



SAFE AND SECURE OPERATION

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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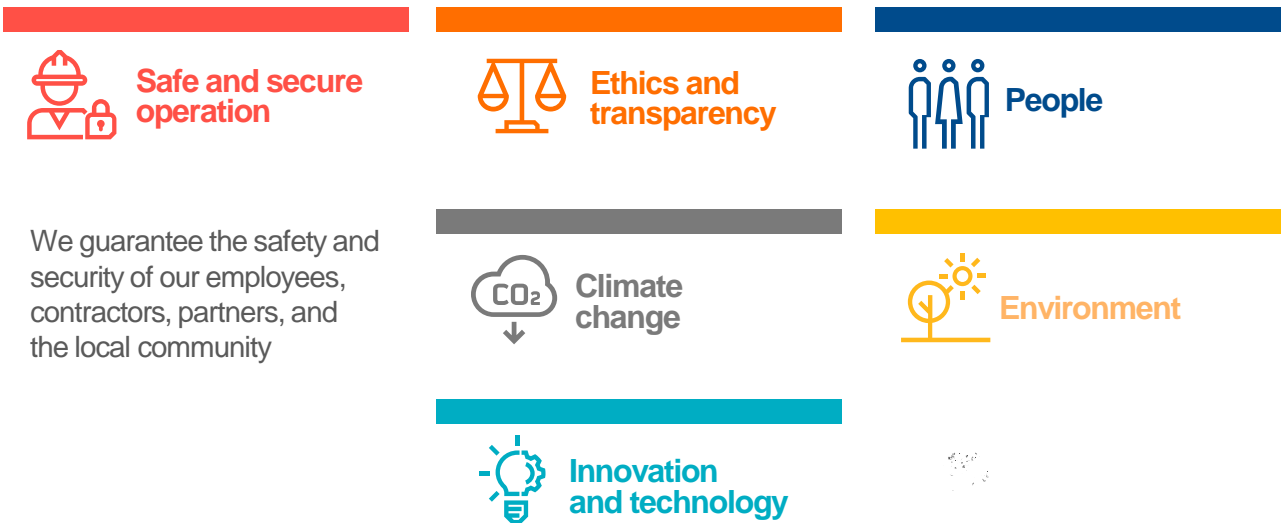
1 Our visión of sustainability

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.



2 Safe and secure operation

At Repsol, we contribute to sustainable development

We pursue the ambition of Zero Accidents by demanding a high level of safety in our processes and facilities, with special attention to the protection of people and the environment that surrounds us, also working to raise awareness of our suppliers and contractors.

As a result of the conviction that safety is the basis for the creation of value, excellence and responsibility, our Safety and Environment Strategy for 2025 sets the key lines of action on which to focus our safety efforts: promoting the culture, transformative leadership and safety awareness. In addition, as a sign of our commitment, the safety objectives have an impact on the variable remuneration of our employees of 10%.

In the current global context, with the acceleration of the digitalization process of society, secure operation also extends to digital operations, and cybersecurity is gaining more and more importance. We have been working on cycles of improvement and adaptation our processes and information technologies for more than a decade. Also aware that it is an environment that is constantly evolving and gaining complexity, far from stabilizing the effort, we increase it in each cycle.

Below we demonstrate courses of action pointing to our commitment to safe and secure operation.

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



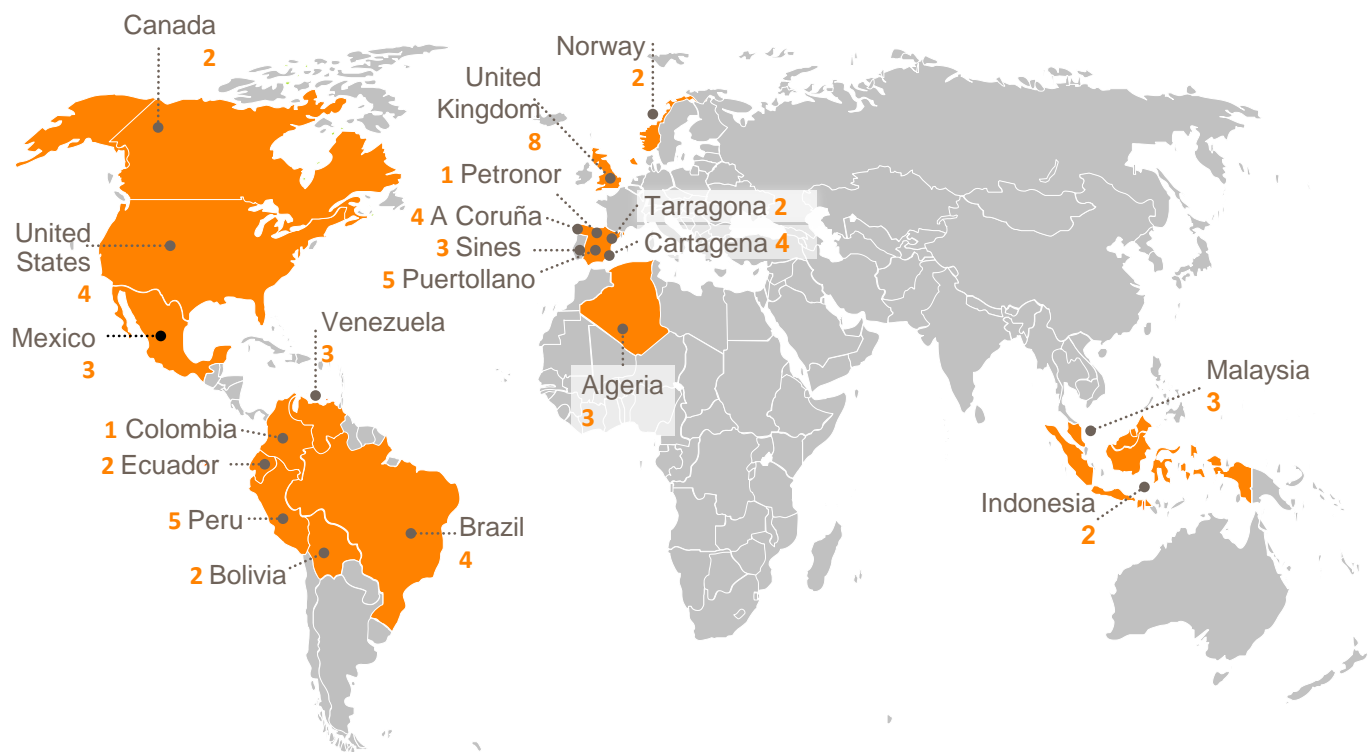
3 Balance

At the end of the year, it is time to review each of the **Safe and secure operation 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 **Safe and secure operation axis**.

