

A decorative graphic in the bottom-left corner consists of several overlapping circles in shades of light gray and beige. A horizontal bar, colored red and orange, extends from the right side of these circles towards the right edge of the page.

*Sustainability
Report*
2015

Contents

PART I: PROFILE	4
Strategy and analysis	4
Company Profile	9
Material aspects, coverage and report profile	18
Stakeholder Engagement	21
Governance	31
Ethics and Integrity	40
PART II: SPECIFIC STANDARD DISCLOSURES	42
Economic Performance	42
Contribution to economic development where the company operates	42
Management of the supply chain and the impacts where the company operates	58
Environmental performance and safety	63
Energy efficiency and climate change	64
Biodiversity and ecosystem services	73
Spills management	76
Water management	77
Emissions (not greenhouse gases)	81
Waste management	83
Workplace safety, asset integrity and process security	85
Social Performance	88
Labour Practices and dignified work	88
Labour conditions, training and development	88
Relationship between employees and the company	99
Diversity and equal opportunities	99
Human Rights	102
Due diligence	102
Security forces	106
Indigenous rights	107

Society	110
Impacts on local communities.....	110
Anti-corruption	112
Responsible participation in public policy.....	112
Compliance.....	115
GLOSSARY	117
GRI content Index	120

Part I: Profile

Strategy and analysis

Opening message



Josu Jon Imaz
CEO

Leaders and experts agree that we are on the cusp of a fourth industrial revolution. Massive data analysis, artificial intelligence, new materials, robotics, the so-called internet of things, and cybersecurity will drive major change. The question debated is if humanity as a whole will benefit from this new wave of development or if, to the contrary, these new technologies will make employment scarce and deepen the gap between rich and poor. Klaus Schwab, founder of the Davos Forum, summed up the moment in which we lived by saying: “The changes are so profound that, from the perspective of human history, there has never been a time of greater promise or potential peril”.

It is a great paradox that, while half of the industrialized world is devising a new wave of technological innovation and listening to warnings about its opportunities and challenges, today 2.9 billion people (40% of the global population) continue to survive without access to modern fuels for cooking and heat. Of them, more than four million continue to die prematurely each year from illnesses attributed to this situation, with the highest occurrence being among children.

In 2000, the UN declared the eradication of extreme poverty and hunger as the number one objective of the then called Millennium Development Goals, global priorities for sustainable development. Once the time-frame lapsed in 2015, countries around the world renewed their commitment for the following three five-year periods with a new collection of priorities, the Sustainable Development Goals. Unfortunately, the eradication of poverty and hunger still requires a place at the top of the list.

This is the most pressing problem to be solved. As we know, this issue is extremely complex, namely because it must be compatible with the environmental impact produced by development and industrialization, without reaching the limit of our planet’s regenerative capacity.

The UN Framework Convention on Climate Change has been responsible for defining the main parameters of this limit. At its 2010 meeting in Cancun, and more notably in 2015 at the 21st UN Conference of Parties (COP21) in Paris, it was established that the fight against extreme poverty and hunger needed to be compatible with international adoption of paths towards greenhouse gas effect emissions reduction that is consistent with an average global temperature increase of less than 2°C with respect to pre-industrial levels. It was also stated that we should aspire to do more, and make efforts so that this increase is limited to 1.5°C.

Eradicating extreme poverty and hunger while moving away from greenhouse gas emissions produced on a global level by electricity and heat production (25%), agriculture and other land uses (24%), industry (21%), transport (14%), and other energy emissions (10%) is a colossal challenge.

It is not surprising that the UN has called on all tiers of society to make a substantial contribution. With respect to business, the United Nations Secretary-General, Ban Ki-moon, has put forth the expectation that companies continue to appropriately evaluate impacts, setting improvement goals and communicate results with transparency.

At Repsol, we are committed to the fight against climate change, which is reflected in the company's new Strategic Plan 2016-2020. In this sense, we have set a goal to reduce CO₂ emissions by 22% over the 2011-2020 period when compared to 2010, and currently we have already reduced emissions by more than 15%. This is how we are building a company that is not only more competitive, but more sustainable.

This financial year we achieved the highest score in carbon management reporting transparency according to the Climate Disclosure Project (CDP) sustainability index. This score indicates that Repsol has provided exhaustive information regarding its climate change strategy, its processes and the results of its measuring and risk management, and the management of its carbon footprint.

In addition, we have joined the Oil and Gas Climate Initiative (OGCI) in coalition with nine other oil and gas companies, which together supply nearly 10% of the world's energy. The goal of this voluntary initiative is to share best practices and technological solutions between members in order to coordinate our actions and strengthen our investments, thereby accelerating the fight against climate change.

As signatories of the "*Paris Pledge for Action*" document, we back the COP21 Agreement and work to ensure that our Company is part of the climate change problem's solution.

We have evaluated the positive and negative impacts caused by energy provision, we have agreed upon priority areas for action and improvement, and we have made a public commitment to regularly and consistently report on progress made towards the goals we set out to achieve.

Poverty -or its other aspect, economic growth- and climate change are obviously the main aspects of our actions in terms of sustainability, however there were many other actions in 2015 which we will render account in this report.

In this financial year, the Board of Directors has set up a Sustainability Committee with the task of analyzing the expectations of the company's stakeholders and reporting these to the Board of Directors, proposing the approval of the strategy and guiding and monitoring the objectives, action plans and practices of the company regarding sustainability.

Also this year, the function of the Ethics Commission have been expanded to designate it as Repsol's criminal prevention body, and for the first time at Repsol a General Directorate was created which contains the term sustainability in its name, showing the relevance the company places on sustainable development for our business today and for the future.

In terms of safety, we have slid backwards in the path towards our company goal of having zero accidents in 2020. The personal accident rate increased by 8% with respect to the previous year. Despite this, it is important to highlight that the process safety accident rate saw a reduction of 17% in 2015. Without taking our attention off occupational safety, we are currently placing more focus on industrial accidents rates as the list of the industry's most serious accidents has shown that maintaining low personal accident rate indicators does not in and of itself prevent the occurrence of serious accidents such as large-scale blowouts or fires.

The company's Steering Committee commitment to safety is unwavering in any context: economic, geographic, or any other. For this reason, together with the company's strategic plan, a pro-active safety plan called "SMARt Keys" was launched, which was designed to prevent large-scale industrial accidents. The plan is carried out on three fronts: People, Processes, and Plants.

The acquisition of the Canadian company Talisman Energy Inc. meant a cultural change that has brought growth, diversification, and above all, value. Together with this company's integration process, a Transformation Program has been put into place which includes specific projects geared towards the sustainable improvement of results and efficiency, process simplification, the elimination of redundancies and rationalization of corporate functions, among others, while at the same time maintaining governance oriented towards managerial excellence.

Corporate culture objectives have been set for next year which focus on promoting the transformation program's management, the consolidation of the cultural model along with its vision and values, the need to promote new ways of working, and strengthening internal value. This integration will lead us to be more flexible, more efficient, and to value the diversity and talent of all individuals that make up the Repsol team.

Regarding to local communities, a new management system has been carried out that will be the appropriate vehicle for implementing highly relevant components entitled "due diligence for human rights". The focus is on continuously identifying and mitigating risks, and adequately repairing damage that may occur.

In the area of the value chain responsible management, Repsol has updated its risk mitigation systems: qualification criteria and control have been reinforced for suppliers and contractors, the model-clauses for contracts signed with third-parties have been revised, processes associated with non-financial due diligence prior to the acquisition and participation processes, and to the establishment of business relationships with counterparties have been established. This last financial year, we carried out more than 4,300 environmental, labor, social, and integrity evaluations on suppliers and contractors.

In the last few years, social concern for so-called "tax responsibility" has grown. In this area, Repsol has pro-actively participated in tax good governance debates which have taken place within various international organizations (UN, OCDE, and EU). We have had the opportunity to present our vision on matters of great substance in the current debate such as the tax contributions of multinationals, the problem of profit shifting, and the demand for information on corporate payments made to governments.

We are committed to public transparency being one of the pinnacles that guides our actions when exercising tax functions. Repsol has adopted good behavioral tax codes and procedures years ago and, being conscious of its responsibility towards the economic development of the societies in which it operates, voluntarily publishes taxes paid and collected in each of the countries and territories in which it is present. The figures reflect the magnitude of this contribution: Repsol group's tax contribution to public finances reached €11,989 million in 2015, with €1,840 million corresponding to our own taxes and €10,149 million corresponding to third-party taxes.

All of this is just a portion of Repsol's contribution to sustainable development. A more complete description is found in the nearly 700 actions included in our 2015 sustainability plans. The development of these plans is the way in which our organization understands, learns, and involves itself in sustainable development challenges throughout its geographic area, and focuses its capacity for improvement and innovation towards better preventing and mitigating other unfavorable impacts while producing shared value for our employees, local communities, value chain, and other stakeholders.

I would like to conclude with a long-term message for our institutional investors.

The International Energy Agency projections for the next 15 years, the time frame for the Sustainable Development Goals, in a scenario consistent with the commitments acquired through the COP21 Agreement in Paris, predict that the global demand for oil and gas will not only increase, but that it will grow in absolute terms.

Even when counting high energy efficiency rates, the world will need to continue investing in hydrocarbon to compensate for the decline in production from current deposits, and thereby avoid energy scarcity and economic stagnation. To encourage these investments, which are and will continue to be strategic, investors will have to continue earning competitive returns, which will be achieved through a combination of higher prices and greater cost efficiency than we see presently.

The transition towards a reduced carbon economy will continue to take place over the next decades and, during these periods, hydrocarbons will continue to take on a leading role in the energy mix.

In this context, we will continue working to improve energy efficiency, we will find ways of further reducing greenhouse gas effect emissions, and we will develop all possibilities that natural gas has to offer as a source of energy that will play a relevant part in achieving sustainable development goals.

Key impacts, risks and opportunities

We have been working on an integrated risk management model with the goal of anticipating, managing, and controlling risks, offering a reliable and global vision of all risks that may affect the company, regardless of their nature, for years.

The acquisition of Talisman has reinforced the company's exploration and production activity, diversifying and improving the quality of our assets and boosting growth capacity in Canada, Colombia, the United States, Indonesia, Malaysia, Norway and Vietnam. It has also meant new challenges, such as the incorporation of new employees who bring talent, knowledge, and new skills.

The similarity in corporate cultures and focus on sustainable management has made the integration of the Canadian-based energy firm much easier. It shares the same five pillars as Repsol: safety and environment, people, human rights and local communities, stakeholder participation, and governance.

Exactly like Repsol, Talisman's commitment to sustainability, formalized through standards, policies, and processes, has allowed us to carry out a progressive transition, though we are still working to unify our management systems and reach total integration. We have analyzed areas in common and differences in our processes and regulations and we have defined how they should be redesigned in an integrated manner.

We decided to integrate three key documents for both companies: the Health, Safety and Environment Policy, approved and available on the corporate website, the Basic Safety Rules and the Community Relations Policy, which are currently being approved.

Furthermore, we are implementing the organizational model for relations with communities and human rights in the business units that have come from Talisman. In 2016, we will work on integrating the management systems.

Our objective is to extend Repsol's sustainability model to Talisman's operations, setting up Sustainability Committees in the main business areas that we have incorporated.

Moreover, we have integrated the most relevant risks from Talisman's various business units into the rest of the Repsol group, with the purpose of obtaining a consolidated risk map for the company.

In this financial year, the Board of Directors has set up a Sustainability Committee with the task of analyzing the expectations of the company's stakeholders and reporting these to the Board of Directors, proposing the approval of the strategy, and guiding and monitoring the company's objectives, action plans, and practices regarding sustainability. Similarly, with the approval of the new Sustainability Policy we have undertaken to drive forward the best practices regarding sustainability and to regularly review their implementation.

Throughout this report we will include information on how we manage the various material aspects, with a focus on risks and opportunities.

Repsol tax policy and strategy

The group's tax policy and strategy is aligned with the company's mission and values, as well as with its long-term business strategies. It has been approved by the Repsol S.A. Board of Directors, and is summarized as follows:

"The Repsol group is committed to managing its tax matters by applying good tax practices and acting with transparency, paying its taxes in a responsible and efficient manner, and promoting corporate relations with governments in an attempt to avoid significant risks and unnecessary conflicts."

The principles of action on which the group's tax policy is based are listed as follows:

One. The company is aware of its responsibility for the economically sustainable development of the societies in which it is present, and taxes paid represent a significant part of its economic contribution. For this reason, it is committed to responsibly paying taxes in the countries where it operates, applying the following principles of action:

- Compliance with the law, respecting both its drafting and essence.
- Application of the healthy competition principle (“*arm’s length*”) in its intragroup operations.
- Adoption of its fiscal positions based on solid business and economic reasons or commonly accepted practices, avoiding abusive tax planning practices or schemes.
- Supplying truthful and complete information about its operations.
- Prioritization of non-judicial channels to resolve conflicts when possible, and use of the possibilities that legal procedures offer for strengthening agreements with administrations.

Two. The group reconciles responsible compliance with its tax obligations with the commitment to create value for its shareholders through the efficient management of tax benefits and costs. Efficient tax management will support the development of operations and business models, respecting both the drafting and essence of applicable laws, taking into consideration the company’s overall interests and preventing significant fiscal risks.

Three. The group is committed to strengthening its relationship with tax administrations inspired by the principles of trust, good faith, professionalism, collaboration, loyalty, and the search for mutual understanding based on reciprocity, all with the purpose of facilitating the tax system’s application, increasing legal security, and reducing litigation.

Four. Repsol applies responsible fiscal policies that allow for the prevention of behavior that is susceptible of producing significant tax risk. Tax risk management is embodied in the group’s overall risk management policy, and has the purpose of mitigating or eliminating them. If these risks are assumed (due to the impossibility of reaching a mutual understanding with the tax administration), the defence of the group’s legitimate interests must be ensured.

Five. As a socially responsible company, the Repsol group is committed to public transparency constituting one of the pinnacles that guides its actions when exercising fiscal functions. In particular, the group is committed to:

- Not making use of opaque or contrived business structures with the purpose of reducing the transparency of its activities.
- Not being present in tax havens, unless necessary for business reasons.
- Complying with the best standards in existence for external reporting on tax issues in order to facilitate an understanding of its tax contribution and applicable tax policies.

It is important to mention that the Repsol group has adhered to Spain’s Good Tax Practices Code since 2010, and shares and supports the principles contained in the BIAC Statement for Tax Principles for International Business and the OECD Guidelines for Multinational Enterprises.

Presence in tax havens

The group has published its policy regarding tax havens in section 6.3 Tax Issues of the management report, which includes sub-sections specific to this question.

In agreement with its tax policy, Repsol avoids using opaque or contrived structures for the purposes of hiding or reducing the transparency of its activities. Repsol is committed to not being present in tax havens, unless complying with legitimate business motives.

If Repsol is present or active in a tax haven, it guarantees: (i) the Board of Directors’ authorization of the constitution or acquisition of the company, as well as periodic information regarding its activity; (ii) strict compliance with regulations relating to exercising the business activities developed; (iii) the application of general criteria and procedures for the administration and control of the group’s management; and (iv) full transparency and cooperation with administrations affected in order to facilitate information deemed necessary in relation to the activities developed.

The company actively manages the search to reduce its already limited presence in territories classified as tax havens, or which are considered to be uncooperative with tax authorities. For these purposes, the tax haven lists elaborated by the OCDE and Spain are used as a reference. In the last ten years, Repsol has significantly reduced its presence in these territories, moving from having more than 40 companies, to having a minimum presence, as is described below.

Repsol is not present in the territories included in the list of uncooperative tax havens produced by OCDE in 2012 under the focus of a “lack of information transparency”. The company is following the process being carried out by OCDE within the so-called “Transparency Forum” with special interest, as it involves the review of practical compliance with standards on transparency and an exchange of tax information between member states, as well as the work carried out by the European Union to define a list of uncooperative jurisdictions.

In this sense, within its commitment to transparency, and as in years prior, a detailed list of the group’s main companies as of 31 December 2015 is included in the consolidated report as annexes I and I-b. Also included are the variations in the consolidation perimeter which took place during said year, where the activities developed by each of the companies, and the countries and territories in which they develop their activities, can be observed.

Company profile

G4-10 Total number of employees by employment contract and gender

	STAFF ¹ BY CONTRACT TYPE AND GENDER					
	2013		2014		2015	
	Men	Women	Men	Women	Men	Women
Total staff by gender	16,357	7,857	16,343	8,117	18,190	8,976
Staff by contract type						
Permanent	14,988	7,005	15,015	7,233	16,562	8,106
Temporary	1,369	852	1,328	884	1,628	870
Total staff by year	24,214		24,460		27,166	

The increase in the number of staff at the company is mainly due to the incorporation of Talisman employees after the acquisition in May 2015.

The percentage of Repsol employees with a permanent contract has remained constant over the past three years at 91%.

¹ Staff data for 2013 and 2014 does not include employees with a working day of less than or equal to 20%.

STAFF BY EMPLOYMENT TYPE AND GENDER

	2013		2014		2015	
	Men	Women	Men	Women	Men	Women
Total staff by gender	16,357	7,857	16,343	8,117	18,190	8,976
Staff by employment type						
Full time	16,134	7,618	16,097	7,843	18,031	8,785
Part time	223	239	246	274	159	191
Total staff by year	24,214		24,460		27,166	

The reduction in part-time staff occurred mainly in the companies Campsa and Viared.

Region	2013			2014			2015		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Africa ²	44	201	245	44	175	219	27	133	160
Asia ³	38	86	124	44	97	141	331	918	1,249
Europe ⁴	6,042	12,546	18,588	6,200	12,493	18,693	6,164	12,610	18,774
Latin America ⁵	1,558	3,221	4,779	1,633	3,224	4,857	1,676	3,217	4,893
North America ⁶	175	302	477	196	354	550	748	1,265	2,013
Oceania ⁷	0	1	1	-	-	-	30	47	77
General total	7,857	16,357	24,214	8,117	16,343	24,460	8,976	18,190	27,166

Repsol's presence has increased to 40 countries with the acquisition of Talisman. This has meant a considerable increase in staff, in Asia mainly in Malaysia, North America, both Canada and the United States, and Oceania.

G4-11 Percentage of employees covered by collective bargaining agreements

In Spain, the Company Collective Bargaining Agreement to which Repsol belongs applies to 100% of its employees, though there is a percentage that is excluded from the agreement for various reasons which are dictated by the individual contract set forth by these groups.

According to the data available to date, employees covered by Collective Bargaining Agreements in countries other than Spain are:

- Brazil: the Company Collective Bargaining Agreement applies to local Repsol Sinopec Brazil employees that provide services in the country.
- Italy: the Sector Collective Bargaining Agreement applies to employees of the group's companies in Italy.

² Africa: Algeria, Angola, Libya, and Morocco.

³ Asia: China, Indonesia, Iraq, Kazakhstan, Malaysia, Papua New Guinea, Russian Federation, Singapore, and Vietnam.

⁴ Europe: Belgium, Bulgaria, France, Germany, Holland, Ireland, Italy, Luxembourg, Norway, Portugal, Romania, Spain, Switzerland and United Kingdom.

⁵ Latin America: Aruba, Bolivia, Brazil, Colombia, Ecuador, Guyana, Mexico, Peru, Trinidad and Tobago, and Venezuela.

⁶ North America: Canada and USA.

⁷ Oceania: Australia.

- Peru:
 - At the La Pampilla S.A. refinery: 40% of employees are covered by the Company Collective Bargaining Agreement.
 - At Repsol Gas del Perú: 49% of employees are covered by the Company Collective Bargaining Agreement.
- Portugal:
 - At Repsol Portuguesa, S.A and Repsol Gas, S.A: 100% of workers are covered by the Sector Agreement.
 - At Repsol Polímeros, S.A: to date, the 2014-2015 Company Collective Bargaining Agreement applies to 98.1% of non-exempted employees.

G4-12 The company's supply chain

Repsol is an integrated oil and gas company that carries out the following activities:

Upstream	<p>Exploration of oilfields, both onshore and offshore.</p> <p>Development of fields which have had successful exploration and preparing them to be produced.</p> <p>Production: extracting and necessary treatment for marketing crude oil and gas.</p>
Downstream	<p>Crude oil and gas transport by pipeline or in tankers from the production areas to the consumption areas.</p> <p>Refining crude oil to turn it into value added products such as gasoline and diesel.</p> <p>Marketing such products and liquefied petroleum gas (LPG) via, in each case, the petrol station network and the network for distribution to the end customer.</p> <p>Chemicals which, from oil derivatives, produces and sells a wide variety of products ranging from basic petrochemicals to derivatives.</p> <p>The regasification of natural gas and liquid natural gas (LNG) and renewable production projects.</p>

Each activity has its own specialized supply chain. As such:

Upstream	<p>Exploration: requires geology services and seismic data, as well as onshore and offshore drilling services.</p> <p>Development: requires engineering and facility construction services.</p> <p>Production: requires services for operation and the maintenance of facilities.</p>
Downstream	<p>Construction, operation, and maintenance of refineries: contracting engineering and construction services, as well as numerous maintenance services and raw materials.</p> <p>Construction, operation and maintenance of the gas stations: contracting engineering and construction services, as well as numerous maintenance services.</p> <p>Maintaining the distribution fleet: buying and maintaining gas containers (canisters) and maintaining LPG factories.</p> <p>Operation and maintenance of the chemical facilities: contracting engineering and construction services, as well as numerous maintenance, operational logistics, transport, and distribution services.</p> <p>Operation and maintenance of oil and gas pipes.</p> <p>Operation and maintenance of LNG regasification plants.</p>

In addition to the products and services that are directly related to the sector, we also contract other indirect and crosscutting supplies, such as the engineering services, IT systems, consultancy, training, among others.

The engineering services include engineering, construction, assembly and material and equipment supply agreements for investment projects implemented in various countries by the Repsol group.

The services related to the IT systems also include the supply of IT infrastructure equipment and systems, such as services to implement and maintain such equipment and systems. Repsol currently has 363 suppliers with agreements in place and 243 approved service and material suppliers.

All of these activities, as well as the geographic presence of Repsol's activities mean that suppliers⁸ distribution is global:

Region of origin of the supplier	Number of suppliers	Amount (Euros)
Africa ⁹	220	155,759,426.37
Asia ¹⁰	279	79,107,475.24
The Caribbean ¹¹	315	127,392,397.78
Europe ¹²	10,294	2,541,393,426.85
Latin America ¹³	3,582	1,115,444,904.78
North America ¹⁴	1,094	512,527,052.82
Oceania ¹⁵	7	207,851.96
Total	15,791	4,531,832,536

⁸ The data regarding the number of suppliers, amounts, and numbers of agreements presented refer to the assets that belonged to Repsol before the acquisition of the company Talisman Energy, due to the fact that Talisman's assets have not yet been completely integrated into Repsol's management systems. Data regarding Talisman is provided under heading G4-13.

⁹ Africa: Algeria, Angola, Gabon, Libya, Mauritania, Morocco, Namibia, and South Africa.

¹⁰ Asia: Bahrain, China, Hong Kong, India, Indonesia, Iraq, Japan, Jordan, Malaysia, Russian Federation, Saudi Arabia, Singapore, Thailand and United Arab Emirates.

¹¹ The Caribbean: Aruba, Bahamas, Barbados, British Virgin Islands, Cayman Islands, Cuba, Curaçao, Dominican Republic, Puerto Rico, Trinidad and Tobago and US Virgin Islands.

¹² Europe: Andorra, Austria, Belgium, Czech Republic, Denmark, Finland, France, Germany, Holland, Hungary, Ireland, Italy, Jersey, Luxembourg, Malta, Norway, Poland, Portugal, Romania, Spain, Sweden, Switzerland, Turkey and United Kingdom.

¹³ Latin America: Argentina, Bolivia, Brazil, Chile, Colombia, Ecuador, El Salvador, Guyana, Mexico, Panama, Peru, Uruguay, and Venezuela.

¹⁴ North America: Canada and United States.

¹⁵ Oceania: Australia and Papua New Guinea.

G4-13 Significant changes regarding the supply chain

The acquisition of Talisman has bolstered our position in some geographic areas, such as Europe, South America, and North America, and has also allowed us to enter new geographic areas, such as South East Asia, changing the configuration of the supply chain. As such, Repsol now has more than 22,000 suppliers across the globe. The 6,324 new suppliers are distributed in the following manner:

Country of origin of the supplier	Number of suppliers
Canada	1,360
Colombia	300
Indonesia	83
Iraq	298
Malaysia	872
Norway	318
Papua New Guinea	318
United Kingdom	1,500
United States	826
Vietnam	449
Total	6,324

As a result of the integration process of both companies, we reviewed the Talisman supplier management processes to adapt them to Repsol's processes, as well as the ethical and conduct principles for such suppliers, analyzing and unifying the ethics and conduct code applied to suppliers. An updated version of the Ethics and Conduct Code for Suppliers will be published in 2016.

The integration of Talisman will also have an impact on the agreements currently in force. We are currently analyzing how to unify them.

Furthermore, the investments made at the La Pampilla refinery caused a significant shift in the supply chain in Peru, generated by the arrival of suppliers and contractors from other countries to complete and ensure the execution requirements, terms and costs for the project that we are currently implementing to condition six processing units to the new specifications for sulphur content in gasoline and diesel.

G4-15 List of developed economic, environmental and social charters, principles or other initiatives to which the organization subscribes or which it endorses

Repsol participates in various international initiatives and associations related to corporate social responsibility and sustainability.

We adhere to the **Voluntary Principals in Security and Human Rights** initiative, with the aim of guaranteeing the security of the operations in sensitive areas and in conflict areas through working procedures that ensure that human rights are respected.

We are part of the **Oil and Gas Climate Initiative** (OGCI) in order to act against climate change in specific areas of the sector that, in addition, support the agreement signed at the United Nations Climate Change Conference (COP21).

Repsol has kept its commitment to the **United Nations Global Compact** active since it subscribed in 2003. The company forms part of the local networks of the **Global Compact** in Bolivia, Ecuador, Malaysia and Spain. In Spain, we have been part of the Executive Committee of the Spanish network since 2012 and we actively participate in the Human Rights group, strengthening our commitment to promote corporate responsibility and human rights among Spanish organizations.

The company is a founding member of the Extractive Industries Transparency Initiative (**EITI**) which is aimed at promoting a transparency framework for the income that host governments receive from companies in the extractive sector when carrying out their activities within their territory. Repsol reports information about the payments it has made to the governments of countries in accordance with EITI requirements. Furthermore, Repsol is part of the National Work Commission, an initiative from EITI Peru since 2011, and participates in the Trinidad and Tobago group since 2015.

Furthermore, Repsol actively participates in other activities:

- **Center for Chemical Process Safety (CCPS)**, an association that works to improve process safety, developing practical guides for application in the industry.
- **International Process Safety Group (IPSG)**, an association that promotes good practices regarding process safety, oriented at preventing and mitigating the risk of industrial accidents.
- **Mediterranean Oil Industry Group (MOIG)**, regional forum for the prevention of, preparation for, and response to spills in the Mediterranean Sea.
- **ITIC's Oil and Gas Taxation and Regulatory Dialogue**, a platform for debating the principles that should govern fiscal and regulatory policy in the hydrocarbon sector in developing countries, which has organized, in Washington its first meeting with representatives from the International Monetary Fund, the UN, and the World Bank.

G4-16 List of membership associations and national or international advocacy organizations to which Repsol belongs

International area

International Oil and Gas Producers (IOGP), an international organization that represents the exploration and production industries with regulatory bodies. We are part of the following committees and working groups: EU Committee, Energy and Climate, Marine and Environment subcommittee.

International Energy Agency (IEA), an intergovernmental organization that advises on economic policy to its 29 member states. Its policies are based on ensuring energy supply, economic development and environmental protection.

American European Community Association (AECA), a transatlantic alliance that serves as a platform for discussing key issues regarding economics, politics, and business. It is an independent, non-profit organization that is not affiliated with any party, which enables open dialogue on various issues in order to improve international cooperation and understanding.

Similarly, Repsol is also part of the **Social Responsibility Committee of the Regional Association of Oil, Gas and Biofuels Sector Companies in Latin America and the Caribbean (ARPEL)**. In April 2015, it organized a specific workshop on Cooperation and Innovation for Sustainable Energy Development. Furthermore, it chairs the Human Talent and Knowledge Management Committee and participates in the Occupational Health Team of the aforementioned Association.

Business and Industry Advisory Committee (BIAC), an organization of the business community of the OECD countries to contribute towards the companies' perspective being taken into account in the decision-making processes in the OECD. Repsol is part of the Investment Committee and the Tax Committee. As part of the latter we have participated in the public enquiry regarding transfer pricing at OECD's headquarters in Paris.

Business Europe, enterprises' organization for EU businesses advocate for growth and competitiveness, which regularly interacts with the European Parliament, Commission, and Council, as well as other stakeholders in the policy community. We participate in the following groups: Energy Climate, Business Europe Advisory Environment, Tax Policy, Green Taxation, and Research and Technological Innovation.

International Chamber of Commerce (ICC), of which Repsol is a member of the Spanish committee and the ICC G20 CEO Advisory Group. Furthermore, we participate in the Chambers of Commerce for Spain, Bel-Lux, Venezuela and, since the acquisition of Talisman, those of Canada, the US, Alaska, and Texas.

European Foundation for Management and Development (EFMD), of which Repsol is a member of the executive board.

International Emissions Trading Association (IETA), an association that promotes sharing and dissemination of issues regarding the carbon markets. EU Joint Transfer Pricing Forum, of which Repsol is a non-governmental member. It is the only multi-stakeholder work forum under the supervision of the European Commission. Repsol attended the meetings held in June and October.

Fuels Europe, sector association. We take part in the work group, Tax Issue Group (TIG). Such group meets on a bi-monthly basis. Some issues that have been dealt with are special taxes that affect all of the oil industry, as well as the application of tariff duties on certain atmospheric waste from the refineries.

Repsol is part of the **Subcommittee on Extractive Industries Taxation Issues** created by the Committee of Experts on International Cooperation on Taxation Issues of the United Nations. Its role is to consider, provide information for and propose a guide on taxation in the extractive industry, mainly aimed at developing countries.

Repsol plays a very active role in **IPIECA, the International Petroleum Industry Environmental Conservation Association**. Since 2002, the IPIECA's efforts have been focused on helping its member businesses to improve their management systems in the establishment and distribution of good practices for social and environmental matters relating to the oil and gas sector. We are part of the Executive Committee and the Strategy and Planning Committee. In addition, we actively participate in different working groups, including: Biodiversity, Water, Climate Change, Oil Spills, Reporting, Social Responsibility, and Business Relations.

Sustainable Process Industry Through Resource and Energy Efficiency, SPIRE, association to promote innovation in Europe, driving the European Union's horizon 2020 subsidy program through the development of Public-Private Partnerships (PPP) with the European Commission.

We are members of the World LPG Association, and participate in the "Cooking for life" project which encourages a change from fossil fuels to LPG for use in kitchens in developing countries in order to avoid diseases and other risks derived from inefficient combustion.

Angola

Associação das Companhias de Exploração e Produção de Angola (ACEPA). We participate in the Association of Exploration and Production Companies through subcommittees (Safety and the Environment, Human Resources, and others). We deal with topics relating to all aspects of daily activities and operations that affect oil companies, the industry as a whole, and partners. The company also addresses the application of Angolan laws and regulations applicable to the oil industry in order to ensure improvement measures are applied and best practices are shared with other operators on an international level.

Bolivia

Cámara Boliviana de Hidrocarburos y Energía, as part of which Repsol participates in the Health and Safety Mixed Committee.

Brazil

Associação Brasileira de Qualidade de Vida (ABQV), which handles Labor and health issues.

Instituto Brasileiro de Petróleo, Gás e Biocombustíveis (IBP, Brazilian Oil, Gas and Biofuel Institution), an institution representing the oil sector to improve the regulatory environment, publishing information on the industry, promoting technical development, protecting the environment, safety and social responsibility.

Instituto Ethos, civil society organization of public interest; its mission is to mobilize, encourage and help companies to manage their socially responsible businesses to create a sustainable and fair society

Canada

Aboriginal Human Resource Council, organization that provides consultancy services for hiring and incorporating indigenous in companies.

Circle for Aboriginal Relations, focused on enabling dialogue and promoting trust, respect and credibility in relations between the government, the indigenous peoples and the business sector.

Furthermore, we participate in dialogue groups with various stakeholders that are involved in the energy sector operations, such as **Edson (Yellowhead) Synergy** and **Rimbey Synergy**.

Province of New Brunswick Critical Infrastructure Council, group to protect the basic infrastructure of the zone, such as energy, food, transport and information and communication technology.

Atlantica Centre for Energy: we are members of this association, which is dedicated to the sustainable development and growth of the energy sector in the Atlantic region of Canada and the North-eastern United States, where the government, research and education sectors, and the community are connected.

Colombia

Asociación Colombiana del Petróleo (ACP), which brings together the companies that carry out oil exploration, drilling, transport and distribution activities and serves as a communications channel with the government. Repsol is a member of the Executive Board.

Comité Minero Energético en Seguridad y Derechos Humanos (CME) to promote efficient performance in the sector and among state institutions regarding the Voluntary Principles on Security and Human Rights.

Ecuador

American Society for Industrial Security (ASIS), Repsol Ecuador belongs to this organisation to increase efficiency and productivity in professional security.

Asociación de la Industria Hidrocarburífera del Ecuador (AIHE), Repsol is a member of this non-profit organization which promotes dialogue between associated companies and the State, supporting the growth of the hydrocarbon industry and the economic and social development of the country.

Consortio Ecuatoriano de Responsabilidad Social (CERES), which brings together organisations that promote socially responsible practices in Ecuador.

Grupo Faro, Repsol has been collaborating since 2008 on information transparency issues. Grupo Faro is an investigation center that supports and promotes active participation of civil society, the business sector and state institutions in promoting, implementing and monitoring national and local public policy.

Indonesia

Indonesia Petroleum Association (IPA), in which we participate as members of the following Committees: Environment and Safety, Communication and Social Investment, NLG and Gas, Regulatory Issues and Human Resources.

Norway

Joint Industry Project, in which we participate in underwater integrity and regulatory management.

Norwegian Gas and Oil Organization (NOROG), in which Repsol participates on the Legal, Operations, and Communications committees, as well as in the executive, drilling, health and environment, integrity, people and organization, employee policies, trade, dismantling and supply base and industrial forums.

Standardization Network Norway (NORSOK), in which Repsol forms part of the fiscal measurement, risk based maintenance, safe use of lifting equipment, process design, electric systems or piping and valves.

Peru

Asociación para el Fomento de la Infraestructura Nacional (AFIN), for the development of the public service infrastructure through investment in companies, contributing to economic growth and the reduction of poverty.

Empresarios por la Educación, association for improving the quality and equality of education through alliances with the government, civil society and international bodies, focused on rural and marginalized areas of Peru.

Perú 2021, an association to promote and spread Social Responsibility as business management.

Red Nacional de Empresas y Discapacidad, promoted jointly by Repsol and the International Labor Organization.

Sociedad Nacional de Minería, Petróleo y Energía (SNMPE), in which we participate on the Security Committee.

Portugal

Repsol is a founding member of the **Large Businesses Forum** created in 2014, and we have participated in the creation of the Good Tax Practices Code.

GRACE, Repsol belongs to this institution which seeks to reflect on, promote and develop Corporate Social Responsibility initiatives.

Instituto Português Corporate Governance (IPCG), which acts as an instrument to promote good corporate governance practices.

Russian Federation

Association of European Businesses (AEBrus), an independent, non-commercial organization that represents and promotes the interest of European businesses in the Russian Federation. Repsol participates on the Safety, Health and Environment Committee (SHE) and the Environment Subcommittee.

Petroleum Advisory Forum (PAF), association of foreign energy companies with investment projects in the country. Repsol participates in the committee meetings on advances in environmental legislation.

Spain

Asociación Española de Compañías de Investigación, Exploración, Producción de Hidrocarburos y Almacenamiento Subterráneo (ACIEP). We are part of the Executive Board and the Environmental Committee.

Asociación Española para la Calidad (AEC), Repsol chairs the work group on innovation at this association, which is aimed at creating a meeting point to explore, identify and develop successful models and practices in innovation and improvement management.

Repsol is a member of **AERCE** and **CPONET**, associations aimed at the purchasing function of companies through which the purchasing units at Repsol collaborate and try to promote the issue of sustainability in supply chain management.

La Comisión de RSE de la Confederación Española de Organizaciones Empresariales (CEOE).

CONAMA (Congreso Nacional de Medio Ambiente) Permanent Group, in which we participate in the Work Group on Companies and Biodiversity.

Club Español de la Energía (Enerclub), Repsol is the second Vice-Chairperson of the club and chairs the **Spanish World Energy Council**.

Foro Tributario de Grandes Empresas, which has the mission of reinforcing transparency and trust in relationships between the Tax Administration and entities in order to cooperate on the improved management of the tax system.

We preside over the **SEDIGAS** gas association and participate in the “Committee for the Promotion of Efficient Gas Use” in order to promote the use of gas in Spain’s energy mix.

Trinidad and Tobago

Energy Sector Security Initiative (ESSI), we have participated in the Operational Committee.

Trinidad & Tobago American Chamber, Repsol has chaired the Security Committee of the American Chamber.

United States

Overseas Security Advisory Council (OSAC), promoting cooperation on security matters among the American private sector on a global level.

Resource Development Council (RDC), committee focused on growth in Alaska through the sustainable development of its resources.

United States Council for International Business (USCIB), represents 300 multinationals, law firms, and associations with more than 50 specialized committees and work groups. Repsol is a member of the taxation work group.

Vietnam

Through the **Canada Chamber of Commerce (CanCham)** in Vietnam, we participate in different associations such as the **Vietnam Business Forum (VBF)**, establishing relationships between business and the government; the **Advisory Council on Administrative Procedure Reform, Anti-Corruption Dialogue** and the **Canada-ASEAN Business Council (CABC)**.

Material aspects, coverage and report profile

Response to indicators G4-17 through G4-23, and G4-28 through G4-33

This report has been drawn up according to the directives of the “Sustainability Reporting Guidelines” of the Global Reporting Initiative, in the G4 version thereof and the sector supplement for oil and gas businesses, in the **exhaustive** option. Moreover, this report has been completed with the basic principles governed by Standard AA1000 2008 APS: inclusivity, materiality and accountability, and verified according to Standard AA1000 2008 AS.

We define **materiality** as the wide range of topics on which the company accounts on its performance in the economic, environmental and social issues and that substantially influence the evaluations and decisions of its stakeholders.

To determine materiality, we have brought together internal factors such as the company's mission, competitive strategies and its risk map, with external factors such as the concerns and expectations directly expressed by the stakeholders in the studies to identify expectations. Such studies, based on the recommendations in Standard AA1000, are aimed at identifying and listing the concerns and expectations of Repsol's stakeholders on a global and local level.

We conducted in-depth interviews on a sample of around 100 representatives from the stakeholders identified, to which we have added an analysis of the media.

The process to define the content is made up of 3 phases:

- Phase 1: **Identification** of the relevant aspects and issues and the coverage thereof, starting from the principles within the context of sustainability and shareholder participation, as well as the impact on the business.
- Phase 2: **Prioritization** of the material aspects and issues identified by the stakeholders and the company.
- Phase 3: **Validation** of the material aspects and issues, applying the principles of exhaustiveness and stakeholder participation.

We have identified 19 material issues with average and high priority related to the areas of governance, economics, security, environment and social matters, which are shown in the following figure. The coverage and description thereof shall be described under the corresponding indicators in Part II- Implementation.

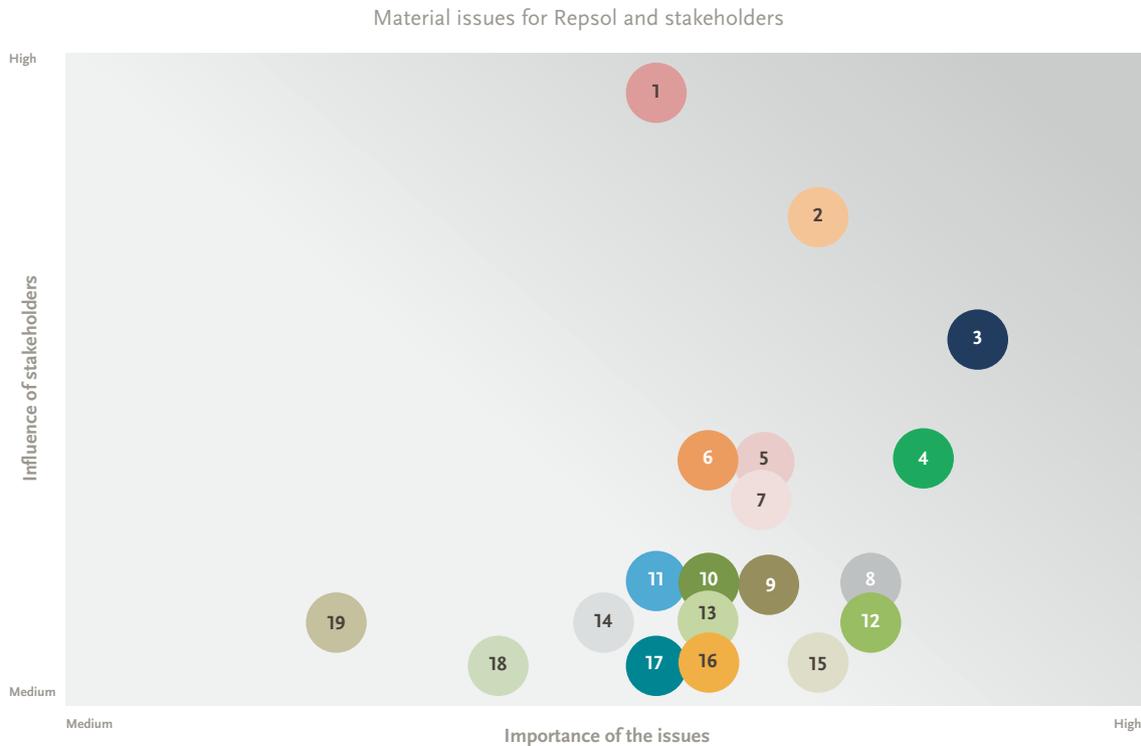


Fig.1. Materiality illustration

- | | | | |
|----|---|----|---|
| 1 | Local communities | 11 | Governance, ethics and transparency |
| 2 | Economic development | 12 | Leaks |
| 3 | Safety | 13 | Water |
| 4 | Energy efficiency and climate change | 14 | Relationship between the business and the employees |
| 5 | Corruption | 15 | Compliance |
| 6 | Supply chain | 16 | Waste |
| 7 | Due diligence | 17 | Diversity and equal opportunities |
| 8 | Labour conditions, training and development | 18 | Emissions (not Greenhouse Gases) |
| 9 | Indigenous rights | 19 | Participation in public policy |
| 10 | Biodiversity | | |

The most relevant stakeholders identified, whose concerns we have analyzed in the materiality study, are the following

- Employees
- Investors
- National public bodies and institutions
- International bodies
- Suppliers and contractors
- Civil society

The following table lists the material issues that the stakeholders consider important.

