

# PERSONAS

# PEOPLE

Planes de Sostenibilidad 2018  
*Sustainability Plans 2018*



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## Aviso Legal / Legal Advice

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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

## 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,*

las comunidades cercanas a nuestras operaciones, basadas en el respeto, sensibilidad cultural, integridad, responsabilidad, transparencia, buena fe y no discriminación. 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 que, si se producen, se haga lo posible por reparar el daño causado.

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

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



*particularly local communities. At Repsol, we are committed to continue respecting human rights, and this means preventing our activities from having negative consequences for local people and, if such a thing does occur, doing everything possible to repair the damage done.*

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

*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)

Mecanismos de reclamación

Diversidad y conciliación

Clima y retención del talento

Gestión de oportunidades formación y desarrollo, diálogo con la comunidad e inversión social, etc.)

*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)*



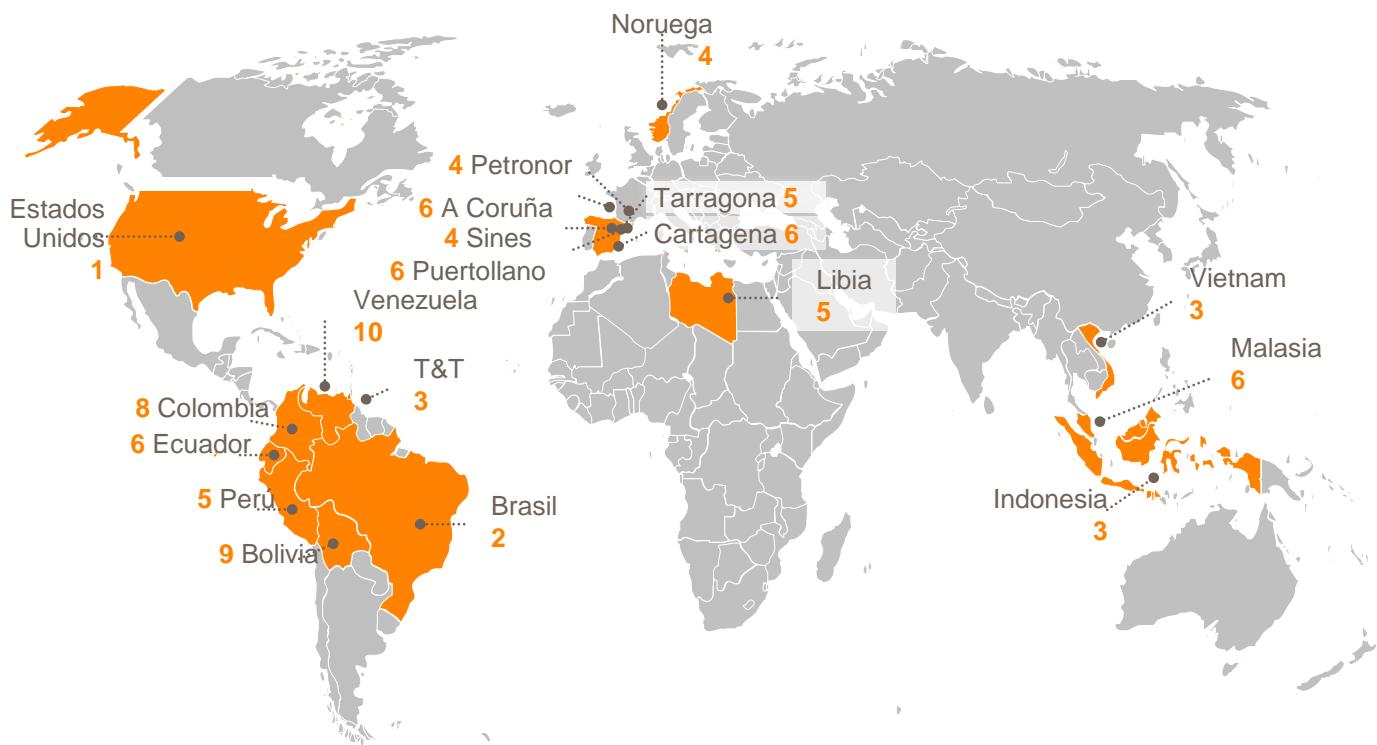
Una vez finalizado el año, es el momento de la rendición de cuentas respecto a cada una de las iniciativas que forman **parte de los compromisos en Personas de los Planes de Sostenibilidad**. El balance del grado de consecución ha sido el siguiente.

*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



### PAÍS COUNTRY

### ACCIÓN ACTION

<b>Bolivia</b> <i>Bolivia</i>	<ul style="list-style-type: none"> <li>• Apoyar al Estado Plurinacional de Bolivia y a las fuerzas de seguridad en la ejecución del proyecto para la Protección de los Bienes Culturales en caso de conflicto armado, en el marco de la Convención de la Haya de 1954.</li> <li>• Difundir, de forma institucional, los compromisos y programas adquiridos en materia de derechos humanos entre las organizaciones y grupos gremiales empresariales.</li> <li>• Formalizar el Voluntariado Corporativo en la Unidad de Negocio de Repsol Bolivia.</li> <li>• Gestionar los riesgos sociales identificados en la Unidad de Negocios Bolivia para fortalecer nuestra estrategia con las comunidades.</li> <li>• Impartir formación en Derechos Humanos (DDHH) y Derecho Internacional Humanitario (DIH) a miembros de las fuerzas de seguridad del Estado boliviano.</li> <li>• Implementar mejoras en el mecanismo de reclamación a nivel operacional para atender las preocupaciones y quejas de las comunidades de nuestro entorno.</li> </ul>	<ul style="list-style-type: none"> <li>• <i>Support the Plurinational State of Bolivia and the security forces in the execution of the project regarding the 1954 Hague Convention for the Protection of Cultural Property in the Event of Armed Conflict.</i></li> <li>• <i>Share, on an institutional level, the commitments and programs undertaken in human rights with trade groups and organizations.</i></li> <li>• <i>Formalize Corporate Volunteering in the Repsol Bolivia Business Unit.</i></li> <li>• <i>Manage the social risks identified in the Bolivia Business Unit to strengthen our strategy with the communities.</i></li> <li>• <i>Provide training on Human Rights (HR) and International Humanitarian Law (IHL) to members of the Bolivian State Security Forces.</i></li> <li>• <i>Implement improvements to incident reporting channels at an operational level to respond to the concerns and complaints of communities living in surrounding areas.</i></li> </ul>
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# Listado de acciones

## List of actions



PAÍS COUNTRY	ACCIÓN ACTION
Bolivia <i>Bolivia</i>	<ul style="list-style-type: none"> <li>• Impulsar la inclusión social mediante dos proyectos sociales implementados en el Activo Caipipendi.</li> <li>• Realizar un estudio para analizar la viabilidad de incorporar personas con capacidades diferentes en la UN Bolivia.</li> <li>• Promover el equilibrio entre la vida laboral y familiar de los empleados de la UN Bolivia.</li> </ul>
Brasil <i>Brazil</i>	<ul style="list-style-type: none"> <li>• Tomar medidas para la mejora del clima organizacional.</li> <li>• Contribuir al desarrollo local de las comunidades en el entorno de nuestras actividades.</li> </ul>
Colombia <i>Colombia</i>	<ul style="list-style-type: none"> <li>• Alcanzar el nivel de mejores prácticas en relación con la iniciativa Principios Voluntarios en Seguridad y Derechos Humanos (PVSDH) .</li> <li>• Mejorar la comunicación de las actividades realizadas en Colombia en relación con la protección de los derechos humanos en comunidades étnicas.</li> <li>• Impartir talleres formativos en temas de relaciones comunitarias y derechos humanos.</li> <li>• Implementar el plan de acción de riesgos sociales.</li> <li>• Fortalecer los espacios de diálogo participativo de la Dirección con todos los colaboradores de Repsol en Colombia.</li> </ul>

# Listado de acciones

## List of actions



PAÍS COUNTRY	ACCIÓN ACTION
<b>Colombia</b> <i>Colombia</i>	<ul style="list-style-type: none"> <li>• Fortalecer la relación con universidades por medio de la vinculación de becarios y estudiantes en pasantía.</li> <li>• Desarrollar acciones derivadas de los resultados de grupos focales para mejorar el clima laboral.</li> <li>• Realizar un taller de sensibilización y formación sobre la integración de personas con capacidades diferentes.</li> </ul>
<b>Ecuador</b> <i>Ecuador</i>	<ul style="list-style-type: none"> <li>• Capacitar al personal de la Unidad de Negocio Ecuador en materia legal aplicable y sus reformas.</li> <li>• Elaborar un procedimiento de quejas y reclamos al que puedan acceder las comunidades indígenas del área de influencia de las operaciones del Bloque 16.</li> <li>• Negociar, consensuar y ejecutar al 100% el Plan Operativo Anual 2018 (POA) con la Nacionalidad Waorani del Ecuador (NAWE) y sus programas en materia de educación, salud y apoyo organizativo.</li> <li>• Poner en práctica los Principios Voluntarios de Seguridad y Derechos Humanos (PVSDH) en las operaciones de seguridad de Repsol Ecuador.</li> <li>• Promover el bienestar físico, psicológico, y familiar de los empleados implementando el Programa de Riesgos Psicosociales.</li> </ul>

PAÍS COUNTRY	ACCIÓN ACTION
<b>Ecuador</b> <i>Ecuador</i>	<ul style="list-style-type: none"> <li>Realizar el seguimiento de los proyectos que se encuentran en marcha y arrancar con los proyectos ganadores de la convocatoria 2018 de la Fundación Repsol Ecuador.</li> </ul>
<b>Indonesia</b> <i>Indonesia</i>	<ul style="list-style-type: none"> <li>Aplicar las mejores prácticas internacionales en la prevención y resolución de reclamos de las comunidades afectadas por nuestras operaciones.</li> <li>Promover la movilidad internacional de nuestros empleados.</li> <li>Promover la conciliación de la vida familiar y laboral de nuestros empleados.</li> </ul>
<b>Libia</b> <i>Libya</i>	<ul style="list-style-type: none"> <li>Promover la movilidad funcional e internacional de nuestros empleados.</li> <li>Impulsar la mejora continua de nuestro desempeño social.</li> <li>Fortalecer nuestro compromiso con los derechos humanos compartiendo con NOC (National Oil Corporation) y la empresa conjunta Akakus Oil Operation, una propuesta conceptual sobre el mecanismo de reclamo, como una herramienta que facilita la comunicación.</li> <li>Fomentar la confianza y la participación de las comunidades locales mediante el apoyo al desarrollo local.</li> <li>Impartir formación sobre primeros auxilios a los empleados.</li> </ul>

PAÍS COUNTRY	ACCIÓN ACTION
<b>Malasia</b> <i>Malaysia</i>	<ul style="list-style-type: none"> <li>• Beneficiar a los pescadores a través de la colaboración de múltiples partes interesadas para mejorar la seguridad y la protección en nuestras plataformas marinas.</li> <li>• Colaborar con las universidades para proporcionar becas a los estudiantes.</li> <li>• Desarrollar e implantar el "Programa de Promoción del Bienestar de Repsol" para los empleados.</li> <li>• Ayudar a nuestros empleados a desarrollar habilidades para gestionar y adaptarse al cambio.</li> <li>• Promover un ambiente de trabajo saludable entre nuestros empleados.</li> <li>• Apoyar iniciativas de inversión social para mejorar las condiciones de salud de las comunidades locales.</li> </ul>
<b>Noruega</b> <i>Norway</i>	<ul style="list-style-type: none"> <li>• Apoyar a los más vulnerables de la comunidad local.</li> <li>• Asegurar la diversidad y la igualdad en nuestra empresa.</li> <li>• Retención del talento, garantizando el desarrollo y la formación de todos los empleados.</li> <li>• Asegurar la competencia futura de la industria y de Repsol Norge.</li> </ul>

