

Sustainability
Plan
2015

Venezuela

Year End Report 2015

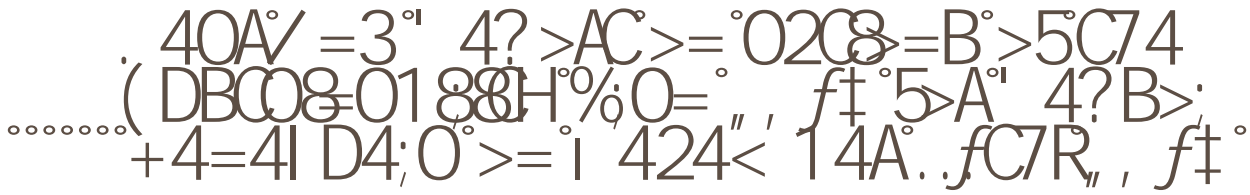


Contents

Legal notice	2
Year End Report on actions of the Sustainability Plan 2015 for Venezuela on december 31 th 2015	3
● Program 1 : Governance	3
● Program 2 : Human rights	4
● Program 3 : Labor practices	9
● Program 4 : Safety	15
● Program 5 : The Environment	21
● Program 6 : Fair Operating Practices: Anti-Corruption and Ethics	23
● Program 7 : Fair Operating Practices: Value chain	25
● Program 8 : Community involvement and development	31
Actions Index	37

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 2016: 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.



Program 1

Governance

ACTION	Set up proactive and transparent relations with the press and media through an annual plan to ensure action is taken to further improve the company's relations with the local, national and on-the-scene press and media within the country.
DESCRIPTION	We will tighten access to company information by the country's media and provide financial support by purchasing press inserts for newspapers and magazines.
INDICATOR	<ul style="list-style-type: none"> - Updated media mapping. - Annual Resource Plan document. - Timeline for press articles and inserts. - Media relations activities.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	We worked closely with the media on three occasions: once in Monagas, at the Journalist's Day; another in Caracas; and the third in Puerto la Cruz, as part of the Spanish Film Festival. We updated the media mapping, drafted an annual media plan, and generated a timeline of publications and placements in the media.

Program 2

Human rights

Conflict and post conflict areas

ACTION	Improve the security of company employees by monitoring and tracking physical risks stemming from the existing social conflict within the country.
DESCRIPTION	We will prepare reports on the state of the country to determine whether levels of conflict within the country are rising with a view to adopting the necessary security measures to protect personnel.
INDICATOR	<ul style="list-style-type: none"> - Reports prepared. - Security actions to be rolled out based on existing levels of risk.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	We conducted daily analyses of the country's situation and reported any important information that may impact the company to the business unit's Crisis Committee. We held 12 informative talks with company employees in order to raise awareness about safety. These informative talks are given by our own staff, with no cost.

Culture and Management Systems

ACTION	Deliver human rights training to Repsol employees in Venezuela.
DESCRIPTION	We will ensure that all employees working at Repsol's business unit in Venezuela complete the online course in human rights.
INDICATOR	Percentage of individuals that completed the training.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	The People & Organization department has encouraged all employees to participate in the organization of online courses on human rights and Repsol's values, to ensure widespread knowledge of the policies of the organization regarding these issues and to raise awareness among the employees about these topics.

Security

ACTION	Foster the application of the Voluntary Principles on Security and Human Rights at the company Quiriquire Gas by training permanent corporate security employees assigned to the facility.
DESCRIPTION	We intend to devise an annual training program for security personnel to address issues relating to the Voluntary Principles on Security and Human Rights.
INDICATOR	<ul style="list-style-type: none"> - Program prepared. - List and number of courses given. - Percentage of security personnel trained.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	We organized two workshops at the Quiriquire Gas facilities aimed at the asset's security operators and at members of the National Guard. A total of 23 people participated. The learning materials and the training were provided by Corporate Security internal management employees, so there were no costs involved.

ACTION	Implement the physical security plan and encouraging our partners to exercise due diligence so as to identify, prevent and mitigate any real or potential impact that could arise in respect of human rights.
DESCRIPTION	We will implement the physical security plan within the operations divisions. The plan was approved by the Board of the public- private enterprise Petrocarabobo on September 5, 2014.
INDICATOR	Month.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	In progress
CLOSING TEXT	We created an agreement with the National Guard (Army) to increase personnel in the area and conduct regular patrols. We also received approval from the Joint Venture's Board of Directors for a comprehensive physical security plan. We implemented a private security contract with the security firm Profecol, as part of the initial plan.

