



PEOPLE

2021 Sustainability Plans



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Legal Notice

This document includes a set of actions which, in whole or in part, go beyond what is required by law and are aimed to contribute to sustainable development. Participating companies of Repsol Group have the firm intention to undertake and fulfill them. However, they reserve the right to modify, postpone or cancel their implementation without incurring liability, but undertake to publicly justify these possible cases.

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1 Our visión of sustainability

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

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

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

The **Sustainability Plans** are put together on the basis of the **six axes** of Repsol's Sustainability Model.



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



Ethics and transparency



Safe and secure operation



Environment



Climate change



Innovation and technology



Social

2 People

AT REPSOL, WE CONTRIBUTE TO SUSTAINABLE DEVELOPMENT

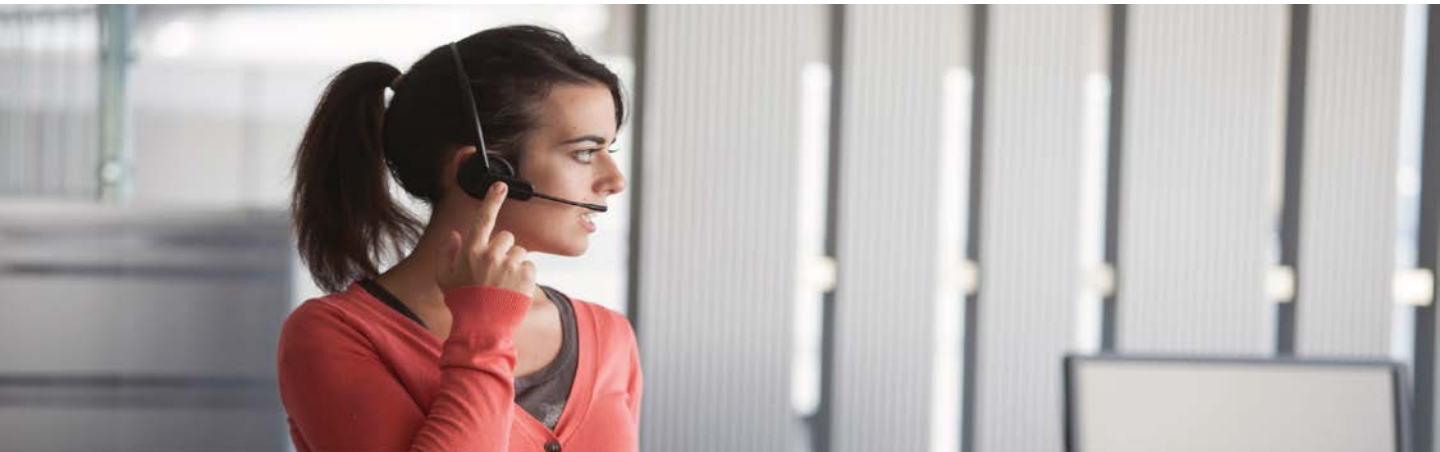
Our employees, communities, commercial relations, and customers are a primary axis in our sustainability model.

We know that the **people that make up Repsol** are our main competitive advantage and the key to being a sustainable company. We are committed to equal opportunities, the integration of people with disabilities, multi-culturalism, work-life balance, health and wellness, training and development, and attracting and retaining talent.

Business operations are carried out in an increasingly demanding and informed social environment, and companies strive to **establish sound relationships** based on the principles of respect, cultural sensitivity, integrity, accountability, transparency, good faith, and non-discrimination with the people they interact with, particularly local communities. At Repsol, we are committed to continue respecting human rights, and this means preventing our activities from having negative consequences for local people and, if such a thing does occur, doing everything possible to repair the damage done.

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):



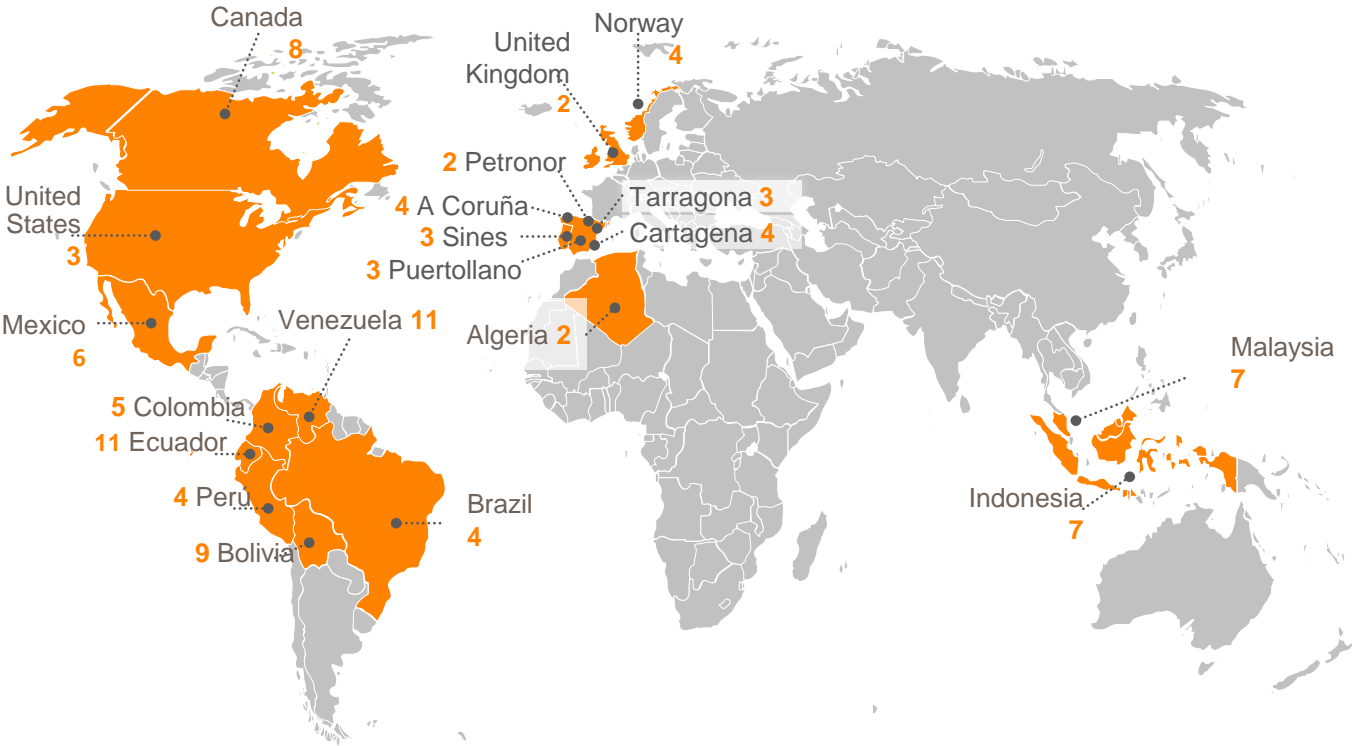
3 Balance

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:



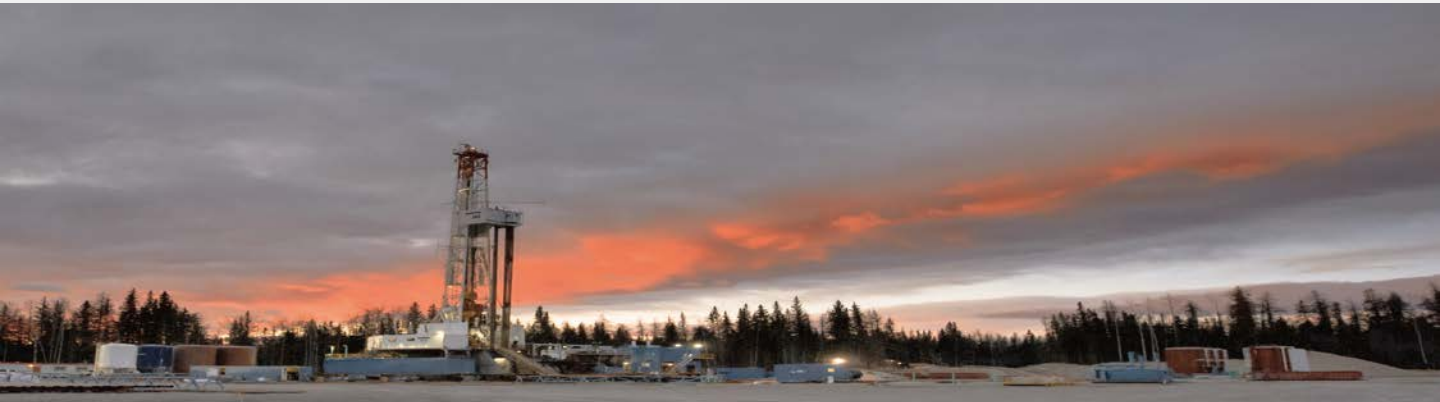
Further down, we provide the actions from the **People axis**.

Number of actions in People



4 List of actions

COUNTRY	ACTION
Algeria	<ul style="list-style-type: none">• Reinforce our commitment with local employees and develop new talent.• Manage the social impact of our activities.
Bolivia	<ul style="list-style-type: none">• Manage the health of employees and personnel of contracting companies during the COVID-19 pandemic.• Accompany employees in the care of their state of health and well-being, additionally promoting digital disconnection.• Evolve towards a flexible work scheme within the Bolivia Business Unit, promoting teleworking, family conciliation through vacations (Vacation Program 2021), granting a day off for birthdays and the use of digital tools to facilitate communication and performance within the company.• Disseminate the United Nations 2030 Agenda and promote the achievement of the Sustainable Development Goals (SDG) among our Contractors.• Support the expressions of art and culture in the Manzana 1 cultural space, as a boost to culture and social integration.• Prepare a digital training plan for leaders of indigenous communities, to familiarize them with digital culture and promote their skills.• Communicate actions aligned with the United Nations 2030 Agenda and the Global Compact, carried out by the UNBO (Bolivian Business Unit) to the State.• Review bidding documents for the inclusion of sustainability criteria.• Train and raise awareness on human rights, safety and the environment among employees of the Bolivia Business Unit.



