

Sustainability Plan 2016

Trinidad & Tobago



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Legal Notice

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.

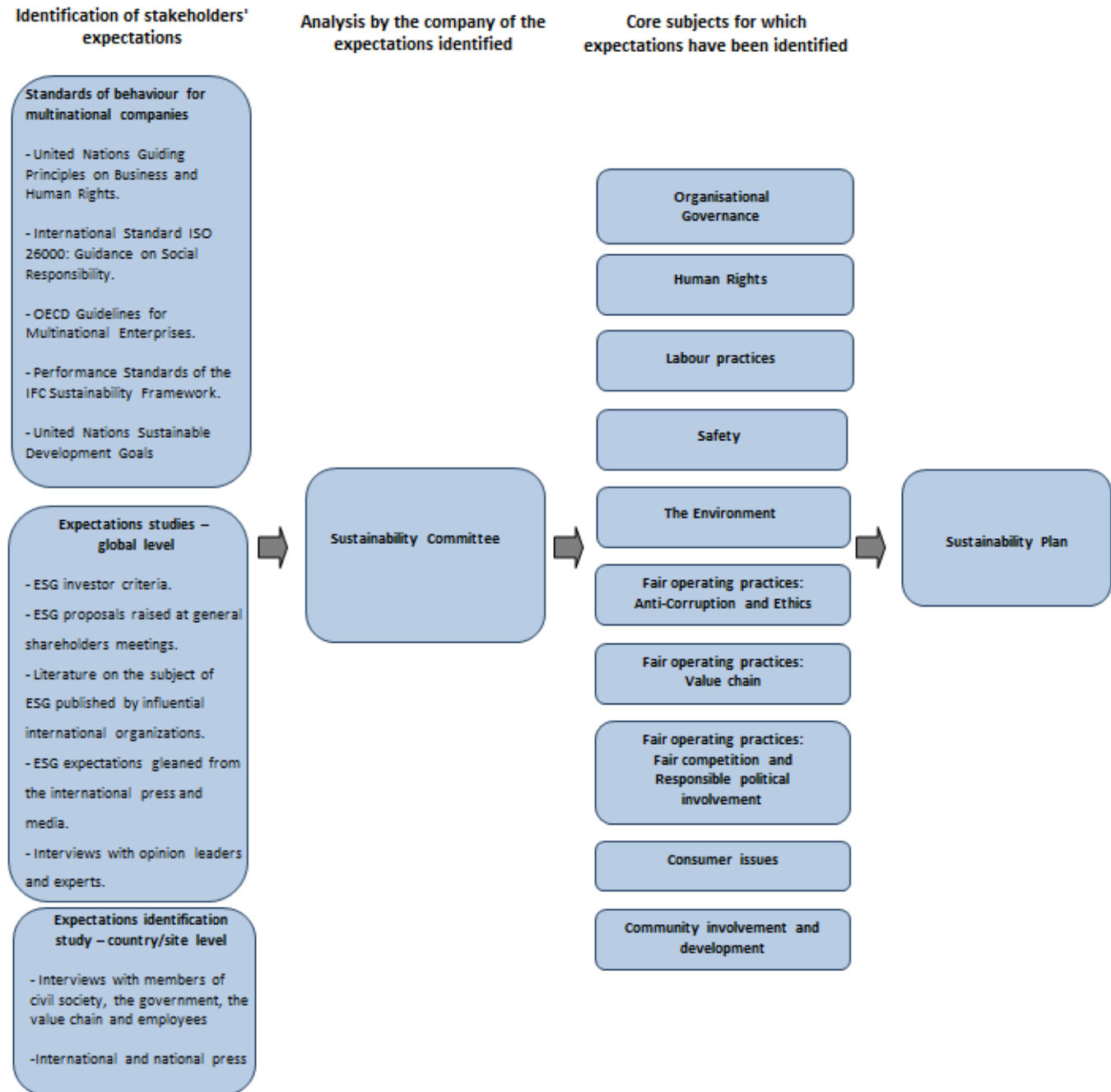
We have identified the concerns and expectations that our stakeholders have on issues related to governance, respect for human rights, safety and other labor practices, environment, management of impacts along the value chain, anticorruption practices, consumers and users issues, and engagement with 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 27 specific short-term actions with its corresponding implementation indicators, grouped in eight of 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 Trinidad and Tobago by action programs-

Program	Number of actions
Human rights	5
Labor practices	5
Safety	3
The Environment	1
Fair Operating Practices: Anti-Corruption and Ethics	5
Fair Operating Practices: Value chain	3
Community involvement and development	5

With respect to the programs, those concerning Human rights, Labor practices, and Fair Operating Practices: Anti-Corruption and Ethics have been the ones that involve the greatest number of actions.

