

Sustainability Plan

2015

Corporate



Year End Report

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This Sustainability Plan includes a set of actions which, in whole or in part, go beyond what is required by law and are aimed to contribute to sustainable development. Participating companies of Repsol Group have the firm intention to undertake and fulfill them. However, they reserve the right to modify, postpone or cancel their implementation without incurring liability, but undertake to publicly justify these possible cases.

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Year End Report on actions of the Plan on December 31th, 2015

Program 1

Governance

Board of Directors

ACTION	Perform an external and independent evaluation of the performance of the Board of Directors and its committees.
DESCRIPTION	We will appoint an independent firm to perform an external and independent evaluation of the performance of the Board of Directors and its committees. We will inform the Board of Directors of the conclusions of the evaluation report prepared by the independent firm.
INDICATOR	Development of an external evaluation of the performance of the Board of Directors and its committees. Presentation of the report to the Board of Directors setting out the conclusion of the evaluation of the Board and its committees.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	We hired the independent firm Egon Zhender to perform an assessment of the operation of the board and its committees. We performed the assessment and presented its findings during the board meeting on March 25th, 2015. As a result of the assessment, the Board of Directors approved, during its May 27th meeting, a number of organizational and operational changes.

ACTION	Push forward with introducing new regulations regarding board compensation.
DESCRIPTION	We will act ahead of any legal requirements being introduced relating to compensation and prepare a Board of Directors Remuneration Policy for the Company. We will put the Board of Directors Remuneration Policy to vote at the Annual General Meeting.
INDICATOR	Draw up a Board of Directors Remuneration Policy for 2015, 2016 and 2017. Put the Remuneration Policy to vote at the Ordinary Annual General Meeting on April 30th, 2015 as an agenda item.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	In preparation for regulatory requirements, we prepared a Board of Directors Remuneration Policy of Repsol, S.A. for the 2015, 2016, and 2017 fiscal years, along with a justification report from the Appointments and Remunerations Committee. The Remuneration Policy was voted on by shareholders at the Annual General Meeting held on April 30th, 2015, as the 19th item on the agenda. It was approved with 93.945% of votes in favor.

Others

ACTION	Actively participate in international and business forums to boost corporate responsibility.
DESCRIPTION	We will increase our participation in international and business forums to find out and share best practices related with corporate responsibility. We will focus primarily on sector organizations such as ARPEL and IPIECA (ARPEL is the regional association in Latin America and the Caribbean and IPIECA is the international association specialized in environmental and social matters) and on the Spanish Agency for International Development Cooperation (AECID); responsible for Spanish cooperation.
INDICATOR	Number of forums in which we have participated.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	We participated in 38 events organized by various institutions and related to sustainability. The topics discussed included taxation and transparency, anticorruption programs, human rights impact assessments, rights of indigenous peoples, non-financial reporting, and sustainable development goals, among others.

ACTION	Create a multi-discipline Network Action Group to enhance the way complaints and grievances are handled.
DESCRIPTION	We will improve how complaints and grievances received are identified and dealt with. We have formed a working group reporting to the global Corporate Responsibility Committee and comprising representatives of corporate and business units which will carry out a diagnosis of all communications channels through which enquiries or grievances can be received, we will analyze the enquiries and grievances related to Repsol's Ethics and Conduct Code and identify measures to improve how they are managed.
INDICATOR	Development of a database of channels of communication at the Company. Presentation of a report on the findings of the diagnosis: analysis of data and recommendations by business and area. External analysis of complaints and grievances channels of other companies. Proposal of measures to strengthen Repsol's complaints and grievances channels.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	We created the Network Action Group, formed by 14 members from different business and corporate units, which has met on three occasions in 2015. We maintained bilateral meetings with all business unit representatives to analyze the diagnostics' findings related to the channels of communication identified. We also presented the relevant deliverables and conclusions to the Repsol Ethics Committee in its September 28th, 2015 meeting.

ACTION	Draw up essential terms and conditions concerning corporate responsibility (human rights, integrity and health, safety and the environment) for contracts with third parties.
DESCRIPTION	We will establish the essential terms and conditions that must be included in all contracts entered into by Repsol regarding human rights, health, safety and the environment and integrity. This rule will be applicable across all Repsol Group companies including non-corporate entities (such as consortia, temporary joint ventures, joint ventures and similar partnerships) over which Repsol has management control. This also applies to any third parties acting on behalf of and/or representing Repsol.
INDICATOR	Identification of essential terms and conditions. Drafting of standard clauses. Preparation of proposed rule.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	We drafted the essential terms with clauses on human rights, integrity, safety, and the environment. We drafted a norm that includes these clauses and the provisions in case of deviation. We presented it to the Global Sustainability Committee on May 26th. Its approval by the Global Regulation Coordination Committee remains pending.

ACTION	Formally monitor the Regulatory Compliance Program of legal obligations of legal bodies belonging to the Repsol Group with public authorities in the countries in which the Group operates.
DESCRIPTION	We will move forward with reviewing the inventory of obligations by analyzing all the requirements by country/region, and the level of awareness of the model. We will also proactively monitor compliance self-assessment processes that area managers regularly carry on, and will report on the outcomes thereof to the appropriate hierarchical level.
INDICATOR	Amendments to the inventories of obligations (additions/removals/changes). Monitoring of the compliance self-assessment process. Regular reporting of outcomes of processes to pertinent general managers/executive directors. Number of action plans devised and rolled out during the period.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	We continuously revised the obligations lists and promoted and modified the lists in seven departments. We also performed a self-assessment of all obligations listed in the regulatory compliance application in 2015 (4,239), analyzed the results of the self-assessment process, and produced the corresponding report. Finally, we implemented a total of 11 recommendations (eight from Downstream and three from Corporate).

ACTION	Include a review of issues relating to corporate responsibility in some audit projects.
DESCRIPTION	We will include a review of issues relating to corporate responsibility (ethics and conduct, human rights, community relations, etc.) in some audit projects, and also foster collaboration with the Corporate Responsibility and Institutional Services Department. We will feedback conclusions to affected organizational units along with the report on the corresponding projects.
INDICATOR	Number of projects including corporate responsibility issues.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	We included assessments of aspects related to Corporate Responsibility (CR) in the projects carried out by the Internal Audit Division during 2015, and kept regular coordination meetings with the Corporate Responsibility Division to share the results. With the Internal Audit Division, we carried out 21 projects focused on reviewing aspects related to CR (regulatory compliance, ethics and conduct, etc.)

ACTION	Organize a Sustainability Day to present the Company's best sustainability practices to socially-responsible investors and analysts.
DESCRIPTION	We will host an event to demonstrate to socially-responsible investors that the Company's sustainability policies are appropriately applied in operations.
INDICATOR	Celebration of the event.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	We celebrated the second edition of the "Sustainability Day" in London, where we hosted the Company's most important SRIs (socially responsible investors). We addressed topics related to the management of our supply chain, biodiversity, human rights, and the implementation of drilling operations, among others.