ACTION	Push for the National Police of Monagas State to embrace the Voluntary Principles on Security and Human Rights by training its police officers.
DESCRIPTION	We will prepare training material and talks for national police officers working in areas close to the Quiriquire Gas facility, tackling issues that concern the Voluntary Principles on Security and Human Rights.
INDICATOR	<ul style="list-style-type: none"> - Training program prepared. - Enrolment completed and support material provided.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	We held training activities (brochure distribution and training workshops), delivered by our Corporative Security team to the Venezuelan National Guard team in charge of providing security services at our Quiriquire Gas Compression Plant facilities.

Program 3**Labor practices****Culture, Development and Management systems**

ACTION	Prepare and implement development plans for Repsol employees in Venezuela.
DESCRIPTION	We intend to prepare and implement, in partnership with the corresponding supervisory line, training and personal development programs tailored to the collaborator's professional profile and business needs.
INDICATOR	<ul style="list-style-type: none"> - Percentage of compliance: training events held vs. training planned (Training Plan). - Percentage of compliance: Mobility plans (local/international) vs. staff planning and employees.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	Not only did we direct the actions that support the fulfillment of the Employee Development Plan toward the participation in formal courses, we also continued emphasizing the importance of training in the workplace. This could be seen in 39 transfers, 20 alterations, and 40 employee hires that took place over the year in the Company.

Health employees

ACTION	Promote healthy activities for Repsol collaborators.
DESCRIPTION	We will design and implement a plan to promote a healthy lifestyle among the collaborators of the Venezuela Business Unit.
INDICATOR	Number of activities carried out.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	We organized seven briefings on health and implemented programs on cardiovascular health, on vision care, musculoskeletal hygiene, and on the health challenge plan. We also organized campaigns for the vaccination against yellow fever, hepatitis B, influenza, trivalent viral load, and tetanus.

ACTION	Roll out projects that benefit Quiriquire Gas employees and family members through training initiatives and activities that champion healthy leisure pursuits and help prevent addictive behavior.
DESCRIPTION	We intend to roll out projects aimed at employees and their family members within the context of Quiriquire Gas's ongoing support for the National Antidrug Office and the National Sports Fund, the ultimate aim being to improve prevention and social well-being.
INDICATOR	<ul style="list-style-type: none"> - Project prepared. - Project executed. - Number of training activities and/or recreational activities given. - Number of workers involved. - Number of family members involved.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	At Quiriquire Gas, we presented the project #Building with corporate responsibility a culture of comprehensive drug-use prevention, which was approved by the National Drugs Fund. We held 11 recreational activities to promote healthy entertainment and prevent addictions, in which 131 employees and 240 family members (children and adults).

Promotion of Diversity and Balance

ACTION	Continue to foster the recruitment of differently abled people at Repsol's Venezuela business unit.
DESCRIPTION	We will work on practices to ensure the labor market insertion of differently abled people.
INDICATOR	Percentage of differently abled people hired vs. active workforce
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	We complied in full with the legal quota that requires people with disabilities to make up five percent of staff.

Social Dialogue

ACTION	Prepare a communication plan to report progress in relation to the Sustainability Plan.
DESCRIPTION	We intend to design and implement a Communication Plan so as to keep BU Venezuela personnel up to date in relation to the progress made and the success in implementing the Sustainability Plan.
INDICATOR	Number of communications issued and communication frequency.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	We communicated the Sustainability Plan and its actions, presenting it through the internal communication inbox and through the notice boards in company offices.

Working conditions

ACTION	Improve work-life balance at the Venezuela Business Unit.
DESCRIPTION	We will promote and provide a healthy balance between the work and personal lives of our collaborators.
INDICATOR	Number of work-life balance measures implemented.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	We maintained the Extended Workday work-life balance measure implemented in Repsol Venezuela, designed to promote a balance between the personal and professional lives of its employees. It consists in adding 20 minutes to the daily work day for nine consecutive work days, in order to benefit from a special 5-hour work day on Friday of the second week, distributing and alternating the employees in groups to ensure the operational continuity of their activities.