Number of actions in Safe and secure operation



4 List of actions

COUNTRY	ACTION
Algeria	<ul style="list-style-type: none">• Evaluate the health, safety and environment (HSE) culture of our assets.• Promote the health, safety and environment (HSE) training of our assets.• Contribute to security in remote or desert areas by training personnel on how to react in the event of a security threat.
Bolivia	<ul style="list-style-type: none">• Develop training activities and training in prevention and control of spills to own personnel and contractors• Monitor the inclusion of safety criteria in the qualification and evaluation of the performance of suppliers, contractual clauses and evaluation of offers, for the acquisition of goods and services with high risk in safety and the environment.
Brazil	<ul style="list-style-type: none">• Fostering a culture of safety in the supply chain.• Continue the sensitization and training process to strengthen the security culture.• Promote internal cybersecurity awareness.• Manage the updating of operating systems to ensure information security.



4 List of actions

COUNTRY	ACTION
Canada	<ul style="list-style-type: none">• Lead continuous improvements in conducting our operations safely through safety-focused training.• Implement HSE Passport to Safety with main Canadian Business Unit contractors.
Colombia	<ul style="list-style-type: none">• Analyze safety and environmental performance indicators and identify opportunities for improvement.
Ecuador	<ul style="list-style-type: none">• Implement the 2021 Safety Plan to reduce accidents in own personnel and contractors who work in Blocks 16 and 67.• Implement the procedure and use of the safety and environmental passport by the most important contractor companies that operate in the Blocks.
Indonesia	<ul style="list-style-type: none">• Conduct online floorwarden training for all Jakarta office's floorwarden personnel.• Launch a campaign to encourage employees to perform the 10 Basic Safety Rules (BSR) online training.
Malaysia	<ul style="list-style-type: none">• Raise awareness on personal safety through safety campaigns with primary school children.• Measure safety compliance assessment to selected safety critical areas at offshore platform.• Enhance our business continuity plan.
Mexico	<ul style="list-style-type: none">• Train all people working at Repsol-flagged service stations to act safely in the event of incidents.• Strengthen the safety of drivers and road fuel transport vehicles.• Exercise evident, proactive and systematic safety leadership at all levels of the organization.
Norway	<ul style="list-style-type: none">• Ensure safe cyber security at the Yme-field.• Raise the competence for safety and environment among our employees.

4 List of actions

COUNTRY	ACTION
Peru	<ul style="list-style-type: none">• Strengthen the safety culture in the Mobility Business Unit, focusing on leadership actions aimed at preventing and minimizing risks in operations.• Implement a supervision and fatigue control system for tanker drivers who operate long hours through optical means.• Deploy the contractor management system in all the land fleets with which Repsol operates.• Identify and manage steam leaks more immediately.• Significantly increase the capabilities for monitoring and detecting cyber incidents in information systems.
United Kingdom	<ul style="list-style-type: none">• Enhance the consideration of human factors in safety management.• Strengthen our competence assurance framework to control and manage Major Accident Hazard Risk.• Ensure our control of work process delivers on safety.• Improve Major accident hazard (MAH) management by assessing safety performance.• Strengthen operational integrity.• Reduce the backlog of deferred maintenance to ensure assets integrity.• Prevent dropped objects.• Ensure safe decommissioning.
United States	<ul style="list-style-type: none">• Drive continuous improvement in our safe operations.• Standardize our safety processes to ensure the protection of people and the environment.• Contribute to achieve zero accidents.• Improve the safety and environment culture.
Venezuela	<ul style="list-style-type: none">• Exercise leadership in safety by promoting training to guarantee the preservation of the assets operated by the mixed company Petrocarabobo.• Support the non-operated assets Cardón IV, Petroquiriquire and Quiriquire Gas in the identification of operational SMA (safety and environmental) management improvement opportunities.• Provide cybersecurity training to security contractor personnel who provide services at our facilities.

4 List of actions

INDUSTRIAL COMPLEXES	ACTION
A Coruña	<ul style="list-style-type: none">• Progressively improve the security level of the Industrial Complex facilities.• Communicate safety-relevant information transparently to own staff and service company partners.• Enter into agreements and collaborations with external entities with the aim of developing better joint security or emergency response capabilities.• Foster a strong process safety culture among our staff to prevent incidents.
Cartagena	<ul style="list-style-type: none">• Exercise evident, proactive and systematic safety leadership at all levels of the organization.• Strengthen the culture of personal security.• Incentivize good safety performance among contractor companies.• Strengthen safety and environmental criteria in work with external companies.
Petronor	<ul style="list-style-type: none">• Carry out training activities with public institutions responsible for citizen security.
Puertollano	<ul style="list-style-type: none">• Evaluate the good practices in terms of Safety and the Environment of the external companies with which we work in the Puertollano Industrial Complex.• Collaborate with public institutions to promote the culture of safety.• Collaborate with our clients, suppliers and contractors in the dissemination of good safety practices and extend these good practices to society.• Promote the continuous improvement of our performance in terms of health and safety.• Promote the continuous improvement of our performance in terms of process safety.
Sines	<ul style="list-style-type: none">• Prevent risks and mitigate impacts in terms of Occupational and Industrial Safety.• Improve the safety culture in the Complex's contractors.• Implement risk-based inspection to improve safety management.

4 List of actions

INDUSTRIAL COMPLEXES

ACTION

Tarragona

- Strengthen relationships with institutions and organizations related to asset security.
- Comply with the company's safety leadership plan, being able to prevent risks and mitigate impacts in terms of industrial safety and occupational hygiene.

5 Annexes



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

Countries





Action

Evaluate the health, safety and environment (HSE) culture of our assets.

Description

We will monitor the progress of HSE culture in Groupement Reggane Nord (GRN) after the implementation of the HSE Culture action Plan.

Indicator

Elaborate the HSE culture progress report.

What we've achieved



The progress of the HSE culture action plan in Groupement Reggane Nord (GRN) has been monitored on a quarterly basis during 2021 and all the actions for 2021 have been completed and recorded in the corresponding HSE culture progress reports. At the end of 2021 the percentage of compliance of the plan is 93%. Actions completed in 2021 have been related to HSE leadership, just culture, HSE communication and HSE training.

Contribution to the SDGs:





Algeria

Action

Promote the health, safety and environment (HSE) training of our assets.

Description

We will roll out the Occupational Safety Training in Groupement Reggane-Nord.

Indicator

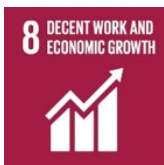
Achieve at least a 75% of people trained.

