

Security

ACTION	Apply the audit scheme in countries to audit the fulfillment of the commitments acquired with the adherence to the Voluntary Principles on Security and Human Rights (VPSHR).
DESCRIPTION	We will conduct internal audits to analyze the degree of implementation of the Voluntary Principles on Security and Human Rights in the business units that we consider most sensitive to security and human rights-related risks.
INDICATOR	Documents prepared.
EXECUTION YEAR	2016
CLOSING TO THE ACTION AS OF 31/12/2016	
STATUS	Fulfilled
CLOSING TEXT	We have carried out internal audits on the degree of VPSHR implementation in five countries: Bolivia, Peru, Ecuador, Colombia, and Venezuela. In this way, we can measure improvement in terms of VPSHR once the implementation plan is carried out.

ACTION	Design the lines of work for driving and improving the implementation of the Security and Human Rights Voluntary Principles (PVSDH).
DESCRIPTION	We will develop the lines of work for implementing the Security and Human Rights Voluntary Principles in 2016, both at corporate and country level, under the implementation plan designed for the period 2016-2018.
INDICATOR	Documents prepared.
EXECUTION YEAR	2016
CLOSING TO THE ACTION AS OF 31/12/2016	
STATUS	Fulfilled
CLOSING TEXT	We have drafted the VPSHR Implementation Plan, listing the lines of work and beginning the initiatives set out in the plan.

ACTION	Improve grievance mechanisms in relation to security and human rights, and the follow-up of replies to claims received.
DESCRIPTION	We will design a procedure for receiving and monitoring claims in relation to Voluntary Principles on Security and Human Rights. To this end, we will leverage and, where applicable, complete the existing procedures in the Company.
INDICATOR	Procedure designed. #
EXECUTION YEAR	2016
CLOSING TO THE ACTION AS OF 31/12/2016	
STATUS	Fulfilled
CLOSING TEXT	Making full use of the current channels in the Company, we have created the draft of a grievance procedure to manage VPSHR complaints. A specific procedure will allow us to better follow up on incidents and have the information necessary to notify the VPSHR Initiative when necessary.

ACTION	Improve the communication of activities carried out in relation to the protection of human rights as a consequence of our adherence to the Security and Human Rights Voluntary Principles (PVSDH).
DESCRIPTION	We will identify the appropriate channel and communicate the actions carried out by the Corporate Security Division throughout the year in relation to the Security and Human Rights Voluntary Principles, so that it reaches the largest number of stakeholders.
INDICATOR	Report on the actions carried out.
EXECUTION YEAR	2016
CLOSING TO THE ACTION AS OF 31/12/2016	
STATUS	Fulfilled
CLOSING TEXT	We have defined actions to expand the information available on the Company website on VPSHR. We will periodically provide information to be published on the website. We will also provide successful case studies and best practices relating to the VPSHR throughout the year.

Program 3

Labor practices

The term labor practices encompass all policies and practices related to the work performed within, by or on behalf of the Company, such as the working hours, remuneration, the recruitment and promotion of workers; disciplinary and grievance procedures; the transfer and relocation of workers; the termination of employment, training and skills development, and health, safety and industrial hygiene.

Labor practices also include representation and participation in collective bargaining, social dialog and tripartite consultations to address social issues related to employment.

In order to fulfill the expectations of its stakeholders in relation to labor practices, the Repsol Group has specific management systems in place, which can be consulted on the corporate website **repsol.com**.

Said systems are reinforced by the following individual actions assigned to this subject in the context of this Plan. These are aimed at responding to the principal expectations of the Company's stakeholders.

Specific information on each of the actions included in the Labor Practices Program of the current Plan is included in the tables below, alphabetically arranged by issue.

Culture, Development and Management systems

ACTION	Drive Repsol's innovation and continuous improvement model.
DESCRIPTION	We will drive innovation, manage knowledge oriented towards efficiency, achieve a culture of continuous improvement based on Lean transformation and coaching of teams and executives, showcase our knowledge by capturing experiences, lessons learned and good practices and, through the promotion of third-generation communities of practice, we will ensure the availability of internal facilitators and promote individual and collective recognition.
INDICATOR	<p>Number of certified facilitators.</p> <p>Number of teams that require accompaniment and cannot be accompanied by an internal facilitator.</p> <p>Number of accompanied teams and leaders in the coaching program.</p> <p>Number of certified coaches maintained in the program.</p> <p>Measurement of high-performance competences before and after six months.</p> <p>Activity rate in the Communities of Practice.</p> <p>Number of projects presented in the Innovation Prize.</p>
EXECUTION YEAR	2016
CLOSING TO THE ACTION AS OF 31/12/2016	
STATUS	Fulfilled
CLOSING TEXT	We have driven internal knowledge management training 21 innovation facilitators and 22 improvement facilitators, who provided support to 94% of the 197 teams. The 62 certified coaches provided support to 53 leaders and 70 processes. We have performed 21 team assessments as part of system/executive coaching and eight skill training workshops for coaches. We have consolidated the Innovation Awards as a component of recognition, implementing 217 initiatives in the 3rd edition.

ACTION	Foster communication and collaboration between employees.
DESCRIPTION	We will foster communication and collaboration between employees using collaborative environments, such as the corporate social network and Repsolnet. We will develop the Company's management style, based on our open and transparent communication values and networking, promoting the use of Repsolnet, which favors the connection between people, interaction, development of work styles and "active listening". We will migrate the Legacy Talisman employees from inSite to Repsolnet.
INDICATOR	<p>Number of news items commented on.</p> <p>Employee participation rate (percentage of news items commented on).</p> <p>#Number of active users in the social network. #</p> <p>Number of private and public groups in the corporate network.</p> <p>Number of contests, surveys and mini-surveys.</p> <p>Percentage of employee participation in contests and surveys.</p> <p>Actions carried out based on the active listening of all the social components of the new Repsolnet.</p> <p>Incorporation of new functionalities requested by employees (e.g.: sharing content, replying to comments, etc.). #</p> <p>Employees with access to Repsolnet.</p>
EXECUTION YEAR	2016
CLOSING TO THE ACTION AS OF 31/12/2016	
STATUS	Fulfilled
CLOSING TEXT	In 2016, all employees had access to Repsolnet. Of the 993 articles published this year, 99% were evaluated and 27% (263) received comments. We have launched 43 drawings and surveys. The 8,890 active users in the social network Chatter are distributed across 173 groups: 93 public and 80 private. We have performed 10 tests with multiple users, 25 expert consultations, and 40 improvements of Repsolnet features.