4 List of actions

COUNTRY	ACTION
Brazil	<ul style="list-style-type: none">• Promoting a more diverse and inclusive work environment.• Continue to ensure the implementation of health protocols to prevent the spread of COVID-19 among employees and the community.• Encouraging flexible work and work-life balance.• Promote positive social impact through voluntary actions.
Canada	<ul style="list-style-type: none">• Respect Human Rights through the support of Voluntary Principles on Security and Human Rights throughout our operations.• Manage the social impacts and grievances of our operations through our Good Neighbour Program.• Strengthen and maintain positive relationships with our Indigenous communities and local external stakeholders.• Strengthen our social performance by supporting local communities near our operations through our Social Investment strategy.• Promote a culture that respects diversity and inclusion in the workplace.• Promote work-life balance in the workplace by expanding teleworking program.• Strengthen the employee experience through the development of our employee engagement program.• Support the wellbeing our employees through the development of an annual employee wellness program.
Colombia	<ul style="list-style-type: none">• Collaborate with extractive companies to improve human rights management.• Disseminate the 2030 Agenda to our stakeholders in Repsol Colombia.• Implement awareness-raising and/or training actions on the Voluntary Principles on Security and Human Rights for employees, contractors and State security agencies.• Promote the flexible presence scheme as an environment for new ways of working in Colombia.• Promote gender equity in Repsol Colombia, adopting the use of diversity criteria in all stages of professional development.

4 List of actions

COUNTRY

ACTION

Ecuador

- Execute 16 social projects through Fundación Repsol Ecuador.
- Maintain continuous training for the Business Unit's personnel, through the production of videos on human rights and civil responsibility.
- Address issues related to the changes faced by the Ecuador Business Unit.
- Recognition to non-monetary recognition to Repsol Ecuador's personnel.
- Promote gender equity both in Quito offices and in Blocks 16 and 67.
- Improve the organizational climate within Repsol Ecuador.
- Manage psychosocial risk activities and develop workshops for staff.
- Manage actions to mitigate the effects of the COVID-19 pandemic.
- Train security company personnel on voluntary principles, human rights and security.
- Negotiate, reach consensus and execute the Annual Operational Plan and its programs in the areas of education, health, organizational support and others, with the Waorani Nationality.
- Establish the Voluntary Principles, Security and Human Rights Committee.

Indonesia

- Conduct health and safety awareness sessions for Indonesia Repsol employees and families.
- Support Voluntary Principles on Security and Human Rights throughout our operations.
- Promote a work-life balance among our employees by rolling out the Teleworking Program.
- Foster employee engagement by conducting Initiatives or activities that will nurture positive employee experiences.
- Continue to work on employee's awareness on the importance of equality and inclusivity in work environment.
- Conduct a social baseline study for the new block (South Sakakemang).
- Provide donations and awareness campaign to community around operations area regarding the COVID-19 countermeasures.

4 List of actions

COUNTRY	ACTION
Malaysia	<ul style="list-style-type: none">• Promote a mentoring program with Repsol's scholars.• Develop a learning and development framework.• Promote Repsol Aspiring Women's (RAW) Network.• Promote the United Nations 2030 Agenda among our employees.• Promote educational excellence amongst children from disadvantaged groups.• Train security personnel on Voluntary Principles on Security and Human Rights.• Empower communities through capacity building programs enabling them to generate sustainable income.
Mexico	<ul style="list-style-type: none">• Collaborate with educational institutions on energy transition and climate change.• Carry out training campaigns on human rights so that it is an essential element in the contracting and purchase of products in Repsol.• Share information on the 2030 Agenda among those organizations that collaborate with Repsol.• Carry out a secure integration process at Repsol's offices in Mexico.• Generate as many jobs as possible in Mexico by hiring local companies for our exploration and production projects in the country.• Promoting local talent.
Norway	<ul style="list-style-type: none">• Ensure offshore staffs' wellbeing while staying in pre-offshore covid-19 quarantine.• Commit to society through volunteer work.• Foster engagement and motivation among employees through supporting our local community.• Support the development of our young professionals.

4 List of actions

COUNTRY	ACTION
Peru	<ul style="list-style-type: none">• Ensure the health and safety of all company employees, with the aim of preventing, detecting and containing the spread of COVID-19.• Promote the recovery and social protection of the indigenous peoples in the area of Megantoni through multi-actor alliances to promote territorial development.• Provide entrepreneurs with a better exposure and accessibility alternative for the sale of grocery products in convenience stores.• Promote the training of contractor security and public safety personnel in the Voluntary Principles on Security and Human Rights.
United Kingdom	<ul style="list-style-type: none">• Promote occupational health and hygiene.• Support the local community's most vulnerable, developing partnerships with NGOs.
United States	<ul style="list-style-type: none">• To be an inclusive organization with a management of diverse talent focused on the employee and which guarantees equal opportunities.• Make a commitment to people's well-being.• Continue working for the employability and future of young talent.
Venezuela	<ul style="list-style-type: none">• Promote a flexible scheme generating new ways of working, as well as an organizational culture where adaptability, trust and responsibility prevail, favoring family reconciliation.• Promoting health-safe behaviors in the face of the COVID-19 pandemic.• Implement new work modalities, after verifying the health and safety conditions for teleworking.• Make a diagnosis of the general state of mental health of employees in Venezuela.• Promote the integral wellbeing of the collaborator in times of pandemic.• Develop initiatives that favor the inclusion of the LGBTI community.• Develop initiatives to highlight the right to equality and non-discrimination.• Train security contractor personnel who provide services at our facilities in human rights.• Promote the integration and participation of Corporate Volunteers.• Train our employees in human rights.• Promote training and development opportunities for the community of students from the main universities in the area of influence.

4 List of actions

INDUSTRIAL COMPLEXES	ACTION
A Coruña	<ul style="list-style-type: none">• Disseminate the United Nations 2030 Agenda among our employees.• To carry out actions in the educational environment that favour quality training, proximity to the company and the employability of new professionals.• To carry out social, educational, cultural and sporting projects with the environment.• Conduct a global culture survey among employees.
Cartagena	<ul style="list-style-type: none">• Introduce new content in the visitors' centre.• Support associations, entities and other groups in projects developed in the area.• Participate in initiatives that enable the development of the talent of the new generations.• Create training and employment opportunities for young people.
Petronor	<ul style="list-style-type: none">• Guarantee inclusive and equitable quality job training, in addition to promoting lifelong learning opportunities for all people.• Deploy knowledge of the 2030 SDGs in Petronor's organizational structure.
Puertollano	<ul style="list-style-type: none">• Promote actions with the society of Puertollano focused on children and youth and the improvement of our environment.• Collaborate with institutions and the educational community in the education and training of young people.• Promote corporate volunteering among employees.
Sines	<ul style="list-style-type: none">• Promote, participate and contribute to the development of social, cultural and sports initiatives in our environment.• Promote volunteering among our employees.• Promote and disseminate the Sustainable Development Goals (SDG) among our collaborators.

4 List of actions

INDUSTRIAL COMPLEXES	ACTION
Tarragona	<ul style="list-style-type: none">• Define and advance in the execution of development plans for the industrial environment in accordance with the Municipal Planning Plan (POUM) of each municipality.• Implement new forms of learning.• Promote equality, diversity, the integration of people with different abilities and work-life balance.

5 Annexes



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

Countries





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.

Indicator

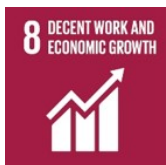
Update and communicate to employees the Human Resources handbook.

What we've achieved



We have reviewed and updated the Human Resources Handbook to align it with Repsol's policies. The main topics covered in the document are related to professional development, hiring and types of contracts, vacations and licenses and benefits. The communication of this document will take place during 2022.

Contribution to the SDGs:





Action

Manage the social impact of our activities.

Description

We will include a social part in health, safety and environment management in Groupement Reggane-Nord (GRN) contracts procedure and specially in contracts with high social impact (catering, cleaning, security and drivers, etc.).

Indicator

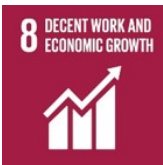
Elaborate a Social Performance checklist bid evaluation procedure of catering, cleaning, security and drivers, etc. contracts.

What we've achieved



All the Groupement Reggane Nord (GRN) Contracts include the Code of Conduct as a contractual annex to be approved by the supplier. GRN Code of Conduct policy outlines main expectations and commitments to maintain high ethical behavioural standards during all company related activities including personnel behaviours toward their colleagues, supervisors, third parties and overall organization. This policy applies to all personnel regardless of employment agreement or position in the organization.

Contribution to the SDGs:





Action

Manage the health of employees and personnel of contracting companies during the COVID-19 pandemic.

Description

We will communicate prevention measures and updates to biosafety protocols in a timely manner and ensure compliance.

We will vaccinate employees and direct family members.

Indicator

Communicate 100% of protocols and adoption of preventive measures.

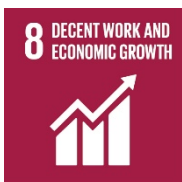
Have 100% of the doses of the Covid-19 vaccine available for all staff and direct family members.

What we've achieved



We have promoted the vaccination of 100% of employees and we communicate prevention measures in a timely manner. We have also elaborated and updated according to the needs, the applicable biosafety protocols for field and city operations.

Contribution to the SDGs:





Action

Accompany employees in the care of their state of health and well-being, additionally promoting digital disconnection.

Description

We will carry out medical examinations.

We will carry out psychological and emotional health wellness programs.

We will carry out integration activities that involve the family.

Indicator

Cover 95% of medical exams during 2021.

Comply with 90% of the planned psychological and emotional health programs.

Carry out 90% of the planned integration activities.

What we've achieved



We have accompanied employees in caring for their physical and psychological health, through medical examinations and activities with the psychologist. We have also carried out the planned integration activities, 4 Town Halls, five cooking workshops, Father's Day celebrations, Mother's Day celebrations and other activities that contribute to health care and the improvement of the well-being of our employees.

