from the community, being beneficial to us to design business strategy and make decisions. And it is beneficial at the same time to the community to be fully informed of the progress, updates and Repsol practices in their operation.

INDICATOR

Conduct formal community consultation during KBD 2X well testing, demobilization and Anggun-1X exploration drilling.

WHAT HAVE WE ACHIEVED?



REPSOL held KBD 2X well-testing socialization to the respective local leaders, surrounding community and neighboring companies to describe the process to be conducted and on-place safety conditions. After project completion, we officially conducted closing out the exploratory drilling campaign with the village head.

CONTRIBUTION TO THE SGDS:



ACTION

Conduct human rights awareness program for employees, security personnel, contractors and suppliers.

DESCRIPTION

We will deliver human rights training to Repsol Indonesia employees, security personnel, and our main suppliers and contractors, in line with applying the Voluntary Principles on Security and Human Rights and United Nation Guiding Principles on Business and Human Rights in the Company.

INDICATOR

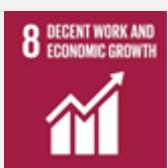
Deliver human rights induction or training to at least 50% of the employees and all (100%) security personnel, main suppliers and contractors representatives.

WHAT HAVE WE ACHIEVED?



We have conducted the human rights induction as expected, training both employees and security contractors. In addition, we have ensured all significant investment agreements and contracts included human rights clauses and underwent human rights screening.

CONTRIBUTION TO THE SGDS:



ACTION

Continue to promote a work-life balance among our employees.

DESCRIPTION

We will propose mechanisms to develop, promote and facilitate the balance between personal and professional life. The program should provide flexibility for our employees to manage their family while they continue pursuing their own carrier in Repsol.

INDICATOR

Continue to define a work-life balance program.

WHAT HAVE WE ACHIEVED?



We have held several activities included in our work-life balance program such as:

- Day Care Program
- Friday OFF Pilot Project
- Walk in Workout 10,000 steps a day
- Healthy Lifestyle and Health Challenges

CONTRIBUTION TO THE SGDS:



ACTION

Develop a social baseline study for the new block Southeast Jambi.

DESCRIPTION

We will carry out a social baseline study for the newly awarded block South East Jambi. This study will be taken into consideration when making business decisions with possible impact to the surrounding stakeholders. Having the study for this new asset will be beneficial in Repsol's business plan especially in terms of engaging the local stakeholders.

INDICATOR

Elaborate a social baseline and study report for the South East Jambi block.

WHAT HAVE WE ACHIEVED?



We have conducted an Environmental Baseline Assessment (EBA). It includes a social mapping study which describes community conditions systematically based on data and information collected about the community, including their profiles and current social issues.

CONTRIBUTION TO THE SGDS:



ACTION

Provide refreshment training on social risk matrix and implementing grievance mechanisms.

DESCRIPTION

We will make sure our employees are committed to socially responsible business practice and aware of the importance of managing social risk, especially grievances. Having the social risk matrix and grievance mechanism refreshment training are the articulation of the commitment.

INDICATOR

Deliver social risk matrix and grievance mechanism training to operation team in the office and onsite.

WHAT HAVE WE ACHIEVED?



We have held a social risk matrix training and introduced grievance mechanisms to all members in Jakarta office, Sakakemang and East Jabung block. All findings and inputs are then exercised in HAZID to improve the project approach with people as focus.

CONTRIBUTION TO THE SGDS:



ACTION

Build the capacity of National stakeholders NOC and our operator, Akakus, on Social Performance.

DESCRIPTION

In coordination with IPIECA (The global oil and gas industry association for environmental and social issues) and the support of experts on Social Performance (SP), we will develop a training plan through several phases covering specific modules on: i.) community engagement, ii.) community grievance mechanisms iii.) social investment) and local content.

INDICATOR

Implement 90% of SP training planned for 2019

WHAT HAVE WE ACHIEVED?



In order to fulfill our commitment to build the capacity of our National Stakeholders, and in the framework of the agreed plan to transfer the Social Performance Role to the operator, we have developed a two phases training plan. The phase one training planned for 2019 provided with the basic concepts and standards on Social Performance, covering issues such as community relations, social investment and international standards on Voluntary Principles on Security.

CONTRIBUTION TO THE SGDS:



ACTION

Continue building trust and engaging with local communities through support to local development.

DESCRIPTION

In coordination with NOC (National Oil Corporation) and in close consultation with local authorities, we will implement social investment initiatives in support of local development through basic service delivery.

INDICATOR

90% of social investment projects planned for 2019 implemented and activities delivered.

WHAT HAVE WE ACHIEVED?



In order to build trust and engage with local communities, acting as a responsible Company, we continued supporting local development, in coordination with the National Oil Corporation (NOC) and local stakeholders. We have implemented social investment initiatives focusing on the rehabilitation of basic social, economic and productive infrastructures for better service delivery in particular in the sectors of health, water access and energy.

CONTRIBUTION TO THE SGDS:



ACTION

Drive REMSA (Repsol Exploracion Murzuq S.A) staff capacity development through internal cross functional training.

DESCRIPTION

We will develop on-the-job cross functional training and engage staff by giving opportunities to cover positions within the different departments of the Business Unit (BU).

INDICATOR

Reach 50% of the targeted staff.

WHAT HAVE WE ACHIEVED?



In order to engage and enhance local content, we have strongly encouraged capacity development of national staff exposing employees to different working experience developing new skills. This was also part of the action plan in response to the 2018 Climate survey. To this end a plan was finalized consolidating information on the staff who were assigned to the different departments and 50% of the staff were involved in this initiative..

CONTRIBUTION TO THE SGDS:



ACTION

Improve REMSA (Repsol Exploracion Murzuq S.A) staff capacity development.

DESCRIPTION

Each department will develop and implement specific training plans for its employees aiming at their capacity development.

INDICATOR

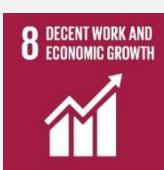
Develop 90% of the training plan implemented for 33 staff.

WHAT HAVE WE ACHIEVED?



In order to engage and enhance local content, and as part of the action plan in response to the 2018 Climate survey, we have strongly encouraged capacity development of national staff. A training plan was prepared consolidating training courses for staff under the different departments, uploaded in the system, and implemented by the departments' managers. Some training courses have been postponed due to the security conditions of the country.

CONTRIBUTION TO THE SGDS:



ACTION

Promote a work-life balance among our employees.

DESCRIPTION

We will raise the awareness, promote and facilitate the balance between personal and professional life and include specific mention on teleworking in a proposed procedure.

INDICATOR

Define a work-life balance program and present it to the leadership team with the specific measures to be taken.

WHAT HAVE WE ACHIEVED?



The work life balance program could not be implemented officially at this stage. However, we have adapted to the current situation of the country with a more flexible work life management whereby employees, in moments of conflict, are allowed to not commute to the office but log on and be connected from home..

CONTRIBUTION TO THE SGDS:



ACTION

Strengthen our commitment for human rights by applying the Voluntary Principles of Security and Human Rights (VPSHR) to Akakus Oil Operations (AOO).

DESCRIPTION

We will perform a risk assessment of the use of security forces on Human Rights for Akakus Oil Operations (AOO), following the methodology proposed by the Voluntary Principles of Security and Human Rights.

INDICATOR

Risk assessment study carried out.

WHAT HAVE WE ACHIEVED?



As part of REPSOL engagement to respect for Human Rights (labor rights and employment conditions, health, rights of vulnerable groups and others), REMSA Security Department prepared the risk assessment document draft; however, upon request from the operator, AOO, the execution was postponed to 2020.

CONTRIBUTION TO THE SGDS:



ACTION

Build sustainable income amongst fishermen communities.

