

Sustainability Plan 2014

Colombia

Year End Report



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Legal Notice

The Sustainability Plan for Colombia 2014 includes a number of actions conceived by Repsol and intended to contribute to sustainable development. Repsol is committed to carrying out in their entirety those actions in the sustainability plan that must be carried out by law, reserving the right to modify, postpone or cancel other actions that are carried out voluntarily, without this entailing any responsibility on the part of Repsol.

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Year End Report on actions of the Sustainability Plan 2014 for Colombia on December 31th, 2014.

Program 1

Organisational Governance

ACTION	Inform authorities and local communities about Repsol's operations, policies and off-shore exploration projects in Colombia.
DESCRIPTION	Reinforce the transparency of our management through communications with authorities and local communities about the main impact of our operations, as well as our prevention and/or mitigation policies and actions.
INDICATOR	Number of meetings with authorities and local communities to present projects.
YEAR OF IMPLEMENTATION	2014
CLOSING TO THE ACTION AS OF 31/12/2014	
STATUS	Fulfilled.
CLOSING TEXT	<p>We have held discussions and obtained feedback from the local port authorities in relation to:</p> <ul style="list-style-type: none"> - Gua Off block: 3D seismic mapping. 2D seismic mapping. Aero-gravimetry and piston core. - RC-12 block: 3D seismic data. - RC-11 block: site survey. <p>We have provided information to the local community by printing out information leaflets in their local Wayuu language. We have also broadcast messages on the local radio on matters relating to the offshore 3D seismic mapping process and the resulting impact.</p>

ACTION	Promote ongoing dialog with the general public, the media and Colombian opinion leaders to share Repsol's principles and corporate values.
DESCRIPTION	We will conduct meetings and/or tours for society to get to know our corporate responsibility commitments first-hand.
INDICATOR	Preparation of a semi-annual report with the opinions of participants.
YEAR OF IMPLEMENTATION	2014
CLOSING TO THE ACTION AS OF 31/12/2014	
STATUS	Fulfilled.
CLOSING TEXT	<p>We have prepared a study to identify expectations for Repsol Colombia.</p> <p>We have conducted meetings with government representatives (Ministry of Mining and the Ministry of Health) and with Wayuu leaders to encourage communication between these parties.</p> <p>We have also supported the indigenous communities in strengthening their relations with the government.</p>

ACTION	Disseminate the Ethics and Conduct Regulation to the Colombia Business Unit; this document establishes general guidelines to govern the actions of all employees.
DESCRIPTION	We will disseminate the Ethics and Conduct Regulation to all Repsol employees. We will promote a change in attitude and conduct among employees in order to align them with the Repsol values and culture.
INDICATOR	Communication plan and action plan.
YEAR OF IMPLEMENTATION	2014
CLOSING TO THE ACTION AS OF 31/12/2014	
STATUS	Fulfilled.
CLOSING TEXT	We have given presentations to Repsol employees in Colombia. We have also distributed a leaflet on our Code of Ethics and Conduct to all Company employees and to all external personnel assigned to work on our premises.

Program 2

Human Rights

ACTION	Evaluate the impact of our activities on human rights in the Camuro 3D Oriental Sur seismic project.
DESCRIPTION	We will assess the human rights impact of the Camuro 3D Oriental Sur seismic project that the Colombia Business Unit plans to build by implementing the corporate regulation Environmental, social and health impact assessment.
INDICATOR	Human rights impact assessment study conducted.
YEAR OF IMPLEMENTATION	2014
CLOSING TO THE ACTION AS OF 31/12/2014	
STATUS	Fulfilled.
CLOSING TEXT	We have conducted a human rights impact assessment and defined the human rights baseline for seismic activity at RC-12.

ACTION	Provide training to Repsol Exploración Colombia employees on the Voluntary Principles on Security and Human Rights.
DESCRIPTION	In 2014 we will continue training Repsol's in-house personnel and external services.
INDICATOR	100% of Repsol's in-house personnel and external services trained.
YEAR OF IMPLEMENTATION	2014
CLOSING TO THE ACTION AS OF 31/12/2014	
STATUS	Fulfilled.
CLOSING TEXT	We have trained all private security personnel (100%) in the Voluntary Principles on Security and Human Rights.

ACTION	Negotiate security cooperation agreements with the Colombian Ministry of Defense in order to ensure the operation and viability of Repsol Exploración Colombia projects.
DESCRIPTION	We will formalize cooperation agreements with law enforcement to ensure the security of operations in which there are threats to public order in Colombia.
INDICATOR	Draw up a procedure in the Colombia Business Unit to formalize agreements with law enforcement.
YEAR OF IMPLEMENTATION	2014
CLOSING TO THE ACTION AS OF 31/12/2014	
STATUS	Fulfilled.
CLOSING TEXT	We have prepared the procedure for entering into agreements with public law enforcement bodies.