Contribution to the SDGs:





Action

Evolve towards a flexible work scheme within the Bolivia Business Unit, promoting teleworking, family conciliation through vacations (Vacation Program 2021), granting a day off for birthdays and the use of digital tools to facilitate communication and performance within the company.

Description

We will prepare a schedule for each area and support in its compliance.

We will report on the progress made and suggest improvement actions in case of deviations.

We will implement the employee's birthday as a holiday if approved.

We will implement the teleworking modality based on the predefined guidelines.

We will promote the culture of using digital tools through the Change Agents of the Bolivia business unit.

Indicator

Have an activity schedule (holidays) in 100% of managements.

Comply with 90% of the vacation schedule.

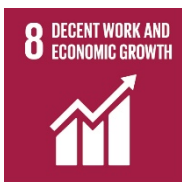
Implement a holiday for employees' birthdays after they return to the offices.

What we've achieved



We have implemented a flexible work scheme under the Telecommuting modality, 95% of the central office staff is under this modality and will telecommute an average of 48% of the time, with an average % of total occupancy of 64% of the facilities . Likewise, we have complied with the vacation program by 91%, with the staff having enjoyed a total of 4,767 days, in line with the objectives of the program.

Contribution to the SDGs:





Action

Disseminate the United Nations 2030 Agenda and promote the achievement of the Sustainable Development Goals (SDG) among our Contractors.

Description

We will identify five strategic suppliers to train them in the SDG sustainable development objectives. This action will contribute to maximizing the contributions to the sustainable development of our suppliers.

Indicator

We will carry out 2 training actions.

What we've achieved



We have raised awareness about the 2030 agenda to five suppliers that provide services in the field, and we will continue with the SDG course for the management personnel of the contracting companies.

Contribution to the SDGs:





Action

Support the expressions of art and culture in the Manzana 1 cultural space, as a boost to culture and social integration.

Description

We will support the development of two cultural activities in the Manzana 1 art and culture space, which is a free and open, non-profit gallery located in the historic center of Santa Cruz de la Sierra.

Indicator

We will carry out 2 cultural activities.

What we've achieved



During 2021, despite the restrictions imposed by the pandemic, we have carried out six (6) cultural activities, which have consisted of exhibitions by national artists, with an attendance of 9,000 people per month during the 12 months of the year, thus reinforcing culture and social integrity.

Contribution to the SDGs:





Bolivia

Action

Prepare a digital training plan for leaders of indigenous communities, to familiarize them with digital culture and promote their skills.

Description

We will prepare a digital training plan for five leaders of indigenous communities, for access to knowledge through the use of information technologies that facilitate educational processes and with the technological resources available.

Indicator

Plan prepared and presented for approval of interested parties.

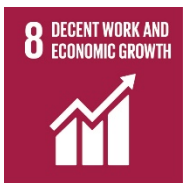
Develop 2 training activities.

What we've achieved



We have developed a digital training plan, suitable for the indigenous community leaders of the Itika Guasu Community Land of Origin, in order for them to learn about the digital tools that keep people connected in different geographical settings and strengthen digital culture, knowing their risks and opportunities.

Contribution to the SDGs:





Action

Communicate actions aligned with the United Nations 2030 Agenda and the Global Compact, carried out by the UNBO (Bolivian Business Unit) to the State.

Description

We will inform YPFB and the Ministry of Hydrocarbons about the actions carried out by Repsol Bolivia as a contribution to the SDGs and the Global Compact.

Indicator

Hold two dissemination meetings.

What we've achieved



We have disseminated the Bolivia Business Unit's contribution to the Global Compact and the Sustainable Development Goals through the delivery of annual progress reports and the annual report to our stakeholders, including YPFB and State agencies, ministries, governors' offices, municipalities and local authorities.

Contribution to the SDGs:





Bolivia

Action

Review bidding documents for the inclusion of sustainability criteria.

Description

We will review the clauses established in the contract specifications to establish commitments to include local labor and services for the benefit of the communities neighboring our operations.

Indicator

Revised specifications and modification proposal.

What we've achieved



We have updated the bidding documents, incorporating an annex on Community Relations, which establishes as a requirement the inclusion of local labor and services, in addition to the criteria to be applied for the benefit of the communities neighboring our operations, thus complying with sustainability criteria.

Contribution to the SDGs:





Action

Train and raise awareness on human rights, safety and the environment among employees of the Bolivia Business Unit.

Description

We will promote training in human rights, safety and the environment for all employees, with an emphasis on those who manage purchasing and contract processes.

Indicator

60% of employees completed the training.

100% of those involved in purchasing processes trained in human rights.

What we've achieved



The update of the Human Rights training for Purchasing and Contracts personnel has been postponed to be carried out during the year 2022 due to organizational issues.

Contribution to the SDGs:





Brazil

Action

Promoting a more diverse and inclusive work environment.

Description

We will continue to create awareness and training actions on unconscious bias and other diversity and inclusion issues. We will seek alternatives that generate more egalitarian conditions in parental life between men and women.

Indicator

Maintain the criterion of 50% women in new hires, if applicable. Approval of the extension of Paternity Leave.

Extend the online course on unconscious bias with participation of 95% of employees until 2022, with at least 60% participation until December 2021.

Continue with the Diverse Experiences program focused on the dimensions of diversity and inclusion.

What we've achieved



We have hired 7 female professionals who represent 64% of new hires. We have reached 80% participation of employees in the "Unconscious Bias" course, until December 2021. In addition, we have continued the "Diverse Experiences" program and created the Repsol Sinopec Brazil Diversity Committee. Through the Collective Agreement with the employees, we have managed to extend the Paternity Leave from 20 to 120 days.

Contribution to the SDGs:





Brazil

Action

Continue to ensure the implementation of health protocols to prevent the spread of COVID-19 among employees and the community.

Description

We will follow the evolution of the pandemic, making decisions for the protection of health and continuity of work, through the crisis committee led by the CEO. We will comply with social isolation determinations according to risk analysis, offering support for remote work and medical services for exclusive follow-up of COVID-19 cases, psychological support, telemedicine, in addition to actions focused on the physical and emotional health of employees.

Indicator

Assess the pandemic situation through the crisis committee and update health and safety protocols.

Provide medical assistance including telemedicine services for COVID-19, psychology, and medical emergencies.

Deploy content and promote actions on physical and mental health.

What we've achieved



We have monitored the evolution of the pandemic with the Crisis Committee support in 48 meetings a year. We have carried out 4 collective actions related to the Health Program, including assistance in psychological, financial, legal issues and general information about COVID-19. We achieved 98% vaccination among employees. We have promoted lives and disseminated content by email to collaborators on physical and mental health, covering topics such as child health and meditation techniques

Contribution to the SDGs:





Brazil

Action

Encouraging flexible work and work-life balance.

Description

We will expand benefits that contribute to improved adaptation to remote and/or hybrid work. We will publish our new home office policy to provide broader adoption of this modality for employees in a post-pandemic scenario.

Indicator

Publication of the new home office policy.

Creation and publication of content to raise awareness of the benefits approved in the collective labor agreement.

What we've achieved



We have updated and published our remote work policy and implemented a pilot project for the gradual return to office activities in a hybrid model (face-to-face and remote). Additionally, we have held 4 meetings as part of the collective agreement process, the results of which were disclosed by email to all employees.

Contribution to the SDGs:





Brazil

Action

Promote positive social impact through voluntary actions.

Description

We will continue our volunteer program in partnership with Junior Achievement RJ and Fundación Repsol involving employees in activities focused on education, social assistance and the environment.

Indicator

Participation of at least 30% of employees in 4 volunteer activities.

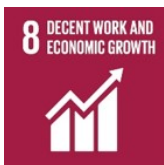
Benefit at least 500 people.

What we've achieved



We have carried out 5 activities focused on education, entrepreneurship and the environment in association with the NGOs Junior Achievement, Ecoflora, Argilando and Fundación Repsol, involving the participation of 51 collaborators (48%), benefiting at least 886 people with projects that provide social innovations (water and garbage management, community gardens, soap production from used cooking oil) and actions to mitigate the effects of climate change

Contribution to the SDGs:





Action

Respect Human Rights through the support of 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

Implement annual training to all field and office security staff by September 30, 2021.

Monitor Voluntary Principles on Security and Human Rights Canada inbox, replying to one hundred percent (100%) of inquiries within five (5) business days.

Promote the new online training course through our employee Internal Communications for Canada.

What we've achieved

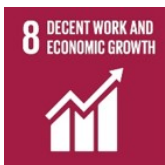


We have successfully completed training with five field security staff and one office security staff by August 24.

We have conducted active monitoring on our Voluntary Principles on Security and Human Rights inbox. In 2021, we received zero inquiries or complaints through this inbox.

In 2021, Repsol released our Human Rights global training program which was promoted throughout our Canadian Business Unit.

Contribution to the SDGs:





Action

Manage the social impacts and grievances of our operations 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 95% of the grievances relating to our social impacts within two business days.

What we've achieved



We have successfully managed stakeholder grievances resulting from our operations by placing a high emphasis on our response times. 100% of all grievances received in 2021 were addressed within a maximum of two business days.

Contribution to the SDGs:





Canada

Action

Strengthen and maintain positive relationships with our Indigenous communities and local external stakeholders.

Description

We will demonstrate our commitment to ongoing meaningful engagement with our Indigenous communities and local external local stakeholders through our Stakeholder Engagement Plan. We will continue to maintain strong relationships of trust and mutual respect with local communities close to our operations, based on principles of respect, cultural sensitivity, integrity, accountability, transparency, good-faith, and non-discrimination.

Indicator

Engage Indigenous communities on a quarterly basis to provide activity updates, identify and support social investment projects that benefit the communities.

Conduct stakeholder engagement activities with local stakeholders, providing updates on Canada's 2021 E&P Strategy, complete by June 30, 2021.

What we've achieved



We have conducted proactive and transparent engagement with our Indigenous communities to provide updates on our Canadian Business on a quarterly basis. We identified and executed social investment projects focused on cultural preservation, education, and economic development opportunities and delivered our Indigenous Scholarship program, issuing 15 scholarships. We conducted ongoing engagement with our local stakeholders throughout 2021, completing stakeholder engagement by December 1, 2021.