97.1% 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

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:

Culture and Management Systems

ACTION	Promote online Human Rights and Ethics and Conduct Code training to all Repsol employees in the Trinidad & Tobago Business Unit (TTBU). Reinforce key messages of the Human Rights course via Internal Communication.
DESCRIPTION	We will promote and emphasis via internal communication, visual notice board in lunch area and through meetings with the Line Managers the importance of online Human Rights training to all Repsol Employees in the TTBU.
INDICATOR	At least 90% of employees within BU. Report to BU number of employees completed, number of training hours. Two messages (email) to all employees for reinforcement.
EXECUTION YEAR	2016
CLOSING TO THE ACTION AS OF 31/12/2016	
STATUS	Fulfilled
CLOSING TEXT	All staff have completed the Human Rights and Ethics and Conduct Code through Virtual Learning Eventual tool of Repsol

Due diligence

ACTION	Continue advocating for the Social Integration of Persons with Disability in partnership with relevant NGO.
DESCRIPTION	Repsol remains committed to the Social Integration of Persons with Disability and will strengthen its partnership with national NGOs and key stakeholders to help in the identification of gaps and opportunities that will directly and indirectly benefit persons with disability nationally.
INDICATOR	Valuable participation in Stakeholder consultation Tangible outcomes achieved in 2016
EXECUTION YEAR	2016
CLOSING TO THE ACTION AS OF 31/12/2016	
STATUS	Fulfilled
CLOSING TEXT	We have continued working with the Persons with Disability NGO (Mayaro CKFTO). Activities included training sessions with local teachers from the Mayaro Education Committee

ACTION	Develop and implement a pilot community grievance mechanism specific to TSP operations.
DESCRIPTION	We will implement a pilot community grievance mechanism (CGM) for TSP operating asset, following the United Nation's Guiding Principles on Business and Human Rights, to systemize, record and respond to all grievances that could derive from external persons or groups affected by our operations.
INDICATOR	Deliver the CGM procedure in 2016 Test at least one communication channel within TSP operations
EXECUTION YEAR	2016
CLOSING TO THE ACTION AS OF 31/12/2016	
STATUS	Unfulfilled
CLOSING TEXT	This action was not completed due to the sale of the T&T asset.

Security

ACTION	Explore the possibility of providing Subject Matter Experts to the Ministry of National Security in areas relevant to crime prevention.
DESCRIPTION	We will work with our Corporate Security area in Madrid and the Ministry of National Security in Trinidad & Tobago to determine what the local needs are and how/if Repsol can provide any advice on crime prevention, control and management.
INDICATOR	Provision of at least one Subject Matter Expert for 2016
EXECUTION YEAR	2016
CLOSING TO THE ACTION AS OF 31/12/2016	
STATUS	Unfulfilled
CLOSING TEXT	We discussed this initiative with Madrid and decided that this action was not practical at this time due to the change in government which took place in September 2015

ACTION	Maintain communication and strengthen our relationship with National Security and other stakeholders in order to promote the protection of our offshore assets by active participation in monthly meetings.
DESCRIPTION	We will continue meetings with the Amcham Security Committee and the Energy Sector Security Operations Committee on a monthly basis to promote Repsol's interests, establish meaningful contacts and contribute to the security conversation in Trinidad and Tobago.
INDICATOR	Attendance to at least six Monthly ESSI meetings throughout 2016
EXECUTION YEAR	2016
CLOSING TO THE ACTION AS OF 31/12/2016	
STATUS	Fulfilled
CLOSING TEXT	We have attended six meetings of the Energy Sector Security Initiative Operations Committee between January-June 2016

Program 2

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	Promote equal opportunity for development among employees.
DESCRIPTION	We will implement a formal procedure for Offshore Delegation of Authority, which seeks to develop the skills and experience of employees being this a benefit to the asset and the individual.
INDICATOR	The formal communication /rollout of the procedure to staff
EXECUTION YEAR	2016
CLOSING TO THE ACTION AS OF 31/12/2016	
STATUS	Fulfilled
CLOSING TEXT	We have advertised all vacancies internally through the Internal Communications Forum.

