

Sustainability Plan 2016

Venezuela



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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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Our vision of corporate responsibility and the preparation of this Plan

Sustainable development, currently framed by the United Nations 2030 Agenda and its 17 Global Goals, is a responsibility shared by political, social and economic actors that requires decisive action. Corporate Responsibility is our contribution to sustainable development.

We contribute to development by securing the energy supply that is essential for the realization of the fundamental rights of people. We seek to do this not only in compliance with all laws and regulations, but also with relevant international standards as the OECD Guidelines for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights and the international standard ISO 26000: Guidance on Social Responsibility. This involves the incorporation of human rights and environmental stakeholders' concerns and expectations into the decision-making processes of organizations and to proactively identifying, mitigating and, where necessary, offsetting potential negative impacts along the value chain.

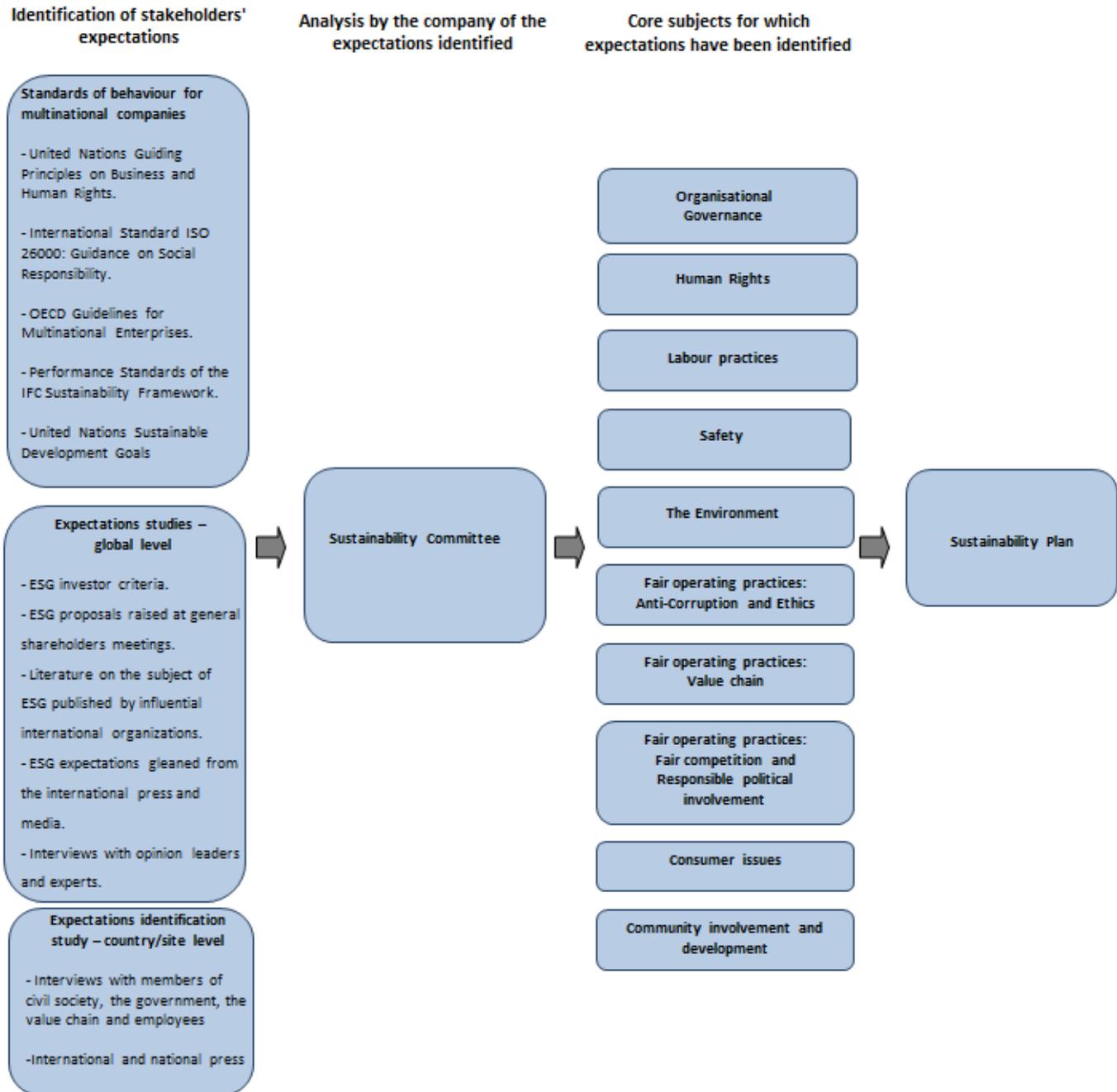
We have identified the concerns and expectations that our stakeholders have on issues related to governance, respect for human rights, safety and other labor practices, environment, management of impacts along the value chain, anticorruption practices, consumers and users issues, and engagement with local communities.

