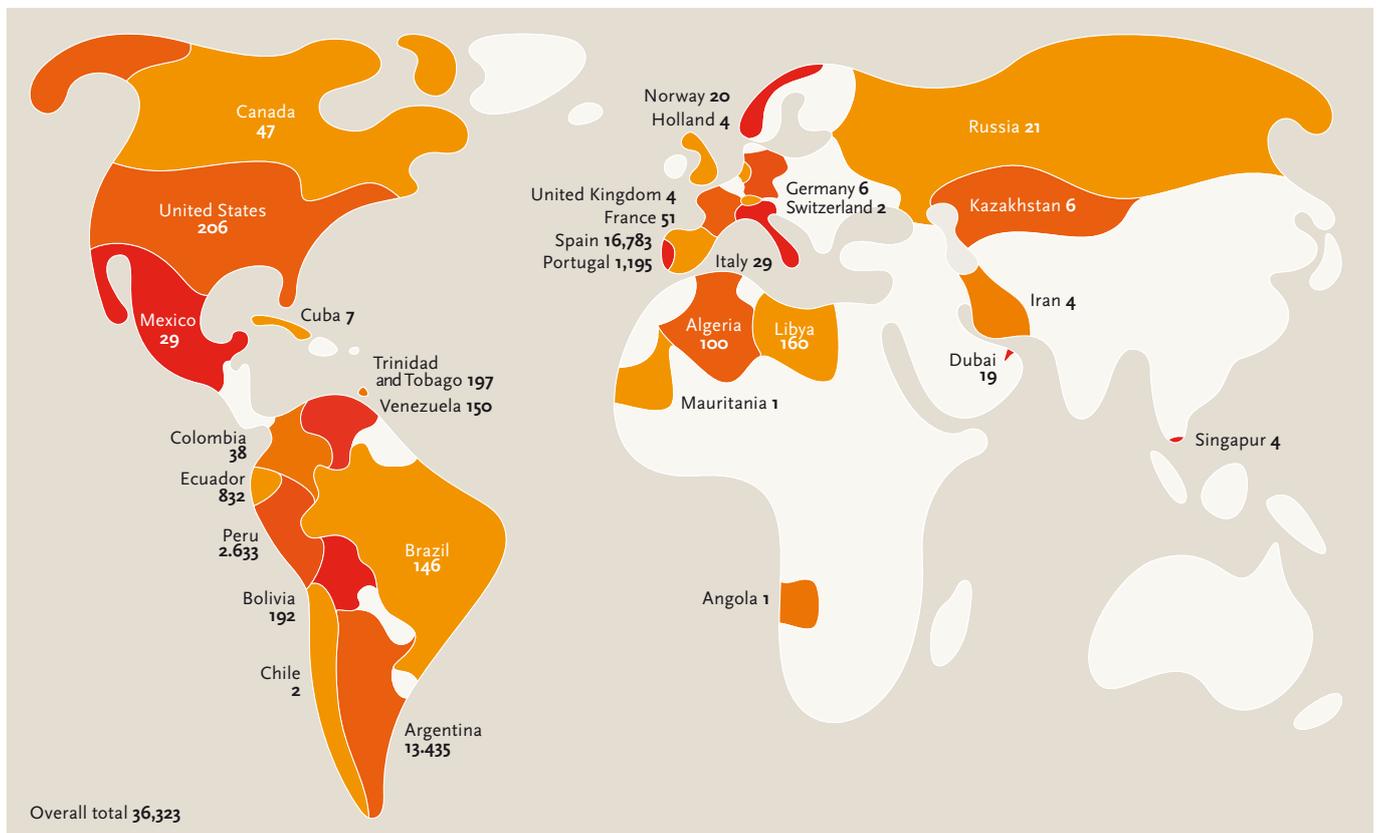


People at Repsol

Repsol has employees of more than 70 different nationalities. The percentage of women in the company continues to grow, reaching 27% in 2010.