Program 4

Safety

Culture and Management Systems

ACTION	Promote a culture of safety, environmental protection and health among the employees of Repsol Venezuela and its subsidiary companies.
DESCRIPTION	We will continue to provide training in safety and environmental principles to personnel working at the company's headquarters and at Quirquire Gas, together with Repsol employees assigned to non-operated assets and the administrative offices in Caracas, Maturín and Maracaibo, and also the employees of investee companies (public-private enterprises and non-operated gas licensees).
INDICATOR	Number of own employees trained in safety and environmental principles. Number of employees of non-operated companies trained in safety and environmental principles.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	In progress
CLOSING TEXT	We hired the service to provide training for 100 people, coordinated the list of participants from the four joint ventures, called the training activity for the fourth quarter of 2015#which was postponed to the first quarter of 2016 for reasons that cannot be attributed to the business unit.

ACTION	Promote an HSE culture at the public-private enterprise Petrocarabobo, with significant improvements in accident rate indicators for drilling operations.
DESCRIPTION	We intend to ensure direct HSE oversight across drilling operations and services. We will implement prevention plans to strengthen safety at drilling operations. We also intend to set up a stop system to analyze incidents. We will pay at least two management visits a year to view the operations.
INDICATOR	Number of stop cards.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	We implemented the STOP system of incident reporting for the PDVDA personnel at the drills, as well as the work permit system for simultaneous operations. Furthermore, we conducted three managerial tours. Finally, we performed a monitoring audit carried out by the Indian partners.

Risks Management

ACTION	Carry out preventive and corrective maintenance to improve detection, alarm, cooling and fire extinguishing systems at two facilities of the public-private enterprise Petroquiriquire S.A.
DESCRIPTION	Our actions will follow the industrial safety measures envisaged in domestic law and PDVSA regulations. The activities to be carried out will involve checking the level switches and pressure gauges in the storage tank, along with the jockey and diesel pumps, the monitors, hydrants, sprinklers, deluge valves, hoses and control panels. The process will also include operating tests for manual and automatic valves, discharge heads, detection and alarm systems and foam extinguishing systems. The aim of the work is to correct any problems detected and ensure the systems are fit for service.
INDICATOR	Number of preventive and corrective maintenance actions.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	In progress
CLOSING TEXT	We carried out the maintenance, testing, and zoning of the UVIR-R3 detectors, electrical system, operating software from the Dectronic Quantun central. We won a preventive and corrective maintenance contract for firefighting systems in the Mene Grande and Barúa Motatan fields, which will continue in 2016. We were not able to implement 40% of the activities due to the lack of participation by contractors, to high off-market contributions, and to sluggishness in the procurement processes.

ACTION	Carry out training initiatives to raise employee awareness of how the fire prevention systems work at the public-private company Petroquiriquire S.A.
DESCRIPTION	We will roll out training initiatives in the form of talks, workshops and drills for operational personnel so as to ensure that they are fully familiar with the fire prevention systems and associated control panels at the public-private company Petroquiriquire S.A. These programs will also help raise awareness among employees of the importance of these systems for their own personal safety and of the facilities and neighboring communities.
INDICATOR	Training activities carried out.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	In progress
CLOSING TEXT	We delivered talks, workshops, and meetings that served as refreshers and, in some cases, new material in terms of the firefighting systems and their operation. We achieved more than half of what had been planned with this action.

ACTION	Mitigate risks that might affect the safety and occupational health of Quiriquire Gas employees and the local environment by reconditioning active wells.
DESCRIPTION	We will execute the work to ensure the ongoing integrity of the assets by replacing production pipes, thus lowering the chance of safety-related and occupational health and environmental risks materializing.
INDICATOR	Number of wells reconditioned.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Unfulfilled
CLOSING TEXT	Since Quiriquire Gas has no currency to procure materials with long delivery times, we reached an agreement with PDVSA GAS, S.A., through PDVSA SERVICIOS PETROLEROS, S.A., to carry out this procurement with Barivén through two motivated actions. We are currently tracking waiting times of approximately eight months. Once the missing materials are obtained, the drilling session will be transferred to 1000 HP to implement the campaign.