ACTION	Identify and develop employee talent to fulfill the Strategic Plan.
DESCRIPTION	We will promote learning and professional development under the Strategic Plan 2016-2020. To this end, we will use the available processes and tools that will ensure the availability of talent in the Company's critical projects and challenges. We will also launch an edition of the Advanced Management program for high-potential area managers or leaders that will prepare them to address challenges and acquire new responsibilities.
INDICATOR	Percentage of people evaluated using the People Review development tool. Percentage of mobilities managed with respect to total planned number. Measurement of actions related to the exploitation of the information contained in the talent computer tools. #We will launch an edition of the Advanced Management program.
EXECUTION YEAR	2016
CLOSING TO THE ACTION AS OF 31/12/2016	
STATUS	Fulfilled
CLOSING TEXT	We have assessed 2,447 people with the People Review tool in 259 sessions, 17 of which were to complete the executive talent map, reviewing 88% of the current executive demographic. We have covered 97% of the planned vacancies in Spain, defined 71% of the individual developments for executives included in the Development Space with feedback. A total of 37 people attended the Advanced Management program for high-potential employees.

ACTION	Promote the cultural evolution of the businesses and corporate areas in accordance with the Strategic Plan 2016-2020.
DESCRIPTION	We will promote cultural evolution to encourage delegation, collaborative organization, orientation towards performance, meritocracy, global management and training of inspirational leaders. We will integrate Talisman in Repsol's culture through the program for guidance and training in cultural awareness, Spanish language and culture and values. Additionally, we will continue to provide training in Repsol Values, particularly to new hires.
INDICATOR	Fulfillment of the Talisman training programs. Total number of employees who have completed values training with respect to total permanent staff.
EXECUTION YEAR	2016
CLOSING TO THE ACTION AS OF 31/12/2016	
STATUS	Fulfilled
CLOSING TEXT	Repsol ensures dissemination of the Company culture and values through this training. In 2016, 2,333 employees have received training in Values, which, when added to other years, represents almost 37% of the workforce. This year, we have placed special emphasis on Legacy Talisman employees, promoting integration with programs for guidance and training in cultural awareness, Spanish language, and Company values.

Health employees

ACTION	Establish programs that promote healthy lifestyles.
DESCRIPTION	We will plan the health surveillance activities, both collective and individual, using protocols differentiated in accordance with the risks to which the employees could be exposed, according to their activity and workplace. Prevention activities also include employee information, awareness-raising and training campaigns. We will implement health promotion programs aimed at the prevention of some diseases.
INDICATOR	<p>Early detection of some types of cancer: number of countries/units with active campaigns.</p> <p>Repsol Healthy Heart Plan: number of countries/units with actions related to the management of risk factors.</p> <p>#Information and campaigns: number of countries/units with specific content in the internal health channel, cross-cutting content included and number of health promotion campaigns carried out.</p> <p>Psychosocial risks: number of countries/units evaluated and number of countries/units with defined improvement plans.</p>
EXECUTION YEAR	2016
CLOSING TO THE ACTION AS OF 31/12/2016	
STATUS	Fulfilled
CLOSING TEXT	We have carried out campaigns for early cancer prevention in 10 countries; initiatives as part of the Repsol Healthy Heart Plan against tobacco use, obesity, high blood pressure, sedentary lifestyle and diabetes in 10 countries, as well as other health promotion campaigns through the Health and Well-being Channel, digital signage, and physical media. We have completed the assessment of psychosocial risks with lines of action in Spain and performed diagnoses and/or interventions in five other countries.

Promotion of Diversity and Balance

ACTION	Promote the employment of disabled persons.
DESCRIPTION	We will promote the direct labor market entry of people with disabilities in all the countries where we operate through the incorporation of workers belonging to this group. We will perform a diversity diagnosis. We will carry out awareness-raising campaigns and provide training on the integration of people with disabilities aimed at employees. We will externally disseminate the good practices implemented in the Company to stakeholders.
INDICATOR	Number of people with disabilities among the staff. Number of occupational training programs. Number of participations in international forums.
EXECUTION YEAR	2016
CLOSING TO THE ACTION AS OF 31/12/2016	
STATUS	Fulfilled
CLOSING TEXT	Repsol works with 586 people with disabilities. In 2016, the quota under the General Disability Act (LGD) in Spain is 2.53%, and 2.72% with alternative means. The total of contracting products/services with Special Employment Centers is €2,490,456 and €150,872.17 for donations to disability-related institutions. We had three additions to the Repsol Masters Programs, one in dual VT and two scholarships. We provided six vocational training courses and attended five international forums.

ACTION	Promote work-life reconciliation.
DESCRIPTION	We will continue to drive our reconciliation programs: adapting them to each country, monitoring the telework program among employees and protecting the right to both maternity and paternity by applying the Company's worldwide reconciliation scheme, which provides standard protection levels to the employees.
INDICATOR	Number of teleworkers. Number of employees who have taken maternity/paternity leave. Number of employees who request leave of absence on personal grounds.
EXECUTION YEAR	2016
CLOSING TO THE ACTION AS OF 31/12/2016	
STATUS	Fulfilled
CLOSING TEXT	We have closed 2016 with 1,811 teleworkers: 1,709 in Spain, six in Ecuador, 53 in Peru and 43 in Portugal, an increase of 5% over 2015, both worldwide and within Spain. In this regard, we have signed the National Teleworking Agreement in Peru, promoted by the Peruvian government. In 2016, 667 leaves were taken in Spain—424 for paternity and 243 for maternity—and 90 in other countries. 98 requested leaves of absence were requested: 40 for care of family members and 25 for women.