ACTION	Progress with mitigating integrity, environmental, safety and social risks in processes prior to the Company's commercial operations.
DESCRIPTION	We will form a multi-discipline Network Action Group comprising representatives of corporate and business units and operating under the auspices of the global Corporate Responsibility Committee. The aim will be to identify integrity, human rights, social, environmental and safety issues and incorporate them in the phases prior to: acquiring companies and assets; acquiring non- operating interests or joint operating interests in companies and assets; and establishing relations with counterparties.
INDICATOR	Internal diagnosis of current processes in this area. External analysis of best practices in the oil and gas sector. Presentation of a report on recommendations for improving these processes. Drafting of a manual of recommended practices for the Company.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	The Network Action Group, formed by 18 management-level participants from various business and corporate units, met five times in 2015. A subgroup of this Network Action Group held weekly meetings between May and July to coordinate and supervise the drafting of the working group's deliverables, including a complete diagnostic of the current situation and a recommended practices manual in this field.

ACTION	Publish a report on activities with socially-responsible investors.
DESCRIPTION	We will draft and publish a report setting out the activities with socially-responsible investors and matters of interest covered.
INDICATOR	Publication of the report.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	We drafted the report on the interaction with socially responsible investors, and published it on our website. This report includes the sustainability-related messages that we have sent to investors over the previous year, as well as their concerns. http://www.repsol.com/imagenes/es_es/Informe_Engagement_2014_INGLES_tcm11-705103.pdf

ACTION	Push forward with ongoing enhancements to the Community Relations Management System.
DESCRIPTION	We will review and update our community relations system by putting regulations, manuals and tools in place. This will enable us to more easily transfer the Company's minimum requirements to the local contexts in which we do business.
INDICATOR	Upgrading and improving the system for managing relations with the local community.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	We reviewed and updated the Community Relations Management System. Throughout this process, we took into account the view of the business areas and other corporate departments, and incorporated the best practices and the lessons learned by the company over the last several years. We also integrated the new trends and improvements in the area, analyzing and including the best practices of our peers in the industry.

Program 2

Human rights

Business Relations

ACTION	Define a technical instruction on breaches of the Ethics and Conduct Code by suppliers and contractors.
DESCRIPTION	We will draft a technical instruction on inappropriate conduct and breaches by suppliers, including any that contravene ethical values and human rights, ranking them according to importance. We will define sanctions to be imposed and actions to be taken in each case.
INDICATOR	Technical instruction on breaches of ethical values and human rights.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	We drafted a technical instruction for handling non compliances on issues related to corporate responsibility, which outline the implications of the results of the social audits conducted on suppliers about their qualification. Additionally, we created guide for the identification of possible non compliances and respective correction actions to assist the auditor's work.

ACTION	Disseminate Human Rights Policy to commercial partners and distributors.
DESCRIPTION	We will inform commercial distributors in each business of our Human Rights Policy. We will disseminate through: bulletins, workshops and filling station website
INDICATOR	Number of communiques issued and description thereof.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	From the 19th to the 30th of November, we published the "Repsol and human rights" document on the service stations website (SerStaWeb), with access to 3,201 service stations, including 956 from CAMPSARED and 37 from Gespevesa. We also included it in the newsletters for commercial suppliers and property administrators in Direct Sales.

ACTION	Distribute the Human Rights Policy to our investees.
DESCRIPTION	We will disseminate the Company's Human Rights Policy among our investees to exploit our ability to influence and prevent risks of breaches of human rights.
INDICATOR	Percentage of investees to which policy has been distributed.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	Throughout 2015, we distributed the Human Rights Policy to the highest managers of all our subsidiaries: PPI, IBIL, Graphenea, Scutum, and RSI.

Culture and Management Systems

ACTION	Design a campaign for disseminating information on human rights in Exploration and Production through internal communication channels.
DESCRIPTION	We will identify and select the in-house communication channels through which to run a campaign to disseminate information on human rights.
INDICATOR	Number and dates of publications.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	In progress
CLOSING TEXT	We held internal work meetings with all the areas involved: Exploration and Production, Human Rights, Internal Communication, and Safety and Environment, to define the contents to be promoted in the campaign. However, due to the ongoing organizational changes within the Company, we proposed the scheduling of its implementation for 2016.

ACTION	Encourage all Exploration and Production personnel to complete the online human rights course. Regularly monitor participation and report thereon to the Exploration and Production Management Committee.
DESCRIPTION	We will encourage all Exploration and Production personnel to complete the online course. We will monitor the number of collaborators completing the course and report figures to the committee.
INDICATOR	Number of Exploration and Production collaborators completing the course in 2015 compared to total who have not done so.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	In progress
CLOSING TEXT	Although we postponed the campaign to promote the course, due to the ongoing organizational changes in the company, more than 400 people from Exploration and Production completed the course in 2015. The course must still be completed by 800 employees in the department, approximately 20% of the workforce.

ACTION	Present Repsol's Human Rights Policy and main activities in the 2015 Sustainability Plan associated with this policy to the Exploration and Production Management Committee, together with the Corporate Responsibility Department.
DESCRIPTION	We will hold meetings with the Exploration and Production Management Committee and the Corporate Responsibility Department to present the Human Rights Policy and associated activities to be performed.
INDICATOR	Date of presentation at a committee meeting.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	In progress
CLOSING TEXT	We organized internal work meetings with the participation of all areas involved: Exploration and Production, Human Rights, Internal Communication, and Safety and Environment, to define and repare the contents to be included in the presentation. However, due to the ongoing organizational changes within the Company, we proposed the scheduling of its implementation for 2016.

ACTION	Provide new personnel at the Company with training on corporate responsibility and human rights.
DESCRIPTION	We will provide specific training on corporate responsibility and human rights in the Repsol Master's in Energy Management programs. This course is aimed at new hires in Spain and Peru.
INDICATOR	Number of training hours provided. Number people trained.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	We provided 258 hours of specific training to 63 students in the January edition and to 23 in the September edition.

Due diligence

ACTION	Back international initiatives concerning businesses and human rights.
DESCRIPTION	We will actively and transparently participate in dialog with our stakeholders around the world about implementing the Voluntary Principles on Security and Human Rights and adherence to the United Nations Guiding Principles on Business and Human Rights. We will work with IPIECA (the global oil and gas industry association for environmental and social issues) through the various working groups to develop, share and promote best practices and solutions regarding businesses and human rights.
INDICATOR	Number of meetings/conferences/sessions we have attended.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	We hosted the IPIECA Social Responsibility Working Group meeting in our Houston offices, with participation by civil society and contractors. We contributed with our experience in a human rights impact assessment webinar organized by IPIECA. We actively participated in the Voluntary Principles on Security and Human Rights Plenary Meeting and shared our experience at the Fourth United Nations Forum on Business and Human Rights.

ACTION	Execute the annual human rights training plan.
DESCRIPTION	We will continue to run in-house training workshops on human rights. The workshops will focus on assessing the impact on human rights and putting mechanisms in place at an operational level for submitting complaints, pursuant to the Company's public commitment laid down in the Human Rights Policy.
INDICATOR	Number of workshops held. Number of workshop participants.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	We held nine training workshops in Bolivia, Brazil, and Trinidad and Tobago for 162 people which totaled 648 hours of on-site training. The participants provide an even representation of all the roles within the business units where the workshops were held, including roles connected to operations (drilling, engineering, logistics, sales, etc.).