Health employees

ACTION	Promote employee health and raise awareness of health lifestyle choices.
DESCRIPTION	We will introduce health management within the Business Unit. By promoting healthy lifestyle choices for employees via emails for, directing employees to healthy eating, exercising, medical awareness and medical checks.
INDICATOR	At least eight health communications throughout 2016.
EXECUTION YEAR	2016
CLOSING TO THE ACTION AS OF 31/12/2016	
STATUS	Fulfilled
CLOSING TEXT	We have hired a doctor in 2016 for the Business Unit to develop health surveillance and other medical topics. We have sent health communications to all staff on a regular basis including an initial health questionnaire to be used to develop an annual medical program. Two sessions were also set up for staff to attend.

Promotion of Diversity and Balance

ACTION	Analyze the feasibility of a differently-abled program.
DESCRIPTION	We will review the number of potential positions that can be adapted to the program. We will also review the program established in other Business Units in order to develop a plan locally.
INDICATOR	Present results to all employees via email communication.
EXECUTION YEAR	2016
CLOSING TO THE ACTION AS OF 31/12/2016	
STATUS	Unfulfilled
CLOSING TEXT	All Repsol E&P T&T Staff conducted "Overcoming barriers" through Virtual Learning Eventual tool of Repsol. The analysis of a differently-abled program was not developed due to the sale of the T&T asset

Social Dialogue

ACTION	Communicate through internal channels the People & Organization (P&O) policies/ procedures.
DESCRIPTION	We will reinforce communication about P&O policies/procedures through our internal emails and digital noticeboards at the Offshore installations. We will review for example: recruitment & selection, development, various allowances, work place attire.
INDICATOR	At least three email communications throughout 2016
EXECUTION YEAR	2016
CLOSING TO THE ACTION AS OF 31/12/2016	
STATUS	Fulfilled
CLOSING TEXT	We reviewed, updated and communicated the Repsol E&P T&T Human Resources manual to all employees. Employees had the opportunity to ask questions through emails and directly contacting the Human Resources department

Working conditions

ACTION	Communicate the rules and regulations for the use of office space to all employees.
DESCRIPTION	We will give guidance on the proper use of workstation, conference rooms, cafeteria and printers through our internal emails and digital boards.
INDICATOR	At least five emails communications throughout 2016.
EXECUTION YEAR	2016
CLOSING TO THE ACTION AS OF 31/12/2016	
STATUS	Fulfilled
CLOSING TEXT	We included Rules and Regulations for the use of office space in the Human Resources manual, which has also been communicated to all employees.

Program 3

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	Train employee and contractor staff in the Target Zero Accidents Training Course which aims to improve upon HSE Culture within the organization and continue with the development of the Rewards and Recognition Programme to improve HSE Culture.
DESCRIPTION	Target Zero Accidents is a course which guides persons through a series of exercises with a goal of changing their outlook of Safety Culture in the workplace & at home. Training will be continued in 2016 including staff and contractors to ensure all personnel working on Repsol TT locations are captured. The second phase of the rewards and recognition programme was launched and will be used to drive the impetus of the e-sopry programme and increase recognition for good safety culture practices
INDICATOR	Results of the HSE section of the climate survey Increased number of quality e-sopry cards
EXECUTION YEAR	2016
CLOSING TO THE ACTION AS OF 31/12/2016	
STATUS	Fulfilled
CLOSING TEXT	We developed the Target Zero Accident Safety course in order to improve the safety culture of all employees and contractors working in TSP. In 2016 we focused on training contractors and any new staff members. We trained 100 staff and contractors in 2016.