Contribution to the SDGs:





Action

Strengthen our social performance by supporting local communities near our operations through our Social Investment strategy.

Description

We will demonstrate our commitment to 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, focusing on supporting social investment projects that meet the priority Sustainable Development Goals for the Company.

Indicator

95% of our social investment initiatives will achieve a 95% alignment of the investment with the United Nation's 2030 Agenda for Sustainable Development Goals.

What we've achieved



We have contributed to our social performance and sustainability efforts by executing all social investment opportunities in our local operating areas which were 100% aligned with the United Nations 2030 Agenda for Sustainable Development Goals (SDG's). The main SDG's we contributed to are 2: Zero Hunger, 4: Quality Education, 8: Decent Work and Economic Growth, 10: Reduced Inequalities, 11: Sustainable Cities and Communities and 15: Life on Land.

Contribution to the SDGs:





Action

Promote a culture that respects diversity and inclusion in the workplace.

Description

We will develop the framework of our diversity and inclusion program that will create initiatives and resources to support, enhance and raise awareness of employee diversity and inclusion.

Indicator

Implement diversity and inclusion committee, incorporating all Repsol Canada locations and staff.

Develop annual diversity and inclusion plan that includes new initiatives and activities for 2021.

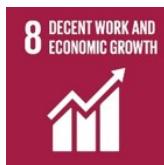
What we've achieved



We have successfully implemented a Diversity and Inclusion Committee by March 31. We have developed an annual Diversity and Inclusion plan by June 30. Each month the Diversity and Inclusion Committee recognized internal diversity days that were communicated with employees.

Five initiatives and events were planned and implemented in 2021. The committee also ensured that all engagement and wellness activities were inclusive for everyone.

Contribution to the SDGs:





Action

Promote work-life balance in the workplace by expanding teleworking program.

Description

We will continue to encourage an employee culture that promotes work-life balance by providing flexible work arrangements, increasing the number of employee teleworkers; demonstrating our commitment to employee health and wellbeing.

Indicator

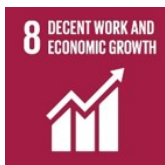
Achieve a 60% participation rate in teleworking program amongst eligible roles, by December 31, 2021.

What we've achieved



Through ongoing promotion of our teleworking program, we have achieved an 86 % participation rate in program amongst eligible roles by December 31, 2021, far exceeding the established target.

Contribution to the SDGs:





Action

Strengthen the employee experience through the development of our employee engagement program.

Description

We will raise awareness and promote employee centric culture that improves their experience and supports their development. We will develop and implement our employee engagement program offering new initiatives and activities to enhance employee connectivity with the organization and peers, along with a focus on employee development.

Indicator

Host employee development sessions with all Canada staff by March 31, 2021.

Implement employee engagement committee, incorporating all Repsol Canada locations and staff.

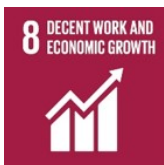
Develop annual employee engagement plan that includes new employee engagement initiatives and activities for 2021.

What we've achieved



We have hosted three employee development sessions with all staff by March 31. Also, we have successfully developed and implemented an Employee Engagement Committee consisting of 12 employees from our Canadian Business Unit. Finally, we developed an Employee Engagement Plan and implemented 10 employee engagement initiatives for 2021. Due to Covid-19 public health measures, some of the in-person initiatives were impacted.

Contribution to the SDGs:





Action

Support the wellbeing our employees through the development of an annual employee wellness program.

Description

Promote comprehensive health, physical and emotional wellbeing through initiatives with indicators that allow us to measure their effectiveness as well as the perception of employees.

Indicator

Implement wellness committee, incorporating all Repsol Canada locations and staff.

Develop annual wellness plan that includes wellness initiatives and resources for 2021.

Implement one new technology from our wellness plan to promote new ways of working.

What we've achieved



In 2021, we have implemented a Wellness Committee consisting of seven employees and we have developed a wellness plan that included identifying three employees wellness initiatives for 2021. Each month we highlighted and promoted wellness resources with employees.

We also implemented one new technology from our wellness plan to promote new ways of working. Due to Covid -19 public health measures, some of the in-person initiatives were impacted and will be carried out in 2022.

Contribution to the SDGs:





Action

Collaborate with extractive companies to improve human rights management.

Description

We will work on Colombia's National Business and Human Rights Plan within the framework of the Spanish Business and Development Committee in Colombia.

Indicator

Present the three human rights impact studies conducted with indigenous communities in Colombia to the committee.

What we've achieved



We have presented the three human rights impact studies carried out with indigenous communities within the framework of the Spanish business and development committee in Colombia.

We have participated in the United Nations forum on human rights where we shared the No-Go success story in La Guajira.

Contribution to the SDGs:





Action

Disseminate the 2030 Agenda to our stakeholders in Repsol Colombia.

Description

We will raise awareness of the 2030 Agenda in a clear and simple way.

Indicator

Conduct at least three awareness-raising activities to publicize the 17 Sustainable Development Goals of the 2030 Agenda.

Ensure that 100% of employees take the ODStories course.

What we've achieved



We have held a webinar as part of the launch of the Sustainability Plan where we shared Repsol's contribution to the Sustainable Development Goals.

We have achieved that 97% of the collaborators take the Sustainable Development Goals course, ODStories.

Contribution to the SDGs:





Action

Implement awareness-raising and/or training actions on the Voluntary Principles on Security and Human Rights 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 awareness-raising actions.

What we've achieved



We have carried out two trainings in human rights with a focus on human rights education, Covid-19 and social protest. In total, we had the participation of 40 Repsol officials and contractors in Colombia and 34 members of the National Army located at the Chichimene Station.

Contribution to the SDGs:





Action

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

Description

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

Indicator

Reach 70% of teleworkers in Repsol Colombia.

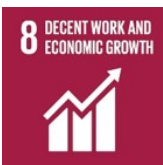
What we've achieved

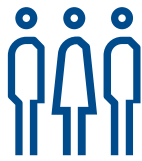


We have achieved that 77% of the staff make "teleworking" requests, however, due to the pandemic, 100% of the staff is in "work at home" mode.

We have held a focus group aimed at motivating employees to join the campaign and request telecommuting, and we have also made known the digital tools available for remote work, through the "Digital Work Place" program.

Contribution to the SDGs:





Action

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

Description

We will present the results of the Repsol Colombia Gender Equity Study, conducted in 2020 with the Ministry of Mines.

Indicator

Carry out two actions to raise awareness of the results of the study.

What we've achieved



As a result of the Gender Equality Study carried out by the Ministry of Mines in the WEP tool (Principles for the Empowerment of Women) of the UN Global Compact, we have carried out the following actions:

- We have implemented the lactation room.
- We have carried out the inclusive communication webinar with a focus on gender equity.
- We have sent communications to raise awareness about the importance of gender equity.

Contribution to the SDGs:





Action

Execute 16 social projects through Fundación Repsol Ecuador.

Description

We will develop 16 social projects through Fundación Repsol Ecuador, aimed at strengthening education, health and productive development in the communities.

Indicator

Monitoring and execution of the 16 projects during the year 2021.

What we've achieved



Fourteen of the 16 projects have been implemented. The projects are aligned with education, health and inclusive projects for stakeholders in the areas of influence.

Contribution to the SDGs:





Action

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

Description

We will make short videos for each specific topic, which will be explanatory and exemplary. These videos will be disseminated both in the Quito offices and in Blocks 16 and 67.

Indicator

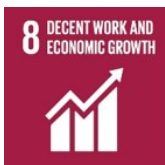
2 explanatory videos: Topic 1: Compliance with labor rights. Topic 2: Contractual compliance - suppliers.

What we've achieved



This activity could not be carried out due to health restrictions caused by the COVID19 pandemic.

Contribution to the SDGs:





Action

Address issues related to the changes faced by the Ecuador Business Unit.

Description

We will conduct talks to propose economic action plans with employees in view of the termination of their contracts. We will also approach financial product providers and entrepreneurship tips.

Indicator

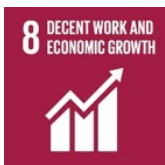
Number of people to receive training, 60% UN Ecuador personnel. 2 general talks (not including assignment of shifts) scheduled.

What we've achieved



Due to the Ecuador Business Unit strategy, this action could not be carried out.

Contribution to the SDGs:





Action

Recognition to non-monetary recognition to Repsol Ecuador's personnel.

Description

We will launch and implement a non-monetary recognition program called LET'S DO IT 2021 that seeks to motivate employees of the Ecuador Business Unit. This program is based on 5 axes: environment, diversity and inclusion, teamwork, volunteering and commitment.

Indicator

13 plans submitted, according to the established division of areas.

Conduct 4 follow-up meetings for each plan submitted.

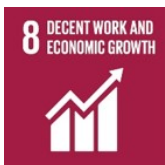
Establish the recognition threshold value.

What we've achieved



The Let's do it 2021 non-monetary recognition campaign was executed with the participation of 100% of the areas of the Ecuador Business Unit. Four follow-up meetings were held for each of the five axes.

Contribution to the SDGs:





Action

Promote gender equity both in Quito offices and in Blocks 16 and 67.

Description

We will socialize and implement the protocol on harassment and violence against women through awareness-raising talks to the employees of the Ecuador Business Unit.

Indicator

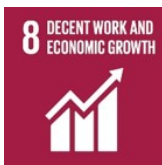
Participation of 80% of the personnel in the protocol awareness talks.

What we've achieved



We have conducted a talk to raise awareness among employees on harassment and gender violence issues with a participation of more than 80% of the staff.

Contribution to the SDGs:





Action

Improve the organizational climate within Repsol Ecuador.

Description

We will conduct an organizational culture survey and develop action plans for the main opportunities for improvement.

We will conduct direct communication sessions between management and staff.

Indicator

Participation of more than 90% of the Ecuador Business Unit's personnel.

Action plans designed at 100%.

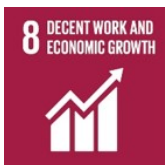
Management will hold 7 meetings with personnel from different areas during 2021.

