



# PERSONAS

# PEOPLE

Planes de Sostenibilidad 2020  
*2020 Sustainability Plans*



# Contenidos / Contents

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## Aviso Legal / Legal Advice

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# 1 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.

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

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

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

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

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



**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*

# 2 Personas

## People



### 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,*

# 2 Personas

## People

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 **materia 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)*



# 3 Balance

## Balance

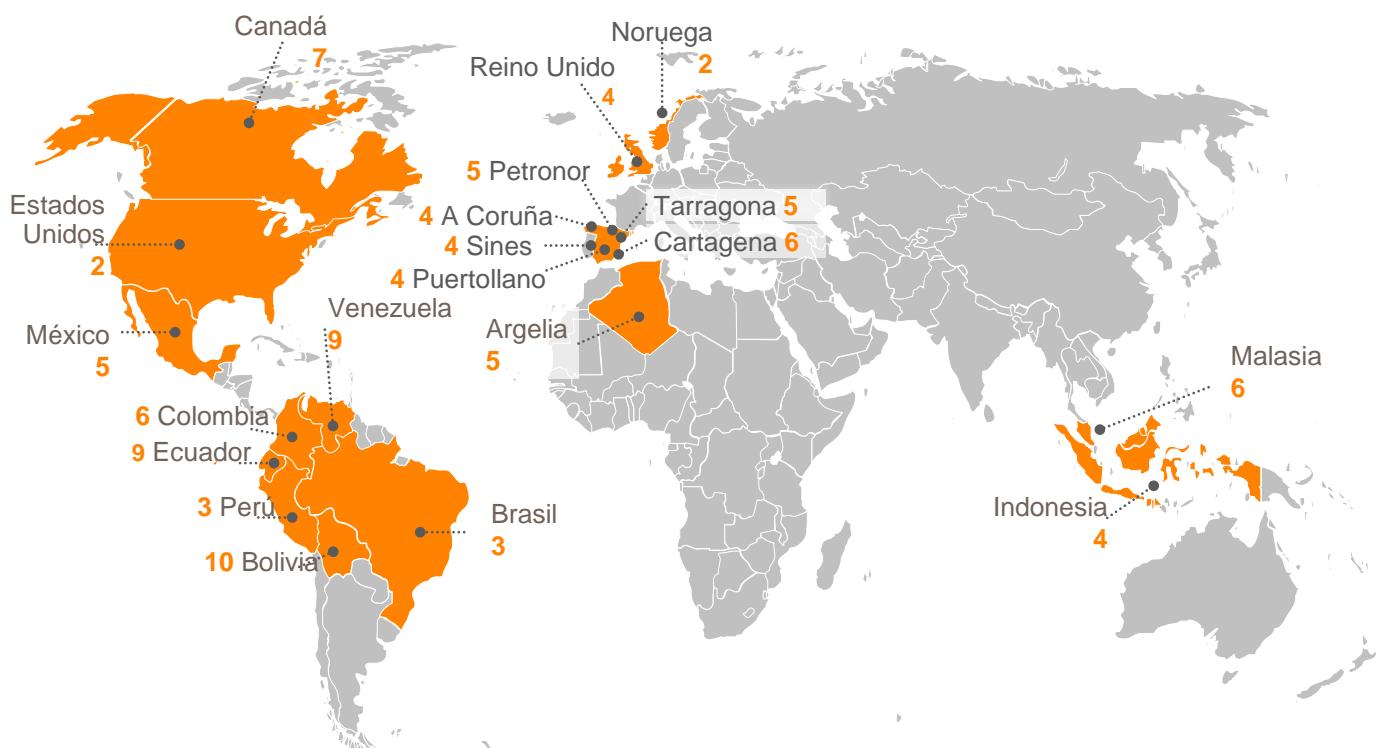
Una vez finalizado el año, es el momento de la rendición de cuentas respecto a cada una de las iniciativas que forman **parte de los compromisos en Personas de los Planes de Sostenibilidad**. El balance del grado de consecución ha sido el siguiente.

*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



## 4 Listado de acciones

### List of actions

PAÍS COUNTRY	ACCIÓN ACTION
<b>Argelia</b> Algeria	<ul style="list-style-type: none"><li>Reforzar nuestra integración en la sociedad contribuyendo localmente con el Día del Voluntariado Corporativo de Repsol.</li><li>Reforzar nuestro compromiso con los empleados y desarrollar nuevos talentos.</li><li>Impulsar la mejora continua de nuestro desempeño social.</li><li>Reforzar nuestro compromiso con las relaciones comunitarias mediante el desarrollo de una propuesta de concepto sobre la evaluación del impacto social para la empresa conjunta GRN.</li><li>Generar confianza y comprometerse con las comunidades locales mediante el apoyo al desarrollo local.</li></ul>
<b>Bolivia</b> Bolivia	<ul style="list-style-type: none"><li>Difundir la Agenda 2030 de Naciones Unidas entre los empleados de la Unidad de Negocio de Bolivia.</li><li>Organizar una Feria Productiva en la comunidad Guaraní.</li><li>Fortalecer las herramientas digitales de las comunidades guaraníes.</li><li>Apoyar las expresiones de arte y cultura.</li></ul>



## 4 Listado de acciones

### List of actions

PAÍS COUNTRY	ACCIÓN ACTION	
Bolivia <i>Bolivia</i>	<ul style="list-style-type: none"><li>• Implementar el teletrabajo como medida de conciliación familiar y laboral.</li><li>• Promover el equilibrio entre la vida laboral y familiar de los empleados de la UN Bolivia.</li><li>• Establecer la paridad en los procesos de contratación y asegurar el uso de criterios de diversidad en todas las etapas de desarrollo profesional.</li><li>• Promocionar la sensibilización en sesgos inconscientes.</li><li>• Fortalecer el uso del mecanismo de reclamaciones como herramientas de debida diligencia en Derechos Humanos (DDHH).</li><li>• Realizar campaña de limpieza en comunidades.</li></ul>	<ul style="list-style-type: none"><li>• <i>Implement teleworking as a measure to reconcile family and work.</i></li><li>• <i>Promote the balance between work and family life of UN Bolivia employees.</i></li><li>• <i>Establish parity in recruitment processes and ensure the use of diversity criteria at all stages of professional development.</i></li><li>• <i>Promote awareness of unconscious biases.</i></li><li>• <i>Strengthen the use of the complaints mechanism as a human rights (HR) due diligence tool.</i></li><li>• <i>Carry out a clean-up campaign in communities.</i></li></ul>
Brasil <i>Brazil</i>	<ul style="list-style-type: none"><li>• Estimular la sensibilización en diversidad e inclusión.</li><li>• Fomentar la conciliación y el trabajo flexible.</li><li>• Implementar un Programa de Voluntariado Local.</li></ul>	<ul style="list-style-type: none"><li>• <i>Stimulate awareness of diversity and inclusion.</i></li><li>• <i>Encourage conciliation and flexible working.</i></li><li>• <i>Implement a Local Volunteer Program.</i></li></ul>
Canadá <i>Canada</i>	<ul style="list-style-type: none"><li>• Promover la diversidad de los empleados en el lugar de trabajo.</li><li>• Promover la conciliación de la vida laboral y familiar en el lugar de trabajo aumentando el número de empleados que teletrabajan.</li><li>• Promover la igualdad de género en el lugar de trabajo.</li><li>• Gestionar el impacto social de nuestras operaciones y las quejas a través de nuestro Programa de Buen Vecino.</li></ul>	<ul style="list-style-type: none"><li>• <i>Promote employee diversity in the workplace.</i></li><li>• <i>Promote work-life balance in the workplace by increasing no. of employee teleworkers.</i></li><li>• <i>Promote gender equality in the workplace.</i></li><li>• <i>Manage the social impacts of our operations and grievances through our Good Neighbour Program.</i></li></ul>

## 4 Listado de acciones

### List of actions

PAÍS COUNTRY	ACCIÓN ACTION	
<b>Canadá</b> Canada	<ul style="list-style-type: none"><li>• Fortalecer y mantener relaciones positivas con nuestras comunidades indígenas.</li><li>• Minimizar los posibles impactos sociales y mejorar nuestro desempeño social apoyando a las comunidades locales cercanas a nuestras operaciones a través de nuestro Plan de Compromiso con los Grupos de Interés.</li><li>• Apoyar los Principios Voluntarios de Seguridad y Derechos Humanos en todas nuestras operaciones.</li></ul>	<ul style="list-style-type: none"><li>• <i>Strengthen and maintain positive relationships with our Indigenous communities.</i></li><li>• <i>Minimize potential social impacts and improve our social performance by supporting local communities near our operations through our Stakeholder Engagement Plan.</i></li><li>• <i>Support Voluntary Principles on Security and Human Rights throughout our operations.</i></li></ul>
<b>Colombia</b> Colombia	<ul style="list-style-type: none"><li>• Difundir la Agenda 2030 de Naciones Unidas entre nuestros empleados.</li><li>• Promover el esquema de presencia flexible, como un entorno de nuevas formas de trabajo en Colombia.</li><li>• Fomentar la equidad de género en Repsol Colombia, adoptando el uso de criterios de diversidad en todas las etapas de desarrollo profesional.</li><li>• Dar a conocer la contribución de Repsol Colombia al cumplimiento de los Objetivos de Desarrollo Sostenible (ODS).</li><li>• Establecer relaciones sólidas con los proveedores y contratistas velando por el cumplimiento de la política de derechos humanos de Repsol.</li><li>• Poner en marcha acciones de sensibilización y formación en materia de derechos humanos dirigidas a empleados, contratistas y organismos de seguridad del Estado.</li></ul>	<ul style="list-style-type: none"><li>• <i>Disseminate the United Nations Agenda 2030 among our employees.</i></li><li>• <i>Promote the flexible presence scheme as an environment for ways of working in Colombia.</i></li><li>• <i>Promote gender equity in Repsol Colombia, adopting the use of diversity criteria at all stages of professional development.</i></li><li>• <i>Publicise Repsol Colombia's contribution to achieving the Sustainable Development Goals (SDGs).</i></li><li>• <i>Establish strong relationships with suppliers and contractors, ensuring compliance with Repsol's human rights policy.</i></li><li>• <i>Implement human rights awareness and training activities for employees, contractors and State security agencies.</i></li></ul>

## 4 Listado de acciones

### List of actions

PAÍS COUNTRY	ACCIÓN ACTION
Ecuador Ecuador	<ul style="list-style-type: none"><li>• Capacitar a los miembros de la empresa de seguridad sobre principios voluntarios, seguridad y derechos humanos.</li><li>• Mantener capacitación continua al personal de la Unidad de Negocio, mediante la realización de videos en materia de derechos humanos y responsabilidad civil.</li><li>• Promover la diversidad en la compañía.</li><li>• Contar con procesos equilibrados de reclutamiento.</li><li>• Promover la modalidad de teletrabajo en las oficinas.</li><li>• Ejecutar el programa social de la Fundación Repsol Ecuador, mediante el seguimiento de los proyectos que se encuentran en marcha.</li><li>• Apoyar a la Dirección de Protección de Pueblos en Aislamiento Voluntario con la compra de equipos radiales para el monitoreo de la zona intangible Tagaeri Taromenane.</li><li>• Adoptar nuevas modalidades de formas de trabajar.</li><li>• Negociar, consensuar y ejecutar el Plan Operativo Anual y sus programas en materia de educación, salud, apoyo organizativo y otros, con la Nacionalidad Waorani.</li></ul>
Estados Unidos United States	<ul style="list-style-type: none"><li>• Promover una cultura de diversidad e inclusión.</li><li>• Promover la seguridad de las personas con pleno respeto a los derechos humanos.</li></ul>