Risks Management

ACTION	Carry out a Quantitative Risk Assessment (QRA) for Poui A/B as part of the Safety Case process.
DESCRIPTION	We will conduct a QRA for the Poui field. The QRA is a formal and systematic approach to estimating the likelihood and consequences of hazardous events, and expressing the results quantitatively as risk to people, the environment or to business. This is then used to develop a safety case which describes the safety management system in place to ensure the controls are effectively and consistently applied.
INDICATOR	Completion of QRA
EXECUTION YEAR	2016
CLOSING TO THE ACTION AS OF 31/12/2016	
STATUS	Unfulfilled
CLOSING TEXT	This action has not been implemented due to the sale of the T&T asset.

ACTION	Implement and transition to an electronic permit to work system to employees and contractors which will facilitate the signing and auditing of the Permits as per Repsol's procedure.
DESCRIPTION	We will launch the electronic permit to work system which will be a paperless initiative that seeks to improve the efficiency of executing the relevant permit to work documents in keeping with Repsol's values of transparency and responsibility. This is required due to the fact that we operate nine separate platforms and as such signing and auditing documents is challenging.
INDICATOR	Finalization of programme for review Draft review of ePTW programme Roll out of programme- completion of training Implementation of programme on TSP platforms
EXECUTION YEAR	2016
CLOSING TEXT AVAILABLE AT THE END OF THE YEAR	

Program 4

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:

Biodiversity

ACTION	Assess the positive and negative impacts of offshore operations on the environment through marine environmental monitoring.
DESCRIPTION	We will conduct, at least once a year, periodic marine environmental monitoring, in order to assess the positive and negative impacts of the offshore operations. This includes water quality, sediment quality, quality and quantity of benthic fauna (organisms that live in the sediment of the sea floor) and phytoplankton. Through these activities Repsol meets its internal and legal requirements for environmental management.
INDICATOR	Results of the report
EXECUTION YEAR	2016
CLOSING TEXT AVAILABLE AT THE END OF THE YEAR	

Program 5

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:

Business Relations

ACTION	Contribute proactively to Extractive Industry Transparency Initiative (EITI) and Trinidad & Tobago EITI working group.
DESCRIPTION	The Extractive Industry Transparency Initiative (EITI) reporting template must be complete with the following information:1. Tax payments to the Bureau of Internal Revenue (BIR)2. Tax payments to the Ministry of Energy3. Production Data and4. Social Expenditure and Infrastructure Payments.
INDICATOR	Provided hours/Reports submitted to EITI
EXECUTION YEAR	2016
CLOSING TEXT AVAILABLE AT THE END OF THE YEAR	

ACTION	Ensure that our partners and shareholders are informed of Repsol's anti-corruption practices and code of ethics specifically applied to business arrangements.
DESCRIPTION	We will communicate to our partners and shareholders Repsol's anti-corruption practices and code of ethics as it relates to business arrangements.
INDICATOR	Number of meetings and communications
EXECUTION YEAR	2016
CLOSING TEXT AVAILABLE AT THE END OF THE YEAR	

ACTION	Increase awareness of the risks involved in third party payments.
DESCRIPTION	We will educate persons responsible for administration of contracts of the risks involved in making payments to third parties other than the contract vendor.
INDICATOR	To disseminate information to those responsible for administration of contracts of the risks involved in third party payments
EXECUTION YEAR	2016
CLOSING TEXT AVAILABLE AT THE END OF THE YEAR	

General

ACTION	Prepare and implement a conflict of interest declaration to be signed by all employees or contractor employees involved in our bidding processes.
DESCRIPTION	We will draft a Conflict of Interest Declaration in order to help achieve a higher degree of transparency and ethical behaviours among employees and contractor employees in the bidding process for the procurement of goods and services by the Trinidad & Tobago Business Unit..
INDICATOR	Number of declarations signed
EXECUTION YEAR	2016
CLOSING TEXT AVAILABLE AT THE END OF THE YEAR	

ACTION	Present an anti-corruption overview in accordance with the Trinidad & Tobago legislation to all the departments in our Business Unit, including the presentation of the new Anti-Corruption clause to be incorporated in all our Contracts.
DESCRIPTION	We will inform the employees working in the Trinidad & Tobago Business Unit of local laws pertaining to anti-corruption through meetings so they can ensure high ethical standards in all dealings with government officials and state-owned entities as well as private sector entities and ensure compliance with the law.
INDICATOR	Number of participants
EXECUTION YEAR	2016
CLOSING TEXT AVAILABLE AT THE END OF THE YEAR	