At a global level, this has been carried out through an analysis of the international standards that currently make up the broadest international consensus on the acceptable behavior for a multinational company. In addition, we have developed ad hoc Stakeholder Expectations Surveys to capture country-specific or even site-specific stakeholders' expectations and concerns.

After a process of analysis and consolidation, the results have been looked into by Repsol's Global Sustainability Committee, formed by executive-level representatives of the different business and supporting units of our organization.

This exercise, repeated every year, formally and systematically introduces our stakeholders' expectations and concerns into our decision-making processes. That is a valuable learning process that makes our risk mitigation systems more and more sophisticated and therefore helps setting the course of our organization towards sustainable development.

-Introduction of stakeholders' expectations into the company's decision-making processes-



The result of this analysis is the current Sustainability Plan, which is a public document, the degree of compliance of which will be assessed annually and reported to the company through an annual follow-up report.

Sustainability Plans constitute Repsol contribution to sustainable development and are developed within the company at three levels: global, country level and at operational sites level.

This Plan consists of 31 specific short-term actions with its corresponding implementation indicators, grouped in 9 in the ten programs described in the above table, inspired in the core areas of corporate responsibility described in the ISO 26000 International Standard: Guidance on Social Responsibility. These are the areas in which companies have the greatest ability to generate ethical, environmental and social impact.

-Distribution of the actions of the Sustainability Plan for Venezuela by action programs-

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With respect to the programs, those concerning Labor practices, Human rights, and Community involvement and development have been the ones that involve the greatest number of actions.

71% of the actions included in this Plan are linked to the variable remuneration system applied to Repsol's employees, which constitutes the Company's unequivocal commitment to the effective maximization of its contribution to sustainable development.

Stakeholders' expectations and the corresponding actions of the Plan

Program 1

Governance

Organizational governance is the system the company uses to make and implement decisions to achieve its objectives. It is therefore a decisive factor when it comes to integrating Corporate Responsibility principles into all of its activities and transmitting them to its value chain.

It addresses issues related to the highest governing body of the Company; the efficient use of financial, human and natural resources; transparency and accountability; the legal and internal compliance rules of the company, all with the maximum involvement and commitment of the leaders of the organization.

In order to fulfill its stakeholders' Governance-related expectations, the Repsol Group has specific management systems in place, which can be consulted on its corporate website: **repsol.com**.

Furthermore, the company has added the following actions to this Sustainability Plan with which it aims to reinforce its response to the main expectations.

Specific information on the action included in the Governance program of the current Plan is included in the tables below.

ACTION	Establish a proactive and transparent relationship with the media, through an annual plan that will guarantee relationship strengthening actions with the local and national media and correspondents in the country.
DESCRIPTION	We will hold relationship strengthening meetings with the journalists who cover energy sources, oil and social development, to inform about our activities and our presence in Venezuela in a transparent manner.
INDICATOR	Updated Media Mapping Annual Media Plan document Media publications and insertions timelines Relationship strengthening activities carried out with the media Number of announcements sent to the media and chambers
EXECUTION YEAR	2016
CLOSING TEXT AVAILABLE AT THE END OF THE YEAR	

Program 2

Human rights

States and companies play different roles in the common effort in favor of Human Rights. While States have the duty to protect Human Rights against those who infringe them, companies have the responsibility to respect Human Rights throughout their operations. This means acting with due diligence to avoid interfering with the degree to which people enjoy these rights and addressing any potential adverse impacts if these occur.

The program envisions a host of actions geared towards internal training, internal and external awareness and regulatory compliance on the subject of human rights, ensuring due diligence is taken at all times and directing efforts to avoid any impact on human rights, respecting the rights of indigenous people and any other vulnerable group, addressing claims and complaints and repairing any possible impact.

In order to fulfill the expectations of its stakeholders in relation to human rights, the Repsol Group has specific management systems in place, which can be consulted on the Company's website **repsol.com**.

Furthermore, the following actions have been assigned to this subject in the current Sustainability Plan, which are aimed at responding to the principal expectations of the company's stakeholders.

Specific information on each of the actions included in the Human Rights program of the current Plan is included in the tables below, arranged alphabetically by issue.

