

















<b>ACTION</b>	<b>Train the Business Unit leaders in sustainable development and corporate responsibility.</b>
<b>DESCRIPTION</b>	We will implement a sustainable development and corporate responsibility training program aimed at the Colombia Business Unit leaders.
<b>INDICATOR</b>	Number of trained leaders with respect to the total number of Business Unit leaders.
<b>EXECUTION YEAR</b>	2016
<b>CLOSING TO THE ACTION AS OF 31/12/2016</b>	
<b>STATUS</b>	Fulfilled
<b>CLOSING TEXT</b>	In 2016, we have provided sustainable development and corporate responsibility training to all Business Unit leaders. The training program was led by Repsol's Director of Safety, Environment, and Sustainability.

## 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:

## Indigenous communities

<b>ACTION</b>	<b>Carry out human rights studies prior to entering operated areas with presence of indigenous communities.</b>
<b>DESCRIPTION</b>	We will carry out human rights impact studies in order to identify possible negative impacts on operations and implement the appropriate plans for mitigating negative impacts and promoting positive impacts.
<b>INDICATOR</b>	Number of human rights studies carried out. Number of mitigation plans designed.
<b>EXECUTION YEAR</b>	2016
<b>CLOSING TO THE ACTION AS OF 31/12/2016</b>	
<b>STATUS</b>	Fulfilled
<b>CLOSING TEXT</b>	The drafting of a study on human rights in the PUT-30 Block was scheduled for 2016, but we did not carry it out because we divested the block. The divestment process ended on July 1st with the signing of an agreement with Amerisur, through which we leave 100% of this block under that company's mining control.

## Security

<b>ACTION</b>	<b>Define the best contractual practices of the Repsol-Talisman legacy aimed at mitigating human rights and safety risks.</b>
<b>DESCRIPTION</b>	We will include contractual clauses and/or make the relevant modifications in Repsol contracts with the aim of mitigating the risks associated with the presence of illegal groups in the operation zones. We will identify the best practices of the contractual models of the Repsol-Talisman legacy and prepare a proposal to implement them.
<b>INDICATOR</b>	Proposal approved, notified to the Purchasing and Contracts Department and applying the contracts entered into. #
<b>EXECUTION YEAR</b>	2016
<b>CLOSING TO THE ACTION AS OF 31/12/2016</b>	
<b>STATUS</b>	Fulfilled
<b>CLOSING TEXT</b>	We have defined the best contractual practices to mitigate the risk of human rights violations, which resulted in the identification and modification of a clause in the contracts on this matter, and the inclusion of an appendix affirming Repsol contractors' commitment to legality and transparency.

<b>ACTION</b>	<b>Train employees and contractors of the Repsol Colombia office in the Voluntary Principles on Security and Human Rights.</b>
<b>DESCRIPTION</b>	We will program and carry out training on the Voluntary Principles on Security and Human Rights. This training will be aimed at both in-house employees and contractors.
<b>INDICATOR</b>	Number of in-house employees and contractors with respect to the total number of in-house employees and contractors.
<b>EXECUTION YEAR</b>	2016
<b>CLOSING TO THE ACTION AS OF 31/12/2016</b>	
<b>STATUS</b>	Fulfilled
<b>CLOSING TEXT</b>	In 2016, we have held seven training sessions for employees and contractors on Voluntary Principles on Security and Human Rights, during which 63 out of 67 employees and 20 out of 24 in-house contractors received training. The conference/workshop was organized by SICUREX - ISVI, the company that provides private security services to the Business Unit.

## 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

<b>ACTION</b>	<b>Carry out an induction and re-induction process on the Company.</b>
<b>DESCRIPTION</b>	We will unify the values, processes and management systems within the framework of integration of Talisman and Repsol. To this end, we will carry out an induction process for Talisman legacy personnel and a re-induction for Repsol legacy personnel, based on people management tools, the ethics code and conduct and values.
<b>INDICATOR</b>	Number of people who complete the values course with respect to total staff. Number of people who complete the human rights course with respect to total staff. Number of people who complete the safety and environment course with respect to total staff.
<b>EXECUTION YEAR</b>	2016
<b>CLOSING TO THE ACTION AS OF 31/12/2016</b>	
<b>STATUS</b>	Fulfilled
<b>CLOSING TEXT</b>	We have trained the staff as scheduled. Out of a total of 67 employees, 64 completed the human rights course, and 57 completed the safety and environment course. As for the values course, the staff from Repsol completed it in 2015, and 21 out of the 24 people from Talisman completed it in 2016.