## 4 Listado de acciones

### List of actions

PAÍS COUNTRY	ACCIÓN ACTION
<b>Indonesia</b> <i>Indonesia</i>	<ul style="list-style-type: none"><li>• Fomentar las mejores prácticas en materia de sostenibilidad y revisar periódicamente sus resultados.</li><li>• Desarrollar una línea de base social y un estudio para el nuevo bloque Sakakemang Sur y una actualización para los bloques actuales Sakakemang y Andaman.</li><li>• Implementar el mecanismo de quejas como herramienta para facilitar la comunicación.</li><li>• Seguir fomentando el equilibrio entre la vida laboral y personal de nuestros empleados.</li></ul> <ul style="list-style-type: none"><li>• Encourage best practices in sustainability and regularly review its performance.</li><li>• Develop a social baseline and study for new block South Sakakemang and an update for current blocks Sakakemang and Andaman.</li><li>• Implement the grievance mechanism as a tool to facilitate communication.</li><li>• Continue to promote a work-life balance among our employees.</li></ul>
<b>Malasia</b> <i>Malaysia</i>	<ul style="list-style-type: none"><li>• Animar a más mujeres a hacer carrera en la Unidad de Negocio.</li><li>• Poner en marcha un programa de teletrabajo.</li><li>• Promover la excelencia educativa entre los niños de grupos desfavorecidos.</li><li>• Empoderar a las comunidades seleccionadas mediante programas de desarrollo de capacidades que les permitan generar ingresos sostenibles.</li><li>• Difundir la Agenda 2030 de las Naciones Unidas entre nuestros empleados.</li><li>• Concienciar sobre la talasemia a los estudiantes de los grupos de edad objetivo en todo el país.</li></ul> <ul style="list-style-type: none"><li>• Encourage more female talents to pursue a career in the Business Unit.</li><li>• Roll out of teleworking program.</li><li>• Promote educational excellence amongst children from disadvantaged groups.</li><li>• Empower targeted communities through capacity building programs enabling them to generate sustainable income.</li><li>• Disseminate the United Nations 2030 Agenda among our employees.</li><li>• Raise awareness on Thalassemia to students from focus age group nationwide.</li></ul>

## 4 Listado de acciones

### List of actions

PAÍS COUNTRY	ACCIÓN ACTION
México Mexico	<ul style="list-style-type: none"><li>Difundir la Agenda 2030 de Naciones Unidas entre nuestros empleados</li><li>Diseñar la política de conciliación de la vida personal y laboral en México.</li><li>Integración laboral de jóvenes con escasos recursos.</li><li>Relación con comunidades en áreas de exploración en Golfo de México (México).</li><li>Poner en marcha un programa de atención a personas en riesgo de violencia familiar.</li></ul>
Noruega Norway	<ul style="list-style-type: none"><li>Aumentar la conciencia y la competencia por el clima y el medio ambiente entre nuestros empleados.</li><li>Centrarse en la diversidad de género.</li></ul>
Perú Peru	<ul style="list-style-type: none"><li>Fortalecer los conocimientos de los líderes de las comunidades aledañas a las operaciones del Lote 57 en materia de "Empresas y Derechos Humanos".</li><li>Difundir la Agenda 2030 de Naciones Unidas y promover la consecución de los Objetivos del Desarrollo Sostenible (ODS) entre nuestros colaboradores.</li><li>Fomentar la modalidad de teletrabajo entre los colaboradores como medida de conciliación y de impulso a las nuevas formas de trabajo.</li></ul>
Reino Unido United Kingdom	<ul style="list-style-type: none"><li>Impulsar la excelencia mediante la mejora de las iniciativas de nuestro programa de salud y bienestar.</li></ul>

## 4 Listado de acciones

### List of actions

PAÍS COUNTRY	ACCIÓN ACTION	
<b>Reino Unido United Kingdom</b>	<ul style="list-style-type: none"><li>• Mejorar el equilibrio de la vida familiar entre nuestros empleados.</li><li>• Garantizar una correcta diversidad de la plantilla, del entorno y de la igualdad en nuestra Compañía.</li><li>• Promover nuevos estilos de trabajo más flexibles en Repsol UK.</li></ul>	<ul style="list-style-type: none"><li>• <i>Enhance family life balance among our employees.</i></li><li>• <i>Guarantee a correct workforce diversity, environment, and equality in our Company.</i></li><li>• <i>Promote more flexible new working styles in Repsol UK.</i></li></ul>
<b>Venezuela Venezuela</b>	<ul style="list-style-type: none"><li>• Promover oportunidades de formación y desarrollo para la comunidad de estudiantes de las principales universidades del área de influencia.</li><li>• Impartir acciones formativas a la población escolar y docente de los centros educativos en el área de influencia de la Unidad de Negocio Venezuela.</li><li>• Fortalecer la formación de docentes de colegios en el área de influencia de operaciones de Quiriquire Gas, a fin de estimular buenas prácticas de la educación.</li><li>• Implantar un plan de mejora de los aspectos identificados en la Encuesta de Cultura 2019.</li><li>• Fortalecer el sentido de pertenencia y la identidad corporativa en Petroquiriquire.</li><li>• Promover la participación e inclusión de las personas con capacidades diferentes.</li><li>• Capacitar a personal contratista de seguridad y organismos de seguridad del Estado que presten servicio en nuestras instalaciones.</li></ul>	<ul style="list-style-type: none"><li>• <i>Promote training and development opportunities for the community of students from the main universities in the area of influence.</i></li><li>• <i>Provide training activities to the school and teaching population in the educational centers in the area of influence of the Venezuela Business Unit.</i></li><li>• <i>Strengthen the training of school teachers in the area of influence of Quiriquire Gas operations, in order to stimulate good educational practices.</i></li><li>• <i>Implement a plan to improve the aspects identified in the 2019 Culture Survey.</i></li><li>• <i>Strengthen the sense of belonging and corporate identity in Petroquiriquire.</i></li><li>• <i>Promote the participation and inclusion of people with different abilities.</i></li><li>• <i>Train security contractor personnel and State security agencies serving in our facilities.</i></li></ul>

## 4 Listado de acciones

### *List of actions*

PAÍS COUNTRY	ACCIÓN ACTION
Venezuela Venezuela	<ul style="list-style-type: none"><li>• Fortalecer la equidad de género y la creación de un entorno más inclusivo y diverso en Repsol Venezuela.</li><li>• Difundir la Agenda 2030 de Naciones Unidas entre los empleados de la UN Venezuela.</li></ul> <ul style="list-style-type: none"><li>• <i>Strengthen gender equality and the creation of a more inclusive and diverse environment in Repsol Venezuela.</i></li><li>• <i>Disseminate the 2030 United Nations Agenda among employees of Venezuela Business Unit.</i></li></ul>

## 4 Listado de acciones

### List of actions

COMPLEJOS INDUSTRIALES INDUSTRIAL COMPLEXES	ACCIÓN ACTION
A Coruña	<ul style="list-style-type: none"><li>• Fomentar una comunicación fluida con el entorno vecinal.</li><li>• Colaborar con centros educativos en la formación de estudiantes.</li><li>• Apoyar a la diversidad como valor de compañía.</li><li>• Llevar a cabo proyectos sociales, educativos y culturales con el entorno.</li></ul>
Cartagena	<ul style="list-style-type: none"><li>• Actualizar el Panel Público Asesor de Alumbres.</li><li>• Formar y sensibilizar a los empleados en medio ambiente.</li><li>• Mejorar la gestión del talento a través del liderazgo visible.</li><li>• Difundir la Agenda 2030 de Naciones Unidas entre nuestros empleados.</li><li>• Fomentar la empleabilidad entre los jóvenes del entorno.</li><li>• Colaborar en las iniciativas sociales, culturales, educativas y deportivas que se desarrollen en el entorno.</li></ul>
Petronor	<ul style="list-style-type: none"><li>• Difundir la Agenda 2030 de Naciones Unidas entre nuestros empleados.</li><li>• Formar y contratar a operadores/as de planta química.</li><li>• Realizar formación dual, tanto de grados como universitaria.</li><li>• Fomentar el empleo para personas en riesgo de exclusión social.</li><li>• Mejorar la empleabilidad de personas desempleadas.</li></ul>

## 4 Listado de acciones

### List of actions

COMPLEJOS INDUSTRIALES INDUSTRIAL COMPLEXES	ACCIÓN ACTION
<b>Puertollano</b>	<ul style="list-style-type: none"><li>• Evaluar las buenas prácticas en Seguridad y protección del Medioambiente entre las empresas con las que trabajamos.</li><li>• Sensibilizar a líderes y responsables de equipo para fomentar la diversidad y la igualdad de los equipos, evitando barreras inconscientes.</li><li>• Promover el voluntariado corporativo entre los empleados.</li><li>• Fomentar la comunicación activa y la transparencia con la sociedad de Puertollano; medios de comunicación, Panel Público Asesor y entidades de diversa índole.</li></ul>
<b>Sines</b>	<ul style="list-style-type: none"><li>• Promover y Difundir los Objetivos de Desarrollo Sostenible (ODS) entre nuestros colaboradores.</li><li>• Promover, participar y contribuir económicamente con iniciativas sociales, culturales y deportivas de nuestro entorno.</li><li>• Definir e implementar un plan de acción para mejorar los aspectos relacionados con la cultura.</li><li>• Continuar con el Plan de relevo generacional de la plantilla del Complejo Industrial de Sines.</li></ul>
<b>Tarragona</b>	<ul style="list-style-type: none"><li>• Implementar nuevas formas de aprendizaje.</li><li>• Garantizar los recursos humanos necesarios para el funcionamiento de las operaciones.</li><li>• Fomentar actividades medio ambientales a los efectos de incentivar la colaboración y cuidado hacia el entorno.</li></ul>

## 4 Listado de acciones

### *List of actions*

COMPLEJOS INDUSTRIALES INDUSTRIAL COMPLEXES	ACCIÓN ACTION
<b>Tarragona</b>	<ul style="list-style-type: none"><li>• Retener el Talento y favorecer el Desarrollo.</li><li>• Fomentar la igualdad, la diversidad con la integración de personas con capacidades diferentes y la conciliación de vida profesional.</li></ul> <ul style="list-style-type: none"><li>• <i>Retain Talent and promote Development.</i></li><li>• <i>Promote equality, diversity with the integration of people with different abilities and the reconciliation of professional life.</i></li></ul>

# 5 Anexos

## Annexes



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.

*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



# 2020 Sustainability Plan



## Algeria

### Action

Reinforce our integration in society by contributing locally to Repsol's Corporate Volunteering Day.

### Description

We will organize one volunteering initiative that will take place during the global volunteering week.

### Indicator

Organize and implement one volunteering initiative in 2020.

### What we've achieved



In October it was performed a volunteering initiative in Algiers consisting in providing COVID hygiene kits to local vulnerable children.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## Algeria

### Action

Reinforce our commitment with local employees and develop new talent.

### Description

We will review and update the Human Resources Handbook to align with Repsol's policies.

We will request a position for a young Algerian professional to join Repsol's Master Programme in Madrid in the discipline of Petroleum Engineer.

### Indicator

Update and communicate the Human Resources Handbook to employees before the end of 2020.

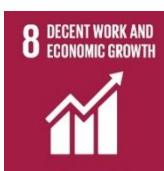
Position for Algerian young professional requested by end 2020.

### What we've achieved



We have made organizational changes that have delayed the fulfillment of this initiative.  
Still in progress for 2021.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## Algeria

### Action

Drive continuous improvement in our social performance.

### Description

We will propose a Social Investment Plan for the Algeria Business Unit, aligned with our activity for maximizing the shared-value.

### Indicator

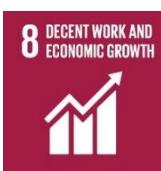
Deliver a Social Investment Plan and include any required budget in 2021 Budget.

### What we've achieved



The social investment plan (2021-2023) for Algeria has been drafted and it has been approved by the BU Director in October.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## Algeria

### Action

Strengthen our commitment for Community Relations by developing a concept proposal on Social Impact Assessment for the joint venture GRN.