PAÍS COUNTRY	ACCIÓN ACTION
<b>Perú Peru</b>	<ul style="list-style-type: none"> <li>• Fortalecer la confianza con las comunidades y el respeto a los derechos humanos mediante la mejora del mecanismo de reclamación, como herramienta que facilita la comunicación.</li> <li>• Impulsar la formación de los empleados de proveedores de seguridad y de las fuerzas de seguridad públicas en los Principios Voluntarios de Seguridad y Derechos Humanos.</li> <li>• Elaborar un plan para la creación de una empresa comunal que permita satisfacer las expectativas de desarrollo de las comunidades del entorno social.</li> <li>• Efectuar el diagnóstico y proponer acciones para prevenir la discriminación remunerativa entre hombres y mujeres.</li> <li>• Promover la inclusión social de las personas con capacidades diferentes, a través del programa de sensibilización "Superando Barreras".</li> </ul>
<b>T&amp;T Trinidad &amp; Tobago</b>	<ul style="list-style-type: none"> <li>• Contribuir a la iniciativa cultural española en Trinidad y Tobago.</li> <li>• Involucrar a una Organización No Gubernamental (ONG) con sede en Trinidad en un programa de inversión social.</li> <li>• Implantar un programa que promueva un estilo de vida saludable entre el personal de Repsol Angostura.</li> </ul>

PAÍS COUNTRY	ACCIÓN ACTION
<b>USA</b> <i>The United States</i>	<ul style="list-style-type: none"> <li>Promover una cultura integrada de diversidad e inclusión.</li> </ul>
<b>Venezuela</b> <i>Venezuela</i>	<ul style="list-style-type: none"> <li>Asegurar la permanencia del capital humano directo e indirecto mediante acciones de atención comercial que coadyuven a la recepción de pagos.</li> <li>Desarrollar iniciativas tendientes al resguardo y seguridad de nuestros trabajadores y activos en zonas de alto riesgo.</li> <li>Ejecutar los reconocimientos identificados en el Programa Proyéctate</li> <li>Fomentar la licencia social del activo, influyendo en el desarrollo de proyectos de interés social en las comunidades vecinas a las instalaciones operativas.</li> <li>Implementar el plan de acciones de mejora sobre los puntos identificados en la Encuesta de Riesgos Psicosociales.</li> <li>Implementar un plan de mejora sobre los puntos identificados en la Encuesta de Cultura 2017.</li> <li>Ofrecer al personal y sus familias una mejor cobertura y protección de la salud, en el marco de una póliza médica.</li> <li>Promover el desarrollo profesional y técnico de personas, atendiendo a las necesidades operacionales, la mejora del clima laboral y el aseguramiento del conocimiento a través de los referentes técnicos en la Empresa Mixta Petroquiriquire.</li> </ul>

PAÍS COUNTRY	ACCIÓN ACTION
Venezuela Venezuela	<ul style="list-style-type: none"> <li>Promover el desarrollo profesional y técnico de personas, atendiendo a las necesidades operacionales, la mejora del clima laboral y el aseguramiento del conocimiento a través de los referentes técnicos en la Empresa Mixta Petroquíquiere.</li> <li>Promover el reentrenamiento al personal de seguridad de las contratistas, en relación al respeto de los Principios Voluntarios de Seguridad y Derechos Humanos.</li> </ul>
Vietnam Vietnam	<ul style="list-style-type: none"> <li>Desarrollar el Programa de Promoción del Bienestar de Repsol.</li> <li>Comunicar a nuestros empleados el Plan Global de Sostenibilidad y el Plan de Sostenibilidad de Vietnam.</li> <li>Aplicar el plan de inversión social para 2018.</li> </ul>

### COMPLEJO INDUSTRIAL INDUSTRIAL COMPLEX

#### A Coruña

- Consolidar las acciones con iniciativas sociales, educativas, culturales y deportivas de nuestro entorno ya establecidas en años anteriores y enmarcar las nuevas dentro de convenios específicos.
- Definir un plan de acción para mejorar los resultados de la encuesta de cultura para conocer de primera mano el clima interno.
- Completar el plan de relevo generacional de la Refinería.
- Aumentar la presencia de Repsol y su refinería en proyectos sociales promovidos por entidades de reconocido prestigio.
- Participar en la Feira da Enerxía 2018 consiguiendo una amplia divulgación de la buena gestión energética y acercando a la sociedad las buenas prácticas de la compañía.
- Promover hábitos de vida saludables entre los empleados.

#### ACCIÓN ACTION

- *Consolidate actions with social, educational, cultural and sports initiatives of our environment already established in previous years and frame the new ones within specific agreements. Publicly report Petronor's tax contribution.*
- *Define an action plan to improve the results of the culture survey in order to know first hand the internal climate.*
- *Complete the refinery's generational change over plan.*
- *Increase the presence of Repsol and its refinery in social projects promoted by prestigious entities.*
- *Participate in the Feira da Enerxía 2018 achieving a wide dissemination of good energy management and bringing the company's good practices closer to society.*
- *Promote healthy lifestyles among employees.*

#### Cartagena

- Ayudar a los jóvenes a ingresar en el mercado laboral.
- Celebrar la Semana de la Ciencia ampliando la programación al público en general.
- Colaborar de la mano de las instituciones públicas en el desarrollo de eventos culturales y deportivos en nuestro entorno asesorando en temas de Sostenibilidad.
- Desarrollar políticas de conciliación e igualdad en la refinería.

- *Helping young people enter the labour market.*
- *Celebrating Science Week by extending programming to the general public.*
- *Collaborate hand in hand with public institutions in the development of cultural and sporting events in our environment advising on issues of Sustainability.*
- *Develop reconciliation and equality policies at the refinery.*

<b>COMPLEJO INDUSTRIAL</b> <b>INDUSTRIAL COMPLEX</b>		<b>ACCIÓN</b> <b>ACTION</b>
<b>Cartagena</b>	<ul style="list-style-type: none"> <li>Desarrollar un plan de integración más eficaz de estudiantes en prácticas.</li> <li>Impulsar actuaciones de desarrollo social en la población de Alumbres, la más cercana a la refinería.</li> </ul>	<ul style="list-style-type: none"> <li><i>Develop a more effective integration plan for trainees.</i></li> <li><i>Promote social development actions in the town of Alumbres, the closest to the refinery.</i></li> </ul>
<b>Petronor</b>	<ul style="list-style-type: none"> <li>Colaborar con las Instituciones locales, forales, autonómica del País Vasco y Estatal en las iniciativas de desarrollo económico y social.</li> <li>Contribuir al mantenimiento del empleo y del tejido industrial local.</li> <li>Impulsar las acciones identificadas en el Plan de Igualdad que favorezcan la conciliación laboral y familiar.</li> <li>Promocionar visitas y seminarios técnicos dirigidos a las Universidades y centros de Formación Profesional.</li> </ul>	<ul style="list-style-type: none"> <li><i>Collaborate with the local, regional, autonomous institutions of the Basque Country and the State in the initiatives of economic and social development.</i></li> <li><i>Contribute to the maintenance of employment and the local industrial fabric.</i></li> <li><i>Promote the actions identified in the Equality Plan that favour work-life balance.</i></li> <li><i>Promote visits and technical seminars aimed at Universities and Vocational Training centres.</i></li> </ul>
<b>Puertollano</b>	<ul style="list-style-type: none"> <li>Colaborar con las instituciones y la comunidad educativa en la formación y capacitación de los jóvenes.</li> <li>Dinamizar la economía local con el plan de inversiones.</li> <li>Impulsar el compromiso con criterios y prácticas sostenibles en la cadena de suministro valorando además aspectos éticos y de respeto de derechos humanos.</li> <li>Participar y promover iniciativas sociales, culturales, educativas y deportivas de la ciudad de Puertollano.</li> </ul>	<ul style="list-style-type: none"> <li><i>Collaborate with institutions and the educational community in the education and training of young people.</i></li> <li><i>Dynamize the local economy with the investment plan.</i></li> <li><i>Promote commitment to sustainable criteria and practices in the supply chain, valuing ethical aspects and respect for human rights.</i></li> <li><i>Participate and promote social, cultural, educational and sports initiatives in the city of Puertollano.</i></li> </ul>

COMPLEJO INDUSTRIAL INDUSTRIAL COMPLEX	ACCIÓN ACTION
<b>Puertollano</b>	<ul style="list-style-type: none"> <li>Promover acciones de integración socio-laboral de personas con discapacidad a través de un plan de acción integral.</li> <li>Promover el voluntariado corporativo entre los empleados.</li> </ul>
<b>Sines</b>	<ul style="list-style-type: none"> <li>Fomentar el desarrollo social, cultural y deportivo de las comunidades locales.</li> <li>Promover el desarrollo sostenible, el bienestar y la calidad de vida de la Comunidad de Sines.</li> <li>Promover relaciones de confianza con la Comunidad.</li> <li>Realizar programas de becas en prácticas laborales y formación para jóvenes en Portugal.</li> </ul>
<b>Tarragona</b>	<ul style="list-style-type: none"> <li>Captar y retener el talento.</li> <li>Colaborar con los proveedores y contratistas locales.</li> <li>Colaborar en iniciativas sociales, culturales, educativas y deportivas.</li> <li>Impulsar la conciliación de la vida profesional y fomentar la integración de personas con capacidades diferentes.</li> <li>Mejorar el modelo de compensación y reconocimiento de los empleados.</li> </ul>



## 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

Support the Plurinational State of Bolivia and the security forces in the execution of the project regarding the 1954 Hague Convention for the Protection of Cultural Property in the Event of Armed Conflict.

## DESCRIPTION

Together with the Ministry of Culture and Tourism, we will execute the initial phase of identifying the cultural property to be protected in the event of an armed conflict. The Ministry must define the place where this project will begin.

## INDICATOR

Identify the first 50 cultural properties and define an action plan for the coming years alongside the Ministry.

Promote the dissemination of key concepts relating to the protection of cultural property in coordination with the Ministry.

## WHAT HAVE WE ACHIEVED?



We have begun the process of identifying cultural property, achieving the target of 50 for the first year.

We are now drawing up and defining the dissemination plan for this program together with the Armed Forces and Ministry of Cultures

## CONTRIBUTION TO THE SDGS



## ACTION

Share, on an institutional level, the commitments and programs undertaken in human rights with trade groups and organizations.

## DESCRIPTION

We will continue to disseminate the commitments undertaken by the Company in this regard, particularly in the different chambers of commerce in which we participate, such as the Santa Cruz Chamber of Industry, Trade, Services, and Tourism (Cainco) and the Bolivian Private Business Confederation (CEPB), etc.

## INDICATOR

Have three meetings and engage the management levels of these institutions.

## WHAT HAVE WE ACHIEVED?



We have held meetings with different management levels of unions and their members. We thus achieved a greater understanding of our commitments and programs we are running related to human rights.

## CONTRIBUTION TO THE SDGS :



## ACTION

Formalize Corporate Volunteering in the Repsol Bolivia Business Unit.

## DESCRIPTION

We will carry out the necessary actions to create and consolidate Corporate Volunteering, which will lead to the approval of the bylaws and regulations, as well as making it a legal entity.

## INDICATOR

Obtain legal entity status and name the first board of directors.

Develop a project with volunteer participation.

## WHAT HAVE WE ACHIEVED?



We have created the INTEGRA Corporate Volunteering program, which now comprises over 50 members and has already selected its first directory. It is in the final stages of the process for creating a legal person, which is expected to conclude in the first half of 2019. In 2018, the improvement and equipment project at the San Lorenzo Home was carried out with the participation of numerous volunteers.

## CONTRIBUTION TO THE SGDS:



## ACTION

Manage the social risks identified in the Bolivia Business Unit to strengthen our strategy with the communities.

## DESCRIPTION

Manage the social risks identified in the Bolivia Business Unit to strengthen our strategy with the communities.

## INDICATOR

Implement 100% of the actions identified in the social risk matrix.

## WHAT HAVE WE ACHIEVED?



We have executed all (100%) of the actions identified in the Social Risk Matrix and completed applicable actions in each project that had no previously set timeframe.

## CONTRIBUTION TO THE SGDS:



## ACTION

Provide training on Human Rights (HR) and International Humanitarian Law (IHL) to members of the Bolivian State Security Forces.