ACTION	Fulfil the commitments and guidelines set forth in the Human Rights Policy.
DESCRIPTION	We will promote activities that contribute to the correct fulfilment of the commitments and guidelines set forth in the Human Rights Policy. We will advise the Company's units on rolling out these activities.
INDICATOR	Number activities carried out.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	We implemented a number of consultancy and monitoring initiatives to six business units in the LATAM (Latin America) region for the definition and reinforcement of complaint mechanisms at operational level. We also continued to work toward improving the integration of human rights in social impact assessment processes, as per the corporate norm, especially those related to exploration and development.

Security

ACTION	Carry out a diagnosis of Repsol's position vis-à-vis human rights and security.
DESCRIPTION	We will hire a specialist consultancy firm to analyze progress made thus far in implementing the Voluntary Principles on Security and Human Rights (VPSHR) at Repsol, subsequent to formally joining the VPSHR initiative.
INDICATOR	Final diagnosis report.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	The NGO International Alert created a report in order to determine the situation of Repsol with regard to the Voluntary Principles on Security and Human Rights (VPSHR), which was used as a reference for the drafting of the VPSHR implementation plan.

ACTION	Design an internal audit program to verify compliance with the commitments assumed on signing up to the Voluntary Principles on Security and Human Rights (VPSHR).
DESCRIPTION	We will develop a compliance standard based on the documents setting out roles and responsibilities and key performance indicators (KPIs). This standard will be used to conduct an internal audit of compliance with the commitments assumed and the degree of completion of related work.
INDICATOR	Design a template setting out the points to be audited, evaluation of compliance with the standard, and the units involved.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	John Ruggie counseled a group of companies participating Voluntary Principles on Security and Human Rights (VPSHR) in the drafting of a template that includes the points to be audited, the assessment of the conformity to the standard, and the assessment of the units involved. We adapted this template to determine the level of implementation of the VPSHR in the company.

ACTION	Prepare an action plan to move forward with/improve implementation of the Voluntary Principles on Security and Human Rights (VPSHR).
DESCRIPTION	We will design tasks based on the conclusions drawn from the diagnosis of Repsol's position on human rights and security. Implementation will take place at corporate and country level in the medium term (2-3 years). We will also take into account the expectations and concerns related with this matter identified in the Expectations Identification Study (EIS).
INDICATOR	Preparation of an action plan and presentation thereof to the corporation's Corporate Responsibility Committee in the last meeting of the year.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	We created an action plan for the implementation of the Voluntary Principles on Security and Human Rights (VPSHR) at Repsol. The plan's objective is to ensure that, by the end of 2017, the company meets the basic requirements in this area; that, by the end of 2020, it reaches the level of best practices; and that, from 2020 onwards, it becomes a leading company in VPSHR implementation.

Program 3

Labor practices

Culture, Development and Management systems

ACTION	Disseminate the Company's Corporate Values.
DESCRIPTION	We will ramp up online training on the Company's Corporate Values, Ethics and Conduct Code and Human Rights Principles recommended to all personnel. We will encourage completion thereof through communication campaigns. We will promote participation in the "Leading the way in values" classroom-based course for technical managers who are responsible for a team. The aim is to improve working practices and align them with Corporate Values, Company objectives and proactive and respectful attitudes.
INDICATOR	Number of people completing each activity. Number of technical managers outside the agreement who are responsible for a team completing the "Leading the way in values" course Number of departments including the "Leading the way in values" course in their training plans.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	We provided training in Corporate Values to 4,909 employees, Ethics and Conduct Code to 3,765, and Human Rights Principles to 2,110. We denied implementation of the "Leading the Way in values" onsite initiative for technical managers because the online course on values covers the same objectives.

ACTION	Drive Repsol's innovation and continuous improvement model.
DESCRIPTION	We will deploy an innovation strategy: we will introduce a structured innovation process; we will establish a Continuous Improvement Culture based on the Lean philosophy and new working practices; we will unlock the value of know how through a collaborative approach that enables the experiences of our personnel to be exploited and learning points disseminated; we will ensure facilitators are in place; we will foster the acknowledgement of personnel taking part in initiatives that drive innovation.
INDICATOR	<p>Boosting innovation: Rollout of Portfolio and Areas of Opportunity. Development of a Continuous Improvement Culture Deployment of Lean Offices.</p> <p>Unlocking the value of know-how: Validation of the third-generation Community of Practices model.</p> <p>Facilitators Program: Percentage of teams involved in deploying the strategy who have been assigned a facilitator.</p> <p>Promoting recognition of individual and team achievements: Selection of specific projects and initiatives to be included in the recognition model and deployment thereof. 2015 Innovation Award.</p> <p>Provision of Lean transformation facilitator and innovation facilitator programs across the organization. Holding of competition in 2015.</p>
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	Our innovation and improvement units intensified their efforts in the aims identified in 2014, supporting 63 work teams that identified improvements and new business areas. We launched five Lean Transformation programs, created ten communities with third-generation practices, and organized the second edition of the Innovation Awards, where 193 initiatives were presented. All teams who needed it received help from an internal facilitator.

ACTION	Drive the rollout of our Values, identifying one or two key practices in each business/corporate area.
DESCRIPTION	We will look at the 2015 objectives of each business/corporate area, and work with them to identify the key practices to be promoted to be able to reach these goals and achieve results in a more efficient manner.
INDICATOR	Identification in each unit's 2015 objectives of one or two key practices by business/corporate area.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	With the committees for each business unit and corporate department, we identified the key behaviors to promote in 2015, in line with their specific objectives. We identified "innovation" as the mandatory behavior for all business units and departments. We informed all affected employees worldwide about the behaviors that must be adopted in terms of their performance management. We then conducted their monitoring and assessment.

ACTION	Encourage communication with and between personnel.
DESCRIPTION	We will foster communication with and between personnel using collaborative environments such as the Repsolnet intranet, which has helped enable employees to engage and share their knowledge. We will develop the Company's management style based on our values and networking, encouraging the use of Repsolnet. This fosters connections between people, interaction, evolution of working practices and "active listening".
INDICATOR	<p>Number of articles receiving comments.</p> <p>Employee participation index (percentage of articles receiving comments).</p> <p>Number of active users on the social network.</p> <p>Number of private and public groups on the social network.</p> <p>Number of competitions, surveys and mini-surveys.</p> <p>Percentage of employees participating in competitions, surveys and mini-surveys.</p> <p>Actions taken by business and corporate units in response to comments from employees.</p> <p>Actions taken after active listening of all social components of the new Repsolnet (comments, social network and participates).</p> <p>Incorporation of new features requested by employees (eg. share content, respond to comments, etc.)</p>
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	The boost given to Repsolnet has resulted in 345 commented articles, with 23.5% participation and 1,369 comments, which were responded to specifically from the relevant areas of expertise. The 12,377 active users in the social network are distributed across 389 private and public groups. We conducted two surveys with 3.9% and 11.8% participation, and a mini-survey with 1.4%. Furthermore, we incorporated new features suggested by users.