	Material issues	Reference in the report
Governance	Remuneration policy in the breakdown of information regarding the remuneration for the executive officers and the implementation of training programs on environmental, social and good governance matters for directors and executives. Bolstering internal controls to manage business ethics risks within the company.	Governance Section. Page 31
Economics	Contribution to economic development where the company operates Management of the supply chain and its impacts where the company operates.	Economic Performance Section. Page 42
Environmental	Energy efficiency and climate change Biodiversity and ecosystem services Spills management Water management Emissions (not including greenhouse gas) Waste management	Environmental Performance Section. Page 63
Safety	Workplace safety, asset integrity and process safety.	Page 85
Social	Work practices Working conditions (employment and workplace health) and professional training and development. Relations between the business and employees and claims mechanisms for labor issues. Diversity and equal opportunities Human Rights Due diligence; security forces and conflict countries and claims mechanisms regarding human rights. Indigenous rights Society Local communities Corruption Compliance Participation in public policy	Social Performance Section. Page 88

In order to prepare this report we have taken into consideration the document drawn up by the Spanish State Council on Corporate Social Responsibility (CERSE) entitled “Transparency, communication and standard of reports and annual reports on sustainability”, as well as reports from some civil society organizations that analyze annual reports and sustainability practices of business, such as the Spanish Corporate Responsibility Observatory or the Social Responsibility Observatory of the General Workers’ Union (UGT).

The GRI index of indicators, which is included at the end of this document, lists the material issues and the Sustainable Development Goals (SDG).

This report includes information on Repsol’s activity in countries that had significant operations¹⁶ during the 2015 financial year. It may also include information from previous years that has been considered relevant for understanding the information about the current financial year.

¹⁶ Operations in which the company has control over the management and has carried out some activity in the year covered by this report. We deem activity to be operations that are currently in the production stage. Furthermore, in the production and exploration area, operations are included for which drilling activity has been carried out. Such countries are the following: Algeria, Bolivia, Brazil, Canada, Colombia, Ecuador, Indonesia, Italy, Malaysia, Norway, Papua New Guinea, Peru, Portugal, Spain, Trinidad and Tobago, United Kingdom, United States, Venezuela, Vietnam.

In most cases, when we mention Repsol we are referring to the Repsol group. Otherwise, it shall be specified and clarified what the reported information covers.

At the end of this report a section is included that contains GRI information with references to the indicators reported in other public reports from the company.

The data in this report includes those related to Talisman as of May 2015, the closing date of the incorporation. When the indicator significantly differs as a result of such acquisition, we have additionally reported a breakdown of the data.

The economic data included in this report has been drawn up according to the presentation basis and accounting policies which are in line with the International Financial Reporting Standards (IFRS) adopted by the European Union (EU) in agreement with that described in the Consolidated Annual Accounts of the group.

The data that backs up the environmental information comes from subsidiary companies where we have the majority stake and/or control over operations, and for which we have book entries for 100% thereof. In the case of indirect emissions, both those associated with energy purchases from third parties and the relevant emissions from other phases in the value chain have been included, since these are associated with the purchase of goods and services and those derived from the marketing of products. Regarding security, we have included the data related to 100% of the employees of the subsidiary companies where we have the majority stake and/or control over operations.

In the social indicators we have included the information related to the employees that Repsol manages directly.

Social investment refers to the set of contributions made by Repsol and its two foundations (Fundación Repsol and Fundación Repsol Ecuador), in talent or resources, to the benefit of society. The criteria for reporting social investment is 100% of the operations with control over the operation.

The information related to local purchases does not cover crude oil, gas or material purchases.

All the performance indicators included in this report correspond to the 2015 financial year for all the Repsol companies that have a significant social, environmental or economic impact and the management of which is under the effective control of the organization.

G4-23 Significant changes from previous reporting periods in the scope and coverage

Customer health and safety matters on the products and services labelling, and marketing communications do not fall within the scope of this report since they have not been identified as material issues for the company. This information is reported on the website, repsol.com.

Stakeholder engagement

Response to indicators G4-24 through G4-27

Through the various communication channels and permanent dialogue mechanisms that we have in place with our stakeholders, we do everything possible to identify and understand their concerns and expectations regarding Repsol's ethical, social and environmental performance.

The Expectation Identification Studies, including interviews conducted with representatives of our stakeholders, allow us to know the issues that are most important, both externally and internally, to better mitigate the risks and report on the performance of the company regarding such issues.

The systematic process is completed through various means of communications which the business units set up with their stakeholders, through dedicated channels on the company's website, launching inquiries, organizing meeting days to exchange good practices or promoting topics of interest, as well as sending newsletters.

Once the expectations of each stakeholder have been evaluated, we analyze the results so that they can be taken into consideration in our decision-making process.

We have identified the specific stakeholders on a global, country and local level below: (G4-24):

Global	Employees International global governance organizations ESG investors Civil society: International NGOs Union network Media
Country	Employees Public organizations and institutions Civil society: Ethical, societal, and environmental NGOs Academic institutions, National union federations and organizations Indigenous federations and associations Business associations Media Suppliers and contractors Partners Customers
Local	Employees Public organizations and institutions Civil society: Local communities Local NGOs Local academic environment Surrounding union federations and organizations The business sector related to our activity: business associations from the local surroundings, representatives from SME associations that provide their services locally to our sector's industry (including potential Repsol suppliers and contractors) Other business sectors present in the local context that are potentially affected by our activity (fishing, tourism, etc., where applicable) Local associations Media Partners Suppliers and contractors Customers

In order to identify and classify the stakeholders, we apply various criteria (G4-25):

1. **By responsibility:** groups with which Repsol has legal, financial and operational responsibilities according to regulations, agreements, policies or practices in force.
2. **By influence:** groups which may have an influence on Repsol's ability to meet its targets (people with informal influence or formal decision making powers).
3. **By proximity:** groups with which Repsol interacts, including internal stakeholders or those with long-term relationships and the suppliers, among others.
4. **By dependency:** groups with greater dependency on the company, such as employees, customers, shareholders, investors and suppliers, among others.
5. **By representation:** groups that, through regulatory or cultural frameworks, represent other groups or people. For example, union representatives, councillors, representatives of business associations and representatives of civil society.

Starting from this categorization, we have carried out the expectation identification studies based on interviews with representatives of our stakeholders; we have obtained a specific list of their concerns and expectations regarding the ethical, social and environmental performance of our company. (G4-26).

In the first half of the year we have conducted two studies in which we have identified two thousand expectations. These studies are added to the eight conducted in 2014 and the internal analysis that has allowed defining the material issues to be covered in this report.

Apart from the expectation identification studies, we have maintained communication with our stakeholders through other mechanisms, which are listed below by type of stakeholder:

Employees

The company focusses its communication function on four key aspects:

- Promoting the corporate culture among everyone.
- Acting as a driving force to get employees involved in the company's objectives, strategic projects and policies.
- Enabling dialogue, listening and collaboration as a key tool for fostering a sense of belonging and creating knowledge as a base for innovation and constant improvement.
- Keeping the employees informed of the matters that affect them in the context of personal arrangements, issues regarding responsibility and the actions of the company (news, policies and management systems).

The employees have different communication channels available, such as newsletters, news and banners that are published on the Intranet, on the digital notice board and the notice boards for employees without access to the corporate network, as well as corporate social network, a space for multi-directional discussion, interaction and collaboration in which users can share information and files, create groups (public, private and private ones shared with customers), express doubts or create surveys.

Due to the acquisition of Talisman, in May we held informative meetings with employees to explain the integration process in Bogotá, Calgary, Houston, Kuala Lumpur, Madrid, Stavanger, and Jakarta.

Unions

The company has various communication and dialogue channels with the employee representatives to address issues which are of interest to the employees and reach agreements.

Below we will mention some of them:

- In **Brazil**, we have held meetings with the "SINDIPETRO" Union to negotiate a Collective Bargaining Work Agreement.
Furthermore, meetings were also held with the Internal Commission for Accident Prevention (CIPA), a commission comprised of employees chosen by the company and the employees themselves in order to prevent workplace accidents, acting in coordination with the Company's Safety department.
- **Colombia** has a *Comité de Convivencia*.
- **Ecuador** has an Occupational Health and Safety Committee.
- **Spain** holds meetings with the commission for monitoring the VII Framework Agreement, with monitoring committees and guarantees from the Collective Bargaining Agreements, as well as the application of Pacts with companies in the group, and the negotiating committees of such companies.

In terms of national union associations with the most representation throughout the entire Repsol group and which are, therefore, negotiating parties of the Framework Agreement, we have:

- Comisiones Obreras Industria (CC.OO Industria).
- Unión General de Trabajadores-Industria y Trabajadores Agrarios (UGT-FITAG).
- Sindicato de Trabajadores de Repsol (S.T.R.).

- In **Peru** we have the Food Committee and the Health and Safety Committee. We hold joint meetings with the unions.
- In **Portugal** we set up meetings at the headquarters of the *Comissão de Segurança e Saúde no Trabalho* (SST) and with the *Comissão de Trabalhadores* (CT).
- In **Vietnam** meetings were held with the Petro Vietnam Exploration Production Corporation (PVEP) Trade Union.
- The **Latin American Union Network** is a space for voluntary discussion between the company and the union representatives to deal with issues of interest to both parties and analyze the company bargaining situation

In Latin American countries where Repsol operates and the group is most active, the Union Network promotes attendance from the local unions in the sector at its meetings. In October 2015, the Union Network Plenary Session met in Lima (Peru).

- The **European Business Committee** is further example of dialogue between the workers' representatives on an international level. The annual ordinary meeting of this committee took place in December 2015 in Madrid (Spain).

Minority shareholders

Repsol in Action is a communications channel that is available on the company's website, which allows us to interact with our minority shareholders.

Furthermore, they can provide us with their suggestions by phone or email. We also keep them informed through an investor application for mobile devices, the magazine *Accionista*, in our newsletters and at various events organized by the company, such as roadshows and cultural visits.

In this financial year, we have responded to more than 27,000 phone calls and more than 4,000 emails.

Investors

In the Investor Relations department we maintain daily contact with the group of institutional and minority investors that are part of Repsol's shareholders, as well as analysts that follow the company. In this financial year, we have held meetings in Boston, Copenhagen, New York, Oslo, Paris and Stockholm.

In January 2015 financial year, our CEO has lead roadshows in London, Paris and the Netherlands, at which 30 socially responsible investors provided their suggestions regarding economic, environmental, and social issues. We organize these roadshows on an annual basis.

Moreover, we have held 32 roadshows with institutional investors in 16 different cities. Top management has participated in the presentation of the 2016-2020 strategic plan and those for fixed income in a relevant way for the organization since the acquisition of Talisman.

For the second year in a row we have organized the "Repsol Sustainability Day" event in London with investors and analysts. At this meeting we presented eight projects, shared across three panels, all of which were related to risk management and good sustainability practice. All presentations are available by following this link.

Besides, we have put forward our position on climate change during the first "webinar" on this matter. We have also held a field trip for investors in Cartagena.

Suppliers and contractors

Repsol has various communication and collaboration channels for suppliers, among which the following should be highlighted:

- The suppliers and contractors area on our website (www.repsol.com).

- Customer support, *Repsol te escucha* or the Suppliers' web space.
- REPRO: external system for registering suppliers managed by Achilles Group Europe in Spain and Portugal. We have set up a global platform called Global Utilities to have supplier information available across the globe.
- CAE.net: an application for coordinating business activities through which we report any changes to the procedures that may affect the progress of the activities at our premises.

Apart from these channels, we organize specific meetings to promote and explain our regulations and management systems, specifically the Ethics and Conduct Code for Suppliers and the tender processes. At these meeting days we make special reference to matters of safety, safety equipment usage or access to the premises, compliance and their responsibilities as contractors within the context of fair operational practices.

Another point that should be highlighted is the reporting of the performance evaluations to suppliers, making them aware so that they can implement improvements.

At operations centers we hold quarterly meetings on safety with service contractors, and weekly meetings with prevention technicians from usual suppliers, as well as periodic meetings in which we address specific topics that affect contractual relationships.

This regular dialogue allows us to improve the quality of service, training for our staff, and the efficiency of the processes. We also launch surveys on satisfaction to analyze strengths and areas for improvement.

Furthermore, we have increased our participation at events focused on promoting corporate responsibility among our suppliers and contractors and their social impact.

We have drawn up the **Supplier Relationship Guide** which includes recommendations for actions to establish stable and long-term relationships with the suppliers and getting the best value possible on the market.

We are still working on a portal where suppliers will have access to all their information (qualifications, tenders, orders, etc.) and the relevant information we publish.

Commercial distributors

We have a direct channel with our commercial distributors to share information through a newsletter. We also carry out regular surveys to collect information on their good environmental practices and detect possible weak points, which allow us to work jointly on areas for improvement.

We have also launched two awareness campaigns on environmental impact and waste recycling. In this respect, in December we sent out a survey on safety and the environment to our distribution subsidiaries to raise awareness and identify areas where more training is needed.

Moreover, we hold meetings with the Health and Safety Committee of the distribution subsidiary, in which we review matters of interest regarding health and safety.

We also organize quarterly meetings with the aim of evaluating their needs and taking up relevant measures.

In particular, we run training courses for our commercial subsidiaries regarding workplace risks.

Lastly, we draw up surveys to ascertain the level of customer satisfaction.

Customers

We have various channels for managing the relationship with our customers, according to the characteristics and size of businesses.

We have an online communication and working channel with service stations, specifically in Spain, which is accessed by 2,300 of their managers. One of the communication plans we implement is the promotion of the Ethics and Conduct Standard and the Policy for Respecting Human Rights.

We believe that the safety and environmental performance of the contractors is of the utmost importance. That is why we have held 10 meeting days with them on safety.

Furthermore, we want to highlight our customer relations initiative, which seeks to improve their experience and guide our activity towards this goal, the **Customer Plan**.

This plan has the following priorities:

- **Safety:** seeking to ensure the physical safety of our customers and employees, providing solutions to risk situations with IT systems and customer information, as well as conveying a sense of trust in the quality of our products.
- **Commitment:** acting respectfully and responsibly, providing solutions to unregulated problems and correcting inappropriate attitudes.
- **Empathy:** identifying the needs of our customers and employees.
- **Efficiency:** being diligent and organized with our customers and employees, optimizing resources and solving problems.
- **Innovation:** listening to customers, offering solutions for improvement.

All of the foregoing has the aim of achieving a fully operational, clean, swift and friendly service station network, so that the customers have a positive perception of the company.

We have provided training to staff at 53 service stations, including our own, and set up explanatory meeting days for 33 managers to implement this initiative.

In Peru, we visit the managers of our leading network once or twice a month.

We have an ongoing relationship **with our LPG customers** through our commercial network and our Customer Service line in order to communicate the relevant business information and make our best sustainability practices known. Furthermore, we gather their expectations through satisfaction surveys, meetings with the community and recording incidences to identify any problem or information they need about our products and services. We also have a communications channel available on our website and a practice community.

Seeking out solutions to improve energy efficiency is a relevant issue in which we support our customers, mainly the commercial and industrial ones. Regarding this matter, we have made 194 proposals for our customers' premises. We have also participated in seven events for promoting energy efficiency and the best solutions for LPG usage in Spain.

Safety and environment are key issues in the usage of LPG. To increase awareness among employees in the headquarters and branches we have run eight training days and launched quarterly communications on this matter. We have collaborated on drawing up external emergency plans with local communities where our factories are located.

Civil society

Repsol has been present at numerous presentations, conferences and debates related to sustainability to generate opinions on relevant matters that affect our business.

We wish to highlight the following:

- Participation at the Tax Dialogue Conference event, which took place in London on 26 October, organized by Christian Aid and IBIS. The main matters dealt with were: designing a tax system, the current taxation context, taxation in economic models, transparency and cooperation between the administrative bodies and tax payers or conflict resolution, specifically, taxation effect on Oil and Gas investments, its specific features and structure. A noteworthy aspect of the conference was focused on tax transparency and drawing up information on payments to governments, in which Repsol pointed out that its position was in line with such commitments and obligations.
- We attended the IV United Nations Forum on Businesses and Human Rights. The degree to which UN Guiding Principles on Business and Human Rights are applied was the basis on which discussions were held regarding the advances in the report and the Sustainable Development Objectives or the national plans on human rights.

- We participated in the plenary session on Voluntary Principles on Security and Human Rights, held in London, and we shared our best working practices with the public security services and experiences to allow us to apply the Voluntary Principles and the Guiding Principles on Business and Human Rights at the operations centers. Similarly, we discussed the mechanisms for improving civil society's role in the initiative.
- Participation in two workshops of the Transparency Forum, organized by Transparency International Spain (TI-Spain), which is intended as a platform for reflection, set up by TI-Spain to improve compliance and corporate governance among Spanish businesses.

Academic sector

We continue to collaborate with the academic sector, setting up collaboration agreements and participating in debates, courses and meeting days to raise awareness on the advances we are making and our best practices in various matters.

Below we will summarize some of the ways in which we collaborate with the academic sector:

- Fundación Repsol, in line with its foundational aims, focusses its action on social, cultural, environmental, scientific, educational, and research areas. In 2015, in collaboration with the social councils of universities such as Politécnica de Cartagena, la Universidad de Castilla-La Mancha, and Rovira i Virgili de Tarragona the Foundation developed an academic internship programme for students with difficulties. Also, through the chairs of the Polytechnic University of Madrid, and the support of awards and university contests, the Foundation encourages the research spirit, creativity, and interest in science among the young. In addition, it has participated in numerous days at universities and technological centers throughout the year at public and private entities related to entrepreneurship and professional training. Furthermore, it has participated in the International Congress on Corporate Social Responsibility held in Alicante in October.
- With its commitment to boosting the employability of young people, Repsol has subscribed to the Dual Professional Training Alliance, sponsored by Fundación Bertelsmann, Fundación Princesa de Girona, CEOE and the Chamber of Commerce and is a member of the Executive Board and the Communications Committee. Repsol is also a member of the Training Committee of the Spanish Chamber of Commerce.
- In Brazil we sponsored and ran two conferences in the Oil Workshop at the University of Campinas (UNICAMP).
- Participating in the European Tax Confederation in Brussels in March.
- Summer course on international taxation organized by King Juan Carlos University at Harvard University.
- III Spanish International Tax Summit, sponsored by the Spanish Association of Financial Law (AEDF).
- IV Seminar at the Complutense University of Madrid, "The Challenge Regarding Responsible, Transparent and Sustainable Financing for Global-Scale Investments"
- Collaboration with the Latin American Institute of Tax Law (ILADT), having made a technical communication under the theme of "The challenges of international tax law in Latin America: Coexistence of a multi-lateral agreement against bi-lateral conventions to avoid double-taxation?"
- Collaboration with the King Juan Carlos University, elaborating on a thesis regarding "Dynamic abilities in the sub-process to sustainably and responsibly type-approve suppliers," in which Repsol was selected as a success story. The thesis is to be published in specialist magazines in 2016.
- In Canada, we have collaborated on the educational program Energy Fundamentals for Leaders from the University of New Brunswick to improve the competitiveness of individuals that work in the energy sector through leadership.
- In Portugal, we participated in the Chemical Energy Days at the Engineering Faculty of the University of Porto.

Communities in the area of our industrial facilities and factories

Industrial facility in A Coruña

We have a direct communication channel with neighbors through a 24-hour hotline and regular meetings with neighborhood organizations.

We conducted a study on expectations and one on the perception of the local communities, which have allowed us to draw up our Sustainability Plan for them with 36 actions that attempt to address the concerns gathered in these studies.

In addition, we have a community development program that has 51 actions, of which 25 are social, 10 are educational, 10 are cultural, and six are sports related.

Canport LNG

We have taken a public opinion survey of the community in the area of influence, which resulted in 80% favorable opinions.

On the other hand, we meet on a monthly basis with the Liaison Committee (members of the community), to address questions of interest, problems, requests, and questions.

Industrial facility in Cartagena

We have published a sustainability plan which contains 26 actions and is based on the expectation identification study conducted in 2014.

We list here the other actions we have carried out in the local area:

- Participation in Foro Nueva Murcia: a forum on the current socio-economic situation in Spain.
- Presentation of the Specialist Master's programs.
- Conference Days on Economics and Sustainable Development at the Polytechnic University of Cartagena.
- Conference at the Business Science Faculty at the University of Cartagena on "Repsol's Business Strategy."
- Participating in the Radio Kitaro program on "Climate change and the role of businesses and institutions".
- Participating in the Radio Kitaro program on "Energy Efficiency".

Industrial facility in La Pampilla

We have carried out diverse actions to dialogue with the local authorities in order to perform well in the corporate responsibility actions carried out in the area of influence's communities. This has led to the La Pampilla refinery receiving the distinction of Socially Responsible Company (ESR®) for the fifth consecutive year, awarded by Perú 2021 and the AliarSE initiative.

Among the actions carried out, we would like to highlight the program which is "Promoting food security to reduce anemia in the human settlements in the Angamos - Ventanilla sector" from the United Nations International Food Program (IFP), and in collaboration with Fundación Repsol, for which the La Pampilla Refinery received the "2015 Sustainable Development Award" given by the *Sociedad Nacional de Minería y Petróleo* (SNMP) in recognition to the work developed in the program.

In addition, we have encouraged collaboration with the academic field through agreements with educational institutions such as the *Servicio Nacional de Adiestramiento de Trabajo Industrial* (SENATI), the *Centro de Estudios y Desarrollo Comunitario* (CEDEC), and the *Instituto Tecnológico Superior* (Tecsup), with programs directed towards inserting young people from the community with scarce economic resources into the workforce.

Industrial facility in Petronor

The Muskiz and Abanto-Zierbenav Public Assessment Panels, made up of 13 people from the sports, social, cultural, commercial, environmental, educational and professional training sectors in Muskiz and Abanto-Zierbena, intend to be a space for interaction between citizens and businesses.

Based on the study on perceptions and expectations, we have drawn up the 2015 Sustainability Plan with 68 actions, which is published on the websites of the complex and of the company. We have also drawn up the Equality Plan.

We are developing a supplier motivation plan. The objective is to promote industrial goods and services companies, and those related, providing added value to make them more competitive in their sectors.

We have a close relationship with the Somorrostro Training Center. The occupational training courses and formal education provided allow access to work places connected to the industrial activity we carry out.

Furthermore, we have received visits from local, provincial and state institutions and those of the autonomous communities at our premises.

The following employees and stakeholders participated in the working environment study: the unions, the business committee, the management committee, and groups of shift and set working day employees.

Industrial facility in Puertollano

We have a permanent dialogue channel with the community called **Panel Público Asesor**, set up to gain awareness of the concerns of the inhabitants of Puertollano and deal with them in a proactive and transparent way, as well as providing information of our industrial activity.

We have published our Sustainability Plan which contains 35 actions and which we have defined based on the expectation and perspective identification study conducted in 2014.

Furthermore, we have helped with the creation of an industrial security training service related to the petrochemical industry for contractor companies on the inherent risks of our industrial activity with local trainers.

Industrial facility in Tarragona

We have conducted an expectations identification study and one on perceptions, which as a result have allowed us to publish a Sustainability Plan consisting of 37 actions which can be consulted on the web page of the complex or the corporate website.

We have 10 community development programs in: Constantí, El Morell, La Canonja, La Pobla de Mafumet, Perafort, Vila-seca and Tarragona.

We have developed Dual Professional Training in areas connected to industrial operations and maintenance; provided specific and expert training regarding industrial operations and maintenance for teachers, and we have signed 32 collaboration agreements with various public and private institutions to develop educational, environmental, cultural, sporting, and voluntary programs.

LPG Ecuador

We have maintained various dialogues with the local authorities. We wish to highlight the signing of agreements with the Fire Departments of Santo Domingo and Bellavista and our participation in panel discussion with the top management of the National Police to exchange information and conduct plans regarding human rights.

Moreover, we have participated in the rebuilding of the Community House and the Children's Care Centre, a project that we implemented in the communities next to the Santo Domingo Plant, and we have launched a dengue and chikungunya prevention campaign for communities in Santo Domingo and Bellavista.

We have also been promoting the safe use of LPF along with the fire department in Santo Domingo and Bellavista, as well as information on the withdrawal plan for our operations with our neighbors at the Salitral Plant.

Communities in the area of our main exploration and hydrocarbon production activities

The countries with indigenous communities are reported in indicator G4-OG9.

Iraq (Kurdistan)

Repsol maintains participative dialogue with the local community and the suppliers that have been previously registered with the Ministry of Mineral Resources. Any relationship with them must be approved by the government.

Vietnam

The government manages the main stakeholders' dialogue and participation, as these are shared production agreements, and they are a partner in all contracts.

We will describe the **issues that concern** our stakeholders: **(G4-27)**

Employees

In the most recent survey on the working environment we have identified three areas for improvement: development, recognition and innovation.

We have developed various projects with objectives and completion terms, which have been progressing over the year and continue making progress in 2016.

Shareholders and investors

This group has stated its interest regarding issues related to the inclusion of women and minority groups into the Boards of Directors, sustainability performance evaluation and salaries being connected to the expectations of stakeholders being met.

It was also requested that we strengthen internal controls to manage business ethics risks in the company, that we ensure the robustness of the corporate and local supervision mechanisms, those for the fight against corruption, and that we report lobbying activities and contributions to political parties.

Regarding environmental issues, they requested that we deal with climate change by setting up objectives for reducing emissions and increasing renewable energy production.

Suppliers

Generally, the suppliers and contractors positively evaluate their participation in the various activities put forward by Repsol. Some the activities are focused on best practice and the resolution of specific problems.

The contractors that have access to our operation centers suggested that we streamline document management before access. Furthermore, we have identified areas for improvement in communicating changes to the regulations, in access to the tender software and the results of the contracted activity audit.

They also highlighted the importance of improving awareness regarding safety and promoting purchases and contracting from local producers.

Clients and distributors

LPG customers have expressed their interest in the usage of clean and safe energy and the good service we provide. They also highlighted the importance of raising awareness regarding LPG safety and handling.

The distributors have pointed out their interest in market developments, competition and regarding logistical and remunerative measures to be adopted to remain competitive, as well as improving awareness on safety.

Generally speaking, bulk LPG customers find the stages of the purchasing process more relevant, increasing their score based on the good treatment they receive from the central phone service, from the logistical operators (carriers), and commercial supervisors.

International bodies

The international bodies consulted have told us about their expectations, which we will describe as follows:

- **Community Development:** looking for opportunities for training, employment, and collaboration with local businesses, participating in sector initiatives for developing sustainable practices in the supply chain, supporting SMEs, and developing programs to boost skills among the young.
- **Ethics and corruption:** developing an integrated anti-corruption program and evaluating the risk of corruption among suppliers.
- **Environment:** developing and implementing Energy Management Systems (EMS), collaborating with suppliers to share information and reduce the company's indirect emissions, to include the economic value of biodiversity in the decision-making processes and systems, and so that they are shown in the accounting and reporting systems.

- **Respect for Human Rights:** ensuring the participation of indigenous women in the surveys conducted on communities, adopting a formal policy on human rights that takes the indigenous populations into account and drawing up processes to ensure that are adapted to the local context.

Civil society bodies

Regarding human rights, they suggested that we improve transparency in the agreements with indigenous communities and that we create grievance mechanisms within a legal framework.

For the environment, they requested that we support climate change policies, that we set objectives for reducing emissions and that we comply with biodiversity legislation and ecosystem services.

Governance

G4-34 Governance structure of the organization

The greater efficiency and transparency in using the powers and fulfilling the duties assigned to them justifies the Board of Directors creating committees to which it assigns decision making powers on issues of such immediacy and importance that it is not advisable for them to be submitted to the full Board, as well as the specialist committees, made up of Board members, with duties only related to monitoring, reporting, consultancy and proposals, and others that are assigned thereto by law within the internal scope of its powers, the Articles of Association or the Board of Directors' regulations. The action of the latter is brought in not only to facilitate decision making through the prior evaluation of issues, but rather to bolster the commitment to objectivity and reflection with which the board must address certain matters.

Notwithstanding the statutory ability of the Board to create other committees, with or without delegated powers, the following will be set up in any case: the Delegate Committee, as a delegated body of the board; the Audit and Control Committee; the Nomination Committee; the Remuneration Committee and the Sustainability Committee; the latter shall not have delegated powers but will have the duties assigned thereto in the regulations, according to the provisions in Article 32 of the Board of Directors Regulations, which can be viewed at:

http://www.repsol.com/imagenes/es_en/Reglamento_del_Consejo_25_06_2015_ING_tcm11-442861.pdf

The structure of the Board of Directors is available at:

http://www.repsol.com/es_en/corporacion/accionistas-inversores/gobierno-corporativo/consejo-de-administracion/

Information on the committees of the Board of Directors and their duties can be viewed at:

http://www.repsol.com/es_en/corporacion/accionistas-inversores/gobierno-corporativo/consejo-de-administracion/comisiones/sostenibilidad.aspx

Similarly, this information is contained in sections C.1.1, C.1.2, C.1.3 and C.2.1 of the Annual Corporate Governance Report 2015.

G4-35 Process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees

Governance, management and administration of the business and interest of the company are the responsibility of the Board of Directors, in anything that is not specifically set aside by law for the General Shareholders Meeting. However, as a general rule, the management of the company's normal business shall be entrusted to the management team, which shall focus its actions on the general monitoring duties and the consideration of issues of particular importance for the company. Although the duties are set aside for their direct awareness, which cannot be delegated, the duties stipulated as such by law and

the others set by the Board in its regulations cannot be delegated, according to Article 33 of the Articles of Association, which can be viewed at:

https://www.repsol.com/imagenes/es_en/Estatutos_Sociales_2016_ingles_tcm11-670207.pdf

Articles 4, 5 and 6 of the Board of Directors Regulations stipulate that it is the duty of the Board of Directors to do whatever is necessary in order to fulfil the corporate objective stated in the Articles of Association. It is specifically within its powers to determine the strategic direction, the company's economic targets and, when proposed by top management, the appropriate measures to achieve this; to ensure the future feasibility of the company and its competitiveness, as well as the existence of appropriate management and leadership; the development of the business is fully under its control.

Similarly, it is the responsibility of the Board of Directors to approve the company strategy and to precisely organize how it is put into practice, to supervise and ensure that management meets its targets and to respect the corporate object and company interests. Additionally, it decides how it is organized and how it functions, and how the company's top management is organized and functions.

The duties of the Board of Directors include overseeing the correct functioning of its committees and the action of the delegated bodies and the executives it appoints.

The Board of Directors maintains a direct relationship with the members of the company's top management.

G4-36 Executive-level position or positions with responsibility for economic, environmental and social topics, and whether post holders report directly to the highest governance body

The Corporate Executive Committee is responsible for the transversal decisions and those regarding global policies and is chaired by the CEO. Among its members is the Executive Managing Director for Strategy, Sustainability and the Technical Secretariat, who undertakes economic, environmental and social functions, *among others*.

Similarly, the Sustainability Committee is responsible for duties such as analyzing and informing the Board of Directors regarding the expectations of the various stakeholders in the company, proposing sustainability strategy and policy for approval, monitoring the processes for interacting the various stakeholders, promoting, guiding and monitoring the targets, action plans and practice of the company regarding sustainability and social responsibility, as well as the regular review of the security and environmental indicators.

Furthermore, the Audit and Control Committee serves as a support for the Board of Directors for its supervision commitments through the regular review of the process for drawing up economic and financial information on its executive controls, monitoring the internal audit and the independence of the external auditor, as well as reviewing compliance with the legal provisions and internal regulations applicable to the company. This committee is in charge of drawing up the proposal, alongside the Board of Directors, for the appointment of external accounting auditors, renewing and cancelling such appointments and the terms of their agreements. Similarly, it provides information at the General Shareholders Meeting through its Chairperson, regarding matters within its competency that the shareholders propose.

More information on the Sustainability Committee and the Auditing and Control Committee are available at the following links:

http://www.repsol.com/es_en/corporacion/accionistas-inversores/gobierno-corporativo/consejo-de-administracion/comisiones/sostenibilidad.aspx

http://www.repsol.com/es_en/corporacion/accionistas-inversores/gobierno-corporativo/consejo-de-administracion/comisiones/Auditoria-y-control.aspx

This information is also contained in section C.2.1 of the Annual Corporate Governance Report 2015.

G4-37 Report processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics

The General Shareholders Meeting is the sovereign corporate body through which the shareholders take part in making essential decisions for the company.

Articles 6 and 7 of the General Shareholders Meeting Regulations stipulate that the shareholders can put matters forward or make suggestions related to the activity and interest thereof and which they believe should be dealt with in the General Shareholders Meeting through the website, [repsol.com shareholder relationship channel](http://repsol.com/shareholder-relationship-channel). Once the General Shareholders Meeting have been summoned and up to five days immediately before the date set as the first meeting, the shareholders may use the same means to make comments or suggestions in writing related to the proposals in the agenda. The company services will study the matters, suggestions and comments sent by the shareholders and will publish their replies on the company's web page or, if considered appropriate by the Board of Directors, they will be dealt with by the Board of Directors.

Similarly, the shareholders may request any explanation in writing that they deem necessary regarding the information available to the public provided by the company to the National Security Market Committee since the last General Meeting was held. The Board of Directors must provide the information in writing up until the day on which the General Meeting is held.

While the General Meeting is being held, the shareholders may verbally request any information or explanation that they deem necessary regarding the issues contained in the agenda or request information or explanations they deem necessary regarding the information available to the public.

In order to achieve greater transparency and immediacy in the information publishing process, the company shall use the procedures generally used and the technologically available for business and private customers. For such purpose, the Board of Directors will increase the use of the company web page and agree on the content to be published on such media, which will include, among other documents, the Articles of Association, the Board of Directors' Regulations, the quarterly reports, the summons for the General Meetings, their regulations and the decisions taken in the previous meeting held, as well as any other information that it deems appropriate, according to the provisions in Article 5 of the Board of Directors' Regulations.

Similarly, in compliance with the legislations in force, the company will provide an online shareholder forum on its website for the General Meetings.

The company has published the "Policy on communication and contact with shareholders, institutional investors and proxy advisers" on its website.

http://www.repsol.com/es_en/corporacion/accionistas-inversores/gobierno-corporativo/normativa-interna/default.aspx

G4-38 Composition of the highest governance body and its committees

The structure of the Board of Directors is described in section C.1.2 of the Annual Corporate Governance Report 2015.

The structure and functions of the committees are described in section C.2 of the Annual Corporate Governance Report 2015.

More information available at the following links:

Delegated Committee:

http://www.repsol.com/es_en/corporacion/accionistas-inversores/gobierno-corporativo/consejo-de-administracion/comisiones/delegada.aspx

Audit and Control Committee:

http://www.repsol.com/es_en/corporacion/accionistas-inversores/gobierno-corporativo/consejo-de-administracion/comisiones/Auditoria-y-control.aspx

Nominations Committee:

http://www.repsol.com/es_en/corporacion/accionistas-inversores/gobierno-corporativo/consejo-de-administracion/comisiones/nombramientos.aspx

Remunerations Committee:

http://www.repsol.com/es_en/corporacion/accionistas-inversores/gobierno-corporativo/consejo-de-administracion/comisiones/retribuciones.aspx

Sustainability Committee;

http://www.repsol.com/es_en/corporacion/accionistas-inversores/gobierno-corporativo/consejo-de-administracion/comisiones/sostenibilidad.aspx

G4-39 Indication of whether the Chair of the highest governance body is also an executive officer

Antonio Brufau Niubó is the Chairman of Repsol's Board of Directors. He acts as an external Director since his duties are institutional and he plays a relevant role in setting and overseeing mid- and long-term strategy, in institutional relations with the government, shareholders and other stakeholders, and in overseeing the management duties.

Josu Jon Imaz was appointed CEO and member of the Repsol's Delegated Committee in a resolution of the Board of Directors dated April, 30 2014 and such appointment was subsequently ratified. He was re-elected by the General Shareholders Meeting on April, 30 2015. On April, 30 2015, the Board of Directors decided to assign all executive functions to the CEO, who chairs the three management bodies of the company: The Corporate Executive Committee, the Executive Committee for Exploration and Production, and the Downstream Executive Committee.

G4-40 Nomination and selection processes for the highest governance body and its committees and the criteria used for nominating and selecting the highest governance body members

On December, 16 last year, the Board of Directors approved the Director Selection Policy in order to publicly formalize the guidelines for the process to select candidates to be members of the board. This policy can be found on the corporate web page:

http://www.repsol.com/es_en/corporacion/accionistas-inversores/gobierno-corporativo/normativa-interna/default.aspx

This policy stipulates that the Nomination Committee will ensure that the selection procedures do not have any implicit bias that would imply any form of discrimination, and that women who meet the desired profile are actively sought and included among the potential candidates. It is intended that in 2020 the number of female directors will reach at least 30% of members of the Board of Directors.

This Committee must inform the Board of Directors of the initiatives that have been adopted and of their results.

Similarly, Article 32 of the Articles of Association stipulates that both the General Meeting and the Board Directors, using its power to put people forward to fill the vacancies to the General Shareholders Meeting and for appointment by co-option, will endeavor to apply the professional, international and gender diversity policy with regards to the structure of the Board of Directors, which must always be in line with the activity of the company.

Furthermore, in sections C.1.4, C.1.5, C.1.6, C.1.6 bis and C.2.2 of the Annual Corporate Governance Report 2015 further information is provide on this matter.

G4-41 Processes for the highest governance body to ensure conflicts of interest are avoided and managed

See sections D.1 and D.6 of the Annual Corporate Governance Report 2015.

G4-42 Highest governance body's and senior executives' roles in the development, approval and updating of the organization's purpose, value or mission statements, strategies, policies and goals related to economic, environmental and social impacts

Article 5 of the Board of Directors' Regulations stipulates the Board of Directors in full shall approve the company's policies and strategies, such as:

- a) The strategic plan for the group, its management objectives and annual budgets.
- b) The investment and financing policy.
- c) The corporate governance policy for the company and for the group of which it is the parent company.
- d) The sustainability policy.
- e) The remuneration policy for top management.
- f) The risk control policy, including tax risks, supervising internal information and control systems.
- g) The dividends policy and the policy on treasury stock, especially its limits.
- h) Defining the structure of the group of companies of which the company is the parent.
- i) The company's tax strategy.

G4-43 Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics

Article 25 of the Board of Directors stipulated that the directors shall have access to all company services and may, with the most wide-reaching powers, collect any information and receive any guidance that they need to fulfil their roles. The right to information covers the subsidiary companies, whether national or international, and is channeled through the Chairperson or Secretary of the Board of Directors, who will deal with all requests from the members of the Board, providing them with the information directly, offering the appropriate interlocutors or allowing them any necessary means for the requested inspection.

The majority of the directors will also have the power to propose that the Board of Directors hires legal, accounting, technical financial or commercial advisers, or of any other kind deemed necessary in the interest of the company, at the company's expense, in order to receive assistance in carrying out their duties when it is related to specific problems of a certain scope and complexity related to their duties.

Regarding the previous point, a series of regular presentations will be made to the directors on issues related to economic, environmental, and social topics. Additionally, in order to facilitate the acquisition and updating of knowledge on the company and its various activities, the Board of Directors took a trip to Montsec and Tremp (in the province of Lleida, Spain), to take part in a working day, which covered the geological scope of the Exploration and Production business from a theoretical and practical perspective, as well as an analysis of the economic aspects thereof.

Similarly, we have provided specific training for the Chairperson of the Sustainability Committee on Repsol's sustainability strategy, the systems Repsol uses to manage dialogue with the stakeholders and the integration of the company's governing body, safety, the environment, human rights, and relationship with the community and integrity.

G4-44 Processes for evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics

The Board of Directors must conduct an evaluation of how it functions and how its committees function and, based on the results thereof, propose and action plans to remedy the deficiencies detected. The results of the evaluation will be entered in the minutes of the session or will be included as an annex, according to the provisions of Article 45 quater of the Articles of Association.

Article 11 of the Board of Directors' regulations in turn stipulates that they are obliged to conduct an annual evaluation of the Board and its committees, and that an independent firm should conduct this evaluation at least once every three years.