What we've achieved



We have conducted a survey and committed communication sessions among the management and staff of the Ecuador Business Unit with a participation of over 90%.

Contribution to the SDGs:





Action

Manage psychosocial risk activities and develop workshops for staff.

Description

We will deliver the results of psychosocial risks to the departments involved.

We will conduct conferences and workshops on topics related to: workplace harassment, interpersonal relationships, work stress, emotion management, health diagnosis and psychosocial results.

Indicator

Conduct 7 talks to Ecuador Business Unit personnel.

Attendance of 70% of Ecuador Business Unit personnel.

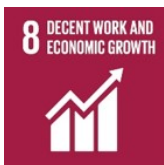
Identify at least 90% of the psychosocial risks of the Business Unit.

What we've achieved



We have carried out the 7 talks with all departments and areas of the Ecuador Business Unit with an attendance of more than 70% of the personnel. In these sessions we identified and explained topics related to workplace harassment, interpersonal relationships, work stress, emotion management, health diagnosis and psychosocial results.

Contribution to the SDGs:





Action

Manage actions to mitigate the effects of the COVID-19 pandemic.

Description

We will take the following actions to help mitigate the effects of the pandemic:

Action plan.

Conducting rapid antigen and antibody testing.

Follow-up of patients with COVID-19.

Vaccination.

Indicator

Achieve 99% of tests/employees.

Provide at least 90% of employees who have passed COVID with a CT and antibody screening test.

Provide at least 80% of staff with the COVID vaccine.

What we've achieved



The health objectives related to COVID-19 have been achieved.

Contribution to the SDGs:





Action

Train security company personnel on voluntary principles, human rights and security.

Description

We will conduct a socialization and training campaign on voluntary principles, security and human rights aimed at all personnel of the complementary private security services company at headquarters and in Blocks 16 and 67.

Indicator

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

What we've achieved



We have trained 100% of the security contractor's staff on Voluntary Principles on Security and Human Rights.

Contribution to the SDGs:





Action

Negotiate, reach consensus and execute the Annual Operational Plan and its programs in the areas of education, health, organizational support and others, with the Waorani Nationality.

Description

We will agree with the Waorani Nationality of Ecuador, the Annual Operational Plan 2021 and its various programs. These shall be executed until the end of 2021 in coordination with the Organization. We will render quarterly accounts of the management; this action will make it possible to monitor and make a planned follow-up.

Indicator

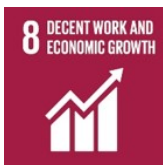
Execute 100% of the budget established for 2021 within the NAWA Annual Operating Plan.

What we've achieved



We have executed the Annual Operating Plan 2021 and its various programs with the Waorani Nationality of Ecuador, with a compliance of 102% according to plan.

Contribution to the SDGs:





Action

Establish the Voluntary Principles, Security and Human Rights Committee.

Description

We will generate spaces for debate and socialization of Voluntary Principles, Security and Human Rights within the hydrocarbon sector with the objective of sharing best practices related to the indicated topics.

Indicator

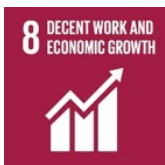
Four meetings will be held during the year to deal with the topics indicated.

What we've achieved



We have held two virtual meetings with the committee and have created a virtual channel with the committee where the safety managers of several companies in the energy sector meet. No further meetings were required.

Contribution to the SDGs:





Action

Conduct health and safety awareness sessions for Indonesia Repsol employees and families.

Description

We will conduct four sessions of safety and health awareness for Indonesia Repsol employees and families. The sessions will be delivered online and will focus on various topics such as:

1. Covid-19 situation and current awareness
2. Ergonomics while working from home
3. Environmental awareness
4. Fire safety awareness

Indicator

Conduct four sessions and reach a 70% participation of Jakarta office employees and families if necessary.

What we've achieved



We have conducted online awareness session regarding:

1. Covid-19 situation awareness.
2. Ergonomics.
3. Maintaining mental health during pandemic Covid-19.
4. Emotional wellbeing and resilience in Covid-19 crisis.

The socialization was conducted online, with employees working at home during pandemic situation. More than 75% of Jakarta office employees participated, and their families also got the information.

Contribution to the SDGs:





Action

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

Description

We will deliver Voluntary Principals on Security and Human Right training for security guard to give knowledge and understanding of how to conduct their daily tasks in compliance with the VPSHR and with the company's policies regarding human rights and ethical conduct. Specifically, participants will be able to demonstrate professional proficiency with regard to the use of force, or other coercive measures, in accordance with human rights standards and ethical conduct.

Indicator

Achieve a 90% participation of security guards.

What we've achieved



We have completed to conduct the Voluntary Principals on Security and Human Rights training for all Repsol security department and for the security contractor (100%).

The training took place on August 19th, and it was conducted virtually due to COVID-19.

Contribution to the SDGs:





Action

Promote a work-life balance among our employees by rolling out the Teleworking Program.

Description

We will introduce the Teleworking Program to facilitate flexibility for employee in managing the balance between their personal and professional life.

The preparation of the program will involve setting up policy and guideline in order for the program to be ready for implementation once country pandemic condition permits.

Indicator

Create and finalize the Country Policy and Guidance on Teleworking Program.

What we've achieved



We have finalized the Teleworking Policy in September 2021 and we have launched the implementation of Teleworking program in October 2021 through online socialization for all permanent/direct hire employees.

Employees who choose to participate in Teleworking program can do Telework (work from home) for 1/2/3 days per week.

Contribution to the SDGs:





Action

Foster employee engagement by conducting Initiatives or activities that will nurture positive employee experiences.

Description

We will conduct several activities as part of employee engagement initiatives, such as employee birthday celebrations, new joiner welcoming sessions, virtual brunches with leaders and virtual team activities.

Indicator

Conduct employee birthday celebrations on monthly basis.

Conduct new joiner welcoming session every quarter.

Conduct virtual brunch with leader for each department.

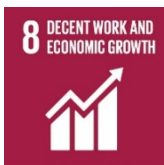
What we've achieved



We have carried out various activities as media to foster employee engagement:

1. Monthly birthday celebrations.
2. Online new joiner welcoming.
3. Virtual online engagement session for the whole office with our leaders.

Contribution to the SDGs:





Action

Continue to work on employee's awareness on the importance of equality and inclusivity in work environment.

Description

We will encourage employee to take Unconscious Bias Training as an effort to increase their awareness on the importance of equality.

Indicator

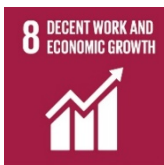
Ensure 75% of permanent / direct hire employees complete the Unconscious Bias Training.

What we've achieved



We have encouraged our employees to take the online course Unconscious Bias to raise awareness on equality. 99% of permanent / direct hire employees have completed the training, with only one new joiner from December still in process of completing the course.

Contribution to the SDGs:





Action

Conduct a social baseline study for the new block (South Sakakemang).

Description

We will carry out a social baseline study which aims to provide an updated in-depth and thorough information on the social condition of the community within the operation area. South Sakakemang is the quite new awarded block and having the study occurred for this new asset will be beneficial in Repsol's business plan especially in terms of engaging the local stakeholders.

Indicator

Perform a social baseline study for South Sakakemang block.

What we've achieved



We have performed a social baseline study for South Sakakemang Block. The final report was delivered in August 2021 in Bahasa Language and English.

The social baseline study covered the social and stakeholders mapping regarding the updated and thorough social condition in South Sakakemang Block.

Contribution to the SDGs:





Action

Provide donations and awareness campaign to community around operations area regarding the COVID-19 countermeasures.

Description

The COVID-19 pandemic still occurs in the world, including in Indonesia. Repsol is committed to being present and providing added value in the community to help deal with COVID-19. We will provide assistance with health and sanitation equipment to support new lifestyles related to COVID-19 as well as campaigns for discipline in implementing health protocols.

Indicator

Perform minimum one donation activity for the community around Sakakemang Block in regards to the COVID-19 countermeasures.

Perform minimum one donation activity for the community around Andaman Block in regards to the COVID-19 countermeasures.

What we've achieved



We have donated medical masks, oxygen cylinders and regulators, personal protective equipments, hand sanitizers, and disinfectants for the communities.

Around Sakakemang Block, we provided material to Public Health Center of Bayung Lencir and Tungal Jaya on 16 Apr and Indonesia Red Cross (PMI) Musi Banyuasin Regency on 28 Jun and 28 Sep.

And around Andaman III Block, our donations were for Indonesia Red Cross Bireuen, Pidie, and Pidie Jaya on 7 June and Public Health Centers on 27 Oct.

Contribution to the SDGs:





Malaysia

Action

Promote a mentoring program with Repsol's scholars.

Description

We will organize a mentoring program to help Repsol scholars identify, achieve career and skills development and personal growth goals as well as preparing them for the employment world.

Indicator

Mentor 40 Repsol scholars online.

What we've achieved



Program was completed on 25th July with 16 mentors and 34 mentees with last minute withdraw of 6 of the mentees due to conflict with class schedule. The program was conducted online over two days with a talk on communication and presentation skills and also practical and hands-on activities to enhance their entrepreneurial and critical skills.

Contribution to the SDGs:





Action

Develop a learning and development framework.

Description

We will promote an employee centric culture that improves their experience and supports their development. With this framework, we will be able to provide the employees a more solid and reference with regards to training and development.

Indicator

Deploy the framework the first semester.

What we've achieved



We have established a framework for the learning and development in order to have some uniformity and standard approach/reference for our employees on matters pertaining to training and development and to describe the roles and responsibilities of senior leaders, directors, managers and employees.

The guiding principles of this framework mainly revolves around making learning and development a strategic priority for our staff and creating customized employee learning and development plans.

Contribution to the SDGs:





Malaysia

Action

Promote Repsol Aspiring Women's (RAW) Network.

Description

We will launch Repsol Aspiring Women's Network, an initiative which embraces diversity and inclusivity of women talents in our company. It is a platform for women to learn and grow from personalities within and outside the industry as well as being a haven for women to share their thoughts and concerns candidly without fear.

Indicator

Establish formal committee members.

Organize one sharing session.