ACTION	Identify and develop talent of Repsol employees.
DESCRIPTION	We will boost learning and professional development, focusing on rolling out the processes and tools underpinning this and guidelines for personnel to plot their development plan and identify opportunities for professional development.
INDICATOR	<p>Percentage of people with up-to-date information in their development space (application collating all an employee's professional information): career path, interests and Individual development plan.</p> <p>Definition of training and development (learning) plans by role (career progression model).</p> <p>Roll-out of new mobility management model: skills search facility and new IT application.</p> <p>Number of transfers arranged over the total number planned.</p>
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	We promoted the development space, bringing 18% of employees covered by collective agreement, 91% of specialists, 88% of technical managers, and 84% of executives up to date. We also defined the key behaviors for each role, the recommended training, and the development activities connected to those behaviors. We also implemented the skills search tool and the mobility application, handling 59% of transfers by technical managers and 68% by specialists not covered by collective agreement.

ACTION	Nurture a common leadership culture across the Company.
DESCRIPTION	We will roll out a Team Leader Training Program to nurture a common leadership culture. We will run the new Advanced Management Program to train personnel identified as having great potential and high levels of responsibility and complex jobs. We will prepare an online self-development program for all the personnel to foster a culture in which employees take part in and assume responsibility for their own development, understood as the enhancement of personal and professional capabilities.
INDICATOR	Number of new leaders receiving team leader training per annum. Number of employees completing the self-development program. Completion of the Advanced Management course.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	In 2015, we completed three editions of the Team Leaders program, which 218 employees participated in. We included the self-development program as online training, and planned the launch of communication campaigns in 2016 to announce this course's availability to all employees. We carried out one edition of the "Advanced Management" program for the training of high-potential employees, for an audience of 41 people.

ACTION	Push ahead with the Cultural Change Plan by rolling our executive and team coaching.
DESCRIPTION	We will nurture cultural change by focusing on high-level skills development; extending the program of coaching for teams and leadership at the Company. We will maintain and enhance the skills of our in-house coaches through a community of practice reaching around the world.
INDICATOR	Number of teams coached. Number of leaders coached. Number of certified coaches in the program. Measurement of high-level skills before and six months after coaching.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	In 2015, we promoted cultural change, focusing on the development of high-performance skills. We provided training in executive coaching to 79 employees, including 33 team leaders. We also supported 60 teams in team coaching. The number of certified coaches in each category is 30 and 42. The assessment of high-performance skills in the teams before coaching and six months later shows an average improvement of 17%.

ACTION	Roll out measures included in projects deriving from the employee climate study.
DESCRIPTION	We will start to roll out the five projects aimed at enhancing development, innovation and recognition of achievements. Through these projects, we will help personnel to take responsibility for and manage their own professional development. Through innovation, we will create an environment that nurtures learning from mistakes and seeing change as a driver of innovation and continuous improvement. By recognizing achievements, we will build an effective and coherent recognition-based culture.
INDICATOR	Launch of plans drawn up in 2014.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	In 2015, the climate action teams put the plans defined during 2014 into operation: in the area of development, "Discover development" and "Development counselor"; in the area of innovation, "Agents of change" and "Errors, experiences and learning"; and, in the area of recognition, "Recognition of role models, "Rectification of conduct inconsistent with Repsol values", and "Active management of low performance". They also implemented a development counselor pilot experiment in the IT department.

Health employees

ACTION	Establish programs promoting health living.
DESCRIPTION	We will plan health monitoring activities, both individual and collective, applying different protocols that reflect the risks to which employees might be exposed because of their activity and workplace. Prevention activities will also include employee training and information and awareness-raising campaigns. We will implement programs to promote health and prevent certain disorders.
INDICATOR	<p>Early detection of some types of cancer: number of countries/units with ongoing campaigns (colon, prostate, breast cancer, etc.).</p> <p>Repsol Healthy Heart Program: number of countries/units taking measures to mitigate risk factors (smoking, high blood pressure, diabetes, obesity, sedentary lifestyle, etc.).</p> <p>Information and campaigns: number of countries/units with specific health-related content in internal communications, cross-cutting content included and number of health promotion campaigns run.</p> <p>Psychosocial risks: number of countries/units assessed and number of countries/units with improvement plans in place.</p>
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	We conducted early detection programs for various types of cancer in 12 countries; made progress in the Workplace Health model with the Repsol Healthy Heart Program in nine countries; carried out campaigns on stroke awareness, diabetes, high blood pressure, flu vaccination, blood donation, and skin cancer in nine countries; and we completed the assessment of psychosocial risks in Spain.

Promotion of Diversity and Balance

ACTION	Analyze and evaluate the equality of opportunities at the Company.
DESCRIPTION	We will analyze the distribution of potentially vulnerable groups at the Company (females, nationality, differently-abled people or older people) and will evaluate, using proven statistical methodologies, the existence of equal opportunities in areas such as: salary, professional development, access to training or performance appraisals.
INDICATOR	Validation of the methodology for analyzing salary gaps by an independent external entity. Monitoring of changes in indicators regarding the distribution of potentially vulnerable groups. Change in percentage of females in management positions.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	The iS+D Foundation for Advanced Social Research has certified the "Study on attention to diversity and equality from a human rights perspective", which validates the wage gap analysis and equal opportunities in potentially vulnerable groups. Repsol regularly monitors the distribution indicators for these groups. The percentage of women in management positions continues to grow: 23.74% worldwide, 27.12% in Europe, 28.08% in Spain.

ACTION	Promote a work-life balance.
DESCRIPTION	We will continue to develop the Company's work-life balance programs, striving to adapt them to the local environment/country. We will monitor the remote working program (teleworking) for employees. We will protect the right to maternity/paternity leave, based on the global minimum reconciliation scheme established by the Company, which sets standards for protecting employees.
INDICATOR	Number of teleworkers. Launch of communication campaign to raise awareness of effective time management. Number of employees taking maternity/paternity leave. Number of employees requesting a leave of absence for personal reasons.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	The teleworking program continues to establish itself as one of the most widely approved work-life balance measures worldwide. In 2015, Repsol had 1,620 teleworkers in Spain and 1,716 worldwide. We launched a communication campaign on time management to improve employees productivity and wellbeing and promote a positive work-life balance. There were also 791 employees who enjoyed maternity/paternity leave and 76 requested a personal leave of absence.

ACTION	Promote the employment of differently-abled individuals.
DESCRIPTION	We will encourage the direct employment of differently-abled people in all the countries in which we operate through the hiring of workers with disabilities. We will conduct a diversity diagnosis. We will carry out awareness and training campaigns among employees on the hiring of differently-abled people. We will inform stakeholders of the best practices in place at the Company.
INDICATOR	Number of differently-abled individuals hired (Spanish General Law on Disability (LGD), rest of countries as per total workforce). Number of training programs and awareness-raising days. Number of people attending training courses for raising awareness of hiring differently-abled individuals. Reissuing of material at the Company on hiring differently-abled people.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	We have 663 people in this group: 546 in Spain, and 117 in other countries. In Spain, we exceeded the legislation with a percentage of 3.99%, with 617 employees hired through direct contracts, and 163 equivalent personnel through alternative measures. We delivered seven occupational training programs and nine awareness sessions to 300 people. In Peru, one awareness session. We also reissued the "White Paper", "Accessible Service Stations", and "Overcoming Barriers".