ACTION	Formally apply for Repsol Exploración Colombia's membership in the CME.
DESCRIPTION	<p>We will carry out the necessary actions at the internal Colombia Business Unit level to make the formal request for membership to the CME.</p> <p>The CME is a group under the national government whose mission is to "Advocate for the best performance of the private sector and Colombian state institutions on human rights, and promote the implementation of the Voluntary Principles on Security."</p>
INDICATOR	Repsol Exploración Colombia made a member of the CME.
YEAR OF IMPLEMENTATION	2014
CLOSING TO THE ACTION AS OF 31/12/2014	
STATUS	In progress.
CLOSING TEXT	<p>We have identified the requirements for membership in the CME. In particular, we have assessed the adjustments the Company should make if it decides to become a CME member.</p> <p>This action is currently in progress, and will therefore be developed further within the framework of the Colombia Sustainability Plan 2015.</p>

Program 3

Labor practices

ACTION	Develop road safety awareness among our own personnel and external services through a road safety plan for Repsol Exploración Colombia.
DESCRIPTION	<p>We will draw up a ground transport regulation that includes the risks and characteristics of the country's roads and generates a management mechanism to reduce the accident rate among in-house and external personnel. It will also contain a section on vehicle use by communities in remote areas of the operation.</p> <p>We will also provide theoretical and practical training on the new regulation.</p>
INDICATOR	Approval of the Ground Transport Standard.
YEAR OF IMPLEMENTATION	2014
CLOSING TO THE ACTION AS OF 31/12/2014	
STATUS	Fulfilled.
CLOSING TEXT	We have prepared the Land Transport Regulation, which is based on the risk assessments carried out for our operations. The Regulation contains a special section dealing with remote regions.

ACTION	Establish an improvement plan for the compensation and benefits model for Repsol Exploración Colombia staff.
DESCRIPTION	We will conduct an analysis of companies in the country's oil and gas sector to identify best practices and develop a plan to implement them in the company.
INDICATOR	<ul style="list-style-type: none"> - Result of the climate survey in this area. - Presentation of the improvement plan.
YEAR OF IMPLEMENTATION	2014
CLOSING TO THE ACTION AS OF 31/12/2014	
STATUS	Fulfilled.
CLOSING TEXT	<p>We have set up a program called BENEFLEX, which seeks to ensure that the employment benefits we offer employees meet, insofar as possible, their specific needs, thus helping to improve well-being among our employees.</p> <p>To such end, we have conducted a survey to identify those benefits that employees value most.</p>

ACTION	Develop and implement a staff recognition model for the Colombia Business Unit.
DESCRIPTION	We will develop an action plan aimed at recognizing and highlighting outstanding performance and staff initiatives that lead to improved working conditions and business unit results.
INDICATOR	<ul style="list-style-type: none"> - Implement the recognition model before April 30, 2014. - Plan the 90% of the recognition actions in 2014.
YEAR OF IMPLEMENTATION	2014
CLOSING TO THE ACTION AS OF 31/12/2014	
STATUS	Fulfilled.
CLOSING TEXT	<p>We have staged the SMAR-GP competition to reward the work of direct employees and contractors on the subject of health, safety and the environment [HSE].</p> <p>Additionally, we have developed a yearly process aimed at rewarding employees who have been working at the Company for 5, 10, 15 or more years.</p> <p>We have also rewarded employees who have performed outstandingly or made a significant contribution to any aspect for the Colombia Business Unit.</p>

ACTION	Draft and implement an improvement action plan for employees of the Colombia Business Unit derived from the 2014 work climate study.
DESCRIPTION	We will establish an action plan aimed at improving working conditions associated with work climate.
INDICATOR	Percentage progress in implementing the action plan, with a target of 80%.
YEAR OF IMPLEMENTATION	2014
CLOSING TO THE ACTION AS OF 31/12/2014	
STATUS	Fulfilled.
CLOSING TEXT	<p>We have presented the results of the organizational climate survey to Company employees, providing an in-depth explanation of the results for Colombia.</p> <p>In light of the results, we have devised a working plan to identify and implement improvements.</p>