(58) The data in this chapter excludes employees with an annual working day equal to or less than 20% of that set in the collective agreement, as well as employees of Gas Natural Fenosa and other investee companies in which Repsol does not have management control. Likewise, the workforce figure is in accordance with the group's accounting consolidation criteria, which is why the workforce of Repsol Brasil and Dynasol Elástomeros are calculated by proportional integration at 60% and 50% respectively, entailing decimal adjustments to these figures. More information on the area of consolidation in this CSR report can be found in the chapter *About this report*.

Employment at Repsol

As of December 31, 2010, there were 36,323 people working at Repsol, all of them belonging to companies over which Repsol has operating control and therefore directly manages. All the indicators and information in this chapter refer to these people⁽⁵⁸⁾.

The main variation in the workforce was in Peru, where integration of services saw the number of employees increase by 1,631 people.

INDIVIDUALS BY GENDER AND PROFESSIONAL CATEGORY								
Category	2009				2010			
	Women	Men	Total	% Women	Women	Men	Total	% Women
Executive staff	33	276	309	11	32	273	304	11
Technical managers	387	1,848	2,235	17	443	1,899	2,341	19
Technicians	3,409	11,133	14,542	23	4,350	12,527	16,877	26
Administrative staff	948	629	1,577	60	916	503	1,419	65
Operational and junior staff	3,993	10,979	14,972	27	4,132	11,250	15,382	27
TOTAL	8,769	24,864	33,633	26	9,873	26,450	36,323	27

INDIVIDUALS BY CONTRACT TYPE AND GEOGRAPHIC LOCATION								
Country	2009				2010			
	Permanent	Temporary	Total	% covered	Permanent	Temporary	Total	% covered
Spain	15,718	1,185	16,903	77	15,560	1,223	16,783	75
Argentina	10,846	1,408	12,254	51	11,913	1,522	13,435	62
Bolivia	183	2	185	0	192	0	192	0
Brazil	222	0	222	97	146	0	146	97
Ecuador	760	54	814	0	823	9	832	0
Peru	802	200	1,002	32	2,355	278	2,633	14
Portugal	1,076	126	1,202	75	1,105	90	1,195	80
Trinidad and Tobago	190	0	190	0	197	0	197	0
Venezuela	136	1	137	0	149	1	150	0
Rest of world ⁽⁵⁹⁾	695	29	724	18	740	21	761	14
TOTAL	30,628	3,005	33,633	62	33,180	3,144	36,323	62

No collective agreements have been established in Bolivia, Ecuador, Trinidad and Tobago, or Venezuela.

91% of Repsol employees are on permanent contracts, as in previous years. This indicator illustrates the level of the company's commitment to ensuring stable employment for its employees. Repsol is firmly committed to using non-traumatic mechanisms in order to optimize the workforce throughout the company as a whole.

An example of this commitment is the case of Repsol Chemicals in Puertollano, where the closure of two plants, SMOP and Glycols, affected a total of 101 workers. These people were relocated to other posts within the organization, or took up the early retirement offers agreed with union representatives and authorized by the government.

Part-time contracts are those that provide services for a certain number of hours per day, per week, per month, or per year that are less than those in the working day of an equivalent full-time worker.

(59) Other countries in which Repsol operates.

Likewise, the reduced working day is a legally enshrined work-life balance measure that the company has implemented for Spanish employees. This enables employees to have a limited or reduced working day appropriate to their personal circumstances, including legal guardianship or personal care of a family member; breast-feeding or premature birth, or birth of a child subsequently hospitalized; as well as comprehensive protection measures against gender violence.

STAFF BY TYPE OF WORKING DAY

Countries	Reduced working day	Part-time day
Spain	350	292
Argentina	53	33
Portugal	NA	6

In addition, we make use of partial retirement contracts. 1,325 people in Spain and a further 13 in Portugal have taken advantage of these. More information can be found in the section *Preparing for retirement*.

Relations with the people who work for us

We have established regular channels for communicating with our employees. Given that one of the defining features of our company is the diversity of our human resources, we manage our internal communications to reach as many distinct internal audiences as possible. These are grouped together according to various characteristics, for example, their country, area of business or activity, professional level, or number of years working in the company, among others.