Social Dialogue

ACTION	Encourage communication and dialogue between the Company and trade union representatives concerning matters of mutual interest.
DESCRIPTION	We will open up lines of communication and dialogue with workers' representatives. Through these communication channels, we will discuss matters of interest to employees and will aim to reach agreements thereon.
INDICATOR	Number of meetings held. Number of agreements signed.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	We maintained regular Framework Monitoring Committee, Conflict-Resolution Committee, Guarantee and/or Negotiation Committee, Campus Safety and Health Committee, and European Works Council meetings. We also participated in the Latin American Trade Union Coordination Committee meeting in Peru and in the collective agreement meetings. In Brazil, we signed the collective agreement. We met in Sines to negotiate the Repsol Polímeros agreement, and in Lisbon to negotiate the collective agreement.

Working conditions

ACTION	Increase the number of employees with performance-based pay.
DESCRIPTION	We will increase the number of Repsol Group companies with performance-based pay for employees included in their wage agreements.
INDICATOR	Number of companies with performance-based pay arrangements.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	We extended the performance-based pay to all companies in Spain (management by commitment, variable applied to employees included in collective wage agreements, trading compensation, commercial variable, Repsol Directo variable, service stations variable, and incentives in Vía Red).

Program 4

Safety

Business Relations

ACTION	Raise the importance of safety criteria in calls for tenders of services with high accident rates.
DESCRIPTION	We will raise the importance of safety criteria in calls for tenders of services with high accident rates. To achieve this, we will include these criteria in the technical appraisal of bids for 23 activities identified as having high accident rates.
INDICATOR	
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	We established the inclusion of the safety criterion in the Bid Evaluation Matrix for the public tenders in the 23 activities that Repsol has identified as having high accident rates.

Culture and Management Systems

ACTION	Foster a culture of safety among Repsol employees and contractors.
DESCRIPTION	We will continue with the leadership training and programs to build a culture of safety among employees and contractors working at Repsol's facilities.
INDICATOR	Number of occupational health and safety training hours for Company personnel. Number of training hours on a culture of safety for leaders (PRISMA). Number of safety training hours provided to contractors by third parties.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	In 2015, we provided company employees with 143,455 hours of safety and workplace health training. Safety training for contractors is also essential for our company. That is why we made sure to provide this group with the necessary training. In 2015, contractors reported having received more than 220,000 hours of training. Additionally, we used 260 hours to train our leaders in safety culture with the PRISMA program.

Incidents Management

ACTION	Bolster process safety at our facilities.
DESCRIPTION	We will analyze the causes of accidents regarding safety incidents in processes at our facilities. In order to focus on driving down industrial accidents, especially in process safety, during 2014 we established a baseline for serious (TIER 1 and TIER 2) process accidents and defined a roadmap to bring down the accident rate between 2015 and 2020.
INDICATOR	Number of analyses of causes of accident involving process safety performed.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	We analyzed the process safety accident causes in the main business units that can be affected by this type of accident: Refining Spain, Chemicals Europe, E&P, and Refining Peru. With these analyses, we were able to draft action plans to improve safety in our facilities and prevent potential accidents.

ACTION	Conduct an incident management communication campaign.
DESCRIPTION	We will carry out a communication campaign aimed at improving management of incidents, focusing on disseminating learning points.
INDICATOR	Forms of communication used in the campaign. Number of learning points disseminated.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	We created a group of Lessons Learned (LLs) experts in the company who, among other actions, drafted four LLs on the contamination of utility grids, the risks of excavation collapse, the risks of machinery and equipment-related accidents, and the risks of working with corrosive products. We disseminated these LLs to various Executive Committees and sent them through representatives to various business units. We also created a channel for their dissemination.

ACTION	Introduce measures of the Global Critical Management Program to respond to possible spills.
DESCRIPTION	During 2015, we will continue to ensure all the necessary resources are in place to respond to possibly major spills. We will carry out work to assess response capabilities at high-risk facilities in order to detect and correct possible weaknesses. During 2015, we will complete the response capability assessments of five business units.
INDICATOR	Response capability assessments of five business units.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	In 2015, we assessed our rapid response capabilities to large spills in Venezuela, Trinidad, Bolivia, and Ecuador. We also determined the necessary actions (gap analysis) in Colombia, Venezuela, Russia, Spain Business Unit (SBU), and Europe, Africa, and Brazil (EAB).

ACTION	Prevent accidents through incident investigation.
DESCRIPTION	We will investigate incidents at our facilities pursuant to the Company's procedure, concentrating efforts on investigating medium, high and very high risk incidents.
INDICATOR	Percentage of investigations carried out as per established methodology.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	We carried out several actions to improve the quality of investigation and focus on the most serious incidents: training in risk assessment with various courses and workshops with business examples, methodology analyses, and investigation tools based on the level of research, and detailed explanation of the classification of root causes. In total, we investigated 99% of "high level" incidents and 98% of "moderate level" incidents.

Risks Management

ACTION	Enhance environmental and safety risk management.
DESCRIPTION	We will update planned risk assessments at Repsol, in compliance with our internal safety and environment risk management regulation for industrial assets. This regulation was approved in 2010 and is in line with best practices in the sector.
INDICATOR	Number of risk assessments updated.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	Throughout 2015, we updated 200 risk analysis studies of various kinds, including any carried out using the following techniques: Quantitative Risk Assessments (QRA), What If studies, HAZID, HAZOP, and SIL assignment.

Program 5

The Environment

Biodiversity

ACTION	Prevent and minimize impacts on biodiversity.
DESCRIPTION	We will continue to assess the vulnerability of the areas of influence of new Exploration and Production assets and projects for the purposes of appropriately mitigating the impacts of our activity. We will also develop criteria for identifying and carrying out qualitative assessments of ecosystem services to determine the Company's and local communities' impacts and reliance on them.
INDICATOR	Percentage of new assets and projects where the vulnerability of local environment has been assessed. Ecosystem service criteria defined.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	In 2015, we assessed the environment vulnerability in the area of influence of all new projects, and developed criteria for the identification and qualitative assessment of ecosystem services. For the identification of criteria, we conducted pilot experiments on the qualitative assessment of ecosystem services in various environments (forest and offshore) where the company operates.

Climate Change

ACTION	Encourage the growth of renewable energies by distributing more sustainable biofuels.
DESCRIPTION	We will mix biofuels with our gasoline and diesel within the nationally-permitted limits in order to contribute to meeting each country's renewable energy growth targets.
INDICATOR	Percentage of biofuels mixed with gasoline and diesel.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	In 2015, we added biofuels to gasoline and diesel in compliance with national regulations in Spain, Portugal, Italy, and Peru.