Social Dialogue

ACTION	Maintain social dialog relations with trade union representatives.
DESCRIPTION	We will favor communication and dialog channels with workers' representatives to address and reach agreements on topics of interest to employees.
INDICATOR	Number of events held. Number of agreements signed.
EXECUTION YEAR	2016
CLOSING TO THE ACTION AS OF 31/12/2016	
STATUS	Fulfilled
CLOSING TEXT	In 2016, we have successfully negotiated the 8th Framework Agreement and Labor Force Adjustment Plan (ERE), which will allow for work to be performed more efficiently in accordance with the transformation plan and the cultural change we are experiencing after acquiring the Talisman Group. We also reached agreements in all of the Company's collective agreements, where all the framework-level agreements have been transferred, with a total of 249 meetings and 169 agreements signed.

Working conditions

ACTION	Analyze and adapt the Company's remuneration policy.
DESCRIPTION	As a result of the integration of Talisman, we will prepare and implement an integrated compensation model, applicable in all countries and businesses.
INDICATOR	Evaluation of the employees with respect to the Climate Survey Recognition indicator. Number of employees that abandon the Company (unwanted rotation).
EXECUTION YEAR	2016
CLOSING TO THE ACTION AS OF 31/12/2016	
STATUS	Fulfilled
CLOSING TEXT	The new Total Compensation Model is a unique, attractive venture for employees that is focused on performance and recognition to guarantee retention of talent and foster meritocracy. In 2016, the ratio of 50% of positive responses has been maintained in relation to the dimension of development/meritocracy in comparison with the previous year. We also continue to have a low voluntary turnover of 3.8%.

Program 4

Safety

Safety is a critical concern in industrial operations, meaning prevention, control and maintenance are of huge importance to the business, as is the need to champion a specific culture and conduct aimed towards safety.

The program seeks to prevent and mitigate safety risks and to ensure that emergencies are controlled and managed accordingly; that incidents are reported and investigated and lessons duly learned; and that applicable law and safety management systems are properly adhered to.

It also envisages a safety-oriented culture and conduct promoted through leadership, training, communication and awareness; incorporating safety-related concerns into our commercial relationships, such as due diligence, rating processes for partners, audits and controls, safety training, and communication and awareness campaigns aimed at our commercial partners.

In order to fulfill the expectations of its stakeholders in relation to safety, the Repsol Group has specific management systems in place, which can be consulted on the corporate website **repsol.com**.

Said systems are reinforced by the following individual actions that have been included in the context of this Plan. These are aimed at responding to the principal expectations of the Company's stakeholders.

Specific information on each of the actions included in the Safety Program of the current Plan is included in the tables below, alphabetically arranged by issues.

Business Relations

ACTION	Promote the evaluation of the safety of the services considered to have a high accident rate.
DESCRIPTION	We will promote supplier safety performance evaluations in high-risk in contracts with a high accident risk rate in force in 2016. Likewise, we will continue to reinforce the use of safety criteria in the procurement processes of services with high accident rates by including this criteria in the technical evaluation of bids.
INDICATOR	Percentage of awards in high accident rate categories which have an associated safety assessment in the last year. Percentage of awards in high accident rate categories which have an associated bid evaluation matrix based on safety criteria.
EXECUTION YEAR	2016
CLOSING TO THE ACTION AS OF 31/12/2016	
STATUS	Fulfilled
CLOSING TEXT	We have carried out safety performance evaluations for suppliers with active contracts in 2016 with high accident risk, reaching 98% of the contracted volume in the Division of Procurement and Contracting, and 67% of the contracted volume worldwide. We have also used safety criteria when comparing offers to contract services with a high accident rate, reaching 100% of the contracted volume in the Division of Procurement.

Culture and Management Systems

ACTION	Communicate the Basic Safety Rules to employees and contractors.
DESCRIPTION	We will launch a worldwide campaign aimed at raising awareness among employees and contractors, particularly in areas near the operation, so that they are familiarized with and apply the Company's 10 Basic Safety Rules in their daily work. The campaign will be based on experiences, reinforcing the training through role plays and personalizing it so that employees identify with the risk situations.
INDICATOR	Launch of the website www.10reglasbasicas.com and www.10basicrules.com . Development of virtual reality and visits to countries.
EXECUTION YEAR	2016
CLOSING TO THE ACTION AS OF 31/12/2016	
STATUS	Fulfilled
CLOSING TEXT	In September, we have launched the 10 Basic Safety Rules website, which will act as the center for communication of the Basic Safety Rules for both Repsol employees and contractors. Currently, there are registered users from over 80 companies. We have also completed the virtual reality application in its desktop and mobile versions, in both Spanish and English. It went live in October and more than 800 people have used it in facilities in Spain, Portugal, and Peru.

Risks Management

ACTION	Progress in anticipatory safety to prevent industrial accidents.
DESCRIPTION	We will evolve towards anticipatory safety with the objective of reducing the possibility of industrial incidents. To this end, we have designed the SMARt Keys program, with a 2016-2020 time horizon, that will allow us to systematize the monitoring of preventive indicators. We will execute said program at our Company's main businesses around three key areas: people, processes and plants.
INDICATOR	Fulfillment of the actions under the program planned for 2016.
EXECUTION YEAR	2016
CLOSING TO THE ACTION AS OF 31/12/2016	
STATUS	Fulfilled
CLOSING TEXT	In 2016, we have implemented the preventive safety program SMARt Keys in the Refining, Chemicals, E&P, LPG, and Refining Peru business units, with over 40 initiatives, meeting all the objectives set for 2016 for each business unit. This safety program focuses on process safety and is implemented in the concepts of people, processes, and plants (facilities) to prevent major industrial incidents (Major Incident).