ACTION	Partner up to stage workshops on simultaneous operations (SIMOPS) with a view to improving the safety and security of platform installation work, drilling operations, and commissioning and start-up operations.
DESCRIPTION	We will stage a workshop in 2014 to identify the simultaneous operations to be carried out in 2015 involving platform installation. This will require coordination when carrying out the work to guarantee safety operations for both employees and the environment.. Representatives of the company's main drilling and platform installation partners and contractors will attend these meetings, as will managers of HSE, Production and Drilling Operations, so as to ensure that they take on board the required operating criteria.
INDICATOR	Two workshops to be held and a final report to be prepared.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	We conducted the workshops on simultaneous operations SIMOPS, with the participation of Cardón IV stakeholders and support provided by Repsol and ENO: 1) SIMOPS meeting, Friday, April 2nd, 2015, with representatives of SHL, CIV, ENI at Milan and Repsol PLC. 2) Review session of simultaneous operations with SHL in Houston from March 16th to 23rd, 2015 (report of the visit to the construction yard in Tampico and sessions in Houston). The SIMOPS study results system was developed.

Program 5

The Environment

Environmental risks and impact Management

ACTION	Implement a program to manage hazardous waste (used batteries) at Repsol offices in Venezuela.
DESCRIPTION	We intend to implement a hazardous waste management scheme at the company's administrative offices whereby hazardous waste (essentially batteries) will be handed over to an authorized handler and disposed of safely.
INDICATOR	Kilograms of batteries sent for final disposal.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	In progress
CLOSING TEXT	We created the drafts required for starting a tender process, which was abandoned due to considerable deviations in terms of cost, influenced by the country's high inflation levels.

ACTION	Improve environmental risk management in operational activities.
DESCRIPTION	We will implement a program to install dumping measurement tools at the QE-2 treatment plants and gauges to measure the fresh water extracted from deep wells.
INDICATOR	Mechanisms installed.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	We installed the three water flow meters in 2015. The devices installed will allow us to keep a record of water consumption in operational/administrative activities, as well as balance sheet of the water within the asset and disclose the results to the communities around the area of operation.

Program 6

Fair Operating Practices: Anti-Corruption and Ethics

Culture and Management Systems

ACTION	Continue to develop mechanisms to help prevent, identify and report cases of bribery at the non-operated Cardón IV subsidiary.
DESCRIPTION	We will stage workshops every six months with our partners at Cardón IV to remind employees and suppliers of the mechanisms in place at Cardón IV to detect and report cases of bribery.
INDICATOR	Two update meetings.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	We developed the policies and procedures within the internal control regulatory framework to strengthen the values of professional ethics and transparency (including corruption control): 1) code of ethics and conduct; 2) anti-corruption and anti-bribery policy; 3) anti-fraud; 4) anti-money laundering; and 5) conflict of interests. All are governed by the control regulation of the Compliance Committee. We informed the employees of Cardón IV.

General

ACTION	Present the new Rules on Purchasing and Contracting to the functional units of Repsol Venezuela and Quiriquire Gas.
DESCRIPTION	We will take the necessary action to disseminate and raise awareness at Repsol and Quiriquire Gas of the new Rules on Purchasing and Contracting.
INDICATOR	Number of presentations.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	We held the presentation of the New Procurement and Contracting Management Norm to the Repsol Venezuela and Quiriquire Gas operational units in July and November 2015.

Program 7**Fair Operating Practices: Value chain****Partners**

ACTION	Generate a procedure for communicating alerts from Cardón IV to other Repsol subsidiaries and to their partners in the project, ENI and Repsol.
DESCRIPTION	We will devise a system for communicating alerts, accidents, and close calls.
INDICATOR	Alert systems.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	We incorporated the summary of the safety indicators, accident, near accident, and incident reports in the daily asset management and weekly asset monitoring meetings of the Venezuela business unit, where the results and experiences are shared with Quiriquire Gas and PCBB, PQQ, and SC Coordinators. The results of the research committee are made known through these reports and alerts that correspond to the other Venezuela BU assets.

ACTION	Hold events to raise awareness among all Repsol subsidiaries in Venezuela of HSE accidents and incidents to have occurred at Cardón IV, focusing on the lessons learned.
DESCRIPTION	We will propose to Cardón IV that working groups be set up with HSE managers at our investee companies (Petroquiriquire, Quiriquire Gas, Yucal Placer and Petrocarabobo), and with the operations and project managers.
INDICATOR	Quarterly meetings.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	We held meetings: 1) Closing meeting of the management visit to Tampico-Mexico. Included lessons learned from significant accidents that took place at Cardón IV (CIV). 2) Management visits so that CIV could share their lessons learned from incidents with Repsol and ENI. 3) Follow-up meeting on industrial accidents in the plant. It originated the rapid action plan presented to the Board of Directors. Frequent release of HSE indicators at CIV and follow-up meetings.