ACTION	Invest in R&D projects leading to environmental improvements for society.
DESCRIPTION	We will run research and development projects drawing on technologies that pave the way to future improvements in the environmental sustainability of Repsol's products, services and processes and those of its stakeholders. We will also reduce the environmental impact of the associated facilities.
INDICATOR	Investment in euros.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	In the definition of the basic concepts of research projects, any project with investigation and possible development and transfer to market that meet economic, social, and environmental sustainability criteria has been preferred and is more likely to be implemented. In 2015, we invested 57.7 million euros in projects with a transfer or generated knowledge that will result in environmental improvements.

ACTION	Promote the use of liquefied natural gas (LNG) in shipping and develop its commercialization.
DESCRIPTION	We will analyze the market and monitor developments in regulations (becoming ever more stringent) governing greenhouse gas, SOx, NOx and particulate emissions by shipping along the US coastline. We will identify openings and forge agreements with ports, charterers and ship owners to supply LNG for use in maritime transport. Looking forward, we will make investments to supply LNG for bunkering (ship refueling) by either modifying existing terminals or developing new liquefaction projects.
INDICATOR	Number of contracts with ports, charterers and ship owners. Market research and analysis.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	In 2015, we conducted more than 20 studies/analyses to promote the use of Liquefied Natural Gas (LNG) through truck-to-ship bunkering and ship-to-ship bunkering. We also contacted more than 50 potential partners/suppliers/clients. The result was the signing of agreements that allowed the sale of 630m ³ of LNG (truck-to-ship), reducing in turn the emission of 237 metric tons of CO ₂ and 14 metric tons of SO _x (sulfur oxide).

Environmental risks and impact Management

ACTION	Analyze the implementation of the Hydrocarbon Early and Automatic Detection System (HEADS) at Repsol's industrial facilities.
DESCRIPTION	We will assess the possibility of implementing the Hydrocarbon Early and Automatic Detection System (HEADS) at Repsol facilities.
INDICATOR	Number of facilities where analysis has been conducted.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	At the end of 2015, all refineries with a sea terminal had launched the HEADS project at different stages of implementation: installed in Tarragona, in process of installation in Petronor and La Pampilla, call for tender launched to implement the project over the coming years in A Coruña in Cartagena. The Casablanca platform also has the system installed, and we are assessing its installation in other platforms.

ACTION	Research and develop less polluting products.
DESCRIPTION	We will market Treated Distillate Aromatic Extract (TDAE) as a sustainable product that does not affect human health and is produced using a Repsol proprietary process. Our production process eliminates polycyclic aromatic hydrocarbons that are hazardous for humans. We will conduct new research to continue progressing with our sustainability campaign.
INDICATOR	Sales volume of TDAE. New research projects conducted.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	We sold a total of 6,755 metric tons of TDAE during 2015. We also conducted a study on a new investment in the Puertollano refinery, which will add production capacity to the Cartagena refinery's capacity. We implemented the first part of the investment, while the second part remains pending (291,000 euros).

Operational eco efficiency

ACTION	Enhance waste management.
DESCRIPTION	We will reduce the tons of waste produced by our industrial centers and the Sales Division's refilling stations and rest areas in line with the 2014-2020 plan. We will implement Environmental Performance Practices (EPPs) at all our Exploration and Production assets.
INDICATOR	Tons of waste avoided versus tons defined in the target for industrial centers. Percentage of compliance with EPPs at new wells drilled for Exploration and Production.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	In 2015, we achieved the desired reductions in each of the actions carried out in accordance with the reduction plan. In total, we reduced 9,013 metric tons of waste, which was more than had been initially planned. We also implemented all of the Environmental Performance Practices (EPP) planned for in the drilling operations in our Exploration and Production assets.

ACTION	Identify opportunities to drive up energy efficiency in our operations and curb our greenhouse gas emissions.
DESCRIPTION	We will take steps to cut energy consumption and CO2 emissions forecast for 2015 in line with the reductions planned for the period 2014-2020.
INDICATOR	Tons of CO2 emissions avoided versus the business-as-usual scenario.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	In 2015, we achieved a total reduction of 248.8kt of CO2 across the Company's various business units, exceeding the proposed annual target.

ACTION	Optimize water management at our industrial centers and production assets.
DESCRIPTION	Off the back of the project to improve water management conducted at Company level in 2014, analyzing internal water management and the features of the environment around the main facilities, we will take specific steps to mitigate the most critical local risks at our facilities. This will allow us to ensure this resource is used efficiently and that we comply with all legal requirements and the highest international standards.
INDICATOR	Verification of the percentage of progression of those actions included in the plan by Division and/or Environmental and Safety Management Committee.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	In 2015, we worked on the implementation of water management indicators, on the definition of the instrumentation plans, on the modification and/or adaptation of wastewater treatments, and on the identification of actions to reduce water consumption, increase recirculated water, and improve operational efficiency. In total, we conducted more than 60 initiatives in the industrial centers and almost 40 initiatives in the exploration and production assets.

ACTION	Promote innovative business projects offering solutions for saving energy and using it responsibly.
DESCRIPTION	We will boost the Repsol Entrepreneurs Fund to boost innovative business projects in the field of energy and energy efficiency, accelerating the development and rollout of the best technological solutions to bring them to market as quickly as possible. The Fund makes annual calls for bids that are open to projects, ideas, individuals and businesses. Bids then go through a five-stage selection process. Around 10 projects are chosen each year based on innovation, feasibility and personnel criteria.
INDICATOR	Projects received from universities. Percentage of bids sent to evaluator. Funds received for projects.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	We received 1,500 projects (21% from universities), 275 of which were sent to assessment, 105 selected, 30 pre-incubated, 15 finalists, and 9 selected for incubation/maturation. With these projects we have received an investment of two million euros in sales and 22 registered patents. In addition, we launched the fifth call for projects with more than 40 presentations in CSIC Institutes and university R+D centers, high-level interviews, and online presence.

Program 6

Fair Operating Practices: Anticorruption and Ethics

Business Relations

ACTION	Inform the partners in our commercial operations of the Ethics and Conduct Code.
DESCRIPTION	We will fully disseminate the Ethics and Conduct Code among the partners in our commercial operations.
INDICATOR	Number of communiques issued and description thereof.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	We continued to promote the Ethics and Conduct Code: from November 30th to December 6th, we published the "Ethics and Conduct Code for service station business partners in Spain" document on the service stations website (SerStaWeb), with access to 3,201 service stations, including 956 from CAMPSARED and 37 from Gespevesa. In the Lubricants, Asphalts, & Specialized Products department, we implemented the code in contracts that are new/renewed, priority 1, or with national distributors.

