2020 Sustainability Plan Algeria
Our vision of sustainability and the preparation of this Plan

Sustainability Plan 2020

Sustainable Development Goals
Summary

Ethics and transparency
People
Safe operation
Environment
Climate change
Innovation and technology

Process of updating this Plan

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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.

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1 Our vision 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.

- **Ethics and Transparency**: We act responsibly and fully where we are present.
- **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.
Given our role in access to affordable energy, our contribution to social economic development and the fight against climate change, we have prioritized SDGs 7, 8 and 13.

We believe that the most efficient way of contributing to the 2030 Agenda is to collaborate with other entities.

Given our commitment to the optimization of water management, our support for Innovation and Technology, and our focus on the Circular Economy, we have prioritized SDGs 6, 9 and 12.

In 2020, we want to go one-step further in our commitment to sustainable development by publishing an Annual Report on our contribution to the SDGs for the first time. We wish to make our contributions to the 2030 Agenda clear by publishing more than 30 indicators and commitments, painting a panorama of the efforts we make all around the Company, both locally and globally, to provide solutions to the social challenges we face.

We want to be agents of environmental and social change in the territories in which we operate. We have the resources, the ambition and, most importantly, the commitment we need. That is our ambition and the United Nations 2030 Sustainable Development Agenda shows us the way that we can make this happen.
The actions of which this Plan is composed, defined in due consideration of the local context, help support 2030 Agenda by addressing the following goals:
2020 Sustainability Plan

Summary

18 Actions

- Ethics and Transparency: 2 Actions
- People: 5 Actions
- Safe operation: 4 Actions
- Environment: 3 Actions
- Climate change: 2 Actions
- Innovation and technology: 2 Actions
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. At Repsol, we are committed to managing tax matters by applying good tax practices and acting transparently, to paying our taxes responsibly and efficiently and to promoting cooperative relationships with governments, trying to avoid significant risks and unnecessary conflicts.

We want to be publicly recognized as an honest and transparent company in tax-related matters. Thus, we are engaged with the Algerian authorities with the aim of strength our cooperative relationships based on the principles of trust, professionalism, good faith, collaboration, loyalty and the search for understanding.

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.
**2020 Sustainability Plan**

**Ethics and transparency**

**Action**
Promote culture of sustainability celebrating the Sustainability Day.

**Description**
We will organize a Sustainability Day in Algiers, a space that aims to share information and hold presentations on our work and experiences on sustainability, including presentations on HSE (Health, Safety and Environment) related matters, UN Guiding Principles on Business and Human Rights, Voluntary Principles on Security and Human Rights (VPSHR) and Community Relations.

**Indicator**
Celebrate the Sustainability day in 2020.

**Contribution to the SDGs:**

11 Sustainable Cities and Communities
16 Peace, Justice and Strong Institutions
2 2020 Sustainability Plan

Ethics and transparency

**Action**
Disseminate the United Nations 2030 Agenda among our employees.

**Description**
We will disclose the 2030 Agenda and its 17 sustainable development goals among our employees through a training course. We will emphasize in the role of the private sector and Repsol's challenges to maximize its contribution.

**Indicator**
Achieve a completion of the course of 80% of the employees of the Algeria Business Unit involved directly in the implementation of the local Sustainability Plan.

**Contribution to the SDGs:**

- [ ] Quality Education
- [ ] Responsible Consumption and Production
- [ ] Peace, Justice, and Strong Institutions
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.
**2 2020 Sustainability Plan**

**People**

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

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

**Indicator**
Organize and implement one volunteering initiative in 2020.

**Contribution to the SDGs:**

1. Zero Poverty
2. Zero Hunger
2020 Sustainability Plan

People

Action
Reinforce our commitment with local employees and develop new talent.

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

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

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

Position for Algerian young professional requested by end 2020.

Contribution to the SDGs:
2 2020 Sustainability Plan

People

**Action**
Drive continuous improvement in our social performance.

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

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

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

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

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

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

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

**Contribution to the SDGs:**

- [8 Decent Work and Economic Growth](#)
- [11 Sustainable Cities and Communities](#)
- [16 Peace, Justice and Strong Institutions](#)
- [17 Partnerships for the Goals](#)
At Repsol, we contribute to sustainable development...