ACTION	Push to ensure that Cardón IV, S.A. incorporates ethics and human rights into its standard form contracts for acquiring goods and services, in line with Repsol's Corporate Responsibility principles.
DESCRIPTION	We will set up a working group with ENI and Cardón IV, S.A. to come up with a clause that incorporates ethics and human rights into the contracts. Cardón IV, S.A. will then enshrine the clause in the General Contracting Conditions and in its standard contracts for acquiring goods and assets from contractors. The group will work on a clause that we at Repsol's Legal Services have drawn up for all our contracts following discussions with Repsol's Legal Services for Latin America.
INDICATOR	Action plan presented to the Business Unit's management team.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	In October 2015, we sent the human rights clause proposal to the legal department at our partner ENI and at CARDÓN IV, so that it could be incorporated in the contract models to be used at CARDÓN IV. To this end, two meetings were held with ENI's and CARDÓN IV's lawyers to discuss the clause. The clause proposal is currently being analyzed by the corporate area at ENI.

ACTION	Recommend the need to set up formal and ongoing dialogue with the communities affected by the joint operations undertaken with our operating partners in the public-private company Petrocarabobo.
DESCRIPTION	We and the Sustainable Development Department of the operating company will jointly address the following aspects: Studies to identify the communities present within the development zone; The needs of the communities that could be covered with actions undertaken by work contractors within the public-private company; Potential assistance for nearby communities in accordance with the plans of the public-private company. We will also encourage dialogue with the communities with a view to establishing specific plans to tackle pressing issues included in the public-private company's sustainable development plan. We will likewise continue to lend our support in overseeing the preparation of the government's Housing Mission (<i>Misión Vivienda</i>) plans.
INDICATOR	Monthly reports from the public-private company's Sustainable Development Department.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	We identified and mapped the communities located within the area of operations and in the area of influence. We held regular meetings with town representatives to determine the most urgent needs. We also drilled drinking water wells and made road repairs, donated desks to schools in El Cardón and La Esperanza, and organized training activities in some of the schools in the area.

Suppliers and contractors

ACTION	Be transparent in our relations with Repsol suppliers and contractors in Venezuela.
DESCRIPTION	We intend to conduct proper selection processes for our panel of suppliers, acting fairly, impartially and objectively when awarding contracts. We will maintain communication and dialogue with suppliers and contractors to underscore/stress the importance of institutional values.
INDICATOR	Milestone progress.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	Out of 258 processes that we recorded in 2015, 172 required the formation of provider panels, representing 67% of processes. We also carried out a market analysis. Lastly, we held seven meetings that addressed the 2015 tender processes.

ACTION	Continue to help raise the social and environmental standards of Repsol suppliers and contractors in Venezuela.
DESCRIPTION	We will prepare and disseminate the ethics and conduct expected of suppliers and contractors. We will analyze and/or review the General Purchasing and Contracting Conditions and, if necessary, request that changes be made to include the required ethics and conduct.
INDICATOR	Milestone progress.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	We included, in Procurement and Contracts processes, the Code of Ethics and Conduct as part of the tender documents, as well as the new General Procurement Conditions. Furthermore, we sent the Suppliers# Code of Ethics and Terms and Conditions to the Venezuelan Oil Chamber (Anzoátegui and Monagas chapters), to be distributed among the association's members.

Program 8**Community involvement and development****Local content**

ACTION	Continue to support the economic and social development of the region by adapting production facilities to a medium pressure system for separating and processing gas (450 psig).
DESCRIPTION	We will carry out the necessary work to change the production facilities to a medium pressure set-up with the aim of extending the business' production profile, thus making the license holder more financially sustainable and boosting its contribution to the economic and social development of the region.
INDICATOR	Culmination of the project.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	We concluded the work in June 2015, meeting the need to install a plant shutdown to adapt the QE-2 facilities to medium-level operating pressure (450 psig). The 48-hour shutdown for project implementation is pending only authorization from PDVSA.

