



# OVERVIEW

2018  
SUSTAINABILITY  
PLAN

Colombia



# 2018 Sustainability Plan Overview



At the end of the year, it is time to review each of the initiatives that are part of the Sustainability Plan. The degree to which the objectives have been fulfilled is as follows:

**16** Actions / **100%** Fulfillment

	<b>Ethics and transparency</b>	5 ACTIONS
	<b>People</b>	8 ACTIONS
	<b>Safe operation</b>	1 ACTION
	<b>Environment</b>	1 ACTION
	<b>Climate change</b>	1 ACTION

Further down, you can obtain more detailed information for each of the actions included in the plan, their indicators, and all other relevant information.

# 2018 Sustainability Plan

## Key projects



### Repsol helps drive sustainable development...

The Colombia BU is firmly committed to driving sustainable development through its actions in its areas of influence.

### FilBo, Guajira region

For the first time in 31 years, the Bogotá International Book Fair (FILBo) reached the regions. Its first stop was in Alta Extrema Guajira. On May 3-4, thanks to joint efforts between Cámara Colombiana del Libro, Repsol and the Wayúu community, authors and illustrators Ciça Fittipald, Josep Antoni Tàssies, Andrés Calle Noriega and Alexis Forero gave simultaneous workshops on writing, literature and illustration at the Ramón Paz Ipuana library, built in the village of Puerto Estrella in 2017 with funds from the Repsol Foundation.



### PROCOMPITE

Under the framework of Making Global Goals Local Business - Colombia, Chamber of Commerce of Bogotá, and the Global Compact Networks of Ecuador and Colombia, with support from the Global Compact Networks of Latin America, awarded Repsol the first "Regional award for best practices in sustainable development in Latin America and the Caribbean for 2018", based on the Sustainable Development Goals (SDGs) for the "Project to boost the competitiveness of rural associative organizations" (Procompite), contributing to SDG 8: Decent work and economic growth. With the backing of the Canadian Embassy and Socodevi, Repsol Colombia carried out this project in seven towns in the Meta department (Acacias, Guamal, Cubarral, El Dorado, Granada, San Martín and El Castillo) and supported five production chains (cocoa, coffee, watermelon, fish and milk).



# PRESENTATION

2018  
SUSTAINABILITY  
PLAN  
Colombia



# CONTENTS

## 1 Our vision of sustainability and the preparation of this Plan \_\_\_\_\_ 6

## 2 2018 Sustainability Plan. Summary \_\_\_\_\_ 7

Sustainable Development Goals \_\_\_\_\_ 8

 **Ethics and transparency** \_\_\_\_\_ 9

 **People** \_\_\_\_\_ 15

 **Safe operation** \_\_\_\_\_ 24

 **Environment** \_\_\_\_\_ 26

 **Climate change** \_\_\_\_\_ 28

## 3 Process of updating the Plan \_\_\_\_\_ 30

### Legal Notice

This Sustainability Plan 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.

© REPSOL, SA 2018: All rights reserved. This document is the exclusive property of REPSOL, S.A. and their total or partial reproduction is allowed only for non-commercial distribution

# 1 Our vision of sustainability Preparation of this Plan



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



**Ethics and transparency**

We act responsibly and with integrity wherever we operate



**People**

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



**Safe operation**

We guarantee the safety of our employees, contractors, partners, and the local community



**Environment**

We consume the resources needed to generate power more efficiently and with the least possible impact



**Climate change**

We want to be part of the solution to climate change



**Innovation and technology**

We encourage innovation and incorporate technological advances to improve and develop ourselves and our environment

2018  
Sustainability Plan  
Colombia / **16** Actions



**Ethics and  
transparency**

**5 ACTIONS**



**People**

**8 ACTIONS**



**Safe  
operation**

**1 ACTION**



**Environment**

**1 ACTION**



**Climate  
change**

**1 ACTION**

This plan responds to the **expectations identified by the Company's stakeholders**, among which we can highlight the following:

- Behave in an ethical and transparent manner
- Promote the development of communities
- Ensure that human rights are respected
- Help suppliers improve their performance in safety
- Use water responsibly
- Identify opportunities to avoid or minimize the damage caused by climate change



The **actions** that make up this **Plan** help support the United Nations' **2030 Agenda** by addressing the following Sustainable Development Goals (SDG):



**Quality Education.** The contribution to this goal focuses on increasing young people's skills to facilitate their access to employment (target 4).



**Clean Water and Sanitation.** The contribution to this goal focuses on improving water quality (target 3) and in the water-use efficiency (target 4).