There are two types of communication initiatives: planned, regular activities, included in the various annual internal communication plans; and ad hoc ones, which are necessarily managed in response to developments as they arise.

How we measure employee satisfaction

We carry out a range of initiatives every year to evaluate the satisfaction of the people who work for us. The fundamental element of this is the work climate survey, a general study carried out every two or three years among company employees, depending on the extent to which we have implemented action and improvement plans stemming from previous studies.

In 2010, we carried out part of the preparation for the work climate survey to be carried out in 2011. This included a qualitative phase, with 10 in-depth interviews being carried out with company upper management representatives, and three group dynamic sessions with employees from various professional categories. The objective of these actions was to identify employees' needs, expectations, and concerns and to analyze which ones were of key importance in determining their satisfaction and

commitment. The results of this phase are essential to developing the questionnaire for the 2011 survey.

We also undertook other employee studies during the year, in order to analyze their perception of, and satisfaction with, specific aspects. This included an evaluation of teleworking and the corporate intranet, as well as internal customer satisfaction studies, to analyze the degree of employees' satisfaction with the service provided by certain company units.

The Employee Service Desk (SAE) is one of the main communication channels available to people working at Repsol in Spain, Argentina, Peru, Brazil, Ecuador, Venezuela, and Bolivia designed to deal with issues related to people management. This service provides information, answers queries, and provides services at employees' request, such as procedures regarding social benefits, permits and licenses, and issuance of certificates. The SAE processed 116,112 cases in 2010.

A new channel was activated on the corporate intranet in 2010, called 'Help us to improve. Give us your opinion', designed to allow employees to express and convey their suggestions, criticisms, problems, and complaints to the company.

Relations with employee representatives

In 2010, Repsol kept open our communication and dialog channels with employee representatives in the various countries in which we have a presence.

In **Algeria** we held 10 meetings with the workers' legal representative and a *Règlement Intérieur* was approved to govern various aspects of labor relations, including the disciplinary system.

In **Brazil** we held monthly meetings with the internal accident prevention committee, which acts as the employees' representative in questions relating to general services. We currently have two collective agreements in force in Brazil.

We reached five agreements on salary adjustments in **Portugal**, as well as the division of work between three shifts, health insurance, and the installation of video surveillance cameras. To reach these agreements, we held 18 meetings, 14 of them with the workers' committee and four with union leaders.

In **Trinidad and Tobago** we held 12 meetings with union representatives of our employees. We reached various partial agreements on salary increases, sick leave, holidays, and permits for offshore workers.

In **Venezuela** we have signed a *Framework agreement for non-associated gas operations* with the union organization Sinutrapetrol, which we review every two years. We held various meetings with this union in 2010.

ANNUAL MEETING OF THE COORDINATOR OF THE LATIN AMERICA-SPAIN UNION NETWORK

The second plenary meeting of the Coordinator of the Repsol Latin America-Spain Union Network took place in September in Seville (Spain). This meeting was attended by union representatives from Spain, Argentina, Bolivia, Brazil, and Colombia. Repsol Management was represented at one of the sessions.

The union representatives gave an overview of the general situation from the union viewpoint in each of the countries represented. Among other issues, discussions were held on matters relating to industrial policy, security, health, the environment, and subcontracting of activities.

The Repsol representatives presented the new policy relating to alcohol and drug use, environmental and social impacts, subcontracting of activities, and the company's strategic plan, Horizon 2014.

According to the Repsol agreements in force in Spain, a series of prior requirements must be fulfilled to provide information to the workers' legal representatives before any changes are made to the organizational chart that affect employees subject to the collective agreement.

In 2010, the company received 213 legal complaints from its workers, five of which were collective while the rest were individual. The situation is as follows: 88 cases resolved in the company's favor, 22 cases resolved through conciliation, 21 cases resolved in favor of the workers, and 82 cases still ongoing. The total number of cases does not include 15 complaints relating to workers' seniority, where an overall agreement has been reached with the unions with greatest representation.