What we've achieved



Due to Covid-19 situation and change of business owner, the plan to continue with the Women network will have to take the new owner's policy and considerations.

Contribution to the SDGs:





Action

Promote 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 to maximize its contribution.

Indicator

Train 100 % of employees.

What we've achieved



Out of 76 that registered for the course, 64% of employees have completed the training and the other 36% is either in progress or not started. We didn't manage to train 100% of the employees as plan due to the pandemic situation.

Contribution to the SDGs:





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.

Indicator

Award 20 scholarships by end of 2021, incorporating family income as part of the evaluation criteria.

Carry out two Motivational Award programs; one each in Labuan & Sabah.

What we've achieved



We have awarded 20 scholarships to the university students for 2020 batch, having into account family income as evaluation criteria. Also, we have successfully carried out the two Motivational Awards program in Labuan and Sabah as planned.

Contribution to the SDGs:





Action

Train security personnel on Voluntary Principles on Security and Human Rights.

Description

We will carry out awareness programmes and sharing of information sessions on public and private security providers' efforts to implement or assist in the implementation of the voluntary principles with other participants and the public.

We will develop systems for reporting and investigating allegations of human rights abuses.

We will collaborate with relevant stakeholders to ensure compliance of our business operations.

Indicator

Train 100% security personnel.

Develop systems for reporting and investigating allegations of human rights abuses.

Collaborate with relevant government authorities, non-governmental organizations and other entities to ensure business compliance.

What we've achieved



We have trained 100% of security personnel on the principles of security and human rights through meetings, briefing sessions and awareness programmes. Security-related virtual meetings sessions with security personnel were held at least two times for career development.

We have devised a grievance mechanism document to address complaints pertaining to security breach and violations of human rights.

Finally, we have improved collaboration with government authorities/NGOs through a monthly visit.

Contribution to the SDGs:





Malaysia

Action

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

Description

We will work with selected NGOs in Sabah to develop capacity building programs that will enable selected communities or groups to generate sustainable alternative income. This is done through Project Seaweed Rearing with Fishermen community.

Indicator

Complete the program by end of 2021.

What we've achieved



The Oyster farming project was launched on 21 Oct 2021 with seven selected youths from the B40 community in Mengkabung, Tuaran District, Sabah comprising of three men and four women. The project is expected to provide additional income to their families when the oysters are harvested upon mature.

Contribution to the SDGs:





Mexico

Action

Collaborate with educational institutions on energy transition and climate change.

Description

We will develop agreements with educational institutions, exchanging knowledge with them through the participation of company experts on energy transition and climate change.

Indicator

Conduct 3 knowledge exchange sessions with Mexican public institutions.

What we've achieved



We have participated with expert voices from the company on Sustainability and Energy Transition in specialized courses and postgraduate master's degrees at the Anáhuac University, Universidad Panamericana, Instituto Tecnológico de Macuspana, Universidad Politécnica del Golfo de México and Universidad Poli-técnica del Centro. Approximately 10,000 students have attended these meetings.

Contribution to the SDGs:





Mexico

Action

Carry out training campaigns on human rights so that it is an essential element in the contracting and purchase of products in Repsol.

Description

We will launch awareness-raising and training actions on human rights for buyers through communications and training materials.

Indicator

Make two communications per year.

What we've achieved



Although we have not carried out any communication campaigns this year, we have included a clause in 70 of our contracts that binds our auxiliary companies to the principle of Ethics: "The SUPPLIER (...) undertakes to conduct itself with ethics, probity and in compliance and respect for the rights set forth in the International Bill of Human Rights and the principles relating to fundamental rights set forth in the Declaration of the International Labor Organization (...)"

Contribution to the SDGs:





Action

Share information on the 2030 Agenda among those organizations that collaborate with Repsol.

Description

We will disseminate the 2030 Agenda among our suppliers and contractors by sending information about it and sharing the actions that Repsol carries out in this regard.

Indicator

We will send 4 communications in this regard to our network of suppliers and contractors.

What we've achieved



In Repsol we have made various communications related to our position in relation to the 2030 Agenda to different stakeholders, publicly through press releases, social networks and website. However, no specific communications have been carried out in this regard. The saturation of information related to the energy sector in Mexico, has required that our communications with our stakeholders focused on operational issues.

Contribution to the SDGs:





Mexico

Action

Carry out a secure integration process at Repsol's offices in Mexico.

Description

We are going to develop a post-covid integration plan in which we will apply the most demanding measures to contribute to maintaining the health and safety of all the people who work at Repsol.

Indicator

Design and implementation of the plan.

What we've achieved



We have prepared a secure office integration plan, which has allowed us a staggered return to face-to-face work with all the necessary security measures in place. Until the month of December, we continued with a 50% capacity of the team and performed antigen tests on employees on a weekly basis. We have also reported infections and maintain quarantine if necessary. We have not had to regret any massive contagions in Repsol Mexico.

Contribution to the SDGs:





Mexico

Action

Generate as many jobs as possible in Mexico by hiring local companies for our exploration and production projects in the country.

Description

We will seek to contract Mexican companies and individuals for the development of exploration and production projects, beyond the percentage indicated in the current legislation.

Indicator

Exceeding the percentage of national recruitment as set out in the legislation in force in Mexico.

What we've achieved



In 2021 at Repsol we exceeded the percentage of national content required by law, by basing its strategy for contracting exploration projects on working together with local suppliers. We exceeded the 3% required for deepwater blocks and between 13% and 15% for shallow water blocks.

Contribution to the SDGs:





Mexico

Action

Promoting local talent.

Description

We will prioritise the hiring of Mexican people and services for the development of our exploration and production projects. In this way, we will seek to go beyond our national content obligations under Mexican law.

Indicator

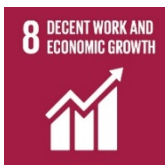
We will reach 15% of national content, when the standard is 13%.

What we've achieved



In the last year Repsol has exceeded the percentage of national content required by law, basing its strategy for contracting exploration projects on working together with local suppliers. We have exceeded the 3% required for deepwater blocks and between 13% and 15% for shallow water blocks.

Contribution to the SDGs:





Action

Ensure offshore staffs' wellbeing while staying in pre-offshore covid-19 quarantine.

Description

We will follow up offshore staff in pre-offshore quarantine to facilitate for better wellbeing and health.

Indicator

Establish weekly activity programs for personnel in pre-quarantine.

Arrange and facilitate for weekly management meetings with personnel in quarantine

What we've achieved



We have established a weekly activity program for around 40 Yme offshore crew members who needed to stay in quarantine prior to their work periods, before vaccination commenced. More than 12 different activities were offered.

We have arranged and facilitated for weekly virtual meetings with personnel in quarantine in the whole period before vaccination commenced. All together 25 meetings have been arranged, reaching out to approximately 120 individuals.

Contribution to the SDGs:





Action

Commit to society through volunteer work.

Description

We will initiate a cooperation with the Salvation Army in Stavanger to assist by volunteering.

Indicator

Give two presentations on relevant topics to a selected audience groups for the Salvation Army's users.

Help students of all ages, identified by the Salvation Army, with homework during autumn.

Contribute with needed volunteer work related to preparation and distribution of Christmas gifts for those who needs it the most.

What we've achieved



We have performed presentations related to crisis handling to different user groups at the Salvation Army. Due to continuous high covid spread in 2021 no homework sessions could be offered. Instead Repsol volunteers have contributed to facilitate the Salvation Army's Christmas initiative Julegryta. Seven volunteers have attended and have done all together 20 hours of duty. 3000 Christmas gifts have been packed for users in December and eight Repsol volunteers have contributed to make this happen.

Contribution to the SDGs:





Action

Foster engagement and motivation among employees through supporting our local community.

Description

We will promote initiatives among our staff to support our local community, such as the Church City theatre event, the Tour of Norway event and the 2021 Repsol Global volunteering week.

Indicator

Arrange and facilitate, together with Rogaland theatre, a Church City theatre event where our staff participates as volunteers.

Participate in the 2021 Repsol Global volunteering week and do a minimum of two activities during this week.

Promote activities and initiatives related to Tour of Norway event through arranging a Tour of YOU for all staff and relevant stakeholders.

What we've achieved



Due to the continuous high spread of Covid-19 we have not been able to arrange the theater event in a safe way and this is now planned for May 2022.

During the volunteering week we have served a lunch meal to 70 people in the Church City Mission's cafeteria, and we have picked 450 kg of litter together with Ryfylke Friluftsråd.

The Tour of You event week has been completed with a total of 10 lectures with approximately 500 views. We have also run a health program with 100 participants.

Contribution to the SDGs:





Action

Support the development of our young professionals.

Description

We will offer exposure to different disciplines and functions within Exploration and Production business to favor the acquisition of a more extensive knowledge and support their career development.

Indicator

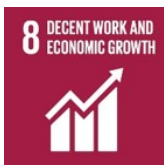
Maintain the rotation program for young professionals to ensure a broad exposure to our business.

What we've achieved



All of our four youngest professionals have participated in different internal and external activities and projects to widen their expertise and knowledge within the Exploration and Production business.

Contribution to the SDGs:





Action

Ensure the health and safety of all company employees, with the aim of preventing, detecting and containing the spread of COVID-19.

Description

We will continue to carry out the following actions: a) monitoring our operations, guaranteeing strict compliance with the defined health protocols, b) personalized medical follow-up for suspected and positive cases, providing recommendations on a case-by-case basis, c) accompaniment to all employees and their relatives by the Social Welfare team, providing all the support required according to each case. Likewise, we will implement a Mental Health Plan.

Indicator

Comply with 100% of the defined health protocols.

Execute all the actions of the Mental Health Plan.

What we've achieved



We have 100% complied with the health protocols on surveillance, prevention and control of COVID-19. In addition, we have completed the implementation of the actions of the Mental Health Plan, which have consisted of the following: nutrition and healthy eating, physical activity (gymnastics at work), ergonomics (dissemination of periodic short videos), self-care of health (virtual newsletters) and online training "Psychosocial Risks and Socioemotional Competences".

Contribution to the SDGs:





Peru

Action

Promote the recovery and social protection of the indigenous peoples in the area of Megantoni through multi-actor alliances to promote territorial development.