Similarly, sections C.1.20 and C.1.20 bis of the Annual Corporate Governance Report 2015 provide more information in this respect.

In 2014 the independent firm, "Egon Zehnder", collaborated on conducting the annual evaluation of the Board and its committees. Based on the conclusions in this report, suggestions were made regarding the roles given to the Delegated Committee and for the creation of a new Sustainability Committee after re-evaluating the roles once assigned to the Strategy, Investment, and Corporate Social Responsibility Committee which it replaced. The duties of the Remunerations Committee can be found in section C.2.1 of the Annual Corporate Governance Report and in Article 37 of the Board of Directors' Regulations.

The Strategy, Investment and Corporate Social Responsibility Committee approved the 2014 Corporate Responsibility Report at its meeting on 25 February 2015, the roles of which regarding sustainability have been taken on by the new Sustainability Committee created in June 2015.

Similarly, information on the meetings held by the Sustainability Committee and the Strategy, Investment and Corporate Social Responsibility Committee can be found in section C.1.29 of the Annual Corporate Governance Report 2015.

Response to indicators G4-45, G4-46, G4-47, and G4-48

The Auditing and Control Committee is in charge of regularly reviewing the efficiency of the internal control system, the internal audit and the risk management systems, including tax risks, so that the main risks can be identified, managed and reported appropriately.

Similarly, this information is contained in section C.1.32 and section F of the Annual Corporate Governance Report 2015; the latter describes the risk control and management systems with the process for issuing financial data. The Audit and Control Committee publishes an Annual Activities Report containing a collective summary regarding the various roles of the committee, such as the review of economic-financial information and regularly reviewing the efficiency of the internal control and risk management systems, including tax risks, so that the main risks can be identified, managed and reported appropriately. The committee has been monitoring the implementation of the Annual Corporate Auditing Plan, directed at covering the group's critical and significant risks. Similarly, it reviews the company's Risk Map annually.

This information is also contained in section C.2.5 of the Annual Corporate Governance Report 2015.

More information available in the Annual Report on the Audit and Control Committee's Activities 2014.

http://informeanual.repsol.com/memoria2014/downloads/pdf/en/informeAmarillo/Audit_and_Control_Committee.pdf

The Sustainability Committee is in charge of:

- a) Knowing and guiding to the policy, objectives and guidelines of the Repsol group regarding the environment and safety. Regularly reviewing the company's performance regarding the environment and safety, in order to review the effectiveness of the aforementioned policies, objectives and guidelines, as well as confirming that the operations have been safely and responsibly managed from an environmental perspective.

- b) Knowing, analysing and reporting to the Board of Directors regarding the expectations of the company's stakeholders, such as the shareholders, the financial community, employees, customers, suppliers and society in general.
- c) Proposing that the Board of Directors approves the sustainability strategy and policy, reviewing it regularly along with the standards for corporate governances and proposing updates to the Board of Directors, with the aim of promoting the company's interests and maximizing the long-term value for all of the company's stakeholders.
- d) Overseeing the stakeholders engagement processes, particularly in the communication and engagement strategy with shareholders and investors, including small- and medium-scale shareholders.
- e) Knowing, promoting, guiding and overseeing the company's objectives, action plans and practices regarding social responsibility and sustainability, such as human rights, safety, health and occupational risk prevention, employment, diversity and integration, equal opportunities and reconciliation, ethics and conduct, the environment, biodiversity, the fight against climate change, reducing emissions, community relations and the efficient and responsible use of resources. It is also in charge of evaluating the compliance in this respect.
- f) Reviewing and evaluating the risk management and control systems in non-financial matters, especially connected to issues that fall under its control.
- g) Knowing and reviewing the indices and measures in place to evaluate the company's positioning regarding sustainability.
- h) Reviewing the non-financial information reporting process and the information on diversity, in accordance with the applicable regulations and the international reference standards.
- i) Knowing about changes in the law with a potential significant impact on the company regarding social responsibility, as well as the emerging trends in sustainability, such as circular economy and natural capital, in order to put action plans into place, where necessary.

The Sustainability Committee reviews and approves the Sustainability Report on a yearly basis.

Furthermore, the Global Sustainability Committee, made up of representatives from the executive levels of all of the company's departments, has the duty of knowing and managing consolidated information on the company's corporate responsibility, drawing up the Annual Sustainability Report and updating the sustainability web page, as well as implementing the application of the corporate responsibility coordination system, consolidating the sustainability plans and monitoring them.

The roadshows and the Repsol Sustainability Day are some of the mechanisms through which top management receives queries from the stakeholders regarding economic, social and environmental issues. In these events, they discuss the most relevant actions that the various departments of company are undertaking in sustainability, among other topics. For more information, please see indicators G4-26.

Response to Indicators G4-49 and G4-50

The Board of Directors is a body that control and oversees the management of the company, with the main aim of aligning the interests of the management team with those of the shareholders. It is a collegiate body that adopts decisions by majority vote.

Some of the duties of the committees are to determine the company's strategy and economic objectives, and agree on the measures to achieve them based on suggestions from top management. For further information regarding the board and its committees, please see indicator G4-34.

The company's top management periodically reports their activities to the board and its committees at the meetings that such bodies hold. The company's main executive body is the Corporate Executive Committee, which is in charge of crosscutting decisions and policies with a global approach; it is formed by members of the top management and chaired by the CEO.

Similarly, there is an Executive Committee for Exploration and Production (E&P), which is in charge of making high level decisions for the company's exploration and production businesses, and a Downstream Executive Committee (Refineries, Marketing, Chemicals, LPG, Trading and Gas & Power), which is in charge of high level decision in the Downstream business; both committees are chaired by the CEO.

G4-51 Remuneration policies for the highest governance body and senior executives according to the types of remuneration

The company's remuneration policy for the Board of Directors is included in various public documents.

The first of these is the Annual Report on remunerations paid to the directors of Repsol, S.A., which was submitted to be approved by the Board of Directors for the financial year 2015. This report was drawn up according to the model stipulated in Circular 7/2015, dated December, 22, from the National Securities Market Commission; in accordance with the Capital Companies Act, this is published as a relevant act at the same time as the Annual Corporate Governance Report which will be submitted to be voted on during General Shareholders' Meeting in 2016.

Further information in the Annual Remunerations Report 2015:

https://www.repsol.com/imagenes/es_en/informe_anual_remuneraciones_ing_tcm11-732565.pdf

Similarly, the old Repsol S.A. Nominations and Retributions Committee has drawn up an explanatory report on the remunerations paid to the Board of Directors in order to explain the criteria and foundation on which such committee bases its decisions to determine the remunerations policy for Repsol's directors for the financial years 2015, 2016, and 2017.

Further information in the Explanatory Report from the Appointments and Remunerations Committees:

https://www.repsol.com/imagenes/es_en/Report_Remuneration_Policy_Directors_tcm11-705305.pdf

The company approved its remunerations policy at the General Meeting on April, 30 2015 for the years 2015, 2016, and 2017, and includes the principles and applicable criteria regarding remunerations for Directors in their respective roles, such as the performance of their executive duties.

Such principles are regularly reviewed by the Remunerations Committee and the Board of Directors with the aim of keeping the remunerations policy of the company in line with best practices and market trends.

To view the remunerations policy:

https://www.repsol.com/imagenes/es_en/Remuneration_Policy_Directors_Repsol_tcm11-705304.pdf

G4-52 Process for determining remuneration

Only the Board of Directors in full has the power to approve the remuneration policy for top management, as stipulated in Article 5 of the Board of Directors' Regulations. Similarly, only the Board of Directors in full has the power to determine the directors' remuneration for carrying out their duties and to determine the executive directors' pay package for carrying out their executive duties.

For further information on the processes to determine remunerations, see section A.2 in the Annual Remunerations Report 2015.

G4-53 How stakeholders' views are sought and taken into account regarding remuneration, including the results of votes on remuneration policies and proposals

The Annual Report on the Remunerations of Directors is submitted to be voted on by the General Shareholders Meeting. In the last General Meeting on April, 30 2015, the 2014 Annual Remunerations Report was approved with 95.098% of votes in favour.

http://www.repsol.com/es_en/corporacion/accionistas-inversores/gobierno-corporativo/junta-general-de-accionistas/jga2015/desarrollo-acuerdos15.aspx

Similarly, the remuneration policy for the Board of Directors for the financial years 2015, 2016, and 2017 was submitted for the approval of the General Meeting on April, 30 2015 as the nineteenth point and was approved with 93.945% of votes in favor.

G4-54 and G4-55 Compensation ratios between the organization's highest-paid individual in each country of significant operations to the median compensation for all employees in the same country (not counting the highest-paid individual)

Country ^{17, 18}	Total annual compensation of the highest paid individual¹⁹ / average total annual compensation of all staff	Percentage increase in total annual compensation of the highest paid individual¹⁹ / Percentage increase in average total annual compensation of all staff	The difference²⁰ in the percentage increase in total annual compensation of the highest paid individual / Percentage increase in average total annual compensation of all staff
Ecuador	9.23	-0.33	20.88
Peru	18.45	-3.96	16.15
Portugal	5.20	1.16	0.46
Repsol, S.A. ²¹	25.92	4.09	13.94
Spain ²²	12.12	-22.5	22.68

For total annual compensation, we have considered compensation in cash which includes personnel cost items: base salary, fixed allowances, seniority, variable allowances, extra hours, and other compensation.

We analyze salary markets in the countries and business sectors in which we operate to establish internal objectives for the average employee salary positions. The criteria to determine this are generally similar for all employee and director collectives therefore, for this compensation policy, the data in the table should reflect the salary distribution that is characteristic of the country and business sector in which we operate.

We decide the budgets for base salary increases each year for each group of employees and establish the criteria to limit maximum individual increases. The average salary increase for all staff is reflected in the salary base corresponding to each professional group, and also the salary increase percentages applied to each group, both those approved by the company and those established through collective bargaining or legal requirements.

The effect of moderate salary increases or salary freezes, combined with decreases due to changes in the rate of natural increase, have led to negative increases appearing in some countries for average compensation for all staff. On the other hand, compensation for the highest paid individual could also increase or decrease due to variable components of those that act in positions with greater responsibility have a greater relatively more weight on the average, even if the base salary remains frozen.

¹⁷ Does not include Talisman group.

¹⁸ We report countries with significant operations where necessary information is available.

¹⁹ Does not include those temporarily working abroad from other origins.

²⁰ The requested ratio appears distorted due to changes in sign (negative increments), therefore the total percentage difference between both compared increments is reported.

²¹ Data on the entire Repsol, S.A. company, including top management.

²² Does not include the group's top management on a global level.

Ethics and integrity

Response to indicators G4-56, G4-57, and G4-58

The purpose of our Ethics and Conduct Code is to establish general guidelines that should rule Repsol's conduct and that of all its employees in fulfilling their duties and in its commercial and professional relations, acting in accordance with the law of each country and respecting the ethical principles of their respective cultures.

This code was approved by Repsol's Board of Directors and is available in the company's official languages (Spanish, English, and Portuguese).

The company has training courses available to improve its employee's knowledge of the values and principles of the company: Ethics and Conduct Code and Repsol Values. Further information on these courses is in indicator G4.LA9 of this report.

Due to the integration of Talisman, the standard will be reviewed in 2016 to unify it with the other ethics codes of the group and adapt it to the company's new circumstances.

The Ethics and Compliance Committee has a communication channel available for Repsol employees and third parties at www.repsol.com and on Repsol's intranet. This channel allows them to confidentially submit queries about the Ethics and Conduct Code and information about possible non-compliance or breaches of such code.

Those who access this communications channel are expected to have carried out a correct previous evaluation of the scope of the matters they wish to submit.

The Ethics and Compliance Committee is multidisciplinary and is composed of representatives from the General Management of the General Secretariat and the Board of Directors, from General People and Organizational Management, from Corporate Auditing and Control Management, from Corporate Legal Services Management, and from Corporate Management for Labor Relations, Legal Labor Management, and Workplace Safety.

Through its secretariat, this committee has the specific role of providing advice on the application of the Ethics and Conduct Code. It is also in charge of managing the supervision and compliance system for this code, and holds regular meetings to deal with the monitoring of communications received, files being processed regarding ethics, the list of sanctions applied in each case, and breakdown by country, among other issues.

The hierarchical superiors that receive communications from the people who fall under their jurisdiction regarding potential breaches must communicate them immediately to the General Individuals and Organization Management before taking any course of action. The most relevant will then be reported to the Ethics and Compliance Committee.

Through the Auditing Communications Channel (also available at www.repsol.com) any person may confidentially report incidents related to accounting, the internal controls on accounting, and auditing that affect Repsol or the Auditing and Control Committee of the Board of Directors.

Furthermore, since the reform of the Criminal Code in Spain and due to the new powers of the Ethics and Compliance Committee as a Criminal Prevention Body, it must receive all the communications that could constitute crimes attributable to the legal person. Similarly, Talisman has its own communication channel for issues regarding Ethics and Conduct (Integrity Matters Hotline).

Because of this, in 2016 the company will unify such communications channels related to ethics, conduct and auditing matters and the Repsol group's Crime Prevention Model. For such purpose, an external supplier will be brought in to provide services related to ethics, conduct and compliance that businesses in the sector are already using for their communications channel. Similarly, it is the supplier of reference for Talisman on matters regarding ethics and conduct.

This platform will allow communications to be made via phone line (24 hours a day) or through the website; it will be possible to choose the language in which to make the communication and the specific

requirements of each jurisdiction will be met regarding data protection and communications management according to the place where the communication is sent and/or when the actions took place.

Once the communication has been received through the platform, it will be sent to the body in the Repsol group that is in charge of managing it and starting up the investigation and the relevant procedure will be put into action.

Part II: Specific standard disclosures

Economic performance

Contribution to economic development where the company operates

We contribute towards social and economic development in the areas we operate in various ways: contributing to the payment of taxes and royalties for our activities; promoting equal opportunities; boosting the contracting of suppliers and contractors that operate in the region; investing in significant infrastructure that provide access to energy and water, constructing healthcare centers, or implementing social projects to the benefit of the communities such as training and integration programs.

Through our social investment projects, we try to address the expectations identified among the communities, always with a focus on the long-term benefits and shared value for the population groups to give them tools for their development.

Such contributions allow us to achieve overall goals on a global level, such as the Sustainable Development Goals (SDGs) promoted by the United Nations.

We streamline our social investment projects through the company's businesses and corporate departments, the volunteering of people who work at Repsol, and Repsol's foundations in Spain and Ecuador.

ECONOMIC VALUE GENERATED AND DISTRIBUTED

Economic value generated and distributed (millions of Euros)

Item	2013 ^{23, 24}	2014 ²⁴	2015
Direct economic value generated	47,642	47,416	42,251
Sales and other income from extraction	47,551	47,225	41,605
Financial income	94	134	150
Profits and losses from disposal of non-current assets.	-3	57	496
Economic value distributed	46,426	46,341	36,990
Operational costs (payment for materials, products components, facilities and services purchased, property rental, license fees, royalties, payments for contract workers, employee training costs or employee protective clothing)	36,778	35,757	28,155
Employee wages and benefits (except training)	1,652	1,713	2,107
Payments to providers of capital (dividends to shareholders and interest payments to lenders) ²⁴	1,063	2,321	1,170
Public Administrations: taxes earned from the financial year and collected as an expense in the group's consolidated statements, including the Company Tax and Special Taxes. ²⁵	6,908	6,524	5,535
Community investments	25	26	23
Economic value retained	1,216	1,075	5,261

At the time this document was published, and as a result of acquiring Talisman (acquired May, 8), where the information systems are still in the process of being integrated, it is impractical to itemize the direct economic value produced and distributed by region.

²³ The 2013 financial information coincides with the corresponding 2013 financial year included in the groups consolidated Annual Accounts on 31 December, 2014. This information from 2013 was again expressed as a consequence of the application of IFRS 11, and differs from that contained in the group's consolidated Annual Accounts on 31 December, 2013.

²⁴ Fiscal years 2014 and 2013 include the modifications necessary to reflect the change in criteria for the "Payments to capital providers" qualification, with the cash payment criteria being adapted for the period compared to the income criteria. They include remuneration paid to shareholders for the sum corresponding to the expenditure each financial year for the irrevocable commitment to buy free allotment rights, which Repsol assumed for closed capital increases within the framework of the "Repsol Flexible Dividend" program, as well as dividends paid in 2014 and 2013.

²⁵ Include special taxes and others of a similar nature.

Tax contribution by country²⁶

As mentioned previously, the Repsol group is aware of its responsibility for the economic development of the societies in which it carries out its activities. The Repsol group's tax payments are of considerable economic importance, involve a high compliance effort and collaboration with the administration, and entail relevant responsibilities.

In 2015, Repsol paid €11,989 million in taxes and similar public burdens, having presented more than 46,000 tax declarations.

In order to monitor and analyze the group's tax contribution:

- (a) Taxes paid which suppose an effective expense to the company are segmented; those minimizing their result (for example, taxes on companies, taxes on production, social quotas the company is responsible for, etc.) are separated from those that do not minimize the result because they are retained or are passed on to the final taxpayer (for example, value added tax, tax on the same of hydrocarbons, withholdings, etc.). The first group is called "Fiscal Burden" and the second group is called "Collected Tax".
- (b) Only taxes effectively paid in the financial year are calculated, and therefore do not include taxes on profits earned during the period that shall be paid in the future, for example.

The breakdown of taxes paid by the group by country (controlled entities and those with joint control, except Gas Natural Fenosa), is as follows:

TAX EFFECTIVELY PAID BY COUNTRY²⁷

Millions of Euros

	Taxes paid		Tax burden						Taxes collected ²⁸							
			Company Taxes		Others		Total		VAT		Tax on Hydrocarbon		Others		Total	
	2015	2014	2015	2014	2015	2014	2015	2014	2015	2014	2015	2014	2015	2014	2015	2014
France	8	8	1	1	1	1	2	2	6	6	-	-	-	-	6	6
Italy	206	357	1	1	2	1	3	2	41	60	161	294	1	1	203	355
Netherlands	58	36	58	36	-	-	58	36	-	-	-	-	-	-	-	-
Norway	15	-2	-	-	1	-	1	-	-8	-6	-	-	22	4	14	-2
Portugal	1,140	1,129	13	12	11	7	24	19	370	421	727	672	19	17	1,116	1,110
Spain	8,762	9,145	359	340	350	308	709	648	2,724	3,145	4,997	4,919	332	433	8,053	8,497
Remaining ²⁹	2	4	2	-	1	1	3	1	-3	-2	-	-	2	5	-1	3
Europe	10,191	10,677	434	390	366	318	800	708	3,130	3,624	5,885	5,885	376	460	9,391	9,969
Argentina	43	6	41	-	-	-	41	-	-	-	-	-	2	6	2	6
Bolivia	125	106	81	74	4	3	85	77	34	24	-	-	6	5	40	29
Brazil	137	108	14	33	101	56	115	89	-	1	-	-	22	18	22	19
Colombia	56	27	36	18	2	1	38	19	-	-	-	-	18	8	18	8
Ecuador	43	56	23	30	9	10	32	40	3	11	-	-	8	5	11	16
Peru	564	778	12	49	76	106	88	155	271	420	186	187	19	16	476	623
T&T	176	319	41	179	136	148	177	327	-8	-15	-	-	7	7	-1	-8
Venezuela	81	150	14	89	38	48	52	137	19	7	-	-	10	6	29	13
Remaining ²⁹	3	3	1	1	1	-	2	1	-	1	-	-	1	1	1	2
Latin America and the Caribbean	1,228	1,553	263	473	367	372	630	845	319	449	186	187	93	72	598	708

²⁶ All information presented throughout this section has been produced in accordance with the group's reporting model, which is described in Note 5 "Information by segments" for the annual accounts corresponding to December 31 2015.

²⁷ Only includes payments made during the financial year. Quantities earned to be paid in the future and charges from previous periods are not included. Includes payments made for businesses sold during the financial year.

²⁸ Includes quantities paid through logistical operators that act as substitutes.

²⁹ The remaining section includes taxes paid by country for sums not greater than €4 million.

	Taxes paid		Tax burden						Taxes collected							
	2015	2014	Company Taxes		Others		Total		VAT		Tax on Hydrocarbon		Others		Total	
			2015	2014	2015	2014	2015	2014	2015	2014	2015	2014	2015	2014	2015	2014
Australia	5	3	1	-	1	-	2	-	-1	-	-	-	4	3	3	3
Indonesia	130	1	124	-	-	-	124	-	1	-	-	-	5	1	6	1
Malaysia	121	-	4	-	100	-	104	-	-5	-	-	-	22	-	17	-
Russia	66	79	9	13	46	47	55	60	9	17	-	-	2	2	11	19
Singapore	8	-	-	-	-	-	-	-	8	-	-	-	-	-	8	-
Vietnam	28	-	18	-	7	-	25	-	-1	-	-	-	4	-	3	-
Remaining ²⁹	3	-	-	-	-	-	-	-	-	-	-	-	3	-	3	-
Asia and Oceania	361	83	156	13	154	47	310	60	11	17	-	-	40	6	51	23
Canada	74	4	1	-	37	-	38	-	-32	3	-	-	68	1	36	4
US	80	78	-	3	40	55	40	58	-	-	-	-	40	20	40	20
North America	154	82	1	3	77	55	78	58	-32	3	-	-	108	21	76	24
Algeria	27	30	17	25	4	1	21	26	-	-	-	-	6	4	6	4
Angola	23	3	-	-	-	-	-	-	4	-	1	-	18	3	23	3
Libya	2	241	-	215	1	24	1	239	-	-	-	-	1	2	1	2
Remaining ²⁹	3	5	-	-	-	-	-	-	-	-	-	-	3	5	3	5
Africa	55	279	17	240	5	25	22	265	4	-	1	-	28	14	33	14
TOTAL	11,989	12,674	871	1,119	969	817	1,840	1,936	3,432	4,093	6,072	6,072	645	573	10,149	10,738

G4-EC4 Financial assistance received from government

BREAKDOWN OF GOVERNMENT ECONOMIC AID (MILLIONS OF EUROS)

Tax allowances and credits ³⁰	19
Subsidies ³¹	29
Total aid	48

G4-EC5 Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation

RELATIONSHIP BETWEEN THE REPSOL MINIMUM SALARY AND THE LEGAL SALARY IN THE COUNTRY³²

Country	Minimum national salary (local currency / month)	Minimum Repsol salary (local currency / month)	Repsol salary / national salary
Bolivia	1,656	10,504	6.34
Brazil	788	4,099	5.20
Ecuador	354	807	2.28
Peru	750	750	1.00
Portugal	505	520	1.03
Spain	757	1,308	1.73
Trinidad and Tobago	2,600	10,000	3.85
Venezuela	9,649	9,649	1.00

³⁰ Includes estimations for deductions earned during the period for R&D+I, events of exceptional interest, and sponsorship activities.

³¹ Includes capital and use subsidies attributed to the income statement during the financial year.

³² Does not include Talisman data.

In agreement with Repsol's equal opportunity policies, we set salaries in relation to the position regardless of gender, including starting salaries.

G4-EC6 Proportion of senior management hired from the local community at significant locations of operation

Repsol has over 1,500 expatriate workers. We consider diversity to be a competitive advantage in all professional categories in the company.

Our management teams have a significant presence of individuals from the local community, which allows us to better meet the needs of the societies in which we are present.

Country	% of Executives, Managers and Technical Heads from the local community
Australia	59
Bolivia	82
Brazil	41
Canada	62
Colombia	20
Ecuador	93
Indonesia	66
Italy	50
Libya	100
Malaysia	59
Norway	59
Peru	71
Portugal	93
Russian Federation	25
Spain	86
Trinidad and Tobago	32
United Kingdom	67
United States	49
Venezuela	69
Vietnam	36

G4-EC7 Development and impact of infrastructure investments and services supported

Repsol carries out its social investment through the company's corporate divisions and businesses and through its two foundations (Fundación Repsol and Fundación Repsol Ecuador).

The company's action areas for social commitment are intended to deal with the needs identified in the communities.

The main areas in which we voluntarily invest are the following:

- Education and training: the education and training programs are aimed at primary and secondary school level children, as well as young people studying university and postgraduate programs.
- Community development: projects that are of benefit to the greatest number of people possible and can be sustainable over time. We also select training programs to improve local participation in the work we provide.
- Health: collaborating in projects and programs that work towards improving sanitary and quality of life condition in some of the towns where the company operates.
- Social integration: implementing projects aimed at groups at risk of exclusion and disadvantaged groups, as well as other programs to improve the well-being of individuals and social groups.
- Environment: projects to raise awareness about caring for and protecting the environment and biodiversity.
- Art and culture: projects related to promoting culture. The company collaborates with museums, exhibitions and councils on a wide range of disciplines and makes a great effort to promote local culture and artistic heritage.

Furthermore, Fundación Repsol develops its own projects, or projects in collaboration with reference entities in the areas that, due to their knowledge, abilities, and experience, as well as those of the company, better contributions can be made. Its initiatives and projects revolve around Social Energy, and its goal is to contribute to the well-being of the society, improving individual quality of life, and achieving greater social, educational, environmental, and cultural development, acting especially in the areas where the company is present. In addition, it collaborates with various entities to develop programs that positively impact the surroundings and meet the specific needs of communities.

Fundación Repsol supports various institutions to develop programs with a positive impact in this area.

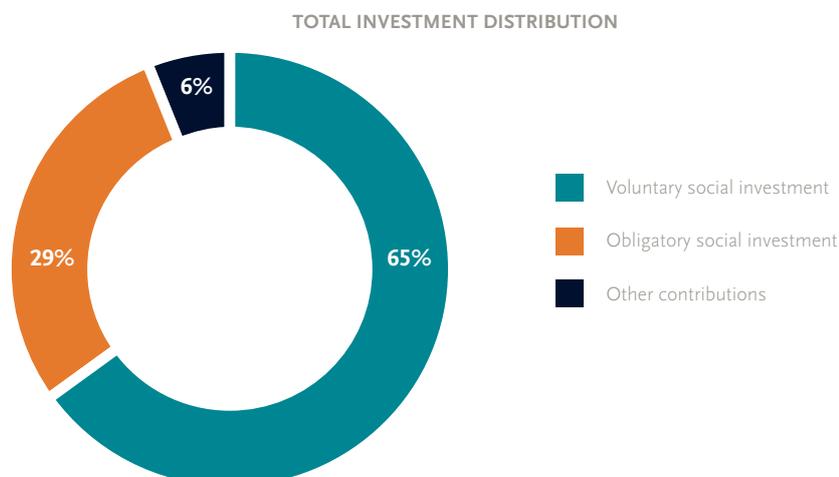
In 2015, Fundación Repsol has carried out more than 150 initiatives and collaborated with over 200 institutions. Some examples of this collaboration are:

- Fundación Juan Felipe Gómez Escobar, to help run the Integrated Children's Development Centre (CIDI) in Cartagena de Indias, Colombia. This program seeks to improve the general health of the babies and mothers treated and strengthen the mother-child bond through the interventions made at the CIDI.
- DTI Foundation (Donation and Transplants Institution) in the organ transplants program in Trinidad and Tobago: Organ transplant program in Trinidad and Tobago: a replica of the Spanish organ transplant model that was able to perform transplants on 15 patients in the country in 2015.

Social investment figures

In 2015, social investment by the Repsol group, including its two foundations, came to €32.74 million, of which €22.74 million were voluntary contributions and €10 million were required to meet contractual or legal obligations.

Furthermore, we have allocated €2.15 million to communities as compensation, arising from studies of the environmental, social, and health impact caused by our projects.



Voluntary social investment

This includes social programs that we implement voluntarily or are derived from voluntary agreements with the communities.

VOLUNTARY SOCIAL INVESTMENT³³ (MILLIONS OF EUROS)

	2013	2014	2015
	24.58	26.03	22.74

We classify each voluntary investment project into one of the following categories:

- Strategic social investment: including the social programs related to communities that share the same geographic location with the operations. In 2015, this investment amounted to €12.09 million.
- Institutional social investment: the remaining voluntary social investment. The total sum of this investment was €9.01 million in 2015.

VOLUNTARY SOCIAL INVESTMENT BY TYPE OF PROJECT (MILLIONS OF EUROS)

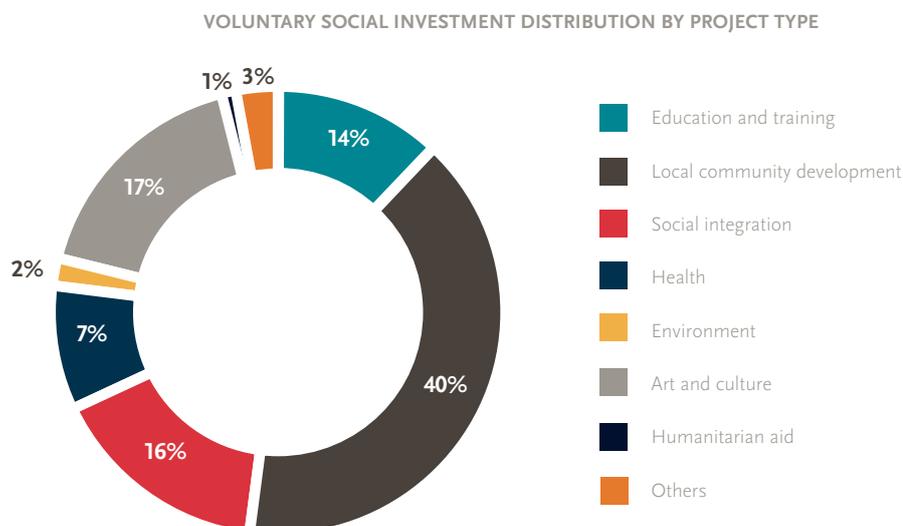
Contribution in money	18.82
Contribution in time	0.56
Contribution in kind	1.39
Management costs	1.97
Total	22.74

VOLUNTARY SOCIAL INVESTMENT BY TYPE OF PROJECT (MILLIONS OF EUROS)

Education and training	2.99
Community development	8.40
Social integration	3.43
Health	1.44
Environment	0.47
Art and culture	3.65
Humanitarian aid	0.20
Others	0.52
Total	21.10

* Management costs not assigned to specific projects €1.64 (million)

³³ Does not include contributions to associations.



Social investment was distributed by country in the following way:

VOLUNTARY SOCIAL INVESTMENT BY COUNTRY (MILLIONS OF EUROS)

	2013	2014	2015
Angola	0.75	0.76	-
Bolivia	1.81	1.78	1.85
Brazil	0.80	1.28	0.50
Canada	0.27	0.26	1.18
Colombia	0.19	0.05	0.48
Ecuador	0.77	0.97	1.31
Guyana	0.00	0.03	0.11
Libya	0.37	0.65	0.32
Malaysia	-	-	0.17
Peru	4.23	3.27	2.75
Portugal	0.38	0.17	0.53
Spain	13.76	15.06	12.08
Trinidad and Tobago	0.43	0.41	0.63
United States	0.16	0.34	0.36
Venezuela	0.37	0.37	0.22
Vietnam	-	-	0.09
Rest of the world *	0.29	0.66	0.16
Total	24.58	26.03	22.74

* Rest of the world: Algeria, Morocco, and Norway.

Obligatory social investment

We make contributions due to legal or regulatory requirements in the country or those stipulated in the operations agreement. These contributions may be fully managed by the company — through social programs — or by a third party (the national hydrocarbon company, an institution or a government agency, etc.) to whom we transfer the relevant contribution.

The obligatory investments made in 2015 have reached €10 million and were made in Algeria, Angola, Brazil, Canada, Colombia, Indonesia, Malaysia, Spain, Venezuela, and Vietnam.

Country	Obligatory contribution (millions of Euros)
Algeria	0.04
Angola	1.48
Brazil	3.15
Canada	2.15
Colombia	0.20
Indonesia	0.19
Malaysia	0.10
Spain	0.15
Venezuela	2.35
Vietnam	0.19
Total	10.00

Other contributions

The company compensates to communities for impacts during project activities, and these contributions have been identified in environmental, social and health impact assessments. We make this contribution in cash or through social programs or remediation programs.

Repsol invested €2.15 million in such contributions in 2015, which we will break down by country.

OTHER CONTRIBUTIONS (MILLIONS OF EUROS)	
Colombia	0.32
Ecuador	0.04
Peru	0.39
Spain	0.05
Venezuela	1.35 ³⁴
Total	2.15

G4-EC8 Significant indirect economic impacts, including the extent of impacts

Repsol has a firm commitment to the local areas in the geographic zones where it operates, contributing to their development through social investment projects, as well as through the purchases that we make from local suppliers in each of the countries where we have a presence.

We have grouped some examples of the impacts we have into five action lines described in section G4-EC7 and which we will now expand upon.

³⁴ Repsol's 2014 contribution in Venezuela, when applying the 2015 exchange rate, reached €0.44 million.

Program: promoting local purchases and recruitment

Repsol creates indirect work opportunities in the construction projects for new plants or expanding current plants, as well as in drilling campaigns and planned shutdowns in industrial facilities. In general, the percentage of local recruitment and purchasing is high, especially in logistical services, civil work, catering, accommodation, vehicle rentals and drivers, doctors and warehouse and office rentals, as well as support services for the IT systems and local office management, waste management and the packaging and internal and external messenger services.

An example of this is the construction of new production plants to adapt to new fuel specifications in the La Pampilla refinery: the project directly produces between 1,000 and 2,000 jobs during construction (4 years for the project's first stage, between 2013 and 2016). This project in turn generates indirect positions for supplies, services, etc. Similarly, the refinery staff will increase by around 60 people.

In operations in difficult to access areas, more services are contracted locally. We should highlight the operations in areas inhabited by indigenous communities in Bolivia, Colombia, Ecuador and Peru. In these cases, the development of local skills is also connected to the improvement of traditional economic activities and productive projects, normally connected to agriculture, livestock farming and fishing.

As part of this program, we wish to highlight the project to involve disabled people as an alternative measure for job creation, which we carry out by contracting goods and services from businesses that are considered to be Special Employment Centers (SEC). We have signed agreements with 44 SECs for an amount of approximately €3.8 million.

The goods and services we received are related to reception, gardening, cleaning, catering, manufacturing, and recycling computer printer consumables, manufacture and marketing of work clothes, data filing, document digitalization, collection and distribution of daily mail, printing publications, and document handling.

We wish to highlight the following activities:

- Tender and awarding of gardening services for the four LPG factories in Spain for a term of three years.
- Awarding the promotional articles at LPG Ecuador - Duragas Repsol.
- Purchase of work clothes for LPG and Marketing Businesses in Spain.
- At the Puertollano industrial complex more than €100 million have been set aside for shut-downs and maintenance. In the contracted work, over 90% of the manual work has been from local recruitment.
- Generation of a port traffic volume of around 33% of the total traffic of products at the Port of Tarragona.
- The A Coruña industrial complex is one of the driving forces of the economy in A Coruña and Galicia. It generates more than 650 direct jobs and more than 1,000 total jobs including indirect jobs. It also has an impact of 3,000 related jobs.
 - Local employment: awarded in 2015, 143 contracts, 90 of which to companies that are from the local area /autonomous community.
 - Special Employment Centers: €121,600.55 invested.
 - Purchases for an amount of €26,178.08 and contracts for €95,422.47.

Program: support for education

We support education, mostly directed at educational centers near to where we operate.

The projects are exceedingly varied, from large infrastructure construction projects and employing teachers, to smaller ones such as donating equipment, books, utilities and educational materials, as well as providing sports kits and supporting practical activities promoted by the local governments.

The training and opportunity development projects for young people is another main action line. It consists of scholarships, for secondary education and university programs.

We will describe some specific projects:

The agreement between Repsol and the educational organization for professional training (TECSUP) offers the opportunity to study technical courses with different specializations offered by the institution to students at schools in the Ventanilla district, aimed at improving their living conditions and those of their families. Alongside this, the new students in the district have the opportunity to ask for technical work experience at the La Pampilla refinery to support the knowledge acquired. At the end of this financial year we had seven graduates and nine students who were awarded these grants.

The Centro de Estudios y Desarrollo Comunitario (CEDEC), led by Fundación Pachacútec, offers training to young people of limited means in Ventanilla and promotes access to productive employment and the creation of micro-businesses. Through the alliance between Fundación Repsol and Fundación "Ayúdales a Vivir" in 2003, Repsol contributed to the construction of the center. We have also equipped a pavilion for the upkeep of motors and home gas installations, where the company's staff provide training workshops. These courses result in working advantages for the young people who take part in them.

Program: community health program

Along with education, the health program makes an important contribution to the well-being of the communities. From providing healthcare teams to promoting good personal health and hygiene practice are some examples.

We have carried out some projects to safe and clean water access, as well as promoting good hygiene practice in Angola, Bolivia, Ecuador, Indonesia and Vietnam.

Part of the budget dedicated to health is set aside for dental health and ophthalmology.

Program: environmental programs

Recovering river channels to enable access to clean and safe water in Canada.

Conserving coastal and marine areas in Brazil.

Reforestation of deforested areas in Peru by planting timber trees and recuperating and protecting land in deforested areas of Peru.

Waste management programs, cleaning agro-chemical packaging, litter clearing campaigns in schools, waste classification and recycling of organic material by composting in Bolivia.

Program: community development

In many rural areas we help to develop micro-business projects to help them grow sustainably. Many projects are aimed at improving knowledge and skills in cultivation, fishing and livestock farming. These projects serve to improve management skills and expand their markets.

We have also set up programs to develop industrial skills such as the welders program in Bolivia or the course for LPG and natural gas installers for home installations in Peru. In addition, we provided technical assistance to the hydroelectric center located in the native community of Tsoroja to promote the population's reinforced abilities in this country.

The inclusion of women and their contribution to the household economy is another area that we support. In Bolivia we have set up a training project for dressmaking. In Malaysia, recovering traditional work of fabric production and grain harvesting allows them to generate an alternative source of income to support their families.

Many of the programs we will explain below in the countries where we operate have been developed in collaboration with Fundación Repsol.

Angola

Project to provide access to treated and safe water, as well as promoting hygiene practices to mitigate the negative impact of the severe drought affecting the south.

Master's program on resource management to give training and support to members of the government in Angola on fossil fuel management and economic development. It is a two-year course and currently has 20 students in Development Economics and a further 20 students in Energy Economics.

Bolivia

Technical training project for dressmaking production to support development among women, to promote the entrepreneurial spirit and improve economic conditions in the Palos Blancos area. Through this project they acquire knowledge and manufacture work and dress clothes. It also allows them to obtain a basic level technical qualification in dressmaking.

Welding technical training program. This project allows its beneficiaries to achieve the necessary qualification to work as a welder and enter the labor market in the area or set up private businesses. This type of employment is in high demand by contracting and subcontracting firms with mechanical metal workshops that operate in the zone.

Training and qualification project in catering and improving micro-business management. This project is focused on improving the business and micro-business sector in the catering and local food services trade in the communities located near our operations. Apart from generating new and better business possibilities, it also increases the standard of services, improves the working and production conditions, increases the income of workers, and the associative skills of the beneficiaries.

Rehabilitation of four water wells for the community in Palos Blancos. The community in Palos Blancos and Iguirati is only supplied by one aqueduct that connects to four water wells for the community, located at different places. These wells are in a deficient state for use and maintenance. The project has involved rehabilitating these water supply sources and recovering the flow. This project has improved access to water and their quality of life.

Cooperation and friendship agreement with the town of Huacaya to implement social action programs and productive projects aimed at improving quality of life for the neighboring communities; for example: mechanizing the cultivation and land preparation process for the cultivation of vegetables; mechanization and agricultural modernization to promote and develop this activity, adapted to the different ecological floors, the productive trades and the use of land. These projects contribute towards development of 22 communities in the area.

Hogar Limpio Hogar Sano. This is a training program on waste generation. We have launched programs for cleaning agro-chemical packaging, litter clearing campaigns in schools, waste classification and recycling of organic material by composting.

Escuela Nacional de Teatro de Bolivia. Fundación Repsol has collaborated with the *Escuela Nacional de Teatro de Bolivia* since 2009 with the goal of promoting the spread of theatre in the country and facilitating field training for young performance artists with few resources and at risk of social exclusion. This initiative has allowed 112 young people to receive integral training in the field of performing arts, regardless of their socio-economic level. The project is carried out in Santa Cruz de la Sierra.

Brazil

The Repsol Sinopec Education Platform is a travelling project that has a positive impact on quality of life and knowledge promotion programs regarding fishing activity for the coastal communities in the states of São Paulo, Rio de Janeiro, and Espirito Santo. In 2015, courses were given on professional fishing and for assistant port sailors, fish processors, motor mechanics and a course focused on safety in the exclusion area. 452 people took part, mainly fishermen, but also their wives and children.

The Fundación SOS Mata Atlántica Costa Atlántica Program, in cooperation with seven civil society organizations, for the development of projects in coastal and marine areas with two action lines: creating protected zones and sustainable development.

Canada

Reading programs with the Alexis Nakota Sioux Nation School to combat youth illiteracy. 140 students from different levels have participated in the program.

“Trout Unlimited Reconnecting Canada – The Million Mile Effort”. Project to recover four streams in the operational areas of Duvernay and Edson. This is a multi-stakeholder project to identify the sewers that are detrimental to the rivers and streams. It is led by a team of experts.

“Beakerhead Education Program” is a program to generate interest in science, technology, engineering, and the arts in all secondary level students.

Colombia

Agreement to provide fishing material such as nets, canoes and outboard motors to improve fishing in the 18 Wayuu communities located within the area of influence of our operations. The communities have kept up active participation since each project profile was set up until the acquisition and reception of the material.