ACTION	Strengthen employment training within the region by developing a job certification program for local labor.
DESCRIPTION	We will set up initiatives aimed at training unqualified workers from the local communities by forging alliances with public bodies responsible for employment training within the region.
INDICATOR	<ul style="list-style-type: none"> - Number of agreements reached. - Number of training activities and information sessions held. - Number of people certified.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	At Quiriquire Gas, we have supported the training and workplace training in technical and administrative areas for young people in the region through the INCE Vocational Training Plan. We certified 95 people in the fields of work permits, scaffolding, and forklifts.

Social Investment

ACTION	Contribute towards the education and health of local communities in Quiriquire Gas' area of influence by improving school and healthcare infrastructure and incorporating state-of-the-art technology.
DESCRIPTION	We will set up social investment projects to improve the healthcare and educational facilities of local communities, while also providing new technologies to stimulate learning and allow them to enjoy art and culture.
INDICATOR	<ul style="list-style-type: none"> - Project prepared. - Contract awarding the work or service, or agreement signed. - Project executed. - Number of direct and indirect beneficiaries. - Training activities held.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	We implemented three projects: construction of a computer room at the Las Piñas School; Little Filmmakers Camp; and the Interactive Whiteboards Project. The number of direct beneficiaries was 1,388 and the number of indirect beneficiaries was 1,846. The training sessions consisted in learning how to use tools that enable children to create short audiovisual projects, using the values as their main themes.

ACTION	Help to create local jobs by involving micro-enterprises, cooperatives and associations in social investment projects in areas lying close to our Quirquire Gas site.
DESCRIPTION	We will guarantee that local organizations become involved in bidding and contracting processes for services, which are needed to roll out social investment plans within the communities.
INDICATOR	<ul style="list-style-type: none"> - Register of cooperatives, micro-enterprises and associations within the communities neighboring our operations. - Procedure to regulate the involvement of local organizations in carrying out work to improve community infrastructure. - Presentation and list of parties taking part in bidding processes - Contracts for awarded projects. - Number of jobs created.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	We implemented three projects: improvements to the 23 de Enero medical dispensary; to the computer room of the Las Piñas School; and to the Little Filmmakers Camp. Thanks to this, we created 44 temporary local jobs. We conducted the co-op census and the regulatory procedure for participating in the implementation of the work, as well as the presentation and listing of participants in the tender process.

ACTION	Remain a leader when it comes to managing social investment projects at the company Cardón IV so as to ensure that they are rolled out smoothly and efficiently in terms of how they are executed, expectation versus reality and the impact on the commun
DESCRIPTION	We will ask Cardón IV to present a quarterly progress report at board meetings on how the social investment work envisaged in the annual planning is evolving. We will ask Cardón IV to prepare a quarterly communication on the administrative steps for implementing projects and the progress curves.
INDICATOR	<ul style="list-style-type: none"> - Progress curves for social investment projects. - Monthly and quarterly work progress reports. - Four presentations to the board.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	We implemented the projects and the reports according to the plan, i.e., 11 S-curves for Social Investment Projects and 11 monthly progress reports on the social investment projects.

ACTION	Strengthen the development of new professionals of the oil and gas industry by signing agreements with local educational centers.
DESCRIPTION	We will enter into agreements with educational centers present in the region to provide grants and scholarships for engineering students nearing the end of their studies. We will arrange guided tours of Quiriquire Gas sites to help familiarize visitors with the principles related to the oil and gas industry.
INDICATOR	<ul style="list-style-type: none"> - Number of students with grants and scholarships. - Number of guided tours of QQ Gas sites. - Number of talks or workshops given.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	In progress
CLOSING TEXT	At Quiriquire Gas, S.A., we continued to strengthen the inter-institutional relationship with the most important university in the Eastern region. Since November 1st, 2015, we have welcomed two internship students nominated by the University of Oriente # Monagas Campus from the Department of Petroleum Engineering. On November 19th, we carried out, at that same university, the First Technical Day, during which Quiriquire professionals gave six lectures.