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 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	Support the foreign exchange market in Trinidad & Tobago by revising the allocation of US dollars supplied.
DESCRIPTION	We will establish a more equitable allocation of foreign exchange among the five local commercial banks.
INDICATOR	More equitable allocation of foreign exchange among the five local commercial banks
EXECUTION YEAR	2016
CLOSING TEXT AVAILABLE AT THE END OF THE YEAR	

Suppliers and contractors

ACTION	Engage in meaningful dialogue with contractors via regular meetings.
DESCRIPTION	We will promote regular meetings with contractors to strengthen relations, improve efficiency and encourage cost optimization in all aspects of the operation.
INDICATOR	Hold two Contractors meeting in 2016
EXECUTION YEAR	2016
CLOSING TEXT AVAILABLE AT THE END OF THE YEAR	

ACTION	Promote awareness of the Labour Risk Policy to contract holders of the Trinidad & Tobago Business Unit.
DESCRIPTION	We will emphasize the importance of the contract compliance within the day to day operations of contract holders and promote the tool in order to complete the Labour Risk Survey.
INDICATOR	Refresher workshop on Labour Risk Policy Send at least two e-mails to Contract Holders to complete surveys
EXECUTION YEAR	2016
CLOSING TEXT AVAILABLE AT THE END OF THE YEAR	

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:

Local content

ACTION	Provide oversight and guidance of Repsol's performance in respect of local content to meet Government expectations.
DESCRIPTION	We will maintain oversight and provide guidance and feed back to key internal areas on the local content to meet Government expectations.
INDICATOR	Number of meetings and communication
EXECUTION YEAR	2016
CLOSING TEXT AVAILABLE AT THE END OF THE YEAR	

Social Investment

ACTION	Communicate Repsol's social initiatives and best practices focusing on safety, transparency, community relations and sustainability.
DESCRIPTION	We will systematically use methods to communicate the social investment initiatives to all internal and external stakeholders, focusing on safety, transparency, community relations and sustainability . We will also prepare press releases, internal notes and articles.
INDICATOR	Number of press releases published in local media Number of presentation to staff Number of internal notes prepared and sent to staff Number of articles published in energy related publications and forum
EXECUTION YEAR	2016
CLOSING TEXT AVAILABLE AT THE END OF THE YEAR	

ACTION	Engage in meaningful dialogue with state and academia institutions responsible for the development of the agriculture sector, to further identify innovative opportunities for economic development among local farmers in our fence line communities.
DESCRIPTION	We will engage with the ministry of agriculture and the University of the West Indies and its agro science faculty members, to promote and further develop the agriculture sector in Mayaro and Guayaguayare by facilitating additional training and certification to local farmers and young students.
INDICATOR	Number of meetings held with relevant authorities and academia institutions Succesfull Implementation of Training for Farmers in the Community
EXECUTION YEAR	2016
CLOSING TEXT AVAILABLE AT THE END OF THE YEAR	

ACTION	Implement training programs for parents and teachers on learning disabilities in the classroom setting and provide the opportunity for Occupational Therapy intervention for critical diagnosis within the six primary schools in our fence line community
DESCRIPTION	Committed to the quality and equal primary education for students within our fence line community, we will train parents and teachers from all primary schools in the community to be able to identify learning disabilities in students and provide them with basic tools/tips that will help them with their day to day in the classroom, and more so help them achieve their academic goals.
INDICATOR	Number of parents engaged in the learning disability Number of Students Identified with learning disability Initiatives implemented in the classroom after teacher training
EXECUTION YEAR	2016
CLOSING TEXT AVAILABLE AT THE END OF THE YEAR	

ACTION	Provide opportunity of Skill Training for youth and households in the community of Mayaro & Guayaguayare to increase their employability opportunity.
DESCRIPTION	We will maintain our partnership with the National Energy Skill Center to provide training for 50 youth and households in the community of Mayaro & Guayaguayare in order to increase their employability opportunity in the area of building and construction technology.
INDICATOR	Number of students graduated from training cycle
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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