## DESCRIPTION

We will provide training to members of the Bolivian State Security Forces to prevent potential violations of Human Rights and International Humanitarian Law in their work to protect Bolivia's natural resources on a national level, and with a special focus on the blocks operated by Repsol in the country.

## INDICATOR

Give two HR and IHL courses for members of the State Security Forces.

Give a course on IHL in Sanremo to 12 members of the State Security Forces.

## WHAT HAVE WE ACHIEVED?



We have completed two courses in Sucre and Cochabamba for preventing possible violations of human rights and international humanitarian law in actions carried out by members. One hundred and sixty-one (161) officials and sub-officials of the Armed Forces and 10 members of the Red Cross attended. Also 10 members of the Bolivian Army and three from the Air Force attended the course on international humanitarian law in Sanremo.

## CONTRIBUTION TO THE SGDS:



## ACTION

Implement improvements to incident reporting channels at an operational level to respond to the concerns and complaints of communities living in surrounding areas.

## DESCRIPTION

Using the lessons learned since 2011, we will implement improvements in incident reporting channels at an operational level to respond to any potential damage caused by the company's activities.

## INDICATOR

Publish the incident reporting channel procedure in the regulations publisher.

## WHAT HAVE WE ACHIEVED?



We have participated in drawing up the Procedure for Grievance Mechanisms. This document is presently in the validation and approval phase and its final version will be published during 2019.

## CONTRIBUTION TO THE SGDS:



## ACTION

Promote social inclusion through two social projects implemented in the Caipipendi Asset.

## DESCRIPTION

We will support two productive projects to promote gender equality that will be linked to food safety and profit generation.

## INDICATOR

Develop and implement two business plans in the Caipipendi Asset.

## WHAT HAVE WE ACHIEVED?



We have consolidated three production projects in communities within the area of influence of Caipipendi, with a majority participation of women and linked to food safety and security, and the generation of profit. We achieved excellent participation and use of local resources through training in communities and the drawing up of business plans for projects of arts and crafts, honey production and laying hens.

## CONTRIBUTION TO THE SGDS:



## ACTION

Perform a study to analyze the feasibility of incorporating people with disabilities into the Bolivia BU.

## DESCRIPTION

We will analyze the types of disabilities that exist in Bolivia, the institutions that represent them, the level of training, and the applicable legislation in the country, and we will also consider the positions in the Bolivia BU that could be filled by people with some kind of disability, bearing in mind the Company's current facilities. A benchmark analysis will be conducted to look at how this is being done in other companies in the industry and identify the best practices.

## INDICATOR

Present report by December 31st, 2018.

Perform industry benchmark analysis by December 31st, 2018.

## WHAT HAVE WE ACHIEVED?



We have drawn up a report on the situation of the inclusion of disabled persons in the country, in which we included an analysis of the Company's facilities to be able to employ this group. We have also conducted sector benchmarking for this matter.

## CONTRIBUTION TO THE SGDS:



## ACTION

Promote work-life balance for employees at the Bolivia BU.

## DESCRIPTION

We will continue promoting the tools that facilitate work-life balance by following the vacation schedule, supported by the intern program when necessary.

## INDICATOR

Implement a vacation schedule in 100% of management positions.

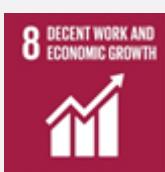
Meet 90% of the vacation schedule.

## WHAT HAVE WE ACHIEVED?



We have drawn up and presented a vacation schedule for all managers at Repsol Bolivia, achieving 91% compliance

## CONTRIBUTION TO THE SGDS:



## ACTION

Take measures to improve the organizational climate.

## DESCRIPTION

We will update the current Action Plan to improve the organizational climate, bearing in mind the results of the new climate survey.

## INDICATOR

Complete 80% of the new measures included in the current Plan.

## WHAT HAVE WE ACHIEVED?



We have evaluated the climate survey conducted in 2017 and selected the ten most critical questions to address in the new Action Plan involving employees. We have carried out a workshop in the internal RISE program (Resilience, Innovation, Sustainability, Engagement) with eight actions already implemented.

## CONTRIBUTION TO THE SGDS:



## ACTION

Contribute to the local development of communities in the areas where we operate.

## DESCRIPTION

We will continue making social investments as a way of contributing to the development of traditional communities through the Educational Platform project, as well as helping young people in vulnerable social situations through the Rocinha Orchestra, and young people with disabilities through the Paralympic Talent Detection project.

## INDICATOR

Educational Platform: Run the 10th cycle of the project for the coastal communities of São Paulo in at least five cities.

Rocinha Orchestra: Renew sponsorship and contribute to the development of at least 150 young people.

Paralympic Talent Detection: Renew sponsorship with a view to developing at least four professional athletes.

## WHAT HAVE WE ACHIEVED?



In the scope of the Educational Platform project, we have visited five cities in São Paulo State: Bertioga, Peruíbe, Iguape, Cananéia and São Vicente, thus affecting a total of 3,998 persons. We have renewed our sponsorship of the Orchestra de Câmara de Rocinha, where 150 students continue their musical studies, 23 at the university; and the project for scouting for the Paralympics Games, with 12 professional athletes in development.

## CONTRIBUTION TO THE SGDS:



## ACTION

Reach the level of best practices in relation to the Voluntary Principles on Security and Human Rights.

## DESCRIPTION

We will consolidate knowledge of the Voluntary Principles on Security and Human Rights to ensure that, during the development of our operations, the employees have the tools and knowledge required to prevent and mitigate the risks to human rights arising from our relationship with public and private security forces.

## INDICATOR

Conduct two training sessions aimed at both employees and contractors, as well as at members of public security organizations within our areas of operation.

## WHAT HAVE WE ACHIEVED?



We have taught two training programs on Voluntary Principles on Security and Human Rights to members of the National Police, providing capacitation for a total of 15 people.

## CONTRIBUTION TO THE SGDS:



## ACTION

Improve communication of activities carried out in Colombia regarding the protection of human rights in indigenous communities.

## DESCRIPTION

We will report on the actions carried out in Colombia within the scope of Repsol's Human Rights Policy in order to raise awareness and promote best practices.

## INDICATOR

Carry out two socialization sessions, one for the Government and the other for our partners, about activities related to human rights.

## WHAT HAVE WE ACHIEVED?



We have carried out socializations with the National Hydrocarbon Agency, the Ministry of the Interior and our partner Ecopetrol.

## CONTRIBUTION TO THE SGDS:



## ACTION

Deliver training workshops on community relations and human rights.

## DESCRIPTION

We will organize in-person training workshops on the topic of community relations and human rights at Repsol to ensure that, during the development of our operations, the employees have the tools and knowledge required.

## INDICATOR

Organize two in-person workshops.

## WHAT HAVE WE ACHIEVED?



We set up four workshops with the employees of the Business Unit in Colombia on human rights and grievance mechanisms.

## CONTRIBUTION TO THE SGDS:



## ACTION

Implement the social risks action plan.

## DESCRIPTION

We will coordinate the implementation of the initiatives included in the social risks action plan to minimize the most critical risks in our areas of operation and thereby mitigate the impact on the communities.

## INDICATOR

Implement 50% of the resulting actions to mitigate critical social risks.

## WHAT HAVE WE ACHIEVED?



We have met our objective, with implementation of more than 50% of activities to mitigate social risks. We have persuaded our operating partners to also implement an action plan to mitigate the social risks associated with their operations.

## CONTRIBUTION TO THE SGDS:



## ACTION

Strengthen the spaces for participatory dialogue between senior management and all Repsol employees in Colombia.

## DESCRIPTION

We will promote spaces for dialogue that allow for clear and transparent communication between senior management and the employees of Repsol Colombia.

## INDICATOR

Organize breakfasts with 100% of employees, split into groups of eight people.

## WHAT HAVE WE ACHIEVED?



We have organized a breakfast with 100% of employees, thereby fostering the space for active participation, where we announced the results for 2018.

## CONTRIBUTION TO THE SGDS:



## ACTION

Strengthen the relationship with universities through scholarship holders and internship students.

## DESCRIPTION

We will enable students from different universities to find a space for their internships or work experiences at Repsol Colombia. This way, we will be contributing to their training and their future incorporation into the job market.

## INDICATOR

Offer internships to three scholarship holders.

## WHAT HAVE WE ACHIEVED?



We have linked three interns in various disciplines.

## CONTRIBUTION TO THE SGDS:



## ACTION

Develop actions based on the results of focus groups to improve the work climate.

## DESCRIPTION

We will develop an action plan aimed at improving the work climate based on the results obtained from focus groups. We will focus on recognition, professional development, and long-term continuity in the Company.

## INDICATOR

Implement 80% of the action plan to improve work climate.

## WHAT HAVE WE ACHIEVED?



We have implemented 93% of the action plan to improve the work climate, carrying out 15 initiatives across the Business Unit.

## CONTRIBUTION TO THE SGDS:



## ACTION

Carry out an awareness and training workshop on the integration of people with different abilities.

## DESCRIPTION

We will contact an expert local network to carry out this training course and identify best practices to be applied in the Colombia Business Unit.

## INDICATOR

Contact a local network with expertise on the integration of people with different abilities.

Identify best practices to implement in the Business Unit.

Provide the awareness and training workshop.

## WHAT HAVE WE ACHIEVED?



We have contacted the Ágora company and made progress in the compilation of information for a study of job profiles to include professionals with different capacities in Colombia. We have defined a work schedule to implement the project in Colombia for 2019, with the assistance of the diversity and balance area in Madrid.

## CONTRIBUTION TO THE SGDS:



## ACTION

Train employees at the Ecuador Business Unit on the applicable laws and reforms.

## DESCRIPTION

We will train non-expert employees specifically on legal matters for operating Blocks 16 and 67 (Tivacuno).

## INDICATOR

Give at least one talk every six months.

## WHAT HAVE WE ACHIEVED?



We have held weekly talks, training 100% of the staff called to attend with a view to improving their knowledge in the applicable legal implications and reforms with the following workshops:

- Administrative Code with 161 participants and
- Environmental Code with 24 employees in attendance.

## CONTRIBUTION TO THE SGDS:



## ACTION

Draw up a Complaints and Grievances Procedure and make it accessible to the indigenous communities in the area affected by Block 16 operations.

## DESCRIPTION

We will work on a Complaints and Grievances Procedure for the indigenous communities in the area affected by Block 16 operations, so that any complaints or grievances can be analyzed and processed. Repsol follows the United Nations Guiding Principles on Business and Human Rights, with one such principle being that of Due Diligence. The Business Unit worked on a model for this purpose during 2017.

## INDICATOR

Obtain approval for the Complaints and Grievances Procedure from the Business Unit Management.

## WHAT HAVE WE ACHIEVED?



We have worked on the Complaints and Grievances Procedure, to which indigenous communities in the direct area of influence of Block 16 will be able to access so that we can analyze and process all complaints and grievance. At the end of this year, the Director has approved the procedure, which will take effect in 2019. The communication initiative should therefore continue before implementation with the potential users, namely the Kichwas and Waorani communities in the area of influence.

## CONTRIBUTION TO THE SGDS:



## ACTION

Negotiate, agree on, and execute 100% of the 2018 Annual Operating Plan (AOP) with the Waorani Nation of Ecuador (NAWE) and its programs on education, health, and organizational support.

## DESCRIPTION

We will come to an agreement with the NAWE on the 2018 Annual Operating Plan and the different programs involved, which should be fully executed by the end of the year. We will also give a quarterly account of the management actions between Repsol and the NAWE which will allow for monitoring and follow-up of what was planned.

## INDICATOR

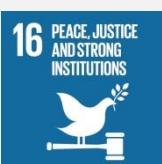
Fully execute the 2018 NAWE AOP and give quarterly accounts of the actions executed within the following spheres: education, health, organizational support, and community services and infrastructure.

## WHAT HAVE WE ACHIEVED?



We have executed 96% of the 2018 Annual Operating Plan, consisting in the following programs: Health, education, operational support, equipment/hardware/infrastructure support in communities. These programs benefit all communities in the Waorani territory in accordance with the 2015-2022 Waemo Kewingi cooperation agreement.