What we've achieved



Occupational safety training has been implemented at Groupement Reggane Nord (GRN) in the first half of the year. Contractors and employees have been trained and 40% of those registered have completed the training. The training has consisted of key topics in occupational safety such as general principles, permit to work, work at height, scaffolding, land transport, lifting and hoisting, etc.

Contribution to the SDGs:



2021 Sustainability Plan

Algeria



Action

Contribute to security in remote or desert areas by training personnel on how to react in the event of a security threat.

Description

We will extend the HET (Hostile Environment Training) courses to new expatriates in the Algeria Business Unit, taught by specialists, to instruct employees on the security risks they may encounter in remote and desert areas.

Indicator

Train 100% of new expatriates by the end of 2021.

What we've achieved



100% of new expatriates have been trained in HET (Hostile Environment Training) during 2021. The main topics covered in this training are: personal security and travel preparation, situational awareness, mobile and vehicles security, surveillance and hostile planning, kidnap and ransom and grab bag.

Contribution to the SDGs:





Bolivia

Action

Develop training activities and training in prevention and control of spills to own personnel and contractors.

Description

We will carry out training activities and spill drills with the aim of improving the knowledge and capabilities of the Field Response Team (FRT), in the event of environmental incidents.

Indicator

There will be 3 training activities and 2 drills led by a spill specialist.

What we've achieved



We have carried out three (3) training activities in spill prevention and control, in addition we have carried out a drill and a table-top drill, for the management of eventual incidents, thus executing 100% of the activities contemplated for 2021, thus improving the knowledge and skills of the 57 people who participated.

Contribution to the SDGs:





Bolivia

Action

Monitor the inclusion of safety criteria in the qualification and evaluation of the performance of suppliers, contractual clauses and evaluation of offers, for the acquisition of goods and services with high risk in safety and the environment.

Description

We will review the supplier qualification requirements and performance evaluation forms in order to ensure the inclusion of safety and environmental criteria updated to the 2021 objectives. Ensure that these criteria are included in the bidding documents.

Indicator

100% review of tender documents.

What we've achieved



The review and updating of the safety and environmental criteria required for the qualification of suppliers is still in process, and they will be included in the bidding documents.

Contribution to the SDGs:





Brazil

Action

Fostering a culture of safety in the supply chain.

Description

We will implement the updated security clause in new contracts entered into as of January 2021.

Indicator

Include the updated clause in 95% of the contracts signed in 2021.

What we've achieved



We have implemented the security clause in 100% of the 27 new contracts signed in 2021. The security clause is intended to manage risks according to the scope of the contract and the exposure that it could bring to Repsol Sinopec Brasil. According to this, we have categorized 3 different management levels, each contract mode will define the responsibilities between the operator and the contractor, also the requirements that the contractor must fulfill contractually.

Contribution to the SDGs:





Brazil

Action

Continue the sensitization and training process to strengthen the security culture.

Description

We will expand the Safety Leap safety leadership program and offer the updated Introduction to Safety and Environment and Prevention of occupational hazards outside your office training content in online versions for all employees.

Indicator

80% employee participation in the Safety Leap course until December 2021.

95% employee participation in the Introduction to Safety and Environment course until 2022, with at least 60% participation until December 2021.

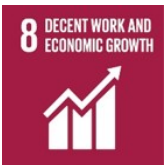
95% employee participation in the Prevention of occupational hazard outside course until 2022, with at least 60% participation until December 2021.

What we've achieved



We have achieved a participation of 96% (105 people) in the "Safety Leap - Salto de Seguridad" course; 77% (85 people) in "Introduction to Safety and Environment Culture" course; and 78% (86 people) in the "Prevention of occupational risks outside the office" course, until December 2021.

Contribution to the SDGs:





Brazil

Action

Promote internal cybersecurity awareness.

Description

We will develop an internal communication campaign and offer a course to raise employee awareness and prevent cybersecurity-related risks.

Indicator

Implementation of the communication campaign until December 2021.

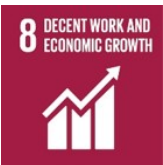
Participation of 80% of employees in the Firewall Cybersecurity online course.

What we've achieved



We have disseminated content related to cyber security in internal communication channels and we have provided a conference on the subject with the participation of 86% of employees, until December 2021.

Contribution to the SDGs:





Brazil

Action

Manage the updating of operating systems to ensure information security.

Description

We will update server and computer operating systems to prevent cybersecurity risks.

Indicator

Updating of server operating systems > 90% and 100% of client machine operating systems.

What we've achieved



We have guaranteed the proper management of infrastructure security, reaching the challenge of 100% of the computer and server operating systems fully supported by the manufacturer (not obsolete), updated with the latest version, thus reducing vulnerabilities and therefore consequently the possible threats and cybersecurity risks in our systems and servers.

Contribution to the SDGs:





Action

Lead continuous improvements in conducting our operations safely through safety-focused training.

Description

We will continue to strengthen the safety culture and skill set amongst our staff and demonstrate our commitment to safe operations through training initiatives.

Indicator

Coordinate Safety and Environmental Management Safety online training program to CBU staff by December 31, 2021.

Coordinate Process Safety/Hazard Management online training program to CBU staff by December 31, 2021.

What we've achieved



Safety and Environmental Management System training went live in 2021 and has been made available to all staff. The Canadian Business Unit Safety team completed the SEMS training and the extensive Process Safety training in 2021, which included seven staff. Consolidation of training programs will continue through 2022, including the rollout and assurance to all staff in the Canadian Business Unit in 2022.

Contribution to the SDGs:





Action

Implement HSE Passport to Safety with main Canadian Business Unit contractors.

Description

We will demonstrate our ongoing commitment to safety and safe operations by engaging main contractors on Repsol's HSE Passport to Safety program which will document safety training certifications.

Indicator

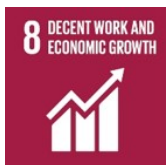
Implement HSE Passport to Safety Program with one hundred percent (100%) of main contractors in the Canadian Business Unit by December 31, 2021.

What we've achieved



In 2021, we successfully implemented the HSE Passport to Safety Program with 100% of main contractors in the Canadian Business Unit that included 23 contractor companies and a total of 92 Passports, completed by December 2021.

Contribution to the SDGs:





Action

Analyze safety and environmental performance indicators and identify opportunities for improvement.

Description

We will report safety and environmental performance indicators according to the requirements established in the non-operational model in the IAMS (Integrated Asset Management System) tool.

Indicator

Report and document indicators of non-operated assets on a quarterly basis.
Generate and present the plan if necessary.

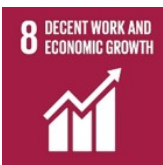
What we've achieved



We have reported and documented the indicators of non-operated assets on a quarterly basis, with excellent results, according to the requirements established in the model of non-operated assets in the IAMS (Integrated Asset Management System) tool.