DESCRIPTION

We will promote the socioeconomic development of fishermen communities in Terengganu and Sabah in collaboration with local agencies or NGOs. We will design a program which will help them to generate additional sustainable income by developing skills through training and practical programs.

INDICATOR

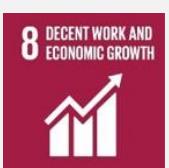
Organize and start the program before the end of 2019.

WHAT HAVE WE ACHIEVED?



We have collaborated with Sultan Mizan Royal Foundation (YDSM), Agriculture dept. and Fishermen Association Malaysia on sustainable kitchen/edible garden capacity building project for fishermen in the area of Setiu district of Terengganu. 20 families were identified and will be trained and supported to be onboard with the program to add supplementary income for the families during 2020.

CONTRIBUTION TO THE SDGS



ACTION

Collaborate with universities to provide scholarships to students.

DESCRIPTION

We will award 20 scholarships to undergraduates from five partner universities. We will contribute to nation talent pool by promoting students' development of skills for employment.

INDICATOR

Conduct assessments and interviews for potential candidates.

Carry out the final selection of successful candidates.

WHAT HAVE WE ACHIEVED?



We have carried out the assessments and interviews, and 20 candidates from five partner universities have been awarded scholarships under the program.

CONTRIBUTION TO THE SDGS



ACTION

Enhance health initiatives to improve health conditions of local communities.

DESCRIPTION

We will continue to enhance the value of the Thalassemia program in raising awareness and more informed public in collaboration with the Ministry of Health to develop Champions/Ambassadors. The program is a nationwide program created to increase awareness and reduce the spread of this genetic blood disorder that afflicts both adults and children.

INDICATOR

Organize one viral campaign to promote the program before end of the year.

WHAT HAVE WE ACHIEVED?



The Thalassemia e-portal for the project has been developed and the campaign will be launched the first quarter 2020 by two Deputy Ministers, Health and Education.

CONTRIBUTION TO THE SDGS



ACTION

Manage fishermen encroachment in Kinabalu facilites.

DESCRIPTION

We will collaborate with our main partners, Petronas, the Malaysian Maritime Enforcement Agency (MMEA) and Fishing Authorities, in managing offshore security. We will explore alternative options to manage encroachment of fishermen vessels into safety zone, such us:

- Decoy vessels for ad hoc operation
- Onshore approaches capitalizing on Radar Surveillance & Security System outputs
- Awareness campaigns

INDICATOR

MMEA to conduct three special operations (decoy vessel) in our area of operation.

Hold quarterly meetings between MMEA/Petroleum Arrangement Contractors and agencies.

WHAT HAVE WE ACHIEVED?



We have completed three operations in 2019, in September, October and November. We have held a coordination meeting with MMEA on 14 August, and a coordination meeting with MPM Petronas on decoy vessel operation on 31 July.

CONTRIBUTION TO THE SDGS



ACTION

Promote a healthy working environment among our employees.

DESCRIPTION

We will organize a companywide ExploreRace, Sports Club recreational activities and Family Day program for employees. The recreational activities will be tools to promote team cohesiveness and improve the work environment, as well as foster well-being and a work-life balance.

INDICATOR

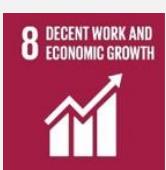
Organize the activities before the end of the year.

WHAT HAVE WE ACHIEVED?



We have organized the activities, engaging more than 200 employees and providing meaningful interactions and team building within the participants.

CONTRIBUTION TO THE SDGS



ACTION

Promote awareness on gender diversity as part of gender inclusion.

DESCRIPTION

We will organize training sessions to top management and mid-level managers on understanding differences between men and women. We will focus on the different communication styles that one should be aware of.

INDICATOR

Conduct two sessions among leadership and mid-level managers.

WHAT HAVE WE ACHIEVED?



We have organized and completed two workshops/sessions. The focus was around understanding gender differences in the workplace and what we do to bridge those differences, as well as having conversations with our female professionals about their aspirations, challenges and opportunities.

CONTRIBUTION TO THE SDGS



ACTION

Ensure future competence for the industry and Repsol Norge.

DESCRIPTION

We will actively engage with the local schools and universities to ensure our industry continuous to be attractive as a future employer by:

- 1) Intake of summer interns to give students an opportunity to get relevant job training.
- 2) Engage graduates to give young professionals a thorough and broad introduction to our company.
- 3) Engage and support in the Norwegian Oil & Gas Association effort to ensure future competence.

INDICATOR

Engage at least ten summer internships and four local young professionals to the Repsol Norway organization.

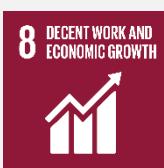
Participate in meetings and promote one young professional to represent Repsol in the Norwegian Oil & Gas Association.

WHAT HAVE WE ACHIEVED?



In 2019 we have engaged 18 summer students. The engagement has given students an introduction to how our industry works, both onshore and offshore. We have employed two new young professionals who attend the Repsol E&P Master Program in Madrid in 2019/2020 and engaged two young professionals for a fixed term period to expose them to our business activities. Moreover, one of our Young Professionals has been a representative in the Norwegian Oil and Gas Association in 2019.

CONTRIBUTION TO THE SGDS:



ACTION

Provide social aid to those less favourable.

DESCRIPTION

We will sponsor and support organizations in their work for those who need it the most:

- Sponsor the Church City Mission financially and arrange an event for them.
- Participate in Repsol Global Voluntary Day.
- Sponsor different Cancer Associations financially.
- Sponsor "Varmestuens Venner" financially- a foundation supporting substance abusers.

INDICATOR

Support financially the organisations identified.

Arrange the two events identified.

WHAT HAVE WE ACHIEVED?



We have done the social payments according to agreements and budget 2019. We have successfully arranged the Church City Event in January 2019 and Repsol Norge has participated in the Repsol Global Voluntary Days in October.

CONTRIBUTION TO THE SGDS:



ACTION

Reinforce diversity in the Norwegian Repsol organization.

DESCRIPTION

We will utilize and reinforce our work to strengthen the diversity of our organization by arranging quarterly dialogue meetings with the different internal networks established.

INDICATOR

Arrange meetings every half year with the female, senior and youngster network.

WHAT HAVE WE ACHIEVED?



We have conducted networks meetings according to our plan and strategy for diversity. Our Managing Director has also initiated a new network for Expats, holding the first meeting in September 2019.

CONTRIBUTION TO THE SGDS:



ACTION

Provide human rights training to members of the Business Unit in Peru and our surrounding communities.

DESCRIPTION

We will conduct training in human rights due diligence for members of the Business Unit in Peru to strengthen their knowledge in this regard.

We will also run human rights workshops for the indigenous communities concerning our operations.

INDICATOR

Run internal training (January-July 2019).

WHAT HAVE WE ACHIEVED?



We have held a workshop on due diligence with the Company's management and community relations team. The workshop took place in April and was led by Zabala Consultants and the Sustainability Division.

CONTRIBUTION TO THE SGDS:



ACTION

Develop an inclusive employment campaign.

DESCRIPTION

We will post all 2019 external job vacancies on inclusive networks, increasing the quota for people with disabilities at each business unit by at least 0.5% so long as external vacancies open up.

We will also work actively in two inclusive awareness-raising networks.

INDICATOR

Post all external vacancies on inclusive job boards.

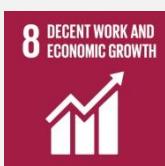
Increase the staff of disabled persons at each company by 0.5% whenever there are vacancies for external hiring (base December 2018).

WHAT HAVE WE ACHIEVED?



We have published all external vacancies in the inclusive job exchanges and have managed to increase by 0.5% the number of people with different abilities.