We pursue a target of **Zero Accidents** with a high level of safety in our processes and facilities, paying particular attention to the protection of people and the surrounding environment, and to the awareness of our **suppliers and contractors**.

In 2018, in the conviction that Safety and the Environment form the basis of value creation, excellence and responsibility, we launched our **2025 Safety and Environment Strategy**. We have established the key lines of action on which the company will focus its Safety efforts up to 2025: we intend to drive culture, transformational leadership and awareness in connection with Safety and the Environment. Here one of the key features is **safety in our processes**, where we intend to lead the industry through management of our risks, the integrity of our facilities, and better preparation for crises and emergencies.

By way of a demonstration of our commitment, safety targets may have an **impact on the variable remuneration** of our employees of more than 15%.

Below we demonstrate courses of action pointing to our commitment to safety.
**2 2020 Sustainability Plan**

**Safe operation**

**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 hold HET (Hostile Environment Training) courses for 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**
Get 100% of expatriates HET-trained by end 2020.

**Contribution to the SDGs:**

[Image of SDG indicator]
Action
Raise awareness on the risks associated to Aviation and share industry best practices for the management of Aviation Safety.

Description
We will hold a workshop on Aviation Safety Management in Algiers, inviting our local partners (Sonatrach and Pertamina), and the assets participated by Repsol in Algeria.

Indicator
Hold a 1-day long workshop before the end of 2020.
2 2020 Sustainability Plan

Safe operation

Action
Raise awareness on major accident hazards by training partners in Process Safety and Hazard Management.

Description
We will propose a training session on Process Safety and Hazard Management to local partners.

Indicator
Hold a 1-day long training session before the end of 2020.

Contribution to the SDGs:
Action
Contribute to safety by adopting best industry practice in the management of Major Accident Hazards.

Description
We will assess the gaps of Groupement Reggane Nord (GRN) operations against Repsol's Hazard Management Procedure, conducting one workshop with GRN and proposing an Action Plan to address identified gaps.

Indicator
Gap assessment performed, workshop and action plan defined before end of year.
En Repsol contribuimos al desarrollo sostenible...

Compartimos la preocupación de la sociedad sobre la necesidad de cuidar el medio en el que vivimos. Buscamos el **mínimo impacto de nuestras operaciones** minimizando las emisiones del aire, optimizando la gestión del agua, la gestión de residuos, la reducción de la carga contaminante de los vertidos, la mejora en los sistemas de prevención y respuesta ante derrames considerando la biodiversidad como un elemento clave.

Nuestra Estrategia de Seguridad y Medioambiente a 2025, lanzada en 2018, fija las líneas clave de actuación en las cuales la compañía centrará sus esfuerzos a 2025 en materia de medioambiente. Debemos ser capaces de **cuantificar y valorar los impactos y las dependencias** en el medioambiente para apoyar las decisiones de negocio, poniendo el foco en los aspectos más sensibles allí donde estamos presentes, especialmente el agua. Nuestra meta será también mantener la licencia social a través de una **gestión ambiental excelente** y sostenible en todo el ciclo de vida de nuestros proyectos y operaciones. Todo ello potenciando la generación de nuevas oportunidades en el ámbito de la **Economía Circular**, haciendo un uso eficiente de los recursos naturales, con criterios de máxima eficiencia, máxima transparencia y menor impacto ambiental.

En este Plan de Sostenibilidad hemos comprometido acciones alineadas con las líneas de trabajo que Repsol tiene en este eje de sostenibilidad.
Action
Manage impacts on aquifers by minimizing groundwater use.

Description
We will support GRN (Groupement Reggane Nord) in the management of groundwater resources, by applying Repsol's Water Tool.

Indicator
Apply Repsol Water Tool to GRN and issue an Action Plan for efficient groundwater use.
Action
Raise awareness of potential impacts on natural resources.

Description
We will develop a specific groundwater impact assessment for GRN (Groupement Reggane Nord) activity for understanding current and future potential impacts.

Indicator
Tender and launch the groundwater impact assessment in GRN.