Social investment program benefiting the communities in the COL 4 block. The COL 4 Block does not have a direct area of social influence since it is a deep sea operation, therefore we implement the social investment project in the peripheral and vulnerable areas of Cartagena. All the beneficiaries of the project are inhabitants of the Bicentenario and Villas de Aranjuez districts, who were victims of natural disasters or people who have been forced to leave their homes due to armed combat in Colombia.

CPE-08 Block Dajitaneja. Supplying provisions and equipment to improve the current living condition of the Sikuaní and Piapoco indigenous communities in the Unuma reservation. These communities live off of hunting, fishing, raising minority species and some livestock and agriculture processes. In distant areas, they do not have adequate means for trade or communication which makes it difficult to access the economic resources that would allow them to cover their basic needs.

“Procompite” is a cooperation project with the Canadian government and Repsol Colombia, implemented by an international NGO with the following aims:

- Promoting sustainable economic growth in the six cooperatives located in the municipalities of Acacias, Cubarral, Guamal, San Martín, and El Dorado that currently work within the value chain for coffee, cacao, watermelon, livestock, fruit farming, and fish farming.
- Improving the productive skills and associative business entrepreneurship, giving technical support to improve cultivation, administrative abilities and expanding their markets. It seeks to strengthen and consolidate 25 associative businesses.
- It improves the quality of life of the direct and indirect beneficiaries. The project is of direct benefit to 860 families of producers that work for the six cooperatives.
- There is a 30% increase in the income of the families.

Ecuador

Community education program to improve schooling and professionalism as basic elements for inclusion based on multiculturalism in national society, as well as improving access to the labor market and generating income for the beneficiaries. Since 2005, Repsol has supported education in the educative centers in the Dícaro community, without overlooking the support provided to the education units in the areas outside of the block, which receive school materials and utilities each year. The UEDO school in Dícaro, attended by students who have completed their basic education, seeks to stop young people leaving education or the jurisdiction where they live since there are no other alternatives for getting an education.

Program: Cooperation for Health and Dental Services. Providing health, dental and ophthalmology services for the Waorani communities alongside the public health services, aimed at Waorani and Kichwas patients who are treated in public hospitals.

Organization Management of the Waroani Nationality (NAWE) in Ecuador and Communities. This program provides a river and land transport service to the Waroani and Kichwa population in the area of influence of our operations, improving the mobility of the people and basic services in social infrastructure, such as preventative maintenance and repairs of vehicles, including those for river transport; fuel supplies, providing batteries for communications radios, providing and maintaining electric generators, and the upkeep of the water systems and access roads for the communities.

Spain

Professional Training scholarships in the areas around the industrial complexes. Promoting professional training for young people from the areas of influence of Petronor and the industrial complexes in A Coruña, Puertollano and Cartagena to participate in the labor market. We have sent out five calls for professional training scholarships, one call in each area around the company's industrial complexes, with a total of 111 scholarships during the 2015-2016 academic year, and 92 during the 2014-2015 academic year. Each call sets up the provision of grants for medium and high level training courses and some bonuses for the best scholars in each call.

Grants with the Universities' Social Council. Helping students who want to take a university degree at the University of Castilla-La Mancha, the Polytechnic University of Cartagena and the Rovira i Virgili University of Tarragona, and who are at risk of exclusion, gain access to the labor market.

"Different Abilities" exploration and production scholarships. The launch of national calls for Degrees and Masters grants for student with disabilities who are studying or wish to study technical courses related to the business of exploration or production.

University scholarships We have four university scholarships for students in the final years of their courses to help them finish their studies and enable them to enter the world of work in the energy and hydrocarbons industry in competitive conditions.

Campus inclusivos, Campus sin límites. Through this project, disabled and able-bodied students in secondary education live together for ten days at various university campuses in Spain to live the "university experience", taking part in activities connected to the academic world. With this project we want to promote the integration of disabled people and seek to motivate them to not abandon their studies when they finish compulsory secondary education.

The campus seeks to promote inclusive universities to promote university access among young people with disabilities, making them aware of the opportunities that there are for both disabled and able-bodied students, identifying the opportunities for improvement, moving toward the development of protocols to integrate disabled students and raise awareness in general.

"Campus inclusivos, Campus sin límites" is a project promoted by Fundación Repsol, Fundación ONCE and the Ministry of Education, Culture, and Sport. In the 2015 edition, eight universities have taken part with a total 140 students (99 disabled, 41 able-bodied).

Guyana

“Internal Education Improvement Program”, a program to promote literacy and improve various schools in Guyana.

Education on risk management for natural disasters. The program builds on the measures to mitigate and adapt to climate changes, thinking up new designs and models for building homes. Preparations and drills on how to act in case of a natural disaster, and developing coordination and response teams with the community.

Indonesia

Safe driving campaign. The program promotes safe behavior when driving, review of the laws and rules on driving, as well as giving advice on driving and maintaining motorcycles. The road accidents rates increases every year according to the national traffic police data. The number of vehicles and motorcycles on the road has increased.

Health campaign to prevent diarrhea. The environmental evaluation study found that this disease has the greatest effect on the communities in the Bayung Lencir and Tungkal Jaya districts. To help them, we have given free personal hygiene courses and health checks that involve all members of the family. 15 villages and a total of 750 people have taken part.

Improving the infrastructure to provide access to clean water. We are building wells to cover the clean drinking water needs of the communities in the area of influence of our operations as a primary need.

Libya

DNA laboratory in Inin. Repsol has donated equipment and provided training for the laboratory. This program allows families to identify relatives that they have lost in the conflict.

Medical support for the hospital in Ubari. Donation of medicines and emergency materials.

Malaysia

“Let’s Be Safe” school safety program. This program teaches primary school children about safety in the household, at school and in public spaces to prevent the risks that surround them. It has been given at schools in Kudat, Penampang and Kota Belud.

Scholarship program in collaboration with four universities. With this program we contribute to local development, training young talent in engineering and geoscience.

Health awareness campaign - Thalassemia. Educating and providing information on thalassemia to patients, families and communities.

“Capacity Building” project aimed at 60 women in Tambunan. The project helps women from the communities to start up sustainable micro-businesses. With this project they can recover the traditional work of fabric manufacture and grain harvesting, which allows them to generate an alternative source of income to support their families.

Peru

Technical support for the development of 300 hectares of cacao plantations in the Nuevo Mundo community. This project supports the socio-economic development of the cacao producers in the native community of Nuevo Mundo. They are considering installing and maintaining new hectares for cacao cultivation; developing a technology package and improving the farmers' technical and productive activities in cacao farming. In this way, the 83 participating farmers will increase their cacao farming production and productivity.

Constructing a fish farm in the native community of Nuevo Mundo. Fish farming is focused on the cultivation of two species: the Tambaqui, or Paco, and the Prochilodontidae (poly-cultivation), because they are well adapted to living in captivity, grow rapidly, are resistant to manipulation, good for use as food, and popular on the market. Repsol provides training and passes on knowledge and skills for handling these fish. The training focuses on making the families aware of how to make the most of their water resources and fish species, conserving local resources. This project contributes towards raising their economic income and their quality of life. Out of the total production, 10% is set aside for consumption and 90% for local trade.

Communal tree nursery in the native community of Nuevo Mundo. The construction of the nursery will allow for forested areas in the community to be recovered through planting timber trees and recovering and protecting the soil by reforesting the deforested areas.

Conserving the forest resources in the native communities in the buffer zone of the Machinguenge communal reserve. By reforesting 200 hectares in seven communities we are helping to conserve the biodiversity inherent to the communal lands and the Machinguenge communal reserve.

Scholarship scheme in the native community of Nuevo Mundo. Contributing towards the professional development of young people in the community by granting pre-university and university scholarships to students at Universidad Nacional Agraria de la Selva (UNAS). This scheme allows them to continue with higher education, allowing them to pay for the fees and living, food and materials expenses until they reach the UNAS.

Etsonipanko Hydroelectric Project, "Vuelo de Golondrina". Maintaining the mini hydroelectric center located in the Tsoroja native community allows us to improve the conditions of the community's basic services and raise their standards of living and well-being. This project also seeks to help the community develop by training them in the use of such equipment and technology. Community participation is key for maintenance tasks and provides them with a source of revenue.

"Promoting food security to reduce anemia in the human settlements in the Angamos - Ventanilla sector" The main aim is the reduction of anemia among children under five and improving their quality of life. This project, part of the United Nations International Food Program (IFP) in collaboration with Fundación Repsol, works to raise awareness and improve attitudes and practice in the consumption of high-protein food, which significantly reduce levels of anemia by around 20%.

"Scheme to prevent alcohol and drug abuse among children, teenagers, and young people through developing social skills". The scheme seeks to change the attitude of teenagers in various schools in Ventanilla on certain dangerous forms of behavior and help them to develop social skills to allow them to positively manage conflict situations that they come up against, helping to prevent future psychosocial problems and helping them to adapt.

Furthermore, the teenagers' families are involved in the programs through the spaces for them to resolve conflicts with their children and to promote the development of social skills at home.

The third key aspect are the teachers in the schools participating in specific actions alongside the workshops held for their students and supporting the working days with the family in order to work together on strategies and tools to promote healthy lifestyle choices among their students.

Optical campaign in the Ventanilla community and in the Nuevo Mundo indigenous community. Fundación Repsol collaborates with the Fundación Cione Ruta de la Luz to carry out vision tests with the goal of improving the visual health of populations with limited resources, in agreement with the commitment to caring for and improving the quality of life of at risk groups. In total 1,256 reviews were completed, resulting in 728 prescriptions for glasses.

Trinidad and Tobago

Social integration for disabled people. Educating, providing information, and raising social awareness about the importance of integrating and respecting the human rights of people with disabilities, as well as providing professional training courses and architectural changes to the facilities to allow people with disabilities to be incorporated into the educational surroundings.

Venezuela

Installing renewable energy systems as an energy solution for homes in Macolla in the Falcón Municipality, Falcón State. This investment is to consolidate the electricity generation project - Hybrid Plant - by setting up 23 independent wind energy systems for each of the isolated homes in the Punta Macolla community. Allowing access to energy to 103 inhabitants, 23 families in 12 sectors and improves their quality of life.

Building a clinic in 23 de Enero. The inhabitants of the 23 de Enero community and other nearby communities will be able to use the health center to receive vaccines and check-ups from the community's health workers.

Vietnam

Professional training for young people at risk of social exclusion. Providing hospitality training to young people in disadvantaged areas, allowing them to find work. The program consists of an intensive six-month course which allows them to improve their language, IT, communication, and customer care skills, *among others*.

"Brighter Path" - Scholarships for girls from ethnic minorities. Contributing to girls from ethnic minority communities having opportunities for growth in the future and breaking the poverty cycle through education. In these areas, young girls do not have opportunities to continue with their education; the need for the girls to work to support their families, help out with household chores or child marriages are some of the factors that block them from having the opportunity to study. The economic situation of these ethnic minorities is worsened by the difficult living conditions and their cultural traditions or social norms. These scholarships give 50 academically outstanding girls the opportunity to complete secondary and university education.

ADAPT - Scholarships to prevent people trafficking. This program seeks to build a safer community, raising awareness in schools and families about the people trade and empowering women as agents of social change in their communities. The ADAPT scholarships give educational opportunities to girls between 13 and 18 years old, who live in human trafficking hotspots along the border between Vietnam and Cambodia and who are at risk of leaving school. Education raises awareness and economic outlooks, lowering the risk of the girls becoming victims of trafficking.

Rebuilding bathrooms in primary schools in remote villages to provide access to clean water and cleaner and safer learning environments. The project has built two toilet blocks with sinks and toilets with safe water and water storage tanks in three schools.

Life vest School Bags. Raising awareness about children drowning along the routes from home to school in areas prone to flooding. The project provides backpacks that double as life vests.

"Operation Smile". Providing safe and free surgery for children and young people to repair clefting and improve their physical, mental and social well-being. Vietnam is one of the countries with the highest rates of clefting in the world.

Management of the supply chain and the impacts where the company operates

Responsible management of the supply chain is one of the Repsol's key aspects of risk prevention and mitigation since it has specific risks and is connected with local job creation and economic development. It is one of the main expectations of the communities where we operate.

Repsol has a body of regulations and a supply chain management system that ensures integrity in the relationship that the company maintains with its suppliers and contractors. We expect their behavior is aligned with our commitments.

The purchasing management model is defined from the internal regulations to ensure the ethical, labor, environmental and social standards fulfilment. Furthermore, the Ethics and Conduct Code for Suppliers lays out the guidelines for conduct that guides businesses with a commercial relationship with Repsol. Similarly, our supply chain management model includes economic, technical, social, ethical or environmental risk identification at the different stages of the relationships with suppliers. It also contains:

- Suppliers register: identifying potential suppliers for goods and services. We inform them of the conduct guidelines included in the Ethics and Conduct Code for Suppliers and the requirements that they have to meet to pass the checks.
- Approval stage: evaluating how appropriate a supplier is to deliver a particular good or service. We analyze different business, financial, technical, quality systems management, safety, environmental and labor, ethical and human rights aspects.
- Negotiations with the supplier: bringing in the General Conditions for Purchases and Contracting, which include specific clauses on environmental, labor, safety, integrity, and human rights management.
- Evaluating the supplier's performance: we analyze if the supplier's work is in line with the management, quality, safety, environment, labor, integrity and human rights matters we require, once the work has been completed.
- Development of the supplier based on the results obtained from the evaluation.

The suppliers and contractors that do not manage to meet our standards and requirements are not authorized to take part in tenders and cannot be awarded orders or contracts.

The structure of Repsol's General Conditions for Purchases and Contracting repeats the obligations for contractors and subcontractors; such obligations are necessary and verified along the whole supply chain process. The subcontracting firms must also complete the approval process.

The Ethics and Conduct Code for Suppliers lays down the action guidelines for carrying out their activities as well as their own commercial relationships. Repsol requires that all the suppliers adopt and share the action guidelines in the code.

We have detected improvement areas in the supply chain; mainly the invoicing system, that is a result of cultural differences which affect communication and cause delays in paying invoices and to their cash flows.

Due to the economic crisis and faced with the difficulties that many suppliers may encounter in a disadvantageous economic situation for meeting our economic and financial requirements in the approval process, we have set up some initiatives to control compliance and make sure invoices are paid on time and that the services continue. In such cases, if any economic guarantee is provided, they can be approved, and participate in our tenders: in this way, we help them to improve their situation and the chances for their business to survive. We have also set up electronic invoicing to monitor and improve the amount of time taken to pay suppliers.

G4-EC9 Proportion of spending on local suppliers at significant locations of operation³⁵

Repsol deems a provider to be local when the business is constituted or nationalized under the laws of the country where it provides the goods or services. Additionally, we take the number of employees from such locality in the composition of the suppliers' staff into consideration, as well as the "zone of influence"³⁶ criteria. Therefore, in our industrial complexes we use the term "local" when the businesses are located in areas near to the activity we are carrying out. For example, at the Cartagena industrial complex, the supplier must have its headquarters or branch in the Region of Murcia; in the A Coruña refinery must be registered in the Companies Registry in the Province of A Coruña or a branch in the community where the majority of the contracted labor comes from; at Petronor, local suppliers are those who pay taxes to the Regional Government of Vizcaya.

In some countries such as Brazil, all purchases are evaluated by a certifying third party that determines the percentage of goods or services that Brazilian suppliers are able to provide. Similarly, in Angola or Papua New Guinea, we have to meet a contracting percentage with local businesses that the authorities require to support their economic development, skills and competition. In such cases we implement training programs in various areas to help us meet the local content requirements.

Local suppliers are close by our operation, which sometimes allows for greater flexibility and the ability to adapt to our needs with better response times.

In accordance with our corporate values of integrity and transparency, we give equal opportunities to all suppliers. We promote participation from local suppliers from the influence areas around our operations, even though our requirements are the same for all the suppliers.

The expenses paid in the countries where we operate reaches 82.13% of our purchasing volume, going to 88.18% of our local suppliers.

Country ³⁵	Expenses paid to local suppliers (Euros)	Total expenses (Euros)	Expenses paid to local suppliers (%)
Algeria	19,189,603	56,339,801	34.06
Angola	131,931,980	264,673,389	49.85
Aruba	299,998	3,008,714	9.97
Australia	138,366	138,366	100
Bolivia	165,078,423	175,253,927	94.19
Brazil	310,133,369	500,719,157	61.94
Canada	7,897,995	8,745,248	90.31
Colombia	8,682,283	12,190,918	71.22
Ecuador	98,395,833	109,189,011	90.12
Guyana	662,554	855,423	77.45
Indonesia	782,840	829,888	94.33
Iraq	3,888,304	10,927,481	35.58
Libya	3,843,777	4,157,493	92.45
Norway	48,977,002	53,940,143	90.80
Peru	337,811,030	376,952,644	89.62
Portugal	158,650,267	181,508,745	87.41
Russian Federation	53,554,846	54,126,624	98.94
Spain	1,723,703,062	1,994,879,324	86.41
Trinidad and Tobago	106,830,213	116,104,782	92.01
United Kingdom	7,807,288	7,855,330	99.39
United States	397,066,228	401,030,964	99.01
Venezuela	120,032,376	177,924,043	67.46
TOTAL	3,705,357,637	4,511,351,415	82.13

³⁵ All the data presented are related to assets that belonged to Repsol before the acquisition of Talisman Energy Inc. At the time of writing this report, we do not have information on the group given that Talisman's assets are not completely integrated into Repsol's management systems.

Country ³⁵	N° of local suppliers	Total suppliers	% local suppliers
Algeria	83	127	65.35
Angola	77	115	66.96
Aruba	12	20	60.00
Australia	2	2	100
Bolivia	293	366	80.05
Brazil	340	393	86.51
Canada	192	221	86.88
Colombia	127	149	85.23
Ecuador	899	969	92.78
Guyana	23	31	74.19
Indonesia	20	23	86.96
Iraq	36	64	56.25
Libya	34	42	80.95
Norway	149	176	84.66
Peru	1,521	1,677	90.70
Portugal	1,217	1,437	84.69
Russian Federation	166	180	92.22
Spain	7,958	8,914	89.28
Trinidad and Tobago	284	344	82.56
United Kingdom	92	102	90.20
US	540	569	94.90
Venezuela	258	320	80.63
Total	14,323	16,241	88.19

Environmental, labor, human rights and social evaluation of suppliers

As part of our business relationships we require compliance with internationally recognized standards and provisions related to safety, the environment, ethical conduct and respect for human rights, which are currently upheld in our internal regulations.

Our supply chain management model evaluates suppliers to identify economic, technical, social, ethical or environmental risks at the various stages that our relationships with suppliers pass through.

- Prior entering into a relationship with a supplier: we carry out a rating audit to verify whether or not a supplier is suitable for providing a good or service, analyzing business, financial, technical, quality systems management, safety, environmental and labor, ethical, and human rights aspects. These audits are mandatory before any business relationship with suppliers whom provide highly critical goods or services; this includes inspections of their factories and facilities.
- Negotiation phase: this means accepting our General Conditions for Purchases and Contracting, which includes specific clauses for respect for human rights, anti-corruption, labor, safety, and the environment.
- Supplier performance assessment: after the contracted services have ended or while they are being provided, we check that the work complies with the technical, quality, safety, labor, ethical, and human rights matters. It also helps us to complete the supplier or contractor if it needs to be approved again. The performance assessments involve a process of systematic and documented checks on the most significant aspects of the relationship with the current suppliers. Through these checks, we identify potential risk situations. When we detect any breaches we work together

³⁶ The areas near our activities, from where our industrial complexes are located to the communities located near our exploration wells.

³⁷ We define a highly critical good or service as one whose nature or impact is of high importance for Repsol.

with the supplier on the measures to rectify the situation. It is needed to carry out at least one performance assessment a year on to all the highly critical suppliers that have provided any goods or services during the last year.

- Carrying out two technical audits: completing the previous analyses. As well as the manufacturing process, when in situ, we also review the economic and financial aspects, quality management, safety, the environment, labor practice, human rights, and anti-corruption controls.
- Carrying out social audits: we revise non-financial aspects connected to the application of the Ethics and Conduct Codes for Suppliers, safety and environment management, respect for human rights, labor practices and anti-corruption practices. We also check how they manage aspects of their own value chain. In general, we carry out these audits when the suppliers are producing their goods or providing their services in the countries or sectors that we deem high risk.

The various audits allow us to identify and evaluate the impact of the suppliers and regarding their labour practices, human rights, corruption, and safety and the environment. The extent to which we analyse the different issues is deeper depending on how critical the supplier is because of the good or services provided or because of the location where it is manufactured or supplied. Generally, in the audit checks we mainly check the systems for quality management, security, and environment, as well as the ethics code, respect for human rights, labour practices, and anti-fraud and anti-corruption measures, ensuring that the information provided in the checks is true.

The social audits analyze the aspects covered by the audit check in detail, as well as the supplier or contractor's supply chain management.

SUPPLIER EVALUATION PROCESSES

Matter	Rating process	Rating audit	Social audit
Environmental			
Environmental management	YES	YES	YES
Emissions management	YES	YES	YES
Energy efficiency management	YES	YES	YES
Waste Management	YES	YES	YES
Labor			
Employment practices	YES	YES	YES
Health practices	YES	YES	YES
Safety practices	YES	YES	YES
Incidents (verbal, psychological or physical abuse, coercion or harassment)	NO	YES	YES
Wages and remuneration	YES	YES	YES
Working hours	YES	YES	YES
Human Rights			
Child labor	YES	YES	YES
Forced labor	YES	YES	YES
Discrimination	YES	YES	YES
Freedom of association and collective bargaining	YES	YES	YES
Indigenous rights	NO	NO	YES
Management of security forces and training	YES	YES	YES
Anti-corruption			
Policies and code of ethics	YES	YES	YES
Controls and registries	NO	YES	YES
Training	NO	YES	YES
Supply chain management			
Supplier evaluation and selection process	NO	NO	YES
Audits and controls	NO	NO	YES
Respect for human rights	NO	NO	YES
Labor practices	NO	NO	YES
Safety practices	NO	NO	YES
Environmental management	NO	NO	YES

Most of the audits are carried out by external auditing firms. We send all the audited suppliers their final reports so that they can implement the action plan and allow them to improve on the aspects identified in the audit. In 2015 we have conducted 59 rating audits and six social audits.

As a result, we have terminated six agreements and disqualified 25 suppliers. These measures have allowed us to prevent potentially negative impacts on our operation, although none of them are related to labor practices, human rights, corruption, safety or the environment.

When we terminate a contractual relationship with a supplier we try to mitigate the potential negative impacts, including measures stipulated in the agreements to ensure that such agreements are correctly transferred. For such purpose, a co-working period is stipulated between the previous supplier and the new one, to ensure that processes are upheld and avoid negative impacts and ensure that the information is correctly passed on.

We also try to avoid such situations by disqualifying suppliers for poor performance on ethical, environmental, labor, and human rights aspects. Similarly, we include audit clauses in the contracts that allow us to review their performance.

Other preventative measures adopted to help us mitigate risks in our supply chain are the events we organize to explain all the purchasing procedures and standards we require like, the safety workshops for the contractors that provide several services at the industrial complexes. We also acknowledge suppliers with outstanding safety performance, which allows us to promote a culture around safety and prevent negative impacts on our operations.

We have also implemented a new tool that allows us to conduct occasional and regular reviews to check and monitor the information on corruption and bribes that our counterparts provide to us.

Lastly, we are still reviewing the clause structure in the contracts to include specific clauses on safety, the environment, respect for human rights or anti-corruption, as well as conducting audits in this respect.

G4-EN32 Percentage of new suppliers that were screened using environmental criteria

We have assessed the environmental performance of 100% of our new, checked suppliers.

G4-EN33 Significant actual and potential negative environmental impacts in the supply chain and actions taken

We have conducted 2,661 performance assessments regarding environmental management on 1,187 suppliers. As a result, only six suppliers obtained an insufficient score in environmental criteria regarding management contracts for waste management and sewage treatment.

We wish to point out that we have not terminated any supplier relationships for environmental reasons.

G4-LA14 Percentage of new suppliers that were screened using labor practices criteria

We have assessed the labor practices of 100% of our new, checked suppliers.

G4-LA15 Significant actual and potential negative labor impacts in the supply chain and actions taken

We have conducted 3,293 performance assessments on labor practices on 1,384 suppliers. As a result, only two suppliers obtained an insufficient score for criteria in safety, related to supply and mounting of office furniture and equipment and integrated gas treatment services.

This year we have terminated the relationship with one supplier for safety reasons.

G4-SO9³⁸ Percentage of new suppliers that were screened using social criteria

We have assessed the management of social issues of 100% of our new, approved suppliers.

G4-SO10 Significant actual and potential negative impacts on society in the supply chain and actions taken

We have conducted 4,115 performance assessments on social aspects on 1,689 suppliers. As a result, only three suppliers obtained an insufficient score in the required criteria in this matter, related to supply and office furniture and equipment assembling, integrated gas treatment services, and gas detection systems for basements.

This year we have not terminated any supplier relationship for social reasons.

Environmental and safety performance

Safety and the environment are essential aspects for Repsol. All our activities are developed following the directives defined in the Safety, Health, and Environment Policy, which brings together our principles regarding these aspects. The policy was updated in 2015 to incorporate, among other things, senior management's commitment to leadership in safety and environmental programs, considering them to be a priority in decision making, driving a culture of safety and environmental awareness, and proactively managing risk and its impact throughout the life cycle of activities.

The Safety and Environmental Management System provides the criteria necessary to manage the risk and efficiency of operational processes. Its implementation is cascaded to all organizational levels of the company, its business and units, and is integrated in all other functions, both operational and transversal. It is supported by a regulatory body, and has evaluation mechanisms to ensure the system's efficiency.

In line with the sector's large companies, in 2015 we started implementing a new Safety and Environment Operational Management System based on the IOGP OMS. This system is a global regulatory framework that establishes key elements that are inspired by expectations, that are high-level requirements with which all units must comply.

³⁸ More specifically, this clause refers to the rights enshrined by the International Bill of Human Rights and the principles related to the fundamental rights stipulated in the International Labor Organization's Declaration of Fundamental Principles and Rights at Work and the eight Fundamental Conventions that develop it.

We deem the aspects connected to human rights to be included in the environmental, social, and labor rights because these deal with matters related to equal opportunities, non-discrimination, harassment, and the health and safety of individuals, for example.

The implementation of this Operational Management System has three main lines of action:

- The regulatory body is simplified, is coordinated and aligned with the various organizational levels, and is defined on the level which is most appropriate from an operational perspective.
- It involves responsibilities being assigned to the various elements on each organizational level, and the administrators and groups that ensure their adequate definition and implementation.
- The auditing and verification mechanisms must ensure that the system is implemented and effective.

In the last quarter of 2015, we started a pilot program to implement the system in the Bolivia business unit and, later, we will proceed to expand to the rest of the company.

Energy efficiency and climate change

Society increasingly requires energy as populations grow and economies develop, but this energy must be provided in a sustainable way, reducing the effect of greenhouse gas emissions on climate change the most. To meet this two-fold challenge, we need a new model that gives an approach to the reality of climate change, in which growth and competitiveness can coexist with emission reduction. A new model in which private companies and industry assume their prominent role based on innovation and technology.

In this sense, the Paris Agreement represents a historic advancement in terms of climate change, as it is the first time both developed and developing nations are committed to managing the transition towards a low-carbon economy. As signatories of the “*Paris Pledge for Action*” document, we back the agreement and work to ensure that our company is part of the climate change problem’s solution.

Through our Energy Efficiency Policy, at Repsol we take on the commitment to efficiently use energy resources at our facilities and in our activities with the purpose of preserving natural resources, reducing atmospheric emissions, and helping mitigate the effects of climate change. In addition, in our position on climate change we share society’s concern regarding the effects on climate change that human activity is causing.

In our current 2014-2020 emissions reduction plan, we have the target of reducing 1.9 million tons of CO₂ eq. In 2015, we drove actions which reduced CO₂ eq by 0.3³⁹ millions of tons, which supposes an accumulated CO₂ reduction of approximately 0.9 million tons.

As an additional testament to our commitment to climate change, in June 2015 Repsol joined the Oil and Gas Climate Initiative (OGCI)⁴⁰, an organization that brings together ten of the sector’s most important companies on a global scale, providing a fifth of the world’s total gas and oil production, and nearly 10% of the world’s energy needs. Josu Jon Imaz, the company’s CEO, has signed the membership and will lead the commitment to these topics⁴¹. The goal of this voluntary initiative is to share best practices and technology solutions between members in order to coordinate our actions and strengthen our investments, thereby accelerating the fight against climate change.

In order to formalize the company’s vision and energy policy, as well as set short-term, medium-term, and long-term goals and targets, as part of a process of continuous improvement, we continue to implement an Energy Management System at our facilities which is in accordance with the requirements of the ISO 50001 International Standard. In 2015, the Tarragona Chemical Facility was certified, joining the ranks of eight refineries, chemical plants, and exploration and production assets that are currently certified, and also earning multi-site format certification for eight lubricant, asphalt, and specialized manufacturing and storage plants.

³⁹ Data under verification process according to the ISO 14064 standard. Once finalised, it will be available on the Repsol website.

⁴⁰ <http://www.oilandgasclimateinitiative.com/>

⁴¹ <http://www.oilandgasclimateinitiative.com/wp-content/uploads/2015/10/OGCI-CEO-Declaration-2015.pdf>

It should be highlighted that in 2015 we were the leaders (obtaining the highest score) in carbon management reporting disclosure according to the Carbon Disclosure Project (CDP) sustainability index. In addition, Repsol placed in the B category with one of the sector's highest performance ratings. On a global scale, only four Oil & Gas companies ranked higher.

More information on our strategy, results, and management we carry out regarding risks and opportunities related to climate change available at cdp.net.

At Repsol, we take the price of carbon into account for our strategic plans, assigning an annual carbon cost based on our CO₂ price forecasts produced in accordance with market studies and, in the case of EU facilities, taking into account our EU ETS (European Union Emissions Trading System) market Phase III business unit deficit estimation. The company also promotes the implementation of a global carbon market.

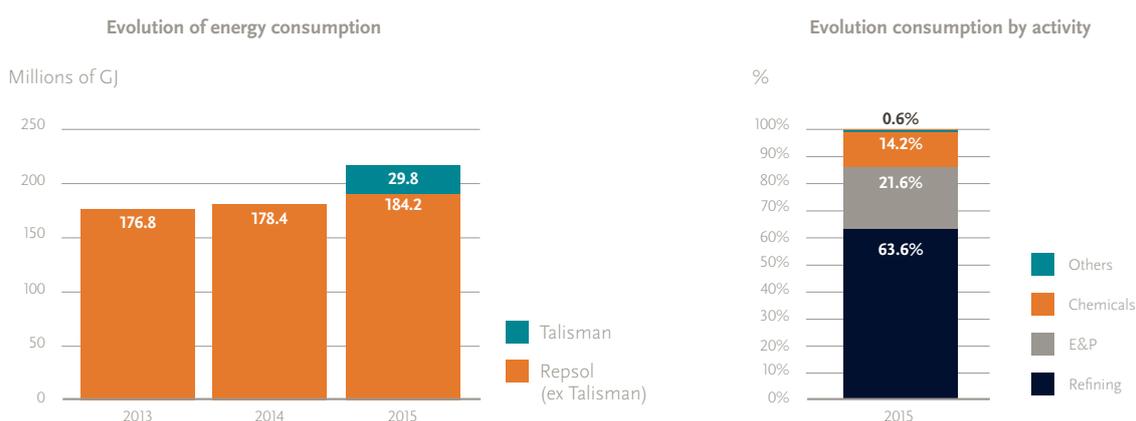
For our assets under ETS legislation, Repsol takes the price of carbon into account for all new projects and investments, as well as the modifications it made to existing operations, which serve as an incentive to increase energy efficiency and reduce CO₂ emissions. In those countries where no regulated CO₂ market exists, sensitivity studies are carried out for our projects and portfolio under different carbon price scenarios.

The following is a report on our performance on this subject:

Energy consumption

	2013	2014 ⁴²	2015 ⁴³
Fuels (millions of tons)	3.66	3.75	4.39
Purchased electricity (10 ⁶ MWh)	2.11	2.58	3.30
Purchased steam (10 ⁶ GJ)	4.12	3.79	4.64

The following graphs show the evolution of energy consumption⁴⁴, as well as the percentage by activity:



The increase observed in 2015 is due to the incorporation of new exploration and production assets acquired from Talisman. All other business values remain at levels comparable to 2014.

⁴² Data corresponding to electricity and steam purchased in 2014 has been modified with respect to the 2014 Corporate Responsibility Report as a result of later verification following its formulation.

⁴³ Data verification in progress. Once finalised, they will be available at Repsol.com.

⁴⁴ Our Environmental Parameters Application (APA, for its Spanish acronym) guide has been followed for the energy consumption calculation, which considers all fuel used at the facility in order to generate the energy required for the processes (both external fuel, normally natural gas, and internal fuel generated at the facility), as well as the net balance of steam and electricity imports and exports.

The majority of electricity and steam consumed at our facilities is produced internally through the fuel indicated in the previous table. The following lists the quantities consumed, calculated based on energy produced, and taking into account the net balance of electricity and steam purchased and sold.

	2013	2014	2015 ⁴⁵
Consumed electricity (10 ⁶ MWh)	4.67	4.93	5.04
Consumed steam (10 ⁶ GJ)	77.62	75.26	73.63

Energy intensity

In the case of the Oil & Gas sector, it is important to establish a clear distinction between Downstream and Upstream energy consumption due to the differences between their operations. The energy intensity has been calculated as the energy consumption per ton of processed oil for the Refining sector, while data has been calculated per barrels of oil equivalents (BOE) produced for Exploration and Production.

	2013	2014	2015
Energy intensity in Refining (GJ/t processed oil)	3.51	3.31	3.14
Energy intensity in Exploration and Production (GJ/BOE produced)	0.323	0.332	0.474

Direct greenhouse gas emissions

Direct emissions of CO₂ equivalent during 2015 were 21 million tons, 50% greater than the previous year due to the inclusion of the emissions from new assets in exploration and production acquired from Talisman. All other business emissions remain at values comparable to 2014.

Each year an external company verify that our greenhouse gas inventories comply with the highest quality and accuracy standards. We would also like to extend this practice to the new assets acquired from Talisman by progressively incorporating them into the established verification plan.

Over the course of 2015, we plan on reaching 66% verification of all direct company emissions according to the international ISO 14064 standard, a value which would ascend to 98% if we did not take the new assets from Talisman into account.

It is also important to highlight the scope of the 2015 inventory verification increased the percent of assets in which CH₄ and N₂O emissions have been verified according to the ISO14064 standard, with this being carried out in Refining Spain, Refining Peru, Chemicals, and Upstream assets in Casablanca (Spain), Teak, Poui, and Samaan (Trinidad and Tobago), Margarita and Momoré (Bolivia), Block 16 (Ecuador), and Quiriquire Gas (Venezuela).

SCOPE 1: DIRECT GREENHOUSE GAS EMISSIONS⁴⁶

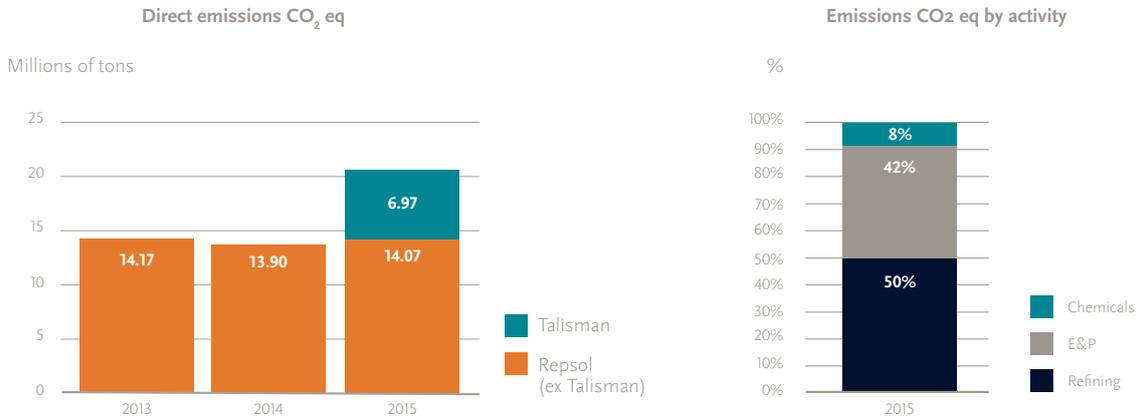
	2013	2014	2015 ⁴⁷
CO ₂ (millions of tons)	13.37	13.19	17.84
CH ₄ (millions of tons)	0.029	0.024	0.139
N ₂ O (tons)	639	674	883
CO ₂ eq (millions of tons) ⁴⁸	14.17	13.90	21.04

⁴⁵ Data verification in progress. Once finalised, they will be available at Repsol.com.

⁴⁶ For data relating to emissions from mobile sources, only emissions associated with own transport are included.

⁴⁷ Data regulatory verification in progress. Once finalised, they will be available at Repsol.com.

⁴⁸ Data includes CO₂, CH₄, and N₂O emissions in terms of the equivalent CO₂.



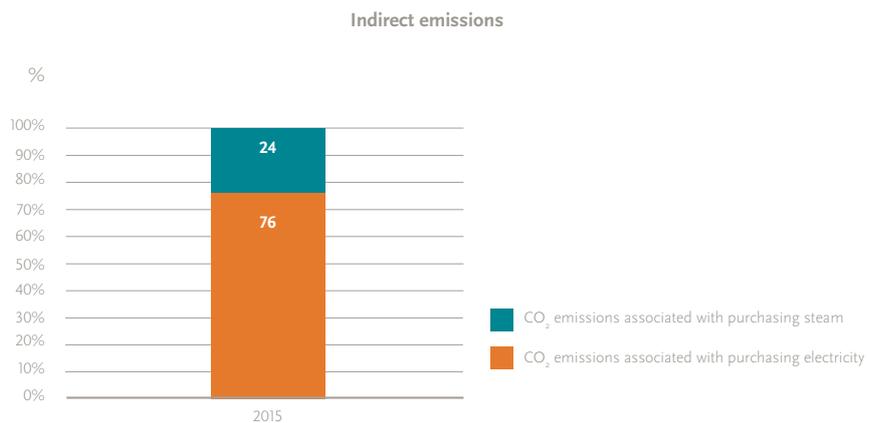
Indirect greenhouse gas emissions when producing energy

Indirect greenhouse gas emissions associated with purchasing electricity and steam in 2015 were 1.2 million tons.

SCOPE 2: INDIRECT GREENHOUSE GAS EMISSIONS⁴⁹ (MILLIONS OF TONS)

	2013	2014	2015
Indirect CO ₂ emissions associated with purchasing electricity and steam	0.97	0.94	1.20

The majority of indirect emissions are associated with purchasing electricity, as can be observed in the following graph.



⁴⁹ For data relating to emissions from mobile sources, only emissions associated with transport itself are included.

Greenhouse gas emissions intensity

The intensity of greenhouse gas emissions has been calculated by including scope 1 and scope 2 emissions per ton of processed oil for the Refining sector, and by barrel of oil equivalent (BOE) produced for Exploration and Production.

	2013	2014	2015 ⁵⁰
Greenhouse gas emissions intensity in Refining (tCO₂ eq/t processed oil)	0.288	0.275	0.258
Greenhouse gas emissions intensity in Exploration and Production (tCO₂ eq/thousands of BOE produced)	45.3	40.3	91.2

Approximately 65% of exploration and production greenhouse gas emissions take place in one of the new assets acquired from Talisman, whose emissions are fundamentally due to the venting of associated gas. This gas has an elevated CO₂ content, which makes its reuse for energy purposes difficult.

Other indirect greenhouse gas emissions

Within our scope 3 emissions, indirect CO₂ emissions are considered significant which are associated with the purchasing of goods and services, those associated with the transport and distribution of our products and, more significantly, those derived from the sale of said products.

SCOPE 3: INDIRECT GREENHOUSE GAS EMISSIONS (MILLIONS OF TONS)

	2013	2014	2015
Indirect CO₂ emissions associated with purchasing hydrogen	1.34	0.78	0.75 ⁵¹
Indirect CO₂ emissions associated with purchasing goods and services (excluding hydrogen)	6.16	6.17	7.16
Product transport and distribution	1.52	1.45	– ⁵²
CO₂ emissions derived from product sales⁵³	113.87	115.48	125.01

The CO₂ emissions reported in the previous table correspond to external energy consumption of approximately 1.9 million TJ.

Emissions associated with purchasing goods and services have increased due to the rise in the amount of refined oil and due to the increase in emission factors we use to calculate the emissions of each of our crude oils. We obtain these factors from the annual report published by IOGP.

Emissions derived from the sale of products have increased due to increased sales in 2015.

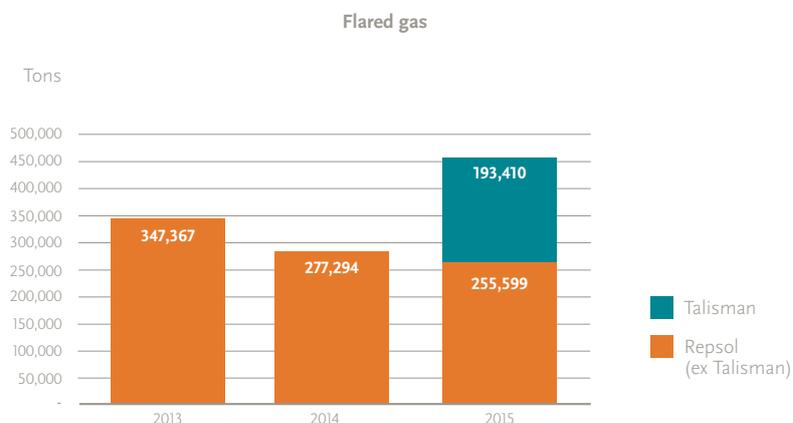
⁵⁰ Data verification in progress. Once finalised, they will be available at Repsol.com.