CONTRIBUTION TO THE SGDS:



ACTION

Strengthen the use of grievance mechanisms as the recipient of claims, opinions and suggestions from indigenous communities and organizations.

DESCRIPTION

We will foster trust with our social environment. To do so:

- We will optimize the grievance mechanism procedure with a view to ensuring the appropriate follow-up and response to indigenous communities and organizations.
- We will conduct dissemination campaigns on grievance mechanisms in communities.
- We will automate the mechanism with an app.

INDICATOR

Have a procedure approved by the Peru Exploration and Production Business Unit Director.

Develop an awareness-raising activity in the field and Lima.

Develop approved business cases for app improvements.

WHAT HAVE WE ACHIEVED?



We have concluded with the optimization of the Grievance Mechanism Procedure, we have completed the field activities, both for internal and external dissemination (contractors and neighboring Native Communities), and we are developing a draft with the improvements to be implemented in the application of the Procedure.

CONTRIBUTION TO THE SDGS:



ACTION

Promote training for employees of security service providers and public law enforcement in the Voluntary Principles on Security and Human Rights.

DESCRIPTION

We will encourage training in the Voluntary Principles on Security and Human Rights for the staff of security guard service providers at Repsol Peru facilities and public law enforcement stationed nearby communities at Campamento Nuevo Mundo - Lot 57.

INDICATOR

Train all indicated staff of the security guard service provider at Repsol facilities.

Provide two training actions for armed forces personnel deployed in communities at Campamento Nuevo Mundo - Lot 57.

WHAT HAVE WE ACHIEVED?



We have arranged for all the personnel of the private security companies that provide services at our facilities nationwide (297 people); as well as the personnel of the public security forces located in the vicinity of the Kinteroni Active Camp, area of the New World Native Community - Lot 57 (45 people) - to participate in the training in "Voluntary Principles of Security and Human Rights", complying with the established objectives.

CONTRIBUTION TO THE SGDS:



ACTION

Launch a gender violence prevention program.

DESCRIPTION

We will design a Violence against Women (Gender-based violence) Prevention Plan, execute the actions included in the plan, emphasizing service stations and then measure the impact of these actions.

INDICATOR

Comply with all actions proposed in the Violence against Women Prevention Plan.

WHAT HAVE WE ACHIEVED?



We have carried out all the actions in the preventive plan. Among them, we highlight the talks for workers and customers at the service stations, together with specialists from the Women's Emergency Center (CEM); the dissemination of prevention measures with the Mobile Classroom of the Commercial Training Center; the self-esteem and empowerment workshops, to strengthen the independence and self-esteem of the employees, as well as in schools in Ventanilla and Mi Perú, as a prevention strategy.

CONTRIBUTION TO THE SGDS:



ACTION

Promote the strengthening of capabilities in Lot 57 communities.

DESCRIPTION

We will identify the interests and opportunities for training Lot 57 communities, and manage alliances with contractors to carry out the defined training activities. The aim is to provide these communities with tools to help them develop.

INDICATOR

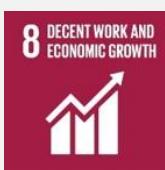
Train at least 20 persons in the community.

WHAT HAVE WE ACHIEVED?



We have carried out two trainings, Basic Industry Maintenance and Catering and Hospitality, in each one 19 people participated, therefore 38 participants. The program promotes technical or specialized training for the population of the native communities surrounding Lot 57, in the face of new opportunities and demands of the labor market. It aims to improve the quality of life of families by strengthening the competitiveness of the population.

CONTRIBUTION TO THE SGDS:



ACTION

Drive excellence through the enhancement of our health and well-being program initiatives.

DESCRIPTION

We will promote cardiovascular health and reduce potential cardiovascular issues among our employees by implementing a preventive campaign. This campaign will focus on the identification of risk factors through lipid / cholesterol profiles and cardiovascular risk assessments.

INDICATOR

Run the health and well being programme in 2019 in Repsol Sinopec Resources UK.

WHAT HAVE WE ACHIEVED?



We have successfully implemented our 2019 health program by running a preventive campaign called HALO (Enhanced Health Screening For Onshore and Offshore Workforce).

The program runs onshore and offshore as part of our Health & Wellbeing workgroup commitments, these consisted of additional health screening, heart health campaign (including identification of cardiovascular risk factors) and a revised Health & Wellbeing Policy. Focus on mental health has also commenced.

CONTRIBUTION TO THE SGDS:



ACTION

Enhance family life balance among our employees.

DESCRIPTION

Conduct healthy lifestyle sessions in the office using specialists: nutritionist and exercise coach.

INDICATOR

We will support family inclusion in the work environment, promoting activities among our employees in order to maintain the adequate balance between work and family. We will organize the following activities: Bristow Helicopters Visit, Dance Event, Family Day, A glimpse into our Working World, Carpark Cuisine, Museum visits etc.

WHAT HAVE WE ACHIEVED?



In Repsol Sinopec Resources UK several family activities took place. The most representative ones were: Getting Back to Nature Day, Young Hearts and Minds: Bristows Visit Calendar Kids and A Glimpse into the Working World. In Repsol UK all the employees and their families had a day trip to the Blair Drummond Safari Park. These activities improve the work and family balance, provide an environmental education and promote healthy environments for children and families.

CONTRIBUTION TO THE SGDS:



ACTION

Guarantee a correct workforce diversity, environment, and equality in our Company.

DESCRIPTION

We will set a cultural survey to analyse the current status regarding gender equality and define an action plan.

We aim at reducing the gender pay gap within the organisation and support gender equality across the oil & gas sector.

INDICATOR

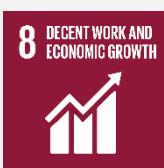
Ensure 80% of employees participation in the survey in Repsol Sinopec Resources UK

WHAT HAVE WE ACHIEVED?



We have reached 78% participation for RSRUK and 100% for Repsol UK. The results will allow us to analyze the current status to set an action plan. The Diversity and Inclusion activity was held in RSRUK, and the OGUK (Oil & Gas UK) awarded RSRUK with the Workforce Engagement award. This award recognises the outstanding steps taken by companies to give their workforce a voice in the organisation and develop and empowering culture that delivers commercial and reputational benefits for the company.

CONTRIBUTION TO THE SGDS:



ACTION

Promote more flexible new working styles in Repsol UK.

DESCRIPTION

We will set flexible days, which are considered a non-monetary reward that compensates the monthly extra hours worked above the agreed ones. We will emphasize the importance of our own time management allowing our workforce to adopt flexible working schedules.

INDICATOR

Record and track the flexy days implementation.

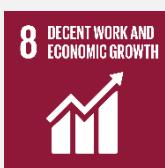
Communicate to employees and implement the flexible days benefits in Repsol UK.

WHAT HAVE WE ACHIEVED?



- We have implemented and monitored flex days successfully.
- A communication was sent to explain the procedure, and all employees have been able to take advantage of them, contributing to balance family and working life.

CONTRIBUTION TO THE SGDS:



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 ensure employee engagement with activities such as the 'Charity of the Year' program, the employee 'matched giving' and the schools engagement program.

INDICATOR

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

WHAT HAVE WE ACHIEVED?



We have generated positive impacts on our communities by developing partnerships with the following NGOs: Maggie's, Alzheimer Scotland, Spinal Injuries Scotland, Forget-Me-Not Club, Horseback UK. The £100,000 2019 fundraising target has been surpassed and a lot of people have been benefited.

CONTRIBUTION TO THE SGDS:



ACTION

Continue engagement with Kidney Recipient Group of Trinidad and Tobago and Autistic Society of Trinidad and Tobago in 2019.