ACTION	Draft and implement development plans for Colombia Business Unit staff.
DESCRIPTION	Unit managers and heads will work together to develop the training and development programs for staff, in line with their professional profiles and the needs of the business.
INDICATOR	<ul style="list-style-type: none"> - Carried out for 100% of the Unit's staff with existing Individual Development Plans (IDP). - Comply with 80% of the actions included in the IDPs for 2014. (training activities, internships, new projects, etc.).
YEAR OF IMPLEMENTATION	2014
CLOSING TO THE ACTION AS OF 31/12/2014	
STATUS	Fulfilled.
CLOSING TEXT	<p>We have prepared individual development plans for all employees belonging to the Unit.</p> <p>The plans were drawn up jointly with the respective heads, in order to incorporate them into the variable pay package of employees and heads in relation to personal development.</p>

ACTION	Promote knowledge and innovation through proper diffusion of lessons learned in the organization.
DESCRIPTION	We will promote knowledge, continuous improvement and innovation by sharing lessons learned among Repsol business units in order to improve their performance. This action will be brought to fruition through conducting joint workshops, in person or by video-conference, and sharing the lessons in collaborative environments [Knowhowse].
INDICATOR	Number of knowledge workshops conducted / number of lessons uploaded to the collaborative environment [Knowhowse].
YEAR OF IMPLEMENTATION	2014
CLOSING TO THE ACTION AS OF 31/12/2014	
STATUS	Fulfilled.
CLOSING TEXT	<p>We have organized two workshops:</p> <ol style="list-style-type: none"> 1. "Best Practices and Lessons Learned in Offshore Exploration Projects," in November 2013. The aim of this particular workshop was to share the lessons learned from Repsol's offshore projects. A website has been created within the collaboration environment [Know Howse]. We have uploaded 19 lessons learned from the Siluro offshore project. 2. "Unconventional Reservoir Workshop," in November 2013. The aim of the workshop was to exchange technical knowledge on the subject of unconventional sites.

Program 4

The Environment

ACTION	Draw up environmental studies that provide information about the areas where we operate.
DESCRIPTION	We will conduct environmental studies not required by the law of the country to enable a better understanding of the inherent characteristics of the area, generating knowledge for running the operation and developing the country.
INDICATOR	Drawing up of a general environmental characterization study of the Guajira Off-shore Block.
YEAR OF IMPLEMENTATION	2014
CLOSING TO THE ACTION AS OF 31/12/2014	
STATUS	Fulfilled.
CLOSING TEXT	<p>Together with the Colombian Marine and Oceanic Research Institute (INVEMAR), we have established the environmental baseline for the Gua Off -1 block.</p> <p>There was no prior information available for this area. Consequently, this study has allowed new species to be identified for the Colombian Caribbean. These species are currently undergoing validation by expert scientists.</p>

ACTION	Design a contingency plan to respond to marine leaks for Repsol Exploración Colombia's off-shore activities.
DESCRIPTION	We will draw up a contingency plan for responding to hydrocarbon oil spills, and develop an environmental sensibility map for all our activities in the Caribbean (various studies, seismic, drilling, etc.).
INDICATOR	Contingency plan document.
YEAR OF IMPLEMENTATION	2014
CLOSING TO THE ACTION AS OF 31/12/2014	
STATUS	Fulfilled.
CLOSING TEXT	<p>We have prepared a contingency plan for each activity carried out in the Caribbean:</p> <ul style="list-style-type: none"> - Gua Off block: 3D seismic mapping. 2D seismic mapping. Aero-gravimetry and piston core. - RC-12 Block: 3D seismic data. - RC-11 Block: site survey.

ACTION	Promote biodiversity protection through verification of the existence of deep-sea corals in the RC-11 block.
DESCRIPTION	We will prepare a study to generate information and knowledge for the organization and the country in the event of the likely existence of the deep-sea coral identified in the Colombian Marine Research Institute's (INVEMAR) Geovisor tool.
INDICATOR	Submit the coral study to the Environmental Ministry's Marine and Coastal Ecosystem Division and INVEMAR to form part of Colombia's environmental information.
YEAR OF IMPLEMENTATION	2014
CLOSING TO THE ACTION AS OF 31/12/2014	
STATUS	Fulfilled.
CLOSING TEXT	We have conducted a study in partnership with the Colombian Marine and Oceanic Research Institute (INVEMAR) to verify and identify deep-water coral by filming it with a remotely operated vehicle (ROV) and relying on anomaly studies.