## CONTRIBUTION TO THE SDGs:



## ACTION

Put the Voluntary Principles on Security and Human Rights (VPSHR) into practice in Repsol Ecuador's security operation.

## DESCRIPTION

We will put the guidelines into practice from the official guide to practically implementing the international Voluntary Principles on Security and Human Rights initiative.

## INDICATOR

Train 100% of private security company staff in VPSHR.

## WHAT HAVE WE ACHIEVED?



We have trained all private security company personnel (63) in the Voluntary Principles on Security and Human Rights (VPSHR).

## CONTRIBUTION TO THE SGDS:



## ACTION

Promote the physical, psychological, and family-related well-being of employees by implementing the Psychosocial Risk Program.

## DESCRIPTION

We will assess psychosocial risks by conducting a survey using the F.Psico tool version 3.1 (Psychosocial Factors. Evaluation Method). This same method will be applied to employees in Quito and the two sets of shift workers in the field. We will submit the results to Management and circulate them to employees. We will implement active breaks, dance therapy in Quito, a leadership workshop for Coordinators, and departmental meetings.

## INDICATOR

Make a 5% improvement in the critical aspects found in 2016 in each department that were dealt with in 2017 (particularly in relation to leadership and interpersonal relationships).

## WHAT HAVE WE ACHIEVED?



We achieved our target for the following actions:

- We submitted the results to management and areas (January 2018).
- We executed department-specific action plans (3 actions / 3 dimensions).
- We held department meetings once (1) every two (2) months until April 2018.
- We organized a leadership and self-esteem workshop for areas in Quito and Block.

## CONTRIBUTION TO THE SGDS:



## ACTION

Monitor the projects under way and launch the winning projects from the Fundación Repsol Ecuador 2018 competition.

## DESCRIPTION

We will monitor the projects that are currently under way: Waorani Minkayonta; Pork Farm; Mobile Clinic in the Amazon; Implementation of entrepreneurship and fairs; Strengthening educational quality; Strengthening women's care and protection centers; Building homes for those affected by the earthquake of April 16th 2016; Mobile clinic for those affected by the earthquake of April 16th, 2016.

## INDICATOR

Launch of at least four new projects from the 2018 competition.

## WHAT HAVE WE ACHIEVED?



We tracked the previous projects and surpassed the indicator for projects in the 2018 competition:

- Effective access to schools for Waorani children
- Improving the income of women entrepreneurs
- Generation of sustainable productive entrepreneurship
- Leadership School
- Improving the quality of education
- Crowd and Solidarity Funding for the Right to Life communities
- Innovation Challenge for communities

## CONTRIBUTION TO THE SGDS:



## ACTION

Apply the best international practices in the prevention and resolution of claims made by communities affected by our operations.

## DESCRIPTION

We will update the claims management procedure available in Repsol Indonesia's operations, taking into account the recommendations of the guide developed by the global oil and gas industry association for environmental and social issues (IPIECA).

## INDICATOR

Deliver the updated procedure before the end of 2018.

## WHAT HAVE WE ACHIEVED?



The claims management procedure has been approved and implemented to response to claims from communities which might be affected by our operations. We have done intensive and massive community consultation prior to rumpon compensation process in Andaman III seismic acquisition since the very first stage of the project (articulation of Free Prior Informed Consent) to make sure fishing devices claims because of offshore seismic were executed in the most responsible possible process.

## CONTRIBUTION TO THE SGDS:



## ACTION

Promote international mobility among our employees.

## DESCRIPTION

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

## INDICATOR

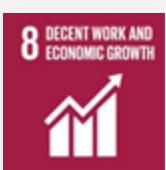
Propose at least one local candidate to participate in mobility programs such as Mobility Assignment or Swapping Program (Short or Long Term).

## WHAT HAVE WE ACHIEVED?



We have participated in short term mobility programs and two local Indonesia employees have been sent to Madrid for 2 – 3 months. A local employee from the Commercial Department has joined a short term program at Madrid for three months, and a local employee from People and Organization has participated in Agile Project at Madrid.

## CONTRIBUTION TO THE SGDS:



## ACTION

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. We will focus on the main challenge, the traffic congestion in Jakarta, that makes our employees to departure very early in the morning and stay until late at night to avoid as much as possible the peak hours.

## INDICATOR

Define a Work-Life Balance Program and present it to the leadership team by the end of 2018 with the specific measures to be taken.

## WHAT HAVE WE ACHIEVED?



Repsol has developed the work-life balance minimums worldwide and defined a flexibility map in the countries it operates to ensure employees can have personal life while pursuing a career. In Indonesia we have adjusted the working time during "Ramadhan"/Fasting month to give opportunities to those who want to break the fast at home. In 2018 we have communicated the program to the Senior Management Team and employees and we have implemented it

## CONTRIBUTION TO THE SGDS:



## ACTION

Promote functional 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 with different challenges, business conditions and cultures will be very beneficial for the professional growth of our employees

## INDICATOR

Propose three local candidates to participate in mobility programs such as Mobility Assignment or Swapping Program.

## WHAT HAVE WE ACHIEVED?



We have selected and approved three staff members from the Business Unit within the internal mobility programme for short assignments as a tool for the development of our employees

## CONTRIBUTION TO THE SGDS:



## ACTION

Drive continuous improvement in our social performance.

## DESCRIPTION

In consultation with IPIECA (the global oil and gas industry association for environmental and social issues) and with the support of experts on Social Performance, we will develop a training plan for our national stakeholders, NOC (National Oil Corporation) and Akakus Oil Operations, through several phases, covering specific modules on community engagement, community grievance mechanisms, social investment and local content.

## INDICATOR

Develop and implement 90% of social performance training plan for 2018.

## WHAT HAVE WE ACHIEVED?



Being crucial for the Operator to assume its role in terms of Social Performance, we have fully developed training plan for our national stakeholders, NOC (National Oil Corporation) and Akakus Oil Operations (AOO), through several phases, covering specific modules on community engagement, community grievance mechanisms, social investment and local content. An Inception workshop on social performance approach and presentation on Akakus proposal was held with NOC and Akakus relevant departments

## CONTRIBUTION TO THE SGDS:



## ACTION

Strengthen our commitment for human rights by sharing with NOC (National Oil Corporation) and the joint venture Akakus Oil Operation, a concept proposal on grievance mechanism, as a tool that facilitates communication.

## DESCRIPTION

We will develop with the support of required expertise a concept proposal on grievance mechanism, tailored to the reality of the operator, Akakus Oil Operations (AOO).

## INDICATOR

Submit a grievance mechanism concept proposal to NOC/Akakus Oil Operations by December 2018.

## WHAT HAVE WE ACHIEVED?



We have developed and submitted to NOC and Akakus an Operational Grievance Mechanism (OGM) as part of the Social Engagement strategy to enhance a better relationship between the Operator and Local Communities based on trust and dialogue. REMSA will support the Operator Akakus throughout the transfer of social responsibility plan of action.

## CONTRIBUTION TO THE SGDS:



## ACTION

Build trust and engage 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 (some directly through REMSA, Repsol Exploración Murzuq S.A, and some other through UNDP, United Nations Development Programme), Social Investment initiatives in support of local development focusing on the rehabilitation of basic social, economic and productive infrastructure for better service delivery.

## INDICATOR

Implement and deliver 90% of social Investment projects planned for 2018.

## WHAT HAVE WE ACHIEVED?



We have supported local development, in coordination with the National Oil Corporation (NOC) and local stakeholders in order to build trust and engage with local communities, acting as a responsible Company; we have fully 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, access to water and sanitation, and access to energy.

## CONTRIBUTION TO THE SGDS:



## ACTION

Deliver training on first aid to the employees.

## DESCRIPTION

We will train all our local and expatriate employees on first aid. We will make sure they know the basics of first aid. Refreshment training will be done every 3 years.

## INDICATOR

Deliver trainings to 100% of REMSA (Repsol Exploración Murzuq S.A) expatriates.

## WHAT HAVE WE ACHIEVED?



The action responds to the specific expectations of Repsol stakeholders promoting Safety measures amongst employees as per HSE standards and requirements. We have trained all our local and expatriate employees on first aid, making sure they are well aware of the basics of first aid requirements and measures. Refreshment training will be done every 3 years.

## CONTRIBUTION TO THE SGDS:



## ACTION

Benefit the fishermen through multistakeholder collaboration to improve security and safety in our offshore platforms.

## DESCRIPTION

We will collaborate with Petronas, the Malaysia Maritime Enforcement Agency (MMEA) and Fishing Authorities to design a plan to avoid fishing close to the oil & gas offshore platforms in Sabah.

Alternative routes of fishing with tuna tramps will be developed far from the platforms to ensuring the security and the safety in the platforms for the fishermen.

## INDICATOR

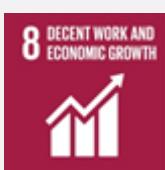
Sign an agreement for Programme 'Sahabat Maritime' with the Malaysia Maritime Enforcement Agency.

## WHAT HAVE WE ACHIEVED?



Petronas signed an agreement for Programme "Sahabat Maritim" with Malaysia Maritime Enforcement Agency (MMEA). As contractor to Petronas, we are subject to collaborate as partners in the program, and start the activity in 2019.

## CONTRIBUTION TO THE SGDS:



## ACTION

Collaborate with universities to provide scholarships to students.

## DESCRIPTION

We will sign an agreement with five local universities to provide scholarships to its students. We will contribute to the nation talent pool by promoting students' development of skills for employment.

## INDICATOR

Sign the agreements before the end of the year.

## WHAT HAVE WE ACHIEVED?



We have continued to provide scholarships to 48 scholars from four partner universities namely University of Malaya, University Sains Malaysia, University Malaysia Sabah & University Teknologi Malaysia and awarded new scholarships to 20 students from five partner universities (addition of University Malaysia Terengganu in 2018). We have signed the new agreements with the five universities to provide scholarships to their students.

## CONTRIBUTION TO THE SGDS:



## ACTION

Develop and implement the "Repsol Wellness Promotion Program" for employees.

## DESCRIPTION

We will promote health and well-being among our employees with our "Repsol Wellness Promotion Program". We will organize "Lunch & Learn" sessions for Repsol Kuala Lumpur employees and the topics will range from nutrition to work-life balance and cancer awareness.

## INDICATOR

Organize three "Lunch & Learn" sessions and one Cancer Awareness campaign.

## WHAT HAVE WE ACHIEVED?



We have organized a cancer awareness talk and three Healthy Eating sessions, with 63 participants; and a physical exercise session (body workout) with 84 participants. The sessions were held in the office (Kuala Lumpur & Kemaman Supply Base).

## CONTRIBUTION TO THE SGDS:



## ACTION

Help our employees develop skills to manage and adapt to change.

## DESCRIPTION

We will launch a Resilience Engagement Program to promote the process of adapting to personal or professional changes and challenges.

It will address the three related levels of resilience-building, personal, group and organization. Skills can be enhanced and applied proactively in a personal and professional environment, driving our thoughts and actions, and a 'positive capacity to cope' facilitates a state of thriving.

## INDICATOR

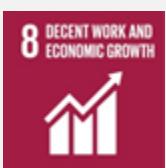
Carry out two change management activities for employees before end of the year.

## WHAT HAVE WE ACHIEVED?



We have conducted two sessions as part of the program. The workshop "Nurture a positive view of yourself" focused on the identification of positive and negative state of mind, awareness of one's communication and how it impacts others, and creation of positive mindset. The workshop "Taking care of yourself" focused on the importance of paying attention to one's needs and feelings, work-life balance and the importance of setting up mental image of our goal or desired outcome to facilitate change.

## CONTRIBUTION TO THE SGDS:



## ACTION

Promote a healthy working environment among our employees.

## DESCRIPTION

We will organize a companywide Treasure Hunt activity for employees. This recreational activity will be a tool to promote team cohesiveness and improve the work environment, as well as foster well-being and a work-life balance.

## INDICATOR

Organize the activity before the end of the year.