DESCRIPTION

In 2019 we will extend the Become a Donor Campaign to school, as well the donations to Autistic Society for therapy will be extended for five students for six months. Repsol has worked with the Kidney Recipient Support Group of Trinidad and Tobago and the Autistic Society in 2018.

INDICATOR

Extend the Become a Donor Campaign to schools in Trinidad celebrating four school sessions.

Measure the progress of the Become a Donor Campaign through quarterly reports indicating the number of people accessing the Become a Donor Campaign Facebook, Twitter and Instagram pages.

Provide funds for 5 students for 6 months to be used for required occupational therapy.

Measure progress of students through monthly attendance reports and quarterly progress reports.

WHAT HAVE WE ACHIEVED?



Four School Symposia were held in areas of Trinidad and were well attended. The focus was to educate high school kids on the Organ Donation process. Quarterly Newsletters were developed and sent out to relevant organizations and persons. The Autistic society was provided with funds to be used for therapy for five students. During the year the strategy was changed. The therapy was sourced for free for all students and the funds provided by Repsol were focused to be used to hire a person.

CONTRIBUTION TO THE SDGS



ACTION

Develop a Repsol Trinidad employee manual.

DESCRIPTION

We will develop a Repsol Trinidad P&O (People and Organization) Manual outlining employees labour rights, employment conditions, health initiatives, opportunity management and work life balance.

INDICATOR

Complete the Repsol Trinidad P&O Manual

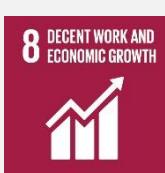
Have the manual approved by BU Director and P&O Manager

WHAT HAVE WE ACHIEVED?



The manual to be developed was to be used by employees as a reference and guiding tool on P&O matters. This activity was not completed due to clarification needed by P&O on various matters relating to the employee manual.

CONTRIBUTION TO THE SDGS



ACTION

Promote an integrated culture of diversity and inclusion.

DESCRIPTION

We will continue to build and promote a culture of integration and diversity to promote pride in belonging among employees and contractors.

INDICATOR

Form a diversity and inclusion committee for the Marcellus BU, and define and implement an action plan.

Continue building on the action plan for the diversity and inclusion committee in the Houston Office.

WHAT HAVE WE ACHIEVED?



We have formed a diversity and inclusion committee with 20 members in the Marcellus BU, and we have launched an action plan focused on gender, cultural, age and disabilities. We have redesigned the diversity and inclusion committee in Houston to drive continuous improvement and ensure accountability through four subcommittees focused on specific action plans for gender, cultural, age and disabilities. We have engaged a diversity and inclusion consultant to advance our strategy in 2020.

CONTRIBUTION TO THE SGDS:



ACTION

Train all security personnel in the Voluntary Principles on Security and Human Rights.

DESCRIPTION

We will promote ongoing training in the Voluntary Principles on Security and Human Rights for security personnel under contract and government security agents rendering services at our facilities. We will thus create the necessary educational material.

INDICATOR

Draw up and deliver educational material.

Carry out three talks with staff and government security agents.

Re-train 80% of security personnel under contract.

WHAT HAVE WE ACHIEVED?



We have elaborated and delivered the educational material for the dissemination of information to the hired security personnel, and we have also given four lectures to the State security personnel and agencies.

In total we have trained 76 people, 54 from the Repsol project, 20 from Cardón IV and 2 from security companies.

CONTRIBUTION TO THE SGDS:



ACTION

Certify teachers at level one for elementary schools in the area of influence of Quiriquire Gas.

DESCRIPTION

We will hold workshops and certification courses for teachers who teach at schools within the area of influence of Quiriquire Gas operations to improve the quality of teaching for children and adolescents. We will have the backing of state institutions, including Universidad Pedagógica Experimental Libertador (UPEL), Universidad de Oriente (UDO) and its foundation (FUNDAUDO).

INDICATOR

Conduct certification courses for 20 teachers who teach classes at schools in the area of influence.

WHAT HAVE WE ACHIEVED?



We have carried out the internal management to give workshops and courses to teachers in Quiriquire Gas' area of influence. However, the lack of budgetary availability made it impossible to execute them during 2019.

CONTRIBUTION TO THE SGDS:



ACTION

Strengthen the sense of belonging at Quiriquire Gas

DESCRIPTION

We will drive three initiatives to improve the sense of belonging at Quiriquire Gas:

1. We will award a monthly recognition for safety and the environment to staff and their family group.
2. We will encourage employees training.
3. We will create a group of volunteers to participate in actions to benefit the community.

INDICATOR

Carry out two courses (one generic and the other technical) per worker.

Establish a team of volunteers and carry out community outreach actions.

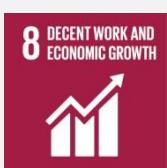
WHAT HAVE WE ACHIEVED?



We have executed the initiatives planned for the fulfilment of this action, achieving greater cohesion between the collaborators of the Quiriquire Gas asset, promoting teamwork, solidarity and the exchange of knowledge.

We have carried out the delivery of awards, we have given talks on safety and the environment, as well as internal technical and transversal skills workshops. Finally, we have carried out a volunteer activity.

CONTRIBUTION TO THE SGDS:



ACTION

Implement actions to improve the health and wellbeing of our employees.

DESCRIPTION

We will carry out activities for fostering the preventing of muscular-skeletal diseases and occupational stress in response to the needs addressed in the workstation study.

INDICATOR

Carry out three postural hygiene training workshops.

Execute four active break group sessions at work.

Hold two mindfulness workshops.

WHAT HAVE WE ACHIEVED?



We have held three workshops on postural hygiene training (September 30, October 1 and November 5), four group sessions of active breaks (August 23, September 30, October 1 and November 5) and three mindfulness workshops (two at headquarters, September 3-5, and one in Maracaibo, November 6).

CONTRIBUTION TO THE SGDS:



ACTION

Set up an improvement plan of the aspects identified in the 2018 Culture Survey.

DESCRIPTION

We will execute an action plan to close the gaps detected during the 2018 Culture Survey at the Business Unit in Venezuela, within the cultural transformation agenda of the Corporate Strategic Plan.

INDICATOR

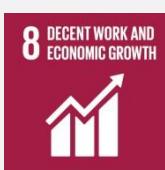
Implement 80% of plan actions.

WHAT HAVE WE ACHIEVED?



We have achieved the objective, implementing 82.5% of the actions in the improvement plan. We have worked in four areas: developing identified mechanisms for efficient time management (75%), developing strategies to disclose to employees how to identify and manage their customers (55%), disclosing Business Unit objectives linked to business results (100%) and implementing best practices and sharing lessons learned (100%).

CONTRIBUTION TO THE SGDS:



ACTION

Foster Corporate Volunteering at all Repsol offices in Venezuela.

DESCRIPTION

We will carry out actions to encourage participation in solidarity activities in the country for Company employees assigned to other Repsol offices and investee companies.

INDICATOR

Execute six activities.

Achieve the participation of 25 employees.

WHAT HAVE WE ACHIEVED?



We have carried out 15 activities at national level during the course of the year, integrating the volunteer team in each area. In total, 179 employees took part in these activities, far exceeding the target set.

CONTRIBUTION TO THE SGDS:



ACTION

Optimize human capital and carry out commercial actions to streamline payments and project reactivation.

DESCRIPTION

We will propose that Cardón IV conduct an optimized structural reorganization (direct employees and secondees) by the project mismatch, panels for tracking commercial matters for debt payment and a revision of the Development Plan. The purpose is to ensure the availability of cash flow to attend to salary commitments and other license-related requirements.

INDICATOR

Monitor asset payments on a monthly basis.

Hold at least three quarterly commercial tracking and organizational optimization meetings.