⁵¹ Data regulatory verification in progress. Once finalised, it will be available at Repsol.com.

⁵² Calculation of the emissions associated with 2015 product transport and distribution in progress. This information will be published at cdp.net.

⁵³ These emissions were calculated by taking into account the sale of gasoline, distilled fuel, fuel oil and LPG. Emissions derived from chemical products are not included as they are insignificant to the final data reported in this category.

Flared hydrocarbons



It should be noted that in 2015 we have continued with the Green Completion project in Margarita (Bolivia), thanks to which we have been able to recover around 5 million m³ of gas which is burned under normal operating conditions. This is equivalent to a 9,300 ton reduction in CO₂.

Vented hydrocarbons

VENTED GAS (TONS)		
2013	2014	2015
32,596	31,463	1,099,213

In 2015, 98% of vented gas came from a site in Malaysia which is one of the new assets acquired from Talisman. This is an isolated platform located 200 km from the coast where the vented gas has a high concentration of CO₂, making energy recovery difficult. Currently we are analyzing the situation to find other viable alternatives.

Reduction in energy consumption and CO₂ emissions

In 2015, we carried out more than 130 investment and operational improvement actions distributed across all of the company's operations. These actions allowed us to reduce CO₂ eq by 327⁵⁴ kilotons, which corresponds to savings of a little over 5 million GJ.

These actions consisted mainly in energy unit integration projects, steam consumption optimization, improvements in isolation, furnace modifications, the installation of variable speed motors, as well as actions to reduce the amount of flared and vented gas. The following table shows a breakdown by facility:

⁵⁴ Data regulatory verification in progress. Once finalised, they will be available at Repsol.com.

BUSINESS UNITS	FACILITY	No. OF ACTIONS	REDUCED EMISSIONS (t CO ₂ eq) ⁵⁴
Refining Spain	A Coruña Refinery	21	35,175
	Cartagena Refinery	9	66,786
	Puertollano Refinery	17	27,978
	Tarragona Refinery	23	44,054
	Bilbao Refinery	29	63,805
Refining Peru	La Pampilla Refinery	5	3,689
Chemicals-Europe	Puertollano Facility (Spain)	9	39,594
	Tarragona Facility (Spain)	9	24,041
	Santander Facility (Spain)	2	811
	Sines Facility (Portugal)	3	8,554
Exploration and Production	Block 16 (Ecuador)	2	2,373
	Margarita (Bolivia)	1	9,606
	Kinteroni (Peru)	2	423

During this report's production process, the actions grouped in the previous table are being verified in agreement with the ISO14064 standard.

Renewable energy generation

The 2015 investment made in renewable energy was €23 million, mainly for offshore wind projects.

At Repsol New Energies UK, we have the rights to promote and develop two offshore wind farms along the Scottish coast:

Repsol renewable energy production projects

Project	Share holding	Description	2015 status
Inch Cape through the Inch Cape Offshore Limited (ICOL) company	Repsol (100%)	784 MW total authorized power. It will have a maximum of 90 turbines in a total area of 150 km ² . An agreement was reached to connect to the British distribution network through the Cockenzie power plant (East Lothian).	In 2015, we finished the project's conceptual engineering phase and completed the installation of the meteorological mast's instrumentation to correctly measure the wind farm's resource.
Beatrice Offshore Windfarm Limited (BOWL)	Repsol (25%), SSE ⁵⁵ Renewables (40%) and Copenhagen Infrastructure Partnership (35%)	750 MW total authorized power. Power included in the award agreement at a rate of 664 MW. Total area of 131.5 km ² . An agreement was reached to connect to the British distribution network through Blackhillock (Morayshire).	In 2015 we have received the permit for the established onshore work plan, we have completed the cable deployment and turbine location study, and we have made progress on performance contract negotiations and project financing.

⁵⁴ Data regulatory verification in progress. Once finalised, they will be available at Repsol.com.

⁵⁵ Scottish and Southern Energy.

On the other hand, we continue participating in the Principle Power Inc. (PPI) Company. PPI is the first company in the world to be able to design, install, and operate a semi-submersible floating structure to generate offshore wind power. The prototype has produced more than 16,600 MWh since its implementation in Portuguese waters at the end of 2011.

In November 2015, a consortium was created between EDP Renewables, Mitsubishi Corp., Chiyoda Corp., Engie and Repsol (with a 19.4% share) to develop the *WindFloat Atlantic* (WFA) project, that consists of a 25 MW offshore wind farm off the coast of Viana do Castelo (Portugal). This project is expected to enter into operation in 2018 and use PPI technology.

Electric mobility

In 2015, we have continued to promote electric mobility through IBIL, where we provide an integral recharging service based on 100% renewable energy, smart terminals and installations, and an infrastructure control center.

We currently have more than 700 operational recharging points, both in the public and private spheres. The investment provided since the start of the project has amounted to €6 million.

Repsol's Electric Car Project, operated by IBIL, has been selected for the third consecutive year as a CLIMA project. This project was able to reduce CO₂ by 174 tons in 2014 in addition to the reductions achieved in previous years, which were verified for the Ministry by an accredited entity in May of last year.

In addition, we continue to incorporate electric mobility into Repsol's MotoGP paddock thanks to collaboration with Scutum (electric motorcycle supplier) and IBIL (responsible for recharge terminal management). Scutum has been a Repsol participating company since 2014 through the INNVIERTE program⁵⁶ that is dedicated to the design, production, and sale of electric platforms and battery extractor systems for electric motorcycles.

Likewise, we continue to promote with the corporate car-sharing program with electric vehicles, thanks to which the 289 users registered for the service have covered more than 30,000 kilometers in 2015 without generating polluting emissions.

Biofuels

We contribute to CO₂ emissions reduction through the use of biofuels, incorporating bioethanol in gasoline and biodiesel and VO in gasoil.

With regards to biofuel manufacturing, we focus on two lines of action:

- The promotion of advanced biofuel projects (from non-food raw materials, biomass) with strong technological development and heightened sustainability. Although we have currently not started production on this type of biofuel, at Repsol's Technology Centre we have projects in the development phase both for biotechnology processes (advanced fermentation) as well as thermochemical processes (pyrolysis and processing in refinery units).
- Hydrotreated Vegetable Oil (HVO) or hydrobiodiesel production in our refineries, which consists of a vegetable oil obtained from oleaginous seeds treated with hydrogen, makes up part of the gasoil composition. In 2015 we produced more than 200,000 m³ of this biofuel.

⁵⁶ The INNVIERTE program is part of the 2013-2020 Spanish Strategy of Science, Technology and Innovation. This strategy contains the objectives, reforms, and measures that must be adopted by the entire R&D+i with the purpose of driving growth and impact. The program consists of an agreement with the CDTI for co-investment in Spanish technology SMEs from the alternative energy and efficient energy sphere. The joint investment commitment is €15M, where Repsol provides €8.6M and manages the portfolio of companies produced.

Biofuels	Biofuels produced (thousands of m ³)	Biofuels purchased (thousands of m ³)	Biofuels sold (thousands of m ³)
FAME	-	329	316
VO	-	218	-
HVO	212	45	274
Bioethanol	-	201	192

In 2015, first generation biofuel research investments reached €200,000, with €340,000 for advanced biofuels.

Other relevant projects

We are working to recognize and reduce the greenhouse gas emissions of our products, and for this reason we are developing diverse initiatives to quantify and verify our carbon footprint under the technical specification ISO 14067. In 2015, a calculation and verification of the green coke fuel carbon footprint was carried out, thus increasing the number of verified products to 14. In addition, the carbon footprint scope for lubricants was expanded to include the use and end of life stages, thereby completing its life cycle.

Our commitment to sustainability is also reflected in our numerous R&D+I research projects which are pioneers in the industry. Thanks to these studies, we carried out a polyol polycarbonate ecodesign pilot, which is a product that uses CO₂ as a raw material, thus reducing the carbon footprint when compared to conventional polyol.

In addition, at the Repsol Technology Centre, we have been working on developing photoelectrocatalysis technology for the production of solar fuels using water or CO₂ as a raw material, which will allow for products to be produced with a reduced carbon footprint.

On the other hand, we have continued with the CLIMA project to foster a modal change from road to rail transport at Repsol. This project was able to reduce CO₂ emissions by 35 tons in 2014, which were verified in May of 2015.

In addition, one of Repsol's new initiatives, the Eco Start-Stop project, was approved as a CLIMA project. The goal is to implement Eco Start-Stop technology in dispenser style aviation fuel supply vehicles⁵⁷ at Spanish airports.

During the supply operation the motor is stopped, which results in a reduced consumption of gasoil, and consequently the corresponding reduction in CO₂ emissions. Thanks to this initiative, a reduction of some 300 tCO₂ is forecast in the next 4 years.

Offsetting CO₂ emitted

We continue to support carbon footprint offset in some of our activities and events.

The following table shows the tons offset and the carbon credits acquired to compensate for them:

Event in 2015	Tons of CO ₂ compensated	Credits
General shareholders meeting	67	Credits generated from the "La Venta II" (Mexico) wind farm project.
MotoGP World Championship (Repsol Team participation)	2,604	The offsetting process with RED project credits (social).
Organization and participation in the Spanish Motorcycle Speed Championship (CEV, for its Spanish acronym)	582	The offsetting process with RED project credits (social).

Repsol has verified the tons of CO₂ of each event with an independent entity.

⁵⁷ A dispenser is a unit made up of a heavy vehicle chassis-cabin and a supply unit whose function is to connect the airport's underground pressurised fuel pipe network to aircraft tanks. Once the network's piping is connected to the aircraft's tanks, the dispenser provides the services necessary not just to facilitate said connection, but also to control the quality, quantity, and pressure conditions of the fuel supplied through the stated connection.

Study cases

RepHEN project (*Repsol Heat Exchanger Network*)

At Repsol, we have developed a tool that allows us to monitor the fouling of heat exchangers, helping us select the best cleaning schedule.

This tool is especially useful on exchange networks before the refinery furnaces, where fouling reduce efficiency and consequently increase furnace fuel consumption significantly. Establishing a cleaning strategy without this tool is complicated, so the majority of units wait until the next plant shutdown to complete the task, a practice that wasted energy.

repHEN allows us to identify the most critical exchangers and optimize energy consumption, as:

- It helps define the best cleaning strategy, which will take into account the shutdown schedule.
- It allows for the on-site analysis of technology investment possibilities.
- It identifies re-design opportunities, analyzing the critical exchangers in which it is recommendable to increase the throughput speed in order to reduce fouling.

The first prototype was used in 2010, and currently it is already implemented in the company's main exchange networks.

We have estimated that this tool helps us reduce energy required by between 3% and 10%, and in turn, the CO₂ emissions of the refinery units where it is installed.

More information on this project is available through [this link](#).

Bottom-up synthetic biology

At the Repsol Technology Centre, we are working to develop an advanced biofuel through biological production from renewable raw materials such as lignocellulosic biomass.

We are looking to obtain high-performance molecules for spark-ignition motors which are compatible with current fossil fuels. We have structured the work into two large blocks:

- 1) Identification and selection of micro-organisms with excellent properties for breaking down lignocellulose.
- 2) Design and construction of a synthetic metabolic route for the production of the target molecule in a model micro-organism.

The main results achieved this year have allowed for activity to be obtained from unnatural substrates of all enzymes that make up the synthetic metabolic route for the molecule's production.

The results from one enzyme open the doors to the biological synthesis of an entire family of composites that have been unable to occur biologically until now. The biological processes tend to occur in milder reactive conditions, and yield fewer secondary products or waste, and for this reason tend to be processes with a lesser impact on the environment. On the other hand, they have the advantage of being able to be produced with renewable raw materials.

Biodiversity and ecosystem services ⁵⁸

Today, the protection and conservation of biodiversity and the resources that it provides (ecosystem services) is an issue of growing social interest.

At Repsol, we share this concern and respect biodiversity in the planning and development of our projects and operations, mitigating possible negative impacts on ecosystems. We make this commitment public in our [position on biodiversity](#).

Applying the biodiversity impact mitigation hierarchy is fundamental for the company. We have been the first Oil and Gas company to apply the IPIECA Biodiversity and Ecosystem Services (BES) Management Ladder methodology, used to analyze the current situation at existing Exploration and Production assets, and identify the next steps to take.

This methodology is based on the study of the following areas: integration of biodiversity and ecosystem services in business management, stakeholder involvement, construction of a biodiversity baseline,

⁵⁸ The performance indicators do not include new assets acquired from Talisman. We are currently working to deepen our knowledge on this information.

identification and management of potential impacts, and indicator selection. At Repsol, in addition to the six practices defined by the Management Ladder, we added an additional area based on communication. Sharing challenges and learning from the experiences of other business areas is key to ensuring progress is made on this topic.

We have integrated biodiversity into the safety and environment management system, we voluntarily report our performance in these areas, and train our employees. We also participate in research consortium with various universities and international organizations, such as the Proteus consortium with the UNEP-WCMC⁵⁹, with the Fauna & Flora NGO, or with the Smithsonian Institution, and we are developing specific studies to understand the surroundings where our activities are developed.

This understanding of our surroundings, both social and environmental, in the earliest stages of projects includes the identification of biologically sensitive areas and species, as well as the potential impact and dependencies of ecosystem services.

In the Repsol Exploration and Production business unit, we have specific biodiversity and ecosystem services management lines that respond to a corporate strategy aligned with the most cutting-edge trends handled in leading forums such as IPIECA, IOGP⁶⁰, or the Cross-Sector Biodiversity Initiative (IPIECA-ICMM⁶¹-EPBanks⁶²) or, on a national level, the Company and Biodiversity permanent work group of CONAMA.

With the goal of evaluating all potential impacts possible, we identify and manage direct impacts (for example, disturbances for fauna, habitat fragmentation, landscape and hydrology changes, soil and water resource contamination, etc.) as well as indirect impacts (such as impacts associated with opening access roads to remote areas, the accidental introduction of invasive species, or changes to the local socio-economic structure) or, as they may pose a threat to biodiversity, cumulative impacts (resulting from the project as well as other activities and pressures from the surroundings).

The following highlights the most important advances made in 2015:

Bolivia

The actions carried out in the Caipipendi area in 2015, which were based on results obtained from the social and environmental baseline created in 2014, should be highlighted. In addition, a Biodiversity Action Plan (BAP) was developed which includes the development of a preliminary management plan, a monitoring program to detect changes in the ecosystem, and the incorporation of biodiversity criteria in environmental impact studies from the design phase.

All work developed has been shared with our stakeholders.

Colombia

Starting from recommendations taken from the Ecosystem Services Review (ESR) carried out in Peru in 2014, in 2015 we decided to extend the ESR methodology to the North of Colombia offshore region where the analysis was carried out in Siluro block in collaboration with Fauna and Flora International NGO.

In addition, we have worked with the Marine and Coastal Research Institute (INVEMAR⁶³) to characterize the biodiversity of the entire area of influence of our assets.

Ecuador

In 2015, we continued with the actions established in Ecuador's BAP: maintaining garden nurseries of the Waorani communities in Timpoya and Kichwa communities in Pompeya, and the fish farms of the Waorani community in Guiyero.

Furthermore, we have continued to restore the Block 16 habitat within the scope of the actions collected in our asset abandonment plans.

⁵⁹ United Nations Environment Programme's World Conservation Monitoring Centre.

⁶⁰ International Oil & Gas Producers.

⁶¹ International Council on Mining & Metals.

⁶² Equator Principles Banks.

⁶³ http://www.invemar.org.co/portal_old/pbancoproyectos_info.jsp?idProyecto=3261.

Norway

We have established measures to minimize the potential impacts of the strategic anchorage design in order to avoid impacts on coral. We have involved local and municipal stakeholders in this project to define the strategy regarding oil spills, and we have shared the results with the Norwegian Environment Agency.

Peru

The Ecosystem Services Review (ESR) carried out in Peru in 2015 has allowed us to understand the dependencies and impacts both on communities and the company regarding ecosystem services, providing us with a better understanding of the surroundings in which we operate. From the recommendations extracted from this study, in 2015 a BAP was designed for Peru.

It should be noted that Repsol Exploration Peru won the Sustainable Development award in 2015 in the Environmental Management category for the Hydrocarbon sector granted by the *Sociedad Nacional de Minería, Petróleo y Energía del Perú*, positioning Repsol as a reference point for the inclusion and management of aspects related to protection biodiversity in its projects.

We have shared the work carried out in the Peru business unit with our stakeholders in various conferences, such as the *Conferencia de Sostenibilidad de SPE*⁶⁴ (Colombia) and the environmental impact conference organized by the IAIA (Italy) [<http://conferences.iaia.org/2015/>].

Furthermore, within the scope of the actions collected in our asset abandonment plan, we have continued with the Block 57 restoration project by replanting at the pipeline and monitoring platform removal.

Spain

At our Exploration and Production assets, we have started an offshore R&D+I project to improve our understanding of underwater acoustics, and have developed a best practices guide for monitoring benthic habitats.

In addition, at the refinery in Tarragona, we have continued with the actions established in the BAP of the Repsol owned land surrounding the Gaià dam, which is included as a Red Natural 2000 natural protected space. In said BAP, we have identified strong points and opportunities for biodiversity, as well as the existing problems and actions required.

Venezuela

In 2015 we held the *2nd Biodiversity Day* in Quiriquire. In our biodiversity management, we put an emphasis on the diversity of the local ecosystems and species present, requesting the support of community members in protecting the various habitats and existing species.

In order to determine our performance on this topic, we measure a series of exploration and production business indicators whose information is collected on the following table:

Indicator	Result (%)
Centers in which risks related to biodiversity have been evaluated	100
Centers in which risks related to biodiversity have been found	54
Centers in which the area of influence has been calculated	100
Centers with specific management of biodiversity and ecosystem services	100
Degree of the specific management of biodiversity and ecosystem services' implementation	90

In 2014, we established 153 work lines on which Repsol is acting to conserve and/or improve the biodiversity of the surroundings where we are located. In 2015, we developed new actions and, as indicated in the previous table, have reached 90% compliance with the annual plan established.

⁶⁴ <http://www.spe.org/events/lahs/2015/>

Furthermore, the following table shows the number of species classified by the IUCN as being potentially present at our operational exploration and production assets:

NUMBER OF SPECIES AT OUR OPERATIONAL EXPLORATION AND PRODUCTION ASSETS	
Number of critically endangered species	41
Number of endangered species	158
Number of vulnerable species	370
Number of threatened species	351
Number of species with insufficient data	544

Study case

Implementation of the Ecosystem Services Review (ESR) in Colombia

In 2014, in collaboration with the NGO Fauna and Flora International, the first Ecosystem Services Review was carried out at Repsol in Peru. The goal was to understand the dependencies of communities on ecosystem services.

One of this study's recommendations was to extend the ESR methodology to other Repsol assets. In order to expand our knowledge of offshore regions, in 2015 it was decided that an analysis be carried out for the RC-11 block (currently in the exploration or 'green-field' phase), specifically in the area licensed for the Siluro-1 exploration well in the offshore region of the Colombian Caribbean.

The ESR study's results show that all stakeholders identified have a medium-high dependency on waste-management, the stabilization and control of erosion, and protection against atmospheric conditions.

The ESR has provided the company with a better understanding of the surroundings in which we operate, allowing us to better plan our activities, avoiding and minimizing potential impacts, and helping in the development of these communities.

Spills management

Avoiding spills is an essential objective at Repsol. Given the nature of our operations, one of the company's major risks are spills due to the important consequences they may have, both environmentally and to the company's image, and the subsequent effect on the continuation of business. These consequences may be thoroughly mitigated with an adequate response.

We work on various action lines to prevent and respond to environmental accidents, among which we must highlight the prevention and early detection of spills and major accident risk management when building wells.

In this sense, we continue to work with the HEADS system (Hydrocarbon Early Automatic Detection System), our own pioneering technology developed to detect the presence of hydrocarbons in the sea automatically with a response time of less than two minutes. It is a tool based on radar technology and thermal vision that is capable of detecting hydrocarbon of more than 20 liters. This system is already implemented at the Casablanca platform and in the Tarragona marine terminal, and projects were initiated in the Petronor and La Pampilla refineries in 2015.

When a spill occurs, we activate our emergency response mechanisms and establish new preventative actions later in order to ensure it does not happen again.

These mechanisms are a critical component for Repsol, and are fundamental in reducing the impact on individuals and the environment.

In addition, we have established various agreements with means and service providers such as the Oil Spill Response (OSRL) and the Global Well Capping Consortium.

In the exploration and production business, we have carried out a coastal cleaning and protection project in Brazil, which is the initiative of a group of companies that are members of the *Instituto Brasileiro de Petróleo, Gás e Biocombustíveis* (IBP). This initiative has the goal of creating a geo-referenced database of the entire Brazilian coast as a support to planning and managing an accident response operation for oil spills at sea. This project's development represents an important tool for the development of the National Contingency Plan.

In 2015, the amount of hydrocarbon spilled was 23 tons less than the previous year, and it is important to highlight that no important spill occurred⁶⁵. The increase in the number of spills is mainly due to Talisman's incorporation.

HC SPILLS⁶⁶> 1 BARREL REACHING THE ENVIRONMENT

	2013	2014	2015
Number of spills	14	17	21
Quantity spilled (tons)	15	316	23

Water management

Water is an essential element for sustainable development. Its responsible use and management plays a key role in the reduction of poverty, economic growth, and environmental sustainability. Furthermore, as opposed to other environmental vectors such as greenhouse gas emissions, water is a local resource that demands different actions in depending on the region in question.

Water is already a scarce resource in the world, and future scenarios establish that its scarcity will increase due to increases in population, industrialization, and climate change.

Agriculture and industry are the sectors with the most intense water consumption. With regard to the Oil & Gas sector, water is essential to energy production and, likewise, energy is a basic component of water extraction, transport, and treatment. The search for a balance in the energy-water relationship is an essential challenge.

With the goal of guaranteeing a responsible use of water resources, and preserving its quality, we are developing sustainable management for the use of water through a continuous search for solutions.

At Repsol, we have always been working to minimize the use of water at our facilities. Nevertheless, in the last few years we have decided to take a step further by considering water as a strategic resource, and reinforcing local management at each operational center with a global company focus that applies best practices and standards.

We are aware that the company is exposed to different risks associate with the use of water. Due to this, in the last few years we have made a strong effort to analyze and participate in the development of the most important guides and methodologies defined for our sector in order to be able to identify and evaluate these risks. To do this, currently we use our own tool, the Repsol Water Tool (RWT)⁶⁷, which allows us to develop the company's water map.

⁶⁵ An important spill (in function of the amount spilled and the area's sensitivity) is considered to be one which reaches the environment, and meets one of the following conditions: it is greater than 100 bbl, it is greater than 10 bbl and occurs in a sensitive area, or any spill of a substance other than hydrocarbon which is greater than 10 bbl and is environmentally relevant due to its high saleability, acidity, toxicity, lack of biodegradability, etc.

⁶⁶ HC: Hydrocarbons.

⁶⁷ A tool developed by Repsol which incorporates aspects of the Global Water Tool and Local Water Tool, the two main methodologies developed and adapted to the oil and gas industry to identify and evaluate the impacts and threats associated with water.

Global Water Tool: a tool developed by the World Business Council for Sustainable Development (WBCSD) and adopted by the oil and gas sector by the Global Oil and Gas Industry Association for Environmental and Social Issues (IPIECA). The aim is to locate installations on water scarcity maps and calculate the key indicators for global water management for the company. Repsol has participated in developing this tool with the Water Task Force of the IPIECA.

Local Water Tool: tool developed and adapted to the oil and gas sector by Global Environmental Management Initiative (GEMI). It is used to identify and evaluate risks and impacts related to water on a local level for the centres, in matters such as availability, quality and the ecosystems connected to bodies of water affected by the centre. Repsol has collaborated with GEMI to adapt this tool to the oil and gas sector.

The principals of our water management are based on:

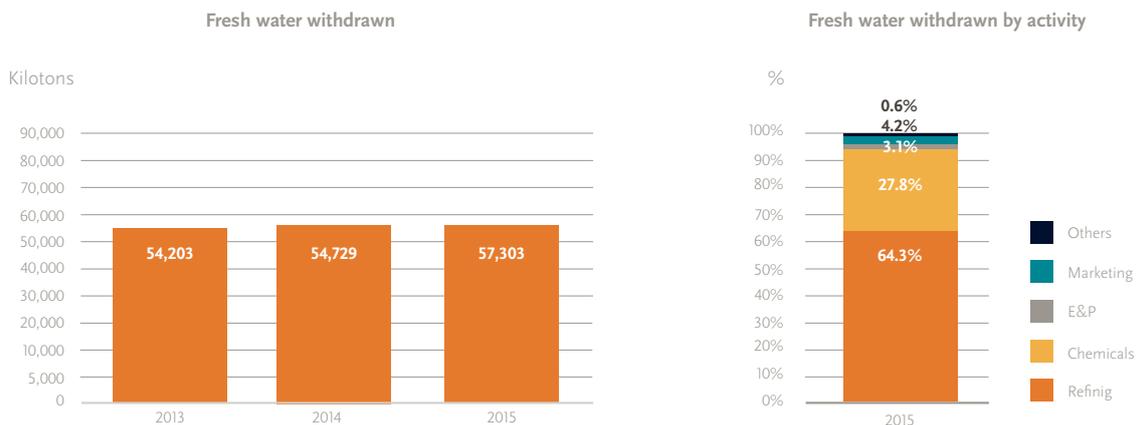
- Optimizing consumption.
- Promoting the reuse of water.
- Controlling, characterizing, and segregating flows to reduce water discharges, their pollutant load, and promote treatment.
- Using technologically advanced facilities to treat water discharges.
- Avoiding the contamination of the receiving medium due to water discharges derived from emergencies.

We have defined a water management improvement action plan for 2015-2020 that is specific to each installation, establishing a company goal of 85% compliance with the work lines. This goal has been surpassed thanks to the efforts of the various businesses, reaching an implementation of close to 95%. The Action Plan is focused on three work lines, within which the following actions have been carried out:

- Improved inventory quality: in 2015 we have worked on implementing water management indicators and the definition of instrumentation plans.
- Preparation for future regulatory requirements: in 2015 we highlight the work carried out to modify and / or prepare for water discharges treatments.
- Reduction in competition for resources: work in this line has consisted of identifying water consumption reduction actions, increasing reused water, and applying improvements for efficient water use in operations.

Total water withdrawn by source

In 2015 we have collected 57,303 kilotons of fresh water. The main sources of fresh water collection have been the public network (79%), surface resources (17%), and to a lesser extent, underground resources (4%).

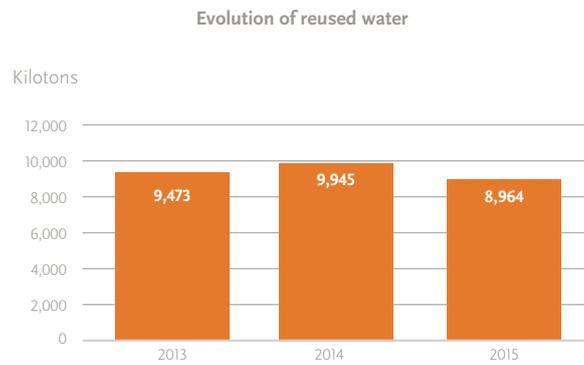


Our most intensive fresh water usage activity is Refining. Water withdrawn per ton of processed oil in our refineries was reduced by 2%, as is shown in the following table:

TONS OF WATER WITHDRAWN / TONS OF OIL PROCESSED			
	2013	2014	2015
	0.94	0.87	0.85

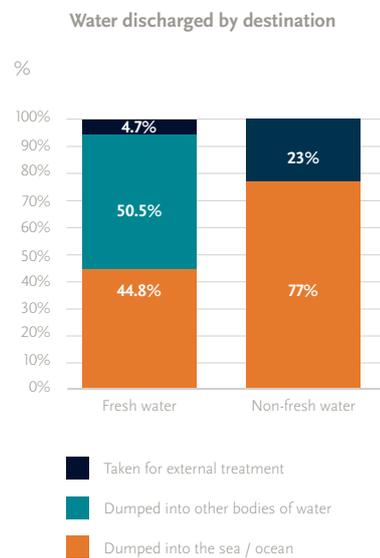
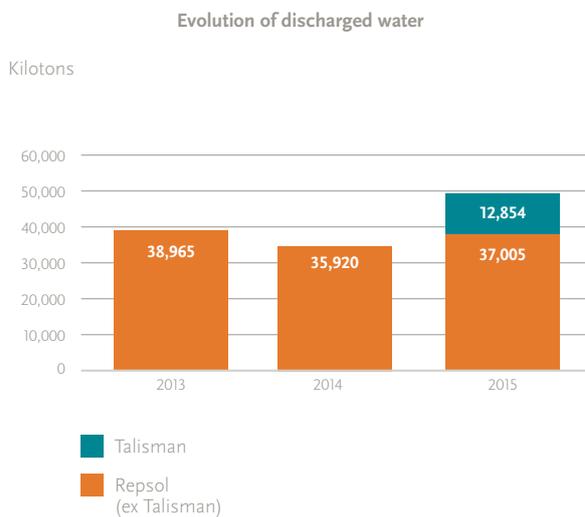
Reused water

In 2015, we reused 8,964 kilotons of water⁶⁸. The percentage of water reused with regard to water withdrawn is 16%.



Water discharged

In 2015 the total amount of water discharged from our facilities to the environment was 49,859 kilotons, of which 50% is fresh water. The 2015 increase in water discharged is due to the incorporation of Talisman assets⁶⁹.



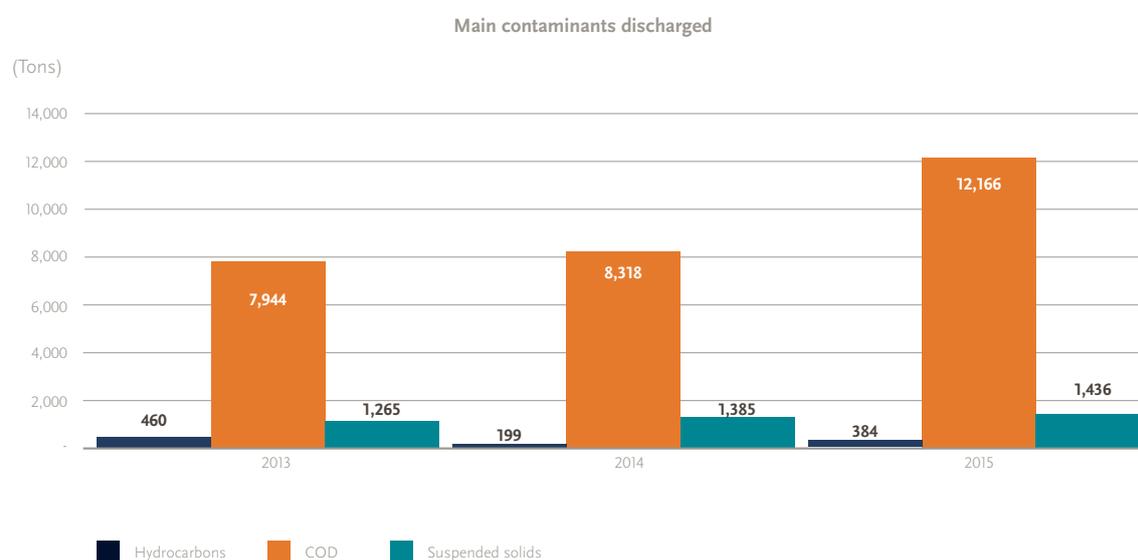
⁶⁸ Currently we do not have the reused water percentage for assets acquired from Talisman. Therefore, we have considered that said percentage is zero, and we are working to deepen our knowledge of this management.

⁶⁹ Currently we do not have the reused water percentage for assets acquired from Talisman. Therefore, it was considered that all production water is discharged, and we are working to deepen our knowledge of this management.

The fluid effluents from our facilities are subjected to purification treatments with the goal of minimizing the impact on the environment, and guaranteeing compliance with legal requirements. The treatment class is adjusted to the type of activity and the characteristics of the center. This treatment may be physical-chemical (primary process), completed with a biological process (secondary process), or even incorporate a stage consisting of more advanced treatments (terciary process), or others specific to contaminants which are not broken down by unconventional treatments.

Some 43% of water discharged is subjected to advanced treatment, 23% to secondary treatment and the 34% remaining to primary treatment if the discharged water quality does not require more complex treatments.

The main contaminants discharged in our facilities are: hydrocarbons, suspended solids and organic material that is susceptible to oxidation, measured as a Chemical Oxygen Demand (COD).



In 2015, discharged hydrocarbons have increased due to the incorporation of Talisman assets.

The increase in CODs is due to the increase in our exploration and production asset in Trinidad and Tobago. Currently we are carrying out actions to address this problem, which include improvements to the treatment plant and the study on effluent discharge alternatives. These actions are included in the water management improvement action plan, and are therefore a company goal.

HYDROCARBONS DISCHARGED PER ACTIVITY IN 2015

Activity	Tons	%
Refining	50	13
Exploration and Production	319	83.1
Chemicals	1	0.3
Marketing	14	3.6
TOTAL	384	100

Water produced and injected

Water produced and injected into our exploration and production assets is the following:

Water	2013	2014	2015
Produced (thousands of tons)	60,578	57,491	70,258
Injected (thousands of tons)	57,831	54,242	53,466

The 2015 increase in water produced is due to the incorporation of Talisman assets.

Study case

Implementation of the Repsol Water Tool (RWT)

Although there are numerous initiatives developed to promote and facilitate improved water management, at Repsol we have decided to implement our own methodology adapted to the company's needs, which allows us to contemplate the relative importance of each of the risk aspects to assess, as well as directly compare and prioritize different centers or assets.

On one hand, the RTW takes into account aspects involving the performance of internal water management such as measurement quality, water use indicators, or treatment carried out and, on the other hand, evaluates the threats faced by each of the centers, analyzing the availability and quality of the water withdrawal sources and the discharges receiving bodies, the ecosystems associated thereof, the forecast future demand, and the regulatory, social, and business risks that may affect our operation.

This tool allows us to have a detailed vision of water management and the risks associated with each center or asset. From this, we have defined a water management improvement action plan for 2015-2020. As an example, the following shows some results which can be obtained with the RWT:

Figure 1
Example of a facility result through a RWT analysis

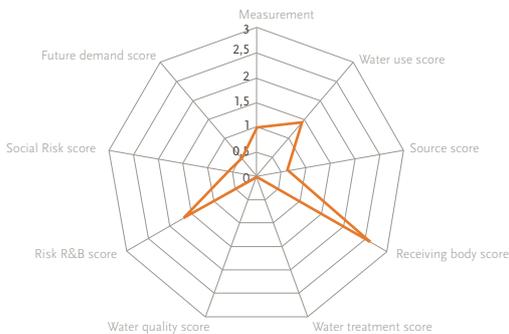
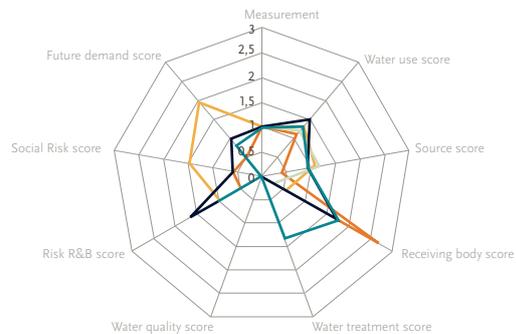


Figure 2
Example of comparison between asset through the results of RWT analysis



At Repsol, we have shared our water management experience through IPIECA, more information available through [this link](#).

Emissions (not greenhouse gases)

In addition to greenhouse gases, our main atmospheric emissions are sulphur dioxide (SO₂), nitrous oxide (NO_x), and non-methane volatile organic compounds (NMVOCs).

These compounds have a negative impact on individuals and the environment, and for this reason, at Repsol, we are working to minimize the emissions produced while developing our activities.

SO₂ comes mostly from the sulphur contained in the fuels used to provide energy to the refineries. To minimize their emissions, we carry out various measures such as the use of cleaner fuels, improvements to sulphur recovery units, or desulphurization of combustion gases through the most advanced technology.

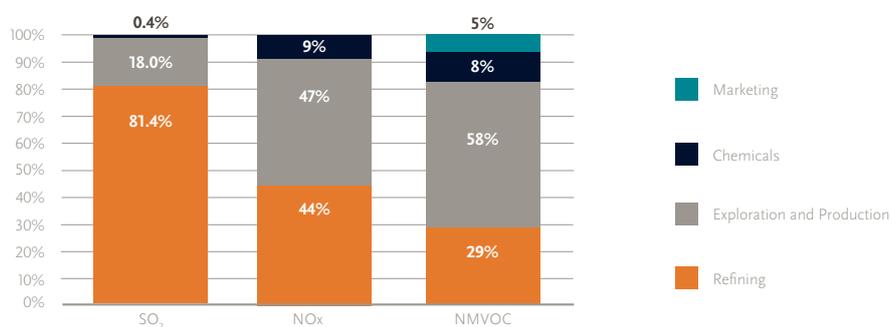
NO_x is mainly produced in refining and exploration and production during combustion. We reduce these emissions at the company through the control of operating conditions, the selection of cutting-edge equipment, and the replacement of combustion motors with electric units.

NMVOCs are mainly emitted during oil and gas extraction operations at storage terminals, in service stations during gasoline handling, and in general due to emissions escaping from leaks in components (joints, seals, valves, couplings, etc.). To reduce these types of emissions, we carry out actions to recover steam, as well as control actions through leaked emissions registry, detection, and elimination campaigns with LDAR or similar technologies.

The following is a report on our performance on this subject:

ATMOSPHERIC EMISSIONS (tons)			
	2013	2014	2015
SO ₂	34,263	29,800	28,304
NO _x	33,858	35,399	40,268
NMVOC	41,667	45,851	51,993

SO₂, NO_x, and NMVOC emissions by activity



More than 80% of SO₂ emissions were produced in our refineries. It should be highlighted that despite production increasing in 2015 by 10%, SO₂ emissions were reduced.

The increased observed in NO_x and NMVOC emissions is due to the incorporation of the emissions from the new Talisman assets.

Atmospheric emissions per ton of oil processed at our refineries and per barrel of oil equivalent (BOE) produced at our exploration and production assets, are the following:

REFINING	2013	2014	2015
Tons SO ₂ / thousands of tons of oil processed	0.776	0.631	0.532
Tons NO _x / thousands of tons of oil processed	0.448	0.416	0.411
Tons NMVOCs / thousands of tons of oil processed	0.357	0.353	0.349
EXPLORATION AND PRODUCTION	2013	2014	2015
Tons SO ₂ / thousands of BOE produced	0.089	0.094	0.052
Tons NO _x / thousands of BOE produced	0.259	0.305	0.194
Tons NMVOCs / thousands of BOE produced	0.416	0.484	0.307

Furthermore, it should be noted that all fuels that we provide to the market meet the quality specifications in effect. For our refineries in Spain, regulations EN228 for gasoline and EN590 for gasoil are applied. These specifications involve producing gasoline and gasoil that are free of sulphur compounds (10 mg/kg maximum), and have low aromatic compound content (content for gasoline less than 1% v/v benzene), which involves an important contribution to environmental improvements due to reduced emissions of volatile compounds into the atmosphere. At Repsol, we have worked to improve our processes in order to achieve these goals.

In addition, we are continuing with the fuel quality improvement project at the La Pampilla refinery (Peru), with close to €183 million invested in 2015. This project will allow us to produce diesel and gasoline with 0.005% sulphur mass. In 2016, facilities will be capable of desulphurizing diesel produced at the refinery, and in 2017 there will be a gasoline block.

Waste management

The current context of increased consumption and restricted access to raw materials demands that economic growth be detached from the use of natural resources. This new production and consumption model substitutes the current linear economy of extraction, manufacture, and elimination in favor of a circular economy where waste is converted into resources that serve as a component to close the circle.

At Repsol, we are working to improve waste management throughout the life cycle of our processes in order to minimize our impact on the environment.

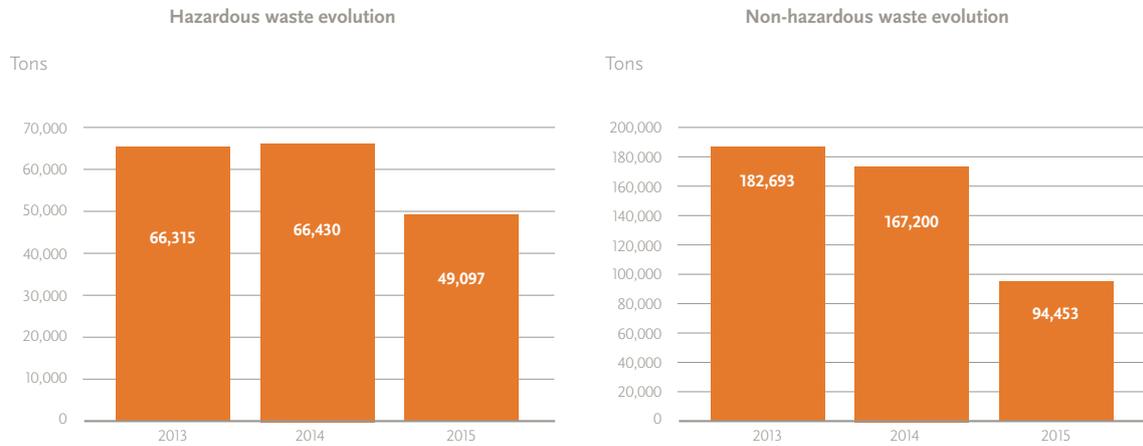
The waste produced at the company may come from productive activities, maintenance operations, special operations, may be derived from soil remediation, drilling operations, or those produced during facility construction or dismantling. We classify hazardous and non-hazardous waste in function of characteristic criteria such as toxicity and inflammability. To minimize their production, we pay strict attention to the manner in which we handle the waste that originates from each of the phases of our work, adopting measures meant to improve internal management. To do this, we prioritize minimizing the production of waste and reduce its disposal at dumps through reuse and recycling according to the hierarchy established in the best practices for waste.