ACTION	Review corporate responsibility matters vis-à-vis the new Supplier Management Regulation.
DESCRIPTION	We will verify the content related with corporate responsibility matters in the processes to rate, appraise and engage suppliers. We will put mechanisms in place to control reputational risk posed by individuals, companies and countries. We will obtain suppliers' explicit acknowledgement that they will adhere to the Ethics and Conduct Code during the rating stage.
INDICATOR	Review of corporate responsibility content in the rating process, appraisals and audits and the impact thereof on rating and engaging suppliers. Establishment of mechanisms to control reputational risk posed by individuals, companies and countries. Collection during tendering of suppliers' acknowledgement that they will adhere to the Ethics and Conduct Code.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	We revised the corporate responsibility content in the procurement processes, making it necessary for suppliers to accept the "Suppliers Ethics and Conduct Code" in order to register. Furthermore, by accepting the "General Conditions for Procurement and Contracting" in tenders this code is also accepted. We leased a tool to identify reputational risks resulting from countries, companies, or their members.

ACTION	Work with majority partners or operators of projects in which we participate in the fight against corruption and bribery.
DESCRIPTION	We will review ethics and human rights issues that could affect the Company as a result of entering a new area or business. During our work, issues relating to corruption and bribery may be detected in the audits of the financial records and accounting ledgers of assets not operated by Repsol.
INDICATOR	Degree of compliance with target approved for number of audits to be carried out during the year. Number of audits performed in new areas and businesses at the request of Exploration.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	We did not conduct audits on Repsol's entry in new departments or new business units during the 2015 fiscal year. According to the audit plan deployed in 2015, we conducted 40 projects in connection with our non-operated assets. During the audits that were carried out, we reviewed aspects related to corruption and bribery.

Culture and Management Systems

ACTION	Increase training on the Ethics and Conduct Code for personnel from the Commercial Area.
DESCRIPTION	We will ensure 100% of directors and 90% of technical managers (Subgroup I) have completed the online course on the Ethics and Conduct Code.
INDICATOR	Percentage of individuals having completed the course.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	We disseminated the Ethics and Conduct Code with the training of executives and subgroup I employees (technical managers). This course was completed by all executives and 94% of subgroup I, meeting the established target.

ACTION	Monitor, update and assess the Internal Control over Financial Reporting System (ICFRS).
DESCRIPTION	We will continuously review the methodology and regulations relating to management of the Internal Control over Financial Reporting System, and the inventory of financial reporting risks and companies and processes subject to the ICFRS. The purpose of this is to ensure the controls comprising the ICFRS enable conclusions to be drawn on the effectiveness thereof.
INDICATOR	<p>Analysis of the reasonableness of the mitigation of financial reporting risks.</p> <p>Annual assessment of the performance of the controls comprising the ICFRS.</p> <p>Reporting on the effectiveness of the ICFRS according to Article 61.b of the Sustainable Economy Act (National Securities Market Commission (CNMV) Circular 5/2013 of 12 June 2013).</p>
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	We completed the 2015 ICFRS assessment and certification, and presented the results of the effectiveness assessment to the Internal Transparency Committee, the Audit and Control Committee, and the Board of Directors. Furthermore, we analyzed the feasibility of the financial reporting risk coverage, the processes and companies involved in the ICFRS, and included the descriptive aspects of the ICFRS in the Annual Report on Corporate Governance (Art. 61 bis of the Law on Sustainable Economy).

ACTION	Prepare a new Annual Compliance Acknowledge Declaration for the Executive Trading Division.
DESCRIPTION	We will draw up a new Annual Compliance Acknowledge Declaration for the Executive Trading Division (ETD). Traders must sign the declaration as a prerequisite to trading. In accordance therewith, we will run training sessions on the Ethics and Conduct Code, rules for regulated markets and the national regulator.
INDICATOR	Number of training sessions held. Number of attendees at the training sessions. Distribution of the Code in the Executive Trading Division (ETD).
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	We created the 2015 Compliance Declaration for the Executive Division of Trading (EDT), which was signed by all sales or Front End employees (120 people). We held training sessions on the Ethics and Conduct Code, Organized Markets regulations, and on the National Regulatory Authority. In addition to the mandatory annual training provided by Sutherland Consulting for Front Office (120 attendees), we have also organized specific training sessions.

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

ACTION	Boost the commitment to corporate responsibility of lubricant manufacturers and commercial distributors, especially at an international level.
DESCRIPTION	We will include the Ethics and Conduct Code in new and existing Priority 1 contracts (all local manufacturers plus distributors in Colombia, Bolivia, Panama, Lebanon, the Philippines and Saudi Arabia). We will carry out a first audit. We will send the Ethics and Conduct Code to all national and international distributors (86) with contracts in force. We will explain the project and the implications thereof to them.
INDICATOR	Percentage of contracts including the Ethics and Conduct Code. Percentage of distributors with contracts in force receiving a copy of the Ethics and Conduct Code.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	At the international level, we implemented the Conduct Code in new distributor agreements, existing priority 1 contracts, and contract renewals. We also carried out the first eight social audits of distributors and created a 2016 schedule that includes social audits of all lubricant manufacturers outside of Spain and of 11 other distributors. At the national level, we signed an appendix to all distributor agreements with the Conduct Code.

Program 8

Consumer issues

Consumer service

ACTION	Launch the Repsol Customer Plan in filling stations.
DESCRIPTION	We will launch a real-life plan to introduce new experiences and put infrastructure in place for changes associated with the Customer Plan. We will begin to roll out the project across all filling stations in Spain. We will then extend the project to Portugal, Italy and Peru.
INDICATOR	Pilot project completed. Planning of project expansion prepared.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	Between February 1st and August 31st, 2015, we conducted a pilot experiment of the Repsol Customer Plan in 54 service stations. On September 1st, we extended it to 830 stations, starting the implementation phase that will continue until the end of February 2016. After that date, the project is scheduled to be extended to the entire network of Repsol service stations.

Sustainable consumption

ACTION	Carry out technology prospecting and monitoring.
DESCRIPTION	We will carry out prospecting studies in the fields of energy and mobility to stay ahead of the game in terms of the development of technologies for enhancing people's well-being through sustainable and competitively-priced energy.
INDICATOR	Investment in euros.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	We invested 4.3 million euros in technological research and surveillance studies. Technological research and surveillance can be used to plan for the development of R+D projects and the entrance in the market of new sustainable technologies in a competitive and cost-effective way.

Program 9

Community involvement and development

Community involvement & Dialogue

ACTION	Deepen in the way of communicating social, environmental and ethics related issues at Repsol.
DESCRIPTION	We will launch a review of the content of the corporate responsibility area of the website to ensure clear and simple language is used. We will increase press coverage of our sustainability drive.
INDICATOR	New version of the corporate responsibility area of the new website. Increase in social, environmental and ethics content published.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	We launched the project to revise the corporate responsibility contents and created contents about smart energy as the first deliverable. We also created 270 informational articles about sustainability published in the press, with a potential audience of 11 million people.

ACTION	Enhance transparency in crisis situations.
DESCRIPTION	We will kick start a corporate training plan to inform staff of the importance of communication in crisis situations, teach them the skills needed in such circumstances, and provide tools to the individuals responsible for managing crisis communication.
INDICATOR	Number of people trained.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	Over the past two years, we trained 80 people in Spain (Madrid and Santander), Angola, Ecuador, Trinidad and Tobago, and Peru.