**Decent Work and Economic Growth.** This plan includes initiatives aimed at promoting the growth of small and medium-sized enterprises (target 3), achieving full and productive employment for persons with disabilities (target 5) and protecting labour rights and promoting safe and secure working environments (target 8).



**Reduced Inequalities.** The Colombia Business Unit seeks to promote social and economic inclusion in the area around our operations (target 2).



**Responsible Consumption and Production.** This plan describes projects that have an impact on the adoption of sustainable practices (target 6).



**Climate action.** This plan includes measures to fight against the climate change (target 2).



**Peace, Justice and Strong Institutions.** This plan includes a commitment to actions related to reducing violence (target 1), promoting ethics, responsibility and transparency (targets 5 and 6), adopting inclusive and participatory decisions (target 7) and protecting fundamental freedoms (target 10).



**Partnerships for the goals.** The Colombia Business Unit contributes to this goal with actions based on the formation of partnerships in the public-private sphere (target 17).

#### At Repsol, we contribute to sustainable development...

**We act with integrity** in all countries in which we are present.

Our ethical conduct involves strict compliance with both the letter and the spirit of the law.

On this axis, we establish the set of actions that ensure the Company promotes and encourages a **culture of integrity and responsibility** for all Repsol employees, as well as our suppliers, contractors, and business partners.

We also define **transparency and accountability** as differential elements in the Repsol sustainability model. To be credible, it must be consistently transparent.

In this Sustainability Plan, we have committed to actions that will help the Company overcome the challenges we have set for ourselves in this area, while responding to the main expectations of our stakeholders.



Good governance practices

Transparency

Responsible tax policy

Anti-corruption

Fair competition

Responsible political involvement

Fair marketing and sales



## ACTION

Strengthen existing relationships with the Ministry of Defense and with public security agencies.

## DESCRIPTION

We will present our corporate responsibility programs through our participation in various activities, meetings, and/or conferences organized by the Ministry of National Defense and the different public security agencies.

## INDICATOR

Attend two monthly meetings of the General Command of the Military Forces.

Attend 100% of the meetings of the Committee for Infrastructure Protection.

## WHAT HAVE WE ACHIEVED?



We have met our objectives, by attending more than two meetings of the General Command of the Military Forces and all the meetings of the country's Committee for Infrastructure Protection.

## CONTRIBUTION TO THE SDGs:



## ACTION

Raise awareness of our employees about the transnational corruption norm and the self-management system for money laundering and terrorism funding risks.

## DESCRIPTION

We will organize training and information workshops that strengthen the ethics and transparency of the business activities carried out in Repsol Colombia. We will focus on the prevention of transnational corruption and Repsol's Code of Ethics and Business Conduct.

## INDICATOR

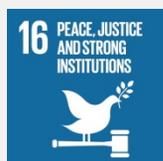
Organize a workshop for Repsol employees in Colombia about the prevention of transnational corruption and Repsol's Code of Ethics and Business Conduct.

## WHAT HAVE WE ACHIEVED?



We have published information on the transnational prevention of corruption and the Repsol Ethics and Conduct Code in RepsolNews and on the digital bulletin board, and we have set up the workshop for this with each of the employees.

## CONTRIBUTION TO THE SDGs:



### ACTION

Present the Strategic Plan for the Colombia Business Unit to employees.

### DESCRIPTION

We will inform employees about the Colombia Business Unit's strategic lines of work for 2018.

### INDICATOR

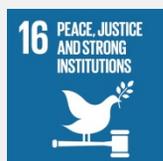
Conduct an information session with all employees about the Strategic Plan for 2018.

### WHAT HAVE WE ACHIEVED?



We have arranged an event at which employees were apprised of the Colombia Business Unit's strategic working lines for 2018.

### CONTRIBUTION TO THE SDGs:



### ACTION

Inform Repsol Colombia employees of actions undertaken in tax-related matters in regard to the corporate structure in Colombia.

### DESCRIPTION

We will review the corporate structure of the companies legacy Talisman Colombia, Repsol Servicios Colombia, and Santiago Oil Company, keeping OECD and EU standards in mind. Subsequently, we will inform employees of the actions undertaken in this regard.

### INDICATOR

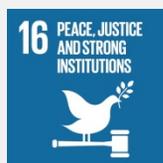
Organize a workshop on the socialization of corporate structure processes for Repsol Colombia employees.

### WHAT HAVE WE ACHIEVED?



We have sent notification to all employees of Repsol Colombia with information on the corporate structure process.

### CONTRIBUTION TO THE SDGs:



## ACTION

Inform people of and promote compliance with the business ethics clause in the different contracts signed by Repsol Group companies in Colombia.