Business Relations

ACTION	Continue with raising awareness and commitment of the contractor companies and newly hired employees, with the responsibility of respecting Human Rights.
DESCRIPTION	We will maintain a meeting schedule aimed at strengthening Repsol's Human Rights policies with the contractor companies and newly hired employees, with the aim of establishing commitments in this regard and ensuring their application in these companies that provide services at our facilities. Likewise, we will provide brochures with the contents of this policy to these service providing companies.
INDICATOR	Number of talks given Brochures and prepared informative material
EXECUTION YEAR	2016
CLOSING TEXT AVAILABLE AT THE END OF THE YEAR	

Conflict and post conflict areas

ACTION	Readapt the safety plans aimed at safeguarding the personal integrity of Repsol's employees, in accordance with the political, social and economic reality of the country.
DESCRIPTION	We will monitor indicators and criminal incidents in the areas of influence of the business (country situation). We will define and implement the necessary measures for minimizing risks to Repsol personnel and will develop a self-protection program for the Company's employees.
INDICATOR	Number of safety measures implemented
EXECUTION YEAR	2016
CLOSING TEXT AVAILABLE AT THE END OF THE YEAR	

Culture and Management Systems

ACTION	Give talks and provide training on Voluntary Principles of Security and Human Rights to security personnel in the Cardón IV area.
DESCRIPTION	We will adapt the content of Repsol's Voluntary Principles of Security and Human Rights training to be provided to security personnel in the Cardón IV area. These talks will be given by a subject matter expert in Venezuela.
INDICATOR	Number of trained employees.
EXECUTION YEAR	2016
CLOSING TEXT AVAILABLE AT THE END OF THE YEAR	

Security

ACTION	Implement the comprehensive physical security plan in the area of operations.
DESCRIPTION	We will follow up with the joint venture so that the physical safety plan is implemented in the operations, acting with due diligence in relation to human rights. We will ensure that the CICSA provides its own physical security in the area of operations, in alignment and in accordance with the joint venture's plan.
INDICATOR	Monthly reports of the Industrial Safety, Environment and Occupational Hygiene (SIAHO) Department of the joint venture. #
EXECUTION YEAR	2016
CLOSING TEXT AVAILABLE AT THE END OF THE YEAR	

ACTION	Maintain relations with state security agencies, inform them about Repsol's Voluntary Principles of Security and Human Rights Policies, and design a support program for these agencies.
DESCRIPTION	We will plan a program of visits to state security agencies that will make it possible to strengthen relations between the company and these agencies.
INDICATOR	Number of meetings held with state security agencies. Number of times support has been provided to state security agencies.
EXECUTION YEAR	2016
CLOSING TEXT AVAILABLE AT THE END OF THE YEAR	

Program 3

Labor practices

The term labor practices encompass all policies and practices related to the work performed within, by or on behalf of the company, such as the working hours, remuneration, the recruitment and promotion of workers; disciplinary and grievance procedures; the transfer and relocation of workers; the termination of employment, training and skills development, and health, safety and industrial hygiene.

Labor practices also include representation and participation in collective bargaining, social dialog and tripartite consultations to address social issues related to employment.

In order to fulfill the expectations of its stakeholders in relation to labor practices, the Repsol Group has specific management systems in place, which can be consulted on the corporate website **repsol.com**.

Said systems are reinforced by the following individual actions assigned to this subject in the context of this Plan. These are aimed at responding to the principal expectations of the company's stakeholders.

Specific information on each of the actions included in the Labor Practices Program of the current Plan is included in the tables below, alphabetically arranged by issue.

Culture, Development and Management systems

ACTION	Define and implement development plans for Repsol's personnel in Venezuela.
DESCRIPTION	We will prepare and implement, jointly with the corresponding supervision line, the employee training and development programs, aligned with the professional profile of the collaborator and the needs of the business.
INDICATOR	Percentage of fulfillment of training events vs planning thereof. (Training Plan). Percentage of fulfillment of the Mobility Plan (Local / International) vs personnel planning.
EXECUTION YEAR	2016
CLOSING TEXT AVAILABLE AT THE END OF THE YEAR	

Health employees

ACTION	Promote activities that will favor collaborators' health.
DESCRIPTION	We will design and implement a plan that will promote a healthy lifestyle among the collaborators of the Venezuela Business Unit, including health prevention and education actions.
INDICATOR	Number of activities carried out
EXECUTION YEAR	2016
CLOSING TEXT AVAILABLE AT THE END OF THE YEAR	