Description

We will implement activities in order to contribute to the response and early recovery of indigenous peoples in the face of the COVID-19 situation.

Indicator

Strengthen two indigenous organizations in the Megantoni area during 2021.

Disseminate five radio microprograms in local spaces and languages.

What we've achieved



We have strengthened three local federations to apply to UNDP micro-capital funds, formulate technical proposals for the response and recovery of COVID-19 and technical and administrative support. In this way, 10 communities in the Megantoni district benefited. We broadcast 15 microprograms in Matsigenka, Yine and Spanish on radio stations to more than 24 communities. This project obtained the Sustainable Development 2021 Prize in the Social Management category by the SNMPE

Contribution to the SDGs:





Action

Provide entrepreneurs with a better exposure and accessibility alternative for the sale of grocery products in convenience stores.

Description

We will launch a communication campaign that allows us to make entrepreneurs aware of the opportunity that Repsol offers them to become, through their food product ventures, suppliers to our convenience stores. The Repsol entrepreneur will be searched for by zones, through registration and compliance with established requirements that allow them to have access to a greater number of consumers and better positioning in the market.

Indicator

Make a call during 2021.

Work with at least three entrepreneurs who meet the standards required to be suppliers to our convenience stores.

What we've achieved



Within the framework of the Entrepreneur Repsol 2021 program, we carried out two calls. The first one was carried out in the month of March and resulted in the incorporation of nine new products from the entrepreneurs to five of our convenience stores in the Miraflores district. Likewise, we held a second call in July, having incorporated two new products from entrepreneurs in five stores in the districts of La Molina and Surco.

Contribution to the SDGs:





Peru

Action

Promote the training of contractor security and public safety personnel in the Voluntary Principles on Security and Human Rights.

Description

We will promote training campaigns on the Voluntary Principles on Security and Human Rights aimed at private security personnel who provide services to Repsol and public security personnel located in the Nuevo Mundo camp on Lot 57.

Indicator

Train 100% of the personnel of the security provider company.

Carry out two training actions aimed at public security personnel located in Lot 57.

What we've achieved



We have managed that 100% of the personnel of the private security companies that provide services in our facilities nationwide (227 people); as well as the personnel of the public security forces located in the vicinity of the zone of the Native Community of Nuevo Mundo - Lot 57 (50 people) participate in the training Voluntary principles of security and human rights, complying with the established objectives.

Contribution to the SDGs:





Action

Promote occupational health and hygiene.

Description

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

Indicator

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

Achieve 80% or more of Occupational Health Monitoring Programme.

Complete four noise risk assessments and six legionella risk assessments.

What we've achieved



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

Contribution to the SDGs:





Action

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

Description

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

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

Indicator

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

What we've achieved



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

Contribution to the SDGs:





Action

To be an inclusive organization with a management of diverse talent focused on the employee and which guarantees equal opportunities.

Description

We will develop and deepen communication and awareness training to foster an inclusive environment for the LGBTQ collective. We will encourage the direct employment of people with disabilities and strengthen our position by forming part of local and international networks.

Indicator

Create synergies with other countries in Repsol and expand the Grupo de Aliados LGBTQ to the US.

Offer at least 4 webinars or Diversity Talks.

Develop a strategy for employment of people with disabilities, including expanding networks and improving access to information & special needs on the intranet.

What we've achieved

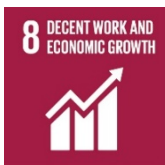


We have contributed to the growth of Aliados (Allies) LGBTQ by adding support members from Canada, Bolivia, Colombia, Peru, Ecuador.

We have offered five diversity talks in two town halls for the Americas, attended by 800+ employees each. We have modified the language in our recruiting platforms to be more inclusive.

We have expanded networks in the Abilities and Gender committees to engage 35 employees / 12 organizations and launched the Generational networking pilot with 12 participants.

Contribution to the SDGs:





Action

Make a commitment to people's well-being.

Description

We will apply the appropriate medical protocols in the management of the Covid-19 pandemic to protect health and maintain essential activity. We will promote comprehensive health, both physical and emotional.

Indicator

Successfully execute Covid-19 Safety Protocols, a safe Return to Workplace Program and case management.

Send at least 2 internal communications about the US Wellness program and increase its effectiveness.

Survey at least 50% of employee perceptions to measure value and target response rate.

What we've achieved



We have successfully executed the Covid-19 Safety Protocols and a safe Return to Workplace program for more than 500 employees and more than 250 contractors in five office locations.

We have sent more than 10 internal communications to engage employees in the US Wellness program, with the survey postponed to 2022 due to COVID-19 limitations on deployment of a comprehensive wellness plan.

Contribution to the SDGs:





Action

Continue working for the employability and future of young talent.

Description

We will raise awareness in area students of the interesting and rewarding careers that exist in energy.

Indicator

Participate in at least one career-oriented educational event for middle or high school students in the Marcellus operating area.

What we've achieved



We have presented "STEM Careers in Energy" for five middle-school classes in the Troy School District (four in June and one in September) and participated in the Green Career Day event with Bradford County Conservation District (September) in Repsol's Marcellus Shale operating area.

Contribution to the SDGs:





Action

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

Description

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

Indicator

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

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

What we've achieved

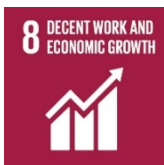


We have completed the adaptation of spaces, as well as improvements in the service areas, and we have met with each management to validate what the return to the office would be like, but we postponed the return due to the pandemic.

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

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

Contribution to the SDGs:





Venezuela

Action

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

Description

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

Indicator

Prepare 10 bulletins with recommendations.

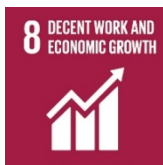
Promote the supply of Personal Protective Equipment (PPE) for the Covid-19 contingency.

What we've achieved



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

Contribution to the SDGs:





Action

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

Description

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

Indicator

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

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

Achieve the participation of employees in flexible working hours.

What we've achieved



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

Contribution to the SDGs:





Venezuela

Action

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

Description

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

Indicator

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

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

What we've achieved



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

Contribution to the SDGs:





Action

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

Description

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

Indicator

Achieve 60% of staff attendance at online lectures.

Conduct a minimum of three online seminars.

What we've achieved



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

Contribution to the SDGs:





Venezuela

Action

Develop initiatives that favor the inclusion of the LGBTI community.

Description

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

Indicator

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

What we've achieved



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

Contribution to the SDGs:





Venezuela

Action

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

Description

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

Indicator

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

What we've achieved



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

Contribution to the SDGs:





Venezuela

Action

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

Description

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

Indicator

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

What we've achieved



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

Contribution to the SDGs:





Venezuela

Action

Promote the integration and participation of Corporate Volunteers.

Description

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

Indicator

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

Have 20 active participants in the activities.

What we've achieved



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

Contribution to the SDGs:





Venezuela

Action

Train our employees in human rights.

Description

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

Indicator

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

What we've achieved



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

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

Contribution to the SDGs:





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

Indicator

Conduct a Technical Workshop.

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

What we've achieved



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

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

Contribution to the SDGs:



Industrial Complexes





Action

Disseminate the United Nations 2030 Agenda among our employees.

Description

We will introduce our employees to the 2030 Agenda and its 17 sustainable development goals through a training course. We will emphasise the role of the private sector and the challenges facing Repsol to maximise its contribution.

Indicator

To achieve a course completion rate of 80% of employees with responsibility in departments or areas.

What we've achieved



This year, 100% of employees with responsibility have completed training focused on the 2030 Agenda and its 17 Sustainable Development Goals (SDGs). A total of 21 department heads at the Repsol Industrial Complex in A Coruña received training.

Contribution to the SDGs:





Action

To carry out actions in the educational environment that favour quality training, proximity to the company and the employability of new professionals.

Description

We consider education to be one of the most important pillars of the future of young people in our Community. For this reason, we are involved and will participate in different actions in the field of education, both for students and to improve the skills of teachers.

Indicator

Launch the 5th promotion of Dual Vocational Training in coordination with IES A Sardiñeira, for students of Industrial Chemistry.

Participate in the stays of teachers, offering our refinery as a centre to promote this public-private collaboration in the educational environment.

Promote the practical training necessary for university and vocational training students to obtain their academic qualifications at our facilities. Objective: 5 internships by 2021.

What we've achieved



We have signed the Dual VET agreement with the Xunta de Galicia (5th promotion) and we have participated in the Technological Forum of the University of Vigo, in Laboralia of the University of A Coruña and in the Job Fair of the Chamber of Commerce of A Coruña. In addition, it has attended Dual Vocational Training events and virtual fairs. Teaching staff stays were offered again, but the evolution of the health situation affected their development. We have carried out 6 stays of university students at the Refinery.

Contribution to the SDGs:





Action

To carry out social, educational, cultural and sporting projects with the environment.

Description

We will support the development of social projects with non-profit organizations and associations, both for the fight against social exclusion and for the integration of people with disabilities.

We will develop educational projects in schools in our area.

We will enter into agreements with the Administration and local entities for participation in cultural programmes.

We will support the development of sports projects.

Indicator

Carry out at least 40 projects.

What we've achieved



Despite the restrictions of the pandemic that have caused the cancellation of some planned projects, we have been able to carry out 33 initiatives: 18 in the social field, 11 in the educational and training field, 2 in the cultural field and 2 in the sports field.

Contribution to the SDGs:





Action

Conduct a global culture survey among employees.

Description

This survey will make it possible to evaluate both the global index (in relation to the employees' assessment of the different aspects of work and the organization) and the transformation index, which will evaluate the new ways of working.

Indicator

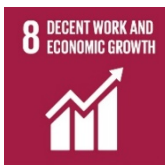
Conduct the global culture survey in the fourth quarter of 2021.

What we've achieved



The Company has postponed the survey to 2022.

Contribution to the SDGs:





Action

Introduce new content in the visitors' centre.

Description

At Repsol we are developing different projects to accelerate the energy transition and become a zero net emissions company by 2050. To inform society of our commitment to sustainability, we will update the contents of our visitor centre.