Preparing for retirement

Since 2003, the Group's companies' collective agreements in Spain have included voluntary access to partial retirement and the replacement of these workers through external contracting. The Plan gives people access to partial retirement, with an 85% reduction in the working day from the age of 60 for all workers voluntarily requesting it, as long as they have worked in the group for at least six years, and have made 30 years' worth of Social Security payments. Simultaneously, a permanent work contract (relief contract) is signed with an unemployed worker or one with a temporary contract who is hired to replace the service vacated by the partially retired employee. This situation comes to an end when the partially retired worker reaches the age of 65.

Employees who intend to retire can share their knowledge over this period, while also having the opportunity to arrange their personal lives. This type of contracting is enshrined in labor legislation in Spain and Portugal.

More information about the Repsol Labor Relations Policy, its relationship with employees' representatives, and the Latin America-Spain Union Network can be found at people.repsol.com

Attracting and retaining talent

Compensation and remuneration systems

Remuneration is an important element in attracting and retaining the professionals the company needs. Our compensation system is designed to reward individual performance, at competitive market rates, and is suitable for an organization such as Repsol.

Our variable remuneration systems are applied with utmost transparency, ensuring that they are coherently in line with the individual performance of each employee, and guaranteeing sustainability in the company's results.

RATIO OF REPSOL MINIMUM SALARY TO THE LEGAL MINIMUM SALARY IN EACH COUNTRY			
			(Euros / month)
Country	Minimum salary in country	Repsol minimum salary^(6o)	Repsol salary/ country salary
Spain	633	1,085	1.71
Argentina	332	335	1.01
Bolivia	70	1,045	14.94
Brazil	137	300	2.18
Ecuador	178	178	1.00
Peru	239	239	1.00
Portugal	475	485	1.02
Trinidad and Tobago	167	930	5.56
Venezuela	211	571	2.71

The starting salary at Repsol greatly exceeds the minimum salary in most countries. The fact that they are identical in Peru and Ecuador is a result of the recent integration of services there.

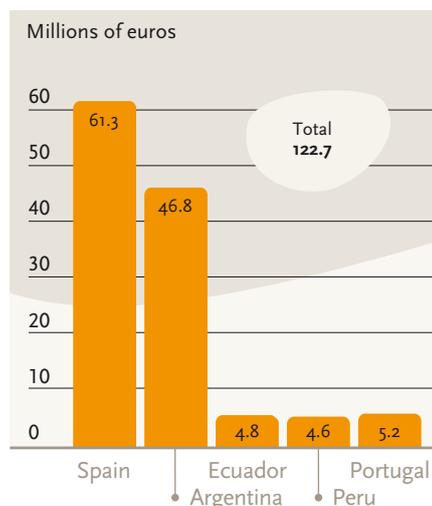
Social benefits

Repsol provides its employees with a range of social benefits to supplement their salary package. Employees on part-time or reduced working day contracts have the same social benefits as coworkers working a full day.

COST OF SOCIAL BENEFIT BY TYPE IN 2010	
Benefit	Euros
Healthcare	20,845,315
Meal vouchers	27,044,773
Funding for studies	2,730,436
Pension fund provision	35,206,247
Accident and death insurance	3,976,083
Loans subsidy	585,114
Personal transport	30,101,119
Other benefits	2,262,254
TOTAL	122,751,341

(6o) Minimum salary of lower category agreement.

Cost of social benefits per country⁽⁶¹⁾



Our expenditure on these benefits in 2010 stood at €122.7 million. Other benefits include social and sporting activities to encourage employee integration, with these often extended to their families. Particularly noteworthy in 2010 was our worldwide children's painting contest.

The search for talent

In 2010, we took more than 20 actions to identify professionals and recruit them to join the company. We took part in employment forums and trade fairs, working breakfasts with universities and social organizations, and we held talks, conferences, and seminars at schools, universities, and various associations.

Through this outreach with universities, academic and teaching centers, we signed more than 200 collaboration agreements in 2010, which enabled us to take on around 300 students for work experience in the company.

We selected more than 70 new professionals, most with technical and management experience, to be hired in Spain, Brazil, and Peru by means of Masters programs via the Repsol Further Training Center and our New Professionals Plan.