In line with the publication of the circular economy measures package published by the European Commission last 2 December, at Repsol we are carrying out actions to reduce inefficiencies in processes by minimizing waste production and supporting projects where waste remains in the productive process longer, thereby reducing external elimination and encouraging the closure of the circular economy's loop. With this, we will be able to ensure that valid materials are reintroduced into the economic cycle.

Repsol's commitment is reflected in the target to reduce waste by 50 kilotons, which is established for the 2015-2020 period. Thanks to our efforts made in the business areas, the established annual target has been surpassed, being able to reach a reduction of 9 kilotons in 2015.

In addition to this quantitative objective, we have defined qualitative actions to improve waste management. We have established improvement goals in our exploration and production business through the implementation of the company's Environmental Performance Practices (EPP) to manage drilling cuttings and muds. These directives constitute a collection of common standards regardless of the geographical area in which they are applied and the specific legislations of each country. In 2015, 100% of the EPPs planned were implemented.

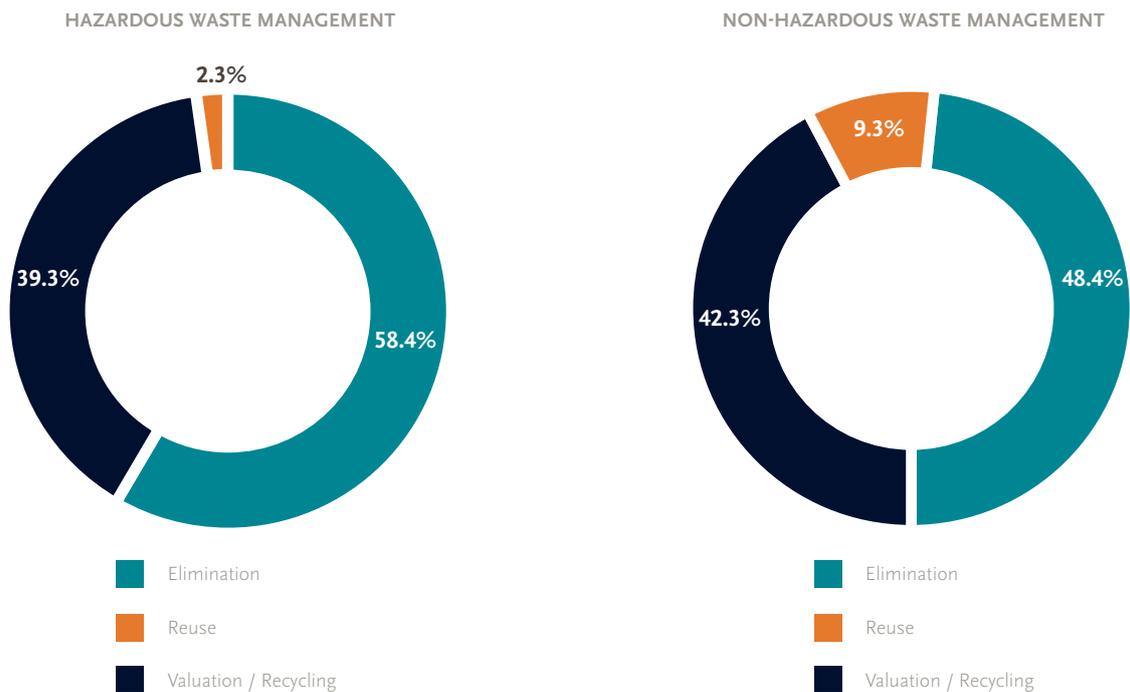
The following graphs show the evolution of hazardous and non-hazardous waste:



The 2015 breakdown by activity is as follows:

	Hazardous waste (%)	Non-hazardous waste (%)
Exploration and Production	20	18
Refining	38	43
Chemicals	31	23
Marketing	10	9
Others ⁷⁰	1	7

The following graphs report on the management carried out in 2015 for each category:



⁷⁰ Waste generated in LPG and corporate centres are included.

The major reduction in non-hazardous waste observed in 2015 is due in large part to the amount reported in 2013 and 2014 having included the unusual production resulting from soil preparation activities at the Peru Refinery.

In addition, we have carried out reduction actions in all areas of the company, both for hazardous and non-hazardous waste and we have made improvements to the final management thereof with the goal of reducing the amount of waste sent to the dump. In the Refining and Chemical activities, for example, we have increase efficiency in tank cleaning, increased the drying of waste thanks to improvements in centrifuge usage, and reused internal flows.

In Exploration and Production, we have developed actions to reduce the amount of waste taken to the dump through our own recovery or that of third-parties.

In the Lubricants department, we actively participate in the Ecoembes Integrated Management System (IMS), which is geared towards selective collection and recovery of packaging waste for later treatment, recycling, and recovery. In addition, we have also implemented an inverse logistics system that optimizes the life cycle of some of the packaging in which products are sold (containers and barrels), and we have assumed the presidency of SIGAUS (Used Oil Integrated Management System, for its Spanish original), and entity which is responsible for collecting and later treating used oil, both from industries as well as vehicles.

The previous data does not include the amount of waste produced from drilling activities, the information for which is grouped as follows:

WASTE FROM DRILLING (tons)			
	2013	2014	2015
Cuttings and water-based fluids	114,302	93,489	169,025
Cuttings and non water-based fluids	1,676	11,980	74,584
TOTAL	115,978	105,469	243,609

The drilling activity carried out at the assets acquired from Talisman is much higher than those carried out at all other assets, and therefore in 2015 the amount of drilling muds reported increased significantly.

As a highlight, we have carried out a project in Angola which monitors the accumulation of drill muds and cuttings in seabeds. We have been developing the project in collaboration with Oceaneering, the company which owns the Remotely Operated Vehicle (ROV) used to estimate the thickness of cuttings and muds accumulated on the seabed, and to take the photos and videos necessary to monitor and analyze its impact.

Occupational safety, asset integrity and process safety

Safety is an essential aspect for all of us at Repsol, as one mistake could have fatal consequences for workers, the facilities, the environment, and the communities where we operate. For this reason, the correct identification, evaluation, and control of risks associated with industrial processes and assets is fundamental.

We hope to reach our zero accident goal in 2020. For this reason, we have established annual targets to reduce both process accident rates⁷¹ as well as personal accident rates within the company.

We carried out risk analysis throughout the life cycle of our assets, applying international standards in terms of design, and employing strict procedures during operation and maintenance, all of which meant to prevent accidents related to the industrial processes involved.

⁷¹ Accident with a primary containment loss for which the following criteria must simultaneously be met: it must involve a chemical product or process; be located at a production, distribution, storage or utility facility or pilot plant related to the chemical product or process involved; and cause unplanned or uncontrolled release of material, including non-toxic and non-flammable substances with certain levels of consequences.

However, in order to achieve our zero accident goal, in addition to making facilities safe and processes optimal, we work every day to strengthen and expand an excellent safety culture.

In 2015, we began to work on developing a diagnostic methodology that would allow the S&E culture to be understood at each of the facilities.

This methodology is supported by our own S&E culture model that includes 7 basic pillars which will be worked on in the following years: S&E leadership, fair recognition, trust in the report, shared information, organization that learns, feelings of vulnerability, and ability to adapt. In 2015, we carried out two diagnostic pilots, one of them in LPG Spain business, and the other in the Bolivia business unit, and we have designed a 2016-2020 S&E culture diagnostic plan.

We are convinced that reaching our zero accident goal is possible, and for this reason it is necessary to involve all individuals who participate in our activities. Whatever the role or geographic location, all Repsol employees are responsible for their safety, as well as contributing to the safety of those around them.

In order to measure our performance in safety, we have a group of accident rate indicators⁷² in agreement with the definitions established by the IOGP⁷³, API⁷⁴ and CCPS⁷⁵, international references for this subject.

Process safety indicators

We are currently placing our focus on industrial accident rates, as it includes those accidents that, despite their very low probability of occurring, could have grave consequences for individuals, the environment, facilities, or the company's reputation. In 2014, we created the company baseline, and 2015 was the first year in which we established specific targets for these types of accidents.

	PSIR ⁷⁶ TIER 1 + TIER 2	
	2014	2015
Refining Spain	1.07	1.09
Chemicals	1.70	0.77
Exploration and Production	0.38	0.44
Repsol Peru	1.36	0.99
Global	0.78	0.65

In 2015, the process accident rate was reduced by 17% when compared to values from the previous year, which was also better than the established annual goal.

Occupational safety indicators

Sadly, in 2015, two fatalities occurred during the construction of a new LPG packaging plant in Cuzco (Peru) as a result of a landslide. Following the accident, an exhaustive investigation was carried out to analyze the causes which provoked the event, and the necessary measures to avoid this type of accident's recurrence were established.

⁷² In order to handle Repsol safety indicators, a corporate standard is in place that establishes the criteria and common methodology to record incidents in the company, and is complemented by an incident management indicator guide. These indicators include safety ratios which relate to 100% of subsidiary company personnel in which Repsol is a majority shareholder and / or has operating liability (control).

⁷³ The International Association of Oil & Gas Producers.

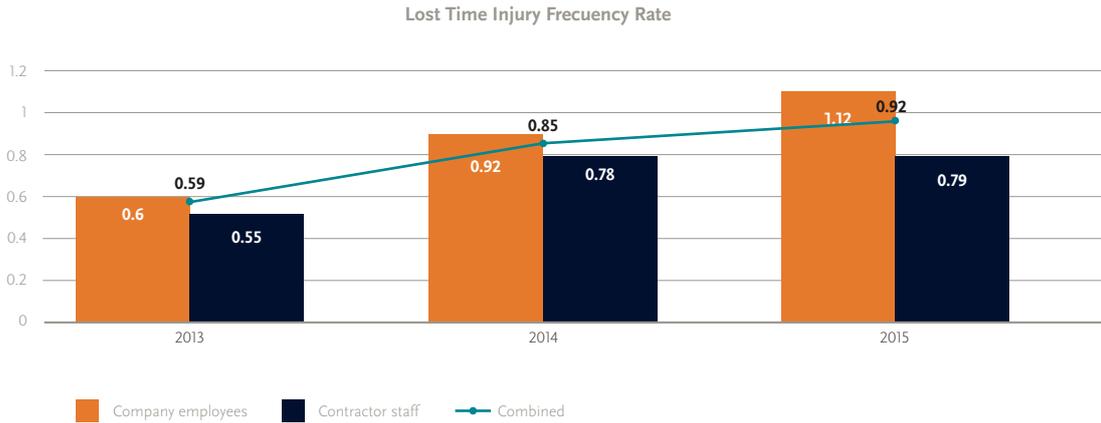
⁷⁴ American Petroleum Institute.

⁷⁵ Center for Chemical Process Safety.

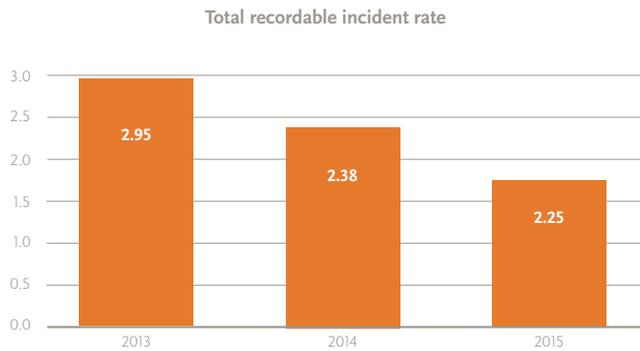
⁷⁶ PSIR (Process safety incident rate): number of Tier 1 and Tier 2 process accidents accumulated over the course of the year, for every million hours worked.

FATALITIES	2013	2014	2015
Company employees	0	0	0
Contractor staff	0	0	2
Total	0	0	2

As seen in the following graph, the Lost Time Injury Frequency Rate (LTIFR)⁷⁷ increased by 8% with respect to the previous year.



Since 2014, Total Recordable Frequency Rate (TRFR)⁷⁸ targets were established, an indicator that expanded its scope to other accidents including lost time accidents⁷⁹ and those accidents without lost time⁸⁰. For this reason, it is considered that the TRIR is the most appropriate indicator for the evaluation of accident rate objectives given that it does not only measure the consequences of harm to personnel, but also includes other accidents with lesser consequences. In 2015, this index was reduced by 5% with respect to the year prior. This led us to meet the TRIR target, but not the LTIFR target for 2015.



We hope to move forward in the reduction of accident rates, and for this reason we started work in 2015 on an anticipative safety plan called SMARtKeys. This plan is focused on three axes; persons, processes, and plants, and was designed to prevent industrial accidents. It will be applicable to business susceptible to these types of accidents, meaning Exploration and Production, Refining, Chemicals, and LPG.

⁷⁷ Number of lost time accidents and fatal accidents recorded over the year, per million work hours

⁷⁸ Number of accidents without lost time, with lost time and fatal accidents over the year, per million hours worked

⁷⁹ Accidents that involve injuries causing the individual to not able to work, and therefore be absent from the work location for at least one day after the day of the incident.

⁸⁰ Accidents that involve injuries that do not cause a loss in days.

As an action to highlight the reduction in personal accident rate, we have started to use automated technology in the marketing department to clean tanks through remote control, avoiding the access of personnel into confined spaces with explosive and / or toxic atmospheres, as well as the escape of steam into the atmosphere with the subsequent reduction in risk when carrying out this work.

On the other hand, and given the road transport continues to be an important cause of accidents among employees and contractors, we continue to hold improved transportation safety as one of the company's main lines of work. For example, in LPG Peru, a monitoring central has been implemented for the main causes of transport accident rates (speed, rest, and night driving). This action has been complemented by inspections through control points along the route, which has drastically reduced speeding and improved the required rest conditions for carrying out these activities.

Social performance

Labor Practices and decent work

Labor conditions, training and development

The Policy on people management establishes the commitments and lines of action to manage employees, a strategic value for the company. Our people management system is integrated into and in line with our culture and vision. In addition, it seeks to coordinate the company's need for skills on the short, medium, and long-term with the professional development opportunities of individuals. We work to guarantee equal opportunity, and we understand diversity as being a distinctive component in all aspects, nationalities, ages, genders, and abilities. Our goal is to create a work environment that is even more flexible and adapted to new needs and lifestyles, providing balance between personal and professional life. We are committed to integrating people with different abilities, encouraging healthy lifestyles, and promoting volunteering.

We provide development opportunities to all employees, geared towards training that provides and improves upon abilities in order to assume assigned responsibilities.

Mobility is a key part of Repsol's culture, both for the company's growth and sustainability as well as for people development.

Employment

After acquiring Talisman in 2015, we implemented an integrated company strategy in which we consolidated the entire company staff with the goal of sharing our strategy and responding to the needs of our businesses.

At the closing of this financial year, the consolidated staff reaches 29,494 employees, among which 27,166 employees belong to companies directly managed by Repsol. With the acquisition of Talisman, our employees are distributed in 40 countries, mainly focused in Canada (4%), Ecuador (3%), Malaysia (3%), Peru (11%), Portugal (5%), Spain (63%) and the United States (3%). These seven countries represent 93% of our staff.

Our commitment to developing younger talent continued in 2015, and 117 professionals were incorporated, recent university graduates that we are internally training through our three masters programs taught at the Corporate Learning Center.

Identifying and developing talent is critical for successful business growth. We have specialist programs in place to motivate and retain the best professionals.

G4-LA1 Total number and rates of new employee hires and employee turnover by age group, gender and region

In 2015, we changed the reporting criteria for this indicator, exclusively considering new hires without prior professional ties to the company, both employees with a fixed contract, as well as possible ones. We have recalculated data for 2013 and 2014.

NEW HIRES⁸¹

Region	2013	2014	2015						
			< 30 y.		30-50 y.		> 50 y.		Total
			F	M	F	M	F	M	
Africa ⁸²	29	8	0	1	0	1	0	1	3
Asia ⁸³	18	19	55	64	213	619	20	169	1,140
Europe ⁸⁴	1,803	1,756	370	481	509	671	56	190	2,277
Latin America ⁸⁵	941	1,045	416	347	186	179	2	10	1,140
North America ⁸⁶	72	118	60	121	365	577	166	231	1,520
Oceania ⁸⁷	0	0	4	6	25	32	2	10	79
Total	2,863	2,946	905	1,020	1,298	2,079	246	611	6,159

The increase in the number of hires is due to the integration of Talisman employees, to which corresponds 65% of fixed contracting.

RATE OF NEW HIRES⁸⁸ (%)

Region	2013	2014	2015						
			< 30 y.		30-50 y.		> 50 y.		Total
			F	M	F	M	F	M	
Africa	12	4	0	10	0	1	0	4	2
Asia	15	13	85	86	87	93	100	95	91
Europe	10	9	60	53	11	8	5	4	11
Latin America	19	21	65	49	19	9	3	2	23
North America	15	21	82	82	76	74	79	66	75
Oceania	0	0	100	100	100	100	100	100	100
Total	12	12	64	55	20	18	18	11	22

⁸¹ New hires: new employees joining the organisation for the first time.

⁸² Africa: Algeria, Angola, Libya, and Morocco.

⁸³ Asia: China, Indonesia, Iraq, Kazakhstan, Malaysia, Papua New Guinea, Russian Federation, Singapore, and Vietnam.

⁸⁴ Europe: Belgium, Bulgaria, France, Germany, Holland, Ireland, Italy, Luxembourg, Norway, Portugal, Romania, Spain, United Kingdom and Switzerland.

⁸⁵ Latin America: Aruba, Bolivia, Brazil, Colombia, Ecuador, Guyana, Mexico, Peru, Trinidad and Tobago, and Venezuela.

⁸⁶ North America: Canada and United States

⁸⁷ Oceania: Australia.

⁸⁸ The hire rate was calculated as the total number of individuals in the company.

TOTAL VOLUNTARY EMPLOYEE⁸⁹ TURNOVER RATE (%)

Region	2013	2014	2015						
			< 30 y.		30-50 y.		> 50 y.		Total
			F	M	F	M	F	M	
Africa	5	5	0	0	12	4	0	4	4
Asia	7	6	3	1	2	2	0	1	2
Europe	1	1	3	1	1	1	0	0	1
Latin America	10	13	43	20	14	5	0	1	13
North America	4	10	4	9	5	4	1	1	3
Oceania	-	-	-	-	4	9	0	10	9
Total	3	3	21	9	3	2	0	0	3

The high turnover rate in Latin America, as in previous financial years, is due to the Marketing business in Peru and the country's work environment.

TOTAL EMPLOYEE⁹⁰ TURNOVER RATE (%)

Region	2013	2014	2015						
			< 30 y.		30-50 y.		> 50 y.		Total
			F	M	F	M	F	M	
Africa	6	7	-	-	59	23	0	42	29
Asia	12	6	3	1	1	2	35	8	3
Europe	5	4	3	2	3	2	5	8	3
Latin America	14	19	53	31	18	10	22	12	20
North America	6	12	5	11	7	3	11	15	8
Oceania	0	-	-	-	0	3	-	-	10
Total	7	7	26	14	6	3	7	9	7

The voluntary and total employee turnover rate has remained constant over the last three years.

G4-LA2 Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation

The social benefits that Repsol group employees can enjoy vary in according to the society they belong to. Repsol studies the social environment in each country and manages its contributions towards less privilege.

These benefits do not depend on the duration of the contract, or its time or type of working day, but instead on the collective bargaining of the society to which the employee belongs. This criterion applies to all countries.

⁸⁹ The voluntary turnover rate is calculated as the number of voluntary resignations from the permanent workforce in relation to the total Repsol workforce at December 31 of the year. This rate does not include data from collectives with unrepresentative number of employees.

⁹⁰ The total turnover rate is calculated as the number of voluntary and no voluntary resignations from the permanent workforce in relation to the total Repsol workforce at December 31 of the year. This rate does not include data from collectives with unrepresentative number of employees.

Benefits	Description	Total provision (€)
Health care	Right to the health care insurance contracted by the company, under different conditions depending on the company ⁹¹ .	34,830,313
Food allowances	Food allowances per workday that, consisting of canteens, meal vouchers, restaurant cards, or some other modality ⁹¹ .	17,499,822
Assistance for studies	Subsidy of 50% of the cost of tuition for studies certified by the Ministry of Education ⁹³ .	7,176,244
Social assistance	Study assistance for school-aged children. Other modalities provide aid for children with a disability equal to or greater than 33% ⁹¹ .	373,239
Pension plans contributions	Company contributions of certain percentages ⁹¹ to employment plans. Carries a life insurance policy.	62,649,049
Accident and death insurance	Accident and death insurance that acts as a guarantee to protect against possible situation death, severe disability, or absolute permanent disability until retirement. If one of these contingencies occurs, the beneficiaries designated by the policyholder will receive the amount for which the employee is insured ^{92,93} .	5,879,732
Subsidized loans	Interest subsidies for mortgage loan when acquiring a first home ⁹¹ .	673,660

G4-LA3 Return to work and retention rates after parental leave, by gender

^{94, 95}	2013			2014			2015		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Total employees who had to the right to take leave	265	488	753	277	475	752	252	456	708
Total employees who used this right	264	478	742	277	457	734	249	437	686
Total employees who returned to work after taking leave	253	471	724	266	449	715	243	425	668

At the time in which this report was published, the difference between individuals that have taken maternity / paternity leave and those that went back to work following leave is mainly due to individuals who continue to be on leave.

²⁰¹⁵ ^{94, 95}	Women	Men	Total
Total employees who kept their position twelve months after re-joining	263	444	707
Index of those returning to work (%)	98	97	97
Index of those who kept their position (%)	99	99	99

The rate of employees still in the company 12 months after taking leave is 99%.

⁹¹ Only available at some Repsol group companies.

⁹² Includes coverage for disability or absolute permanent disability.

⁹³ Only available for some groups.

⁹⁴ We only report data from Spain.

⁹⁵ The data does not include employees with a working day of less than or equal to 20%.

Work-life balance:

Repsol supports a balance between personal life and work life.

Telecommuting allows for work-life balance, it brings savings in travel time, greater concentration on work and, consequently, improved productivity and value contribution.

Country	PEOPLE TELECOMMUTING AT REPSOL						
	2013	2014			2015		
	Total	Women	Men	Total	Women	Men	Total
Ecuador	14	8	1	9	10	1	11
Peru	32	17	16	33	22	17	39
Portugal	28	27	13	40	30	15	45
Singapore	-	1	0	1	1	0	1
Spain	1,148	871	457	1,328	1,038	582	1,620
TOTAL	1,222	924	487	1,411	1,101	615	1,716

Health

At Repsol we are conscious of the importance that health has for all groups with which we have a relationship, specifically our employees. For that reason, the company set guidelines to remain healthy and improve health.

In order to comply with the principles stipulated in the [Health, Safety and Environment Policy](#) we have different tools for managing workplace health in order to:

- Identify dangers and evaluate the health risks of our activities.
- Set up preventive plans and programs that cover our employees' health.
- Provide all employees with information about possible health risks and training when necessary.
- Promote occupational health, healthy habits and prevention and/or early detection of some diseases (cardiovascular, some types of cancer, etc.) and training connected to risk prevention regarding healthy habits, first aid, ergonomics, stress management, etc.
- Take action regarding alcohol and drug consumption in the workplace.
- Register health data and indicators.

Furthermore, we follow the local legislations and regulations on occupational health, health and safety management and/or occupational hazard prevention in the countries were we operate.

In 2015, we have implemented various courses of action related to health monitoring, the cardiovascular plan, psycho-social risk evaluation, updating contents and campaigns to promote health as part of the Health and Well-being channel (internal initiative which provides information on staying healthy), training on first aid and cardiopulmonary resuscitation (CPR), back care school, correct use of data viewing screens, healthy lifestyles, prevention of malaria and other diseases, among others.

Moreover, in the second half of the year we have begun work to effectively integrate the Talisman units into Repsol's Occupational Health framework.

G4-LA5 Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs

We have expert health and safety parity committees that are formed from company's management and the workers, which have a local scope (work center) or national scope, although this depends on the applicable legislation in each country. In some countries there are activity coordination committees on risk prevention between Repsol and the contractors. 100% of workers are represented by the committees in the countries where this mechanism exists.

The general action areas of these committees are: information on potential risks, assessment and measures to mitigate or prevent aforementioned; overseeing collective health; information and investigation on incidents and improvement actions; plans to promote occupational health; training connected to risks, among others.

The health and safety committees meet at least once every six months.

G4-LA6 Type and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender

Absenteeism

The absenteeism rate for employees⁹⁶ covered by the collective⁹⁷ bargaining agreement in Spain was 3.72%⁹⁸ among in 2015. The absenteeism rate only includes absence from workplace for reasons of a common illness, excluding any other kind of absenteeism such as maternity or paternity leave or occupational accidents.

Occupational diseases rate

In 2015, the occupational diseases rate among Repsol employees was zero.

Regarding the independent contractors, we do not directly manage the monitoring of their health, though we do check that they have a certificate stating that they are apt for the work they are going to carry out. Generally, because of data protection and confidentiality legislations, the information on the health of people hired is not available.

Similarly, we act according the local legislation in each country regarding the reporting of accidents and occupational diseases.

G4-LA7 Workers with high incidence or high risks of diseases related to their occupation

We conduct an evaluation of the risks as a previous condition for annual planning and developing the preventive actions to eliminate or reduce and control the dangers identified. We include the appropriate emergency measures and health monitoring activities, using protocols that differ according to the risks of the activity and the working environment to which workers are exposed. These preventive activities also include training, information and awareness campaigns.

We bear in mind the risks of catching contagious diseases (dengue, malaria, yellow fever, leishmania, etc.) in certain locations where we operate and we apply the necessary measures, such as vaccination programs, fumigations, and pest control.

⁹⁶ The absenteeism rate for the contractors is not reported since they are not Repsol employees and this information is not available.

⁹⁷ This refers to those whose salary is governed by the tables defined in the collective bargaining agreement.

⁹⁸ Absenteeism rate = No. days lost per illness / total No. of actual hours. The total number of real hours is calculated by subtracting vacation hours from planned hours.

In other situations, employees may be exposed to high noise levels, or their work might require physical exertion, repetitive movements, extended use of display screens or exposure to toxic substances (chemical risk).

The following are some of the significant actions taken in 2015 against specific risks:

- **Malaria:** promotion and operations launch for the action procedures in areas with a high risk of malaria for the company's non-health worker staff, including the employees' families. We have updated the information for each country, including countries with Talisman operations.
- **Vaccination:** updating the internal health risk evaluation scheme by country, including those with Talisman operations and the international vaccination plan, as well as publications and operational deployment.

We have also implemented specific actions to prevent contagious diseases in countries with high risks or incidences.

- **Angola:** information and training for workers and family members on preventing malaria and how to act in the event of any concerns.
- **Algeria:** obligatory consumption of bottled water on the drilling rig and launching awareness raising campaigns on the risk of catching malaria.
- **Bolivia:** developing the "Health Business" plan, accredited according to the Bolivian Standard 5120001:2008, which includes:
 - Making the workspaces suitable for office staff with any pathology and ergonomic evaluation of the furniture for the camps.
 - Talks at the camps about endemic disease prevention as well as infectious diseases and bone problems due to bad posture and repetitive tasks.
 - Campaigns to prevent dengue, providing insect repellent and information. Pest control and fumigation were also carried out in operational camps and in the head office.
 - Vaccinating workers against flu virus A, yellow fever, typhoid fever, tetanus, diphtheria and hepatitis B.
- **Canada:** industrial hygiene monitoring plan to prevent the effects of silica and control the levels of exposure in the drilling and fracking operations, and annual seasonal flu vaccination plan.
- **Ecuador:** vaccination program, health and hygiene measures, regular fumigation of camps, treatment of drinking water, bacteriological analysis of water and food, and health education in all of these areas.
- **Peru:** training on ergonomic risk prevention and breaks for activity or workplace gyms. Specific vaccinations for staff in jungle-based operations and protection against solar radiation.
- **Russian Federation:** vaccination against encephalitis.
- **Spain:** vaccinations against flu and tetanus and individual guidance on preventing sexually transmitted diseases.

G4-LA8 Health and safety topics covered in formal agreements with trade unions

In order to monitor the effective implementation of the occupational health and safety policies, standards, and procedures, we have set up the Occupational Health and Safety Committee of Repsol group in Spain, which is made up of three management representatives and three union representatives, members of the negotiating committee in the VII Repsol Group Framework Agreement.

The committee analyzes the philosophy and basic ideas of the prevention plans, the general occupational health and safety policies, and promotes measures to improve the levels of risk prevention among the companies in the Repsol group in Spain⁹⁹, covering 100% of the related matters.

In other countries, the following agreements with unions cover matters related to health and safety:

- **Brazil:** 2015 Collective Bargaining Agreement.
- **Peru:** La Pampilla Refinery Collective Bargaining Agreements (RELAPASAA) 2014-2015 and those of Repsol Gas del Perú (REGAPESA) 2015-2016.
- **Portugal:** in this country, the following agreements include topics relating to health and safety:
 - Repsol Polímeros Company Agreement 2014-2015.
 - *Acordo coletivo entre a BP Portugal – Comércio de Combustíveis e Lubrificantes, SA e outras empresas petrolíferas e a Federação de Sindicatos da Indústria, Energia e Transportes - COFESINT e outra - Alteração salarial e outras.*
- **Trinidad and Tobago:** Collective Agreement.

Training and development

We deem professional development as an essential factor for the growth of each person and of the company itself. We have focused on promoting mobility and identifying actions that improve commitment among all employees.

Since 2014, the Development site allows us to consolidate information about employee development, as well as their professional interests.

In addition, we identified employee strengths, areas for improvement, and professional profiles through the People Review evaluation tool. Throughout 2015, we have rolled out a specific action plan to evaluate more than 500 people belonging to the Talisman group, integrating the company's usual development practices.

We have implemented the Skills browser, a tool that allows us to process all this information and identify our internal talent in a cross way. In 2015, we made 2,989 changes, 37% of which corresponding to women.

Our training model is based on a structure of collaboration that promotes contributions to innovation and the sharing of experiences and best practices among employees.

Training is oriented towards developing the professional abilities needed for effective performance in carrying out Repsol's strategy.

It is based on initiatives directed towards acquiring knowledge, developing skills and promoting personnel's commitment to the company's plans, culture, and values throughout their professional careers, accompanying employees, and providing them with the training necessary to assume new responsibilities.

We continue to train our new professionals through our master's programs and with participation in the national Dual Professional Training programs in Spain.

⁹⁹ We have only reported data for Spain since the coverage of the agreements regarding health and safety are subject to the legislation of each country.

Regarding our goal to make training universal, we continue expanding online course offerings in order to provide a greater number of employees with access to training. In 2015, we integrated a new group of Talisman employees into training activities.

Also, the Corporate Learning Improvement Process (CLIP) certificate was awarded to Corporate Learning Center, by the European Foundation for Management Development (EFMD). They have acknowledged the quality of learning and development processes. Repsol is the fourth company in the Spain ranking and the first oil company to be awarded out of the 14 international companies that also received this acknowledgment.

G4-LA9 Average hours of training per year per employee by gender, and by employee category

AVERAGE ANNUAL TRAINING HOURS PER PERSON BY GENDER AND PROFESSIONAL GROUP¹⁰⁰

Professional group	2013				2014				2015			
	Hours of training per year	Average hours/year per person	Average hours/year women	Average hours/year men	Hours of training per year	Average hours/year per person	Average hours/year women	Average hours/year men	Hours of training per year	Average hours/year per person	Average hours/year women	Average hours/year men
Executives	11,309	39	53	36	16,770	55	75	51	14,296	51	63	48
Technical Managers	84,989	43	48	42	101,738	49	59	46	111,935	53	62	49
Technicians	629,870	53	58	51	677,707	57	59	56	702,218	59	65	56
Administrative staff	19,244	18	18	18	18,329	18	18	16	19,688	20	18	25
Operatives and subordinates	233,339	26	10	32	268,489	30	13	37	226,720	26	16	30
Total	978,751	40	38	42	1,083,033	44	40	46	1,074,858	45	45	45

We have invested €17.83 million¹⁰¹ in training, which is a 3.3% rise in investment per person and 2.4% for the formal employees compared with 2014.

Additionally, investment in training for the Talisman companies reached about €4 million.

The significant increase in language training follows on the same trend as the previous year. This is especially noticeable in the group of technical heads and technicians. Instead of figures do not show, this increase has also had an effect on the executive group.

The master's programs' start date being delayed until January 2015. This delay has meant an increase in the training of technicians due to hours corresponding to a full financial year.

In addition to the data shown in the table, we have provided around 220,831 training hours on safety and the environment to contractors.

¹⁰⁰ Data on the Talisman group training for the financial year 2015 is not available; the table only shows the formation of the Repsol group without Talisman.

¹⁰¹ The figure corresponds to the companies managed by the Repsol group, not including the Talisman companies.

G4-LA10 Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings

The professional development model allows for promotion via two routes: technical and management. Training and Learning Department draws up learning itineraries to go with the professional development of employees over their careers along both lines.

The learning itineraries are a combination of diverse training activities, which deal with the needs of a specific group, set according to the position, the business and the level of specialization or responsibility.

The training offered also includes other programs:

- On a mandatory basis for the entire company, developments in the culture and values of the company.
- We give priority to the business units with transformation and improvement projects when it is necessary for their teams to acquire or improve their skills.

We also have an open catalogue of courses available to all employees for the individual development of their skills and knowledge.

The following highlights the main programs that the company continues to promote among employees:

- **Basic Human Rights:** online course which enhances key knowledge on human rights and the crucial role that businesses play. For more information, please see indicators G4-HR2.
- **Ethics and Conduct Code:** online course to enhance knowledge on our Ethics and Conduct Code among our employees, as well as the role of the Ethics Committee. For more information, please see indicators G4-SO4.
- **Repsol Values:** online course on Repsol values, with examples of behavior that may occur in the workplace. For more information, please see indicators G4-SO4.
- In the framework of the company's commitment to strengthen and consolidate the culture of **Safety and Environment (S&E)**, we continue to teach programs on:
 - Exploration and Production, Culture and Leadership in Safety and Environment, and Excellence in Operations and Sustainability (EOS). Since its start, we have held 78 editions in which 1,800 employees have participated around the world.
 - In the industrial area, the Industrial Department S&E Commitment program has the goal of extending the S&E culture to operators in the area and maintenance officials, reinforcing behaviors and individual commitments to this subject.
- **Information Security:** online course on company information security.

On the other hand, 142 employees have finished our masters programme with the following distribution:

- Masters in Exploration and Production (48 employees).
- Masters in Refining, Petrochemistry, and Gas (25 employees).
- Masters in Energy Management (69 employees).

Following the Talisman acquisition, we have created the first common training activities, incorporating seven Talisman employees into the Exploration and Production master which will end in July 2016.

The master's programs for new graduates are moving towards a more integrated structure and blended content and methodology (combination of face-to-face learning, modular tutorials, and online exercises). In 2016, we started the new Industrial Master's program, which brought together the Masters in Refinery, Petrochemistry, and Gas. Likewise, a specific program on the upstream area which has internal trainers from Talisman, and the Masters on Energy Management, in a new modular form for new employees combining training and incorporation into a new position.

Performance assessment

At Repsol, we have two systems for people management and development: *Gestión por Compromisos* (GxC, Management by Commitments) and *Evaluación de Desempeño en Convenio* (DyD, Performance and Development Management). These assessments allow to align individual contribution with the needs of the company and to acknowledge the employees, based on meeting their goals and fulfilling their duties and responsibilities.

Talisman had a worldwide performance model. Generally, this model had many similarities to Repsol's regarding its philosophy and characteristics.

In 2015 there was a rise of 2,723 people whose performance was reviewed as a result of the integration of Talisman employees. In this financial year we have kept the same criteria and processes as set up at the beginning of the year for each company and, simultaneously, we have been working on a new singular and integrated model, which we envision to implement in 2016.

G4-LA11 Percentage of employees receiving regular performance and career development reviews, by gender and by employee category

The data reported in the following table make reference to participants in the assessment process throughout this financial year.

PERFORMANCE ASSESSMENTS AND SOCIAL DEVELOPMENT AT REPSOL									
	2013			2014			2015		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Total number of employees	4,170	10,406	14,576	4,373	11,045	15,418	4,468	11,084	15,552
Employees with performance review by professional category									
Executives	43	249	292	47	264	311	47	259	306
Technical Managers	473	1,520	1,993	510	1,591	2,101	570	1,696	2,266
Technicians	2,721	5,770	8,491	2,842	6,139	8,981	2,873	6,163	9,036
Administrative staff	625	234	859	654	249	903	645	237	882
Operatives and subordinates	308	2,633	2,941	320	2,802	3,122	333	2,729	3,062
Percentage of the total employees		60			63			64	

The data for the performance and development of the Talisman employees are presented separately since Talisman had a different assessment system to Repsol.

PERFORMANCE ASSESSMENTS AND COMPANY DEVELOPMENT AT TALISMAN			
	2015		
	Women	Men	Total
Total number of employees	865	1,858	2,723
Employees with performance review by professional category			
Executives	1	39	40
Technical Managers	112	422	534
Technicians	577	990	1,567
Administrative staff	173	220	393
Operatives and subordinates	2	187	189
Percentage of total employees (%)		94	

Labor/Management Relations

We promote dialogue with employees and their representatives in the workplace to guarantee decent work.

Regardless of the activity in the country where it is operating, and in accordance with our Policy on Respect for Human Rights, Repsol respects freedom of association and the right to collective bargaining.

Labor relations are an important tool which contributes towards implementing the following action policies, which are also included in the Policy on People Management:

- Promoting dialogue: we set up meetings with the unions to reach agreements that benefit the workers and regulate the company's labor relations. In Spain, the Framework Agreement is the reference standard regarding topics of labor for all companies within the group, as well as the collective agreements within each of their specific labor frameworks are negotiated.
- Working to ensure equal opportunities and non-discrimination.
- Promoting integration and diversity by the inclusion of people with disabilities in the workplace.
- Implementing measures to balance work, family and personal life.
- Monitoring people's health through company dialogue in the corresponding Health and Safety Committees.

G4-LA4 Minimum notice periods regarding operational changes, including whether these are specified in collective agreements

The company respects the minimum notice periods established by law in the countries where we operate, as well as those set forth by collective agreements or policies, where applicable.

Diversity and equal opportunities

In 2015, we continued to promote continuous improvements and equal opportunities through the integration of people with disabilities and groups at risk of exclusion.

The following describes the main advances in 2015 in Spain for the main axes of diversity management:

• **Integration for people with disabilities**

The diversity and equal opportunities management has the goal of identifying talent and providing opportunities to people with disabilities in order to aid in their development within Repsol.

In Spain, we have surpassed laws applicable to the subject according to the "General law on rights for people with disabilities and their social inclusion" with a percentage of 3.99% (the minimum according to law is 2%), being 617 employees through direct contracting, and another 163 equivalent people through alternative means. In 2015, purchases for special employment centers reached €3.3 million, and donations for these centers as well as other non-profit entities reached €0.16 million.

In addition, we have incorporated people with disabilities into the master's programs, Dual Professional Training, and virtual internships. Specifically, two disabled individuals in the Refining Master's program, three in the Energy Management Master's program, four in labor practices, one in dual laboratory training (who will start an internship in June 2016), and five with virtual internships (taught by the UNED).

We have updated the company's existing documentation relating to the integration program in collaboration with the Fundación ONCE (Ilunion). The goal of the actions we have carried out has been to strengthen information and awareness:

- “Diverse Talent” is the second edition of White Paper, whose first edition we called “From words to actions”. It is being published with the purpose of systematizing, in terms that contribute to internal and external distribution and awareness-raising, the advances made in the “Incorporation of people with disabilities Program” since 2009 with a global perspective in all businesses and countries.
- II Edition of the “Accessible Service Stations” guide to adapt it to international regulations and pioneer in its field.
- II Edition of the “Overcoming Barriers” guide with an innovative focus and impact on a global level.

We have a total of 663 people with disabilities, which represent 2.7% of the workforce.

PEOPLE WITH DISABILITIES LISTED BY COUNTRY ¹⁰²

Country	2013	2014	2015
Brazil	9	8	9
Ecuador	40	35	34
Italy	-	1	1
Peru	47	42	43
Portugal ¹⁰³	17	18	17
Russian Federation	-	-	1
Spain	549	541	546
Venezuela	9	12	12
Total	671	656	663

• Victims of Gender Violence

Repsol has collaborated since 2013 in the “Companies for a Society Free of Gender Violence” initiative, implemented by the Spanish Government’s Ministry of Health, Social Services and Equality, which has the purpose of raising society’s awareness as to the fight against this type of violence. We have developed different initiatives for internal and external distribution:

- Campaign to regularly distribute information issued by the Ministry through our channels of communication such as the intranet, internal social network, service station billboards, and internal newsletters in business units.
- Attendance at Open Door Days held at the company headquarters in Madrid.
- Participation in the Charity Run in Madrid.
- Awareness-raising day due to the closing of the 2015 edition of the “15 women” program. This program began in 2014 in collaboration with Fundación Repsol with the goal of participants being able to recover their self-esteem and excitement for the future, recognizing abilities and competencies, successfully facing access to working life, as well as raising awareness and involving employees. This financial year, 15 women will start training, and four of the participants had the opportunity to cover various vacancies with a temporary contract at Repsol.