<b>ACTION</b>	<b>Strengthen the training process of our employees, exchanging knowledge with our operating partners.</b>
<b>DESCRIPTION</b>	We will carry out processes for exchanging the knowledge and experiences of Repsol employees with our partners OXYCOL and EQUION at their onsite facilities and/or office. The training processes will include knowledge exchange in the technical, social and environmental areas.
<b>INDICATOR</b>	Number of personnel training hours. #
<b>EXECUTION YEAR</b>	2016
<b>CLOSING TO THE ACTION AS OF 31/12/2016</b>	
<b>STATUS</b>	Fulfilled
<b>CLOSING TEXT</b>	We have promoted the exchange of knowledge with our operating partners by providing more than 1,000 hours of training at their facilities by three of our employees.

## 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.

## Business Relations

<b>ACTION</b>	<b>Contribute to the improvement of the safety and environmental standards of our local contractors.</b>
<b>DESCRIPTION</b>	We will design and execute an improvement program that allows local transportation companies to comply with all colombian norms and with all Repsol internal standards.
<b>INDICATOR</b>	Improvement: Develop at least one strengthening line during the baseline audit. Effectiveness: Involve the line developed within the scope of work (SOW) of Safety and Environment.
<b>EXECUTION YEAR</b>	2016
<b>CLOSING TO THE ACTION AS OF 31/12/2016</b>	
<b>STATUS</b>	Fulfilled
<b>CLOSING TEXT</b>	We have strengthened the development of La Guajira transportation contractors through training on the guidelines for the implementation of the road safety strategic plan. We have presented the government's proposal for improvements in road safety and delivered the Repsol Road Safety pamphlet and the National Road Traffic Code.

<b>ACTION</b>	<b>Include the requirement of Single Registration for Contractors of the hydrocarbons sector (RUC) in all the local requests for proposals, contracts and tenders.</b>
<b>DESCRIPTION</b>	In Colombian supplier qualification processes, we will request the certification issued by the Colombian Safety Council (CSC) for contractors and suppliers of the hydrocarbons sector in Colombia, known as the Single Registration for Contractors (RUC). This certification evaluates performance in terms of safety, occupational health and environment, promoting improvement in these areas.
<b>INDICATOR</b>	Number of RUC-qualified suppliers with respect to the number of awards and/or contracts. #
<b>EXECUTION YEAR</b>	2016
<b>CLOSING TO THE ACTION AS OF 31/12/2016</b>	
<b>STATUS</b>	Fulfilled
<b>CLOSING TEXT</b>	We have introduced RUC certification (Single Registration for Contractors in the hydrocarbons sector in Colombia) as a requirement for all tenders after January 2016. It is part of the technical qualification of suppliers and contractors, and required for all bidders in the instructions for participation.

## 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:

## Climate Change

<b>ACTION</b>	<b>Include a CO2 footprint offset program in the environmental management system.</b>
<b>DESCRIPTION</b>	We will design an environmental management data sheet with the aim of offsetting the CO2 footprint generated by the employees of the Colombia Business Unit.
<b>INDICATOR</b>	Compliance: Include a CO2 emission offset program in the Environmental Management System. Effectiveness: Tons of CO2 generated with respect to tonnes of CO2 offset.
<b>EXECUTION YEAR</b>	2016
<b>CLOSING TO THE ACTION AS OF 31/12/2016</b>	
<b>STATUS</b>	Fulfilled
<b>CLOSING TEXT</b>	We have drafted the Colombia Business Unit Carbon Footprint Monitoring Program, which proposes the quantification and compensation of the CO2 emissions generated by air travel, the use of electricity, and the use of vehicles under lease. In 2016, we have compensated 100% of the CO2 emissions generated in 2015, which amounted to 213.18 metric tons.

## Environmental risks and impact Management

<b>ACTION</b>	<b>Include the environmental economic assessment in offshore drilling studies.</b>
<b>DESCRIPTION</b>	We will identify and quantify the impact of our activities on the services taken from the ecosystem by the community.
<b>INDICATOR</b>	Effectiveness: Number of offshore exploratory drilling projects with respect to the number of environmental documents with environmental economic assessment. #
<b>EXECUTION YEAR</b>	2016
<b>CLOSING TO THE ACTION AS OF 31/12/2016</b>	
<b>STATUS</b>	Fulfilled
<b>CLOSING TEXT</b>	We did not carry out any exploratory drilling projects in 2016, and therefore no environmental documents with an economic assessment were produced.

## Program 6

# 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 the action included in the Fair Operating Practices: Value Chain Program of this plan is included in the table below.