### Description

We will develop with the support of the required expertise a concept proposal on Social Impact Assessment at GRN (Groupement Reggane Nord), including Social Baseline.

### Indicator

Submit a Social Impact Assessment concept proposal to (GRN) Groupement Reggane Nord in 2020.

### What we've achieved



The Social Impact Assessment concept proposal was prepared by Repsol Algeria and proposed to GRN.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## Algeria

### Action

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

### Description

We will work with Sonatrach and the Community to identify initiatives to contribute to local development. The initiatives will be aligned with the Algeria Business Unit Community Relations strategy.

### Indicator

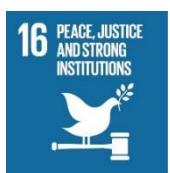
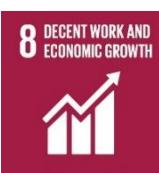
Select one social investment initiative with Sonatrach and include in 2021 budget.

### What we've achieved



Despite the efforts of Repsol Algeria, given the current oil price and pandemic crisis scenario, the Business has decided to minimize investments as much as possible and therefore this initiative was not completed.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## Bolivia

### Action

Disseminate the United Nations Agenda 2030 among the employees of the Business Unit in Bolivia.

### Description

We will train in ODS by means of an On Line course.

- 1.- Make the ODS course available to all employees to continue advancing their training and awareness.
- 2.- Ask each management to promote training in ODS on line.
- 3.- Follow up on the employees who have registered for the training.

### Indicator

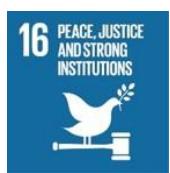
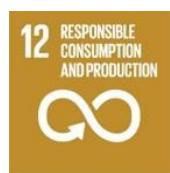
That 50 % of the employees have completed the formation.

### What we've achieved



We have facilitated training on the Sustainable Development Goals (SDGs), through participation in an online course, which has contributed to disseminating knowledge on the subject of the SDGs and their link with the company's strategy to all employees of the Bolivia business unit. The training has been carried out by 100% of Repsol Bolivia employees.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## Bolivia

### Action

Organize a Productive Fair in a Guarani Community.

### Description

We will organize a productive fair where the Guarani communities of Itika Guasu will participate to promote products of productive projects, promoting the economic development and autonomy of the communities as well as the contribution of the social license to operate.

### Indicator

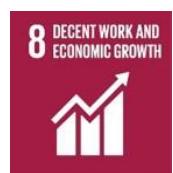
Carry out exhibition of local products until 31-12-2020.

### What we've achieved



We developed all the communication material to facilitate the dissemination of the productive fair, banners, invitations, stands, however, due to the pandemic caused by COVID 19, the fair will be held when the health conditions are met, allowing the gathering of people. In order to facilitate the sale of the products we have carried out an internal campaign for the purchase of the products.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## Bolivia

### Action

Strengthen the digital tools of the Guarani communities

### Description

We will identify training opportunities in digital tools to promote online e-commerce of their products in Guarani communities.

### Indicator

Develop an electronic tool for the supply of local products.

### What we've achieved



We have purchased materials and technological equipment for online training in local communities and considering the pandemic conditions for COVID, it will allow them to familiarise themselves with the tools, train in various fields of knowledge and offer their products to a larger segment through the web.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## Bolivia

### Action

Support the expressions of art and culture.

### Description

We will encourage the realization of the baroque and renaissance music festivals and contribute to the art and culture space Manzana 1.

### Indicator

Make two activities during the year 2020.

### What we've achieved



We are sponsors of the art and culture space Manzana 1 in Santa Cruz de la Sierra and during 2020 we have sponsored two exhibitions of paintings and sculptures. We also support the International Festival of American Renaissance and Baroque Music "Misiones de Chiquitos".

### Contribution to the SDGs:



# 2020 Sustainability Plan



## Bolivia

### Action

Implement teleworking as a measure to reconcile family and work.

### Description

We will incorporate a flexible work scheme under the telework modality.

- 1.- To elaborate a proposal of teleworking.
- 2 .- Submit a proposal for teleworking for approval.
- 3 .- Implement the proposal if approved.

### Indicator

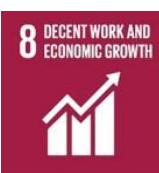
50% of the staff works in the city on telework.

### What we've achieved



We prepared and approved a proposal for the implementation of teleworking in the Bolivia Unit, following the Implementation Guide of the Repsol Corporation, which has been operational since November 2020. 67% of the staff of the Bolivia business unit is working under the "remote work" modality, so that when they return to the offices in 2021, teleworking will be definitively implemented.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## Bolivia

### Action

Promote the balance between work and family life of UN Bolivia employees.

### Description

We will promote family conciliation through the enjoyment of holidays (Holiday Program 2020), we will grant the day off for your birthday and integration activities involving the family.

### Indicator

Implement a vacation schedule in 100% of the management

Fulfill 90% of the vacation schedule.

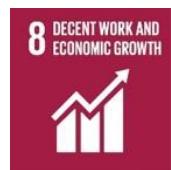
Carry out integration activities involving the family.

### What we've achieved



All the managers of the Bolivia business unit have drawn up holiday schedules and by assessing compliance, as of 31.12.2020 we have identified 93% compliance with the Holiday Programme for 2020, an action that has contributed to the balance between family and work life.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## Bolivia

### Action

Establish parity in recruitment processes and ensure the use of diversity criteria at all stages of professional development.

### Description

We will hire permanent exploration and production (E&P) personnel with a focus on the progression model and new professionals. Incorporate at least 50% female hires.

### Indicator

Incorporate 50% female hiring, according to availability.

### What we've achieved



We have promoted the recruitment of women for available vacancies, prioritising the criteria of gender inclusion and diversity according to the stages of professional development. In 2020, 2 women have been recruited, fulfilling 50% of the recruitments.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## Bolivia

### Action

Promote awareness of unconscious biases.

### Description

- 1- We will promote training and awareness in unconscious biases.
- 2- We will carry out quantitative monitoring of employee participation.

### Indicator

75% of managers (executives, leaders and area leaders) carry out training on unconscious biases.

### What we've achieved



We have facilitated training and awareness-raising on unconscious biases in which 100% of the employees of the Bolivia business unit participated, achieving a better understanding of preconceptions.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## Bolivia

### Action

Strengthen the use of the complaints mechanism as a human rights (HR) due diligence tool.

### Description

We will strengthen the confidence of our social environment by continuing the outreach activities of our operational-level grievance mechanism that we make available to society.

### Indicator

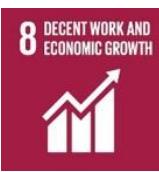
Develop two outreach activities to contractors and associations.

### What we've achieved



We have trained and disseminated the operational-level grievance mechanism to more than 150 people, including contractors, neighbouring communities and Repsol employees, and it forms part of the induction protocol for entering the field.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## Bolivia

### Action

Carry out a clean-up campaign in communities.

### Description

We will carry out, together with the communities and contractors, a clean-up and training campaign, promoting good practices related to the selection, classification and final disposal of waste. Classification of waste in the communities surrounding Campo Margarita.

### Indicator

Carry out two days of cleaning throughout the year 2020.

### What we've achieved



Due to the restrictions imposed by the COVID 19 pandemic, the clean-up days will take place during the 2021 administration.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## Brazil

### Action

Stimulate awareness of diversity and inclusion.

### Description

We will carry out actions to promote digital training of unconscious biases for leaders through the Workday Learning tool and we will carry out awareness sessions on diversity and inclusion issues for all employees.

### Indicator

Training of 75% of leaders in the training of Unconscious Biases until December 2020.

Conduct at least 2 sessions with employees to discuss diversity and inclusion issues through December 2020.

### What we've achieved



We have trained 100% of managers and 96.7% of leaders in "Unconscious Bias" training. We have developed 2 webinars and 1 workshop focused on diversity and inclusion issues for employees.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## Brazil

### Action

Encourage conciliation and flexible working.

### Description

We will implement the home office project for more employees and offer as support the digital trainings "How to manage teams remotely" and "How to work in Home Office" and we will promote the use of digital tools (Teams and One Drive) to develop a collaborative environment.

### Indicator

Review of the home office policy establishing the conditions and criteria for the extension of the pilot project started in 2019 to Q3.

Training of 100% of the employees participating in the home office program.

Reach 75% of the use of the digital collaborative tools (Teams and One Drive).

### What we've achieved



We have revised our home office policy by extending the conditions of the 2019 pilot project to 100% of employees in 2020, in response to the needs of social isolation imposed by Covid-19. We have also trained leaders with content for remote team management and conducted workshops for all employees to improve their use of technological tools. These tools have facilitated teleworking and have been used by 100% of employees.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## Brazil

### Action

Implement a Local Volunteer Program.

### Description

We will develop a local volunteering program combined with international volunteering actions to expand possibilities to support local communities and to develop skills and integrate employees.

### Indicator

Creation of a committee of volunteers.

Implementation of 2 activities with the participation of at least 15% of the employees, until December 2020.

### What we've achieved



We have created a multidisciplinary volunteer committee with the participation of 8 employees. Four volunteer activities have been organized in partnership with the Repsol Foundation and local NGOs (Atados, Catadores do Bem, Criola and the Botafogo Refugee Care Center), involving the participation of 57% of employees and assistance to more than 500 people in situations of social vulnerability.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## Canada

### Action

Promote employee diversity in the workplace.

### Description

We will foster a work environment that honours diversity in the workplace. We will actively pursue focused training for all Repsol managers on unconscious bias to help leaders become aware of their biases and mitigate them accordingly in order to promote and encourage employee diversity in the workplace.

### Indicator

Achieve ninety-five percent (95%) of executive leadership team and 70% of managers to complete training by December 31, 2020.

### What we've achieved



We have completed the training as we have a 100% completion rate for Directors and 94% completion rate for Leaders and Area Leaders.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## Canada

### Action

Promote work-life balance in the workplace by increasing no. of employee teleworkers.

### Description

We will continue to encourage a work environment that promotes work-life balance by proving flexible work arrangements for our staff.

### Indicator

Achieve twenty-five percent (25%) increase in staff teleworking by December 31, 2020.

### What we've achieved



The global pandemic lead to a shift resulting in all Canadian employees teleworking. At this time, we cannot determine the exact number of employees on a permanent teleworking program. However we are confident the interest in employees teleworking when the pandemic has ended will have increased by more than 25%.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## Canada

### Action

Promote gender equality in the workplace.

### Description

We will demonstrate our commitment to gender equality by encouraging a work environment that promotes and supports gender equality through our external recruiting practices and by implementing new protocols.

### Indicator

Achieve fifty percent (50%) of external hiring for new employees within the professional level will be female staff.

### What we've achieved



This action was not complete. Unfortunately due to the pandemic our recruitment volume this year was very low. We had only an opportunity to recruit a small number of positions in the first quarter of the year and the volume of women hired was 25%.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## Canada

### Action

Manage the social impacts of our operations and grievances through our Good Neighbour Program.

### Description

We will maintain the privilege of working and living in Stakeholders' communities by anticipating and managing the impacts from our activities and potential concerns with a commitment to prevention and meaningful dialogue through our Good Neighbour Program.

### Indicator

Address ninety-five percent (95%) of the grievances relating to our social impacts within two (2) business days.

### What we've achieved



We have addressed one hundred percent (100%) of all grievances received through our Good Neighbour Program within two business days.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## Canada

### Action

Strengthen and maintain positive relationships with our Indigenous communities.

### Description

Our public consultation and engagement efforts with our Indigenous communities will be meaningful and shall exceed minimum government consultation requirements. We will identify projects that contribute to bringing benefits to these communities.