## WHAT HAVE WE ACHIEVED?



Repsol Explorace Challenge was organised in August 2018 to promote fun and a healthy working environment among our employees. More than 40 staff participated in this first ever Explorace event. In this challenge, the participants explored surrounding KLCC (Kuala Lumpur City Centre) area by foot with exciting tasks and pit stops designed.

## CONTRIBUTION TO THE SGDS:



## ACTION

Support social investment initiatives to improve health conditions of local communities.

## DESCRIPTION

We will enhance the value of the Thalassemia Program in raising awareness and more informed public by supporting national level initiatives and collaborating with the Ministry of Health. The Thalassemia 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 the program before the end of the year.

## WHAT HAVE WE ACHIEVED?



We have collaborated with the Ministry of Health to raise public awareness on the importance of control and prevention of Thalassaemia during the 2018 Thalassemia Awareness Day in Kuala Lumpur. Whereas in Sabah, we have organised one Thalassaemia awareness and healthy lifestyle campaign, in collaboration with the Health Department and the Sabah Thalassaemia Society, to reach out to the vulnerable communities in promoting awareness to help in reducing the spread of this genetic blood disorder.

## CONTRIBUTION TO THE SGDS:



## ACTION

Support the local community's most vulnerable.

## DESCRIPTION

We will actively engage in the community to support those less favorable for new opportunities and ensure employee engagement with the activities we do:

Social aid by supporting financially a local social aid organization (Church City Mission).

Retraining for people in need of job training in cooperation with Norwegian Labour and Welfare Service.

## INDICATOR

Financially support The Church City Mission and conduct at least one social annual event with them.

Engage at least 2 candidates for retraining.

## WHAT HAVE WE ACHIEVED?



We have conducted two events with the Church City Mission in 2018 where employees participated. We have also engaged employees in the National TV-fundraising on 21.10.2018 and supported the campaign financially. In 2018 we have engaged 2 candidates from NAV (Norwegian Labour and Welfare Service), for re-training. The last candidate we finally decided to engage as a contractor for 2019 as a Document Controller. One trainee (hearing disability) from Global Repsol is currently working in Norway in both networks.

## CONTRIBUTION TO THE SGDS:



## ACTION

Ensure diversity and equality in our Company.

## DESCRIPTION

We will continue to analyze gender balance in the organization and ensure equality in terms and conditions for all employees. We will continuously focus on choosing the best qualified candidate, regardless of gender, cultural background or disability.

## INDICATOR

Focus on diversity in recruitments and promotions in order to reach 40% female leaders by 2020.

Analyze gender-compensation and make succession plan for female leaders.

Establish a female, senior and youngster network and conduct 4 meetings per year for each of them (3 meetings for 2018).

## WHAT HAVE WE ACHIEVED?



We have analyzed the gender balance regarding grades and salary, without any findings or deviations.

We have an overall succession plan ensuring development and retention for critical positions. From 2018 and onwards we will have extra focus in developing and recruiting female leaders, to meet our long-term goal of 40% female leaders in 2020. End of 2018 the number of female leaders is 25%. We have established a female and a young professional network, and 3 meetings have been conducted.

## CONTRIBUTION TO THE SGDS:



## ACTION

Talent retention by ensuring development and training for all employees.

## DESCRIPTION

We will ensure that all employees are given the opportunity to progress their development and training needs for mutual benefit in the future, giving information and ensure all leaders set up individual training and development plans for all employees. These plans will be uploaded in the People Management System

## INDICATOR

Reach a minimum of 85% of employees with a training and development conversation with their Manager.

Execute on minimum 75% of training activities defined in training plan.

## WHAT HAVE WE ACHIEVED?



We have ensured that more than 90% of all employees have a training plan for 2018 aligned with their leader after a conversation with their respective leader. Also 91% of the employees have executed on their training plan.

## CONTRIBUTION TO THE SGDS:



## 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 continues to be attractive as a future employer by:

Incorporate apprentices in relevant areas building the future competence required by our industry.

Engage summer interns to give students an opportunity to get relevant job training.

Conduct graduates/E&P (Exploration and Production) Master to give young professionals a thorough and broad introduction to our company.

## INDICATOR

Engage at least one apprentice, ten summer internships, one young professional to the Repsol E&P Master Program and one young professional to a local graduate program

## WHAT HAVE WE ACHIEVED?



We have hired 1 apprentice, 1 young professional (Reservoir Engineer) attending the E&P master program, 1 young professional was hired to work in Business Unit (Technology department) and 14 summer students completed their internships during the summer months.

## CONTRIBUTION TO THE SGDS:



## ACTION

Strengthen the relationship of trust with the communities and the respect for human rights by improving the grievance mechanism as a tool to facilitate communication.

## DESCRIPTION

We will update the Community Relations System to streamline the collection, follow-up, and resolution of claims and ensure they are responded to.

We will conduct training and awareness-raising campaigns at the Peru E&P Business Unit to promote and ensure employees use the tool.

We will consolidate our commitment to the communities and human rights, including the grievance mechanism in the annual objectives of the Peru E&P Business Unit..

## INDICATOR

Update the tool by April 30th.

Conduct an awareness-raising activity aimed at management by June 30th.

Include the improvement of the grievance mechanism as an annual objective for the BU.

## WHAT HAVE WE ACHIEVED?



We have hired 1 apprentice, 1 young professional (Reservoir Engineer) attending the E&P master program, 1 young professional was hired to work in Business Unit (Technology department) and 14 summer students completed their internships during the summer months

## CONTRIBUTION TO THE SGDS:



## ACTION

Create a plan for the establishment of a community company to help meet the development expectations of communities in the social surroundings.

## DESCRIPTION

We will develop a plan for the creation and development of a community company in Repsol's direct area of intervention, based on our internal regulations.

We will manage training campaigns on procurement and contracting, safety and environment, and social responsibility.

## INDICATOR

Deliver the completed development plan with all the steps to follow for the creation of the company.

## WHAT HAVE WE ACHIEVED?



We have drawn up the plan to create a community company. The first stage consists of capacitation of personnel in the community, which will begin in the first quarter of 2019. The courses to be taught include: cleaning of accommodation, cooking and laundry.

## CONTRIBUTION TO THE SGDS:



## ACTION

Promote the training on Voluntary Principles on Security and Human Rights for security contractor employees and members of public security agencies.

## DESCRIPTION

Within the scope of the Voluntary Principles on Security and Human Rights initiative, we will promote the training of security contractor employees and members of public security agencies in Lot 57. This initiative promotes the implementation of a series of guiding principles to provide security in our operations in a way that respects human rights.

## INDICATOR

Train 100% of security contractor employees stationed in Repsol facilities.

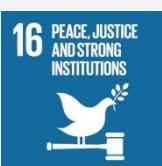
Conduct two training sessions in Lot 57 aimed at officers and troops from the Nuevo Mundo Military Base.

## WHAT HAVE WE ACHIEVED?



We have arranged for 100% of staff at private security companies providing services at our facilities nationwide (248 people) and the personnel of public security forces - the Peruvian Army - in the vicinity of the Nuevo Mundo Native Community - Lot 57 (92 people) - to take part in training in the "Voluntary Principles on Security and Human Rights", thereby meeting the objectives established.

## CONTRIBUTION TO THE SDGs:



## ACTION

Perform diagnosis and propose actions to prevent the gender pay gap.

## DESCRIPTION

We will analyze the Company's compensation system to assess gender equality in regard to wages. We will provide improvement and/or corrective actions.

## INDICATOR

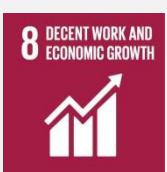
Present the conclusions report to the Division of People and Organization.

## WHAT HAVE WE ACHIEVED?



We have drawn up and presented a diagnosis of the band positioning of the group carrying out professional roles on the basis of the 2018 pay review, segmented by sexes and considering the variables of positioning on band and reference, performance and seniority. We have identified the priority group in the next review campaign based on meritocracy. This means we stimulate fairer management with no discriminatory features, based on a contribution of value.

## CONTRIBUTION TO THE SGDS:



## ACTION

Promote the social inclusion of people with different abilities through the “Overcoming Barriers” awareness program.

## DESCRIPTION

We will contribute to the social inclusion of people with different abilities, furthering the value of diversity in society, through scheduled activities carried out in public and private spaces in the city of Lima.

## INDICATOR

Sign the agreement between the Fundación Repsol and Teatro Vivo Cultural Association.

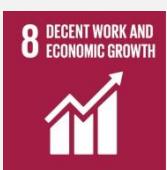
Carry out 20 Overcoming Barriers activities in 2018.

## WHAT HAVE WE ACHIEVED?



In 2018 we have continued to raise awareness and encourage the inclusion of people with different capacities, as part of our Corporate Social Responsibility program. We have carried out presentations on the Overcoming Barriers program at more than 20 educational institutions in Lima and Callao to raise awareness among more than 7.000 people, including secondary school students and teachers. To this end we have signed the Agreement between the Repsol Foundation and the Teatro Vivo Association.

## CONTRIBUTION TO THE SGDS:



## ACTION

Contribute to the Spanish Culture initiative in Trinidad and Tobago gap.

## DESCRIPTION

Contribute to the sponsorship of the Annual Spanish Christmas Concert organized through the Spanish Embassy of Trinidad and Tobago.

## INDICATOR

Contribute to sponsorship for the Annual Spanish Christmas Concert.

## WHAT HAVE WE ACHIEVED?



Repsol has sponsored the Annual Christmas Concert hosted by the Spanish Embassy.

## CONTRIBUTION TO THE SGDS:



## ACTION

Engage a Trinidad based Non Governmental Organization (NGO) in a social investment program.

## DESCRIPTION

Repsol has a history of engaging specific NGOs in Social Investment programs. Repsol Angostura Limited (RAL) has funds and want to work with one or two NGOs in 2018 on targeted programs which are in line with Repsol's social criteria.

## INDICATOR

We have engaged with Kidney Recipient Group of Trinidad and Tobago (KRSGOTT) and the Autistic Society in activities in 2018. The Become a Donor Campaign was executed and fulfilled with KRSGOTT. Five autistic children received therapy for 3 months through the Autistic Society.

## WHAT HAVE WE ACHIEVED?



Repsol has sponsored the Annual Christmas Concert hosted by the Spanish Embassy.

## CONTRIBUTION TO THE SGDS:



## ACTION

Engage a program that promotes Healthy Lifestyles to staff in Repsol Angostura.

## DESCRIPTION

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

## INDICATOR

Establish a contract with a nutritionist/exercise coach which will provide lectures to the employees of RAL (Repsol Angostura Limited).

Attendance at least three sessions by all RAL employees.

## WHAT HAVE WE ACHIEVED?



We have engaged with a nutritionist on a three month contract. The plan was to have group sessions as well as individual sessions. At these sessions, we have established and measured several goals. In total, there were three group sessions and four individual sessions with each person.

## CONTRIBUTION TO THE SGDS:



## ACTION

Promote an integrated culture of diversity and inclusion.

## DESCRIPTION

We will promote and develop a culture of integration and diversity amongst employees and contractors.

## INDICATOR

Form a Diversity and Inclusion committee and define actions based on findings and implement an action plan.

## WHAT HAVE WE ACHIEVED?



We have established the Diversity & Inclusion Committee to improve the diversity and inclusion culture in our Houston Office, and we have launched an action plan to fit local needs in alignment with Repsol's global commitments to diversity in gender, culture, generational and disabilities.

## CONTRIBUTION TO THE SGDS:



## ACTION

Ensure the permanence of direct and indirect human capital by providing commercial support, contributing to the receipt of payments.

## DESCRIPTION

We will suggest to Cardón IV that working sessions be held to monitor commercial matters relating to the payment agreement for the delivery of condensate and the export opportunities with direct payment to Cardón IV. We will also move forward with an analysis of the organization to adapt it to the asset's current situation and support the optimized recruitment of direct personnel.

## INDICATOR

Monitor monthly payments.

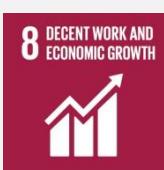
Hold quarterly meetings for commercial monitoring.