Given the excellent indicators obtained in relation to the IAMS tool of our non-operated assets, it was not necessary to develop an improvement plan.

Contribution to the SDGs:



2021 Sustainability Plan



Ecuador

Action

Implement the 2021 Safety Plan to reduce accidents among our own personnel and contractors working in Blocks 16 and 67.

Description

We will implement a security plan based on 14 actions to be executed throughout the year 2021. This plan is led by the Business Unit Management. It is focused on improving the safety culture, leadership and collective commitment to reach zero accidents by 2021.

Indicator

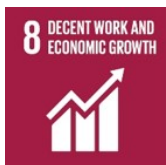
Achieve 100% of the security plan by 31st of December 2021.

What we've achieved



We have complied with 100% of the 14 actions of the management-led plan to improve the safety culture, leadership and collective commitment to achieve the goal of zero accidents by 2021.

Contribution to the SDGs:





Ecuador

Action

Implement the procedure and use of the safety and environmental passport by the most important contractors operating in the Blocks.

Description

We will use the passport to have a more rigorous control over the safety training received by contractors working in Block 16, as well as the status of their vaccinations and the certification of a good work attitude. We will take into account the permanent contractors and those with the highest risk in their activity.

Indicator

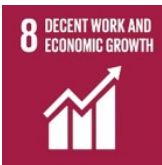
Achieve 100% passport usage in defined contractors by 30th of November 2021.

What we've achieved



We have reached the goal of 100% passport use for contractors in the Ecuador Business Unit. This tool has allowed us to maintain a high safety level in our operations.

Contribution to the SDGs:





Indonesia

Action

Conduct online floorwarden training for all Jakarta office's floorwarden personnel.

Description

We will deliver online floorwarden training which focuses on emergency evacuation and emergency condition in the Sequis Tower as new Jakarta office building. It will give knowledge and socialize the Emergency Procedure that must be performed in case an emergency happens.

Indicator

Ensure all floorwarden personnel of Jakarta office participate in the training.

What we've achieved



We have carried out the online training programme among our floorwarden. We have trained 100% of our floorwarden personnel on first aid, operation of automatic external defibrillator and emergency system in the Jakarta Office Building. We have two teams of floorwarden and one additional team as back up system in case of emergency.

Contribution to the SDGs:





Indonesia

Action

Launch a campaign to encourage employees to perform the 10 Basic Safety Rules (BSR) online training.

Description

We will encourage Jakarta office employees to participate in the 10 Basic Safety Rules (BSR) online training which aims to increase their knowledge about the hazards and risks that can occur in Repsol operations.

Indicator

Ensure 90% of Jakarta office employees participate in the course.

What we've achieved



We have encouraged Jakarta Office employee to perform the 10 Basic Safety Rules (BSR) online training, reaching a participation of more than 90% of Jakarta employees.

Contribution to the SDGs:





Malaysia

Action

Raise awareness on personal safety through safety campaigns with primary school children.

Description

We will collaborate with the Department of Education, Police, Fire & Rescue Department and Malaysia Civil Defence Force to organise a Safety Day among schoolchildren. We aim to promote and nurture personal safety awareness through interactive activities and fun quiz for greater traction and focus.

Indicator

Conduct two programs (Terengganu & Sabah) this year.

What we've achieved



We have completed successfully both programs in Sabah and Terengganu. In Terengganu, over 2,200 primary school students (online & physical) participated in the online program.. The Jabatan Pendidikan Terengganu Facebook generated 2.2K participants, 1.2K shares, 10K views and 48.5K comments.

Contribution to the SDGs:





Malaysia

Action

Measure safety compliance assessment to selected safety critical areas at offshore platform.

Description

We will develop terms of reference for assurance and assessment.

We will perform on the job safety assessments against selected areas as per the governing requirement guided by terms of reference.

Indicator

Conduct four assessments at offshore platforms on selected areas.

What we've achieved



We have completed four assessments conducted at offshore platforms:

- 1) Eye, face, hand and finger.
- 2) Drop object prevention.
- 3) Line of fire.
- 4) Slip, trip and fall.

Contribution to the SDGs:





Malaysia

Action

Enhance our business continuity plan.

Description

We will continue developing and updating our business continuity plan in case of COVID-19 cases in the field to avoid and minimize disruption to operations and production.

Indicator

Contain number of COVID cases in the production facilities.

What we've achieved



We have put in place control measures, such as green bubble program, Standard Operating Procedure (SOP) for Covid-19, quarantine and Covid-19 testing, which have managed to restrict the spread of the virus at production facilities. The operation continues without disruption since the start of the pandemic.

Contribution to the SDGs:





Mexico

Action

Train all people working at Repsol-flagged service stations to act safely in the event of incidents.

Description

We will implement safety awareness and training actions aimed at employees of service stations managed by Repsol in Mexico.

Indicator

Application to 100% of operational service stations.

What we've achieved



We have conducted employee training at 100% of our operating service stations. We have also issued several safety bulletins, lessons learned and other communication campaigns through electronic media, with the aim of raising awareness and securing operations.

Contribution to the SDGs:





Mexico

Action

Strengthen the safety of drivers and road fuel transport vehicles.

Description

We will promote the growth of a security structure around road fuel transport, with the aim of increasing the protection of people and vehicles, as well as the environment.

Indicator

Implementation of structure in all contracted transport lines.

What we've achieved



To increase the safety of drivers working in the transport companies contracted by Repsol, we have developed control procedures implemented since the bidding process. We also carry out operational monitoring, promoting the creation of competencies aimed at regulatory compliance and global objectives related to Safety and Environment related to road driving.

Contribution to the SDGs:





Mexico

Action

Exercise evident, proactive and systematic safety leadership at all levels of the organization.

Description

We will conduct the roll-out of the Safety Leap safety leadership training programme for employees.

Indicator

80% of Repsol Mexico employees take the course.

What we've achieved



We exceeded our goal of providing "Safety Leap" safety leadership training to more than 80% of Repsol workers at different levels in Mexico, reaching 88%.

Contribution to the SDGs:





Norway

Action

Ensure safe cyber security at the Yme-field.

Description

Implement robust cyber security governance for safe operations through collaboration with Maersk Drilling and increased knowledge in organisation.

Indicator

Increase the governance of cyber security through establishing an interface document between Maersk Drilling and Repsol Norge.

Improve knowledge and competence within cyber security domain in case of a cyber situation should occur through arranging minimum two tabletop exercises.