• Victims of Terrorism

Repsol is one of the seven companies that, in 2014, undersigned an agreement signed with the Ministry of the Interior in order to promote the inclusion of victims of terrorism into the workforce and collaborate in the promotion and fostering of a better understanding of this group’s situation in all fields, encouraging their employability.

¹⁰² At the end of this financial year, the data in the table do not include Talisman.

¹⁰³ The figure published in 2014 for Portugal has been modified as the correct number is 18 people.

- **Other groups at risk of social exclusion**

In collaboration with the Red Cross, a total of 36 people in this group have participated in five occupational training courses for service station salespeople.

This support for equal opportunities responds to the search for employee well-being, framed by the company's values and combining a responsibility to act with the business strategy that has an impact on reaching goals, increasing the feeling of belonging and contributing to a better work environment.

- **Gender-related initiatives**

In Spain, Repsol signed an agreement with the Ministry of Health, Social Services, and Equality in 2014 to foster balanced participation between men and women in top management positions, including board of directors. This agreement also establishes measures for work time organization and flexibility that allows balancing work, personal, and family life to reconcile without supposing a disadvantage to professional promotion.

The progress in data reflects that the incorporation of women into management positions is happening naturally.

In 2015, 35% of management positions in Spain were occupied by women, with the commitment to reach a percentage of 37% in 2017. Executive, managerial, and technical positions are included.

Within the framework of the European Round Table of Industrialists (ERT), in 2011 Repsol took on the voluntary commitment to have 29% of its director and management positions in Spain, and 27% in Europe, held by women by 2020. Only considering directors and managers, the data at the closing of 2015 is 24% for the world, 29% for Spain, and 28% for Europe. These practically achieved objectives have led us to set new challenges, committing ourselves to reaching 31% in Spain and 29% in Europe by 2020.

G4-LA12 Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity

PEOPLE BY GENDER, AGE AND PROFESSIONAL CATEGORY													
Category	Age	2013				2014				2015			
		F	M	Total	% Women	F	M	Total	% Women	F	M	Total	% Women
Executives	<30	-	1	1	0	-	1	1	0	0	0	0	-
	30-50	30	117	147	20	28	115	143	20	27	112	139	19
	>>50	13	131	144	9	19	143	162	12	22	164	186	12
Technical managers	<30	3	6	9	33	2	6	8	25	2	1	3	67
	30-50	386	863	1,248	31	395	862	1,256	31	494	1,118	1,612	31
	>50	80	630	709	11	106	695	801	13	177	903	1,080	16
Technicians	<30	1,108	1,217	2,325	48	918	980	1,898	48	941	1,065	2,006	47
	30-50	2,569	4,715	7,284	35	2,861	4,993	7,854	36	3,306	5,733	9,039	37
	>50	308	1,860	2,168	14	349	1,872	2,221	16	491	2,106	2,597	19
Administrative staff	<30	67	27	94	71	38	9	47	81	68	59	127	54
	30-50	491	147	638	77	504	148	651	77	588	271	859	68
	>50	212	142	354	60	208	137	345	60	258	161	419	62
Operatives and subordinates	<30	490	933	1,423	34	379	705	1,084	35	345	663	1,008	34
	30-50	1,876	4,000	5,876	32	2,043	4,118	6,161	33	1,949	4,174	6,123	32
	>50	227	1,568	1,794	13	269	1,559	1,828	15	307	1,661	1,968	16
TOTAL		7,857	16,357	24,214	32	8,117	16,343	24,460	33	8,976	18,190	27,166	33

G4-LA13 Ratio of basic salary and remuneration of men to women by employee category, by significant locations of operation

Country ¹⁰⁵	RATIO OF BASIC SALARY OF MEN TO WOMEN ¹⁰⁴				
	Executives ¹⁰⁶	Technical managers	Technicians ¹⁰⁷	Administrative staff	Operatives and subordinates
Bolivia	N.D.	1.08	1.04	N.D.	N.D.
Brazil	N.D.	1.16	1.10	N.D.	N.D.
Ecuador	N.D.	1.32	1.45	N.D.	N.D.
Peru	N.D.	1.25	1.14	N.D.	N.D.
Portugal	N.D.	1.10	1.11	N.D.	N.D.
Spain	1.05	1.16	1.12	1.09	N.D.
Trinidad and Tobago	N.D.	1.49	1.28	N.D.	N.D.
Venezuela	-	1.30	1.18	-	-

In general, the differences in salaries between genders show results very similar to those of the 2014 financial year, especially in countries with greater presence.

Annual changes greater than 5% appear in some categories in some countries where the workforce is small in numbers or has an insignificant presence of one of the two genders, and is therefore greatly affected by small individual variations. In some cases these variations, without statistical significance, reduce the salary gap, and in others increase the difference.

Human Rights

Due diligence

We make an effort to prevent negative consequences for human rights in our activities or decisions and will endeavor to repair the damage.

We operate with due diligence in when performing our activities and those directly related to our operations, products or services due to our business relationships. This process will consist of:

- Identifying and assessing the potential impacts on human rights before undertaking any new activity or starting a business relationship and when relevant operational changes occur.
- Integrating the conclusions from the impact assessment in Repsol's internal processes and taking the adequate measures to prevent and mitigate the potential human rights impacts.
- Monitoring the efficiency of the measures taken.
- Externally reporting the measures taken.

¹⁰⁴ Does not include Talisman group.

¹⁰⁵ Countries with significant operations are reported where necessary information is available.

¹⁰⁶ Executive Managing Directors, Executive Directors, and Managing Directors are not included. Furthermore, there are no directors in the countries where there is no data with the exception of Peru, where there is only one director and, therefore, the data is not representative.

¹⁰⁷ The calculation has been improved to ensure that the comparison is carried out between the same categories.

Our Respect for Human Rights Policy establishes Repsol's commitment to respect such rights and stipulates the behavior that the company expects from its employees, partners and other business parties that are directly connected with its operations, products and services.

This policy follows the recommendations set for businesses in the United Nations Framework: "Protect, Respect and Remedy" and the UN Guiding Principles on Business and Human Rights.

Repsol promotes respect for human rights among its suppliers, contractors and distributors. Our supplier management system seeks to prevent the risks of human rights breaches that could appear in the supply chain.

Through our selection, assessment, and control processes, we try to verify that our business relationships behave in a way that is in line with the commitments we have taken on. We make an effort to ensure that they keep adequate ethical, social and environmental standards and we use our leverage to make sure that they are in line with our internal regulations. We also include specific clauses on respect for human rights in our agreements.

G4-HR1 Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening

Our policy includes specific clauses to respect human rights in all our contracts.

In 2015, we signed more than 15,000 contracts which make up 95% of the total, including the renewal of contracts from previous years, which are gathered in this clause. In those cases where the contract is conditioned by the counterparty and includes compliance with national laws where the operations are carried out that regulate this topic, they may not be included specifically.

Furthermore, contracts prior to 2015 that continue in vigor may not include specific clauses on human rights as they will not be revised until their fulfilment date.

Whenever Repsol is the operator, we apply our regulations and standards. Even when we are not the operator, we consider it important that our partners who act as operators uphold ethical, social, and environmental standards on a par with ours and, where possible, we attempt to use our power of influence to encourage them to apply our regulations, management systems, or that similar principles are followed.

Generally speaking, Repsol uses the JOA model¹⁰⁸, which has been improved to tighten the respect for human rights clauses. These clauses are aligned with the company's standards which are in turn aligned with benchmark international standards.

We have built in a specific human rights model clause, expressly indicating that the operator must uphold internationally-recognized human rights, which means refraining from infringing on them and remedying any infringement thereof. More specifically, this clause refers to the rights enshrined by the Universal Declaration of Human Rights and the principles emanating from the fundamental rights itemized in the ILO Declaration of Fundamental Principles and Rights at Work.

In 2015, all of the investment agreements and significant contracts¹⁰⁹ were analyzed from a human rights perspective. In all instances, the aforementioned clause was either included or cross-references were made to applicable human rights legislation.

¹⁰⁸ Joint Operating Agreement, AIPN 2012 model form.

¹⁰⁹ This includes the agreement to acquire mining rights, as well as the corresponding consortium agreements (JOA).

G4-HR2 Total hours of employee training on human right policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained

We promote a culture of respect for human rights among our employees. Since 2012, the company has been providing an online course on Fundamental Human Rights based on the United Nations Guiding Principles on Business and Human Rights. In 2015, the course has been completed by a cumulative total of 2,110 employees, which is equivalent to 4,222 training hours.

Additionally, we provide a plan for face-to-face training, as part of which we have carried out the following training actions:

- Nine specific workshops focused on human rights assessments and effective grievance mechanisms in Bolivia, Brazil, and Trinidad and Tobago. 162 employees have participated in these, making up for 648 training hours, which are part of the duties connected to the company operations.
- A session given to 18 employees who have duties related to Purchasing and Contracting, with a cumulative total of 27 hours of training.
- A three-hour face-to-face module provided on the Repsol Master in Energy Management (REGE) aimed at new members of the company. The number of people who have taken this module reached 86 in the courses given in January and September 2015 in Madrid. Furthermore, the module has been taken online by 42 people.

G4-HR3 Total number of incidents of discrimination and corrective actions taken

We investigate any instance of discrimination reported through the various channels available at the company that could affect the people working at the company.

In 2015, four harassment cases were opened in Spain in accordance with that established in the Repsol group's harassment prevention protocol. Of the four claims, three have been filed without harassment being witnessed, and one is being processed. For confidentiality purposes, and in compliance with Spanish law, we cannot disclose further data related to claims, investigations, processing, and judgments on harassment cases.

In addition, we have analyzed two harassment complaints, one in Canada and one in the US. In both cases we adopted measures.

On the other hand, the harassment claim received in Brazil that we reported in the 2014 Corporate Responsibility Report has been filed.

G4-HR4 Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights

In 2015 we have not identified any operation or supplier that has a potential risk of infringing the right to exercise freedom of association or collective bargaining of its employees in the assessments performed.

G4-HR5 Operations and suppliers identified as having significant risks for incidents of child labor, and measures taken to contribute to the effective abolition of child labor

In 2015 we have not identified any operation or supplier that has a potential risk of child labor in the assessments performed.

G4-HR6 Operations and suppliers identified as having significant risks for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor

In 2015 we have not identified any operation or supplier that has a potential risk of forced labor among its employees in the assessments performed.

G4-HR9 Total number and percentage of operations that have been subject to human rights reviews or impact assessments

In 2015 we carried out 6 environmental, social, and health impact assessments in connection with exploration and production projects in Algeria, Colombia, Ecuador, Peru, Russian Federation, and United States.

All of the impact assessments carried out in 2015 addressed human rights issues. The scope of these assessments was a response to the local context and the nature of each operation.

The following table shows the number and percentage of assessments performed in 2015, broken down by country. The coverage of the data analyzed only takes into consideration the operations where Repsol has management control and where it has carried out activity in this financial year.

HUMAN RIGHTS ASSESSMENTS FOR REPSOL OPERATIONS PERFORMED IN 2015			
Country	Total number of operations	Number of operations evaluated for human rights	Percentage
Algeria	2	1	50
Colombia	2	1	50
Ecuador	2	1	50
Peru	2	1	50
Russian Federation ¹¹⁰	1	1	100
United States	1	1	100

¹¹⁰ There is currently only one operation in the Karabashsky block.

Grievances mechanisms

Our Policy on Respect for Human Rights includes a commitment to set up communications and management channels or grievances mechanisms in the local context which are adapted to the situation for each operation. We believe that established efficient grievances mechanisms in our operations contributes to the early identification of concerns and complaints in the local contexts, allows for swift intervention and resolution and, therefore, prevents potential human rights impacts, as well as breaches of the law or Repsol's internal regulations.

In 2015, we improved the process to receive and handle local grievances, as well as the different communications channels to address them and improve the management and efficiency thereof.

The majority of Repsol's operations have a mechanism for handling grievances from the local surroundings, mainly from local communities, but also from suppliers, contractors, and other organizations.

As an example, human rights grievances may include questions relating to equal opportunities, non-discrimination, harassment, health, or safety that are integrated into the environmental, social, and labor grievances.

Repsol is implementing different projects in our operations to review the efficiency of these mechanisms and the alignment with the United Nations Guiding Principles on Business and Human Rights, which involves aiming for them to be in line with the law, accessible, fair, transparent, compatible with rights, designed in partnership with users and a source of constant learning.

Currently, we are working to consolidate this information for the entire group.

Security forces

We have a presence in more than 40 countries and we carry out operations in sensitive areas, so it is therefore necessary for corporate security to be present at many of the company's activities.

The strategic importance of the energy sector's infrastructure exposes it to the inherent risks of terrorism or armed conflicts and therefore it must be protected by collaboration with private security and armed forces, and public security forces.

We assume our commitment to protecting the company's individuals, interests, assets, and knowledge through the [Corporate Security Policy](#). It also contains the commitment and corporate security principles that guide corporate security activities, respecting human rights and regulating the use of weapons and protection for people.

The agreements we sign with private security forces specifically include clauses that require they comply with our [Respect for Human Rights Policy](#).

Since 2014, we have bolstered our commitment by subscribing to the international initiative, "[Voluntary Principles on Security and Human Rights \(VPSHR\)](#)". In 2015, we have carried out a diagnostic as to the level of implementation of the VPSHR in collaboration with an NGO specialized in human rights, as well as a work plan to cover the areas of improvement identified. Furthermore, in this plan we aim to develop procedures and tools to help us implement these principles over the next two years.

In 2015 we have reorganized the Corporate Security Management as a result of the integration of Talisman, adapting their structure and integrating the systems. For that reason we have updated the "Corporate Security Management Standard" and the "Corporate Security Policy". We have also approved a new procedure for the "Approval and Management of Agreements with Public Security Forces", which is applicable in every country where we operate. These agreements shall be submitted to the controls and audits stipulated, and their actions shall remain within the framework defined by the VPSHR as well as the company's principles, standards, and values. Similarly, we have fulfilled the legal requirements related to the Spanish Critical Infrastructure Protection Act.

G4-HR7 Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations

Apart from the training we give to our own staff, at Repsol we require private security companies who work on our premises to be trained on human rights.

100% of external security staff received human rights training.

Success story

On March, 30 2015, Repsol Bolivia signed a collaboration agreement with the army to bolster security for the operations.

Within the framework of the agreement, Repsol Bolivia has created an annual training program in collaboration with the *Centro de Estudios de Derecho Internacional Humanitario* (CEDIH), part of the Red Cross in Spain. The training provided consisted of:

- Two face-to-face annual courses on human rights and international humanitarian law (one in Santa Cruz de la Sierra and the other in La Paz), for 75 officials and sub-officials of the army each year, made up of 30 training hours. The first was run in June and the second in September.
- 10 grants a year are provided to take the advanced course on International Humanitarian Law at the International Institute of Humanitarian Law (IIHL) in San Remo (Italy). In September, 10 Bolivian army officials took the course.

The following training scheme is planned for 2016:

- Launching the second call to take the face-to-face courses for 160 officials and sub-officials from the Bolivian army and 10 members from the Red Cross in Bolivia.
- 10 grants to take the advanced course on International Humanitarian Law at the International Institute of Humanitarian Law in San Remo (Italy).
- Two Running days on International Criminal Justice for judges, prosecutors, lawyers, police officers and military police officers.
- Project to promote the Hague Convention of 1954 to protect cultural heritage in the case of armed conflict.

Indigenous rights

Our Communities Relations Policy acknowledges the uniqueness of indigenous, tribal, and aboriginal peoples. We respect their internationally recognized rights, in accordance with the legislation in force and the obligations stipulated by Convention 169 of the International Labor Organization (ILO), whether or not this is included in the legislation of each country. Among other things, this includes rights, land, territory, and resources, their organization, social structure, and economy, and free and informed previous consultation connected with any administrative or legislative measures that may affect them.

G4-HR8 Total number of incidents of violations involving rights of indigenous peoples and actions taken

In 2015, no incidents related to violations of the indigenous people rights were registered at any of our operations.

G4-OG9 Operations where indigenous communities are present or affected by activities and where specific engagement strategies are in place

BOLIVIA

Operation	Communities located in the area	Participation strategy
Margarita	Zapaterambia, Itaparara, Yuati, Cumandaroti, Itapara, Ivirati, Palos Blancos	Previous consulting process to obtain environmental licenses Impact assessment and monitoring
Huacaya	Villa Mercedes, Cururuy, Ancahuazu, Huacaya	Development of action plans and continued contact with communities through participative dialogue.
Mamoré	Direct influence: Andino, Puerto Andino, Villa Unión, Illimani, Nueva Vida, Palcamy, Oriental, San Salvador, and Arocagua Indirect influence: Gualberto Villarroel, 3° Manco Kapac, Nuevo Horizonte, Cruce Andino, Manco Kapac, Litoral, Sajta, Santa Isabel, and Morales	Monthly meetings with community leaders and the community. Grievances mechanism at operational level. Social investment together with the municipality.

COLOMBIA

Operation	Communities located in the area	Participation strategy
RC-12 Western Sector	Utapu, Ian, Youlepa, Shoin, Kamuschiwou, Media luna I, Media luna II, Kasuchi, Pachakat, Koushimana, Arrutkajui, Jararau, Kasiwolin, Jotomana, Jayapamana, Irraipa, Portete, Emerruwo, Los Cocos, Cabo de la Vela, Warirajao, Waai, Yoshpa, Musichi, Gran Vía, Piulekat, Cubamana, Lechemana, Kayushiparalu, Yariwanichi, Aremazain.	Previous consulting process with the 18 Wayuu ethnicity indigenous communities that carry out their fishing activity in areas of seismic acquisition. Evaluation of the impact on human rights for the communities within the area of direct influence of the project. Setting up a communication and claims mechanism.
CPE-08	Alto Unuma, Vichada, Saracure, Río Cada Chocón Concordia 1,010 families.	Previous consultation process with the indigenous communities, following the permanent participative and interactive model and the model for Requests, Complaints, Grievances, and Suggestions.

We have also participated in the business forum of the Global Compact in Latin America and the Caribbean, when we have exhibited good practices carried out with the Wayuu indigenous people in Alta Guajira, Colombia.

We also gave a presentation at the businesses and human rights workshop for the *Agencia Española de Cooperación Internacional para el Desarrollo (AECID)* in Cartagena, at which we shared our experience in the previous consultation process with the Wayuu ethnicity communities in Alta Extrema Guajira, Colombia.

ECUADOR

Operation	Communities located in the area	Participation strategy
Block 16 and Block 67 (Tivacuno)	Pompeya and Indillama Guiyero, Timpoka, Peneno, Dikaro, Yarentaro, Gabaro, Iro / Ginta	<p>Projects governed by the Environmental Regulations for Hydrocarbon Operation in Ecuador and the Environmental Management Plan, including community development plans, emergency plans, plans for preventative measures, replanting and reforestation, waste management plan, and anthropological contingency plan.</p> <p>Ongoing cooperative relationship and agreement and commitment management.</p> <p>Wati project compensation agreement in vigor and permanent voluntary cooperation through the “Waemo Kewingi” (Good Living) cooperation agreement with the Ecuadorian Waorani Nationality (NAWE), the representative body of the entire Waorani ethnicity.</p>

UNITED STATES

Operation	Communities located in the area	Participation strategy
Alaska Exploration - 87 blocks	Nuiqsut	<p>Formal agreements with various indigenous communities in Alaska for exploration and development projects, including North Slope Borough and Kuukpik Native Corporation. These agreements refer to a participation plan and meetings held with the community, setting up claims mechanisms, regular communication, and receiving feedback on the operations. In 2015, the strategy was focused on the exploration activity at the Pikka Unit and Horseshoe Prospect.</p>

PERU

Operation	Communities located in the area	Participation strategy
Kinteroni: facilities and pipelines	Nuevo Mundo Camisea Shivankoreni	<p>The operations of activities carried out are covered during the three community relations stages (Insertion, Residency, and Abandonment) through participation strategies which are developed in accordance with the Community Relations Plan according to the social impact handling programs (community monitoring and citizen oversight; compensation and indemnification; book of claims; promotion of local employment; community relations and communications) and social investment and contributions to local development.</p> <p>For example, the following strategies are carried out: information and dialogue workshops, public audiences, guided visits, informative meetings, and compensation.</p>
Sagari: AX and BX locations.	Porotobango Kitepampani	
Plataforma Mashira GX	Tsoraja	

Society

Impacts on local communities

Our Community Relationship Policy includes our commitment to establish solid and lasting relationships with the communities that fall within the area of influence of our operations, based on mutual trust and respect and shared value, maintained through proactive dialogue and appropriate management of social impacts and opportunities.

We have a management system for claims from the communities which we have reviewed this year. The focus of the review was based on the improvement of risk prevention and mitigation and the impact associated with the local communities affected by our activity and on maximizing social opportunities. All of this is done through participative dialogue.

The management system stipulates guidelines for identifying, analyzing, evaluating and managing social risks that we may come up against at the operation over the course of its life cycle. Furthermore, based on the social context and participative dialogue with the community, the management system provides guidelines for evaluating social opportunities in order to maximize the opportunities for socio-economic development and shared values with the communities affected and in the local area.

Reviewing the community relations management system will allow us to consolidate a homogeneous model for the whole company. We are also looking to increase our knowledge, resources, tools and abilities that we need to successfully manage our relationship with the local communities.

G4-SO1 Percentage of operations with implemented local community engagement, impact assessments, and development programs

Up to 90% of our significant operations take into consideration development plans, impact assessments and stakeholder participation to manage the activity's opportunities and risks.

We consider 40 operations to be significant, which include exploration and production activities and the Refineries and LNG centers where Repsol has management control and where it has had operations this year.

G4-SO2 Operations with significant actual and potential negative impacts on local communities

Oil and its derivatives have levels of toxicity and flammability that make it necessary to apply effective safety measures along the whole value chain.

The contamination caused by an accidental hydrocarbon leakage has an impact on the environment according to the quantity and type of hydrocarbon that has leaked and the ecosystem affected.

Energy consumption during all production and marketing phases causes CO₂ emissions and other gas emissions which cause a rise in the average temperature of the planet compared to pre-industrial levels.

Many of the operations that we implement to produce and refine oil can be dangerous and require that people follow strict safety standards.

Exploration and Production	Potential impacts identified
Onshore	<p>Potential health effects on location of people living locally as a result of the inhalation of gases from the exploration activities.</p> <p>Temporary use of land to carry out exploration activities.</p> <p>Contracting non-local manual labor to carry out exploration activities.</p> <p>Migratory movements towards the operations that could result in over-usage of the local services.</p>
Offshore	<p>Temporary change of navigation routes in the fishing sector due to shipping and equipment related to oil and gas activities.</p> <p>Temporary change to fishing sector revenue due to the installation of equipment and facilities for offshore exploration purposes</p> <p>Economic activity connected with tourism.</p> <p>Contracting non-local manual labor to carry out exploration activities.</p>

Exploration and Production	Potential impacts identified
Industrial facilities	Smells, noise, atmospheric gas emissions, dust, visual impacts and, to a lesser extent, spillages.

G4-OG10 Number and description of significant disputes with local communities and indigenous peoples

Our Communities Relations Policy acknowledges the uniqueness of indigenous, tribal, and aboriginal peoples. We respect their internationally recognized rights, in accordance with the legislation in force and the obligations stipulated by Convention 169 of the International Labor Organization (ILO), whether or not this is included in the legislation of each country. Among other things, this includes rights, land, territory, and resources, their organization, social structure, and economy, and free and informed previous consultation connected with any administrative or legislative measures that may affect them.

In January we finished the exploratory survey started on November, 18 2014 in the Atlantic Ocean around 60 km away from Lanzarote and Fuerteventura to analyze the possible existence of hydrocarbons.

On January, 11 we reached a total depth of 3,093 meters (882 meters of water and 2,211 meters of subsoil).

Following the analysis of samples obtained, we have concluded that there is gas (from methane to hexane), but that it lacks sufficient volume or quality to assess possible extraction, and we have decided not to carry out additional investigation activities in this area.

Further information available at the dedicated website: [“Canary Islands Investigation Project”](#).

In 2015 we have not identified any significant controversies.

G4-OG11 Number of sites that have been decommissioned and sites that are in the process of being decommissioned

At the end of the useful life of an oil and gas operation, or in other situations, we need to draw up a decommissioning plan to ensure that all necessary measures are taken to minimize the environmental impact.

We also collaborate with the relevant authorities to transfer the relevant responsibilities once the company is no longer present in the area.

In 2015, we decommissioned in Norway. Furthermore, we have started the process of moving the El Salitral LPG packaging plant in Ecuador.

Country	Decommissions	Decommissioning strategy
Exploration and Production		
Norway (North Sea)	Gyda	Decommissioning strategy approved by the authorities, including waste management, removing installations, and pipelines, according to the OSPAR convention (Oslo and Paris Conventions) and Norwegian regulations and an environmental impact evaluation. Process subject to previous consultation, no controversies.
	Rev	
	Varg	
Refinery and marketing		
Ecuador	El Salitral Plant	In January 2014, Duragas S.A. signed a LPG packaging service contract with cylinders from its brand at the <i>El Chorrillo Terminal</i> belonging to <i>Empresa Pública Petroecuador</i> . The moving of storage and packaging processes from the Salitral plant to the El Chorrillo plant was fulfilled in full until the end of 2015. Currently, Salitral decommissioning actions are being planned, including the moving of assets, pertinent legal approvals, personnel relocation and/or compensation in compliance with laws in vigor, and communication with the community, although this plant's transfer activities have not yet been carried out.

G4-OG12 Operations where involuntary resettlement took place, the number of households resettled in each and how their livelihoods were affected in the process

In 2015 there have been no cases of involuntary resettlement in Repsol's operations.

Anti-corruption

We have undertaken a commitment to fight against corruption in all forms, in line with the legislation in force of all the areas of action and all the countries we operate in.

We have an [Anti-corruption Policy](#) which lists the commitments and principles that should guide our actions. We also promote active compliance with our Ethics and Conduct Code, of which all employees must be aware. This code contains a section on conduct guidelines on aspects related to fraud, transparency and the fight against corruption.

We have mechanisms for the prevention, detection and investigation of corruption. In the company's formalized compliance and control models there are controls aimed at mitigating compliance risks for the internal and external legislations, including compliance with the Ethics and Conduct Code, the efficiency of these models being annually evaluated. Similarly, in the due diligence processes, we include the evaluation and management of such risks before acquiring or exchanging assets, mergers, alliances, or joint ventures.

When analyzing a potential incident of corruption, we investigate it and report it at the appropriate level to take up the necessary disciplinary measures, as well as the necessary actions to rectify or remedy the existing internal control issues.

Our Crime Prevention Model (MPD) as well as the "Internal Investigations" procedure, have the main goal of preventing crimes attributable to the legal person in Spain in compliance with laws in vigor, as well as those that may significantly affect Repsol employees, managers, and administrators or, at least, significantly reduce the risk of its charge.

We also have an internal control model for financial information (SCIIF) that specifically considers the risk of fraud as a relevant component of the model's design, implementation, and evaluation. For this purpose, we follow the methodology based on the COSO 2013 framework and the American Institute

of Certified Public Accounts (AICPA) framework in its Standard Auditing Statement 99. In addition, it includes a model to separate functions in order to prevent and minimize the risk of errors (intentional or otherwise), especially risk of fraud in the financial information reporting process. Its development and functionality are described in detail in section F of the Repsol Corporate Governance Report.

Company directors designated as “control owners” are responsible for annually certifying the controls for the previous models in terms of their validity and functional adequacy.

Further information on the group’s control systems at repsol.com

G4-SO3 Total number and percentage of operations assessed for risks related to corruption and the significant risks identified

We have revised aspects relating to compliance with the Ethics and Conduct Code for 50 indicator design and auditing projects to monitor transactions recorded in our systems. About 37% of these indicators are oriented to generate alerts for potential incidents of fraud or other irregularities. At the close of the financial year, these indicators were implemented in 33 Repsol group companies.

In 2015, we evaluated 1,886 Crime Prevention Model controls, of which 471 mitigate risks specific to corruption. In relation to the SCIIF model, we integrate 1,313 controls, of which more than 900 are oriented towards mitigating the risk of fraud.

Furthermore, we have carried out 40 audits on non-operated assets.

Whenever Repsol is the operator, we apply our regulations and standards. Even when we are not the operator, we consider it important that our partners who act as operators uphold ethical, social, and environmental standards on a par with ours and we attempt to use our leverage to encourage them to apply our regulations, management systems, or that similar principles are followed.

Generally speaking, Repsol uses a JOA model¹⁰⁸, which has been improved to tighten the anti-corruption clauses. These clauses are aligned with the company’s standards which are in turn aligned with benchmark international standards.

In 2015, we have reviewed 16 investment agreements and significant contracts¹⁰⁹ regarding anti-corruption.

G4-SO4 Communication and training practices on anti-corruption practices and procedures

All employees are obliged to be aware of, and comply with the Ethics and Conduct Code, as well as report any data or indication of a crime or severe irregularity within the scope of the company’s activity, through the Ethics Committee’s communications channel available on the corporate intranet and website.

This channel is confidential and ensures that there will be no repercussions for the employees who in good faith report a crime or suspected crime being committed.

Suppliers and commercial partners

The fight against corruption is one of the principles included in the Repsol Ethics and Conduct Code for Suppliers which is provided to all the suppliers in the qualification and auditing process. Furthermore, in the checks, performance and social audits, we analyze their anti-corruption performance and practices. Similarly, the anti-corruption values were contained in Talisman’s Supplier Code of Conduct and regulations.

¹⁰⁸ Joint Operating Agreement, AIPN 2012 model form.

¹⁰⁹ This includes the agreement to acquire mining rights, as well as the corresponding consortium agreements (JOA).

SUPPLIERS INFORMED ABOUT THE ANTI-CORRUPTION POLICIES AND PROCEDURES

Region	Number	Percentage (%)
Africa	575	100
Asia	1,699	100
Europe	12,284	100
Latin America	4,394	100
North America	3,288	100
Oceania	325	100

In the exploration and production area, we have provided the Ethics and Conduct Code to 100% and 87% of the suppliers in Vietnam and Angola respectively. Also, all the industrial facilities have provided information about this regulation through the software for managing contractor documents.

Employee training on corruption

We include the “Ethics and Conduct Code” and “Crime Prevention Model” in online training courses, as well as policies for fighting corruption. These courses are available to all group employees. In addition, the “PLAFT” program was launched exclusively for Peru (Money Laundering and Terrorism Financing Prevention Program).

EMPLOYEES THAT HAVE RECEIVED TRAINING REGARDING ANTI-CORRUPTION IN 2015

Region	Executives		Technical Managers		Technicians		Administrative staff		Operatives and subordinates	
	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%
Africa	1	-	1	-	6	-	-	-	-	-
Asia	-	-	3	-	7	-	-	-	-	-
Europe	80	-	632	-	2,077	-	271	-	108	-
Latin America	12	-	72	-	778	-	4	-	3	-
North America	-	-	7	-	9	-	-	-	-	-
Total	93	32.9	715	33.6	2,877	24.1	275	28.2	111	1.3

All of the company’s employees are obliged to take online courses on Repsol’s values and the Ethics and Conduct Code (ECC). The course on the Crime Prevention Model will soon be available, updated to the new Spanish regulations on the criminal responsibility of the legal staff.

BREAKDOWN OF THE EMPLOYEES WHO HAVE TAKEN THE ECC AND VALUES COURSE ¹¹¹

Course	2013	2014	2015	Total
Ethics and Conduct Code	90	1,376	3,765	5,231
Repsol Values	-	1,532	4,909	6,441

We wish to highlight, as a good practice of Talisman, the annual obligation for its employees and contractors to take the Business Ethics Training Course. In 2015, a total of 3,829 people have completed this course.

¹¹¹ The data contained in this table and regarding the training broken down by geographic area and professional category do not include information about Talisman, which we will provide in aggregate form for employees and contractors at the end of this indicator.

G4-SO5 Confirmed incidents of corruption and actions taken

Since it was created in 2006 to December 2015, the Ethics Committee had received 108 communications either directly or indirectly related to our Ethics and Conduct Code.

In 2015, 175 serious and very serious infractions were reported due to non-compliance with the Ethics and Conduct Code, of which 26 ended in warnings, and 149 in suspension of work and salary. In addition, 63 very serious infractions ended in the employee being fired. The reasons for the sanctions included incidents of vandalism, security breaches, and unethical conduct towards customers.

There have been two proven cases of corruption, both in Peru, which ended in the firing of one employee from the La Pampilla industrial facility and the termination of a contract with a carrier. Furthermore, one supplier is under investigation and has been temporarily disqualified as a preventative measure until the trial is over. A contract has also been cancelled with a commercial partner in Portugal after a judgment was ruled in a trial that had been pending since 2012.

Responsible participation in public policy

We hereby state our political neutrality and in our Ethic and Conduct Code it is stated that we do not directly or indirectly finance political parties or their representatives or candidates. Our relations with the authorities, regulatory bodies and government administration are conducted based on the principle of cooperation and transparency.

We take part in discussions regarding the development of public policy because, on occasions, we are called out for advice and in other cases we can give valuable information to legislators about the impact of new regulations for our stakeholders. Our values, which include integrity and responsibility, are applicable to any lobbying activity and, therefore, we have attempted to defend the interest shared with our stakeholders and society in general.

G4-SO6 Total value of political contributions by country and recipient/beneficiary

In 2015, Repsol has not recorded any breaches of the Ethics and Conduct Code regarding contributions to political parties.

Since the acquisition of Talisman, the new group conducts lobbying in the United States at a federal and state level (in the states of Pennsylvania and Texas) and in Canada on a federal and provincial level (Alberta and British Columbia). Due to the current temporary situation, and until all the data and processes have been completely integrated, the figures will not be available and will be included in future reports.

In addition, the company is found to be voluntarily registered in the “European Union Transparency Register”. The information that we provide goes on public record and is accessible on these agencies’ websites.

Compliance

Auditing and Control Department oversees the “**Compliance Program**”, which includes obligations for aspects such as personal data protection, financial registers, safety and environmental compliance, and reporting information to public bodies and regulatory institutions, among others.

Apart from information **transparency and confidentiality**, we also monitor relationships with customers, suppliers, contractors, and partners.

G4-EN29 Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations

ENVIRONMENTAL FINES/SANCTIONS (millions of Euros) ¹¹²		
2013	2014	2015
0	0	0.06

G4-SO7 Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes

LITIGATIONS FOR ANTI-COMPETITIVE PRACTICES (NUMBER OF CASES INDICATED) ¹¹³		
2013	2014	2015
2	2	1

In 2015, a sanctions filing was initiated by the Peruvian Competition Authority (INDECOPI) for supposed anti-competitive practices.

Furthermore, in May 2015, the Supreme Court dismissed our appeal against the court judgment that confirmed the CNC Resolution dated 30 July, 2009.

With the goal of encouraging greater awareness and constant updating of Competition Law, training sessions on this topic will continue to be given in 2015.

G4-PR4 Number of incidents of non-compliances with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes

No incident of non-compliance with the regulation or voluntary codes established has been identified.

G4-PR7 Number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes

In 2015, no incident of non-compliance with regulations or voluntary codes relating to marketing communications have occurred.

G4-PR9 Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of production and services

We have not identified fines or sanctions derived from litigations or firm administrative procedures of an amount material to the Repsol group.

¹¹² Derived from lawsuits or administrative procedures finalised during the year, of a sum relevant to individual companies of the Repsol group (except individual Talisman companies).

¹¹³ Number of lawsuits or administrative procedures initiated during the year, of a sum relevant to individual companies of the Repsol group (except individual Talisman companies).

Glossary

Process safety accident: an accident with a loss of primary containment for which the following criteria are simultaneously met:

- There is a chemical product or a process involved.
- The incident occurs within a certain location, in other words the incident occurs at a production, distribution, storage or ancillary services (utilities) facility or at a pilot plant related to the chemical product or process involved. This includes tank farms, ancillary support areas (e.g. boilers, water treatment plants), and pipe distribution networks under the control of the installations. Drilling operations will also meet the criteria of location.
- It gives rise to an unplanned or uncontrolled release of material, including non-toxic and non-flammable material (for example vapor, hot water, nitrogen, compressed CO₂ or compressed air), with certain levels of consequences.

Depending on the established thresholds, the process safety accident will be classified as Tier 1 or Tier 2.

Bioethanol: chemical product obtained from the fermentation of starch from cereals or sugars from beet or cane and is either mixed directly with petrol or used in the form of ETBE (Ethyl tert-butyl ether).

Biodiesel: fatty acid methyl esters (FAME) obtained from the transformation of vegetable oils extracted from oleaginous seeds normally used mixed with diesel.

BOE: barrel of oil equivalent.

Carbon Disclosure Project: an independent, non-profit organization that holds the largest global database of corporate information on climate change. Through an annual survey sent to the largest listed companies, the CDP collects information on the risk and opportunities identified and connected to climate change, the plans for reducing emissions and transparency in corporate actions to lessen climate change.

Confirmed cases of corruption: cases of corruption that have been legally proven. The cases of corruption that are still being investigated in the period covered by this report have not been taken into consideration.

CH₄: methane gas

CO₂: carbon dioxide.

CO₂ eq: carbon dioxide equivalent is the unit of measurement used to indicate the global warming potential of each greenhouse gas compared to carbon dioxide.

Political contributions: economic aid or similar given directly or indirectly to a political party, to its elected representatives or to the candidates to hold public office. Economic contributions are donations, loans, sponsorships, fees or the purchase of tickets for a fund-raising event. The following may be considered contributions of sort: advertising, the use of premises, design or printing services, donation of equipment or the assignment as members of the executive team, employment or consultancy services for elected politicians or to the candidates to hold public office.

Significant controversies: conflicts that are of sufficient scale or importance as to require attention. For such purpose, a significant controversy is deemed to be one that has public repercussions in the media or that has appeared, had a presence or has drawn in a large audience on the internet.

Due diligence: an exhaustive and proactive process to identify the real and potential negative social, environmental, and economic impacts that the decisions and activities of an organization have, over the life span of a project or activity carried out by the organization, with the aim of avoiding or mitigating such negative impacts.

Dow Jones Sustainability Index: a sustainability index that selects the companies that outdo their competitors from the 2,500 biggest companies in the world with economic, environmental, and social criteria.

Downstream: includes refinery, marketing, chemical, LPG, trading, gas, and energy activities.

EITI (Extractive Industry Transparency Initiative): a global standard that promotes transparent management of natural resources in the extractive sector. It is implemented on a national level through governments, businesses and civil society working together.

Non-methane volatile organic compounds (NMVOC): compounds comprised mainly of hydrocarbons to which some of the following chemical groups are added: alcohols, aldehydes, alkanes, aromatics, ketones and halogenated derivatives. Many volatile organic compounds are dangerous air contaminants.

Direct greenhouse gas emissions (scope 1): greenhouse gasses emitted directly by the organization, such as fuel burned at installations to produce the energy required for processes, or those produced due to chemical reactions during the organization's production processes.

Indirect greenhouse gas emissions (scope 2): greenhouse gases emitted by the producer of the energy required by the organization. They depend both on the quantity of energy required by the organization, as well as the energy mix of the network that supplies the organization. In our case, they are fundamentally the emissions associated with purchasing electricity and steam.

ESHIA (Environmental, Social and Health Impact Assessment): internal regulations that explain how to conduct an Environmental, Social and Health Impact Assessment for the entire life cycle of an activity.

Exploration and Production (Upstream): crude oil and natural gas exploration and production activities, which include searching, drilling, and extracting deposits.

Field trip: a trip organized for our stakeholders to visit the operations.

Global Water Tool: a tool developed by the World Business Council for Sustainable Development (WBCSD) and adapted to the oil and gas sector by the Global Oil and Gas Industry Association for Environmental and Social Issues (IPIECA). The aim is to locate installations on water scarcity maps and calculate the key indicators for global water management for the company. Repsol has participated in developing this tool with the Water Task Force of the IPIECA.

LPG: Liquid Petroleum Gas.

LNG: Liquid Natural Gas.

GRI (Global Reporting Initiative): international sustainability reporting standard, including economic, environmental, and social issues.

HC: hydrocarbons.

Carbon footprint: measure implemented to quantify greenhouse gas emissions associated with businesses, people, or objects with the aim of determining their contribution to climate change.

ICMM (International Council on Mining and Minerals): an organization led by executive directors in the industry and dedicated to sustainable development. The ICMM brings together many world-leading mining and metal businesses, as well as regional, national, and commodity associations. Such businesses and associations are committed to improving their sustainable development performance and the responsible production of mineral resources and metals that society needs.

Professional Disease Index: $[(\text{Number of occupational disease cases}) / (\text{total hours worked})] \times 200,000$.

Lost Time Injury Frequency Rate (LTIFR): number of lost time accidents and fatal accidents recorded over the year, per million work hours.

Total Recordable Frequency Rate (TRFR): number of accidents without lost time, with lost time and fatal accidents over the year, per million hours worked

Socially Responsible Investors: investors that have assessment criteria for ethical, social, and environmental issues, also known as ESG investors (Environmental Social Governance).

ISO 14064: international standard according to which greenhouse gas emissions reports are voluntarily verified.

JOA (Joint Operating Agreement, AIPN 2012 Model Form): joint operating agreement.