Program 5

The Environment

Today Society faces a significant number of environmental challenges that vary from global problems like climate change or the depletion of natural resources, to other local problems that, nevertheless, can have an important impact on the environment where they occur. These include air or water pollution, the generation of waste or the destruction of ecosystems and biodiversity.

The activity of companies invariably contributes to some of these impacts. And these issues have special relevance in sectors such as oil and gas that are characterized by the performance of extractive or industrial activities in large installations. Therefore, it is necessary that companies identify options that enable them to prevent these impacts, minimize them when unavoidable and correct them.

These options include preventing and mitigating environmental risks and impacts through suitable control mechanisms, proper emergency management, operational efficiency, suitable management of water resources and waste, efficient use of materials, regulatory compliance and environmental management systems.

The program also addresses climate change, environmental and biodiversity protection, and the need to champion an environment-oriented culture and conduct through leadership, training, environmental communication and awareness, ensuring due diligence in our commercial relationships, including partner rating processes, audits and controls, training on the subject of environmental protection, and environmental communication and awareness campaigns, among others.

In order to respond to stakeholders' expectations on the Environment, the Repsol Group has specific management systems which can be consulted on the corporate website **repsol.com**.

Additionally, the following actions have been added to the current Plan in order to respond to some of these expectations.

Specific information on each of the actions included in the Environment program of the current Plan is included in the tables below, arranged alphabetically by issue:

Climate Change

ACTION	Invest in R&D projects that imply environmental improvement for society.
DESCRIPTION	We will carry out research and development projects that incorporate technology bases that make it possible to improve the environmental sustainability of the products, services and processes of both Repsol and its stakeholders, in the future and we will improve the environmental impact of the facilities in which they are implemented.
INDICATOR	Investment in euros. #
EXECUTION YEAR	2016
CLOSING TO THE ACTION AS OF 31/12/2016	
STATUS	Fulfilled
CLOSING TEXT	We have invested more than €40 million in R&D projects whose future transfer to the market, implementation, and generated knowledge will certainly contribute to environmental improvement for society.

ACTION	Reinforce our commitment to fighting against climate change.
DESCRIPTION	We will adhere to the Oil and Gas Company Climate Initiative (OGCI), together with other leading sector companies to develop practical solutions to combat climate change, based on sharing best practices and working together in accordance with a holistic approximation.
INDICATOR	Participation in the joint annual report on climate-related indicators and magnitudes, prepared in conjunction with the other companies Adherence to at least one United Nations CCAC-OGMP initiative for reducing methane emissions and zero routine gas flaring by 2030 of the World Bank, to reduce routine gas flaring during oil production.
EXECUTION YEAR	2016
CLOSING TO THE ACTION AS OF 31/12/2016	
STATUS	Fulfilled
CLOSING TEXT	During the CEO event on November 4th in London, we presented the annual OGCI report—available for download at http://www.oilandgasclimateinitiative.com —which includes the joint statement of the CEOs and the courses of action identified as priorities. In addition, on June 10th we joined two initiatives: CCAC-OGMP (Climate & Clean Air Coalition—O&G Methane Partnership) of the UN Environment Programme and the World Bank’s Zero Routine Flaring by 2030 initiative.

Culture and Management Systems

ACTION	Promote a safety and environment culture and leadership.
DESCRIPTION	In order to generate a safety and environment culture, we will promote the organization of the Excellence in Operations and Sustainability (EOS) course: this training is based on an Exploration and Production business simulator and includes three rounds of decision-making which take into account safety and environment aspects and make it possible to verify the value contributed by each specific element both to safety and the environment, such as the impact on the Company's bottom line.
INDICATOR	Number of employees who have completed the training with respect to the target audience.#
EXECUTION YEAR	2016
CLOSING TO THE ACTION AS OF 31/12/2016	
STATUS	Fulfilled
CLOSING TEXT	In 2016, we have promoted the safety and environment culture and the knowledge of the impact of safety on the Company's results with the Exploration and Production simulation "Excellence in Operations and Sustainability (EOS)" course. In this past year, 2,007 participants have completed the training, 71% of the target group of 2,843 employees.

Environmental risks and impact Management

ACTION	Continue to advance in the implementation of the hydrocarbon early automatic detection system (HEADS) at our industrial facilities.
DESCRIPTION	We will continue to assess the need to implement the hydrocarbon early automatic detection system (HEADS), a technology for the early detection of hydrocarbon leaks at our industrial facilities. We will advance in the implementation of projects already under way but not completed at 2015 year-end.
INDICATOR	Number of projects analyzed at our facilities and advances in the implementation projects under way. #
EXECUTION YEAR	2016
CLOSING TO THE ACTION AS OF 31/12/2016	
STATUS	Fulfilled
CLOSING TEXT	We have completed installation of the HEADS system in the Lima refinery (La Pampilla). We have begun installation in the refineries of Petronor (Vizcaya), A Coruña, and Tarragona (expansion of the system currently installed).

ACTION	Fulfill the minimum environmental requirements (EPPs or Environmental Performance Practices).
DESCRIPTION	We will ensure that we will fulfill the minimum environmental requirements (EPPs or Environmental Performance Practices) in all the operated Exploration and Production projects started up in 2016, auditing the fulfillment thereof.
INDICATOR	Number of projects started up in 2016 that fulfill the EPPs. #
EXECUTION YEAR	2016
CLOSING TO THE ACTION AS OF 31/12/2016	
STATUS	Fulfilled
CLOSING TEXT	We have audited 55 projects operated by Exploration and Production that began in 2016, checking EPP fulfillment in each.