ACTION	Promote projects that benefit Quirquire Gas employees and their families by providing training and carrying out activities to promote healthy entertainment and prevent addictions.
DESCRIPTION	We will develop projects aimed at employees and their families, within the framework of the contributions made by Quirquire Gas to the National Anti-Drug Office and to the National Sports Fund, to promote prevention awareness and social well-being.
INDICATOR	Project formulated Project executed Number of training activities provided and/or recreational activities executed Number of participant workers Number of participant family members
EXECUTION YEAR	2016
CLOSING TEXT AVAILABLE AT THE END OF THE YEAR	

Promotion of Diversity and Balance

ACTION	Foster work-life reconciliation measures in the Venezuela Business Unit.
DESCRIPTION	We will promote and facilitate a balance between the work and family life of our collaborators, maintaining the current work-life balance measures and generating initiatives that will contribute to this end.
INDICATOR	Number of work-life reconciliation measures implemented
EXECUTION YEAR	2016
CLOSING TEXT AVAILABLE AT THE END OF THE YEAR	

Social Dialogue

ACTION	Prepare a Communication Plan to inform of the progress made in the Sustainability Plan.
DESCRIPTION	We will design and implement a Communication Plan that will make it possible to periodically inform the personnel of the Venezuela Business Unit on the progress or percentage of fulfillment of the Sustainability Plan by implementing new communication channels and practices with greater scope.
INDICATOR	Number of announcements issued with a minimum of two.
EXECUTION YEAR	2016
CLOSING TEXT AVAILABLE AT THE END OF THE YEAR	

Working conditions

ACTION	Prepare a work environment improvement action plan.
DESCRIPTION	We will design and implement an activities plan that will make it possible to improve the work environment and reinforce collaborators' sense of belonging to the Company.
INDICATOR	Number of activities implemented
EXECUTION YEAR	2016
CLOSING TEXT AVAILABLE AT THE END OF THE YEAR	

Program 4

Safety

Safety is a critical concern in industrial operations, meaning prevention, control and maintenance are of huge importance to the business, as is the need to champion a specific culture and conduct aimed towards safety.

The program seeks to prevent and mitigate safety risks and to ensure that emergencies are controlled and managed accordingly; that incidents are reported and investigated and lessons duly learned; and that applicable law and safety management systems are properly adhered to.

It also envisages a safety-oriented culture and conduct promoted through leadership, training, communication and awareness; incorporating safety-related concerns into our commercial relationships, such as due diligence, rating processes for partners, audits and controls, safety training, and communication and awareness campaigns aimed at our commercial partners.

In order to fulfill the expectations of its stakeholders in relation to safety, the Repsol Group has specific management systems in place, which can be consulted on the corporate website **repsol.com**.

Said systems are reinforced by the following individual actions that have been included in the context of this Plan. These are aimed at responding to the principal expectations of the Company's stakeholders.

Specific information on each of the actions included in the Safety Program of the current Plan is included in the tables below, alphabetically arranged by issues.

Culture and Management Systems

ACTION	Promote a safety culture in the joint venture Petrocarabobo.
DESCRIPTION	Promote substantial improvements in accident rates in drilling operations by implementing the recommendations arising from the audits conducted on non-controlling interests.
INDICATOR	Reports on the degree of progress of the action plan.
EXECUTION YEAR	2016
CLOSING TEXT AVAILABLE AT THE END OF THE YEAR	

ACTION	Promote the culture and knowledge of Safety, Environment and Health among Repsol Venezuela employees and investees.
DESCRIPTION	We will continue to provide training in SE Principles (PRISMA) to employees and investees (joint ventures and gas licenses). We will coordinate and provide training in key technical aspects of Safety, Environment and Health of personnel of non-operated assets: risk analysis (Bow Tie), root cause analysis, first aid and environmental risk management.
INDICATOR	Number of people with Safety and Environment training
EXECUTION YEAR	2016
CLOSING TEXT AVAILABLE AT THE END OF THE YEAR	

ACTION	Promote, jointly with our partner Cardón IV, the preparation and fulfillment of the technical and safety training plan of the Operations and Maintenance personnel to favor the safe implementation of the activities on rigs and at the gas plant.
DESCRIPTION	We will put forward a proposal to Cardón IV to organize worktables to review the scope and progress of the technical and safety training plan of the Operations and Maintenance personnel. In 2016 a proposal will be put forward to consider the in-house training option (Repsol and/or Eni) to broaden knowledge and experience in offshore platform maintenance planning. We will review the interaction with other Business Units to review offshore maintenance strategies and planning.
INDICATOR	Quarterly meetings and in-house training program
EXECUTION YEAR	2016
CLOSING TEXT AVAILABLE AT THE END OF THE YEAR	