Some of our most significant initiatives in 2010 included the updating of our Welcome and Integration Program, aimed at optimizing and standardizing the welcome processes for new employees, as well as for those moving between the various units in the organization. The objective is to help these employees adapt more quickly to their new working environment, ensuring that they engage fully with the company and its values.

Performance assessment

15,573 employees underwent individual performance assessment in 2010. An annual individual career development plan was drawn up for each of them. The increase over recent years is the result of our efforts to gradually extend individual performance assessment to cover people included in collective agreements, with 2,055 employees from this group already included.

PERFORMANCE ASSESSMENT AT REPSOL

	2008	2009	2010
Number of people undergoing performance assessment and review	11,793	13,154	15,573
Percentage of total employees	36%	39%	43%

(61) Benefits are reported relating to countries with than 2% of the average company workforce works. The combined total of reported countries represents more than 95% of the workforce.

Turnover

The total turnover rate is calculated as the number of total departures of staff from the permanent Repsol workforce as a percentage of the total workforce as of December 31, 2010.

TOTAL STAFF TURNOVER RATE												
	21-30 y.		31-40 y.		41-50 y.		51-60 y.		Over 60		Total	
	F	M	F	M	F	M	F	M	F	M		
Spain	3%	3%	4%	2%	4%	3%	6%	6%	NA	NA	6%	
Argentina	11%	14%	4%	5%	1%	3%	6%	8%	11%	25%	7%	
Peru	34%	31%	11%	13%	3%	2%	13%	2%	0%	3%	20%	
Rest of Latin America ⁽⁶²⁾	NA	NA	7%	11%	0%	15%	6%	16%	0%	57%	15%	
Rest of the world ⁽⁶³⁾	9%	9%	9%	8%	4%	8%	3%	7%	0%	22%	8%	
	NA	NA	5%	5%	3%	4%	6%	7%	NA	NA	8%	

We calculate the voluntary staff turnover rate as the number of voluntary departures from the permanent workforce with regard to the total Repsol workforce as of 31 December 2010.

VOLUNTARY STAFF TURNOVER RATE												
	21-30 y.		31-40 y.		41-50 y.		51-60 y.		Over 60		Total	
	F	M	F	M	F	M	F	M	F	M		
Spain	1%	1%	2%	1%	1%	1%	0%	0%	0%	7%	1%	
Argentina	9%	10%	2%	2%	0%	1%	0%	1%	0%	1%	4%	
Peru	31%	27%	10%	9%	3%	2%	7%	1%	0%	0%	18%	
Rest of Latin America ⁽⁶²⁾	12%	6%	5%	6%	0%	6%	6%	12%	0%	46%	7%	
Rest of the world ⁽⁶³⁾	7%	5%	5%	4%	3%	3%	3%	2%	0%	2%	4%	
	10%	8%	3%	2%	1%	1%	0%	1%	0%	3%	4%	

More information on the impulsa scholarship program, the Repsol employment channel, social benefits, and Repsol's management by commitment can be found at people.repsol.com

Turnover rates have increased in Peru due to the integration of services in this country, in a sector with a high turnover rate.

Professional development programs

Internal mobility provides people with the opportunity for professional development by taking on new roles and challenges. A total of 5,892 staff moved within the company in 2010, of whom 30% were women. This mirrors the gender distribution within the Repsol workforce.

In 2010, 2,844 people had their professional classification changed, representing an 11% increase on the year before. Of these, 29% were women.

The People Review program is another significant tool that the company has been using for several years to identify talent and plan development actions. In 2010, we held 78 sessions during which we reviewed 3,712 people.

(62) Bolivia, Chile, Cuba, Ecuador, Mexico, Venezuela.

(63) Algeria, Canada, UAE, United States, France, Kazakhstan, Libya, Holland, Portugal, Switzerland, Trinidad and Tobago.

Training

EAt Repsol we view training as any learning process that increases people's ability to carry out their work and to take on work posts with other responsibilities, as stated in our Training Policy.

In order to improve our training and learning model and activities, in 2010 we designed and implemented the new technology-based Repsol Virtual Learning Environment (VLE). This is used to help and encourage employees to access online training courses.

AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE

	2009		2010	
	Hours of training per year	Average hours per year per employee	Hours of training per year	Average hours per year per employee
Executive staff	8,414	27	9,348	31
Technical managers	75,330	34	101,106	43
Technicians	695,687	48	694,611	41
Administrative staff	23,085	15	22,145	16
Operational and junior staff	216,809	14	397,490	26
Unspecified ⁽⁶⁴⁾	NA	NA	6,228	NA
TOTAL	1,019,326	30	1,230,929	34

Another of the initiatives carried out in 2010 was our promotion of the 'Repsol Style' to more than 700 managers in 14 countries. The 'Repsol Style' is the hallmark of Repsol managers; it sets out the conduct and attitudes that the company expects and needs to make its strategic plans a reality. This has involved combining, simplifying, and integrating the tools we use to describe the abilities, generic skills, and behavior and to drive forward the culture of leadership and management in our organization.

The total amount we invested in training was €14,238,875. This is an increase of 9.5% over 2009.

More information on talent identification tools such as People Review and knowledge-management projects can be found at people.repsol.com

Diversity, equal opportunities and balance

In 2010, the Repsol Diversity and Balance Committee continued to drive forward the culture of respect, which values and promotes diversity and helps to ensure a balance between employees' working and personal lives.

The Repsol Diversity and Balance Committee, headed by an Executive Director, and which includes executive representatives from all departments, met in 2010 to discuss and take decisions on the five projects that make up the Repsol diversity and reconciliation program: teleworking; hiring of disabled people; working day; time management; and adaptation of facilities.

(64) No breakdown for online training available according to professional category.

Equal opportunities

At Repsol we work to ensure that our policies and practices, including those related to promotion, remuneration, performance, and potential assessment and training, respect the equal opportunities of all employees, regardless of their background, gender, or age. We monitor the effective implementation of policies and analyze the results from each period, taking note of any deviations so that these can be corrected.

Notification of the appointment of a new Executive Director was given on December 30. She joined the Executive Committee on January 1, 2011, increasing the number of women on this Committee from one to two.

PEOPLE BY AGE AND GENDER						
	2009			2010		
	Women	Men	% Women	Women	Men	% Womens
Under 20	85	129	40%	118	113	51%
Between 21 and 30	2,804	4,679	37%	3,477	4,365	44%
Between 31 and 40	3,457	7,760	31%	4,808	8,084	37%
Between 41 and 50	1,556	6,172	20%	2,186	5,849	27%
Between 51 and 60	835	5,672	13%	1,229	5,403	19%
Over 60	32	452	7%	139	552	20%

WOMEN'S SALARY IN COMPARISON WITH MEN'S⁽⁶⁵⁾

Country	Executive staff	Technical managers	Technicians	Administrative staff	Operational and junior staff
Spain ⁽⁶⁶⁾	94%	85%	92%	94%	Not relevant
Argentina	88%	91%	90%	98%	59%
Bolivia	Not relevant ⁽⁶⁷⁾	104%	103%	Not relevant	Not relevant
Brazil	Not relevant	70%	83%	Not relevant	97%
Ecuador	Not relevant	58%	100%	64%	162%
Peru	Not relevant	44%	40%	83%	Not relevant
Portugal	Not relevant	94%	90%	Not relevant	98%
Trinidad and Tobago	Not relevant	94%	73%	134%	Not relevant
Venezuela	Not relevant	97%	75%	Not relevant	Not relevant

(65) New methodology has been established, which means a fairer comparison can be made, using the company's internal classification system.

(66) The Executive Staff data for Spain does not include Executive Managing Directors/ Managing Directors/ Corporate Directors.

(67) When the percentage of men or women in the group is below 10%.

The previous table, *Women's salary in comparison with men's*, reflects the trend towards salary equality in the countries and groups that the data represents. In general, the differences are due to the relative length of time employees spend in post. In cases where the number of women or men is very low there may be significant variations from one year to the next, and so these should not be considered as representative. Figures from groups with less than 10 people are marked in italics.