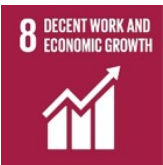
What we've achieved



To ensure a continuously improvement within cyber security we have included cyber security as an own section in the interface document between Repsol Norge, Maersk Drilling Norway and Mærsk Inspirer.

We have completed one of the planned tabletops. During 2021 Repsol Norge took over the day-to day operations of Mærsk Inspirer and a second tabletop was no longer relevant to arrange. Instead, all former Maersk Drilling personnel have been enrolled to the Repsol cyber security e-training.

Contribution to the SDGs:





Norway

Action

Raise the competence for safety and environment among our employees.

Description

We will promote the online course Introduction to Safety and the Environment to all our employees. The general objective of this course is to become familiar with the main aspects of safety and the environment in the oil & gas industry and to learn how we manage them at Repsol.

Indicator

More than 75% of Repsol Norge's employees to complete the 2-hour online training.

What we've achieved



61% of Repsol Norge's employee onshore have completed the online Safety and Environment training, which is below the target.

Contribution to the SDGs:





Peru

Action

Strengthen the safety culture in the Mobility Business Unit, focusing on leadership actions aimed at preventing and minimizing risks in operations.

Description

We will develop activities that are part of the action points identified in the Safety Culture Diagnosis: leadership. We will give continuity to the work plan started in 2020.

Indicator

Execute the Safety Culture Improvement Plan for the current year, considering a minimum threshold of 90%.

Establish action plans to reduce the number of conditions and acts detected during preventive safety observations.

What we've achieved



We have executed 100% of the action plan defined as part of the process of analysis, prevention and minimization of risks in operations. We have disseminated the lessons learned to our own personnel and contractors in safety and environment conferences and committees. We have reinforced leadership with safety walks for the first line or senior management, and expanded the control of contractors online prior to the execution of work at service stations.

Contribution to the SDGs:





Peru

Action

Implement a supervision and fatigue control system for tanker drivers who operate long hours through optical means.

Description

We will implement a supervision and control system for tanker drivers through optical means. If fatigue or an unsafe condition is detected on board during long shifts (for example, the use of cell phones), corrective actions will be taken.

Indicator

Implement the control and supervision system for 100% of the fleet that operates long shifts.

What we've achieved



We have finished the process of preparing the tender for the supervision and control system for tank drivers through optical means, after the deployment of two pilots with this pioneer system to achieve the development of the bases of a technically competent contest. It is estimated that the implementation of the system will take place during 2022.

Contribution to the SDGs:





Peru

Action

Deploy the contractor management system in all the land fleets with which Repsol operates.

Description

We will implement a system of supervision and control of the transport service in order to ensure compliance with the technical conditions agreed with the contractor before starting each operation or product transfer. This system will be deployed in approximately 35 contracts.

Indicator

Deploy the system in at least 90% of land transportation contracts.

What we've achieved



We have developed an internal control application for our entire land transport logistics chain from the different terminals to large customers in sectors such as mining, fishing and other industries and/or to service stations. This constitutes an important preventive security measure in the contracted transport service, for each one of the dispatches.

Contribution to the SDGs:





Peru

Action

Identify and manage steam leaks more immediately.

Description

We will develop a mobile application for the management of steam leaks at the La Pampilla Refinery, making it possible to streamline maintenance and prevention actions.

Indicator

Implement the application before the end of the period.

What we've achieved



We have completed the implementation of the GesFugas application in September 2021 and as of October of the same year we have been reporting estimated benefits.

Contribution to the SDGs:





Peru

Action

Significantly increase the capabilities for monitoring and detecting cyber incidents in information systems.

Description

We will launch the following activities:

- Promotion of cybersecurity practices and privacy by design.
- Increase and transversal organization of response capacities.
- Appropriate dimensioning of protection environments using new technologies (AI, ML).
- Use of advanced sources of information to enhance collaboration.

Indicator

Implement monitoring projects, secure remote access, advanced technical protection and network security by December 2021.

What we've achieved



We have implemented six initiatives and four projects in industrial assets around monitoring, remote access, encrypted communication, event management and information classification; that allow us to increase our cyber incident detection, incident response and safe operation capabilities.

Contribution to the SDGs:





United Kingdom

Action

Enhance the consideration of human factors in safety management.

Description

We will focus on individual awareness of human factors in the workplace and situational awareness. We will encourage our employees to complete the human factors training and we will conduct situational awareness training workshops.

Additionally, we will continue with the integration of human factors into SEMS (Safety and Environmental Management System).

Indicator

Reach at least 75% completion of human factors training onshore and offshore.

Conduct situational awareness training workshops on four offshore assets.

Integrate human factor requirements into Management of Change and Incident Investigation Procedures.

What we've achieved



We have integrated human factor requirements into Management of Change procedure. However, we have not accomplished human factors training onshore and offshore and situational awareness training workshops. We will continue working on these objectives throughout 2022.

Contribution to the SDGs:





United Kingdom

Action

Strengthen our competence assurance framework to control and manage Major Accident Hazard Risk.

Description

We will enhance our existing competence framework for offshore leadership positions to demonstrate our ability to control and manage Major Accident Hazard risk. In addition, we will improve the visibility of contractor competence and training requirements for core crew personnel across the asset groups in the JV.

Indicator

Conduct training and competence focused audits on our key contractor organisations in the JV.

Build emergency response team competence assurance framework within iCams (tool to manage staff training and competition).

What we've achieved



We have carried out competence & training audits of specific contractor organisations. Also, we have built an emergency response team capability assurance framework. Additionally, we have reinvigorated our HSE (Health, Safety and Environment) Framework, as well as HSE Standards and behaviours associated with the framework. As well, we have reinforced our tool to manage HSE incidents iCare, and we have rolled out new iCare App, reports and process.

Contribution to the SDGs:





United Kingdom

Action

Ensure our control of work process delivers on safety.

Description

We will implement the Control of Work Improvement Plan and complete at least 75% of the defined activities. An effective control of work process will provide a work environment that allows tasks to be completed safely and without unplanned loss of containment with the potential to cause environmental damage or to damage a plant or equipment.

Indicator

Complete 75% of the Control of Work Improvement Plan activities.

What we've achieved



We have fully implemented the Control of Work Improvement Plan. Thanks to the implementation of this plan, it will be possible to complete the work tasks more safely, allowing greater control over the unplanned losses of containment, which could lead to environmental damage or damage to the plant or equipment.

Contribution to the SDGs:





United Kingdom

Action

Improve Major accident hazard (MAH) management by assessing safety performance.

Description

We will use safety performance indicators to assess operational safety performance through monitoring and to measure the level of safety. We will implement Process Safety Performance Indicators (PSPI) to ensure focus sessions are established on operational safety. To achieve this objective we will roll out a PSPI dashboard.