Actions Index

Legal notice	2
Year End Report on actions of the Sustainability Plan 2015 for Repsol Venezuela on December 31th, 2015	3
Program 1: Governance	3
Set up proactive and transparent relations with the press and media through an annual plan to ensure action is taken to further improve the company's relations with the local, national and on-the-scene press and media within the country.	3
Program 2: Human rights	4
Conflict and post conflict areas	
Improve the security of company employees by monitoring and tracking physical risks stemming from the existing social conflict within the country.	
Culture and Management Systems	5
Deliver human rights training to Repsol employees in Venezuela.	
Security	6
Foster the application of the Voluntary Principles on Security and Human Rights at the company Quirquire Gas by training permanent corporate security employees assigned to the facility.	
Implement the physical security plan and encouraging our partners to exercise due diligence so as to identify, prevent and mitigate any real or potential impact that could arise in respect of human rights.	7
Push for the National Police of Monagas State to embrace the Voluntary Principles on Security and Human Rights by training its police officers.	8
Program 3: Labor practices	9
Culture, Development and Management systems	
Prepare and implement development plans for Repsol employees in Venezuela.	

Health employees	10
Promote healthy activities for Repsol collaborators.	
Roll out projects that benefit Quiriquire Gas employees and family members through training initiatives and activities that champion healthy leisure pursuits and help prevent addictive behavior.	11
Promotion of Diversity and Balance	12
Continue to foster the recruitment of differently abled people at Repsol's Venezuela business unit.	
Social Dialogue	13
Prepare a communication plan to report progress in relation to the Sustainability Plan.	
Working conditions	14
Improve work-life balance at the Venezuela Business Unit.	
Program 4: Safety	15
Culture and Management Systems	
Promote a culture of safety, environmental protection and health among the employees of Repsol Venezuela and its subsidiary companies.	
Promote an HSE culture at the public-private enterprise Petrocarabobo, with significant improvements in accident rate indicators for drilling operations.	16
Risks Management	17
Carry out preventive and corrective maintenance to improve detection, alarm, cooling and fire extinguishing systems at two facilities of the public-private enterprise Petroquiriquire S.A.	
Carry out training initiatives to raise employee awareness of how the fire prevention systems work at the public-private company Petroquiriquire S.A.	18
Mitigate risks that might affect the safety and occupational health of Quiriquire Gas employees and the local environment by reconditioning active wells.	19
Partner up to stage workshops on simultaneous operations (SIMOPS) with a view to improving the safety and security of platform installation work, drilling operations, and commissioning and start-up operations.	20
Program 5: The Environment	21
Environmental risks and impact Management	
Implement a program to manage hazardous waste (used batteries) at Repsol offices in Venezuela.	

Improve environmental risk management in operational activities.	22
Program 6: Fair Operating Practices: Anti-Corruption and Ethics	23
Culture and Management Systems	
Continue to develop mechanisms to help prevent, identify and report cases of bribery at the non-operated Cardón IV subsidiary.	
General	24
Present the new Rules on Purchasing and Contracting to the functional units of Repsol Venezuela and Quiriquire Gas.	
Program 7: Fair Operating Practices: Value chain	25
Partners	
Generate a procedure for communicating alerts from Cardón IV to other Repsol subsidiaries and to their partners in the project, ENI and Repsol.	
Hold events to raise awareness among all Repsol subsidiaries in Venezuela of HSE accidents and incidents to have occurred at Cardón IV, focusing on the lessons learned.	26
Push to ensure that Cardón IV, S.A. incorporates ethics and human rights into its standard form contracts for acquiring goods and services, in line with Repsol's Corporate Responsibility principles.	27
Recommend the need to set up formal and ongoing dialogue with the communities affected by the joint operations undertaken with our operating partners in the public-private company Petrocarabobo.	28
Suppliers and contractors	29
Be transparent in our relations with Repsol suppliers and contractors in Venezuela.	
Continue to help raise the social and environmental standards of Repsol suppliers and contractors in Venezuela.	30
Program 8: Community involvement and development	31
Local content	
Continue to support the economic and social development of the region by adapting production facilities to a medium pressure system for separating and processing gas (450 psig).	
Strengthen employment training within the region by developing a job certification program for local labor.	32
Social Investment	33
Contribute towards the education and health of local communities in Quiriquire Gas' area of influence by improving school and healthcare infrastructure and incorporating state-of-the-art technology.	

Help to create local jobs by involving micro-enterprises, cooperatives and associations in social investment projects in areas lying close to our Quiriquire Gas site.	34
Remain a leader when it comes to managing social investment projects at the company Cardón IV so as to ensure that they are rolled out smoothly and efficiently in terms of how they are executed, expectation versus reality and the impact on the commun	35
Strengthen the development of new professionals of the oil and gas industry by signing agreements with local educational centers.	36
Actions Index	37