Risks Management

ACTION	Recommend a Gas Plant safety monitoring plan, promoting the exercise of due diligence to identify and prevent potential impacts on personnel, the facilities and the environment.
DESCRIPTION	We will put forward a proposal to Cardón IV to organize worktables to monitor anticipatory actions to ensure the safety of the Tiguadare Gas Plant, both in the current stage of simultaneous Operation and Project activities and in the future situation of operational activity only.
INDICATOR	Quarterly meetings.
EXECUTION YEAR	2016
CLOSING TEXT AVAILABLE AT THE END OF THE YEAR	

Program 5

The Environment

Today Society faces a significant number of environmental challenges that vary from global problems like climate change or the depletion of natural resources, to other local problems that, nevertheless, can have an important impact on the environment where they occur. These include air or water pollution, the generation of waste or the destruction of ecosystems and biodiversity.

The activity of companies invariably contributes to some of these impacts. And these issues have special relevance in sectors such as oil and gas that are characterized by the performance of extractive or industrial activities in large installations. Therefore, it is necessary that companies identify options that enable them to prevent these impacts, minimize them when unavoidable and correct them.

These options include preventing and mitigating environmental risks and impacts through suitable control mechanisms, proper emergency management, operational efficiency, suitable management of water resources and waste, efficient use of materials, regulatory compliance and environmental management systems.

The program also addresses climate change, environmental and biodiversity protection, and the need to champion an environment-oriented culture and conduct through leadership, training, environmental communication and awareness, ensuring due diligence in our commercial relationships, including partner rating processes, audits and controls, training on the subject of environmental protection, and environmental communication and awareness campaigns, among others.

In order to respond to stakeholders' expectations on the Environment, the Repsol group has specific management systems which can be consulted on the corporate website **repsol.com**.

Additionally, the following actions have been added to the current Plan in order to respond to some of these expectations.

Specific information on each of the actions included in the Environment program of the current Plan is included in the tables below, arranged alphabetically by issue:

Culture and Management Systems

ACTION	Implement, jointly with the joint venture Petroquiriquire S.A., safety and environmental training projects for the personnel of the joint venture within Repsol's training plans.
DESCRIPTION	We will promote the participation of the personnel of the joint venture Petroquiriquire, S.A. and mainly its operations personnel (Drilling and Production), in safety and environment courses and workshops.
INDICATOR	Number of training hours carried out
EXECUTION YEAR	2016
CLOSING TEXT AVAILABLE AT THE END OF THE YEAR	

ACTION	Promote a culture of environmental conservation in Repsol Venezuela among employees and investees.
DESCRIPTION	We will coordinate and organize a cleaning session on the beach section in the area of influence of Repsol's Headquarters with the participation of Repsol's employees, joint ventures, community sectors and government agencies.
INDICATOR	Cleaning session carried out
EXECUTION YEAR	2016
CLOSING TEXT AVAILABLE AT THE END OF THE YEAR	

Environmental risks and impact Management

ACTION	Implement a hazardous waste management program at Repsol Venezuela's offices.
DESCRIPTION	We will continue with the Hazardous Waste Management Program for Administrative Offices that envisages:- Design of the waste management program- Implementation of the program (in coordination with the specialized waste management company hired). This program includes the acquisition of battery collection containers, dissemination to personnel through talks and internal communications, and generation and management control.
INDICATOR	Program defined Number of people informed Kilograms of segregated hazardous waste (batteries, lamps and electronic waste) transported to their final destination.
EXECUTION YEAR	2016
CLOSING TEXT AVAILABLE AT THE END OF THE YEAR	

ACTION	Replace the Production lines that are in critical condition in the Mene Grande and Barua-Motatan fields.
DESCRIPTION	We will replace the well production lines which have a high degree of deterioration to avoid impact on the environment, guaranteeing safety and job continuity.
INDICATOR	Meters of flow line replaced.
EXECUTION YEAR	2016
CLOSING TEXT AVAILABLE AT THE END OF THE YEAR	

Program 6

Fair Operating Practices: Anti-Corruption and Ethics

Fair operating practices refer to the way in which organizations deal with others such as business partners, suppliers, contractors, customers, competitors, associations to which they belong, and government agencies and departments.

When ensuring that these relations are carried out in a fair manner, companies have to adapt their practices to criteria such as the prevention of corruption, implementing the necessary policies and practices. They must ensure that their leaders show commitment, motivation and proper supervision when implementing anti-corruption policies, training their employees on how to eradicate bribery and corruption, and offering incentives for any progress made in this regard, encouraging employees, partners and suppliers to report infringements of the company's policies, notifying the authorities of any criminal offences committed and attempting to ensure that the company's partners adopt similar practices.