### Indicator

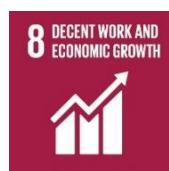
Engage with our Indigenous communities on a quarterly basis to provide annual development activity updates and identify and support social investment partner.

### What we've achieved



We have identified social investment opportunities with our local indigenous communities that provided COVID-19 relief. We have worked with local indigenous schools to solidify social investment opportunities to support indigenous students. We have completed our Indigenous Awards Scholarship Program and issued scholarships to 12 indigenous students completing post-secondary education. We have proudly supported a Youth Employment Program for Indigenous youth through the province of Alberta.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## Canada

### Action

Minimize potential social impacts and improve our social performance by supporting local communities near our operations through our Stakeholder Engagement Plan.

### Description

We will demonstrate our commitment to meaningful engagement with local communities and continuous improvement of our social performance by mitigating our impacts and working to bring sustainable benefits to our communities. We will identify community-based projects to support that are aligned with Repsol's Social Investment strategy and framework.

### Indicator

Align ninety percent (90%) of our social investment initiatives with the United Nation's 2030 Agenda for Sustainable Development Goals.

Align ninety percent (90%) of our social investment initiatives with our global Social Investment strategy.

### What we've achieved



We have conducted engagement efforts with key stakeholders based on our annual development plans and we have successfully supported various social investment initiatives in our local operating areas that were aligned with both the United Nations 2030 Agenda on Sustainable Development Goals and our Global Social Investment Strategy.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## Canada

### Action

Support Voluntary Principles on Security and Human Rights throughout our operations.

### Description

We will demonstrate our commitment of the Voluntary Principles on Security and Human Rights through training of field security personnel and monitoring external inquiries.

### Indicator

Provide training to all field and office security staff by September 30, 2020.

Monitor our Voluntary Principles on Security and Human Rights inbox weekly for potential new inquiries and reply 100% of inquiries within five business days.

### What we've achieved



We have completed the annual Voluntary Principles on Security and Human Rights training program in September 2020. Training was held virtually. All contracted field-based security operators and contracted office-based security operators received training for 100% compliance. Canada received no inquiries through our Voluntary Principles on Security and Human Rights email inbox.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## Colombia

### Action

Disseminate the United Nations Agenda 2030 among our employees.

### Description

We will make our employees aware of Agenda 2030 and its 17 Sustainable Development Goals through a training course. We will focus on the role of the private sector and the challenges facing Repsol in order to maximise its contribution.

### Indicator

Achieve a course completion of 80% of employees.

### What we've achieved



We have made available to all employees the online course ODStories, which allows them to learn about each of the 17 Sustainable Development Goals by simulating a social network. More than 80% of employees have completed the course, meeting the established objective.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## Colombia

### Action

Promote the flexible presence scheme as an environment for ways of working in Colombia.

### Description

We will implement the telework modality in Repsol Colombia and we will promote new ways of working and digital tools (Digital Workplace).

### Indicator

Communicate the teleworking procedure to 100% of Repsol Colombia's collaborators.

Prepare a report on compliance with the criteria defined for the implementation of telework.

Carry out a satisfaction survey on the programme.

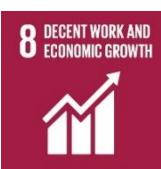
### What we've achieved



We have communicated the teleworking procedure to 100% of Repsol Colombia's collaborators and prepared a report with the criteria to be taken into account for teleworking.

We have also conducted a survey of employees and leaders showing 90% satisfaction, highlighting the advantages such as time to share with family, time management by minimizing travel, saving money on food and transportation; compared to 10% who prefer to work in the office.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## Colombia

### Action

Promote gender equity in Repsol Colombia, adopting the use of diversity criteria at all stages of professional development.

### Description

We will align Repsol Colombia's actions in terms of gender equality with the goals set by the company and the guidelines given by the Ministry of Labour and the Ministry of Mines.

### Indicator

Train Repsol Colombia's leadership team in unconscious biases.

Carry out at least two awareness sessions on gender equality in Repsol Colombia.

Produce a report that shows the alignment of the goals set with what has been established by the Ministry of Labour and the Equity Policy.

### What we've achieved



We have trained 100% of the leaders through a course on unconscious biases and we have generated two spaces of sensitization on gender equity corresponding to the course on unconscious biases, reaching 93% of the staff. In addition, we have prepared a report in accordance with the guidelines of the Ministry of Mines using the United Nations WEP gender business tool. This tool allows us to measure progress in gender equality and identify opportunities for improvement.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## Colombia

### Action

Publicise Repsol Colombia's contribution to achieving the Sustainable Development Goals (SDGs).

### Description

We will develop a work plan that will allow us to make our stakeholders aware of Repsol Colombia's contribution to the Sustainable Development Goals (SDGs).

### Indicator

Implement the work plan established to raise awareness of our contribution to the SDGs.

Prepare a document that shows Repsol Colombia's contribution to meeting the SDGs.

### What we've achieved



We have developed the SDGs Challenges and Opportunities conversation, which allowed us to make our contribution to the Sustainable Development Goals visible to our stakeholders. We have also implemented awareness-raising initiatives, fulfilling 100% of our work plan. In addition, we have prepared a report that makes visible our contribution to the SDGs in Repsol Colombia, which was sent to our stakeholders.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## Colombia

### Action

Establish strong relationships with suppliers and contractors, ensuring compliance with Repsol's human rights policy.

### Description

We will ensure compliance with the clause on human rights training for contracts signed in 2020, identifying the contractors who present the greatest risk in order to carry out awareness-raising activities.

### Indicator

Identify, in coordination with the physical security area, the contractors with the highest human rights risks.

Conduct two sensitization workshops for previously identified contractors.

### What we've achieved



We have identified the five contractors with the highest human rights risks.  
We have postponed the awareness workshops for contractors due to the COVID health emergency.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## Colombia

### Action

Implement human rights awareness and training activities for employees, contractors and State security agencies.

### Description

We will strengthen the knowledge of the Voluntary Principles on Security and Human Rights of employees, external personnel and State security agencies, emphasizing gender equity and its correlation with human rights.

### Indicator

Carry out two trainings.

### What we've achieved



We have conducted targeted training for staff and contractors of Repsol Colombia, as well as private security personnel. We have discarded the training for members of the State Security Agencies, after they rejected the option of conducting it virtually, and given the impossibility of conducting it in person due to the conditions of the pandemic.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## Ecuador

### Action

Train the members of the security company on voluntary principles, security and human rights.

### Description

We will carry out a socialization and training campaign on voluntary principles, security and human rights aimed at all private security company personnel in the Quito offices and in Blocks 16 and 67.

### Indicator

Train 100% of the private security contractor's staff.

### What we've achieved



We have complied with the requirement to train 100% of the security contractor's staff (Sepronac) on Voluntary Principles on Security and Human Rights.

The contractor has sent a training report in which 63 people from the project have been trained with virtual actions.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## Ecuador

### Action

Maintain continuous training for the staff of the Business Unit, through the production of videos on human rights and civil responsibility.

### Description

We will make short videos for each specific topic that are explanatory and exemplary. These videos will be distributed both in the Quito offices and in Blocks 16 and 67.

### Indicator

Two one-minute explanatory videos.

### What we've achieved



We have made short videos on human rights and environmental issues. In addition, company personnel have participated in the recording of these videos in order to be closer to them. This material was disseminated through internal channels both to personnel in the Quito offices and in the Blocks.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## Ecuador

### Action

Promote diversity in the company.

### Description

We will carry out training on unconscious prejudices to the director, managers and chiefs of Quito and of Blocks 16 and 67.

### Indicator

Train the director, 75% of managers and 50% of bosses.

## What we've achieved



We have trained the management team and the entire group of managers and chiefs with the course on unconscious biases in decision making to promote diversity in the company. In addition, all personnel have taken the aforementioned workshop, training 417 persons with the objective of mitigating unconscious biases within the Ecuador Business Unit and thus evidencing the commitment of the workers in this matter.

## Contribution to the SDGs:



# 2020 Sustainability Plan



## Ecuador

### Action

Have a balanced recruitment process.

### Description

We will continue with the parity exercise in the recruitment of permanent staff with a focus on the progression model and new professionals/senior graduates (woman/man).

### Indicator

Recruit at least 50% female staff.

### What we've achieved



Ensuring equal opportunities between men and women, we have hired 8 people during 2020 of which 5 were women, promoting equality within the company.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## Ecuador

### Action

Promote the modality of teleworking.

### Description

We will increase the rate of teleworkers in identified positions that can access this modality.

### Indicator

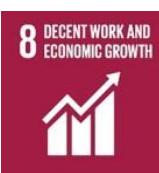
Increase telework mode to 20%.

## What we've achieved



We implemented the telework modality for 100% of the office staff in Quito, due to the current situation that the world is going through with reference to the Covid-19 pandemic.

## Contribution to the SDGs:



# 2020 Sustainability Plan



## Ecuador

### Action

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

### Description

We will develop 14 projects with the Repsol Ecuador Foundation aimed at improving local health facilities, therapeutic support for children and education for young people and children.

### Indicator

Monitoring of all ongoing projects.

### What we've achieved



We have executed 22 projects during 2020: 2 projects with considerable progress, 3 projects in the initial phase and 17 completed projects for the benefit of the Waorani and Kichwa communities of Blocks 16 and 67, the right of way in charge of Repsol Ecuador and the administrative zone.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## Ecuador

### Action

Support the Directorate for the Protection of Peoples in Voluntary Isolation with the purchase of radio equipment for monitoring the Tagaeri Taromenane

### Description

We will support Ecuador's Secretary of Human Rights, within the framework of the Protection of Indigenous Peoples in Voluntary Isolation. We will donate equipment to the Tagaeri Taromenane intangible zone and the monitoring points installed in the communities, some of which are located in our direct area of influence.

### Indicator

Deliver 5 radio stations in 3 Waorani communities and 2 for the buffer zone.

### What we've achieved



We have completed the delivery of the radio equipment, on July 22, 2020, through the Waorani Nationality of Ecuador, for the Directorate for the Protection of Peoples in Voluntary Isolation.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## Ecuador

### Action

Adopt new ways of working.

### Description

We will adopt the new ways of working measured by the employees' perception through the culture survey conducted among the employees.

### Indicator

Achieve 62% staff participation in Quito.

### What we've achieved



We have not applied the culture survey this year, due to the global emergency situation caused by the Covid-19 pandemic; the survey will be conducted in 2021.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## Ecuador

### Action

Negotiate, agree and execute the Annual Operating Plan and its programs in education, health, organizational support and others, with the Waorani Nationality.

### Description

Agree with the Waorani Nationality of Ecuador on the 2020 Annual Operating Plan and its various programs. These must be implemented until the end of 2020. We will render quarterly management accounts; this action will make it possible to monitor and carry out planned follow-up.

### Indicator

Execution of the plan at 98%.

Accountability (quarterly).

### What we've achieved



We have reprogrammed some actions to cover requirements related to the health emergency, such as: delivery of food kits, biosecurity supplies, medical evacuations, COVID-19 outreach and awareness campaigns, and cooperation with institutions, among others. During the last few months we have resumed activities, such as support for dental care, educational materials, electronic devices and connectivity. All of them agreed with NA.W.E.Translated with www.DeepL.com/Translator (free version)

### Contribution to the SDGs:



# 2020 Sustainability Plan



## United States

### Action

Promote a culture of diversity and inclusion.

### Description

We will provide unconscious bias training for leaders to improve awareness in decision-making processes.

### Indicator

Achieve 90% of directors and area leaders to complete the training.

### What we've achieved



We have developed and implemented an unconscious bias training for leaders' campaign, online and with virtual sessions facilitated by expert Diversity & Inclusion consultants, with 90% of directors and area leaders completing the training. Additionally, the training was offered to all staff as part of the USA Diversity & Inclusion Committee action plan.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## United States

### Action

Promote the security of people with full respect for human rights.

