

# Human Rights Impact Assessment Walking the talk



Community Relations – Peru BU Division

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## 1. Walking the talk

- Building and deploying company criteria
- Lessons learnt
- Peru experience

# Walking the talk

## Building and deploying company criteria



First experiences applying HR lens

Consolidation  
lessons learnt

Reinforce  
implementation

Improvement

Inclusion of  
HRIA  
requirements in  
Policies and  
standard

Carry out HRIA  
specific in  
operations with  
support from  
experts

Develop a  
guidance on  
HRIA to  
support internal  
practitioners

Support  
Business Units  
in the  
implementation  
process

Follow up

- ✓ **3 projects** carried out by Dec 2013
- ✓ **2 additional** downstream projects

- ✓ **By Dec 2014** first draft

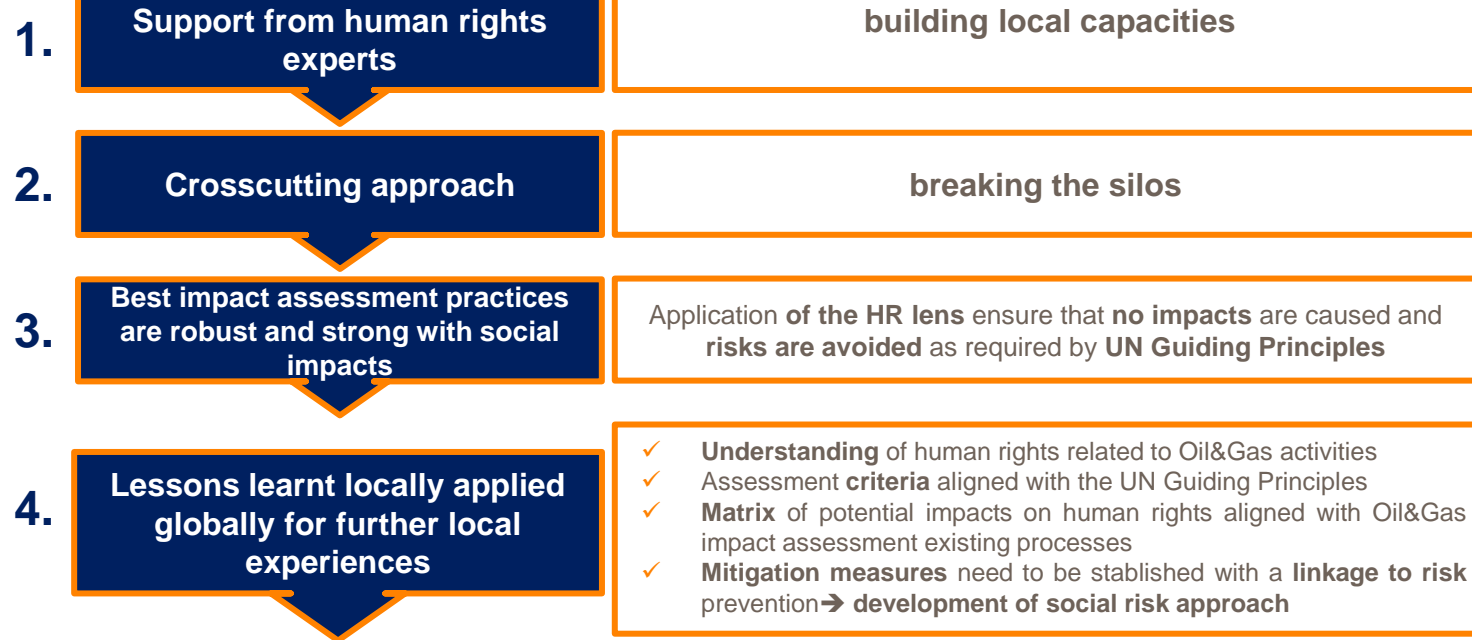
- ✓ Downstream
- ✓ Upstream
- ✓ **Guidance** tested in other countries

- ✓ **Internal and external** leverage
- ✓ **Support and assurance**

**AWARENESS & TRAINING**

# Walking the talk

## Lessons learned



# Walking the talk

## Peru Experience



### PROJECT SCOPE

- ✓ HRIA developed for a 2D seismic project for Block 109: 434,7 km in the Northern area of the block
- ✓ No previous exploration activities (green field)
- ✓ 2D seismic project was reduced to exclude Chayahuita area.

### PROJECT CONTEXT

- ✓ Peruvian rainforest: isolated and remote location
- ✓ Two ethnic groups : Awajun and Chayahuitas
  - Indigenous communities in the direct area of influence: 8 Awajún communities ( 2.648 inhabitants and 459 families)
  - Mixed communities: caserío La Esperanza (250 inhabitants and 83 families)
- ✓ Business relations: contractors employees (average 850 people)



# Walking the talk

## Peru Experience



### HUMAN RIGHTS IMPACT ASSESSMENT IN BLOCK 109

#### Approach

- ✓ Integrated with **ESHIA** process
- ✓ Focus on **HR of local indigenous communities**



#### Crosscutting and multidisciplinary project team formed by:

- ✓ Local consultant: **ESHIA experts** and **HR expert**
- ✓ International consultant: **HR experts**
- ✓ Repsol : Community Relations + HSE + Corporate Responsibility

#### Process to undertake the human rights impact assessment

- ✓ **Understanding** the project activities, its life cycle and potential implications on human rights
- ✓ **Human rights screening** → identification of the most salient in the context
- ✓ **Iterative analysis** of the baseline information
- ✓ **Identification** and assessment of potential impacts on human rights
- ✓ **Identification** of mitigation actions → definition of Mitigation Plan
- ✓ **Definition** of monitoring actions → definition of Monitoring Plan

# Walking the talk

## Peru Experience



### FINDINGS

#### ✓ Update the scope of the standard baseline

Need to:

- Reinforce the engagement with indigenous communities and contractors related to impacts on the cultural beliefs of indigenous people during the project
- Ensure compliance of labour conditions and standards of locals employed by contractors

### Next Steps

#### ✓ Application of the learnings in the current impact assessments in place:

- Human rights included in ToR of the impact assessment process for a development project → **continuos implementation of Repsol standards**
- Application of methodology, criteria and matrix → **lessons learnt applied**
- Knowledge acquired and skills developed are in use → **local leadership**



**THANK YOU**



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