In order to respond to the company's stakeholders' expectations on this subject, the Repsol group has specific management systems in place which are available at the corporate website **repsol.com**.

Additionally, as part of this Sustainability Plan, the Company has included the following actions in this subject to respond to some of the expectations mentioned.

Specific information on the actions included in the Fair Operating Practices: Anti - Corruption and Ethics program of this plan is included in the tables below:

Culture and Management Systems

ACTION	Design a campaign to promote Repsol's Norm of Ethics and Conduct aimed at all personnel.
DESCRIPTION	We will design and implement a Communication Plan that will allow the personnel of the Business Unit to be familiarized with the aforementioned norm and be aware of its application in its daily management.
INDICATOR	Number of announcements issued and publications made.
EXECUTION YEAR	2016
CLOSING TEXT AVAILABLE AT THE END OF THE YEAR	

General

ACTION	Create the supplier database of the Venezuela Business Unit, taking into account the assessment of behavior in ethics and human rights, as well as in the prevention of corruption and bribery.
DESCRIPTION	We will analyze the SAP supplier database of the Venezuela BU in order to determine those which have had the greatest impact (Amount/Orders) in the last three years. We will prepare a Rating Plan based on the questionnaires on the assessment of behavior in ethics and human rights. We will perform supplier rating surveys and upload them to the CIBELES supplier database as a consultation tool in the business unit.
INDICATOR	Number of rated companies. Number of companies added to CIBELES.
EXECUTION YEAR	2016
CLOSING TEXT AVAILABLE AT THE END OF THE YEAR	

ACTION	Influence so that Cardón IV and Quiriquire Gas include ethical, anti-corruption, and anti-bribery aspects in their goods and services contract models, consistent with Repsol's Corporate Responsibility model.
DESCRIPTION	We will organize worktables with the licensees and representatives of the partners of both, in order to discuss and agree upon a clause that will include ethical, anti-corruption and anti-bribery aspects, in order for it to forms part of the goods and services contract models. We will propose a clause model through our Legal Services Department in order to initiate the work and call the necessary meetings.
INDICATOR	Clause proposal put forward or agreed upon
EXECUTION YEAR	2016
CLOSING TEXT AVAILABLE AT THE END OF THE YEAR	

Program 7

Fair Operating Practices: Value chain

Fair operating practices refer to how companies conduct their business with other parties, including partners, suppliers, contractors, clients, competitors, associations to which they belong, and government agencies and departments. They are essentially a measure of how ethical a company is in its business with other companies.

The company must attempt to ensure that these relationships are fair, integrating ethical, social and environmental concerns into its purchasing, distribution and recruitment policies; properly monitoring companies with which it has dealings, providing possible support to small and medium-sized enterprises to reach socially responsible objectives, and having proper procurement practices, fair prices, suitable delivery timeframes and stable contracts.

In order to respond to the company's stakeholders' expectations on this subject, the Repsol group has specific management systems in place which are available at the corporate website **repsol.com**.

Additionally, as part of this Sustainability Plan, the Company has included the following actions in this subject to respond to some of the expectations mentioned.

Specific information on each of the actions included in the Fair Operating Practices: Value Chain program of this plan is included in the tables below, arranged alphabetically:

Partners

ACTION	Propose and support our Partner in the company Cardón IV on the need to continue with the formal and ongoing dialog process with fishermen's associations to favor respect for the activities of both parties.
DESCRIPTION	We will put forward a proposal to Cardón IV to organize worktables to monitor actions that are anticipated to attend the claims and/or needs of fishermen's associations. Additionally, we will propose the implementation of a program for monitoring the presence of unauthorized vessels in platform safety zones.
INDICATOR	Organization of meetings on request in accordance with the evolution of the situation. Monitoring of the platform safety zone.
EXECUTION YEAR	2016
CLOSING TEXT AVAILABLE AT THE END OF THE YEAR	

Suppliers and contractors

ACTION	Present a procedure for service certification in the SAP system.
DESCRIPTION	We will review the service certification procedure applied both to the Headquarters and to Quiriquire Gas to determine its validity with respect to the reality of the business. We will detect the weaknesses within the Service Certification procedure to establish bottlenecks and points that require greater attention. We will prepare a diagnostic report and recommendation that will make it possible to establish the actions to be taken.
INDICATOR	Billing instructions Presentations at Headquarters Presentations at Quiriquire Gas SAP training for collaborators Increase in the number of days for the receipt of invoices
EXECUTION YEAR	2016
CLOSING TEXT AVAILABLE AT THE END OF THE YEAR	

Program 8

Fair Operating Practices: Fair competition and Responsible political involvement

By fair operating practices we mean how companies conduct their business with other parties, including partners, suppliers, contractors, clients, competitors, associations to which they belong, and government agencies and departments.