### Description

We will advance Repsol's Human Rights Policy through collaboration and knowledge sharing.

### Indicator

Advocate to form a human rights committee with other member companies in at least one of the trade groups in which we actively participate.

Communicate our Human Rights Policy during the contracting process to new suppliers.

### What we've achieved



We have introduced and led discussion of best practices for the Voluntary Principles on Security and Human Rights in the International Association of Oil & Gas Producers (IOGP) Security Committee. We have integrated Repsol's Human Rights Policy into the new security contract for the Eagle Ford Business Unit, which is responsible for the company's offices and assets in South Texas.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## Indonesia

### Action

Encourage best practices in sustainability and regularly review its performance.

### Description

We will provide an introduction to the Sustainable Development Goals (SDGs) for representatives of the Indonesian Business Unit departments through a training course. We will highlight the role of the private sector and Repsol's challenges in maximizing its contribution.

### Indicator

Train 80% of representatives of departments related.

### What we've achieved



We have promoted the online course ODStories among our employees, being trained 80% of representatives of departments related in 2020. The course is a different way of getting to know the 2030 Agenda and how Repsol is contributing to the Sustainable Development Goals (SDGs). Through this "ODStories" social network, you can dive deep into each of these 17 objectives with different videos, interviews, and challenges.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## Indonesia

### Action

Develop a social baseline and study for new block South Sakakemang and an update for current blocks Sakakemang and Andaman.

### Description

We will carry out social baselines and studies because they are the basis for considerations in taking business decisions with possible impact to the surrounding stakeholders. South Sakakemang is the newly awarded block and having the study occurred for this new asset will be key in terms of engaging the local stakeholders.

### Indicator

Develop a social baseline and study report for South Sakakemang block.

Update the social baseline and study report for Sakakemang block as reference document to design community investment program within the area.

Update the social baseline and study report for Andaman block as reference document to design community investment program within the area.

### What we've achieved



South Sakakemang, Andaman and Sakakemang social baseline will be performed next year because we have just received approval from Special Task Force for Upstream Oil and Gas Business Activities Republic of Indonesia (SKK MIGAS) through 2021 work plan and budget to conduct such program.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## Indonesia

### Action

Implement the grievance mechanism as a tool to facilitate communication.

### Description

We will strengthen our license to operate by implementing the grievance mechanism. We are committed to socially responsible business practice and aware of the importance of managing social risk, especially grievances, to minimize social impacts and ensure the operation activities.

### Indicator

Implement grievance mechanism in conducting an engagement with stakeholders.

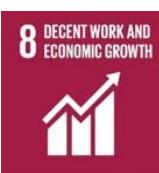
### What we've achieved



We have conducted refreshment and socialization regarding the grievance mechanism in Indonesia on 25 November 2020 to all Stakeholders Relations Department (SRD) team members. In Indonesia local context, grievances from local community are directly received by the Community Relations Field Representative.

So basically the engagement to stakeholders is conducted during meetings with village head or informal meetings with the local communities by the Community Relations Field Representative.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## Indonesia

### Action

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

### Description

We will propose to continue implementing a pilot project for Friday Off or Teleworking in Indonesia and creating Hobby Clubs within Repsol employees. These mechanisms develop, promote and facilitate the balance between personal and professional life. The program should provide flexibility for our employees to manage their family/personal life while they continue pursuing their own carrier in Repsol.

### Indicator

Implement a pilot project for Friday Off/Teleworking and Hobby Clubs as a work-life balance program.

### What we've achieved



Due to current pandemic, the hobby clubs are on hold for now.

The specific mechanism for teleworking is also put on hold as for Indonesia office currently is still based on essential personnel. They are the only ones doing work from office (WFO) and the rest is doing work from home (WFH).

### Contribution to the SDGs:



# 2020 Sustainability Plan



## Malaysia

### Action

Encourage more female talents to pursue a career in the Business Unit.

### Description

We will promote development and advancement of more female talents, especially in technical line.

### Indicator

Achieve a 50-50 hiring ratio by December 2020.

### What we've achieved



We achieved 44% hiring of female talents this year, instead of the 50-50 expected ratio, due to the challenges arising from the current pandemic situation.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## Malaysia

### Action

Roll out of teleworking program.

### Description

We will promote teleworking as a work-life balance initiative and a deployment from the 2019 culture survey.

We will roll out teleworking to those employees that meet the criteria.

### Indicator

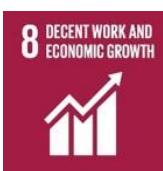
Enroll 30 employees in the teleworking program.

### What we've achieved



We were not able to complete this action as we went back to the Work from Home (WFH) arrangement due to the Conditional Movement Control Order (CMCO) effective October 2020 due to the pandemic.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## Malaysia

### Action

Promote educational excellence amongst children from disadvantaged groups.

### Description

We will award scholarships to university students in collaboration with five Malaysia partner universities. In selecting the students, besides educational merits, their family background will also be given consideration in order to ensure the benefits goes to the most deserving candidates.

We will work with relevant local government agencies to recognize and reward primary and secondary school children from the fishermen community who display education potential.

### Indicator

Award 20 scholarships by end of 2020, incorporating family income as part of the evaluation criteria.

Carry out two motivational award programs, one each in Labuan & Sabah.

### What we've achieved



The scholarship award was delayed to 2021 due to Covid19 and its movement and gathering restrictions. Additionally, the students have been attending online classes and have not been back to the University campuses. However, the interview process is currently ongoing and targeted to be completed by February 2021.

Both Motivational Awards programs for Labuan and Sabah have been successfully completed in February and March 2020, respectively.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## Malaysia

### Action

Empower targeted communities through capacity building programs enabling them to generate sustainable income.

### Description

We will work with selected NGOs in Terengganu & Sabah to develop ""capacity building"" programs that will enable selected communities or groups to generate sustainable alternative income. This is done through:

1. Edible garden project for targeted fishermen community.
2. Bakery training and marketing skills for selected Thalassemia patients.

### Indicator

Launch two capacity building programs (one each in Terengganu & Sabah) in 2020 and monitor the programs for a period of one year.

### What we've achieved



The Edible Garden project has been deferred to 2021 due to the pandemic. It will be continued once the situation is back to normal tentative in March 2021 where the training for the participants can be organized and followed by the launch at the project site.

Bakery training for home based entrepreneur among the Thalassemia patients, which started in Jan 2020, has been completed.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## Malaysia

### Action

Disseminate the United Nations 2030 Agenda among our employees.

### Description

We will make sure our employees know the 2030 Agenda and its 17 Sustainable Development Goals through a training course. We will highlight the role of the private sector and Repsol's challenges in maximizing its contribution.

### Indicator

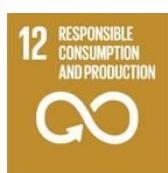
Train a minimum of 10% of employees.

### What we've achieved



We have fulfilled this action, given more than 11% of Malaysian employees have completed the course. Consequently, now they are aware of the purpose of the 2030 Agenda, the challenges ahead, and the company's contribution.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## Malaysia

### Action

Raise awareness on Thalassemia to students from focus age group nationwide.

### Description

As a continuation to previous collaboration with the MOH (Ministry of Health), we will collaborate further to include MOE (Ministry of Education) as our partner. The objective of this year's collaboration is to expand the awareness on Thalassemia by targeting the school students (target group) through an e-portal platform and associated activities.

### Indicator

Create a digital platform (e-portal) accessible to students and general public to further enhance the awareness on Thalassemia by the second quarter.

Carry out a Thalassemia competition between secondary school children from 50 selected schools in Malaysia by the forth quarter.

### What we've achieved



The program launch is scheduled on the 27th January 2021 via virtual platform by the Minister of Health, Deputy Minister of Education and Director of the Business Unit at Repsol. 50 high schools from three states (Pahang, Terengganu & Kelantan) have been selected to participate in the program. The closing of the program is scheduled in October 2021.

### Contribution to the SDGs:



# 2020 Sustainability Plan

## Mexico



### Action

Disseminate the United Nations Agenda 2030 among our employees.

### Description

We will make our employees aware of Agenda 2030 and its 17 sustainable development objectives through a training course.

We will highlight the role of the private sector and the challenges that Repsol faces in order to maximise its contribution.

### Indicator

Achieve 90% completion of the course by employees in Mexico.

### What we've achieved



85% of the employees have taken an immersion course in which we have learned about the SDGs and the actions that Repsol carries out to contribute to achieving them.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## Mexico

### Action

Design the policy of conciliation of personal and work life in Mexico.

### Description

We are going to draw up a document on policies for reconciling personal and professional life, adapting the tools that Repsol makes available to people to the reality and needs of Mexican society. We will incorporate measures aimed at optimising time and developing a work environment that encourages personal and professional growth.

### Indicator

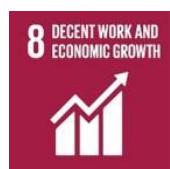
Develop the reconciliation policy for Repsol Mexico.

### What we've achieved



We have implemented a series of actions aimed at promoting work-life balance among Repsol employees in Mexico: more vacation days than required by law, major medical insurance for employees, spouses and children, life insurance, equal contribution to payroll deduction for savings, food vouchers, adjustment of start and end times, reduction of working hours on Fridays, transportation with driver during hours considered risky, among others.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## Mexico

### Action

Integrate young people with scarce resources into the work market.

### Description

In collaboration with non-governmental organizations and the AECID we will design projects for the inclusion of young people and people with other skills in the world of work. Thus, we are collaborating with a school for young people with autism where, in a theoretical and practical way, they acquire employability tools in petrol stations. With the AECID we are collaborating in the design of a workshop-school curriculum in mechanics and gas station management for young people at risk of exclusion.

### Indicator

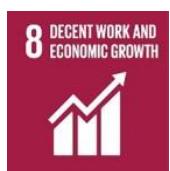
Design the two educational projects.

### What we've achieved



Due to the pandemic, we have had to delay the start of the School Workshop project for the training of young people at risk of social exclusion in collaboration with AECID. Regarding the actions with the schools for children with autism in Oaxaca, we have remade (due to the pandemic) the "studies" plan so that the students could continue their therapies and learning from home, leaving pending the training through the practice in work spaces.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## Mexico

### Action

Relate to communities in exploration areas in the Gulf of Mexico (Mexico).

### Description

We will execute our community relations commitments in the exploration areas in which Repsol is operating, located off the coast of Tampico and Veracruz. Specifically, we will work with the fishing cooperatives, giving them timely information on the project.

### Indicator

Hold three meetings a year with the fishermen's cooperatives.

### What we've achieved



We met twice with fishermen's cooperatives in the area where we are developing our exploration project. Although our activity does not have a direct impact on theirs, we keep them informed of our progress and in coordination with local universities. The last planned meeting could not take place due to COVID19 restrictive measures.

### Contribution to the SDGs:



# 2020 Sustainability Plan

## Mexico



### Action

Implement a program of care for people at risk of family violence.

### Description

We will create a system of support and accompaniment for people who suffer any type of domestic violence. This is a very widespread type of violence in Mexico, especially against women. This service will include: Reception of calls for help; psychological support; communication with the police if necessary; transfer of the victim to a hospital or alternative location; support in reporting to the Public Prosecutor's Office; individualized and confidential follow-up of the case.

### Indicator

Launch the program in the first half of the year.

Massively communicate the program among Repsol employees in Mexico.

### What we've achieved



We created a communication team dedicated to the attention of complaints against domestic violence, incorporating protocols of attention and information flows to respond to calls for help. In addition, we set up a safe transport service and trained the people who will attend this service. Subsequently, an internal communication and awareness-raising campaign has been carried out in relation to these situations.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## Norway

### Action

Raise the awareness and competence for climate and environment among our employees.

### Description

We will make sure our employees know the 2030 Agenda and its 17 Sustainable Development Goals through a Repsol global training course. We will highlight the role of the private sector and Repsol's challenges in maximizing its contribution.