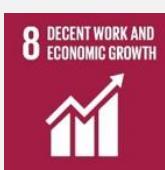
WHAT HAVE WE ACHIEVED?



We have monitored payments on an ongoing basis through monthly reports, payments received in USD and Bolivars, as well as follow-up meetings. On the other hand, we have carried out commercial follow-up meetings in February and July and monthly organizational optimization meetings. The new organizational structure was implemented in May.

On June 27th we started the revision of the Development Plan with the Ministry and PDVSA, and the proposal for modification was delivered in December.

CONTRIBUTION TO THE SGDS:



ACTION

Promote the participation and inclusion of people with disabilities.

DESCRIPTION

Hold awareness-raising talks for employees of the Venezuela Business Unit to foster the participation and integration of disabled persons.

INDICATOR

Hold two talks.

WHAT HAVE WE ACHIEVED?



We have organized the motivational talk "If I Can You Can... Zero Excuses", by Mr. Jesus Medina, with different capacities. All the geographical areas were able to connect by videoconference.

CONTRIBUTION TO THE SGDS:



ACTION

Promote opportunities for training and development for the community of students at the leading universities within the area of influence.

DESCRIPTION

We will implement an Oil and Gas Exploration and Production Technical Seminar entailing workshops and talks hosted by technical benchmarks. It will be created for majors in petroleum studies at the universities in the area of influence.

INDICATOR

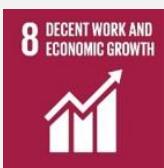
Carry out a training seminar.

WHAT HAVE WE ACHIEVED?



We have carried out successfully the First Technical Conferences with the School of Petroleum Engineering of the University of Zulia on September 25, 09 and 16 October. The topics of industrial safety, reservoir engineering, drilling and production were developed. A total of 11 technical lectures were given with relevant topics of interest in the current oil and gas industry and were aimed at 32 undergraduate students.

CONTRIBUTION TO THE SGDS:



ACTION

Implement social programs and activities planned for 2019.

DESCRIPTION

We will carry out our social investment plan. We will focus on strengthening knowledge and skills of our communities through our traffic safety program in primary / high schools and universities and our Brighter Path Project to support the ethnic girls in all provinces in Vietnam. Furthermore, we will meet immediate needs of the community with initiatives as Operation Smile Mission, to provide free treatment for children with facial deformity.

INDICATOR

Implement the planned programs and activities.

WHAT HAVE WE ACHIEVED?



We have succeeded on the social investment plan implementation. A traffic safety program was introduced to five local schools, the multi-year Brighter Path Project was continued to support about 50 local ethnic girls and we delivered the program Operation Smile Mission that provides free treatment for 80 children with facial deformity. Additionally, we funded a local H2H Project, Charity Bike Ride for Vietnamese children, and launched the program Let's protect our environment with Repsol.

CONTRIBUTION TO THE SDGS



COMPLEJOS INDUSTRIALES

INDUSTRIAL COMPLEX



ACCIÓN

Colaborar con centros educativos en la formación de estudiantes.

DESCRIPCIÓN

Consideramos la formación uno de los pilares más importantes del futuro de los jóvenes de nuestra comunidad. Por esta razón, vamos a llevar a cabo distintas actuaciones en materia de educación.

INDICADOR

Renovación del convenio de Formación Profesional Dual para el ciclo 2019-2021.

Llegar al menos a 15 alumnos de ciclos formativos becados con la Fundación Repsol.

Actividad de STEM (ciencia, tecnología, ingeniería y matemáticas) con centros educativos de A Coruña y Arteixo (Primavera científica).

QUÉ HEMOS CONSEGUIDO



Entre las actuaciones que hemos realizado en materia educativa durante 2019 destacan el Convenio de Formación Profesional Dual que hemos renovado hasta 2021. Junto a Fundación Repsol hemos concedido 19 becas a destacados alumnos de Formación Profesional de centros educativos de A Coruña y Arteixo.

Y hemos organizado durante abril y mayo las semanas de la Ciencia y la energía en las que han participado 5.147 alumnos en 10 actividades principales.

CONTRIBUCIÓN A LOS ODS:



ACCIÓN

Contribuir a la integración social y laboral de personas en riesgo de exclusión social o con discapacidad

DESCRIPCIÓN

Firmaremos convenios o apoyaremos proyectos de colaboración con entidades para la realización de actividades de integración; así como la formación de personas con discapacidad o en riesgo de exclusión para que puedan acceder al mundo laboral.

INDICADOR

Firmar al menos seis convenios con entidades sociales.

QUÉ HEMOS CONSEGUIDO



Hemos llevado a cabo 24 proyectos sociales en 2019, de los que 11 se han destinado a la integración. Específicamente tres están destinados a la integración sociolaboral de personas con discapacidad o riesgo de exclusión con Fundación Paideia, Hogar de Santa Lucia y Federación de Asociaciones de personas xordas. Las otras ocho son realizadas por entidades locales con el objetivo de una integración a través del deporte adaptado, la cultura inclusiva, el ocio y las actuaciones educativas.

CONTRIBUCIÓN A LOS ODS:



ACCIÓN

Llevar a cabo proyectos sociales, educativos, culturales y deportivos con el entorno.

DESCRIPCIÓN

Apoyaremos el desarrollo de proyectos de ámbito social con entidades y asociaciones sin ánimo de lucro. Desarrollaremos proyectos educativos en los centros de enseñanza de nuestro entorno. Realizaremos convenios con la Administración y entidades locales para la participación en programas culturales y actividades deportivas. Estableceremos colaboraciones con asociaciones de vecinos y entidades del entorno de la refinería para apoyarles en el desarrollo de proyectos y actividades.

INDICADOR

Realizar al menos 40 proyectos.

QUÉ HEMOS CONSEGUIDO



En 2019 hemos participado en el diseño y desarrollo de 56 proyectos y actividades de responsabilidad corporativa en el entorno. En su mayor parte, un 43%, han sido proyectos sociales destinados a personas con discapacidad o en riesgo de exclusión. Seguido con un 27% las actuaciones educativas de los jóvenes. Y con porcentajes parejos de 16 y 14% las acciones de ámbito cultural y deportivo.

CONTRIBUCIÓN A LOS ODS:



ACCIÓN

Desarrollar un Plan cardiosaludable 2019 para empleados.

DESCRIPCIÓN

Aplicaremos la fórmula REGICOR a todos los trabajadores como resultado de los datos obtenidos de la vigilancia de la salud 2018 y a aquellos que presenten riesgo cardiovascular, les realizaremos un estudio individualizado, pudiendo prevenir problemas de salud graves.

INDICADOR

Evaluar al menos al 50% de los empleados identificados como riesgo moderado-alto.

QUÉ HEMOS CONSEGUIDO



Con el objetivo de prevenir problemas de salud derivados de riesgo cardiovascular hemos realizado evaluaciones a 25 personas, superando ampliamente el objetivo y resultando un 108% del número de empleados identificados inicialmente.

CONTRIBUCIÓN A LOS ODS:



ACCIÓN

Promover la transformación cultural, definiendo un plan de acción para mejorar el clima interno de los empleados.

DESCRIPCIÓN

Implantaremos acciones para que la encuesta de cultura permita mejorar los resultados de años anteriores.

INDICADOR

Conseguir una mejora en las dimensiones con un resultado inferior al 70% respuestas positivas según encuesta 2018.

QUÉ HEMOS CONSEGUIDO



Hemos llevado a cabo las 8 acciones dentro del Plan de Mejora de Cultura 2019 en la refinería de A Coruña: Estas fueron: creación del Comité de Cultura, 2 acciones de comunicación interna colectiva, 1 acción de comunicación/desarrollo individual y 5 acciones de formación.
Grado de cumplimiento: 100%

Se realizó la encuesta de cultura 2019, conforme estaba definido en el plan, marcando las líneas de actuación a continuar en 2020.