As well as the anti-corruption and ethical concerns affecting the value chain, there are other pressing issues that companies must pay particular attention to, such as ensuring fair competition and responsible involvement in public affairs.

In the interests of fair competition, a company should: set up procedures to avoid becoming party to or being caught up in anti-competitive conduct; training employees to comply with antitrust law; lending their support to anti-monopoly and anti-dumping practices, as well as public policies to encourage and stimulate competition; and being aware of the social context in which they do business and not making the most of the prevailing situation to gain an unfair competitive edge.

In order to meet the expectations of its stakeholders in this subject of, Repsol has specific management systems in place which can be consulted on the corporate website **repsol.com**.

Additionally, this edition of the Sustainability Plan includes the following actions in the area of Fair operating practices: Fair competition and Responsible political involvement. These actions enable us to respond to the principal expectations of the Company's stakeholders.

Specific information on the action included in the Fair operating practices: Fair competition and Responsible political involvement program of this plan is included in the table below:

Fair competition

ACTION	Present Repsol's procurement mechanisms to suppliers as an element for guaranteeing process transparency.
DESCRIPTION	We will prepare a dissemination plan relative to the SAP SRM system as a tendering mechanism of Repsol Venezuela and Quiriquire Gas. We will make presentations between the suppliers and contractors considered to have the greatest impact (Amount/Orders) for the companies Repsol Venezuela and Quiriquire Gas. We will highlight the importance of the Code of Ethics and Conduct of Employees and Suppliers as the basic rules of action in tender processes.
INDICATOR	Dissemination / Presentations Plan
EXECUTION YEAR	2016
CLOSING TEXT AVAILABLE AT THE END OF THE YEAR	

Program 9

Community involvement and development

Community involvement and development stems from the identification of existing stakeholders and involvement with them in the management and minimization of the impacts that the organization's activities might generate.

Similarly, by actively involving and developing the local community the company can become an asset serving society and the community, although in this process the community frequently raises different and sometimes opposing interests, which the company must weigh up together. Shared responsibility is needed to promote the community's well-being as a common goal. The company must liaise with the different groups representing the community to establish priorities for its social investment, with particular attention paid to vulnerable groups.

Companies can help boost local development by creating jobs, improving relations with public authorities, enhancing the capacities and opportunities of local suppliers, and rolling out cultural, healthcare, social and environmental initiatives and programs.

In order to meet the expectations of its stakeholders on the subject of community involvement and development, the Repsol group has specific management systems in place which can be consulted on the corporate website **repsol.com**.

Additionally, as part of this Sustainability Plan the following actions have been included in the subject of community involvement and development to respond to some of the principal expectations identified by stakeholders.

Specific information on each of the actions included in the Community involvement and development program of this plan is included in the tables below, alphabetically arranged by issue:

Local content

ACTION	Improve the support measures for the local communities in a sustainable manner.
DESCRIPTION	We will evaluate, jointly with the joint venture's Sustainable Development Department, the needs of the communities to establish specific plans in particular areas with greater needs, included in its sustainable development plan.
INDICATOR	Monthly reports from the Joint Venture Sustainable Development Department
EXECUTION YEAR	2016
CLOSING TEXT AVAILABLE AT THE END OF THE YEAR	

ACTION	Strengthen the development of new gas and oil industry professionals through the establishment of agreements with academic centers in the region.
DESCRIPTION	We will promote exchange with academic centers in the region through scholarship programs and internships for students in the final semesters of their engineering degrees. We will organize guided visits to the operations of Quiriquire Gas, S.A. (QQGAS), broadening the learning of principles related to the gas and oil industry.
INDICATOR	Number of students with scholarships and/or internships Number of guided visits to the operations of QQGAS Number of talks or workshops given
EXECUTION YEAR	2016
CLOSING TEXT AVAILABLE AT THE END OF THE YEAR	

Social Investment

ACTION	Contribute to the education and health of the communities present in the area surrounding our Quiriquire Gas operation, guaranteeing the participation of local organizations in tender processes for construction work projects and services.
DESCRIPTION	We will develop social investment projects in the communities aimed at improving health and educational infrastructures, the enjoyment of art and culture, and the participation of local organizations.
INDICATOR	<p>Formulated project. Census of co-operatives, micro-companies and associations of communities located near the operations. Presentation and listing of the participants in tender processes. Awarded project contracts. Number of jobs created. Executed project. Number of direct and indirect beneficiaries.</p>
EXECUTION YEAR	2016
CLOSING TEXT AVAILABLE AT THE END OF THE YEAR	