### Indicator

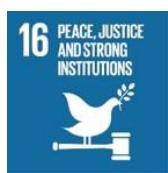
Train 50% of our employees in the 2030 Agenda.

### What we've achieved



Close to 60 % of our employees have completed an online training course about the 2030 Agenda. The course is developed to dive deep into each of the 17 Sustainable Development Goals with different videos, interviews, and challenges, particularly emphasizing the objectives that the company considers to be of special interest.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## Norway

### Action

Focus on gender diversity.

### Description

We will have focus on female recruiting and providing development and training opportunities for female leaders. Additionally, we will raise awareness about unconscious biases in decision-making which could negatively impact on career opportunities for women.

### Indicator

Ensure we at least have one female short listed for each position when recruiting.

Offer mentor or coaching program to all female leaders.

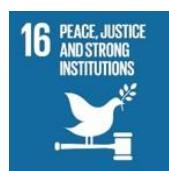
Ensure 80% of all leaders are trained on unconscious biases in decision-making.

### What we've achieved



We have achieved the target in recruitment for 2020. We have mapped all ongoing coaching and mentoring activities of female leaders in the organization and have offered a program to those who are currently not enrolled in a program. Finally, more than 90% of the leaders have completed the "unconscious bias in decision making" training.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## Peru

### Action

Strengthen the knowledge of the leaders of the communities nearby the operations of Lot 57 in the area of "Business and Human Rights".

### Description

We will implement training workshops on "Business and Human Rights" for leaders of indigenous communities and organizations in the area of influence of the operations in Block 57.

### Indicator

Conduct three training workshops per expert human rights institution.

### What we've achieved



In accordance with the commitment recognized in our Human Rights and Community Relations Policy, we have promoted knowledge and respect for human rights, conducting four training workshops on "Business and Human Rights" and "Rights of Indigenous Peoples". The workshops were held in early 2020, with the participation of 12 indigenous communities, three groups of monitors and Repsol personnel and contractors operating at the Nuevo Mundo Base.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## Peru

### Action

Disseminate the United Nations Agenda 2030 and promote the achievement of the Sustainable Development Objectives (SDO) among our collaborators.

### Description

We will make Agenda 2030 and its 17 Sustainable Development Objectives known to our employees through a training course. We will highlight the role of the private sector and the challenges that Repsol faces in order to increase its contribution.

### Indicator

Launch the training course for the designated target group related to sustainability issues.

### What we've achieved



We have carried out the local launch of the online course on the 2030 Agenda and Repsol's contribution to the SDGs aimed at internal staff. At the end of the year, 245 employees from the different business units and transversal areas had successfully completed the training action.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## Peru

### Action

Promote the teleworking modality among the employees as a measure of conciliation and of impulse to the new ways of work.

### Description

We will improve the teleworking protocol based on preexisting experience. We will carry out the formalization of teleworkers according to corporate standards and legislation.

### Indicator

Double the number of teleworkers in all areas and business units of Repsol Peru, taking December 2019 as the base.

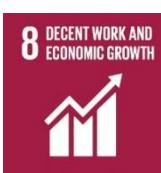
Implement and activate the protocol that guarantees the best employee and team experience.

### What we've achieved



During 2020, remote work became more important, with 411 people working remotely, compared to 73 employees teleworking the previous year. To accompany the teleworker, we conducted several virtual training actions, such as stress management and ways to manage/lead remotely. We also share information about digital disconnection, ways of working outside the physical center or ergonomics, among others.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## United Kingdom

### Action

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

### Description

We will promote cardiovascular health and reduce potential cardiovascular issues among our employees by implementing a preventive campaign.

This campaign will focus on the identification of risk factors through lipid / cholesterol profiles and cardiovascular risk assessments.

### Indicator

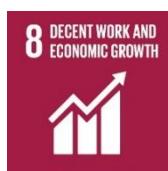
Run the health and well being programme in 2020 in Repsol Sinopec.

### What we've achieved



Due to the COVID19 pandemic, we have not been able to complete the health and wellbeing programme in 2020 in the JV, as the health and wellbeing group activity was put on hold throughout the majority of 2020 (since March 2020).

### Contribution to the SDGs:



# 2020 Sustainability Plan



## United Kingdom

### Action

Enhance family life balance among our employees.

### Description

We will support family inclusion in the JV in the work environment, promoting activities among our employees in order to maintain the adequate balance between work and family. We will organize the following activities: Back to nature day, Environment Week, A glimpse into our working world etc...

### Indicator

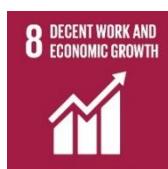
Implement at least two activities through the year in Repsol Sinopec.

### What we've achieved



As the planned activities required face-to-face contact and did not follow COVID restrictions imposed in March 2020, we have redefined the action having into account the new situation and challenges. We have introduced a Winter virtual engagement program, focused on mental wellbeing, resilience and personal networking.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## United Kingdom

### Action

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

### Description

We will launch the ID Group in the JV, a group that encourages inclusion and diversity, to transform the organization in a caring and pioneering that respects and values everyone. Its mission is to ensure fair and equal opportunities for all and be an employer of choice. We aim for inclusive and consistent communication, policies and process, talent management and succession planning, supporting, enabling and empowering everyone, and recruitment and retention of diverse talent.

### Indicator

Include in the engagement calendar and execute at least 80% of the activities.

### What we've achieved



We have launched the ID Group and we have included it in the Winter engagement plan. We have executed all the activities of the plan, being one of the main initiatives an speaker event in November 2020 run by Neil Fachie, paralympic medalist who shared his holistic coaching process.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## United Kingdom

### Action

Promote more flexible new working styles in Repsol UK.

### Description

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

### Indicator

Record and track the flexy days implementation.

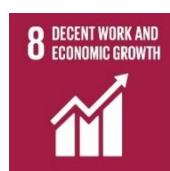
Communicate to employees and implement the flexible days benefits.

### What we've achieved



We have launched the flexy days implementation benefits, to improve the family balance and to promote more flexible new working styles in Repsol UK. All the days have been recorded by the Repsol BU Office Assistant.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## Venezuela

### Action

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

### Description

We will develop a Technical Day of Exploration and Production of Oil and Gas with the realization of workshops and lectures given by the technical references / Secondees. It will be directed to the petroleum careers of the universities of the area of influence.

### Indicator

Carry out a technical day

### What we've achieved



We carried out the II Repsol Technical Seminar in the State of Zulia, under online modality, from November 3 to 5. Students from the Universidad del Zulia, the Student Chapter of the International Society of Petroleum Engineers (SPE) and the Universidad Nacional Experimental Rafael María Baralt (UNERMB) participated in this activity. The program consisted of eight technical presentations, with which 99 students were trained, with a total participation of 349 attendees.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## Venezuela

### Action

Provide training activities to the school and teaching population in the educational centers in the area of influence of the Venezuela Business Unit.

### Description

We will carry out workshops/training talks on energy transition, to school and teaching population in some educational centers located in the area of influence of the Venezuela Business Unit.

### Indicator

Give two training sessions.

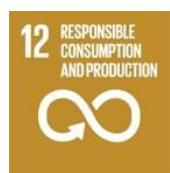
Train a total of 50 participants.

### What we've achieved



We conducted an online training workshop on October 19, through the YouTube platform, on forest fires in Latin America, with the participation of several educational institutions. From Maracaibo, 12 teachers from educational institutions belonging to the Red Circuital Maracaibo and 6 teachers from the Escuela Básica Tomás Alfaro Calatrava in Lechería participated. The total number of participants trained was 112 people.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## Venezuela

### Action

Strengthen the training of school teachers in the area of influence of Quiriquire Gas operations, in order to stimulate good educational practices.

### Description

We will carry out training actions aimed at teachers who teach in schools in the area of influence of the Quiriquire Gas operation, in order to improve the quality of training for children and adolescents.

### Indicator

Prepare the teaching material and certificate of participation.

Provide certification courses to at least 20 teachers on good educational practices.

### What we've achieved



We have given a workshop on neurolinguistic programming on March 4 and 11 to 33 teachers from María Belén San Juan and Zoila Villamizar High Schools, in the communities of the Punceres municipality in the state of Monagas. In addition, we have prepared the presentation for the workshop and we have delivered the certificates of participation to all the teachers.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## Venezuela

### Action

Implement a plan to improve the aspects identified in the 2019 Culture Survey.

### Description

We will launch a plan to improve the aspects identified in the Culture Survey 2019, aligned with the new trends and ways of working, which aim at the balance between professional and personal life.

### Indicator

Implement teleworking as a "Pilot Test" in 13% of the eligible workers of the UN Venezuela.

Implement new conciliation measures that complement the existing ones and allow workers to balance working time with personal/family time.

### What we've achieved



We have provided for the remote work of employees, due to the state of alarm and social quarantine decreed in the country, derived from the Covid 19 pandemic, in anticipation of the Telework Project. The stages of the project will be implemented when the staff returns to work in offices.

We have defined a model of flexible working hours, as a measure of conciliation and balance between work and family time. Its implementation will be subject to the reincorporation of the personnel to the offices.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## Venezuela

### Action

Strengthen the sense of belonging and corporate identity in Petroquiriquire.

### Description

We will promote initiatives to improve the sense of belonging in Petroquiriquire, giving a monthly recognition in safety and environment to the staff. In addition, we will promote the training of workers through talks.

### Indicator

Hold three talks in the year.

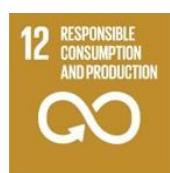
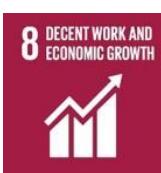
Publish the exemplary worker of the month.

### What we've achieved



The access to the joint venture's work centers has been restricted due to the biosecurity protocols resulting from the Covid 19 pandemic, making the normal development of training and incentive activities impossible.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## Venezuela

### Action

Promote the participation and inclusion of people with different abilities.

### Description

We will carry out an awareness and training workshop for the staff of the Business Unit (motivational talk), on the integration of people with different abilities.

### Indicator

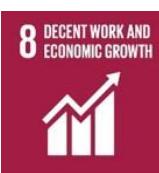
Give a talk to the collaborators of the UN Venezuela, "The family as a determining factor in the future of people with disabilities".

### What we've achieved



We have given, on December 18, the motivational talk on "Soft Skills", by the Foundation "Opening Horizon for Autism" and "Alas Azules" Foundation. This talk was attended by the personnel employed in the different locations of the company, through the Teams tool.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## Venezuela

### Action

Train security contractor personnel and State security agencies serving in our facilities.

### Description

We will promote universal human rights to all personnel hired by the security services of Repsol Venezuela and State security organizations.

### Indicator

Give four talks to State security personnel and agencies: Caracas, Lechería, Maracaibo and Maturín.

Retrain 80% of the security personnel hired.

### What we've achieved



We have trained 88.67% (Repsol Project: 55 out of 55 / Cardon IV: 39 out of 51) of contracted security personnel in Voluntary Principles on Security and Human Rights. We have modified the scope of the action, having to eliminate the talks to personnel and state security agencies, due to the complexity of the situation, as a result of the pandemic.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## Venezuela

### Action

Strengthen gender equality and the creation of a more inclusive and diverse environment in Repsol Venezuela.

### Description

We will carry out training actions on our digital platform regarding unconscious biases, aimed at leaders and the Business Unit's People and Organisation team, in order to raise awareness of the adoption of measures to identify and mitigate the impact of biases on both people and business.

### Indicator

Ensure 75% of the team leaders of the UN Venezuela take the course.

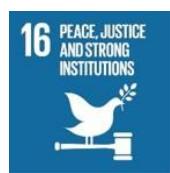
Ensure 70% of the management team of People and Organization of the UN Venezuela take the course.