CONTRIBUCIÓN A LOS ODS:



ACCIÓN

Colaborar en las iniciativas sociales, culturales, educativas y deportivas en el entorno.

DESCRIPCIÓN

Participaremos con diferentes asociaciones, instituciones y otros colectivos en los proyectos y eventos sociales en proceso o iniciales para impulsar el desarrollo social, cultural, deportivo y económico de nuestro entorno local.

INDICADOR

Colaborar con el desarrollo de cuatro eventos o proyectos en la ciudad de Cartagena.

QUÉ HEMOS CONSEGUIDO



En el marco del compromiso de la refinería con el entorno, hemos superado el objetivo marcado, colaborando en 20 eventos y proyectos que han permitido el desarrollo de iniciativas que contribuyen al progreso social, cultural, deportivo y económico del entorno de la refinería.

CONTRIBUCIÓN A LOS ODS:



ACCIÓN

Consolidar la Semana de la Ciencia y la Energía de Cartagena como evento de divulgación para todo tipo de público.

DESCRIPCIÓN

Celebraremos la Semana de la Ciencia consolidando la programación de años de anteriores ofreciendo actuaciones interesantes al público en general.

INDICADOR

Alcanzar una asistencia de más de 650 personas de público mayor de 18 años.

QUÉ HEMOS CONSEGUIDO



Hemos celebrado la III edición de la Semana de la Ciencia y la Energía en la que han participado más de 4.500 personas. En esta edición, se ha apostado por nuevas formas de llegar al público en general con sesiones de gazapos científicos en películas, monólogos, shows y rutas guiadas que han permitido llegar a más de 650 personas de público mayor de edad.

CONTRIBUCIÓN A LOS ODS:



ACCIÓN

Difundir la cultura y la actividad de la compañía en nuestro entorno.

DESCRIPCIÓN

Acercaremos la cultura de Repsol y promoveremos la transparencia de nuestra actividad, a través de charlas en centros educativos.

INDICADOR

Participar en cinco charlas

QUÉ HEMOS CONSEGUIDO



En 2019 hemos acercado la cultura de Repsol a diferentes colectivos a través de seis charlas que han permitido a los participantes tener un mayor conocimiento de la actividad de la refinería y la compañía.

CONTRIBUCIÓN A LOS ODS:



ACCIÓN

Fomentar la inserción laboral en el entorno de influencia.

DESCRIPCIÓN

Realizaremos acciones de formación que permitan a los estudiantes la adquisición de conocimientos y oportunidades de inserción laboral.

INDICADOR

Fomentar la inserción laboral en al menos 10 personas.

QUÉ HEMOS CONSEGUIDO



Durante el año 2019 hemos facilitado la realización de prácticas en la compañía a alumnos de diferentes modalidades educativas y hemos concedido becas para ayudar en el desarrollo educativo ofreciendo oportunidades de inserción laboral. Hemos conseguido que este año más de 60 estudiantes hayan tenido un acercamiento al mundo laboral.

CONTRIBUCIÓN A LOS ODS:



ACCIÓN

Impulsar actuaciones de desarrollo social en la población de Alumbres y mantener relaciones de buena vecindad.

DESCRIPCIÓN

Promoveremos la organización de eventos culturales, sociales, deportivos y educativos que impliquen a los diferentes colectivos de la localidad de Alumbres y continuaremos convocando el panel público asesor.

INDICADOR

Desarrollar al menos 6 actuaciones..

QUÉ HEMOS CONSEGUIDO



En el marco del compromiso con el entorno, hemos convocado a lo largo de 2019 diferentes reuniones del panel público asesor y hemos apoyado más de seis proyectos que han sido desarrollados en la localidad de Alumbres.

CONTRIBUCIÓN A LOS ODS:



ACCIÓN

Impulsar formas de trabajo basadas en la comunicación y la flexibilidad laboral.

DESCRIPCIÓN

Implantaremos iniciativas para un desempeño laboral más eficiente y eficaz mejorando la comunicación en la línea y la flexibilidad en la organización del trabajo.

INDICADOR

Implementar al menos dos acciones en este sentido.

QUÉ HEMOS CONSEGUIDO



A lo largo del año 2019 hemos aplicado acciones contempladas en planes de la compañía y se han promovido nuevos espacios de trabajo. Además, hemos avanzado en el fomento del teletrabajo y la flexibilidad en los horarios.

CONTRIBUCIÓN A LOS ODS:



ACCIÓN

Promover iniciativas que favorezcan la conciliación y la diversidad

DESCRIPCIÓN

Desarrollaremos acciones que mejoren la conciliación de la vida laboral y familiar y potenciaremos la igualdad de oportunidades entre personas con capacidades diferentes.

INDICADOR

Impulsar dos nuevas iniciativas.

QUÉ HEMOS CONSEGUIDO



Hemos realizado a lo largo de 2019 más de dos charlas con colectivos con capacidades diferentes y hemos adaptado determinados puestos de trabajo a las necesidades requeridas.

CONTRIBUCIÓN A LOS ODS:



ACCIÓN

Contribuir al mantenimiento del empleo y del tejido industrial local.

DESCRIPCIÓN

Impulsaremos la empleabilidad local utilizando la herramienta informática INPEK desarrollada junto con el Centro de Formación Somorrostro, alineando las personas demandantes de empleo con las empresas contratistas.

INDICADOR

Contratar al menos 50 personas mediante la plataforma INPEK.
Adjudicar a empresas de Bizkaia de al menos el 25% de contratos/pedidos emitidos en 2019.

QUÉ HEMOS CONSEGUIDO



Hemos llegado a contratar más de 70 personas de media en los 3 últimos años mediante la plataforma INPEK y hemos adjudicado el 32 y 37% respectivamente de la contratación de bienes y servicios a empresas de Bizkaia.

CONTRIBUCIÓN A LOS ODS:



ACCIÓN

Desplegar más acciones de las identificadas en el Plan de Igualdad

DESCRIPCIÓN

Consolidadas las acciones realizadas en 2018 se impulsarán otras que han quedado sin implantar.

INDICADOR

Implantar, al menos, 5 acciones nuevas.

QUÉ HEMOS CONSEGUIDO



Hemos realizado cuatro acciones significativas del Plan de Igualdad impulsadas por la Comisión de Seguimiento. Una acción ha sido aumentar la presencia femenina en espacios deportivos masculinizados. Dos acciones han sido de sensibilización en materia de género en el áreas de Innovación y Administración de Personal. La cuarta acción ha consistido en la revisión del Protocolo de relevancia contra el acoso.

CONTRIBUCIÓN A LOS ODS:



ACCIÓN

Promocionar visitas y seminarios técnicos dirigidos a las Universidades y centros de Formación Profesional.

DESCRIPCIÓN

Atenderemos la demanda de formación e información profesional de las Universidades y centros de Formación profesional. Estableceremos dos actividades de colaboración:

- Facilitaremos visitas a las instalaciones de Petronor, tanto de centros de Formación Profesional, como de Universidades.
- Realizaremos convenios de formación y prácticas con esos mismos perfiles formativos al alumnado de ambas entidades.

El Laboratorio es un Departamento adecuado para realizar este tipo de actividad.

INDICADOR

Incorporar al menos 3 becarios para realizar las prácticas.

Atender al menos 3/4 partes de las visitas que se soliciten al Laboratorio.