Indicator

Implement a Process Safety Performance Indicator (PSPI) dashboard by the end of the year.

What we've achieved



We have rolled out a Process Safety Performance Indicator (PSPI) Dashboard in order to monitoring and to measure the level of safety to ensure focus sessions are established on operational safety.

Contribution to the SDGs:





United Kingdom

Action

Strengthen operational integrity

Description

We will reduce the risk through proactive management of SCRA's (Safety Critical Element Impairment Risk Assessment) and deferrals. To achieve this we will carry out the following actions:

- 1) SCRA's and Safety Critical Deferrals with KPI's will be reported monthly / weekly at different management forums
- 2) We will reduce department integrity inspection and facility management related deferrals.

Indicator

Report SCRA's and Safety Critical Deferrals with KPI's at different management forums on a monthly or weekly basis.

Reduce department integrity inspection and facility management related deferrals (803 in 2020) by 25% and Pressure Safety Valves (710 in 2020) by 25%.

What we've achieved



We have reported periodically SCRA's and Safety Critical Deferrals with KPI's at different management forums.

We have reduced department integrity inspection & facility management related deferrals and pressure safety valves, but we have not reached the target of 25%. We will continue working on these objectives throughout 2022.

Contribution to the SDGs:





United Kingdom

Action

Reduce the backlog of deferred maintenance to ensure assets integrity

Description

We will seek the target zero backlog items. Our objective will be to achieve zero integrity and facility management backlog and reduce department integrity related backlog by 40% with focus on construction.

Indicator

Achieve zero integrity and facility management backlog (threshold max 250 hrs).

What we've achieved



Although during the year 2021 we have been working on reducing department integrity related backlog with focus on construction, we have not been able to reach our objective to achieve zero integrity and facility management backlog. We will continue working on this throughout 2022.

Contribution to the SDGs:





United Kingdom

Action

Prevent dropped objects.

Description

We will continue with the implementation of our DROPS Strategy to prevent static objects from falling to lower levels. We will conduct four strategy compliance audits in 2021 to target zero HPI (High Potential Incidents), and preventing all ADOs (dropping objects) through effective strategy implementation.

Indicator

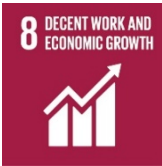
Conduct 75% of the compliance audits.

What we've achieved



During this year 2021, we have established the Dropped Object Metric reporting at business performance meetings. Also, we have issued a monthly KPI report in order to mitigate trends. Furthermore, we have implemented a Strategy Compliance auditing programme to target zero HPI (High Potential Incidents), and preventing all ADOs (dropping objects). We have conducted the 100% of planned compliance audits No HPI related to dropped objects in 2021.

Contribution to the SDGs:





Action

Ensure safe decommissioning.

Description

We will transition and manage sites to cease of production or different operating modes safely and efficiently. To achieve this we will:

- 1) Establish clear definition of the required transition of the process plant from current to new status.
- 2) Deliver an approved revised Safety Case for the site, with hazards, risks, risks controls and safety management system in place.
- 3) Execute the changes defined in the revised Safety Case.

Indicator

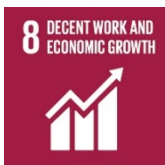
Deliver an approved revised Safety Case for the site.

What we've achieved



We have successfully transitioned Tartan asset to an optimum post Cessation of Production (CoP) mode of operation named Not Normally Attended as of December 19th. All modifications required to enable this mode of operation have been implemented without any HSE incidents and in accordance with the requirements of the updated Safety case for the installation approved by the HSE UK regulator. This new mode of operating optimized for Post CoP operations have massively reduced the people exposure to any risk.

Contribution to the SDGs:





United States

Action

Drive continuous improvement in our safe operations.

Description

We will launch a Safety & Environment (S&E) committee within the Eagle Ford Business Unit to ensure active and consistent collaboration between S&E personnel, operations teams and leadership to raise awareness of our health, safety and environment performance and identify opportunities to promote safe operations.

Indicator

Form committee with 10 members and host 12 committee meetings.

What we've achieved



We have launched the monthly leadership S&E Committee with 20+ members from multiple departments and adopted a charter that identified five goals and 14 objectives. We formed a field S&E Committee with front-line staff to facilitate bottom up input and S&E staff in an advisory role.

We launched a monthly Eagle Ford Business Unit S&E Leadership meeting to facilitate top down direction with leaders and the S&E team to update on risks and mitigations, taking into account input from the field S&E Committee.

Contribution to the SDGs:





United States

Action

Standardize our safety processes to ensure the protection of people and the environment.

Description

We will integrate Repsol's global Safety & Environment Management System (SEMS) into our Eagle Ford Business Unit operations to advance the One Repsol Way in our safety processes.

Indicator

Complete at least one gap analysis and identify measures to ensure compliance with the applicable norms, policies and procedures.

What we've achieved



We have completed a gap analysis of the global Safety & Environment Management System (SEMS) in the Eagle Ford Business Unit, which enabled us to improve our compliance with critical SEMS elements from 65% to 74% by year-end, and began the development of a gap closure case in Repsol's global online safety reporting database Synergi.

Contribution to the SDGs:





United States

Action

Contribute to achieve zero accidents.

Description

We will develop a program to efficiently and effectively identify and manage key risks in our Eagle Ford Business Unit, and we will collaborate with the corporate team to launch a communication campaign to support the program.

Indicator

Define and implement the program in our field offices and operations.

What we've achieved



We have performed 9 environmental assessments for our development and producing operations. We have launched our Risk Management program and performed Process Hazards Analyses (HAZOP) for our drilling and completions and production facilities. We have rolled out the International Oil and Gas Producers Process Safety fundamental and distributed information to all Eagle Ford Business Unit employees. We have developed six "bowties" and hazard risk registers and shared with operations and maintenance teams.

Contribution to the SDGs:





United States

Action

Improve the safety and environment culture.

Description

We will conduct assessments of third-party safety and environment systems in the Marcellus Business Unit.

Indicator

Create an improvement plan based on the assessment for immediate implementation.

What we've achieved



We have completed Phase 1 and Phase 2 of the Marcellus Business Unit safety and environment culture survey / assessment, which included 200 employees and main contractors.

An action plan has been created based on the results of the project with 22 actions identified for implementation in 2021 and 2022 related to leadership, contractor management, training & competency and safety & environment management systems.

Contribution to the SDGs:





Venezuela

Action

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

Description

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

Indicator

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

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

What we've achieved



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

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

Contribution to the SDGs:





Venezuela

Action

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

Description

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

Indicator

Prepare a report of results with recommendations for the Cardón IV asset.

Prepare a report of results with recommendations for the Petroquiriquire asset.