ACTION	Raise transparency by opening up new specific channels of communication to provide information on relevant issues.
DESCRIPTION	We will launch the new Repsol corporate website with global content, and a mobile press app for journalists. We will publish a blog containing news on Repsol and will create new corporate profiles on social media: Slideshare and Flickr.
INDICATOR	Opening of new channels.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	In progress
CLOSING TEXT	We designed and defined the new corporate website, although the technical development for its launch will be carried out in 2016. We also designed the mobile application for journalists, which is currently in its final stage of technical development. Furthermore, we are redefining the blog strategy. Finally, we added more than 300 corporate photos to the corporate profile on "Flickr", while the corporate profile on "Slideshare" has been viewed more than 22,800 times.

ACTION	Use measurements as a key tool to improve corporate reputation and image.
DESCRIPTION	We will devise a model for measuring the Company's reputation that can be adapted for each country.
INDICATOR	Model prepared. Countries where it is applied.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	We created the model and defined the following countries to implement a pilot experiment in 2016: Peru, Bolivia, and United States.

Local content

ACTION	Promote science and technology among students, entrepreneurs and PhD students.
DESCRIPTION	We will host seminars and training for high school, baccalaureate and university students as part of the planned activities at by the Repsol Technology Center. We will run tutorials for Repsol Foundation entrepreneurs and PhD students.
INDICATOR	Hours dedicated to this campaign per annum.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	We conducted 33 three-hour sessions with academic centers. Additionally, we used 993 hours of researchers to mentor entrepreneurs from Fundación Repsol's Entrepreneurs Fund and 150 hours of mentoring for a doctoral dissertation.

ACTION	Review the Company's approach to the challenge of Local Content through a multi-discipline team, starting with a preliminary diagnosis by country.
DESCRIPTION	We will carry out a diagnosis of the main countries in which Repsol operates; performing a qualitative and quantitative analysis of local content requirements in terms of labor, supply chain and social investment. We will propose a Local Content definition for the Company to the Corporate Responsibility Committee.
INDICATOR	Country-level diagnosis performed. Local Content definition agreed.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	We performed a qualitative and quantitative diagnosis of all countries where Repsol operates, analyzing the existing requirements in each of them in terms of people, suppliers, and social investment. We also established Repsol's definition of "Local Content" and various metrics to achieve sustained monitoring, which is why the creation of a network involving all business units and regions has been recommended.

Research and Development

ACTION	Foster public R&D through partnership contracts and/or agreements with public institutions.
DESCRIPTION	We will boost public R&D by investing in research and development projects through partnership contracts and/or collaboration agreements with public institutions. Public-private scientific partnerships and relationships between universities and businesses are crucial to technological development as an economic driver. Scientific outcomes are multiplied exponentially through this type of agreement, combining the basic research function of public institutions and the market knowledge of businesses.
INDICATOR	Investment in euros.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	In 2015, we invested a total of 22.8 million euros in R+D projects in public institutions, which represents 47% of the total of scientific procurements.

Social Investment

ACTION	Collaborate with local associations to contribute to the well-being of communities in areas affected by our commercial activities.
DESCRIPTION	We will work with the Guadalajara Food Bank making weekly donations of food from our filling stations. We will continue with the collaboration agreements with entities such as ActionAid, the Red Cross and the Once Foundation. We will partner with various organizations to provide training, host event days and provide donations in the countries in which the commercial area is active.
INDICATOR	Qualitative description of the initiatives performed.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	We collaborated with numerous NGOs, such as with the Red Cross, with the sale of the Golden Lottery and food donations; with the Food Bank, by donating food and the funds raised from the solidarity bracelet; with ActionAid, with the sale of solidarity products and customer campaigns; with the Madre Coraje association, with the collection of donated clothes. We also collaborated with the Repsol Foundation, donating to six social solidarity projects within the Red Solidarios Project.

ACTION	Continue fostering a culture of solidarity among employees.
DESCRIPTION	We will continue to launch initiatives to channel our social concerns and encourage change and new ways that the Company can collaborate with local communities. We will involve our employees in campaigns and foster best practices, raising awareness of the action carried out in the following areas: promotion of health living, support for most disadvantaged, donations of materials, activities aimed at personnel and their families and social awareness-raising days.
INDICATOR	Number of campaigns run by the Company or with the collaboration of its employees.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	In 2015, we carried out 16 mobilization initiatives with employees both in social causes with an impact on the environment and in internal projects aimed at improving the work environment and the alignment with the Repsol brand. We also held the toy collection and "Join the Pink" campaigns for the first time in countries such as Portugal, Brazil, and Scotland. We sponsored five social charity races, which more than 1,000 employees in Spain and Scotland took part in.

ACTION	Contribute to the creation of the right conditions for self-development of local communities.
DESCRIPTION	Through this effort, we will open up development opportunities in local communities and will strengthen our commitment to the local community and social agents.
INDICATOR	Number of initiatives launched.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	We held three meetings with a number of experts to define our field of action and specific actions: in the end, it consisted of an investment to purchase biomedical equipment and improve the health service offered to the "Nuevo Mundo" indigenous peoples community in Cusco, Peru. This investment created development opportunities in health care and will provide the basis for an expanded health and education plan that will be implemented in 2016.

ACTION	Interact and participate in fulfilling the social needs in the areas closest to our operations in accordance with the values of transparency and rigor.
DESCRIPTION	We will launch Más Que Palabras (More than Words): a channel of communication with employees to glean proposals for social projects in which they can participate directly or indirectly. We will provide €4,000 to 44 projects that best represent the values promoted by Repsol and its Foundation, such as engaging at-risk groups and committing to diversity. Country management will be responsible for selecting the projects, since they are most familiar with local conditions.
INDICATOR	Number of projects presented. Opening up of new channel for employees in North America.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	We received 286 projects, both through previously open channels and through the new channel for employees in North America. Among them, we selected and implemented 44, with an investment of 6,000 euros in each. We used this model with other interest groups, carrying out the "Solidarity Action" program for shareholders, with selected and implemented four projects. We also carried out the Solidarity Network program for commercial suppliers which collaborated in 12 projects.

ACTION	Promote the Corporate Volunteering program.
DESCRIPTION	We will continue to launch initiatives to channel our social concerns and encourage change and new ways that the Company can collaborate with local communities. The Repsol Volunteering Program is founded on the Company's five values, while our programs also revolve around five themes: Energy efficiency, Training and development, Different abilities, Solidarity in Action and Social/environmental conscience.
INDICATOR	Total number of programs launched. Number of volunteers.
EXECUTION YEAR	2015
CLOSING TO THE ACTION AS OF 31/12/2015	
STATUS	Fulfilled
CLOSING TEXT	We launched 14 new voluntary work programs, including Energy with a Conscience, Sponsoring talent, Adapted theater, English for young people at risk of social exclusion, and 15 women on the road to employment. We also launched actions in Scotland and in Portugal. The number of volunteers is at 2,300. Outstanding among our events is the official launch of the Solidarity Point, which has been acknowledged by Her Majesty Queen Letizia of Spain, and to which more than 100 employees are assigned.

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