### What we've achieved



We have achieved the self-training in unconscious biases of 100% of the team leaders of UN Venezuela and 100% of the People and Organization management team of UN Venezuela by means of an online course available on our digital platform.

### Contribution to the SDGs:



# 2020 Sustainability Plan



## Venezuela

### Action

Disseminate the 2030 United Nations Agenda among employees of Venezuela Business Unit.

### Description

We will inform our employees about the 2030 Agenda and its 17 Sustainable Development Goals through an online training course. We will highlight the role of the private sector and the challenges that Repsol faces in order to maximise its contribution.

### Indicator

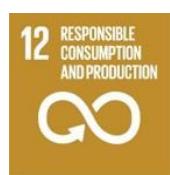
Achieve a course completion rate of 60% of UN Venezuela employees.

### What we've achieved



We have achieved the online self-training of 136 of the 145 employees, which represents 93.8% of UN Venezuela's collaborators, on Agenda 2030: Sustainable Development Goals of the United Nations.

### Contribution to the SDGs:



# Complejos Industriales *Industrial Complexes*



# Plan de Sostenibilidad 2020



## A Coruña

### Acción

Fomentar una comunicación fluida con el entorno vecinal.

### Descripción

Mantener y estrechar la vinculación con la comunidad vecinal a través de diferentes colaboraciones y comunicación fluida.

### Indicador

Realizar al menos 10 colaboraciones.

Mantener al menos 8 encuentros vecinales.

### Qué hemos conseguido



Hemos podido llevar a cabo solo la mitad de los encuentros presenciales previstos, debido a las restricciones del protocolo COVID-19, alcanzando uno por cada entidad vecinal inmediata a la refinería. No obstante, hemos continuado manteniendo una relación estrecha, mediante contactos telefónicos continuos. Así mismo, muchas de las colaboraciones que tradicionalmente se han venido realizando anualmente también quedaron canceladas por dicho motivo, aunque hemos podido ayudar con 4 colaboraciones.

### Contribución a los ODS:



# Plan de Sostenibilidad 2020



## A Coruña

### Acción

Colaborar con centros educativos en la formación de estudiantes.

### Descripción

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

### Indicador

Impartir clases a alumnos de FP.

Llegar a 19 alumnos de Ciclos Formativos becados con la Fundación Repsol.

### Qué hemos conseguido



Hemos participado en la formación de estudiantes de Química Industrial del IES A Sardiñeira, formando a alumnos Dual y Dual ordinario. Además hemos colaborado en la enseñanza de alumnos de primer curso ordinario.

Junto a Fundación Repsol hemos concedido 20 becas a destacados alumnos de FP de centros educativos de A Coruña y Arteixo. Este programa ayuda a acceder a estos estudios a cualquier estudiante, valorando no solo su expediente académico, sino otros aspectos como situación familiar y recursos.

### Contribución a los ODS:



# Plan de Sostenibilidad 2020



## A Coruña

### Acción

Apoyar a la diversidad como valor de compañía.

### Descripción

Se llevarán a cabo actuaciones en favor de la diversidad tanto a nivel interno como externo.

### Indicador

Realizar formación sobre diversidad a los empleados.

Promover la integración sociolaboral de personas con discapacidad o en riesgo de exclusión a través de al menos 2 iniciativas.

### Qué hemos conseguido



Un 88% de la plantilla ha realizado la formación de Sesgos inconscientes en la toma de decisiones, que hemos instaurado con el objetivo de concienciar a los empleados en la diversidad.

Hemos destinado parte de nuestro compromiso a la integración socio laboral de personas con discapacidad y como ejemplos más destacados son la colaboración con la Federación de Asociaciones de Personas Xordas de Galicia y el apoyo a la Fundación Paideia.

### Contribución a los ODS:



# Plan de Sostenibilidad 2020



## A Coruña

### Acción

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

### Descripción

Apoyaremos el desarrollo de proyectos de ámbito social con entidades y asociaciones sin ánimo de lucro. Desarrollaremos proyectos educativos en los centros de enseñanza de nuestro entorno.

Realizaremos convenios con la Administración y entidades locales para la participación en programas culturales. Estableceremos colaboraciones con asociaciones de vecinos y entidades del entorno de la refinería para apoyarles en el desarrollo de proyectos y actividades.

### Indicador

Realizar al menos 20 proyectos.

### Qué hemos conseguido



Hemos realizado 32 proyectos (21 en el ámbito social, 9 en el ámbito educativo y 2 en el ámbito cultural). De los proyectos sociales, 12 están destinados a colectivos con discapacidad y/o vulnerables. El resto centran sus objetivos en la mejora de calidad de vida en nuestro entorno, así como en el desarrollo cultural. A estos proyectos sumamos las donaciones de material de protección COVID-19 a entidades de nuestro entorno y cuya actividad es esencial para la sociedad y para colectivos afectados.

### Contribución a los ODS:



# Plan de Sostenibilidad 2020



## Cartagena

### Acción

Actualizar el Panel Público Asesor de Alumbres.

### Descripción

Incorporaremos a nuevos responsables de colectivos de Alumbres al Panel Público Asesor con el objetivo de consolidar relaciones de buena vecindad.

### Indicador

Incorporar al menos dos colectivos en el panel público asesor.

### Qué hemos conseguido



Con el objetivo de llegar a un mayor número de vecinos, hemos actualizado la composición del panel público asesor incorporando a seis nuevos colectivos de la población de Alumbres.

### Contribución a los ODS:



# Plan de Sostenibilidad 2020



## Cartagena

### Acción

Formar y sensibilizar a los empleados en medio ambiente.

### Descripción

Formaremos al personal técnico en los nuevos requerimientos en el seguimiento y control de los aspectos ambientales.

### Indicador

Impartir el 100% de las acciones formativas previstas.

### Qué hemos conseguido



Hemos impartido el 100% de las sesiones de nuestro programa 'Seguimiento y control de aspectos ambientales'. La formación, que se inició siendo presencial pasó a la modalidad online tras las medidas establecidas durante el estado de alarma provocado por el Covid 19. En 2020 hemos impartido más de 320 horas de formación a más de medio centenar de personas.

### Contribución a los ODS:



# Plan de Sostenibilidad 2020



## Cartagena

### Acción

Mejorar la gestión del talento a través del liderazgo visible.

### Descripción

Desarrollaremos un plan de visitas a planta durante todo el año de los líderes de la refinería para mejorar nuestra gestión del talento y guiar a los trabajadores hacia su máximo desarrollo.

### Indicador

Realizar al menos 30 visitas.

### Qué hemos conseguido



A lo largo de 2020, con el objetivo de mejorar la gestión del talento en la refinería, los miembros del equipo de dirección han realizado 71 visitas a planta.

### Contribución a los ODS:



# Plan de Sostenibilidad 2020



## Cartagena

### Acción

Difundir la Agenda 2030 de Naciones Unidas entre nuestros empleados.

### Descripción

Daremos a conocer a nuestros empleados la Agenda 2030 y sus 17 objetivos de desarrollo sostenible a través de un curso de formación. Incidiremos en el papel del sector privado y en los retos que tiene Repsol para maximizar su contribución.

### Indicador

Alcanzar una realización del curso del 100% de los empleados de que lideran el Plan de Sostenibilidad en sus áreas.

### Qué hemos conseguido



Repsol ha creado un curso de formación en 2020 relacionado con la Agenda 2030 y los Objetivos de Desarrollo Sostenible que ha sido completado por los responsables de las diferentes áreas de la refinería que lideran el planes de sostenibilidad.

### Contribución a los ODS:



# Plan de Sostenibilidad 2020



## Cartagena

### Acción

Fomentar la empleabilidad entre los jóvenes del entorno.

### Descripción

Promoveremos la realización de prácticas curriculares entre los alumnos de FP y universidades en formaciones STEM (ciencia, tecnología, ingeniería y matemáticas).

### Indicador

Ofrecer 15 plazas de FP Dual y 10 becas de verano.

### Qué hemos conseguido



En 2020 hemos dado la oportunidad a 15 jóvenes de completar su Formación Profesional Dual en la refinería adaptando la formación a la situación provocada con motivo de la COVID 19. Precisamente por esa razón, y por la necesaria presencialidad, las becas de verano no se han podido ofrecer.

### Contribución a los ODS:



# Plan de Sostenibilidad 2020



## Cartagena

### Acción

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

### Descripción

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

### Indicador

Colaborar en el desarrollo de diez eventos o proyectos en la ciudad. de Cartagena, Alumbres y La Unión.

### Qué hemos conseguido



Hemos mantenido nuestro compromiso con el entorno con el apoyo a más de una decena de proyectos que han permitido, especialmente, el desarrollo social en un año de extraordinaria dificultad para muchos colectivos con motivo de la crisis sanitaria provocada por la Covid19.

### Contribución a los ODS:



# Plan de Sostenibilidad 2020

Petronor



## Acción

Difundir la Agenda 2030 de Naciones Unidas entre nuestros empleados.

## Descripción

Daremos a conocer a nuestros empleados La Agenda 2030 y sus 17 objetivos de desarrollo sostenible a través de las newsletter internas. Incidiremos en el papel del sector privado y en los retos que tiene Repsol para maximizar su contribución.

## Indicador

Difundir en doce "Newsletter" el enunciado y definición de cada uno de los Objetivos de Desarrollo Sostenible 2030.

## Qué hemos conseguido



Durante el ejercicio 2020 hemos publicado, en 14 ocasiones, los aspectos relacionados con los ODS en los que impactamos principalmente, que son los números 6,7,8,9,12,13 y 17. Además de dar divulgación del resto.

## Contribución a los ODS:



# Plan de Sostenibilidad 2020

Petronor



## Acción

Formar y contratar a operadores/as de planta química.

## Descripción

Formaremos a cuarenta personas como Operadores-Operadoras de Planta Química. Si se supera la formación y en función de las necesidades de dimensionamiento de plantilla, se incorporarán a los puestos para los que han sido formados.

## Indicador

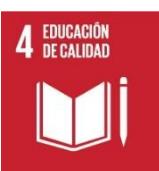
Contratar a treinta y cinco personas de este curso de Formación.

## Qué hemos conseguido



Hemos contratado a veinticuatro personas del primer curso de Operador de Planta Química. El segundo curso, condicionado por la situación COVID19, se pospuso hasta septiembre. Por esta razón, en el año 2021, completaremos la contratación planificada para 2020.

## Contribución a los ODS:



# Plan de Sostenibilidad 2020



## Petronor

### Acción

Realizar formación dual, tanto de grados como universitaria.

### Descripción

Impartiremos Formación Dual, en Formación Profesional y Universitaria, en las titulaciones autorizadas por la Consejería de Educación del Gobierno Vasco.

### Indicador

Posibilitar a seis personas la formación dual universitaria.

Posibilitar a seis personas la formación dual en formación profesional.

### Qué hemos conseguido



Hemos realizado formación dual con siete personas estudiantes de formación profesional y otras dos universitarias.

### Contribución a los ODS:



# Plan de Sostenibilidad 2020

Petronor



## Acción

Fomentar el empleo para personas en riesgo de exclusión social.

## Descripción

Impulsaremos empleo de economía social, Junto con la Fundación de la Siderurgia Integral (FSI), de forma directa o por iniciativas individuales de autoempleo.

## Indicador

Contratar a diez personas desempleadas en el proyecto Itsaslur.

## Qué hemos conseguido



No hemos podido finalizar la fase previa a la contratación de personas de este proyecto, aspecto motivado por la situación inducida por el Covid-19.

## Contribución a los ODS:



# Plan de Sostenibilidad 2020

Petronor



## Acción

Mejorar la empleabilidad de personas desempleadas.

## Descripción

Impartiremos formación, junto con otras instituciones públicas y privadas, para personas desempleadas en destrezas de Operador-operadora de Planta Química.

## Indicador

Impartir formación a 30 personas desempleadas.