Program 5

Fair operating practices

ACTION	Incorporate ethics and human rights issues into the supplier evaluation and approval process in Colombia.
DESCRIPTION	<p>We will incorporate ethics and human rights issues into the supplier performance evaluation process.</p> <p>We will evaluate the working conditions of their laborers, relating this to contract termination proceedings.</p>
INDICATOR	<ul style="list-style-type: none"> - Number of supplier evaluations completed. - Number of termination proceedings included in this evaluation.
YEAR OF IMPLEMENTATION	2014
CLOSING TO THE ACTION AS OF 31/12/2014	
STATUS	Fulfilled.
CLOSING TEXT	<p>We have sent out our Code of Ethics and Conduct for Suppliers to 18 contractors during the year.</p> <p>We have also handed out a questionnaire to 17 of our suppliers, enabling us to assess their practices and gauge the extent to which they apply and uphold ethics, conduct and human rights standards.</p>

ACTION	Incorporate ethical, social and environmental aspects related to Repsol's Corporate Responsibility standard into our partner relations on projects where we are not the operator (Ecopetrol, OXYCOL and Petrobras).
DESCRIPTION	We will share the most relevant content of our lines of action for ethics, social issues and the Environment with our partners.
INDICATOR	Partner communication plan submitted to Unit Management.
YEAR OF IMPLEMENTATION	2014
CLOSING TO THE ACTION AS OF 31/12/2014	
STATUS	Fulfilled.
CLOSING TEXT	<p>We have attempted to forge closer ties with both Petrobras and OXYCOL in order to ascertain how they manage corporate responsibility issues and gain influence over both players.</p> <p>In doing so, we have unlocked synergies and presented our good practices. We have also shared our policies on respect for human rights, relations with the community and relations with indigenous communities.</p>

ACTION	Actively participate in the Colombian Petroleum Association (ACP) to contribute to developing better hydrocarbon industry standards in Colombia.
DESCRIPTION	We will continue to actively participate in the Colombian Petroleum Association, seeking to share industry best practices on safety, the Environment and/or community relations with other operators in Colombia.
INDICATOR	Number of meetings and their minutes.
YEAR OF IMPLEMENTATION	2014
CLOSING TO THE ACTION AS OF 31/12/2014	
STATUS	Fulfilled.
CLOSING TEXT	<p>We have actively taken part in the Colombian Oil Association, with seats on the following committees:</p> <ol style="list-style-type: none"> 1. Exploration and Production (E&P) Environmental Committee. 2. Legal Committee. 3. Tax Committee. 4. Social Management Committee. 5. Security Committee. 6. Offshore Environmental Committee.

ACTION	Communicate Repsol's public commitments on corporate responsibility to Repsol lubricant distributors in Colombia.
DESCRIPTION	Publish the company's public commitments on corporate responsibility to authorized Repsol lubricant distributors in Colombia. These include the Ethics and Conduct Regulation, the Policy on Respect for Human Rights, the Safety and Environment Policy, the Anti-Corruption Policy, etc.
INDICATOR	Number of communications made and description of the communication.
YEAR OF IMPLEMENTATION	2014
CLOSING TO THE ACTION AS OF 31/12/2014	
STATUS	Fulfilled.
CLOSING TEXT	We have sent out communications to Repsol's two lubricant distributors operating in Colombia (Coindagro and Pasto Motor).

Program 7

Community involvement and development

ACTION	Contribute to improving the health conditions of residents of indigenous communities present in the area of influence of the RC 12 Camuro Oriental project.
DESCRIPTION	In coordination with the Repsol Foundation and the “Ruta de la Luz” campaign, we will conduct a campaign to provide eye examinations to members of Wayuu communities (children, adults and fishermen) who are present in the area of influence of the 3D seismic acquisition project in block RC 12 Camuro Oriental.
INDICATOR	Number of examinations given.
YEAR OF IMPLEMENTATION	2013
CLOSING TO THE ACTION AS OF 31/12/2014	
STATUS	Fulfilled.
CLOSING TEXT	<p>We have staged an eye health campaign for the indigenous Wayuu community, with the support of both the Repsol Foundation and the Ruta de la Luz Foundation.</p> <p>As a first step, we identified those inhabitants that required glasses. We then handed out free glasses to those in need of them.</p> <p>We have also staged a health and dental care campaign.</p>

ACTION	Promote the development of local suppliers in the area of influence of Repsol's exploratory operations in Colombia.
DESCRIPTION	Promote the development of local suppliers who could provide services in the area of influence of exploratory projects in Colombia.
INDICATOR	Number of local suppliers in the area of influence.
YEAR OF IMPLEMENTATION	2014
CLOSING TO THE ACTION AS OF 31/12/2014	
STATUS	Fulfilled.
CLOSING TEXT	We have identified local suppliers in the Wayuu communities. We have also attempted to strengthen ties with these suppliers to improve their management of social, environmental and health issues, as well as tax and contractual aspects. Two of these suppliers provide logistics services, while one provides transportation and haulage.