QUÉ HEMOS CONSEGUIDO



Con la intención de atender las necesidades del entorno y colaborar en la formación de los estudiantes interesados en las técnicas de Laboratorio y Procesos de la Refinería, hemos incorporado a nuestro Laboratorio 5 becarios de Formación Dual y de la universidad del País Vasco. Además atendemos las visitas en las que se explica el funcionamiento de la Refinería y se realiza un breve paseo por el Laboratorio, donde los alumnos de los distintos colegios pueden ver los productos de la Refinería.

CONTRIBUCIÓN A LOS ODS:



ACCIÓN

Realizar un curso de Operador-Operadora de Planta Química para capacitar a 20 personas.

DESCRIPCIÓN

Iniciaremos el proceso de selección en abril.

INDICADOR

Conseguir que el 60% de las personas sean de Muskiz, Zierbena y Abanto-Zierbena.
 Conseguir que, al menos, el 40% de las personas seleccionadas sean mujeres.

QUÉ HEMOS CONSEGUIDO



Durante el ejercicio 2019 hemos organizado dos cursos de OPQ. Las personas que han accedido a éstos han sido 41 de los 701 solicitantes. No se ha cumplido el objetivo de género ya que sólo 3 de las mujeres que cumplían los requisitos, superaron las pruebas de acceso.

CONTRIBUCIÓN A LOS ODS:



ACCIÓN

Se consolidarán las medidas de conciliación de la vida laboral y personal.

DESCRIPCIÓN

Se identificarán las medidas de conciliación que más se hayan utilizado en 2019.

INDICADOR

Alcanzar al 100% de solicitantes de herramientas de conciliación.

QUÉ HEMOS CONSEGUIDO



Hemos atendido la totalidad de las medidas de conciliación solicitadas y se ha implantado en todas las circunstancias que aplicaba.

CONTRIBUCIÓN A LOS ODS:



ACCIÓN

Colaborar con las instituciones y la comunidad educativa en la formación y capacitación de los jóvenes.

DESCRIPCIÓN

Continuaremos ofertando plazas para que los jóvenes del entorno puedan realizar prácticas curriculares en nuestras instalaciones con el fin de que puedan completar su formación teórica. Renovaremos el convenio de FP Dual y los acuerdos para las prácticas de formación en centros de trabajo, participaremos en el programa de prácticas estivales para alumnos universitarios y apoyaremos, en colaboración con Fundación Repsol, la formación profesional con becas específicas.

INDICADOR

Ofertar 10 plazas para realizar prácticas en diferentes especialidades de Formación Profesional.

Ofertar al menos 30 plazas de prácticas para estudiantes universitarios.

Establecer dos premios fin de carrera para Ingeniería Química e Industrial y 15 becas económicas para estudiantes de FP..

QUÉ HEMOS CONSEGUIDO



Hemos ofertado diferentes modalidades de plazas para que los jóvenes del entorno puedan realizar prácticas curriculares en nuestras instalaciones con el fin de que puedan completar su formación teórica. Hemos renovado el convenio de FP Dual y los acuerdos para las prácticas de formación en centros de trabajo, participamos en el programa de prácticas estivales para alumnos universitarios y apoyamos, en colaboración con Fundación Repsol, la formación profesional con becas específicas.

CONTRIBUCIÓN A LOS ODS:



ACCIÓN

Colaborar de la mano de las instituciones públicas, asociaciones y entidades sociales en el desarrollo de eventos culturales, deportivos y sociales en nuestro entorno.

DESCRIPCIÓN

Continuaremos desarrollando la colaboración con el Ayuntamiento de Puertollano para el patrocinio de eventos culturales y para el desarrollo de actividades deportivas dirigidas a infancia y juventud. Mantendremos la colaboración con asociaciones culturales, sociales, deportivas y educativas, así como la convocatoria de ayudas sociales en colaboración con Fundación Repsol. Colaboraremos en el desarrollo de eventos sociales dirigidos a los vecinos de Puertollano.

INDICADOR

Firmar al menos 25 convenios de colaboración social.

Colaborar con el desarrollo de 10 eventos culturales, sociales o deportivos.

QUÉ HEMOS CONSEGUIDO



En 2019 hemos firmado 30 convenios de colaboración con diferentes instituciones y entidades de diversa índole de Puertollano. Gracias al patrocinio y mecenazgo de Repsol se han llevado a cabo proyectos sociales, deportivos y culturales. Hemos estado impulsado más de una decena de eventos, enfocados a la cultura, el deporte y el ocio. Ejemplo de ello es el patrocinio de La Central de los Sueños o de competiciones deportivas como el Día de la Bicicleta, con gran participación por parte de la ciudadanía.

CONTRIBUCIÓN A LOS ODS:



ACCIÓN

Promover acciones de integración socio-laboral de personas con discapacidad a través de un plan de acción integral.

DESCRIPCIÓN

Continuaremos con el desarrollo del Plan de Integración de personas con discapacidad con una serie de acciones concretas: contratación y compras con Centros Especiales de Empleo; promoción de la inserción laboral de personas con discapacidad en el Complejo Industrial; colaboración con entidades del mundo de la discapacidad ofreciendo prácticas a alumnos de Centros Especiales de Educación y continuar con la oferta de becas para personas con discapacidad en la Universidad de Castilla-La Mancha.

INDICADOR

Mantener el importe de contratación y compras con Centros Especiales de Empleo.

Realizar la contratación de dos personas con discapacidad.

Otorgar becas académicas a cuatro personas con discapacidad.

Firmar un convenio de colaboración con entidades de atención a personas con discapacidad.

QUÉ HEMOS CONSEGUIDO



Hemos desarrollado el Plan de Acción Integral poniendo el foco en la integración laboral de personas con discapacidad a través de varios compromisos: hemos colaborado estrechamente con Centros Especiales de Empleo contratando bienes y servicios, hemos contratado dos personas con discapacidad, hemos entregado dos becas económicas para estudiantes de FP y cuatro para estudiantes universitarios y hemos firmado 5 convenios de colaboración con entidades de atención a personas con discapacidad.

CONTRIBUCIÓN A LOS ODS:



ACCIÓN

Promover el voluntariado corporativo entre los empleados

DESCRIPCIÓN

Promoveremos la participación de nuestros empleados en acciones sociales y de desarrollo para nuestro entorno.

INDICADOR

Realizar, al menos, 3 acciones de voluntariado.

Participación de nuestros voluntarios en, al menos, el 80% de las iniciativas de voluntariado que se produzcan.

QUÉ HEMOS CONSEGUIDO



Se han realizado acciones de voluntariado dirigidas a niños y jóvenes, incluyendo valores medioambientales y conocimientos científicos, como la plantación escolar o el campeonato de Energía con Conciencia. Además, se ha llevado a cabo la Semana Internacional del Voluntariado, con acciones como la Semana de la Ciencia o la recogida de alimentos para colectivos vulnerables. Nuestros profesionales han participado en acciones sociales y de desarrollo para nuestro entorno.

CONTRIBUCIÓN A LOS ODS:



ACCIÓN

Contribuir económica y logísticamente con actividades y asociaciones sin ánimo de lucro ubicadas en nuestro entorno.

DESCRIPCIÓN

Apoyaremos actividades culturales, educativas, sociales, salud y deportivas que promuevan asociaciones y/o entidades sin fines de lucro ubicadas en el entorno de nuestro Complejo industrial.

INDICADOR

Optimizar el presupuesto asignado a tal fin y conseguir igualar el número de asociaciones beneficiadas el año anterior.

QUÉ HEMOS CONSEGUIDO



Hemos igualado el número de asociaciones beneficiadas en comparación con el año de 2018, firmando Protocolos de Colaboración con los dos municipios locales y 43 entidades sociales, deportivas y culturales, como son el grupo Desp. Cult. Trabajadores de Repsol, bancos de alimentos contra el hambre y 5 acciones de voluntariado con la Fundación Repsol que contribuyen a los ODS 2, 4 y 13.