Prepare a report of results with recommendations for the Quiriquire Gas asset.

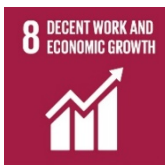
What we've achieved



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

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

Contribution to the SDGs:





Venezuela

Action

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

Description

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

Indicator

Train 90% of contracted security personnel.

What we've achieved



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

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

Contribution to the SDGs:



Industrial Complexes





Action

Progressively improve the security level of the Industrial Complex facilities.

Description

We will invest in incorporating safety, occupational and process improvements to our facilities in line with industry best practice.

Indicator

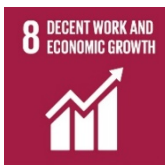
Meet 100% of the budget of the Security Investment Plan.

What we've achieved



In 2021, we met the budget of the Safety Investment Plan, allocating nearly 5 million euros to safety improvements at the facilities, applicable to both process safety and personal safety. One of the investments to be highlighted in this plan are the new control systems in the hydrogen plant (H₂).

Contribution to the SDGs:





A Coruña

Action

Communicate safety-relevant information transparently to own staff and service company partners.

Description

We will prepare and disseminate a minimum of 10 communications on relevant safety issues, lessons learned and safety briefing notes on specific topics among our own staff and those of auxiliary companies.

We will hold coordination sessions with the participation of Repsol personnel and those responsible for safety at service companies to share information and agree on actions to reinforce safety at the Industrial Complex.

Indicator

Communicate at least 10 lessons learned and safety briefing notes.

Carry out a minimum of 40 safety coordination sessions between Repsol and the service companies present in our Industrial Complex.

What we've achieved



We have published a total of 16 internal notes and lessons learned for the knowledge of our own and contracted personnel. We have also held 47 coordination sessions with contractor companies, where all actions relating to safety issues in the Industrial Complex have been dealt with. In addition, the companies themselves, in coordination with Repsol, pass on best practices in prevention.

Contribution to the SDGs:





A Coruña

Action

Enter into agreements and collaborations with external entities with the aim of developing better joint security or emergency response capabilities.

Description

We will carry out agreements signed through agreements or collaboration with entities to support actions in the field of security: external emergency plan, training of professionals in Galicia, etc.

Indicator

Carry out at least three agreements and/or actions.

What we've achieved



In 2021 we carried out 3 collaborations with external entities: we worked with 112 in the general emergency drill and signed two collaboration agreements with Arteixo Town Council and A Coruña City Council for the training of emergency personnel in the municipalities. In A Coruña City Council, training was also offered to fire brigade personnel by Williams, a prestigious fire-fighting company.

Contribution to the SDGs:





A Coruña

Action

Foster a strong process safety culture among our staff to prevent incidents.

Description

We will develop and internally disseminate communications aimed at reinforcing the adoption of key process safety behaviours in our operations.

Indicator

Develop and disseminate 5 videos, notes and questionnaires on key process safety behaviours at operational level.

What we've achieved



The commitment to safety and people is one of the most important pillars at Repsol, which is why every year we internally disseminate communications that help us to reinforce safe behaviour for our staff and activity. In 2021, the A Coruña refinery produced 5 videos, 13 informative notes and 16 questionnaires, all of which focused on key safety issues.

Contribution to the SDGs:





Cartagena

Action

Exercise evident, proactive and systematic safety leadership at all levels of the organisation.

Description

We will conduct the roll-out of the Safety Leap safety leadership training programme for employees.

Indicator

Achieve 90% attendance of the target audience.

What we've achieved



Following the deployment of the safety leadership programme among the organisation's leaders in 2021, and despite the restrictions set by COVID-19, we have managed to involve 76% of employees in the Safety Leap programme. To this end, we have held various meetings and training workshops for technicians and area managers on safety.

Contribution to the SDGs:





Cartagena

Action

Strengthen the culture of personal security.

Description

We will carry out a plan to strengthen the security culture with awareness-raising actions that will serve as a lever for prevention.

Indicator

Carry out 4 personal security awareness actions.

What we've achieved



We have strengthened the safety culture through awareness-raising actions. Specifically, we have disseminated two videos on the paying attention importance to the work being carried out at all times and the environment in which it is developed. In addition, on an internal platform, we have incorporated content related to different experiences and good practices. We have also developed a digital communication campaign with messages related to safety.

Contribution to the SDGs:





Cartagena

Action

Incentivise good safety performance among contractor companies.

Description

We will hold safety meetings with contractors and reward their performance and good practices.

Indicator

Hold an annual meeting and nominate the winner of the Contractors' Safety Award.

What we've achieved



During 2021, we organised two meetings with the heads of the contractors working at the refinery to discuss safety-related issues. In recognition of the good work carried out in this area, Repsol presented the company APIDECO with its annual safety award.

Contribution to the SDGs:





Cartagena

Action

Strengthen safety and environmental criteria in work with external companies.

Description

We will reinforce safety criteria and values by issuing communiqués to contractors on the principles of ethics and conduct, good governance, safety, environment and sustainability, and we will hold workshops on attitudes to safety.

Indicator

Issue 6 communications to contractor companies on the above principles and participation in workshops for at least 40 people from contractor companies.

What we've achieved



As part of Repsol's commitment to safety in all its aspects, the Cartagena refinery has issued more than six communications to contractors. Due to the situation caused by Covid-19, the scheduled workshops have been replaced by monographic telematic meetings in order to preserve the health of the participants.

Contribution to the SDGs:





Petronor

Action

Carry out training activities with public institutions responsible for citizen security.

Description

We will carry out training activities together with the public institutions responsible for the safety of citizens, the Provincial Fire Department and the Ertzantza. We will develop, in coordination with these institutions, the system of industrial and personal safety in the refinery and its surroundings.

Indicator

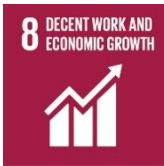
Carry out at least two joint activities with public citizen security institutions.

What we've achieved



We have carried out a joint firefighting practice, with Brigades from Petronor, Forales Firefighters and Ertzantza, consisting of a drill with the deployment of intervention means called MIRU (Major Incident Response Teams). Due to the situation induced by the Covid, one practice has been carried out instead of the two planned. Fifty people took part in the drill.

Contribution to the SDGs:





Puertollano

Action

Evaluate the good practices in terms of Safety and the Environment of the external companies with which we work in the Puertollano Industrial Complex.

Description

As every year, we will evaluate, through rigorous analysis and information, the good performance of the Safety and Environment policies carried out by the external companies with which we work with the aim of complying with our requirements in these two fundamental vectors and priorities in our industrial activity.

Indicator

Evaluate the performance in Environment and Safety of 100% of the external companies that work in the Puertollano Industrial Complex.

