

Human Rights and Community Relations Policy

Our aim

To respect internationally recognized human rights. These rights include those set out in the International Bill of Human Rights and those established in the International Labor Organization Declaration on Fundamental Principles and Rights at Work, and the eight Fundamental Conventions that comprise them. Respect refers to the fact that Repsol will make reasonable efforts to prevent our activities from causing negative impacts on human rights or communities and, if they occur, will endeavor to mitigate or repair the impact.

To achieve and maintain strong relationships with communities where the company has presence, based on recognition, trust, mutual respect and shared-value, through proactive engagement and responsible and transparent management of social impacts and opportunities.

Our commitments

- Conducting continuous human rights due diligence in our activities. This means: identify and assess potential impacts of our activities on human rights before undertaking a new activity or business relationship, and when relevant operational changes occur; integrate the conclusions in Repsol's internal processes; take appropriate prevention and mitigation measures; monitor the effectiveness of the measures adopted; and externally communicate the measures adopted.
- Acting with due diligence in human rights when establishing business relationships. Make all reasonable efforts to prevent or mitigate negative impacts on human rights directly related to operations, products or services provided through our business relationships (which includes relations with partners, suppliers, contractors, including private security contractors, commercial distributors, as well as any other private or public entities, including public security forces, directly related to our operations, products or services). In the specific case of relations established with public or private security forces, Repsol will act in accordance with the recommendations of the Voluntary Principles on Security and Human Rights. Repsol expects our business relationships to respect human rights when conducting their activities anywhere in the world, and, accordingly, address the negative impacts in which they have involvement.
- Respecting the human rights of our **employees**. Foster a culture of respecting human rights among our employees, promote specific training and implement tools to prevent the infringement of these rights. Ensure that our employees have access to communication and reporting channels that allow them to notify Repsol of situations of possible impacts on their rights.
- Respecting the human rights of our **customers**. Reject any type of discrimination of our customers and product and service users. Respect their right to privacy at all times, protecting and making proper use of any personal data that we are provided.
- In regard of **communities** influenced by our projects and assets, Repsol commits to:
 - Continue respecting their human rights.
 - Assessing and understanding the social and economic context where we operate in order to identify all groups within the communities in our area of influence, especially vulnerable groups.
 - Recognizing and respecting the identity and unique nature of communities; their cultural diversity; their potentially differing needs and aspirations; and their right to maintain their customs and social practices.

Human Rights and Community Relations Policy

- Establishing enduring relationships with communities in the area of influence of our projects and assets, based on principles of respect, cultural sensitivity, integrity, responsibility, transparency, good faith and non-discrimination.
- Promoting transparent and proactive engagement with communities in a timely, honest and culturally appropriate manner at appropriate stages throughout the life-cycle of projects and assets on the basis of an open exchange of information.
- Establishing grievance mechanisms at the operational level, from the start of our activities, so people directly affected by our assets can notify Repsol of any situation of possible impact on human rights.
- Identifying opportunities to maximize positive impacts and promote the shared-value and sustainable development of communities by contributing to local economic development, social progress and environmental preservation of the areas of influence of our projects and assets.
- Endeavour to obtaining and maintaining broad-based support of the communities in the areas of influence of our projects and assets, in ways that are respectful and appropriate to local cultural processes and traditions.
- Recognizing and respecting the unique nature of **indigenous, tribal and aboriginal peoples**. Recognizing and respect their rights, in accordance with existing legislation and with International Labor Organization (ILO) Convention 169, whether incorporated into the national legislation of the countries in which we operate or not. Their rights include, among others, rights to their lands, territories and resources, their organizational, economic and social structure and their right to free, prior and informed consultation through appropriate procedures and in particular through their representative institutions, with consideration is being given to legislative or administrative measures which may affect them directly, in good faith and with the objective of procuring understanding and helping reaching consent in relation to any proposed mitigation measures.
- Promoting the knowledge and respect for the commitments in this policy among Repsol's contractors and other persons and entities with whom we conduct business.

All Repsol employees are responsible for complying with this policy.

This policy was approved by Repsol's Corporate Executive Committee on March 21st, 2017.