## DESCRIPTION

We will ensure that all Repsol Group contractors and suppliers in Colombia know the Code of Ethics and Business Conduct and anti-corruption regulations (Compliance Manual, Ethics Program, and Self-Monitoring System Manual, Money Laundering and Terrorism Funding Risk Management for Colombia) and determine whether they engaged in practices contrary to the regulations.

## INDICATOR

Include the ethics clause in 100% of contracts signed.

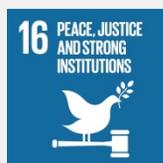
Send information about the Code of Ethics and Business Conduct and anti-corruption regulations to 100% of contractors with contracts already signed and in force.

## WHAT HAVE WE ACHIEVED?



We have added a business ethics clause to all contracts, we have sent a communication to employees, and we have carried out capacitation on the manual for the system of autocontrol and management of risks in relation to money laundering and the financing of terrorism for Colombia.

## CONTRIBUTION TO THE SDGs:



### At Repsol, we contribute to sustainable development...

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

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

Business operations are carried out in an increasingly demanding and informed social environment, and companies strive to **establish sound relationships** based on the principles of respect, cultural sensitivity, integrity, accountability, transparency, good faith, and non-discrimination with the people they interact with, 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.

This axis includes the following initiatives.



Respect for Human Rights (labor rights and employment conditions, health, rights of vulnerable groups and others)

Grievance mechanisms

Diversity and work-life balance

Climate and talent retention

Opportunity management (training and development, dialogue with communities, and social investment)



### ACTION

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

### DESCRIPTION

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

### INDICATOR

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

### WHAT HAVE WE ACHIEVED?



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

### CONTRIBUTION TO THE SDGs:



### ACTION

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

### DESCRIPTION

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

### INDICATOR

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

### WHAT HAVE WE ACHIEVED?



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

### CONTRIBUTION TO THE SDGs:



### ACTION

Deliver training workshops on community relations and human rights.

### DESCRIPTION

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

### INDICATOR

Organize two in-person workshops.

### WHAT HAVE WE ACHIEVED?



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

### CONTRIBUTION TO THE SDGs:



## ACTION

Implement the social risks action plan.

## DESCRIPTION

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

## INDICATOR

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

## WHAT HAVE WE ACHIEVED?



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

## CONTRIBUTION TO THE SDGs:



### ACTION

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

### DESCRIPTION

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

### INDICATOR

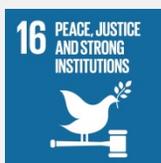
Organize breakfasts with 100% of employees, split into groups of eight people.

### WHAT HAVE WE ACHIEVED?



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

### CONTRIBUTION TO THE SDGs:



### ACTION

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

### DESCRIPTION

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

### INDICATOR

Offer internships to three scholarship holders.

### WHAT HAVE WE ACHIEVED?



We have linked three interns in various disciplines.

### CONTRIBUTION TO THE SDGs:



### ACTION

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

### DESCRIPTION

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

### INDICATOR

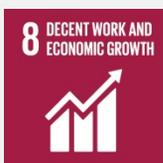
Implement 80% of the action plan to improve work climate.

### WHAT HAVE WE ACHIEVED?



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

### CONTRIBUTION TO THE SDGs:



### ACTION

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

### DESCRIPTION

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

### INDICATOR

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

Identify best practices to implement in the Business Unit.

Provide the awareness and training workshop.

### WHAT HAVE WE ACHIEVED?



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

### CONTRIBUTION TO THE SDGs:



### At Repsol, we contribute to sustainable development...

In pursuit of our goal of **Zero Accidents**, we demand a high level of safety in our processes and facilities, paying special attention to the protection of the people and the environment around us. We apply stringent measures during the design and maintenance of our facilities. We carry out risk analyses following best practices at the international level, manage our response to emergencies efficiently, and provide appropriate training to our employees. In addition, we consider anticipative safety measures key to preventing major industrial accidents.

When we speak about safety, we do not limit ourselves to our facilities, but also refer to raising awareness among **our suppliers and contractors**.

Our commitment in this area is evidenced by the fact that safety objectives determine our **employee's performance-based compensation** by anywhere from 10% to 20%.

Below, we list the actions that show our commitment to safety and our goal of Zero Accidents.



Prevention of personal, process,  
and transportation accidents

Incident Management

Emergency management

Safety in product use



### ACTION

Assess and train land transportation suppliers for Repsol operations in remote areas in accordance with the Repsol Group norm on land transportation.