## Suppliers and contractors

<b>ACTION</b>	<b>Develop our suppliers through best practices programs focused in labor and industrial safety matters.</b>
<b>DESCRIPTION</b>	We will identify areas for improvement, based on the results of supplier and/or contractor evaluations, necessary for developing best practices through training and workshops. We will include a best practices component in relation to employment and industrial safety matters.
<b>INDICATOR</b>	Auditing of three critical contractors. Development of two workshops with local suppliers.
<b>EXECUTION YEAR</b>	2016
<b>CLOSING TO THE ACTION AS OF 31/12/2016</b>	
<b>STATUS</b>	Fulfilled
<b>CLOSING TEXT</b>	We have performed a document audit of the company that will provide personnel transportation services and two audits on industrial safety and procurement procedures at the facilities of the two companies that provide records management services to the Business Unit. In December, we have organized a workshop on industrial safety and preventive management in the city of Riohacha, training six transportation providers.

## Program 7

# 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:

## Community involvement and dialogue

<b>ACTION</b>	<b>Carry out ethnological studies prior to entering operated areas with presence of indigenous minorities.</b>
<b>DESCRIPTION</b>	We will carry out ethnological studies that will allow us to characterize the ethnic communities, their cultures and customs, in order to maintain a better relationship. We will identify their territories, social organizations, ethnic groups and problems relating to unmet basic needs. Lastly, we will build maps of power actors and relationships between the communities in order to plan the project, seeking to minimize cultural impacts.
<b>INDICATOR</b>	Number of operated blocks with presence of ethnic communities with respect to a number of ethnological studies carried out. #
<b>EXECUTION YEAR</b>	2016
<b>CLOSING TO THE ACTION AS OF 31/12/2016</b>	
<b>STATUS</b>	Fulfilled
<b>CLOSING TEXT</b>	In 2016, we have initiated a preliminary consultation process for the PUT-30 Block with the Pijao communities, supported by an earlier ethnological study. This study allowed us to understand their worldview and how these communities relate to their surroundings, facilitating the processes of communication and dialogue between different cultures.

<b>ACTION</b>	<b>Maintain relations with the communities of the operated blocks with the presence of communities.</b>
DESCRIPTION	We will make sure to maintain the communication channels with the communities of the operated blocks, with the aim of establishing a fluid, effective and permanent relationship despite not having activity in the area.
INDICATOR	Make three visits a year to the communities of the operated exploratory blocks. #
EXECUTION YEAR	2016
<b>CLOSING TO THE ACTION AS OF 31/12/2016</b>	
STATUS	Fulfilled
CLOSING TEXT	We conducted three visits to three communities of the RC-12 and CPE-08 Blocks, which enabled the conclusion of four preliminary consultations in the CPE-08 Block and the implementation of the project supported by Fundación Repsol in the RC-12 Block.

<b>ACTION</b>	<b>Update the management plan of stakeholders of the Colombia Business Unit.</b>
<b>DESCRIPTION</b>	We will prepare an updated map of our stakeholders, analyze them and identify the key stakeholders to carry out the activities of the Business Unit. Lastly, we will prepare a matrix for communication to stakeholders.
<b>INDICATOR</b>	Updated stakeholders' management and relations plan.
<b>EXECUTION YEAR</b>	2016
<b>CLOSING TO THE ACTION AS OF 31/12/2016</b>	
<b>STATUS</b>	Fulfilled
<b>CLOSING TEXT</b>	Tras el proceso de integración con Talisman, hemos actualizado el plan de manejo y de relacionamiento con partes interesadas de la Unidad de Negocio, con el objeto de hacer más efectiva la comunicación y el relacionamiento.

## Local content

<b>ACTION</b>	<b>Promote the development of the productive capacities existing in the communities.</b>
<b>DESCRIPTION</b>	We will identify the productive capacities that may be promoted through the social investment plans. We will strengthen capacities and promote productive projects with the aim of being providers of goods and services for the project or other industries.
<b>INDICATOR</b>	Number of productive projects supported. #
<b>EXECUTION YEAR</b>	2016
<b>CLOSING TO THE ACTION AS OF 31/12/2016</b>	
<b>STATUS</b>	Fulfilled
<b>CLOSING TEXT</b>	In 2016, we have supported five production chains of coffee, cocoa, fruit, watermelon, and fish farming projects in five municipalities of the Meta department, through a cooperation agreement signed between Repsol and the Canadian Embassy, implemented by Canadian NGO Socodevi.