CONTRIBUCIÓN A LOS ODS:



ACCIÓN

Definir e implementar un plan de acción para mejorar los aspectos relacionados con la cultura.

DESCRIPCIÓN

Definición de un Comité que se encargue de promover y desarrollar acciones encaminadas a mejorar los puntos débiles de la cultura, así como de mantener los aspectos bien valorados.

INDICADOR

Implementar el 80% de las acciones definidas en el plan de mejora de la cultura organizacional.

QUÉ HEMOS CONSEGUIDO



Hemos implementado el 100% de las acciones definidas:

- Desarrollo de personas, reconocimiento y respeto.
- Sesión de formación a empleados sobre compensación y modelo de progresión profesional.
- Actividades sobre Innovación y Aprendizaje
- Acciones para apoyar el buen liderazgo y la movilidad interna: se han aprobado 53 movilidades.

CONTRIBUCIÓN A LOS ODS:



ACCIÓN

Implementar el Plan de Relevo Generacional de la plantilla de CI SINES.

DESCRIPCIÓN

Asegurar el relevo generacional derivado de las salidas de personal por concepto de pre-reforma y reforma legal, realizando para ello ediciones bajo la modalidad Incompany de formación de Operadores de Unidades industriales y contratación del personal excluido de convenio que se requiera acorde a estructura organizativa.

INDICADOR

Contratación del 85% de la plantilla necesaria.

QUÉ HEMOS CONSEGUIDO



Hemos contratado la plantilla requerida para cumplir con el relevo generacional según lo planificado, contratando un total de 119 personas y superando el objetivo en un 17%.

CONTRIBUCIÓN A LOS ODS:



ACCIÓN

Participar y promover iniciativas sociales, culturales y deportivas en los municipios de Sines y Santiago do Cacém.

DESCRIPCIÓN

Continuaremos con la colaboración con los dos municipios principales para el bienestar social y cultural de la comunidad.

INDICADOR

Firmar al menos los dos convenios indicados.

QUÉ HEMOS CONSEGUIDO



Hemos colaborado y participado en eventos sociales, culturales y deportivos en los municipios locales. Además hemos firmado los protocolos planificados con los 2 municipios locales.

CONTRIBUCIÓN A LOS ODS:



ACCIÓN

Captar y retener el talento.

DESCRIPCIÓN

Fomentaremos la formación del capital humano, en particular creando oportunidades de empleo y ofreciendo formación a los empleados.

INDICADOR

Garantizar un contrato temporal, de al menos 6 meses, a los alumnos que superen los Ciclos Formativos de Grado Superior ocupacional o dual.

Cobertura de vacantes con candidatos externos para posiciones que no se puedan cubrir con movilidad interna.

QUÉ HEMOS CONSEGUIDO



Hemos cumplido el objetivo ya que todos los estudiantes han superado el ciclo formativo y han sido contratados.

CONTRIBUCIÓN A LOS ODS:



ACCIÓN

Colaborar en iniciativas sociales, culturales, educativas y deportivas del entorno

DESCRIPCIÓN

Mantendremos diversos programas de colaboración con las instituciones y colectivos del entorno:

Colaboraremos con los ayuntamientos más cercanos en el auspicio de la programación cultural.

Colaboraremos con asociaciones culturales, sociales, deportivas y educativas del entorno del Camp de Tarragona.

Mantendremos el acuerdo para dotar económicamente la Cátedra de Excelencia en Comunicación.

Difundiremos entre la comunidad universitaria las becas de Repsol y Fundación Repsol.

INDICADOR

Colaborar con un mínimo de 7 ayuntamientos de la zona.

Colaborar con más de 170.000 € con ayuntamientos de la zona.

Colaborar con más de 65 asociaciones culturales, sociales, deportivas y educativas.

Colaborar con más de 325.000 con asociaciones culturales, sociales, deportivas y educativas.

QUÉ HEMOS CONSEGUIDO



Hemos realizado diversas colaboraciones, como las llevadas a cabo con siete de los ayuntamientos más cercanos en las que se han invertido 183.000 euros, y se ha colaborado también con 74 asociaciones culturales, sociales, deportivas y educativas con una inversión total de 327.000 euros.

CONTRIBUCIÓN A LOS ODS:



ACCIÓN

Identificar y dar respuesta a las demandas informativas y preocupaciones de la sociedad en relación a nuestra actividad para mejorar la comunicación.

DESCRIPCIÓN

Aplicaremos el plan de comunicación externa que contempla diversos mecanismos para mantener una comunicación transparente y proactiva con la sociedad, informando sobre asuntos de interés de la ciudadanía, mediante, entre otros, notas de prensa, actualizaciones del contenido de la web del complejo industrial, plan de visitas e impulso del Panel Público Asesor.

INDICADOR

Realizar más de 30 notas de prensa durante 2019.

Realizar más de 40 actualizaciones en la web complejo industrial.

Gestionar la visita de más de 400 personas al complejo industrial.

Realizar un mínimo de 4 reuniones del Panel Público Asesor.

QUÉ HEMOS CONSEGUIDO



Hemos realizado acciones orientadas a mantener una comunicación transparente y proactiva con la sociedad, informando sobre asuntos de interés para la ciudadanía. Hemos llevado a cabo diversas acciones como difundir 37 notas de prensa, realizar 62 actualizaciones del contenido de la web del Complejo Industrial de Tarragona y hemos gestionado la visita de 458 personas al Complejo. El Panel Público Asesor ha realizado cuatro reuniones, así como actividades diversas.

CONTRIBUCIÓN A LOS ODS:



ACCIÓN

Impulsar el desarrollo profesional.

DESCRIPCIÓN

Impulsaremos la herramienta Workday en todos los procesos desarrollo (evaluación de desempeño, potencial, etapa desarrollo, formación) para el colectivos de trabajadores excluidos de convenios y personal en convenios.

INDICADOR

Conseguir que todos los empleados sean evaluados en plazo por jefes en la herramienta workday.

QUÉ HEMOS CONSEGUIDO



Hemos gestionado las evaluaciones de todo el personal, tanto de convenio, como de personal excluido de convenio a través de la herramienta corporativa de evaluación logrando un 100% en plazo.

CONTRIBUCIÓN A LOS ODS:



ACCIÓN

Impulsar la conciliación de la vida profesional y fomentar la integración de personas con capacidades diferentes.

DESCRIPCIÓN

Implantaremos la jornada intensiva en el centro de trabajo de Tarragona de la mano de los representantes de los trabajadores, como medida mas importante de conciliación, modelos de teletrabajo y mantendremos el programa de incorporación de personas con capacidades diferentes.

INDICADOR

Mantener el 2% de personal propio de complejo industrial con capacidades diferentes.

Incrementar el número de personas acogidas a los programas de flexibilidad y teletrabajo respecto a 2019.

Implementar la jornada intensiva en Repsol Petroleo, según convenio colectivo.

Implementar la jornada intensiva en Repsol Química, según convenio colectivo.

QUÉ HEMOS CONSEGUIDO



Hemos promovido la conciliación de la vida profesional y la inserción laboral de personas con capacidades diferentes en nuestras operaciones. Se ha incrementado en un 13,33% las personas nuevas en el programa de teletrabajo respecto de 2018 y el % de personal con capacidades diferentes ha sido del 3% en el área de química y 2,09% en la de refino.

CONTRIBUCIÓN A LOS ODS:





Si quieras conocer más información de los Planes de Sostenibilidad en los que se encuentran estas acciones puedes visitar nuestra página web repsol.com

If you want to know more information about the Sustainability Plans in which you find these actions you can visit our website repsol.com