ACTION	Optimize our water management.
DESCRIPTION	We will incorporate non-conventional assets to the water map that we began to create in 2014 at the Company. Likewise, in 2016 we will continue to carry out specific actions aimed at reducing the main water risks at our facilities according to the Plan 2015- 2020 defined.
INDICATOR	Percentage of progress in the actions included in the action plan. Number of non-conventional assets included in the water map.
EXECUTION YEAR	2016
CLOSING TO THE ACTION AS OF 31/12/2016	
STATUS	Fulfilled
CLOSING TEXT	We have created the water map for shale gas facilities of our four assets in USA and Canada, concluding the creation of medium-term plan to achieve excellence in water management. We have also achieved an improvement of more than 95% of the actions for 2016 included in the medium-term action plan for efficient water management in our facilities. Of the 91 actions in the plan, 14 corresponded to Exploration and Production and 77 to Downstream.

ACTION	Study and develop less contaminating products.
DESCRIPTION	We will maximize the production of TDAE extending oil, obtained following a proprietary process that eliminates harmful polycyclic aromatic hydrocarbons. To this end, we will review the production and purchase of base oils for the Puertollano blending plant. We will participate in the Reparar project, with the aim of developing technologies and methodologies for improving the management, preservation and rehabilitation of roads at a lower economic and environmental cost.
INDICATOR	TDAE production. Reparar project milestones.
EXECUTION YEAR	2016
CLOSING TO THE ACTION AS OF 31/12/2016	
STATUS	Fulfilled
CLOSING TEXT	We have produced a total of 3,600 metric tons of TDAE at Puertollano during 2016. In addition, we have continued to advance with the Reparar project with the aim of improving the management, preservation, and rehabilitation of roads at lower financial and environmental costs. The project is expected to be completed in 2019.

Operational eco efficiency

ACTION	Continue with the development of the Energy Management Model.
DESCRIPTION	We will complete the Energy Management Model, based on ISO 50001 and integrated with our Asset Management, and we will commence its implementation on two operated Exploration and Production assets.
INDICATOR	Completion of the manual and the implementation plan. #
EXECUTION YEAR	2016
CLOSING TO THE ACTION AS OF 31/12/2016	
STATUS	In progress
CLOSING TEXT	In 2016, we have focused on reviewing the Asset Management System. We have concentrated on a project to ensure the long-term course of emission and energy reduction in operated assets. The Energy Management Model must still be completed. For this project, in 2017, we will implement the basic components of energy management (energy reviews and indicators).

ACTION	Promote innovative entrepreneurial projects that offer solutions in relation to energy savings and responsible use thereof.
DESCRIPTION	We will promote the Repsol Entrepreneurs Fund, which favors innovative entrepreneurial projects in the field of energy and energy efficiency and accelerates the development and implementation of the best technology solutions in order to reduce time-to-market to a maximum. The Fund launches annual international calls for the selection and incubation of the best ideas, projects, people and companies.
INDICATOR	<p>Receipt of 50% of technological and innovative projects from universities and from the Spanish Center for Advanced Scientific Research (CSIC) under the fifth call.</p> <p>Remittance to the expert evaluator of 40% of the proposals received under the fifth call, with a minimum of 60 proposals of sufficient quality</p> <p>Sales and investment of €1,000,000 received.</p> <p>200 hours of specialized training delivered to entrepreneurs.</p> <p>Registration of four patents on the projects incubated.</p>
EXECUTION YEAR	2016
CLOSING TO THE ACTION AS OF 31/12/2016	
STATUS	Fulfilled
CLOSING TEXT	We have successfully met the objectives in a complex and changing environment. During 2016, more than 50% of the projects came from the university and scientific sector. 40% of the proposals received were sent to expert evaluation, with 60 projects and ideas with enough quality. Sales and investment received amply exceeded one million euros. Finally, we have also exceeded the goals set for training and patents.

ACTION	Promote the identification of opportunities for improving waste management.
DESCRIPTION	We will promote the identification of opportunities for improving waste management based on the reduction in their amount, hazard level and cost.
INDICATOR	Tons of reduced waste.
EXECUTION YEAR	2016
CLOSING TO THE ACTION AS OF 31/12/2016	
STATUS	Fulfilled
CLOSING TEXT	We have created a detailed waste map for the entire Company that covers characterization, current destination, and improvement options for waste management. As a result, we have identified more than 20 improvement initiatives in 2016 and have been able to reduce waste by more than 15,000 tons in our facilities, significantly exceeding the objective set for the year.

ACTION	Promote the recycling and the reuse of lubricant containers.
DESCRIPTION	We will reduce the generation of waste associated with our containers through three initiatives: first, we will increase the degree of recovery of large containers of bulk materials (IBC or GRG) provided to our customers for reuse; second, our 1, 4,5 and 20 liter polyethylene containers will be manufactured using 30% of recycled material; lastly, we will carry out a study on the optimization of containers to reduce their weight and maintenance.
INDICATOR	Percentage of IBC containers recovered of the total number in use. Percentage of used polyethylene recovered of the total used in manufacturing. Container optimization study.
EXECUTION YEAR	2016
CLOSING TO THE ACTION AS OF 31/12/2016	
STATUS	Fulfilled
CLOSING TEXT	We have recovered 26% of IBC containers put into circulation and manufactured with 33% recovered polyethylene. Additionally, we are launching the initiatives based on the container optimization study.

Program 6

Fair Operating Practices: Anticorruption and Ethics

Fair operating practices refer to the way in which organizations deal with others such as business partners, suppliers, contractors, customers, competitors, associations to which they belong, and government agencies and departments.