What we've achieved



We have carried out a total of more than 300 performance evaluations in Safety and the Environment for suppliers and contractors who have worked with us in 2021. The objective has been to guarantee the quality, safety and environmental standards required by Repsol.

Contribution to the SDGs:





Puertollano

Action

Collaborate with public institutions to promote the culture of safety.

Description

We will maintain cooperation with the institutions and companies in the region, promoting training in our complex, exchanging all the information necessary to keep all established collaboration mechanisms fully operational and contributing the knowledge of our specialized staff as well as collaborating in the maintenance of security means.

Indicator

Continue with the review and calibration of 100% of the security equipment that we maintain, belonging to various institutions.

To train 100% of the personnel of the public administrations that participate in Repsol's training programs in security.

What we've achieved



We have carried out the revisions and calibrations of 100% of the equipment of the institutions, we have also carried out joint training sessions with the administrations.

Contribution to the SDGs:





Puertollano

Action

Collaborate with our clients, suppliers and contractors in the dissemination of good safety practices and extend these good practices to society.

Description

We will improve safety training for suppliers and contractors with the collaboration of approved companies. We will verify the effectiveness through the safety observation program. We will coordinate the preventive activity of service companies, encouraging participation in risk assessments. We will encourage the involvement of companies in security by awarding an annual security award. We will transfer good security practices, making them known to visitors.

Indicator

Complete 100% of the safety dissemination actions program carried out with our contractor companies, customers and suppliers.

Annual recognition of our service companies through the award of the security award.

Strengthen actions to coordinate business activities in the area of safety, applying Lean methodologies, with service companies at the stop.

What we've achieved



We have disseminated lessons learned from incidents and accidents through daily coordination meetings with service companies and awarded the Safety Award to the service company designated for its good performance in safety tasks. We have carried out all the actions to coordinate business activities with the service companies scheduled at the basic Petrochemical shutdown (coordination meetings, specific training, visits to the plant).

Contribution to the SDGs:





Puertollano

Action

Promote the continuous improvement of our performance in terms of health and safety.

Description

We will continue to improve the Annual Health and Safety Plan, which includes all preventive activity, from programs aimed at improving behavior, education and training, to inspection and preventive maintenance programs.

Indicator

Comply with 100% of the preventive security actions in the Complex.

Carry out 100% of the hours of safety training.

What we've achieved



We have carried out approximately 40,000 preventive safety actions at the Complex (preventive observations, audits of work permits and planned observations) and we have provided more than 8,000 hours of safety training for our own personnel.

Contribution to the SDGs:





Puertollano

Action

Promote the continuous improvement of our performance in terms of safety in the process.

Description

We will continue to reinforce the importance that process safety has for us, collecting all the activity aimed at improving behaviour, education and training (including specific training in process safety and drills). We will include transversal digitization projects that will help to facilitate daily management.

Indicator

Training and specific training in process safety. Establishment of security leadership plans.

Implementation of the Guided Aid digitization project, in two areas of the Complex, to strengthen safety in process operations.

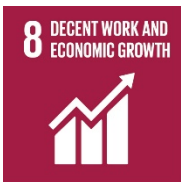
Carry out 100% of the established emergency drills.

What we've achieved



We have provided training in operational emergency drills and key procedures. We have made progress in implementing the Guided Aid digitization project in the pilot areas. In 2021 we have carried out 69 partial emergency drills at the Complex.

Contribution to the SDGs:





Sines

Action

Prevent risks and mitigate impacts in terms of Occupational and Industrial Safety.

Description

We will develop an annual plan of actions and activities in terms of Safety in the area of the entire Industrial Complex, which will consolidate and strengthen a culture oriented towards leadership and continuous improvement, exploring synergies between Repsol's businesses and complexes, to improve our processes and our systems.

Indicator

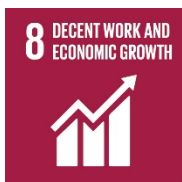
Achieve a compliance value of the 2021 Security Action Plan of the Industrial Complex greater than 90%.

What we've achieved



We have developed 95.3% of the annual plan of actions and activities in terms of Safety in the area of the entire Industrial Complex.

Contribution to the SDGs:





Sines

Action

Improve the safety culture in the Complex's contractors.

Description

We will continue to promote safety improvements in contractor companies working in the Industrial Complex, through the Integrated Safety, Health and Environment Network RISSAPS, by means of periodic meetings and monitoring of the companies' activities and action plans, with special attention to reducing occupational accidents among these workers.

Indicator

Achieve a compliance value of the RISSAPS 2021 action program of more than 90%.

What we've achieved



We have achieved 99.8% compliance with the Integrated Safety, Health and Environment Network (RISSAPS) 2021 action program. We have also promoted safety improvements in contractor companies working at the Industrial Complex through the RISSAPS network.

Contribution to the SDGs:





Sines

Action

Implement risk-based inspection to improve security management.

Description

We will evaluate each component or group of components of equipment that involve risk, defining inspection methodologies, frequency and risk mitigation activities.

Indicator

Implementar evaluaciones basadas en el riesgo en al menos dos unidades.

What we've achieved



We have met the objective of the 2021 plan with the evaluation of Risk Inspection in two additional units: Butadiene and Port Terminal, including the pipelines "pipe-lines" and other components of this equipment. With the implementation of the screenings, we have raised the level of security for the community.

Contribution to the SDGs:





Tarragona

Action

Strengthen relationships with institutions and organizations related to asset security.

Description

We will strengthen the relationship with the necessary institutions and organizations to ensure adequate coordination and management in the event of incidents or emergencies.

Indicator

Hold meetings to exchange information of interest with 4 security and emergency institutions.

What we've achieved



We have held 100% of the planned meetings with Security and Emergency Response institutions (Firefighters, Mossos d'Esquadra, Civil Protection, Civil Guard), to improve aspects of coordination, reciprocal knowledge and review issues of common interest.

Contribution to the SDGs:





Tarragona

Action

Comply with the company's safety leadership plan, being able to prevent risks and mitigate impacts in terms of industrial safety and occupational hygiene.

Description

We will develop an annual plan of actions in terms of Safety in the area of the entire Industrial Complex, which will strengthen a culture oriented towards leadership and continuous improvement, exploring synergies between the businesses to improve our processes and our systems.

Indicator

Achieve the goal of 95% compliance with the Annual Safety Action Plan for the Industrial Complex.

What we've achieved



We have achieved 98.5% compliance with the Annual Safety Action Plan for the Industrial Complex, exceeding the established target value. The number of people participating in preventive activity has increased significantly, placing special emphasis on aspects related to the perception of risk and the human factor.

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