We believe that ensuring diversity in our management team and including local managers in country management teams provides us with a high-value competitive advantage, since it enables us to properly understand the expectations and needs of the societies in which we operate, allowing us to offer appropriate solutions that translate into business success.

EXECUTIVE STAFF AND TECHNICAL MANAGERS BY NATIONALITY IN 2010⁽⁶⁸⁾

Country	Local Executive Staff and Technical Managers	Total Executive Staff and Technical Managers	Percentage
Spain	1,112	1,260	88%
Argentina	831	897	93%
Ecuador	25	27	93%
Peru	46	67	69%
Portugal	47	52	90%

EQUALITY RECOGNITION FOR REPSOL YPF S.A.

Repsol YPF S.A. received the 2010 Equality in Business Award. This award is given by the Spanish Government's Ministry of Health, Social Policy and Equality to entities that have made outstanding, relevant, and particularly significant use of policies to ensure equal treatment and opportunities for their workers.

Recruitment of people with disabilities

In the field of diversity, Repsol has made significant progress in its program to recruit people with different capabilities. Particularly noteworthy in 2010 were our actions designed to boost recruitment of disabled employees in our industrial activities in Spain.

The awareness-raising actions we have taken since the program started have been strengthened, with 900 taking part in the various forums organized in the company's different centers. The Awareness-Raising Forum for the Recruitment of People with Different Capabilities, held at the Puertollano industrial complex, was attended by more than 400 people. Aside from strengthening our collaboration with the ONCE Foundation by signing the second INSERTA agreement, new collaboration contracts were agreed with the Seeliger y Conde Foundation, the PADEIA Foundation (A Coruña), and the Imserso CRMF (recovery center for the physically disabled), IVADIS and Afanias, among others.

In December 2010, Repsol had a total of 463 disabled workers in Spain, of whom 360 were directly hired, while a further 103 were equivalent people hired under alternative measures prescribed in Spanish regulation, representing 2.56% of the workforce, in accordance with legal calculations. We also continued to make progress on promoting the recruitment of disabled people in other countries where we have a presence, with 90 disabled employees in Argentina, 25 in Ecuador, 10 in Peru, and 11 in Portugal.

(68) The table Executive Staff and Technical Managers by country of origin in 2010 shows the figures for the countries with more than 2% of the company workforce, together representing more than 95% of our workforce. It can be seen that all these countries have a high percentage of local managers.

OVERCOMING BARRIERS GUIDE

The objective of this guide is to facilitate the recruitment of disabled people and to set out guidelines on conduct to help achieve this and overcome any communication barriers that may arise.

This guide provides a fundamental tool to help further strengthen diversity in our organizational culture.

The guide has been published and distributed to all employees, and has been made available to other companies via the Inserta Forum, along with the other two Repsol publications on this issue (*White Paper on the Employment of People with Different Capabilities: From Words to Deeds and Service Stations Accessible to All*).

We signed an agreement in 2010 with the Miguel Hernández University (UMH) in Elche (Spain) to develop 'The Best Work Experience in the World' for disabled people. This involved a Telecommunications Engineering student taking part in a training program at Repsol, enabling him not only to learn about our structure, operations, and activities, but also to help design and develop the new generation of corporate web applications – and particularly the www.repsol.com corporate portal – to improve its accessibility, operation, and features.

The student is reporting on his experiences during this internship through a blog, telling his fellow students about the day-to-day reality of his work at Repsol, the progress he has made, and what he has learned in this professional work project.

REPSOL RECOGNIZED FOR ITS WORK TO HIRE PEOPLE WITH DISABILITIES

In January 2011, Repsol received the *Telefónica Ability Award* for the best large private company efforts to support people with disabilities. This award, presented at an event attended by Queen Sofia, publicly recognizes Spanish companies and institutions that operate according to sustainable business models, and which incorporate disability into their value chain, whether employees, suppliers, or customers.