When ensuring that these relations are carried out in a fair manner, companies have to adapt their practices to criteria such as the prevention of corruption, implementing the necessary policies and practices. They must ensure that their leaders show commitment, motivation and proper supervision when implementing anticorruption policies, training their employees on how to eradicate bribery and corruption, and offering incentives for any progress made in this regard, encouraging employees, partners and suppliers to report infringements of the Company's policies, notifying the authorities of any criminal offences committed and attempting to ensure that the Company's partners adopt similar practices.

In order to respond to the Company's stakeholders' expectations on this subject, the Repsol Group has specific management systems in place which are available at the corporate website **repsol.com**.

Additionally, as part of this Sustainability Plan, the Company has included the following actions in this subject to respond to some of the expectations mentioned.

Specific information on the actions included in the Fair Operating Practices: Anti - Corruption and Ethics program of this plan is included in the tables below:

Business Relations

ACTION	Cooperate with major shareholders or managers of the projects in which we participate in aspects relating to the fight against corruption and bribery that could be revealed by the audits.
DESCRIPTION	In the course of our work, aspects related to corruption and bribery in the audits of the accounting books and financial records of assets not operated by Repsol could be highlighted. In the event of carrying out reviews related to the entrance of Repsol in new assets or businesses, we will include any aspects that could be related to corruption and bribery in said reviews.
INDICATOR	Percentage of fulfillment of the objective approved in relation to the number of audits to be conducted in the year. Number of audits conducted in new areas or businesses at the request of Exploration.
EXECUTION YEAR	2016
CLOSING TO THE ACTION AS OF 31/12/2016	
STATUS	Fulfilled
CLOSING TEXT	Throughout 2016, we have analyzed aspects related to the fight against corruption and bribery in 100% of the audit projects of non-operated assets. We have not received requests to perform work related to Repsol's entry into new assets or businesses.

ACTION	Guarantee that we do not maintain contractual relations with counterparts included on penalized entity lists.
DESCRIPTION	In 2016 we will reinforce the verification systems used to verify that the Trading business counterparts, shareholders of Emerging Businesses and Group suppliers are not penalized by governments or bodies for being involved with terrorism or with the financing of an illegal activity.
INDICATOR	Number of verifications made using the Thomson Reuters tool. Annual verification made by Emerging Business.
EXECUTION YEAR	2016
CLOSING TO THE ACTION AS OF 31/12/2016	
STATUS	Fulfilled
CLOSING TEXT	We have used the Thomson Reuters tool to perform quarterly checks that qualified suppliers and suppliers with contracts in force, a total of 3,774, are not under any sanctions. Similarly we have performed weekly checks of all the counterparties registered in the Trading system, a total of 3,695, and analyzed the reputation and solvency of the six companies of Emerging Businesses in which Repsol has a stake, as well as four investment opportunities.

ACTION	Implement the new supplier rating process.
DESCRIPTION	We will initiate the implementation of the new Supplier Management model, making use of new procedures and systems that will allow us to continuously rate suppliers and periodically verify the detection of fraud and third-party corruption situations.
INDICATOR	Executing the first implementation phase of the new supplier rating process. Monitoring of suppliers to detect fraud situations.
EXECUTION YEAR	2016
CLOSING TO THE ACTION AS OF 31/12/2016	
STATUS	Fulfilled
CLOSING TEXT	We have made modifications to the supplier management tool to adapt it to the new supplier qualification process. As a result, we have ended the first phase of implementation of the new process, which will be completed in 2017. We have also performed periodic checks of 3,774 qualified suppliers or suppliers with active contracts to detect fraud or third-party corruption.

Culture and Management Systems

ACTION	Monitor, update and evaluate the Internal System of Control of Financial Information (SCIIF).
DESCRIPTION	In order for the controls that compose the Internal System of Control of Financial Information to be able to draw conclusions on their effectiveness, we will perform a continuous review of the methodology and regulations applicable to the management of the System, in addition to carrying out an inventory of the financial reporting risk and of the companies and processes.
INDICATOR	Report on the effectiveness of the SCIIF in accordance with the regulatory provisions of Article 61 bis of the Sustainable Economy Law (Circular 5/2013, of June 12th 2013), of the Spanish National Securities Market Commission (CNMV). #
EXECUTION YEAR	2016
CLOSING TO THE ACTION AS OF 31/12/2016	
STATUS	Fulfilled
CLOSING TEXT	We have completed the assessment and certification of the 2016 SCIIF without significant shortcomings and presented the results to the Internal Transparency Committee, the Audit and Control Committee and the Repsol Board. We have analyzed the coverage of financial reporting risks, the processes and companies covered in the SCIIF, and their financial reporting risks. In accordance with Article 61 bis of the Sustainable Economy Law, we have incorporated the SCIIF in the Annual Corporate Report.

ACTION	Provide regulatory compliance training.
DESCRIPTION	We will prepare a mandatory annual training plan for all sales (or Front Office) personnel of the Trading business of the Madrid, Houston and Singapore offices.
INDICATOR	Number of mandatory training sessions carried out. Number of attendees at each training session.
EXECUTION YEAR	2016
CLOSING TO THE ACTION AS OF 31/12/2016	
STATUS	In progress
CLOSING TEXT	We have created a compulsory training course for the Houston office. This training session was taught by the U.S. law firm Sutherland in May 2016, with 17 participants. In November 2016, we held the compulsory training course for the Madrid and Singapore offices, with 56 participants.

Program 7

Fair Operating Practices: Value chain

Fair operating practices refer to how companies conduct their business with other parties, including partners, suppliers, contractors, clients, competitors, associations to which they belong, and government agencies and departments. They are essentially a measure of how ethical a company is in its business with other companies.

The Company must attempt to ensure that these relationships are fair, integrating ethical, social and environmental concerns into its purchasing, distribution and recruitment policies; properly monitoring companies with which it has dealings, providing possible support to small and medium-sized enterprises to reach socially responsible objectives, and having proper procurement practices, fair prices, suitable delivery timeframes and stable contracts.