<b>ACTION</b>	<b>Strengthen relations with universities by hiring scholarship holders and/or interns.</b>
DESCRIPTION	We will create internships or work experience placements for students from different universities with the aim of giving them the opportunity to commence their career at Repsol Exploración Colombia.
INDICATOR	Number of scholarship holders performing internships. Number of universities to which the scholarship holders belong.
EXECUTION YEAR	2016
<b>CLOSING TO THE ACTION AS OF 31/12/2016</b>	
STATUS	Fulfilled
CLOSING TEXT	We have arranged work experience placements for two students from Universidad Externado and Universidad de la Sabana.

<b>ACTION</b>	<b>Work jointly with our partner Ecopetrol on the social viability of block CPO-9.</b>
<b>DESCRIPTION</b>	We will build and articulate the social welfare plan for block CPO-9. We will carry out the Procompite project in the area of influence of block CPO-9 in order to strengthen productive capabilities and drive economic growth in the area.
<b>INDICATOR</b>	Number of community strengthening actions to improve their productive systems. #
<b>EXECUTION YEAR</b>	2016
<b>CLOSING TO THE ACTION AS OF 31/12/2016</b>	
<b>STATUS</b>	Fulfilled
<b>CLOSING TEXT</b>	In 2015, Repsol and the Canadian Embassy signed a cooperation agreement to improve the productive systems of the communities in the area of influence of the CPO-9 Block. In 2016, we have worked with Ecopetrol to include it in this agreement that supports six actions to strengthen productive systems.

## Social Investment

<b>ACTION</b>	<b>Prepare the Social Management Plan of the Business Unit.</b>
<b>DESCRIPTION</b>	We will develop a Social Management Plan of the Colombia Business Unit to integrate, in a single document, the social management of each of the operated blocks. We will identify synergies between projects and will define management indicators that will provide evidence of the effectiveness of the social investment made in Colombia over the years.
<b>INDICATOR</b>	Social Management Plan of the Business Unit. #
<b>EXECUTION YEAR</b>	2016
<b>CLOSING TO THE ACTION AS OF 31/12/2016</b>	
<b>STATUS</b>	Fulfilled
<b>CLOSING TEXT</b>	We have drafted the Business Unit's Social Management Plan to standardize and document the activities of the Unit in terms of social management, seeking to ensure efficient institutional relations with partners and communities, based on corporate policies and norms, as well as on national and international standards.

# 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.

# Actions Index

Legal notice	2
Our vision of corporate responsibility and the preparation of this Plan	3
Stakeholders' expectations and the corresponding actions of the Plan	6
<b>Program 1: Governance</b>	6
Communicate our corporate responsibility projects through the sponsorship of events.	7
Train the Business Unit leaders in sustainable development and corporate responsibility.	8
<b>Program 2: Human rights</b>	9
Indigenous communities	10
Carry out human rights studies prior to entering operated areas with presence of indigenous communities.	10
Security	11
Define the best contractual practices of the Repsol-Talisman legacy aimed at mitigating human rights and safety risks.	11
Train civil service employees and contractors of the Repsol Colombia office in the Voluntary Principles on Security and Human Rights.	12
<b>Program 3: Labor practices</b>	13
Culture, Development and Management systems	14
Carry out an induction and re-induction process on the Company.	14

Strengthen the training process of our employees, exchanging knowledge with our operating partners.	15
<b>Program 4: Safety</b>	16
Business Relations	17
Contribute to the improvement of the safety and environmental standards of our local contractors.	17
Include the requirement of Single Registration for Contractors of the hydrocarbons sector (RUC) in all the local requests for proposals, contracts and tenders.	18
<b>Program 5: The Environment</b>	19
Climate Change	20
Include a CO2 footprint offset program in the environmental management system.	20
Environmental risks and impact Management	21
Include the environmental economic assessment in offshore drilling studies.	21
<b>Program 6: Fair Operating Practices: Value chain</b>	22
Suppliers and contractors	23
Develop our suppliers through best practices programs focused in labor and industrial safety matters.	23
<b>Program 7: Community involvement and development</b>	24
Community involvement and dialogue	25
Carry out ethnological studies prior to entering operated areas with presence of indigenous minorities.	25
Maintain relations with the communities of the operated blocks with the presence of communities.	26
Update the management plan of stakeholders of the Colombia Business Unit.	27
Local content	28
Promote the development of the productive capacities existing in the communities.	28

Strengthen relations with universities by hiring scholarship holders and/or interns.	29
Work jointly with our partner Ecopetrol on the social viability of block CPO-9.	30
Social Investment	31
Prepare the Social Management Plan of the Business Unit.	31
Process of updating the Plan	32
Actions Index	33