## WHAT HAVE WE ACHIEVED?



We have monitored monthly payments and carried out commercial follow-ups at quarterly meetings. We have reactivated Reliance payments via the condensates agreement, activated payments for workloads allocated to Repsol and Eni and pursued debt collection. We have also streamlined positions with direct personnel in place of partners' staff, based on the asset's maturity and project delays.

## CONTRIBUTION TO THE SGDS:



## ACTION

Develop initiatives on worker security and protection in high-risk areas

## DESCRIPTION

We will mitigate the risks to which our employees and assets are exposed by providing a bodyguard or escort service for staff transfers, studying the best routes to take, security inspections, and training through newsletters and talks.

In the case of the Mene Grande field run by the Petroquiriquire Joint Venture, we will develop a physical security plan during the first three months of the year and will study the Maracaibo and Mene Grande route.

## INDICATOR

Provide a security escort on 90% of transfers.

Publish six newsletters.

Give 90% of talks requested.

Perform 90% of security inspections requested.

Design the integrated physical security plan for Mene Grande.

Study the Maracaibo - Mene Grande route.

## WHAT HAVE WE ACHIEVED?



We have carried out 100% of the planned activities: design and execution of security systems for employee transfer and escort; publication of 24 newsletters and seven prevention recommendations; 100% of talks requested; 100% of security inspections at Cardón IV (Edificio Norma, Hotel Intercontinental, Torre La Castellana, Quiriquire Gas and Mene Grande); design of the physical security plan for Mene Grande (including routes).

## CONTRIBUTION TO THE SGDS:



## ACTION

Give the awards as part of the “Proyéctate” program.

## DESCRIPTION

We will present the non-monetary awards of the collaborators nominated in the “Proyéctate” program, approved by the Committee. “Proyéctate” was launched in 2017 in order to recognize the contributions made by employees beyond their daily work: volunteering, participating in brigades, facilitating communication, mentoring, advising interns, trainees, academic achievements, etc

## INDICATOR

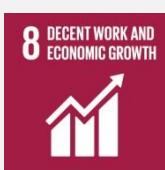
Achieve 10% staff participation in the “Proyéctate” program.

## WHAT HAVE WE ACHIEVED?



We have easily surpassed the objective, carrying out the "Proyéctate" program with 71% staff participation.

## CONTRIBUTION TO THE SGDS:



## ACTION

Promote the asset's social license, influencing the development of social projects in the neighboring communities around the operating facilities.

## DESCRIPTION

We will develop social projects around four main themes:

Housing: continue building housing in the neighboring communities around the facilities that was launched through the Gran Misión Vivienda Venezuela program on behalf of the asset.

Infrastructure: roadways, tanks and wells for water, electrification, etc. (except schools).

Education: specific support for schools.

Medical Services and others: days about medical care and assistance.

## INDICATOR

Execute the housing projects.

Execute the infrastructure projects.

Execute the education projects.

Execute the support projects in the area of health.

## WHAT HAVE WE ACHIEVED?



We have developed actions that benefit families of workers in their communities, focusing finally in food and health projects. We have held five food drives, distributing 753 combo packages among 363 families. In health projects, we have held two doctor-patient workshops at the asset, offering 13 specialized services to workers and their relatives and benefiting 379 people.

## CONTRIBUTION TO THE SGDS:



## ACTION

Implement the improvement action plan on the points identified in the Psychosocial Risk Survey.

## DESCRIPTION

We will work on the improvement areas identified by the Psychosocial Risk Survey conducted in 2017, launching initiatives to bridge the gaps found in: training and personal development, knowledge of Repsol as an international company, training on conflict management, and assertive communication.

## INDICATOR

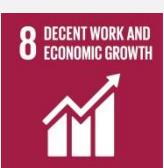
Implement 85% of the actions in the improvement action plan.

## WHAT HAVE WE ACHIEVED?



We have executed the entire improvement plan, delivering the five initiatives defined to leverage the opportunities for improvement identified for professional development, leadership and knowledge of the business.

## CONTRIBUTION TO THE SGDS:



## ACTION

Implement an improvement plan on the points identified in the 2017 Culture Survey.

## DESCRIPTION

We will undertake an action plan to bridge the gaps identified in the 2017 Culture Survey in the Business Unit. The Culture Survey was launched at the end of 2017 to assess the progress being made in Repsol's cultural evolution and to continue defining improvement actions.

## INDICATOR

Implement 85% of the actions in the improvement plan.

## WHAT HAVE WE ACHIEVED?



We have implemented four initiatives based on the results of the Culture Survey, executing 98% of the plan. The initiatives undertaken target professional development, performance and autonomy, and decision-making.

## CONTRIBUTION TO THE SGDS:



## ACTION

Offer employees and their families better health protection and coverage within the framework of a health insurance plan.

## DESCRIPTION

We will improve on the current coverage of our employees' Health Plan to highlight our commitment to their health and well-being.

## INDICATOR

Implement improvements in the Health Plan and communicate them to all personnel.

## WHAT HAVE WE ACHIEVED?



We have made the planned improvements and communicated them to employees, according to schedule. Since June 2018, the Health Plan provides international coverage (Latin America) and covers local workers, their spouses, children and parents. We have communicated this in June and July.

## CONTRIBUTION TO THE SGDS:



## ACTION

Promote the professional and technical development of people, attending to operational needs, creating an improved work climate, and safeguarding knowledge through technical experts at the Petroquirique Joint Venture.

## DESCRIPTION

We will promote job vacancies in service contracts and production support aimed at personal development in the communities and areas of operational influence.

We will develop and train staff assigned to the Petroquirique Joint Venture by implementing transfer initiatives for technical personnel and specific work plans in each area.

## INDICATOR

Cover two vacancies using service contracts.

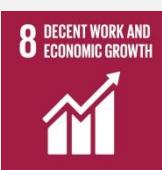
Carry out two technical staff transfers.

## WHAT HAVE WE ACHIEVED?



We have carried out three internal transfers of engineers from Repsol to the public-private company Petroquirique as technicians in chemical processes, electrical submersible pumps, and production optimization to ensure knowledge transfer via support to production operations. They have not covered vacancies in the public-private company using service contracts due to the delayed recovery in financing and the deferral of operations.

## CONTRIBUTION TO THE SGDS:



## ACTION

Promote the retraining of contractor security staff with regard to the Voluntary Principles on Security and Human Rights.

## DESCRIPTION

We will give talks to contractor security staff to increase their understanding of the Voluntary Principles on Security and Human Rights initiative.

## INDICATOR

Prepare and supply the material for those talks.

Train 90% of contractor security staff.

## WHAT HAVE WE ACHIEVED?



We have achieved our objectives, carrying out eight training actions, and preparing and handing out related educational material. The training actions were attended by 52 contractor corporate security staff and 78 Bolivia National Guard military personnel.

## CONTRIBUTION TO THE SGDS:



## ACTION

Foster training and development opportunities for the students at the main universities in the area of influence.

## DESCRIPTION

We will hold the 2nd Gas Expert Event, carrying out workshops and talks given by the technical experts themselves, aimed at students completing degrees in Oil, Systems, and Maintenance at universities in the area of influence.

## INDICATOR

Hold the training event.

## WHAT HAVE WE ACHIEVED?



We have made several attempts to organize the 2nd Expert Event at universities, but a specific date could not be set due to conditions beyond our control. To proceed with this action, we have held technical talks with various departments (Drilling, Reservoir, Planning, Operations) for office and operating staff of the license.

## CONTRIBUTION TO THE SGDS:



## ACTION

Develop the Repsol Wellness Promotion Program.

## DESCRIPTION

We will continue to promote the wellbeing of our employees by launching a wellness program. Although we look after our employees' health and although actions have been taken, a more systematical approach was required.

In 2018 we will reach an agreement with the gym for the free use of employees and we will organize nutritionist visits to the office and periodical talks to promote health among our employees

## INDICATOR

Prepare the 2018 plan.

Fulfil the wellness plan.

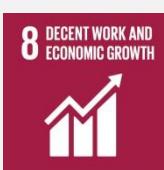
## WHAT HAVE WE ACHIEVED?



We have implemented successfully the wellness program with a number of club organized: swimming, dance and yoga. Besides an agreement with gym center for employees' use has been signed.

We have promoted employees' nutrition and health by periodical health talks throughout the year 2018.

## CONTRIBUTION TO THE SGD:



## ACTION

Communicate to our employees the Global Sustainability Plan and the Vietnam Sustainability Plan.

## DESCRIPTION

We will organize an internal meeting, involving all employees, to communicate the Global and Vietnam Sustainability Plans.

The communication of Repsol's global and local initiatives in terms of sustainability is an important milestone to increase the pride of employees with their Company.

## INDICATOR

Organize the communication event with our employees.

## WHAT HAVE WE ACHIEVED?



The Global Sustainability Plan and Vietnam Sustainability Plan have been presented in internal meetings with employees during the year 2018.

## CONTRIBUTION TO THE SGD:



## ACTION

Implement the social investment plan for 2018.

## DESCRIPTION

We will continue to implement the on-going initiatives of social investment focused on the following areas: strengthening of community capacities and knowledge; shared local infrastructure.

## INDICATOR

Fulfill the 2018 social investment plan.

## WHAT HAVE WE ACHIEVED?



We have completed the social investment plan for 2018. The planned activities and projects have been successfully implemented, including the Traffic Safety Program for students, Vocational Courses for disadvantaged students and the Brighter Path Project for ethnic girls.

## CONTRIBUTION TO THE SGD:



# COMPLEJOS INDUSTRIALES

*INDUSTRIAL  
COMPLEX*



## ACCIÓN

Consolidar las acciones con iniciativas sociales, educativas, culturales y deportivas de nuestro entorno ya establecidas en años anteriores y enmarcar las nuevas dentro de convenios específicos.

## DESCRIPCIÓN

Continuaremos nuestras relaciones y estableceremos nuevas con entidades tanto públicas como privadas para fomentar el desarrollo comunitario en las áreas de educación, cultura, deporte o servicios sociales, y las formalizaremos en convenios públicos. Todas nuestras colaboraciones serán públicas, de manera que queden fielmente reflejadas de cara a la sociedad.

## INDICADOR

Ejecutar al menos 4 convenios.

## QUÉ HEMOS CONSEGUIDO



Hemos creado o colaborado en el desarrollo de 58 proyectos de responsabilidad social corporativa, de los que el 54% han sido de ámbito social, un 23% educativos o de formación, un 14% culturales y un 9% deportivos. De todos ellos, 21 se han ejecutado a través de un convenio específico.

## CONTRIBUCIÓN A LOS ODS:



## ACCIÓN

Definir un plan de acción para mejorar los resultados de la encuesta de cultura para conocer de primera mano el clima interno

## DESCRIPCIÓN

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

## INDICADOR

Conseguir el 70% de respuestas favorables en las dimensiones culturales evaluadas.

## QUÉ HEMOS CONSEGUIDO



Hemos concluido la realización de la encuesta de clima en la que han participado voluntariamente empleados de la Refinería.

Se ha cumplido el objetivo de Compañía, aunque no se ha alcanzado el 70% de respuestas favorables en el área de Refino.

## CONTRIBUCIÓN A LOS ODS:



## ACCIÓN

Completar el plan de relevo generacional de la Refinería.

## DESCRIPCIÓN

Renovaremos la plantilla mediante un plan de relevo generacional que permita la incorporación de nuevo talento a la empresa.

## INDICADOR

Cobertura del 95% de las vacantes marcadas en el Plan de Relevo Generacional.

## QUÉ HEMOS CONSEGUIDO



Hemos llevado a cabo el Plan de relevo generacional cumpliendo el objetivo de superar la cobertura del 95% de las vacantes de plantilla; ya que hemos cubierto la práctica totalidad de incorporaciones.

## CONTRIBUCIÓN A LOS ODS:



## ACCIÓN

Aumentar la presencia de Repsol y su refinería en proyectos sociales promovidos por entidades de reconocido prestigio.

## DESCRIPCIÓN

Participaremos en actividades y proyectos promovidos por entidades sociales, tanto públicas como privadas, que permitan mejorar la integración social y laboral de los colectivos más vulnerables.