### DESCRIPTION

We will conduct assessments of our current suppliers to verify regulatory compliance. We will also carry out awareness raising workshops about the norm for drivers authorized to transport personnel.

### INDICATOR

Assess 100% of transportation suppliers in remote areas.

Carry out at least one awareness raising workshop.

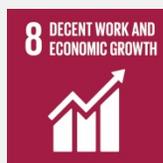
### WHAT HAVE WE ACHIEVED?



We have assessed 100% of road haulage suppliers providing transport in Bogotá and nationwide with respect to their compliance with Repsol's regulations concerning purchases and procurement and road safety.

We have also carried out an audit of regulatory compliance for the provision of transport services, and set up awareness workshops.

### CONTRIBUTION TO THE SDGs:



### At Repsol, we contribute to sustainable development...

At Repsol, we share society's concern regarding the need to care for the environment in which we live. We seek to **minimize the impact of our operations** by adopting a low-emissions strategy, optimizing water management, reducing the contaminant load of spills, managing waste appropriately, improving prevention and response systems during spills, and considering biodiversity to be a key component.

We've taken on the commitment to use the resources involved in our operations efficiently and in a more circular fashion. In 2016, Repsol set a new challenge: to seek Circular Economy opportunities that promote the sharing economy and represent an alternative to the linear economy of extracting, using, and throwing away.

This Sustainability Plan includes commitments to actions in step with the lines of work that Repsol has set on this axis of sustainability.



Efficient management of natural  
resources

Environmental impact  
minimization



### ACTION

Identify alternatives to improve waste and production water management at non-operated asset CPO09 through a scheduled audit.

### DESCRIPTION

We will carry out an environmental audit of non-operated asset CPO09 in order to identify the methodologies or systems used by the operator to manage waste and production water. Based on the conclusions of this audit, we will present an improvement plan.

### INDICATOR

Draft a report with the opportunities for improvement in waste and production water management.

### WHAT HAVE WE ACHIEVED?



We have carried out the environmental audit for the CP09 field and, following this, we have drawn up a technical memo to assess alternatives to the handling of production water and solid waste.

### CONTRIBUTION TO THE SDGs:



### At Repsol, we contribute to sustainable development...

Repsol actively shares society's concern for the **effect that human activity is having on the climate**. Our challenge is to supply energy in a safe, efficient, and accessible manner, reducing greenhouse gas (GHG) emissions.

To do so, we have made a commitment to **use energy efficiently** at our facilities and in our operations. We have implemented energy management systems that comply with the ISO-50001 standard at our facilities, along with plans to reduce GHG emissions, and our aim is to reduce CO<sub>2</sub>e emissions by 5 million metric tons every year from 2005 to 2020.

We encourage the use of **natural gas** to impel an orderly transition to a low-emission future, as well as the **capture, use, and storage of carbon** as a means of mitigating climate change. Repsol is part of the Oil and Gas Climate Initiative (OGCI), which aims to share the best practices and technological solutions, and the OGCI Climate Investment fund, which will invest \$1 billion over the next 10 years to finance the development of GHG emission-reducing technologies.

Below, we list the actions in the Sustainability Plan related to this axis.



Efficient energy management

Drive the reduction of GHG emissions

Encourage the use of natural gas in electricity generation

Sustainable mobility

Low-emissions economy model

## ACTION

Raise awareness and train Repsol Colombia employees about the plan to compensate the CO<sub>2</sub> emissions generated by Repsol Colombia's internal activities in 2017.

## DESCRIPTION

We will organize awareness-raising and training activities for the employees of the Business Unit about the plan to compensate CO<sub>2</sub> emissions. We will calculate and compensate the carbon footprint of the activities carried out in 2017.

## INDICATOR

Organize three talks about compensating emissions.

## WHAT HAVE WE ACHIEVED?



We have carried out two awareness and training sessions for employees at the Business Unit on the CO<sub>2</sub> emissions compensation plan.

We have also calculated the CO<sub>2</sub> content of activities carried out at the Unit in 2017, compensating the 100% equivalent of 165 tons of CO<sub>2</sub> through the purchase of carbon credits.

## CONTRIBUTION TO THE SDGs:



### **This Sustainability Plan is a dynamic document.**

Each year we will give an account of the extent to which the actions that make up this Plan have been carried out by publishing a monitoring report.

Moreover, given that the expectations of our stakeholders and the issues that concern them are changeable and subject to the evolution of events during the course of the year, this Plan will be updated annually with new actions or the reformulation of existing ones to adapt them to the new situation.

The successive updates of the plan will leave behind them a trail of completed actions that, collectively, are a contribution of our Company to sustainable development.





**REPSOL**