In order to respond to the Company's stakeholders' expectations on this subject, the Repsol group has specific management systems in place which are available at the corporate website **repsol.com**.

Additionally, as part of this Sustainability Plan, the Company has included the following actions in this subject to respond to some of the expectations mentioned.

Specific information on each of the actions included in the Fair Operating Practices: Value Chain program of this plan is included in the tables below, arranged alphabetically:

Partners

ACTION	Perform analyses of extra-financial risks prior to investment with partners.
DESCRIPTION	We will analyze the possible extra-financial risks prior to investment with partners, covering aspects such as the fulfillment of legal provisions, their reputation and environmental and job safety of the operation.
INDICATOR	Analysis carried out for all the operations carried out by Emerging Businesses. #
EXECUTION YEAR	2016
CLOSING TO THE ACTION AS OF 31/12/2016	
STATUS	Fulfilled
CLOSING TEXT	We have analyzed four investment opportunities, resulting in three decisions to invest and one opportunity ruled out. In the four processes, we reviewed aspects of safety and environment management with participation from Repsol experts who issued the positive specialist note on these management aspects. We have also included Repsol corporate reputation experts in the target company assessment process.

ACTION	Promote the signature of investment plans with partners to achieve best operating practices.
DESCRIPTION	In operations carried out with partners, we will promote, from our influence and participation in the company, the best operating practices, aligned with Repsol's values.
INDICATOR	Number of signed investments in which we have influence in operating practices. #
EXECUTION YEAR	2016
CLOSING TO THE ACTION AS OF 31/12/2016	
STATUS	Fulfilled
CLOSING TEXT	In 2016, we have acquired a shareholding stake of 13.2% in the Finnish company Rocsole. We have one board member on its board of directors. One of the tasks of the Repsol board member is to ensure best practices are followed in Rocsole's operations.

Program 8

Community involvement and development

Community involvement and development stems from the identification of existing stakeholders and involvement with them in the management and minimization of the impacts that the organization's activities might generate.

Similarly, by actively involving and developing the local community the Company can become an asset serving society and the community, although in this process the community frequently raises different and sometimes opposing interests, which the Company must weigh up together. Shared responsibility is needed to promote the community's well-being as a common goal. The Company must liaise with the different groups representing the community to establish priorities for its social investment, with particular attention paid to vulnerable groups.

Companies can help boost local development by creating jobs, improving relations with public authorities, enhancing the capacities and opportunities of local suppliers, and rolling out cultural, healthcare, social and environmental initiatives and programs.

In order to meet the expectations of its stakeholders on the subject of community involvement and development, the Repsol Group has specific management systems in place which can be consulted on the corporate website **repsol.com**.

Additionally, as part of this Sustainability Plan the following actions have been included in the subject of community involvement and development to respond to some of the principal expectations identified by stakeholders.

Specific information on each of the actions included in the Community involvement and development program of this plan is included in the tables below, alphabetically arranged by issue:

Community involvement & Dialogue

ACTION	Deepen Repsol's social, environmental and ethical communication.
DESCRIPTION	We will reinforce the communication of Repsol's social, environmental and ethical matters, carrying out different actions, namely: generation of new digital content and review of current content, technological updating of proprietary media such as the corporate website, publication and dissemination of actions carried out in countries, dissemination of the content in various digital environments, increase in sustainability content, etc.
INDICATOR	Launch of the new corporate website. Number of contents. Publication of content relating to sustainability plans.
EXECUTION YEAR	2016
CLOSING TO THE ACTION AS OF 31/12/2016	
STATUS	In progress
CLOSING TEXT	We have launched the new corporate website with a special leading role given to sustainability as part of our new digital narrative. We have renewed the websites of the industrial facilities and with a special focus on their maintenance with around 50 monthly updates with specific announcements on sustainability plans. We have also promoted the dissemination in the media of all of our initiatives related to these subjects.

ACTION	Drive the Repsol brand's values in new countries where we operate after the integration with Talisman.
DESCRIPTION	We will use specific presentations or documentation to implement a communication plan that will allow us to disseminate the Repsol brand in those countries in which we have gained a foothold after the integration with Talisman; the General Management will provide the necessary material for country managers to forward to the various local stakeholders.
INDICATOR	Number of countries to which we will send the necessary documentation. #
EXECUTION YEAR	2016
CLOSING TO THE ACTION AS OF 31/12/2016	
STATUS	Fulfilled
CLOSING TEXT	We have carried out an advertising campaign in North America and Europe to strengthen the brand and make its values known among the new stakeholders. We have created press releases in order to make the Company's actions known in the various countries where it operates. In addition, we have updated the brand in the offices of the countries where Repsol has a presence.

ACTION	Internationalize the measurement of perception of sustainability performance.
DESCRIPTION	We will start up a pilot perception measurement model in two of the countries in which we are present.
INDICATOR	Pilots carried out. #
EXECUTION YEAR	2016
CLOSING TO THE ACTION AS OF 31/12/2016	
STATUS	Fulfilled
CLOSING TEXT	We have implemented Repsol's image and reputation measurement Model and expectation identification studies for various stakeholders in Peru, Bolivia, and Canada. Additionally, we have tested the reputation measurement model among the general public in Portugal (Reptrak).

Local content

ACTION	Promote science and technology among students, entrepreneurs and PhD students.
DESCRIPTION	We will organize seminars and training sessions for students of secondary education, Baccalaureate and Universities in scheduled activities at the Repsol Technology Center. We will provide tutorials for Fundación Repsol entrepreneurs and PhD students.
INDICATOR	Annual number of hours dedicated to this task. #
EXECUTION YEAR	2016
CLOSING TO THE ACTION AS OF 31/12/2016	
STATUS	Fulfilled
CLOSING TEXT	We have held 39 training sessions lasting three hours each with academic centers. Additionally, we have employed 643 hours of researchers to mentor entrepreneurs from Fundación Repsol's Entrepreneurs Fund and 150 hours of mentoring for a doctoral dissertation, totaling 910 hours.