## INDICADOR

Participar al menos en 5 acciones sociales destinadas a colectivos vulnerables

## QUÉ HEMOS CONSEGUIDO



Hemos participado en 25 acciones sociales destinadas a colectivos vulnerables. De la totalidad, once tenían como objetivo la integración social o laboral de personas con discapacidad; ocho han sido para colectivos en riesgo de exclusión y finalmente, seis para entidades dedicadas a la prevención de salud o atención a personas con distintas enfermedades.

## CONTRIBUCIÓN A LOS ODS:



## ACCIÓN

Promover hábitos de vida saludables entre los empleados

## DESCRIPCIÓN

Realizaremos acciones formativas entre los empleados para difundir hábitos de vida saludable.

## INDICADOR

Impartir al menos 12 acciones formativas

## QUÉ HEMOS CONSEGUIDO



Hemos realizado acciones formativas y de concienciación de salud y hábitos de vida sana entre nuestros empleados. Destaca el programa Neuromotiva con 12 sesiones de formación para aprender técnicas de gestión cognitiva en el que han participado más de 300 empleados. Las campañas de concienciación principales han sido: el Plan Cardiosaludable, la Semana del Corazón, el reto de los 10.000 pasos diarios, así como campañas de prevención de ictus, cáncer de mama y el melanoma, entre otras.

## CONTRIBUCIÓN A LOS ODS:



## ACCIÓN

Participar en la Feira da Enerxía 2018 consiguiendo una amplia divulgación de la buena gestión energética y acercando a la sociedad las buenas prácticas de la compañía

## DESCRIPCIÓN

Divulgaremos las prácticas ambientales de la compañía y las nuevas energías a través de nuestra participación en la Feira da Enerxía.

## INDICADOR

Firma del convenio de participación.

Desarrollo de 2 charlas de trasfondo ambiental.

Envío de 2 notas de prensa a medios relacionadas con la Feira da Enerxía.

Consecución de 2 reseñas en prensa

## QUÉ HEMOS CONSEGUIDO



Hemos participado en la Feira da Enerxía 2018, acercando a la sociedad nuestra actividad y divulgado la eficiencia energética y propuestas medioambientales. Para ello además de la exposición en nuestro stand, hemos impartido dos charlas de carácter ambiental relativas al uso del Autogas y la optimización del uso de la energía en hogares y empresas. Ha sido difundido por notas de prensa y destacado por los medios de comunicación en 38 reseñas

## CONTRIBUCIÓN A LOS ODS:



## ACCIÓN

Ayudar a los jóvenes a ingresar en el mercado laboral

## DESCRIPCIÓN

Participaremos en acciones de divulgación y capacitación de los jóvenes de nuestro entorno para que, como expertos en el mercado laboral global, cuenten con la información y herramientas necesarias para acceder al mercado laboral.

## INDICADOR

Asistir a dos ferias de empleo y congresos de dinamización laboral.

## QUÉ HEMOS CONSEGUIDO



Hemos participado en la Feira da Enerxía 2018, acercando a la sociedad nuestra actividad y divulgado la eficiencia energética y propuestas medioambientales. Para ello además de la exposición en nuestro stand, hemos impartido dos charlas de carácter ambiental relativas al uso del Autogas y la optimización del uso de la energía en hogares y empresas. Ha sido difundido por notas de prensa y destacado por los medios de comunicación en 38 reseñas

## CONTRIBUCIÓN A LOS ODS:



## ACCIÓN

Celebrar la Semana de la Ciencia ampliando la programación al público en general

## DESCRIPCIÓN

Volveremos a celebrar la semana de la Ciencia ampliando la programación de años de anteriores de modo que ofrezcamos actuaciones interesantes al público en general, más allá del escolar de años anteriores.

## INDICADOR

Conseguir una asistencia de más de 500 personas de público mayor de 18 años.

## QUÉ HEMOS CONSEGUIDO



Hemos incorporado un programa de acciones por la tarde, enfocada a un público adulto y que ha recibido a más de 500 personas. Todas las acciones del programa estaban relacionadas con la ciencia: Ciclo de cine científico, Ruta de arqueo astronomía por yacimientos romanos, Exposición de mujeres en la ciencia, Charlas científicas

## CONTRIBUCIÓN A LOS ODS:



## ACCIÓN

Colaborar de la mano de las instituciones públicas en el desarrollo de eventos culturales y deportivos en nuestro entorno asesorando en temas de Sostenibilidad

## DESCRIPCIÓN

Colaboraremos con el desarrollo de eventos culturales y asesoraremos a la organización en temas de eficiencia y Economía Circular

## INDICADOR

Colaborar con el desarrollo de dos eventos en la ciudad de Cartagena

## QUÉ HEMOS CONSEGUIDO



Hemos colaborado de forma activa con los principales eventos sociales y culturales de Cartagena: La Mar de Músicas y Carthagineses y Romanos. Hemos realizado iniciativas de divulgación cultural: concurso literario y noche de conciertos gratuitos por toda la ciudad, llegando a un público de más de 10.000 personas. En ambas acciones hemos participado en la definición de un plan de mejora de la limpieza y la reutilización de recursos, buscando con ello la sostenibilidad de los eventos

## CONTRIBUCIÓN A LOS ODS:



## ACCIÓN

Desarrollar políticas de conciliación e igualdad en la refinería

## DESCRIPCIÓN

Implementar nuevas medidas de conciliación y realizar el informe de género

## INDICADOR

Incentivaremos el comité de clima de la refinería incluyendo nuevos objetivos y desarrollaremos un estudio de distribución de género de la plantilla de trabajadores de la refinería.

## QUÉ HEMOS CONSEGUIDO



A lo largo de este año, hemos generado mecánicas de trabajo con los centros educativos para fomentar la presencia de candidatas en nuestras ofertas empleo. Para mejorar las políticas de igualdad, se ha realizado un estudio de universo de género en la refinería de Cartagena. Además, buscando la mayor conciliación entre la vida personal y laboral de nuestros trabajadores, se ha definido la implantación de la jornada intensiva.

## CONTRIBUCIÓN A LOS ODS:



## ACCIÓN

Desarrollar un plan de integración más eficaz de estudiantes en prácticas.

## DESCRIPCIÓN

Mejoraremos el proceso de selección e integración a los puestos de estudiantes en prácticas, de modo que su tiempo de aprendizaje en nuestras instalaciones satisfaga sus necesidades formativas y de próxima inserción al mercado laboral.

## INDICADOR

Definir el plan y comunicarlo a las partes interesadas.

## QUÉ HEMOS CONSEGUIDO



Hemos elaborado un plan de tareas a realizar con los alumnos, elaborado por su área de trabajo y por el área de Personas y Organización: plan de incorporación, bienvenida, visita al centro de visitas y reunión de cierre con los alumnos, elaboración de cuestionario de satisfacción y acciones de mejora identificadas.

## CONTRIBUCIÓN A LOS ODS:



## ACCIÓN

Impulsar actuaciones de desarrollo social en la población de Alumbres, la más cercana a la refinería.

## DESCRIPCIÓN

Llevaremos a cabo planes educativos, culturales, sociales y deportivos en la población de Alumbres para desarrollar distintas áreas sociales de la población.

## INDICADOR

Desarrollar al menos cinco actuaciones

## QUÉ HEMOS CONSEGUIDO



Tras realizar dos reuniones a lo largo del año con asociaciones vecinales e institucionales de Alumbres, hemos definido las áreas de actuación principales para el desarrollo social, deportivo y cultural de la población. Tras estos acuerdos, Repsol ha colaborado con el deporte base de Alumbres, Desarrollo de pruebas deportivas, recuperación de espacios para los más pequeños y de infraestructuras deportivas y colaboración con el colegio.

## CONTRIBUCIÓN A LOS ODS:



## ACCIÓN

Colaborar con las Instituciones locales, forales, autonómica del País Vasco y Estatal en las iniciativas de desarrollo económico y social

## DESCRIPCIÓN

Aportaremos los recursos adecuados para apoyar el impulso institucional en aspectos que favorezcan el desarrollo económico y social.

## INDICADOR

Realizar 6 acuerdos o convenios con entidades e instituciones.

## QUÉ HEMOS CONSEGUIDO



Hemos realizado 12 convenios con entidades culturales y científicas, tanto del entorno universitario como del tejido museístico y cultural

## CONTRIBUCIÓN A LOS ODS:



## ACCIÓN

Contribuir al mantenimiento del empleo y del tejido industrial local.

## DESCRIPCIÓN

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

Contribuiremos a mantener el tejido industrial local fomentando la consulta a proveedores locales y ponderando esta característica en licitaciones.

## INDICADOR

Contratación de al menos 50 personas mediante la Plataforma existente.

Adjudicación de al menos el 20% de contratos/pedidos emitidos en 2018 a empresas locales.

## QUÉ HEMOS CONSEGUIDO



Respecto al mantenimiento del empleo local desde la plataforma INPEK creada junto con el Centro de Formación Somorrostro hemos contratado 39 personas. Y respecto a la contribución al tejido industrial local, sobre un total de 321 contrataciones de servicios licitadas hemos adjudicado 145 (45%) a empresas de Vizcaya y sobre un total de 7.727 pedidos de bienes, 2.864 (37%) igualmente han ido a empresas de Vizcaya.

## CONTRIBUCIÓN A LOS ODS:



## ACCIÓN

Impulsar las acciones identificadas en el Plan de Igualdad que favorezcan la conciliación laboral y familiar.

## DESCRIPCIÓN

Promoveremos las acciones identificadas en el Plan de Igualdad entre nuestros empleados.

## INDICADOR

Se establece el objetivo de posibilitar el uso de estos recursos (conciliación laboral y personal) al menos a 20 personas.

## QUÉ HEMOS CONSEGUIDO



Hemos conseguido la adhesión de 29 personas a los recursos de conciliación.

Hemos realizado ponencias públicas en los siguientes foros:

- XXIV Semana Europea de Gestión Avanzada
- I Congreso Vasco sobre igualdad de trato y no discriminación
- Además hemos ampliado, más allá de la legislación, en el XXVII Convenio Colectivo, las acciones impulsoras en:
  - Nuevos permisos en materia de conciliación.
  - Actualización del protocolo de acoso sexual y sexista.
  - Acciones formativas

## 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 de Centros de Formación Profesional y Universidades.
- Realizaremos convenios de formación y prácticas con esos mismos perfiles formativos al alumnado de esas entidades.

El laboratorio es un departamento adecuado, entre otros, para realizar este tipo de actividad.

## INDICADOR

Se incorporarán al menos 3 Becarios para realizar las prácticas.

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

## QUÉ HEMOS CONSEGUIDO



Hemos conseguido la adhesión de 29 personas a los recursos de conciliación.

Hemos realizado ponencias públicas en los siguientes foros:

- XXIV Semana Europea de Gestión Avanzada
  - I Congreso Vasco sobre igualdad de trato y no discriminación
- Además hemos ampliado, más allá de la legislación, en el XXVII Convenio Colectivo, las acciones impulsoras en:
- Nuevos permisos en materia de conciliación.
  - Actualización del protocolo de acoso sexual y sexista.
  - Acciones formativas

## CONTRIBUCIÓN A LOS ODS:



## ACCIÓN

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

## DESCRIPCIÓN

Promoveremos y contribuiremos a mejorar la formación entre los jóvenes del entorno para que puedan complementar su formación teórica con la práctica en nuestras instalaciones. Renovaremos el convenio de Formación Profesional Dual y los acuerdos para las prácticas de formación en centros de trabajo, participaremos en el programa de prácticas curriculares de alumnos universitarios y apoyaremos económicamente la formación profesional con becas específicas.

## INDICADOR

Ofertar al menos 6 plazas para FP Dual y como mínimo realizar para 5 especialidades la Formación en Centros de Trabajo.

Ofertar al menos a 30 estudiantes universitarios para prácticas en el Complejo.

Proporcionar 2 becas económicas fin de carrera en Ingeniería Química e Industrial y 15 becas económicas para estudiantes de Formación Profesional.