Contribution to the SDGs:
Action
Contribute to sustainability through the identification of Circular Economy initiatives.

Description
We will support GRN (Groupement Reggane Nord) in the identification of Circular Economy initiatives, by organizing a specific field visit with the required expertise.

Indicator
Perform site visit and issue a list of Circular Economy opportunities in GRN.

Contribution to the SDGs:
At Repsol, we contribute to sustainable development...

We share society’s concern about the effect that human activity is having on the climate and we are firmly committed to the aspiration of limiting the increase in the planet’s global average temperature well below 2°C with regard to pre-industrial levels.

Our challenge is to supply energy in a safe, efficient, accessible and sustainable manner, reducing Greenhouse Gas (GHG) emissions in line with the objectives of the Paris Agreement and the Sustainable Development Goals of the United Nations (SDGs).

Repsol aims to achieve net zero emissions by 2050, making it the first oil and gas company in the world to assume this ambitious goal. It is possible to achieve at least 70% of this target with the technology that can currently be foreseen, and we are committed to applying the best available technologies to increase this figure, including carbon capture, use and storage. We would, if necessary, additionally offset emissions through reforestation and other natural climate sinks to achieve zero net emissions by 2050.

Accordingly, we have joined the Oil and Gas Climate Initiative (OGCI) to share best practices and technology solutions, and participate in the OGCI Climate Investment Fund, to channel the committed investment of $1 billion over ten years in the development of technologies to reduce GHG emissions on a significant scale.

There follows a list of Sustainability Plan actions in this regard.
**2 2020 Sustainability Plan**

**Climate change**

**Action**
Raise awareness of company GHG emissions.

**Description**
We will support GRN (Groupement Reggane Nord) to monitor and manage their GHG emissions, both CO2 and CH4.

We will inventory the GHG emissions of all participated assets in the Algeria Business Unit.

**Indicator**
Report CO2-equivalent emissions and use the emission intensity KPI (tons of CO2/kboe produced) in all assets by the end of year 2020.

**Contribution to the SDGs:**

[Images of SDG icons]
2 2020 Sustainability Plan

Climate change

Action
Contribute to minimising company GHG emissions.

Description
We will prepare GRN (Groupement Reggane Nord) for the Energy Efficiency Audit, by visiting the asset with the required expertise and issuing a specific Action Plan.

Indicator
Perform preparatory visit and issue Action Plan before end of year.

Contribution to the SDGs:
At Repsol, we contribute to sustainable development...

A sustainable future requires **companies that invest in science and technology** to meet the current and future energy challenges through real solutions. We believe in technological innovation as a way to build more efficient and environmentally sustainable energy systems.

At Repsol, we are committed to building a **network of partnerships with universities and research centers**. This promotes the implementation of ambitious ideas that enable us to confront the challenges we are facing and build a sustainable future, in line with our commitment to the environment.

Technology is evolving at vertiginous speed, and we must be able to incorporate technological advances at the moment they occur. Therefore, we have an ambitious digitalization program that will transform the company, promote cultural change and allow us to develop digital solutions to satisfy new forms of energy consumption.

Similarly, we forge alliances and contribute to the growth of companies in emerging areas related to reliability in operations, circular economy, advanced mobility, energy diversification, new materials and digital technologies applied to exploration and production.

This Sustainability Plan includes a commitment to the following actions, in step with the lines of work that Repsol has set on this axis of sustainability.
Action
Drive continuous improvement in our innovation and technological development.

Description
We will improve business results by fostering digitalization adoption and transformation. We will execute solutions, leveraging IT key enablers and faster delivery of value through agile methodologies.

Indicator
Complete the planned stages of the chosen digitalization initiatives for GRN (Groupement Reggane Nord).

Contribution to the SDGs:
**Action**
Apply digitalization to HSE (Health, Safety and Environment) monitoring of co-operated and non-operated assets.

**Description**
We will report HSE Key Performance Indicators in the Integrated Asset Management System (IAMS) for the co-operated and non-operated assets in Algeria.

**Indicator**
Apply effectively the application of IAMS for Safety and Environment in non-operated assets by end of 2020.

**Contribution to the SDGs:**
3 Process of updating the Plan

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.