Innovation and R&D

ACTION	Carry out technological prospection and surveillance studies.
DESCRIPTION	We will carry out prospection studies that will allow us to anticipate the development of technologies within energy and mobility to improve the well-being of people based on sustainable and competitive energy.
INDICATOR	Investment in euros. #
EXECUTION YEAR	2016
CLOSING TO THE ACTION AS OF 31/12/2016	
STATUS	Fulfilled
CLOSING TEXT	We have conducted technological research and surveillance studies that allowed us to anticipate technological development for people's improved well-being based on competitive, sustainable energy. We invested more than €5 million.

ACTION	Foster public R&D through collaboration contracts and/or agreements with public institutions.
DESCRIPTION	We will promote public R&D investing in research and development projects implemented through collaboration contracts and/or agreements with public institutions: these collaborations are key in technology development as an economic engine, because both the research character of public centers and the market knowledge of private companies make it possible to exponentially multiply the scientific results.
INDICATOR	Investment in euros. #
EXECUTION YEAR	2016
CLOSING TO THE ACTION AS OF 31/12/2016	
STATUS	Fulfilled
CLOSING TEXT	During 2016 at Repsol, we have promoted research and development with public institutions with external scientific contracting for a total of €6,851,404. This represents 40% of the total external scientific contracting.

Social Investment

ACTION	Continue to promote a solidarity culture through social action and corporate volunteering among employees.
DESCRIPTION	We will channel our social concerns in order to think globally and act locally, involving our employees in the promotion of healthy habits, support to disadvantaged groups, donations of material and social awareness sessions open to employees and families. Likewise, we will foster technical volunteering that will showcase the Company's know-how and become a tool for employee recognition and involvement, pursuant to the new Volunteering Law.
INDICATOR	Number of campaigns carried out. Number of participating countries. Number of volunteering programs carried out.
EXECUTION YEAR	2016
CLOSING TO THE ACTION AS OF 31/12/2016	
STATUS	Fulfilled
CLOSING TEXT	We have carried out 18 social action campaigns worldwide focused on promoting healthy habits, supporting disadvantaged groups, and donating materials. We have expanded the Solidarity Point internal volunteer program, which provides support to employees in difficult situations. We continued to implement technical volunteering in the fields of people with disabilities, energy efficiency, social and environmental awareness, and training and development.

ACTION	Contribute to the creation of the necessary conditions for the self-development of the local communities.
DESCRIPTION	We will generate development opportunities in the local communities and reinforce the commitment with the environment and its social actors. To this end, we will collaborate with the World Food Program (specialist United Nations agency) with specific projects in Bolivia and Peru.
INDICATOR	Start-up of the initiatives in Tarija (Bolivia) and Ventanilla (Peru). #
EXECUTION YEAR	2016
CLOSING TO THE ACTION AS OF 31/12/2016	
STATUS	Fulfilled
CLOSING TEXT	In 2016, we have identified and cared for 490 five-year-old minors in the Peru project and provide school food to 5,000 children in the Bolivia project.

ACTION	Develop an internal guide to improve the management of the social opportunities in the vicinity of our operations.
DESCRIPTION	We will prepare a guide for evaluating our local teams in the development of projects aimed at producing positive impacts on the local environment in conjunction with a multidisciplinary group composed of people from different countries where the Company operates; this guide will also provide guidelines that will allow the Company to align its contribution to the United Nations Sustainable Development Objectives through social investment programs and local content.
INDICATOR	Guide developed and distributed within the organization.
EXECUTION YEAR	2016
CLOSING TO THE ACTION AS OF 31/12/2016	
STATUS	Fulfilled
CLOSING TEXT	We have developed the first version of the Guide for Management of Social Opportunities jointly among community relations teams in other countries and the rest of the units involved in identification and management of these opportunities. We have also begun distribution of the Guide to all community relations teams to ensure continuous improvement.

ACTION	Interact and collaborate with the social needs of our immediate surroundings upholding rigor and transparency values.
DESCRIPTION	We will drive the "Responsible Citizenship" program to establish a communication channel with employees, shareholders, distributors and customers: this program will serve to channel social project proposals in which our stakeholders participate and to contribute €6,000 to those that best represent and promote the values of Repsol and its foundation; we will also make social recognition donations in industrial complexes, in countries and at corporate level.
INDICATOR	Start-up of the Más Que Palabras (More Than Words), Acción Solidaria (Solidary Action), Redsolidarios (Solidary Network) and Customers and Social Recognition Donations programs. Participation of over 1,000 customers in the voting of projects.
EXECUTION YEAR	2016
CLOSING TO THE ACTION AS OF 31/12/2016	
STATUS	Fulfilled
CLOSING TEXT	We have successfully continued programs with employees (More than Words); shareholders (the Solidarity Action program) distributors (the Red Solidarios project), and social donations of recognition. Additionally, we have begun the program for RepsolMas customers. More than 250 customers have taken part in project voting. The objective of 1,000 was redefined because it was decided, due to the opportunity cost, to select the Mensajeros de la Paz project without presenting another option.

Process of updating the Plan

This Sustainability Plan is a dynamic document.

Each year we will give an account of the extent to which the actions that make up this Plan have been carried out by publishing a monitoring report.

Moreover, given that the expectations of our stakeholders and the issues that concern them are changeable and subject to the evolution of events during the course of the year, this Plan will be updated annually with new actions or the reformulation of existing ones to adapt them to the new situation.

The successive updates of the plan will leave behind them a trail of completed actions that, collectively, are a contribution of our Company to sustainable development.

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