## QUÉ HEMOS CONSEGUIDO



Hemos contribuido a la mejora de la formación entre los jóvenes del entorno para que puedan complementar su formación teórica con la práctica en nuestras instalaciones. De este modo, hemos renovado el convenio de Formación Profesional Dual y los acuerdos para las prácticas de formación en centros de trabajo, hemos participado en el programa de prácticas curriculares de alumnos universitarios y apoyado económicamente la formación profesional con becas específicas.

## CONTRIBUCIÓN A LOS ODS:



## ACCIÓN

Dinamizar la economía local con el plan de inversiones

## DESCRIPCIÓN

Desarrollaremos un plan de inversiones en nuestras instalaciones contribuyendo a la fiabilidad y sostenibilidad del Complejo Industrial que, entre otros aspectos, contemple: previsión de contratación de mano de obra manteniendo o incrementando la contratación local.

## INDICADOR

Mantener el 90% del nivel de desembolso en inversiones igual al promedio de los tres últimos años.

## QUÉ HEMOS CONSEGUIDO



Hemos dinamizado la economía local mediante el desarrollo del plan de inversiones, consiguiendo el objetivo planteado y contribuyendo a la sostenibilidad del complejo industrial. La inversión total realizada en el año ha ascendido a 58,9 millones de euros.

## CONTRIBUCIÓN A LOS ODS:



## ACCIÓN

Impulsar el compromiso con criterios y prácticas sostenibles en la cadena de suministro valorando además aspectos éticos y de respeto de derechos humanos.

## DESCRIPCIÓN

Valoraremos a nuestros proveedores por su compromiso con la seguridad, calidad, medio ambiente y gestión energética así como por los valores éticos que apliquen y por el respeto de los derechos humanos

## INDICADOR

300 evaluaciones realizadas a las empresas.

## QUÉ HEMOS CONSEGUIDO



Hemos confirmado nuestro compromiso con el aseguramiento de las buenas prácticas de nuestros proveedores a través de más de 350 evaluaciones de sus prácticas en Calidad, Seguridad y Medioambiente.

## CONTRIBUCIÓN A LOS ODS:



## ACCIÓN

Participar y promover iniciativas sociales, culturales, educativas y deportivas de la ciudad de Puertollano.

## DESCRIPCIÓN

Concretaremos el compromiso con el entorno manteniendo programas de colaboración con las instituciones y colectivos. Continuaremos la colaboración con el Ayuntamiento para el patrocinio de la programación cultural y para las actividades deportivas dirigidas a infancia y juventud. Seguiremos la colaboración con asociaciones culturales, sociales, deportivas y educativas. Mantendremos la convocatoria de ayudas dirigidas a proyectos sociales.

## INDICADOR

Mantener el 100% de los convenios de colaboración con diferentes instituciones y colectivos para desarrollar acciones con el entorno

## QUÉ HEMOS CONSEGUIDO



Durante 2018 hemos firmado 28 convenios de colaboración con diversas instituciones y colectivos de la ciudad para el desarrollo de numerosos proyectos, superando el objetivo marcado. En colaboración con Fundación Repsol se han destinado más de 300.000 euros a proyectos culturales, sociales, deportivos y educativos en Puertollano.

## CONTRIBUCIÓN A LOS ODS:



## ACCIÓN

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

## DESCRIPCIÓN

Llevaremos a cabo el plan de integración de personas con discapacidad que incluye las siguientes actuaciones: 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 los alumnos y otras actuaciones; oferta de becas para alumnos 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 del mundo de la discapacidad.

## QUÉ HEMOS CONSEGUIDO



Hemos llevado a cabo un plan de integración de personas con discapacidad que incluye las siguientes actuaciones: hemos aumentado las contrataciones y compras a Centros Especiales de Empleo; hemos promovido la inserción laboral de personas con discapacidad en el complejo industrial; hemos colaborado con entidades del mundo de la discapacidad ofreciendo prácticas a los alumnos y otras actuaciones; hemos ofertado cuatro becas para alumnos con discapacidad en la Universidad de Castilla La Mancha.

## 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 produzcan.

## QUÉ HEMOS CONSEGUIDO



El Complejo Industrial de Repsol en Puertollano ha llevado a cabo acciones sociales de voluntariado: Plantación Escolar, programa FP y Emprendimiento y Día de la Bicicleta, así como su primera Semana Internacional del Voluntariado con distintas acciones relacionadas con dos Objetivos de Desarrollo Sostenible. Los empleados de nuestro Complejo Industrial de Repsol en Puertollano han participado activamente de todas ellas.

## CONTRIBUCIÓN A LOS ODS:



## ACCIÓN

Fomentar el desarrollo social, cultural y deportivo de las comunidades locales.

## DESCRIPCIÓN

Implicaremos y apoyaremos a las partes interesadas, para que su opinión sea tenida en cuenta en la toma de decisiones sobre la actividad del Complejo Industrial de Sines, colaborando en actos y eventos deportivos, sociales y culturales, protocolos de colaboración con los municipios locales y difundiendo los beneficios de la química en las escuelas locales.

## INDICADOR

Firmar protocolos de colaboración con los dos municipios locales, Sines y Santiago do Cacém.

## QUÉ HEMOS CONSEGUIDO



Hemos firmado Protocolos de Colaboración con los dos Municipios locales y 43 entidades sociales, deportivas y culturales a través del Grupo Deportivo cultural de trabajadores de Repsol. Hemos organizado festivales culturales, de música y de teatro y colaboraciones con el Banco de alimentos.

## CONTRIBUCIÓN A LOS ODS:



## ACCIÓN

Promover el desarrollo sostenible, el bienestar y la calidad de vida de la Comunidad de Sines

## DESCRIPCIÓN

Colaborar en el panel ComSines, espacio de diálogo entre Empresas y Entidades representativas de la Comunidad de Sines, para la mejora y el desarrollo sostenible, el bienestar y la calidad de vida de la Comunidad de Sines, a través de la puesta en marcha de un programa global de colaboración que materialice ideas y propuestas colectivas, basadas en una relación de mutua confianza entre la industria, entidades administrativas, sociales y población local.

## INDICADOR

Realizaremos, al menos, el 90 % de las acciones acordadas en los diferentes grupos de trabajo.

## QUÉ HEMOS CONSEGUIDO



Hemos celebrado siete reuniones con cinco grupos de trabajo del COMSINES (Conselho das Comunidades de Sines) cumpliendo el objetivo marcado.

## CONTRIBUCIÓN A LOS ODS:



## ACCIÓN

Promover relaciones de confianza con la Comunidad.

## DESCRIPCIÓN

Realizaremos visitas al Complejo Industrial de Sines y participaremos en eventos de la comunidad local que impliquen a las personas e impulsaremos la participación de los empleados en acciones de voluntariado social.

## INDICADOR

Realizar al menos 10 visitas de alumnos y profesores de escuelas y Universidades;  
Participar en 12 actos y eventos de la Comunidad.

## QUÉ HEMOS CONSEGUIDO



Hemos recibido 32 visitas de estudiantes (480 personas); cuatro acciones de voluntariado social y participado en dos ferias de “emprendimiento” y eventos culturales mensuales de la comunidad local y el ayuntamiento.

## CONTRIBUCIÓN A LOS ODS:



## ACCIÓN

Realizar programas de becas en prácticas laborales y formación para jóvenes en Portugal.

## DESCRIPCIÓN

Continuaremos potenciando el compromiso de la compañía con la creación de empleo, especialmente con los jóvenes, realizando programas dirigidos para los jóvenes profesionales, mediante la formación en los programas Máster, becas curriculares y prácticas laborales. Continuaremos promoviendo la formación profesional en colaboración con el Instituto de Empleo y formación profesional y escuelas técnicas para, posteriormente, integrar algunos de estos alumnos.

## INDICADOR

Convocar al menos 5 becas curriculares.

## QUÉ HEMOS CONSEGUIDO



Hemos completado la Formación OPII con éxito con un total de 25 jóvenes (formación teórica y práctica en planta, duración 1.300h). Hemos convocado únicamente tres becas debido a la parada general celebrada en junio.

## CONTRIBUCIÓN A LOS ODS:



## ACCIÓN

Captar y retener el talento.

## DESCRIPCIÓN

Garantizaremos el relevo generacional en el que estamos inmersos en el Complejo Industrial a través de la colaboración con las instituciones académicas del entorno como el Institut Comte de Rius o la Fundación de la Universidad Rovira i Virgili.

## INDICADOR

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

## QUÉ HEMOS CONSEGUIDO



En 2018 nos hemos enfocado en captar y retener el talento para garantizar la continuidad operacional. Hemos gestionado todos los contratos de trabajos para estudiantes que han aprobado CFGS Química Industrial para un total de 14 contrataciones.

## CONTRIBUCIÓN A LOS ODS:



## ACCIÓN

Colaborar con los proveedores y contratistas locales.

## DESCRIPCIÓN

Promoveremos la participación de empresas locales en los procesos de licitación de Repsol.

## INDICADOR

Superar el 95% de licitaciones con participación de proveedores locales frente al total de licitaciones.

## QUÉ HEMOS CONSEGUIDO



Hemos promovido la participación de empresas locales en los procesos de licitación de Repsol, superando el 95% de licitaciones con la participación de proveedores locales.

## CONTRIBUCIÓN A LOS ODS:



## ACCIÓN

Colaborar en iniciativas sociales, culturales, educativas y deportivas.

## 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 de 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

Colaboración con un mínimo de 7 ayuntamientos de la zona.

Colaborar con más de 200.000 € con ayuntamientos de la zona.

Colaborar con más de 75 asociaciones culturales, sociales, deportivas y educativas.

Colaborar con más de 400.000 con asociaciones culturales, sociales, deportivas y educativas.

## QUÉ HEMOS CONSEGUIDO



Se han realizado diversas colaboraciones, como las llevadas a cabo con siete de los ayuntamientos más cercanos en las que se han invertido 205.000 euros, y se ha colaborado también con 97 asociaciones culturales, sociales, deportivas y educativas con una inversión total de 620.000 euros.

## CONTRIBUCIÓN A LOS ODS:



## ACCIÓN

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

## DESCRIPCIÓN

Desarrollaremos los programas corporativos para fomentar la conciliación a través de la flexibilidad horaria y el teletrabajo. Adicionalmente, continuaremos con el programa de incorporación de personas con capacidades diferentes para la cobertura de las vacantes que se generen en el Complejo Industrial.

## INDICADOR

Superar el número de personas con flexibilidad y Teletrabajo respecto al 2017.

Alcanzar el 2% de personal propio de Complejo Industrial con capacidades diferentes.

## QUÉ HEMOS CONSEGUIDO



Hemos promovido la conciliación de la vida profesional y la inserción laboral de personas con capacidades diferentes en nuestras operaciones, incorporando a 13 personas nuevas el teletrabajo respecto de 2017 y consiguiendo un total de 2,8% de personal propio con capacidades diferentes.

## CONTRIBUCIÓN A LOS ODS:



## ACCIÓN

Mejorar el modelo de compensación y reconocimiento de los empleados.

## DESCRIPCIÓN

Impulsaremos el uso de la nueva herramienta de gestión de personas en la gestión de personas en la evaluación de desempeño a través del modelo de Desempeño y Desarrollo para los empleados de convenio y aplicaremos el modelo de progresión profesional para los excluidos de convenio en la nueva herramienta.

## INDICADOR

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

Conseguir evaluar a todos los empleados excluidos de convenio dentro del modelo de progresión profesional.

Realizar 6 reuniones para explicar la nueva herramienta de gestión de personas Workday.

## QUÉ HEMOS CONSEGUIDO



En 2018 hemos puesto en marcha nuevas iniciativas encaminadas a seguir mejorando el proceso de compensación y reconocimiento de los empleados, logrando de esta manera seguir avanzado en el beneficio de todos nuestros empleados y consiguiendo los tres objetivos fijados.

## CONTRIBUCIÓN A LOS ODS:



Si quieres conocer más información de los Planes de Sostenibilidad en los que se encuentran estas acciones puedes visitar nuestra página web [repsol.com](http://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](http://repsol.com)*