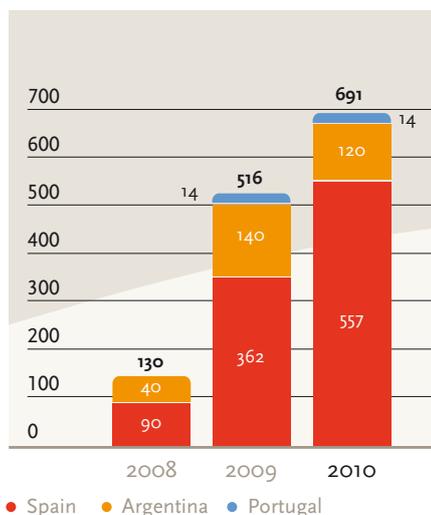
Repsol YPF Ecuador also received the *First business award for best practices social inclusion and employment of people with disabilities*. This initiative was carried out nationwide by the General Ecuatorian Foundation, with technical support of the Vice Presidency of the Republic, to identify best business practices that support the social inclusion and employment of disabled people.

Work-life balance

Repsol has continued to implement measures to promote balance between its employees' personal and working lives, adapting these where necessary to the specific requirements of the businesses and cultural environments in which the company operates.

Teleworking is one of the most accepted such measures. In December 2010, more than 557 employees in Spain were working remotely, 20 of whom did so as part of a pilot trial being carried out at industrial complexes. A further 120 employees in Argentina and 14 in Portugal have taken advantage of this means of working, which offers flexibility as to the place of work, and was one of the most frequently requested working styles in the 2006 employees' work climate survey.

Employees who work remotely at Repsol



More information about people at Repsol according to age, gender and country, nationality of executives, and information on the work-life measures in place can be found at people.repsol.com

Teleworking, which started as a pilot program at Repsol in 2008 and was extended during various phases throughout 2009, has become a completely standard means of working in the company, very highly valued both by the staff who use it and by their managers. Both highlight the planning of tasks and making full use of technological advances as key factors in ensuring that teleworking is successful.

The teleworking group is made up of people from virtually all areas within the company, and all professional groups and age ranges. The gender breakdown is 35% men and 65% women.

Also in the area of work-life balance, we have monitored the use of flexitime at the main work sites, and carried out a study to identify possible actions to support work-life balance. We also undertook a study of initiatives to improve time management.

We also adapted our facilities, with emphasis on universal accessibility and on creating environments adapted to the new forms of cooperative and interdisciplinary work.

All these initiatives were driven by the Diversity and Balance Committee.

Health and safety

We continued to use internal audits throughout the year to evaluate compliance with our internal occupational health and safety policy put in place the year before. In 2010 we carried out these audits at the Puertollano and Muskiz industrial complexes (Spain), thereby completing the process initiated in 2009 by Refining Spain MD.

We also carried out health promotion campaigns in a variety of countries. In Spain we ran campaigns on early detection of colon cancer, detection and control of high blood pressure, prostate cancer, and cardiovascular disease. In Colombia, Ecuador, and Venezuela we worked on malaria and hepatitis A prevention programs, as well as contagious disease prevention programs in Brazil, Colombia, and Ecuador. Particularly noteworthy in Trinidad and Tobago was the AIDS prevention program.

Meanwhile, our health department created the Health Management System, which aims to standardize the functions and tasks of our medical services around the world.

In the quest to achieve a positive culture of health and safety, 100% of Repsol workers are represented by health and safety committees in Spain, 12% in Colombia, 75% in Ecuador, 92% in Portugal and 100% in Venezuela. These Repsol committees are organized at a work center and country level.

The rate of absenteeism due to common illnesses at Repsol Spain was 3.10% in 2010. This was slightly below the rate of the year before, which stood at 3.16%.

The rate of work-related illnesses, meanwhile, stood at 0.69% in Spain, 0.59% in Brazil and 1% in Ecuador.

We have an annual workplace risk prevention plan, which includes first aid training for nearly all the countries in which we have a presence. Similarly, we have a contagious disease prevention plan in place in countries with a high risk or incidence of contagious diseases.

In 2010, we devoted 186,982 hours of training to occupational health and safety⁽⁶⁹⁾.

More information on occupational health management and the Repsol occupational health policy can be found at **people.repsol.com**

(69) More information can be found in the chapter Safety.