ACTION	Maintain the leadership position in social investment project management in the company Cardón IV, in order to achieve an efficient development thereof, in relation to execution modalities, plan versus real and effects generated on the communities.
DESCRIPTION	We will request a quarterly communication of the administrative project implementation modalities and progress curves from Cardón IV.
INDICATOR	Social investment project progress curves Monthly and quarterly construction project progress reports Four presentations to the management board
EXECUTION YEAR	2016
CLOSING TEXT AVAILABLE AT THE END OF THE YEAR	

ACTION	Strengthen job training in the region through the development of a skilled worker certification program among the local workforce.
DESCRIPTION	We will develop initiatives that will promote the training of unskilled local workers by establishing alliances with the government agencies responsible for job training in the region.
INDICATOR	Number of informative and training activities carried out. Number of agreements established. Number of people certified.
EXECUTION YEAR	2016
CLOSING TEXT AVAILABLE AT THE END OF THE YEAR	

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.

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Implement the comprehensive physical security plan in the area of operations.	
Maintain relations with state security agencies, inform them about Repsol's Voluntary Principles of Security and Human Rights Policies, and design a support program for these agencies.	13

Program 3: Labor practices	14
Culture, Development and Management systems	15
Define and implement development plans for Repsol's personnel in Venezuela.	
Health employees	16
Promote activities that will favor collaborators' health.	
Promote projects that benefit Quiriquire Gas employees and their families by providing training and carrying out activities to promote healthy entertainment and prevent addictions.	17
Promotion of Diversity and Balance	18
Foster work-life reconciliation measures in the Venezuela Business Unit.	
Social Dialogue	19
Prepare a Communication Plan to inform of the progress made in the Sustainability Plan.	
Working conditions	20
Prepare a work environment improvement action plan.	
Program 4: Safety	21
Culture and Management Systems	22
Promote a safety culture in the joint venture Petrocarabobo.	
Promote the culture and knowledge of Safety, Environment and Health among Repsol Venezuela employees and investees.	23
Promote, jointly with our partner Cardón IV, the preparation and fulfillment of the technical and safety training plan of the Operations and Maintenance personnel to favor the safe implementation of the activities on rigs and at the gas plant.	24
Risks Management	25
Recommend a Gas Plant safety monitoring plan, promoting the exercise of due diligence to identify and prevent potential impacts on personnel, the facilities and the environment.	
Program 5: The Environment	26
Culture and Management Systems	27
Implement, jointly with the joint venture Petroquiriquire S.A., safety and environmental training projects for the personnel of the joint venture within Repsol's training plans.	

Promote a culture of environmental conservation in Repsol Venezuela among employees and investees.	28
Environmental risks and impact Management	29
Implement a hazardous waste management program at Repsol Venezuela's offices.	
Replace the Production lines that are in critical condition in the Mene Grande and Barua-Motatan fields.	30
Program 6: Fair Operating Practices: Anti-Corruption and Ethics	31
Culture and Management Systems	32
Design a campaign to promote Repsol's Norm of Ethics and Conduct aimed at all personnel.	
General	33
Create the supplier database of the Venezuela Business Unit, taking into account the assessment of behavior in ethics and human rights, as well as in the prevention of corruption and bribery.	
Influence so that Cardón IV and Quiriquire Gas include ethical, anti-corruption, and anti-bribery aspects in their goods and services contract models, consistent with Repsol's Corporate Responsibility model.	34
Program 7: Fair Operating Practices: Value chain	35
Partners	36
Propose and support our Partner in the company Cardón IV on the need to continue with the formal and ongoing dialog process with fishermen's associations to favor respect for the activities of both parties.	
Suppliers and contractors	37
Present a procedure for service certification in the SAP system.	
Program 8: Fair Operating Practices: Responsible political involment	38
Fair competition	39
Present Repsol's procurement mechanisms to suppliers as an element for guaranteeing process transparency.	
Program 9: Community involvement and development	40
Local content	41
Improve the support measures for the local communities in a sustainable manner.	

Strengthen the development of new gas and oil industry professionals through the establishment of agreements with academic centers in the region.	42
Social Investment	43
Contribute to the education and health of the communities present in the area surrounding our Quiriquire Gas operation, guaranteeing the participation of local organizations in tender processes for construction work projects and services.	
Maintain the leadership position in social investment project management in the company Cardón IV, in order to achieve an efficient development thereof, in relation to execution modalities, plan versus real and effects generated on the communities.	44
Strengthen job training in the region through the development of a skilled worker certification program among the local workforce.	45
Process of updating the Plan	46
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