Indicator

Introduce five new contents.

What we've achieved



Throughout 2021 we have incorporated six new videos and four infographics that allow visitors to learn about the route that Repsol is following to lead the energy transition and advance towards its goal of being a net zero emissions company by 2050. The new content includes the new advanced biofuels plant planned for the Cartagena refinery.

Contribution to the SDGs:





Action

Support associations, entities and other groups in projects developed in the area.

Description

As part of our commitment to the environment, we will promote the development of social, environmental, cultural and sporting projects in line with the United Nations sustainable development objectives.

Indicator

Collaborate in the development of ten projects.

What we've achieved



During 2021, we supported more than 20 projects at the Repsol refinery in Cartagena. In the cultural field, we have collaborated in events such as La Mar de Músicas, Carthaginenses y Romanos or the Cartagena International Film Festival. In environmental matters, in 2021 we have collaborated with different entities for the reforestation of mountains such as La Atalaya or Perún. In the social area we have supported projects of entities such as ASIDO, the Food Bank or the Hospitalidad Santa Teresa.

Contribution to the SDGs:





Action

Participate in initiatives that enable the development of the talent of the new generations.

Description

We will collaborate with institutions, universities and educational centres to promote STEM disciplines and raise awareness of the industrial sector as an avenue for talent development.

Indicator

Participate in three projects.

What we've achieved



In 2021 we collaborated in different projects such as the mentoring programme for students from the UPCT (Polytechnic University of Cartagena) and the Industrial Engineering Olympics. The refinery has also participated in forums related to Dual Vocational Training and job fairs aimed at university students.

Contribution to the SDGs:





Action

Create training and employment opportunities for young people.

Description

We will collaborate with vocational centres and universities to promote dual vocational training and other initiatives to provide employability opportunities for students.

Indicator

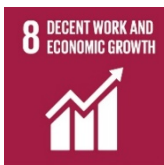
To give 15 Dual Vocational Training students the opportunity to complete their training at the Cartagena refinery.

What we've achieved



The Cartagena Industrial Complex, as part of its commitment to promoting talent, has doubled the target set for 2021. 15 Dual Vocational Training students specializing in Industrial Chemistry have been trained at Repsol's facilities. To these must be added another 15 students from a Chemical Plant Operator course. The training, which is carried out in collaboration with the education system, offers training and employment opportunities to young people.

Contribution to the SDGs:





Action

Guarantee inclusive and equitable quality job training, in addition to promoting lifelong learning opportunities for all people.

Description

We will provide training, together with other public and private institutions, for unemployed people in Chemical Plant Operator skills.

Indicator

Proof that all the people who have taken the course have passed the training process.

What we've achieved



We have carried out the training course, Chemical Plant Operator, for 17 people. All the people who have done it have reached the objective of knowledge and training of it.

Contribution to the SDGs:





Action

Deploy knowledge of the 2030 SDGs in Petronor's organizational structure.

Description

We will promote awareness of the 2030 SDGs among company leaders, thus consolidating the focus on sustainability in all activities and levels of the organization.

Indicator

Train 100 Petronor leaders in the knowledge of the 2030 SDGs through a training course.

What we've achieved



We have carried out the training course, with the participation of forty people from Petronor, to learn about the 2030 Sustainable Development Goals. Of the total number of participants, twenty-eight people are leaders in the company.

Contribution to the SDGs:





Action

Promote actions with the society of Puertollano focused on children and youth and the improvement of our environment.

Description

En línea con el compromiso social de Repsol con Puertollano, dedicaremos parte de nuestros esfuerzos a promocionar actividades para la población infantil y juvenil. Educación, deporte y cultura serán nuestras áreas de acción. Asimismo impulsaremos proyectos encaminados a mejorar nuestro entorno más cercano, ya sea urbano o natural.

Indicator

- Promover 2 acciones enfocadas a la Infancia y la Juventud.
- Promover 1 acción enfocada a la mejora de nuestro entorno.

What we've achieved



We have fulfilled our objective of developing actions dedicated to children and youth with the sponsorship of the Sports Schools, especially dedicated to promoting sports at school age in different specialties. We have celebrated a new edition of Science and Energy Month with the participation of more than 3,500 children from Puertollano and we have inaugurated the “Letras de Puertollano”, a permanent tourist symbol of the city that enriches the urban environment.

Contribution to the SDGs:





Action

Collaborate with institutions and the educational community in the education and training of young people.

Description

We will continue to offer places so that young people from the area can carry out curricular internships in our facilities so that they can complete their theoretical training. We will renew the Dual Vocational Training agreement and the agreements for training internships in work centers and we will participate in the summer internship program for university students.

Indicator

Tutor four students to participate in Dual Vocational Training and 20 more to carry out Training practices in Work Centers.

Welcome 20 university students in the curricular internship program.

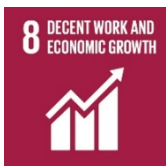
Sponsor two prizes for the best final year project in the specialties of Chemical Engineering and Industrial Engineering.

What we've achieved



We have developed the training program for Dual Vocational Training students with eight students of the Higher Degree in Industrial Chemistry. Collaboration with the University of Castilla-La Mancha has been intense with the renewal of the agreement for curricular internships and the sponsorship of two awards for excellence: the Repsol Energy award for the degree in Industrial Engineering and the end-of-course award for the best degree project for the degree in Chemical Engineering.

Contribution to the SDGs:





Action

Promote corporate volunteering among employees.

Description

We will promote the participation of professionals from the Puertollano Industrial Complex in volunteer actions aimed at improving our environment and collaborating with social entities of different kinds.

Indicator

Carry out a social volunteer action.

Carry out a volunteer action to support the entrepreneurship.

Carry out an action to promote sustainability and respect for the environment.

What we've achieved



We have carried out various volunteer actions with the participation of professionals from the Puertollano Industrial Complex. We have given a donation of 2,500 euros to Cáritas Puertollano through a solidarity initiative led by Repsol professionals and carried out a popular plantation in the “Corredor Verde”, one of the city's green lungs. In reference to professional volunteering, we have supervised entrepreneurial projects.

Contribution to the SDGs:





Action

Promote, participate and contribute to the development of social, cultural and sports initiatives in our environment.

Description

We will promote and support cultural, educational, social, health and sports activities promoted by associations and/or non-profit entities located in the vicinity of our Industrial Complex, by promoting the participation of our collaborators in the different activities.

Indicator

Collaborate with at least three entities from the two surrounding municipalities (Sines and Santiago do Cacém).

What we've achieved



100% target achieved. We have signed Collaboration Protocols with the two local Municipalities closest to our Industrial Complex and made donations to different social, sports and cultural entities that take place in towns adjacent to the operation (22 donations to the municipality of Sines and 32 to Santiago do Cacém). We have also signed the annual protocol with the sports group of Repsol Polímeros Workers.

Contribution to the SDGs:





Action

Promote volunteering among our employees.

Description

We will continue to launch volunteer actions for the benefit of the community, with the direct participation of our employees, as a way of channeling our social concerns and promoting new forms of collaboration.

Indicator

Perform a minimum of three volunteer actions.

What we've achieved



We have carried out 8 actions, of which 6 volunteering activities in the Repsol International Volunteer Week with employees and family members of the Complex and 2 actions of the Repsol Professional Volunteering in coordination with the Repsol Foundation and the work teams of the Sines Complex. The cleaning of beaches, food collection, sowing of seeds, a waste management plan design and improvement of profitability and self-management, among others.

Contribution to the SDGs:





Action

Promote and disseminate the Sustainable Development Goals (SDG) among our collaborators.

Description

We will disseminate the SDGs through internal channels and in the internal newsletter to all employees and we will promote communication campaigns to encourage all employees, mainly newly admitted ones, to take an SDG training course.

Indicator

Carry out 2 actions to promote training and disseminate topics related to the SDGs.

What we've achieved



We have exceeded the goal of promoting training with 4 actions in total. The 2030 Agenda has been disclosed and promoted internally through our internal newsletter and encouraged to carry out specific training on the SDGs-Sustainable Development Goals for employees. Externally, we have disseminated the SDGs on the complex's web channel.

Contribution to the SDGs:





Action

Define and advance in the execution of development plans for the industrial environment in accordance with the Municipal Planning Plan (POUM) of each municipality.

Description

We will carry out the necessary actions to approve the urban agreement between Repsol Química and the Perafort City Council, as well as to obtain the approval by the Constantí City Council of the preliminary draft of the Partial Delimitation Plan on land owned by Repsol Petróleo located in the Municipal District of Constantí. .

Indicator

Approval of a preview of the Partial Delimitation Plan with Constantí.

Signing of the urban agreement with the Perafort town hall.

What we've achieved



We have carried out the necessary actions to sign the urban development agreement between Repsol Química and the town council of Perafort at the end of the year and at the same time we have obtained the signature by the town council of Constantí of the preliminary draft of the Partial Plan of Delimitation on Repsol Petróleo land. Both actions will allow the development of the industrial environment.

Contribution to the SDGs:





Action

Implement new forms of learning.

Description

We will carry out a human factors training where the safety culture is promoted, as well as safe behaviors that minimize human error, identification and perception of risk, effective communication and teamwork, among others.

Indicator

Reach 80% of the target group identified for the training.

Reach 80% of favorable responses in the course satisfaction survey.

What we've achieved



At the complex level, we have reached 80% of the training that promotes safe behavior and risk perception, thus strengthening the safety culture and minimizing the risk of the human factor. We have carried out the survey, with a degree of satisfaction greater than 80% favorable.

Contribution to the SDGs:





Action

Promote equality, diversity, the integration of people with different abilities and work-life balance.

Description

We will make a collaboration agreement with INSERTA EMPLEO, Fundación ONCE. These scholarships are intended for curricular internships (300 hours) for university students and are fully financed by FUNDACIÓN ONCE.

Indicator

Sign agreement with the institution to start the scholarship program in 2022.

What we've achieved



We have reached and signed the agreement with the ONCE Institution, in this way it will allow us to favor diversity and incorporate disabled people within the Tarragona industrial complex

Contribution to the SDGs:



6 More Information



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

