

Human Rights and Community Relations

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Revision: 1.0

Our aim

To respect internationally recognized human rights. These rights include those set out in the International Bill of Human Rights and those established in the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work, and the eight Fundamental Conventions that comprise them. Respect means that Repsol will make reasonable efforts to prevent our activities from causing negative impacts on human rights or communities and, if they occur, will endeavor to mitigate or repair the impact.

To achieve and maintain strong relationships with communities where the company has presence, based on recognition, trust, mutual respect and shared values, through proactive engagement and responsible and transparent management of social impacts and opportunities.

Our commitments

- Acting in accordance with international reference standards, but not limited, to United Nations Guiding Principles on Business and Human Rights, Organization for Economic Cooperation and Development (OECD) guidelines for Multinational Enterprises, International Finance Corporation (IFC) Performance Standards and The Ten Principles of the United Nations Global Compact.
- Conducting continuous human rights due diligence in our activities. This means: identify and assess potential impacts of our activities on human rights before undertaking a new activity or business relationship, and when relevant operational changes occur; integrate the conclusions in Repsol's internal processes; take appropriate prevention and mitigation measures; monitor the effectiveness of the measures adopted; and externally communicate the measures adopted.
- Conducting due diligence in human rights when establishing business relationships. Make reasonable efforts to prevent or mitigate negative impacts on human rights directly related to operations, products or services provided through our business relationships (which include relations with partners, suppliers, contractors, including private security contractors, commercial distributors, as well as any other private or public entities, including public security forces, directly related to our operations, products or services). In the specific case of relationships established with public or private security forces, Repsol will act in accordance with the recommendations of the Voluntary Principles on Security and Human Rights. Repsol expects our business relationships to respect human rights when conducting their activities anywhere in the world, and, accordingly, address any negative impacts in which they have involvement.
- Respecting the human rights of our **employees**. Foster a culture of respecting human rights among our employees, promote specific training and implement tools to prevent the infringement of these rights. Ensure that our employees have access to communication and reporting channels that allow them to notify Repsol of situations of possible impacts on their rights.
- Respecting the human rights of our **customers**. Reject any type of discrimination of our customers and product and service users. Respect their right to privacy, utilizing appropriate measures to protect and make proper use of any personal data that we are provided.
- In regard of **communities** in the areas of influence of our projects and assets, Repsol commits to:
 - Continuing to respect their human rights.
 - Assessing and understanding the social and economic context where we operate in order to identify all groups within the communities in our area of influence, especially vulnerable groups.

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- Recognizing and respecting the identity and unique nature of communities; their cultural diversity; their potentially differing needs and aspirations; and their right to maintain their customs and social practices.
- Establishing enduring relationships with communities in the area of influence of our projects and assets, based on principles of respect, cultural sensitivity, integrity, responsibility, transparency, good faith and non-discrimination.
- Promoting transparent and proactive engagement with communities in a timely, honest and culturally appropriate manner at appropriate stages throughout the life-cycle of projects and assets on the basis of an open exchange of information.
- Establishing grievance mechanisms at the operational level, from the start of our activities, so people directly affected by our assets and right holders (employees, suppliers, contractors, communities or whoever third party) can notify Repsol of any situation of possible impact on human rights. These mechanisms shall not be used to preclude access to judicial or other extrajudicial grievance mechanisms, as well as the legitimate and peaceful activities of human rights defenders.
- Identifying opportunities to optimize positive impacts and promote the shared value and sustainable development of communities by contributing to local economic development, social progress and environmental preservation of the areas of influence of our projects and assets.
- Endeavoring to obtain and maintain broad-based support of the communities in the areas of influence of our projects and assets, in ways that are respectful and appropriate to local cultural processes and traditions.
- Recognizing and respecting the unique nature of **indigenous, tribal and aboriginal peoples**. Recognizing and respecting their rights, in accordance with existing legislation and with ILO Convention 169, whether or not incorporated into the national legislation of the countries in which we operate. Their rights include, among others, rights to their lands, territories and resources, right to water, their organizational, economic and social structure and their right to free, prior and informed consultation in good faith and with the objective of procuring understanding and helping reaching consent in relation to any proposed mitigation measures, such consultation to occur through appropriate procedures and in particular through their representative institutions, with consideration being given to legislative or administrative measures which may affect them directly.
- Promoting the knowledge and respect for the commitments in this policy among Repsol's business relations: partners, suppliers, contractors, distributors, etc., as well as any other public or private entity, including those in the extractive sector and public security forces directly related to our operations, products or services.

All Repsol employees are responsible for complying with this policy.

This policy was approved by Repsol's Executive Committee on June 3rd, 2019.