ACTION	Adapt the Colombia Business Unit's organizational structure to the requirements of Repsol's policy on relations with communities and indigenous communities.
DESCRIPTION	We will eliminate the social management outsourcing role by adapting Colombia's organizational structure.
INDICATOR	Hiring of a social manager to the Repsol Exploración Colombia staff.
YEAR OF IMPLEMENTATION	2014
CLOSING TO THE ACTION AS OF 31/12/2014	
STATUS	Fulfilled.
CLOSING TEXT	We have restructured the Business Unit accordingly so as to be able to recruit a Community Relations Manager reporting to the Company. The manager is responsible for establishing and maintaining direct communication between the Company and those communities affected by its operations. The manager reports to Relations with Partners and Official Bodies.

ACTION	Inform fishing communities of the operations to be carried out as part of the RC 12 Camuro Oriental project.
DESCRIPTION	We will design and publish informational brochures in Spanish and Wayuunaiki aimed at indigenous communities, notifying them of restrictions on movements and precautions to be taken during the seismic acquisition operation.
INDICATOR	<ul style="list-style-type: none"> - Number of brochures designed, translated into Wayuunaiki, printed and handed out to fishermen. - Number of bulletins broadcast by the community radio station in the area of influence of the RC 12 Camuro Oriental project.
YEAR OF IMPLEMENTATION	2014
CLOSING TO THE ACTION AS OF 31/12/2014	
STATUS	Fulfilled.
CLOSING TEXT	<p>We have prepared two newsletters on the 3D seismic mapping activity, both of which have been translated into the Wayuu language and handed out to fishermen and other members of the local community. We have also broadcast a news bulletin on the local radio station, informing the community of the start of the seismic surveying work.</p> <p>In addition, we have set up a temporary office in the coastal area manned by Repsol employees during the month leading up to the seismic surveying, during the procedure and for four months following completion of the survey. This office operates as a direct nexus between the local communities and Repsol on matters relating to the project.</p> <p>We have similarly carried out an open-door preliminary consultation process with all the communities we influence, during which we provided project-related information in both Spanish and Wayuu.</p>

ACTION	Draw up social investment plans with the direct, active participation of the communities influenced by the RC 12 Camuro Oriental project.
DESCRIPTION	We will conduct working days with indigenous communities in the area of influence of the RC 12 Camuro Oriental project to identify and prioritize community-benefit projects.
INDICATOR	<ul style="list-style-type: none"> - Number of meetings held. - Number of projects formulated and prioritized.
YEAR OF IMPLEMENTATION	2014
CLOSING TO THE ACTION AS OF 31/12/2014	
STATUS	Fulfilled.
CLOSING TEXT	<p>We have devised a Community Outreach Scheme (COS) with the support of the United Nations Development Programme (UNDP).</p> <p>We have built up this scheme together with 18 Wayuu communities. In doing so, we have carried out seven projects in the area of influence of the eastern RC-12 block, giving priority to issues relating to access to water based on available resources. It has been a major tripartite venture, involving not only the local communities and Repsol itself, but also government bodies.</p>

ACTION	Design a procedure to support the creation of a mechanism to systematically receive complaints.
DESCRIPTION	We will draw up a procedure to log and respond to complaints, claims, questions and suggestions made by stakeholders (communities, contractors, employees, civil society, etc.) of Repsol Exploración Colombia projects.
INDICATOR	Procedure developed.
YEAR OF IMPLEMENTATION	2014
CLOSING TO THE ACTION AS OF 31/12/2014	
STATUS	Fulfilled.
CLOSING TEXT	<p>We have designed the procedure for the grievance mechanism. Our work has been supported by Repsol's communities of influence in Colombia and by the persons entrusted with the task of handling grievances.</p> <p>We estimate that the pilot project will be undertaken in the first half of 2015.</p>

ACTION	Encourage collaboration with universities and technical institutions on educational and cultural issues.
DESCRIPTION	We will identify universities and technical institutes that require their students to get internships prior to graduation, so that we may help them to these at Repsol Exploración Colombia.
INDICATOR	Number of internships done at Repsol Exploración Colombia.
YEAR OF IMPLEMENTATION	2014
CLOSING TO THE ACTION AS OF 31/12/2014	
STATUS	Fulfilled.
CLOSING TEXT	We have signed an agreement with Universidad de la Sabana, allowing us to help train students in Colombia through scholarships. So far, the Company has taken on three interns.

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