## Qué hemos conseguido



No hemos podido realizar todo el programa de formación, sobre todo las prácticas presenciales en la refinería, por la situación sobrevenida por el Covid 19.

## Contribución a los ODS:



# Plan de Sostenibilidad 2020



## Puertollano

### Acción

Evaluar las buenas prácticas en Seguridad y protección del Medioambiente entre las empresas con las que trabajamos.

### Descripción

Evaluaremos el desempeño y el compromiso en Seguridad y protección del Medioambiente, de las empresas con las que mantenemos relaciones contractuales a través de compras y contratos.

### Indicador

Evaluar el desempeño en Seguridad y Medioambiente de las empresas que trabajan en el Complejo Industrial de Puertollano.

### Qué hemos conseguido



Hemos realizado más de 500 evaluaciones de desempeño en Seguridad y Medioambiente a empresas que han trabajado en el Complejo Industrial de Puertollano en 2020, garantizando los estándares de calidad requeridos por Repsol.

### Contribución a los ODS:



# Plan de Sostenibilidad 2020



## Puertollano

### Acción

Sensibilizar a líderes y responsables de equipo para fomentar la diversidad y la igualdad de los equipos, evitando barreras inconscientes.

### Descripción

Fomentar el desarrollo y la ejecución de formación específica que sensibilice a los líderes y responsables de los equipos y áreas del Complejo Industrial, sobre la igualdad efectiva, evitando gestos inconscientes y potenciando la diversidad.

### Indicador

Conseguir que el 80% de responsables de equipo realicen la formación en sesgos inconscientes como impulso a la diversidad.

### Qué hemos conseguido



Hemos conseguido una realización del 96% del colectivo objetivo de la formación en sesgos inconscientes para fomentar la diversidad y la igualdad de los equipos, evitando sesgos inconscientes.

### Contribución a los ODS:



# Plan de Sostenibilidad 2020



## Puertollano

### Acción

Promover el voluntariado corporativo entre los empleados.

### Descripción

Impulsaremos la realización de acciones de voluntariado y trataremos de que se realicen tanto fuera como dentro del Complejo Industrial de Puertollano.

### Indicador

Realizar, al menos, tres acciones de voluntariado, una de ellas a desarrollar dentro del Complejo Industrial.

### Qué hemos conseguido



Hemos realizado 3 acciones de voluntariado encaminadas a fomentar el conocimiento sobre eficiencia energética entre escolares así como la Semana de la Ciencia y la Energía, dirigida a la comunidad educativa para divulgar nuestra actividad. En el marco de la Semana Internacional del Voluntariado, desarrollada en el Complejo Industrial, hemos llevado a cabo actividades medioambientales así como acciones sociales, protagonizadas por los Voluntarios Repsol, empleados del propio complejo.

### Contribución a los ODS:



# Plan de Sostenibilidad 2020



## Puertollano

### Acción

Fomentar la comunicación activa y la transparencia con la sociedad de Puertollano; medios de comunicación, Panel Público Asesor y entidades de diversa índole.

### Descripción

Continuaremos fomentando la comunicación activa y la transparencia con la sociedad de Puertollano, buscando nuevas fórmulas de colaboración y consolidando nuestro papel como empresa socialmente responsable e implicada en la vida diaria de la ciudad. Potenciaremos la escucha activa con instituciones y entidades de diversa índole y mantendremos reuniones con el Panel Público Asesor.

### Indicador

Renovar la página web del Complejo Industrial.

Realizar encuentros con instituciones y entidades de diversa índole: más de diez encuentros para detectar iniciativas de colaboración.

Mantener tres reuniones del Panel Público Asesor.

### Qué hemos conseguido



En 2020 hemos buscado nuevas fórmulas de colaboración con el entorno: hemos realizado donaciones de diverso material a instituciones públicas y entidades sociales de Puertollano y hemos atendido situaciones de emergencia social a través de diferentes ONGs. Hemos renovado la pagina web [www.puertollano.repsol.com](http://www.puertollano.repsol.com), y hemos mantenido un contacto estrecho con el Panel Público Asesor, con el desarrollo de cuatro reuniones a lo largo del año (tres de ellas de manera telemática).

### Contribución a los ODS:



# Plan de Sostenibilidad 2020



## Sines

### Acción

Promover y Difundir los Objetivos de Desarrollo Sostenible (ODS) entre nuestros colaboradores.

### Descripción

Comunicaremos en la página web del Complejo Industrial de Sines los ODS, difundiremos los ODS a través de los canales internos y en el boletín semanal a todos los colaboradores. y promoveremos campañas de comunicación para impulsar que todos los empleados, principalmente los nuevos admitidos, hagan un curso de formación de ODS.

### Indicador

Realizar 1 acción de promoción de la formación y divulgar temas relativos a las ODS.

### Qué hemos conseguido



Hemos divulgado la Agenda 2030 y promovido internamente la realización de la formación específica para empleados. A nivel externo, hemos diseminado los ODS en el canal web del complejo.

### Contribución a los ODS:



# Plan de Sostenibilidad 2020



## Sines

### Acción

Promover, participar y contribuir económicamente con iniciativas sociales, culturales y deportivas de nuestro entorno.

### Descripción

Apoyaremos económica y logísticamente las actividades culturales, educativas, sociales, de salud y deportivas que promuevan asociaciones y/o entidades sin ánimo de lucro ubicadas en las adyacencias de nuestro Complejo industrial, a través de:

- La firma de protocolos de colaboración con los dos municipios locales.
- El impulso de la participación de nuestros colaboradores en las actividades sociales, iniciativas de voluntariado, culturales y deportivas de nuestro entorno.

### Indicador

Firmar un protocolo de colaboración con los 2 municipios de nuestro entorno (Sines y Santiago do Cacém) y realizar al menos 2 campañas de participación.

### Qué hemos conseguido



Debido a la pandemia, los Protocolos de Colaboración previstos con las distintas entidades propuestas fueron suspensos acorde a lo inicialmente planificado. Sin embargo, hemos colaborado con todas las Asociaciones de Bomberos locales (3) a través de donaciones monetarias y apoyo logístico a numerosas entidades privadas y gubernamentales a través de donaciones de diferentes materiales sanitarios, como mascarillas, gel de alcohol, guantes, batas así como computadoras a la comunidad educativa.

### Contribución a los ODS:



# Plan de Sostenibilidad 2020



## Sines

### Acción

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

### Descripción

Desarrollaremos y promoveremos acciones encaminadas a mejorar los puntos débiles de la cultura, así como de mantener los aspectos bien valorados.

### Indicador

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

### Qué hemos conseguido



En el ámbito de "Nuevas Formas de Trabajo" hemos implementado el trabajo remoto debido a la Pandemia con la adquisición de ordenadores para todos los colaboradores en posiciones tele trabajables y hemos elaboramos tutoriales de utilización de herramientas digitales de comunicación. En el ámbito de "Diversidad" hemos promovido internamente la formación de Sesgos Inconscientes de todos los colaboradores, principalmente de los líderes.

### Contribución a los ODS:



# Plan de Sostenibilidad 2020



## Sines

### Acción

Continuar con el Plan de relevo generacional de la plantilla del Complejo Industrial de Sines.

### Descripción

Aseguraremos el relevo generacional derivado de las salidas de personal realizando contratación del personal que se requiera.

### Indicador

Contratar al menos el 85% de la plantilla necesaria y aprobada.

### Qué hemos conseguido



Hemos contratado el 100% del personal de turno requerido acorde al Plan de relevo generacional, así como el personal interino requerido para suplir las bajas temporales.

### Contribución a los ODS:



# Plan de Sostenibilidad 2020



## Tarragona

### Acción

Implementar nuevas formas de aprendizaje.

### Descripción

Realizaremos formación de Factores Humanos donde se fomente la cultura de la seguridad, así como los comportamientos seguros que minimicen el error humano, identificación y percepción del riesgo, la comunicación efectiva y el trabajo en equipo, entre otros.

### Indicador

Formar a un 20% de los Empleados.

Alcanzar un 80% de Respuestas favorables en la encuesta de satisfacción del curso.

### Qué hemos conseguido



En Repsol Petroleo hemos alcanzado un 25% del colectivo objetivo y en Repsol Química hemos alcanzado un 51% del colectivo objetivo obteniendo un 100% de respuestas favorables.

### Contribución a los ODS:



4 EDUCACIÓN DE CALIDAD

8 TRABAJO DECENTE Y CRECIMIENTO ECONÓMICO

# Plan de Sostenibilidad 2020

## Tarragona



### Acción

Garantizar los recursos humanos necesarios para el funcionamiento de las operaciones.

### Descripción

Garantizaremos la bolsa de trabajo en función de las necesidades operacionales a través de los cursos de Operadores de planta Química con la colaboración de las instituciones académicas del entorno Instituto Comte de Rius.

### Indicador

Garantizar para el curso Ocupacional el contrato al 60% de las estudiantes que aprueben el curso.

### Qué hemos conseguido



Hemos alcanzado el objetivo con una contratación temporal por 6 meses del 60% de los alumnos que superaron el curso el curso del Ciclo Formativo de Grado Superior de Química Industrial Ocupacional.

### Contribución a los ODS:



# Plan de Sostenibilidad 2020



## Tarragona

### Acción

Fomentar actividades medio ambientales a los efectos de incentivar la colaboración y cuidado hacia el entorno.

### Descripción

Con nuestro grupo de voluntariado pondremos en marcha actividades sociales y medioambientales.

### Indicador

Realizar 2 actividades medio ambientales con el grupo de voluntariados.

### Qué hemos conseguido



Hemos realizado las dos actividades planificadas para el año 2020: la Jornada Medio Ambiental de 2020 con la Asociación Medioambiental La Sínia, cuyo objetivo fue limpiar residuos de los márgenes del pantano en la Presa del Catllar y plantar especies arbustivas autóctonas.

En la segunda actividad hemos colaborado con la asociación Aurora plantando árboles autóctonos en la ribera del Río Francolí.

### Contribución a los ODS:



# Plan de Sostenibilidad 2020



## Tarragona

### Acción

Retener el Talento y favorecer el Desarrollo.

### Descripción

Garantizaremos que los empleados de convenio y excluidos de convenios, sean evaluados por su desempeño y aseguraremos que la contribución individual de los empleados esté alineada con los objetivos de unidad y de compañía potenciando la meritocracia y el desarrollo profesional.

### Indicador

Alcanzar el 100% de evaluaciones desempeño en nuestra herramienta de evaluación.

Convenio: 85% de objetivos que cumplen con el criterio 4 Objetivo y Excluidos: 85% de Objetivos que cumplen con el criterio 5 objetivo y uno de los objetivos deberá estar orientado a desarrollo.

### Qué hemos conseguido



Hemos alcanzado el 100% de las evaluaciones de desempeño en la herramienta Workday para ambos colectivos, excluido y de convenio cumpliendo con los criterios de compañía.

### Contribución a los ODS:



# Plan de Sostenibilidad 2020



## Tarragona

### Acción

Fomentar la igualdad, la diversidad con la integración de personas con capacidades diferentes y la conciliación de vida profesional.

### Descripción

Mantendremos el número de personas con capacidades diferentes y fomentaremos el teletrabajo y flexibilidad.

### Indicador

Mantener los indicadores del 2% con capacidades diferentes.

Mantener el número de personas con flexibilidad y Teletrabajo con respecto al año 2019.

Superar el 80% de respuestas favorables en el índice de satisfacción.

### Qué hemos conseguido



Anivel de complejo hemos alcanzado un 2,2% de personas con capacidades diferentes. Hemos incrementado en un 21,05 % las personas nuevas en el programa de teletrabajo respecto a 2019. Hemos anulado la realización de la encuesta de satisfacción de la jornada.

### Contribución a los ODS:



## 6 Más Información

### More Information



Si quieras 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).*



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