Local Water Tool: tool developed and adapted to the oil and gas sector by Global Environmental Management Initiative (GEMI). It is used to identify and evaluate risks and impacts related to water on a local level for the centers, in matters such as availability, quality and the ecosystems connected to bodies of water affected by the center. Repsol has collaborated with GEMI to adapt this tool to the oil and gas sector.

MBOE/d: million barrels of oil equivalents per day.

Formal grievance mechanisms: systems that consist of specific procedures, functions, and rules to methodically deal with complaints and resolve lawsuits. It is hoped that the formal grievance mechanisms are legitimate, accessible, predictable, fair, compatible with law, clear and transparent and that they are based on dialogue and mediation.

N₂O: nitrous oxide

NO_x: nitrous oxides.

Offshore: activity carried out at sea.

Onshore: activity carried out on land.

Significant operations: Operations in which the company has control over the management and has carried out some activity in the year covered by this report. Activity is deemed to be operations that are currently in the production stage. Furthermore, in the production and exploration area, operations are included for which drilling activity has been carried out.

Other indirect greenhouse gas emissions (scope 3): all remaining indirect emissions. These come from sources that are not controlled by the organization. Some examples are emissions associated with the purchase of goods and services, those associated with transporting raw materials and distributing products, those associated with -business travel, or those derived from the use of our products. These are the most difficult to account for due to the large quantity of products and services used by the organizations, and the difficulty of understanding the emissions of these products and services if they are not provided by the producer itself.

Stakeholder: an individual or group that has a specific interest in any of the organization's decisions or activities.

Work transition plans: plans drawn up by the company to help workers manage the closure of centers or activities (this may include relocation, help to find work again, resettlement, dismissals, etc.).

Staff: employees on the last day of the reference month that form part of the structure, taking into account the percentage of association with the position, the occupancy rate, and the consolidation percentage of the company that belongs to the organizational chart of the company. Leave at the end of the month is not included. 2015 includes the partial retirements.

Precautionary principle: the precautionary principle refers to the focus adopted so as to deal with possible environmental impacts. Principle 15 of the United Nations' Rio Declaration on the Environment and Development of 1992 states the following: "In order to protect the environment, the precautionary approach shall be widely applied by States according to their capabilities. Where there are threats of serious or irreversible damage, lack of full scientific certainty shall not be used as a reason for postponing cost-effective measures to prevent environmental degradation."

Roadshow: meeting or presentation held at various places on a tour.

SO_x: sulphur oxides.

UNEP-WCMC (United Nations Environment Program's World Conservation Monitoring Centre): a program that covers activities related to biodiversity in the systemic structuring of the United Nations.

GRI content Index

Part I: Profile

GRI	ISO 26000	IPIECA	Sustainable Development Goals	Global Compact	Reference in the Report	Verification
Indicator	Core subjects and issues	Indicator	Goals	Principles		
Strategy and analysis						
G4-1	Statement about the relevance of sustainability for the company and its strategy	6.2 Organizational governance			Opening message (Page 4)	✓
G4-2	Description of key impacts, risks and opportunities	6.2 Organizational governance			Key impacts, risks and opportunities (Page 7)	✓
Organization profile						
G4-3	Name of the organization				Repsol S.A	✓
G4-4	Brands, products and services				Section 2.1. Business model and 5.2. Downstream 2015 Consolidated Management Report	✓
G4-5	Location of the organization's headquarters				Mendez Álvaro 44 28045 Madrid Spain	✓
G4-6	Number of countries where the organization operates, and names of the countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report				Our operating markets, section 2.1 Business model of 2015 Consolidated Management Report	✓
G4-7	Nature of ownership and legal form				Section 1. General information, 2015 Consolidated Annual Financial Statements	✓

GRI	ISO 26000	IPECA	Sustainable Development Goals	Global Compact	Reference in the Report	Verification
Indicator	Core subjects and issues	Indicator	Goals	Principles		
Organization profile						
G4-8	Markets served (including geographical breakdown, sectors served and types of customers / beneficiaries)				Section 2.1. Business model, and 5. Performance of our business areas, 2015 Consolidated Management Report	√
G4-9	Scale of the organization				Section 2.1. Business model, 2015 Consolidated Management Report	√
G4-10	Total numbers of employees by employment type, contract, gender and region		8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	P 6	Company profile (Page 9)	√ (1)
G4-11	Percentage of total employees covered by collective bargaining agreements	6.4 Labor practices and employment relationships	8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	P 3	Company profile (Page 10)	√
G4-12	Organization's supply chain Significant changes during the reporting period regarding size, structure, ownership or supply chain	6.4 Labor practices and employment relationships. 6.4.3 Employment and employment relationships. 6.4.4 Work conditions and social protection 6.4.5 Social dialogue 6.3.10 Fundamental principles and rights at work			Company profile (Page 11)	√ (2)
G4-13	Explanation of whether and how the precautionary approach is addressed by the organization				(Page 13) Section 1. Main events of the year, 2015 Consolidated Management Report, Section 4. Main acquisitions and disposals, 2015 Consolidated Annual Financial Statements	√

GRI	ISO 26000	IPECA	Sustainable Development Goals	Global Compact	Reference in the Report	Verification
Indicator	Core subjects and issues	Indicator	Goals	Principles		
Organization profile						
G4-14	Explanation of whether and how the precautionary approach is addressed by the organization	6.2 Organizational governance			Safety performance, (Page 63) Spills management, (Page 76) Section E Risk control and management systems, 2015 Annual Corporate Governance Report	√
G4-15	List of developed economic, environmental and social charters, principles or other initiatives to which the organization subscribes or which it endorses	6.2 Organizational governance			Company profile (Page 13)	√
G4-16	List of membership associations and national or international advocacy organizations in which the organization participates	6.2 Organizational governance			Company profile (Page 14)	√
Material aspects and Coverage						
G4-17	List of all entities included in the organization's consolidated financial statements or equivalent documents				Corporate structure, section 2.1. Business model, 2015 Management Consolidated Report Anex 1, 2015 Consolidated Annual Financial Statements	√
G4-18	Process for defining the report content Identified Material				Material aspects, coverage and report profile (Page 18)	√
G4-19	Aspects in the process for defining the report content				Material aspects, coverage and report profile (Page 18)	√

GRI	ISO 26000	IPECA	Sustainable Development Goals	Global Compact	Reference in the Report	Verification
Indicator	Core subjects and issues	Indicator	Goals	Principles		
Material aspects and Coverage						
G4-20	Aspect Boundary within the organization				Material aspects, coverage and report profile (Page 18)	✓
G4-21	Aspect Boundary outside the organization				Material aspects, coverage and report profile (Page 18)	✓
G4-22	Effects of any restatement of information provided in previous reports, and the reasons for such restatements				Material aspects, coverage and report profile (Page 18)	✓
G4-23	Significant changes from previous reporting periods in the Scope and Aspect Boundaries				Material aspects, coverage and report profile (Page 18) Section 4. Main acquisitions and disposals, 2015 Consolidated Annual Financial Statements	✓
Stakeholder engagement						
G4-24	Stakeholder groups engaged by the organization				Stakeholder engagement (Page 21)	✓
G4-25	Basis for identification and selection of stakeholder groups with whom to engage				Stakeholder engagement (Page 21)	✓
G4-26	Organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether the engagement was undertaken specifically as part of the report preparation process				Stakeholder engagement (Page 21)	✓

GRI	ISO 26000	IPEICA	Sustainable Development Goals	Global Compact	Reference in the Report	Verification
Indicator	Core subjects and issues	Indicator	Goals	Principles		
Stakeholder engagement						
G4-27	Key topics and concerns that have been raised through stakeholder engagement				Material aspects, coverage and report profile (Page 18) Stakeholder engagement (Page 21)	✓
Report profile						
G4-28	Reporting period	6.2 Organizational governance			Material aspects, coverage and report profile (Page 18)	✓
G4-29	Date of most recent previous report	6.2 Organizational governance			The previous report was published in the first semester of 2014.	✓
G4-30	Reporting cycle	6.2 Organizational governance			Repsol publishes this report on an annual basis	✓
G4-31	Contact point for questions regarding the report or its content	6.2 Organizational governance			This report is distributed by e-mail to the company's stakeholders and in repsol.com , where it can be viewed and downloaded. Questions, queries or suggestions can be sent to repsolteescucha@repsol.com .	✓
G4-32	In accordance option chosen by the organization	6.2 Organizational governance			Material aspects, coverage and report profile (Page 18)	✓
G4-33	Organization's policy and current practice with regard to seeking external assurance for the report	6.2 Organizational governance			Deloitte verification report (Page 175)	✓

GRI	ISO 26000	IPEICA	Sustainable Development Goals	Global Compact	Reference in the Report	Verification
Indicator	Core subjects and issues	Indicator	Goals	Principles		
Governance						
G4-34	Governance structure of the organization, including committees of the highest governance body	6.2 Organizational governance			Governance (Page 31)	√
G4-35	Process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees	6.2 Organizational governance			Governance (Page 31)	√
G4-36	Executive-level position or positions with responsibility for economic, environmental and social topics	6.2 Organizational governance			Governance (Page 32)	√
G4-37	Report processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics	6.2 Organizational governance	16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels		Governance (Page 33)	√
G4-38	Composition of the highest governance body and its committees	6.2 Organizational governance	5. Achieve gender equality and empower all women and girls 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels		Governance (Page 33)	√
G4-39	Indication of whether the Chair of the highest governance body is also an executive officer	6.2 Organizational governance	16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels		Governance (Page 34)	√

GRI	ISO 26000	IPECA	Sustainable Development Goals	Global Compact	Reference in the Report	Verification
Indicator	Core subjects and issues	Indicator	Goals	Principles		
Governance						
G4-40	Nomination and selection processes for the highest governance body and its committees and the criteria used for nominating and selecting the highest governance body members	6.2 Organizational governance	5. Achieve gender equality and empower all women and girls 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels		Governance (Page 34)	√
G4-41	Processes for the highest governance body to ensure conflicts of interest are avoided and managed	6.2 Organizational governance	16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels		Governance (Page 35)	√
G4-42	Highest governance body's and senior executives' roles in the development, approval and updating of the organization's purpose, value or mission statements, strategies, policies and goals related to economic, environmental and social impacts	6.2 Organizational governance			Governance (Page 35)	√
G4-43	Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics	6.2 Organizational governance	4. Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all		Governance (Page 35)	√
G4-44	Processes for evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics and actions taken in response	6.2 Organizational governance			Governance (Page 36) Section C.1.19, C.1.20 and C.1.21, 2015 Annual Corporate Governance Report	√

	GRI	ISO 26000	IPEICA	Sustainable Development Goals	Global Compact	Reference in the Report	Verification
	Indicator	Core subjects and issues	Indicator	Goals	Principles		
G4-45	Highest governance body's role in the identification and management of the economic, environmental and social impacts, risks and opportunities	6.2 Organizational governance		16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels		Governance (Page 36) Section E Risk control and management systems, 2015 Annual Corporate Governance Report	√
G4-46	Highest governance body's role in reviewing the effectiveness of the organization's risks management processes for economic, environmental and social topics	6.2 Organizational governance				Governance (Page 36) Section E Risk control and management systems, 2015 Annual Corporate Governance Report	√
G4-47	Frequency of the highest governance body's review of economic, environmental and social impacts, risks and opportunities	6.2 Organizational governance				Governance (Page 37) Section E Risk control and management systems, 2015 Annual Corporate Governance Report	√
G4-48	Highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all Material Aspects are covered	6.2 Organizational governance				Governance (Page 36) Section E Risk control and management systems, 2015 Annual Corporate Governance Report	√
G4-49	Process for communicating critical concerns to the highest governance body	6.2 Organizational governance				Governance (Page 37) Additional information on G4-35, G4-36 and G4-37	√
G4-50	Nature and total number of critical concerns that were communicated to the highest governance body and the mechanisms used to address and resolve them	6.2 Organizational governance				Governance (Page 37) Additional information on G4-35, G4-36 and G4-37	√

GRI	ISO 26000	IPEICA	Sustainable Development Goals	Global Compact	Reference in the Report	Verification
Indicator	Core subjects and issues	Indicator	Goals	Principles		
Governance						
G4-51	Remuneration policies for the highest governance body and senior executives	6.2 Organizational governance			Governance (Page 38)	√
G4-52	Process for determining remuneration	6.2 Organizational governance			Governance (Page 38)	√
G4-53	Explanation of how stakeholders' views are sought and taken into account regarding remuneration, including the results of votes on remuneration policies and proposals	6.2 Organizational governance	16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels		Governance (Page 38)	√
G4-54	Ratio for the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees in the same country	6.2 Organizational governance			Governance (Page 39)	√ (3)
G4-55	Ratio of percentage increase in annual total compensation for the organization's highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees in the same country	6.2 Organizational governance			Governance (Page 39)	√ (4)

GRI	ISO 26000	IPIECA	Sustainable Development Goals	Global Compact	Reference in the Report	Verification
Indicator	Core subjects and issues	Indicator	Goals	Principles		
Ethics and integrity						
G4-56	Organization's values, principles, standards and norms of behavior		16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels		Ethics and integrity (Page 40)	√
G4-57	Internal and external mechanisms for seeking advice on ethical and lawful behavior, and matters related to organizational integrity		16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels		Ethics and integrity (Page 40)	√
G4-58	Internal and external mechanisms for seeking advice on unethical and unlawful behavior, and matters related to organizational integrity		16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels		Ethics and integrity (Page 40)	√

Part II: Specific Standard Disclosures

GRI	ISO 26000	IPECA	Sustainable Development Goals	Global Compact	Reference in the Report	Verification
Indicator	Core subjects and issues	Indicator	Goals	Principles		
1. Economic performance						
1.1. Economic development						
G4-DMA	6.8 Community involvement and development 6.8.3 Community involvement 6.8.7 Wealth and income creation 6.8.9 Social investment	Aspects: community and society and business ethics and transparency	2. End hunger, achieve food security and improved nutrition and promote sustainable agriculture 5. Achieve gender equality and empower all women and girls 7. Ensure access to affordable, reliable, sustainable and modern energy for all 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all 9. Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation		Contribution to economic development where the company operates (Page 42)	
G4-EC1	Direct economic value generated and distributed 6.8 Community involvement and development 6.8.3 Community involvement 6.8.7 Wealth and income creation 6.8.9 Social investment	“SE4. Social investment SE13. Transparency of payments to host governments”	2. End hunger, achieve food security and improved nutrition and promote sustainable agriculture 5. Achieve gender equality and empower all women and girls 7. Ensure access to affordable, reliable, sustainable and modern energy for all 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all 9. Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation		Contribution to economic development where the company operates (Page 42) Payment to governments - Taxes effectively paid by country, Section 6.3. Taxation, 2015 Consolidated Management Report	√ (16)

GRI	ISO 26000	IPECA	Sustainable Development Goals	Global Compact	Reference in the Report	Verification	
Indicator	Core subjects and issues	Indicator	Goals	Principles			
G4-EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change Coverage of the organization's defined benefit plan obligations Financial assistance received from government	6.5.5 Climate change mitigation and action	13. Take urgent action to combat climate change and its impacts	P7	Energy efficiency and climate change (Page 64)	√ (5)	
G4-EC3	Coverage of the organization's defined benefit plan obligations				Contribution to economic development where the company operates (Page 42) Section 27 Personnel obligations, 2015 Consolidated Financial Statements	√	
G4-EC4	Financial assistance received from government	SE13. Transparency of payments to host governments			Contribution to economic development where the company operates (Page 44)	√	
1.2. Market presence							
G4-DMA	6.3.7 Discrimination and vulnerable groups 6.4.4 Work conditions and social protection 6.8.3 Community involvement and development.	Aspects: local content and labor practices	1. End poverty in all its forms everywhere 5. Achieve gender equality and empower all women and girls 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	P1, P6	Contribution to economic development where the company operates (Page 42)		
G4-EC5	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation	6.3.7 Discrimination and vulnerable groups 6.4.4 Work conditions and social protection 6.8.3 Community involvement and development.	SE15. Workforce diversity and inclusion	1. End poverty in all its forms everywhere 5. Achieve gender equality and empower all women and girls 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	P1, P6	Contribution to economic development where the company operates (Page 44)	√

GRI	ISO 26000	IPECA	Sustainable Development Goals	Global Compact	Reference in the Report	Verification	
Indicator	Core subjects and issues	Indicator	Goals	Principles			
G4-EC6	Proportion of senior management hired from the local community at significant locations of operation	6.8.3 Community involvement and development. 6.8.5 Employment creation and skills development 6.8.7 Wealth and income creation	SE6. Local hiring practices	8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	P6	Contribution to economic development where the company operates (Page 45)	√

1.3. Indirect economic impacts

G4-DMA	6.3.9 Economic, social and cultural rights 6.6.6 Promoting social responsibility in the value chain 6.6.7 Respect for property rights 6.7.8 Access to essential services 6.8 Community involvement and development. 6.8.5 Employment creation and skills development 6.8.6 Technology development and access 6.8.7 Wealth and income creation 6.8.9 Social investment	Aspects: community and society, local content and business ethics and transparency	1. End poverty in all its forms everywhere 2. End hunger, achieve food security and improved nutrition and promote sustainable agriculture 3. Ensure healthy lives and promote well-being for all at all ages 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all 10. Reduce inequality within and among countries 17. Strengthen the means of implementation and revitalize the global partnership for sustainable development		Contribution to economic development where the company operates (Page 42)	
--------	---	--	--	--	---	--

GRI	ISO 26000	IPECA	Sustainable Development Goals	Global Compact	Reference in the Report	Verification	
Indicator	Core subjects and issues	Indicator	Goals	Principles			
G4-EC7	Development and impact of infrastructure investments and services supported	6.3.9 Economic, social and cultural rights 6.8 Community involvement and development. 6.8.3 Community involvement. 6.8.4 Education and culture. 6.8.5 Employment creation and skills development 6.8.6 Technology development and access 6.8.7 Wealth and income creation	SE4. Social investment	2. End hunger, achieve food security and improved nutrition and promote sustainable agriculture 5. Achieve gender equality and empower all women and girls 7. Ensure access to affordable, reliable, sustainable and modern energy for all 9. Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation 11. Make cities and human settlements inclusive, safe, resilient and sustainable		Contribution to economic development where the company operates (Page 45)	√
G4-EC8	Significant indirect economic impacts, including the extent of impacts	6.3.9 Economic, social and cultural rights 6.6.6 Promoting social responsibility in the value chain 6.6.7 Respect for property rights 6.7.8 Access to essential services 6.8 Community involvement and development. 6.8.5 Employment creation and skills development 6.8.6 Technology development and access 6.8.7 Wealth and income creation 6.8.9 Social investment	SE4. Social investment SE6. Local hiring practices	1. End poverty in all its forms everywhere 2. End hunger, achieve food security and improved nutrition and promote sustainable agriculture 3. Ensure healthy lives and promote well-being for all at all ages 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all 10. Reduce inequality within and among countries 17. Strengthen the means of implementation and revitalize the global partnership for sustainable development		Contribution to economic development where the company operates (Page 49)	√

GRI	ISO 26000	IPIECA	Sustainable Development Goals	Global Compact	Reference in the Report	Verification
Indicator	Core subjects and issues	Indicator	Goals	Principles		
1.4. Procurement practices						
G4-DMA	6.6.6 Promoting social responsibility in the value chain 6.8.3 Community involvement and development. 6.8.5 Employment creation and skills development 6.8.7 Wealth and income creation	Aspect: local content	12. Ensure sustainable consumption and production patterns		Management of the value chain and the impacts where the company operates (Page 58)	
G4-EC9	Proportion of spending on local suppliers at significant locations of operation	6.6.6 Promoting social responsibility in the value chain 6.8.3 Community involvement and development. 6.8.5 Employment creation and skills development 6.8.7 Wealth and income creation	SE5. Local content practices SE7. Local procurement and supplier development	12. Ensure sustainable consumption and production patterns	Management of the value chain and the impacts where the company operates (Page 59)	√ (2)
G4-OG1	Volume and type of estimated proven reserves and production				Section 5.1. Upstream, 2015 Consolidated Management Report Section 1. Main events of the year, 2015 Consolidated Management Report	√

GRI	ISO 26000	IPIECA	Sustainable Development Goals	Global Compact	Reference in the Report	Verification
Indicator	Core subjects and issues	Indicator	Goals	Principles		

2. Environment

2.1. Materials

G4-DMA		6.5 The environment 6.5.4 Sustainable resource use	Aspect: local environment impact	8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all 12. Ensure sustainable consumption and production patterns	P7,P8	Section 5.2 Downstream, 2015 Consolidated Management Report	
G4-EN1	Materials used by weight or volume	6.5 The environment 6.5.4 Sustainable resource use		8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all 12. Ensure sustainable consumption and production patterns	P7,P8	Section 5.2 Downstream, 2015 Consolidated Management Report	√ (7)
G4-EN2	Percentage of materials used that are recycled input materials	6.5 The environment 6.5.4 Sustainable resource use	E10. Waste	8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all 12. Ensure sustainable consumption and production patterns	P8	Not material	-

2.2. Energy

G4-DMA		6.5 The environment 6.5.4 Sustainable resource use	Aspect: local environment impact	7. Ensure access to affordable, reliable, sustainable and modern energy for all 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all 12. Ensure sustainable consumption and production patterns 13. Take urgent action to combat climate change and its impacts	P7,P8	Energy efficiency and climate change (Page 64)	
--------	--	---	----------------------------------	---	-------	---	--

GRI	ISO 26000	IPECA	Sustainable Development Goals	Global Compact	Reference in the Report	Verification	
Indicator	Core subjects and issues	Indicator	Goals	Principles			
2.2. Energy							
G4-EN3	Energy consumption within the organization	6.5 The environment 6.5.4 Sustainable resource use	E2. Energy use	7. Ensure access to affordable, reliable, sustainable and modern energy for all 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all 12. Ensure sustainable consumption and production patterns 13. Take urgent action to combat climate change and its impacts	P7,P8	Energy efficiency and climate change (Page 65)	√ (8)
G4-EN4	Energy consumption outside the organization	6.5 The environment 6.5.4 Sustainable resource use		7. Ensure access to affordable, reliable, sustainable and modern energy for all 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all 12. Ensure sustainable consumption and production patterns 13. Take urgent action to combat climate change and its impacts	P8	Energy efficiency and climate change (Page 65)	√
G4-EN5	Energy intensity	6.5 The environment 6.5.4 Sustainable resource use	E2. Energy use	7. Ensure access to affordable, reliable, sustainable and modern energy for all 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all 12. Ensure sustainable consumption and production patterns 13. Take urgent action to combat climate change and its impacts	P8	Energy efficiency and climate change (Page 66)	√ (8)

GRI	ISO 26000	IPECA	Sustainable Development Goals	Global Compact	Reference in the Report	Verification	
Indicator	Core subjects and issues	Indicator	Goals	Principles			
G4-OG2	Total amount invested in renewable energy	E3. Alternative energy sources	7. Ensure access to affordable, reliable, sustainable and modern energy for all 9. Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation 17. Strengthen the means of implementation and revitalize the global partnership for sustainable development		Energy efficiency and climate change (Page 70)	√	
G4-OG3	Total amount of renewable energy generated by source	E3. Alternative energy sources	7. Ensure access to affordable, reliable, sustainable and modern energy for all		Energy efficiency and climate change (Page 70)	√ (9)	
G4-EN6	Reduction of energy consumption	6.5 The environment 6.5.4 Sustainable resource use	E2. Energy use	7. Ensure access to affordable, reliable, sustainable and modern energy for all 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all 12. Ensure sustainable consumption and production patterns 13. Take urgent action to combat climate change and its impacts	P8, P9	Energy efficiency and climate change (Page 69)	√

GRI	ISO 26000	IPECA	Sustainable Development Goals	Global Compact	Reference in the Report	Verification	
Indicator	Core subjects and issues	Indicator	Goals	Principles			
2.2. Energy							
G4-EN7	Reductions in energy requirements of products y services	6.5 The environment 6.5.4 Sustainable resource use	E3. Alternative energy sources	7. Ensure access to affordable, reliable, sustainable and modern energy for all 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all 12. Ensure sustainable consumption and production patterns 13. Take urgent action to combat climate change and its impacts	P8, P9	Energy efficiency and climate change (Page 69)	√
2.3. Water							
G4-DMA		6.5 The environment 6.5.4 Sustainable resource use	Aspects: water and biodiversity and ecosystemic services	6. Ensure availability and sustainable management of water and sanitation for all	P7,P8	Water management (Page 77)	
G4-EN8	Total water withdrawal by source	6.5 The environment 6.5.4 Sustainable resource use	E6. Fresh water	6. Ensure availability and sustainable management of water and sanitation for all	P7,P8	Water management (Page 78)	√ (8)
G4-EN9	Water sources significantly affected by withdrawal of water	6.5 The environment 6.5.4 Sustainable resource use	E6. Fresh water	6. Ensure availability and sustainable management of water and sanitation for all	P8	Water management (Page 78)	√ (10)
G4-EN10	Percentage and total volume of water recycled and reused	6.5 The environment 6.5.4 Sustainable resource use	E6. Fresh water	6. Ensure availability and sustainable management of water and sanitation for all 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all 12. Ensure sustainable consumption and production patterns	P8	Water management (Page 79)	√ (8)

GRI	ISO 26000	IPECA	Sustainable Development Goals	Global Compact	Reference in the Report	Verification
Indicator	Core subjects and issues	Indicator	Goals	Principles		

2.4. Biodiversity

G4-DMA		6.5 The environment 6.5.6 Protection of the environment and biodiversity, and restoration of natural habitats	Aspect: biodiversity and ecosystemic services	6. Ensure availability and sustainable management of water and sanitation for all 14. Conserve and sustainably use the oceans, seas and marine resources for sustainable development 15. Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss	P8	Biodiversity and ecosystem services (Page 73)	
G4-EN11	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	6.5 The environment 6.5.6 Protection of the environment and biodiversity, and restoration of natural habitats	E5. Biodiversity and systemic services	6. Ensure availability and sustainable management of water and sanitation for all 14. Conserve and sustainably use the oceans, seas and marine resources for sustainable development 15. Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss	P8	Biodiversity and ecosystem services (page) http://www.repsol.com/es_en/corporacion/responsabilidad-corporativa/nuestros-compromisos/medio-ambiente/biodiversidad/default.aspx	√ (11)

GRI	ISO 26000	IPECA	Sustainable Development Goals	Global Compact	Reference in the Report	Verification	
Indicator	Core subjects and issues	Indicator	Goals	Principles			
2.4. Biodiversity							
G4-EN12	Description of significant impacts of activities, products and services on biodiversity on protected areas and areas of high biodiversity value outside protected areas	6.5 The environment 6.5.6 Protection of the environment and biodiversity, and restoration of natural habitats	E5. Biodiversity and systemic services	6. Ensure availability and sustainable management of water and sanitation for all 14. Conserve and sustainably use the oceans, seas and marine resources for sustainable development 15. Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss	P8	Biodiversity and ecosystem services (Page 73)	√ (12)
G4-EN13	Habitats protected or restored	6.5 The environment 6.5.6 Protection of the environment and biodiversity, and restoration of natural habitats	E5. Biodiversity and systemic services	6. Ensure availability and sustainable management of water and sanitation for all 14. Conserve and sustainably use the oceans, seas and marine resources for sustainable development 15. Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss	P8	Biodiversity and ecosystem services (Page 73)	√ (10)
G4-EN14	Total number of UICN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk	6.5 The environment 6.5.6 Protection of the environment and biodiversity, and restoration of natural habitats	E5. Biodiversity and systemic services	6. Ensure availability and sustainable management of water and sanitation for all 14. Conserve and sustainably use the oceans, seas and marine resources for sustainable development 15. Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss	P8	Biodiversity and ecosystem services (Page 73)	√

GRI	ISO 26000	IPECA	Sustainable Development Goals	Global Compact	Reference in the Report	Verification	
Indicator	Core subjects and issues	Indicator	Goals	Principles			
G4-OG4	Number and percentage of significant operating sites in which biodiversity risk has been assessed and monitored	6.5 The environment	E5. Biodiversity and systemic services	6. Ensure availability and sustainable management of water and sanitation for all 14. Conserve and sustainably use the oceans, seas and marine resources for sustainable development 15. Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss		Biodiversity and ecosystem services (Page 73)	√

2.5. Emissions

G4-DMA		6.5 The environment 6.5.5 Climate change mitigation and action	Aspects: climate change and energy and local environment impact	3. Ensure healthy lives and promote well-being for all at all ages 12. Ensure sustainable consumption and production patterns 13. Take urgent action to combat climate change and its impacts 14. Conserve and sustainably use the oceans, seas and marine resources for sustainable development 15. Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss	P7,P8	Energy efficiency and climate change (Page 64) Emissions (not GHG) (Page 81)	
--------	--	---	---	---	-------	---	--

GRI	ISO 26000	IPECA	Sustainable Development Goals	Global Compact	Reference in the Report	Verification	
Indicator	Core subjects and issues	Indicator	Goals	Principles			
2.5. Emissions							
G4-EN15	Direct greenhouse (CHG) gas emissions	6.5 The environment 6.5.5 Climate change mitigation and action	E1. Greenhouse gas emissions	3. Ensure healthy lives and promote well-being for all at all ages 12. Ensure sustainable consumption and production patterns 13. Take urgent action to combat climate change and its impacts 14. Conserve and sustainably use the oceans, seas and marine resources for sustainable development 15. Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss	P7,P8	Energy efficiency and climate change (Page 66)	<input checked="" type="checkbox"/> (8)
G4-EN16	Energy indirect greenhouse gas emissions	6.5 The environment 6.5.5 Climate change mitigation and action	E1. Greenhouse gas emissions	3. Ensure healthy lives and promote well-being for all at all ages 12. Ensure sustainable consumption and production patterns 13. Take urgent action to combat climate change and its impacts 14. Conserve and sustainably use the oceans, seas and marine resources for sustainable development 15. Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss	P7,P8	Energy efficiency and climate change (Page 67)	<input checked="" type="checkbox"/> (8)

GRI	ISO 26000	IPIECA	Sustainable Development Goals	Global Compact	Reference in the Report	Verification
Indicator	Core subjects and issues	Indicator	Goals	Principles		
G4-EN17	Other indirect greenhouse gas emissions	6.5 The environment 6.5.5 Climate change mitigation and action	E1. Greenhouse gas emissions 3. Ensure healthy lives and promote well-being for all at all ages 12. Ensure sustainable consumption and production patterns 13. Take urgent action to combat climate change and its impacts 14. Conserve and sustainably use the oceans, seas and marine resources for sustainable development 15. Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss	P8	Energy efficiency and climate change (Page 68)	√ (13)
G4-EN18	Greenhouse gas emissions intensity	6.5 The environment 6.5.5 Climate change mitigation and action	E1. Greenhouse gas emissions 13. Take urgent action to combat climate change and its impacts 14. Conserve and sustainably use the oceans, seas and marine resources for sustainable development 15. Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss	P8, P9	Energy efficiency and climate change (Page 68)	√ (8)

GRI	ISO 26000	IPECA	Sustainable Development Goals	Global Compact	Reference in the Report	Verification	
Indicator	Core subjects and issues	Indicator	Goals	Principles			
2.5. Emissions							
G4-EN19	Reduction of greenhouse gas emissions	6.5 The environment 6.5.3 Prevention of pollution	E1. Greenhouse gas emissions	13. Take urgent action to combat climate change and its impacts 14. Conserve and sustainably use the oceans, seas and marine resources for sustainable development 15. Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss	P8, P9	Energy efficiency and climate change (Page 69)	√
G4-EN20	Emissions of ozone-depleting substances (ODS)	6.5 The environment 6.5.3 Prevention of pollution	E8. Other air emissions	3. Ensure healthy lives and promote well-being for all at all ages 12. Ensure sustainable consumption and production patterns	P8, P9	Not material	-
G4-EN21	NO _x , SO _x , and other significant air emissions	6.5 The environment 6.5.3 Prevention of pollution	E8. Other air emissions	3. Ensure healthy lives and promote well-being for all at all ages 14. Conserve and sustainably use the oceans, seas and marine resources for sustainable development 15. Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss	P7,P8	Emissions (not GHG) (Page 81)	√ (8)
2.6. Effluents and waste							
G4-DMA		6.5 The environment 6.5.3 Prevention of pollution	Aspects: water and local environment impact	3. Ensure healthy lives and promote well-being for all at all ages 6. Ensure availability and sustainable management of water and sanitation for all 12. Ensure sustainable consumption and production patterns 14. Conserve and sustainably use the oceans, seas and marine resources for sustainable development	P8	Spills management (Page 76)	

GRI	ISO 26000	IPECA	Sustainable Development Goals	Global Compact	Reference in the Report	Verification	
Indicator	Core subjects and issues	Indicator	Goals	Principles			
G4-EN22	Total water discharge by quality and destination	6.5 The environment 6.5.3 Prevention of pollution	E7. Discharges to water	3. Ensure healthy lives and promote well-being for all at all ages 6. Ensure availability and sustainable management of water and sanitation for all 12. Ensure sustainable consumption and production patterns 14. Conserve and sustainably use the oceans, seas and marine resources for sustainable development	P8	Water management (Page 79)	√ (8)
G4-EN23	Total weigh of waste by type and disposal method	6.5 The environment 6.5.3 Prevention of pollution	E10. Waste	3. Ensure healthy lives and promote well-being for all at all ages 6. Ensure availability and sustainable management of water and sanitation for all 12. Ensure sustainable consumption and production patterns	P8	Waste management (Page 84)	√
G4-EN24	Total number and volume of significant spills	6.5 The environment 6.5.3 Prevention of pollution	E9. Spills to the environment	3. Ensure healthy lives and promote well-being for all at all ages 6. Ensure availability and sustainable management of water and sanitation for all 12. Ensure sustainable consumption and production patterns 14. Conserve and sustainably use the oceans, seas and marine resources for sustainable development 15. Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss	P8	Spills management (Page 77)	√

GRI	ISO 26000	IPIECA	Sustainable Development Goals	Global Compact	Reference in the Report	Verification
Indicator	Core subjects and issues	Indicator	Goals	Principles		
2.6. Effluents and waste						
G4-OG5	Volume and disposal of formation or produced water	E7. Discharges to water	3. Ensure healthy lives and promote well-being for all at all ages 6. Ensure availability and sustainable management of water and sanitation for all 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all 12. Ensure sustainable consumption and production patterns 14. Conserve and sustainably use the oceans, seas and marine resources for sustainable development		Water management (Page 81)	√ (8)
G4-OG6	Volume of flared and vented hydrocarbon	E4. Flared gas	3. Ensure healthy lives and promote well-being for all at all ages 7. Ensure access to affordable, reliable, sustainable and modern energy for all 12. Ensure sustainable consumption and production patterns 13. Take urgent action to combat climate change and its impacts 14. Conserve and sustainably use the oceans, seas and marine resources for sustainable development		Energy efficiency and climate change (Page 69)	√
G4-OG7	Amount of drilling waste (drill mud and cuttings) and strategies for treatment and disposal	E10. Waste	3. Ensure healthy lives and promote well-being for all at all ages 6. Ensure availability and sustainable management of water and sanitation for all 12. Ensure sustainable consumption and production patterns		Waste management (Page 85)	√ (8)
G4-EN25	Weight of transported, imported, exported or treated waste, deemed hazardous under the terms of the basel convention annex I, II, III and VIII, and percentage of transported weight shipped internationally	6.5 The environment 6.5.3 Prevention of pollution E10. Waste	3. Ensure healthy lives and promote well-being for all at all ages 12. Ensure sustainable consumption and production patterns		Not material	-

GRI	ISO 26000	IPECA	Sustainable Development Goals	Global Compact	Reference in the Report	Verification	
Indicator	Core subjects and issues	Indicator	Goals	Principles			
G4-EN26	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the organization's discharges of water and runoff	6.5 The environment 6.5.3 Prevention of pollution	E5. Biodiversity and ecosystemic services E7. Discharges to water	6. Ensure availability and sustainable management of water and sanitation for all 14. Conserve and sustainably use the oceans, seas and marine resources for sustainable development 15. Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss		Not material	-

2.7. Products and services

G4-DMA	6.5 The environment 6.5.4 sustainable resource use 6.6.6 Promoting social responsibility in the value chain 6.7.5 Sustainable consumption		6. Ensure availability and sustainable management of water and sanitation for all 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all 12. Ensure sustainable consumption and production patterns 13. Take urgent action to combat climate change and its impacts 14. Conserve and sustainably use the oceans, seas and marine resources for sustainable development 15. Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss	P7,P8, P9	Energy efficiency and climate change (Page 64) Emissions (not GHG) (Page 81)	
--------	--	--	---	-----------	---	--

GRI	ISO 26000	IPECA	Sustainable Development Goals	Global Compact	Reference in the Report	Verification
Indicator	Core subjects and issues	Indicator	Goals	Principles		

2.8. Compliance

G4-DMA		6.5 The environment		P8	Compliance (Page 115)	-
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	6.5 The environment		P8	Compliance (Page 116)	√

2.9. Transport

G4-DMA		6.5 The environment 6.5.4 Sustainable resource use 6.6.6 Promoting social responsibility in the value chain	Aspect: local environment impact	11. Make cities and human settlements inclusive, safe, resilient and sustainable 12. Ensure sustainable consumption and production patterns 13. Take urgent action to combat climate change and its impacts	P8	Energy efficiency and climate change (Page 64)	
G4-EN30	Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce	6.5 The environment 6.5.4 Sustainable resource use 6.6.6 Promoting social responsibility in the value chain	E1. Greenhouse gas emissions E9. Spills to the environment	11. Make cities and human settlements inclusive, safe, resilient and sustainable 12. Ensure sustainable consumption and production patterns 13. Take urgent action to combat climate change and its impacts	P8	Energy efficiency and climate change (Page 68)	√ (13)

GRI	ISO 26000	IPIECA	Sustainable Development Goals	Global Compact	Reference in the Report	Verification
Indicator	Core subjects and issues	Indicator	Goals	Principles		
2.10. Overall						
G4-DMA	6.5 The environment	Aspect: local environment impact	7. Ensure access to affordable, reliable, sustainable and modern energy for all 9. Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation 12. Ensure sustainable consumption and production patterns 13. Take urgent action to combat climate change and its impacts 14. Conserve and sustainably use the oceans, seas and marine resources for sustainable development 15. Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss 17. Strengthen the means of implementation and revitalize the global partnership for sustainable development	P9	Safety and environment performance (Page 85)	

GRI	ISO 26000	IPECA	Sustainable Development Goals	Global Compact	Reference in the Report	Verification
Indicator	Core subjects and issues	Indicator	Goals	Principles		

2.10. Overall

G4-EN31	Total environmental protection expenditures and investments by type	6.5 The environment	7. Ensure access to affordable, reliable, sustainable and modern energy for all 9. Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation 12. Ensure sustainable consumption and production patterns 13. Take urgent action to combat climate change and its impacts 14. Conserve and sustainably use the oceans, seas and marine resources for sustainable development 15. Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss 17. Strengthen the means of implementation and revitalize the global partnership for sustainable development	P9	Section 30, 2015 Consolidated Financial Statements	√
---------	---	---------------------	--	----	--	---

GRI	ISO 26000	IPECA	Sustainable Development Goals	Global Compact	Reference in the Report	Verification
Indicator	Core subjects and issues	Indicator	Goals	Principles		
2.11. Supplier environmental assessment						
G4-DMA	6.5 The environment			P9	Management of the value chain and the impacts where the company operates (Page 58)	
G4-EN32	Percentage of new suppliers that were screened using environmental criteria	6.5 The environment		P9	Management of the value chain and the impacts where the company operates (Page 62)	√
G4-EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken	6.5 The environment		P9	Management of the value chain and the impacts where the company operates (Page 62)	√
2.12. Environmental grievance mechanisms						
G4-DMA	6.5 The environment		16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	P9	We are working to report this indicator individually. See consolidated answer in G4-HR12	
G4-EN34	Number of grievances about environmental impacts filed, addressed and resolved through formal grievance mechanisms	6.5 The environment	16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	P9	We are working to report this indicator individually. See consolidated answer in G4-HR12	√ (10)
2.13. Fossil fuel substitutes						
G4-OG14	Volume of biofuels produced and purchased meeting sustainability criteria	E3. Alternative energy sources	1. End poverty in all its forms everywhere 2. End hunger, achieve food security and improved nutrition and promote sustainable agriculture 7. Ensure access to affordable, reliable, sustainable and modern energy for all 12. Ensure sustainable consumption and production patterns		Energy efficiency and climate change (Page 71)	√

GRI	ISO 26000	IPECA	Sustainable Development Goals	Global Compact	Reference in the Report	Verification
Indicator	Core subjects and issues	Indicator	Goals	Principles		

3. Social Performance

3.1. Labor Practices and Decent Work

3.1.1. Employment

G4-DMA		6.4 Labor practices 6.4.3 Employment and employment relationships 6.4.4 Work conditions and social protection	Aspect: labor practices	5. Achieve gender equality and empower all women and girls 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	P6	Labor conditions, training and development (Page 88)	
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region	6.4 Labor practices 6.4.3 Employment and employment relationships	SE15. Workforce diversity and inclusion	5. Achieve gender equality and empower all women and girls 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	P6	Labor conditions, training and development (Page 89)	√
G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	6.4 Labor practices 6.4.3 Work conditions and social protection		8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	P6	Labor conditions, training and development (Page 90) Section 27 Personnel obligations, 2015 Consolidated Financial Statements	√
G4-LA3	Return to work and retention rates after parental leave, by gender	6.4 Labor practices 6.4.3 Employment and employment relationships 6.4.4 Work conditions and social protection		5. Achieve gender equality and empower all women and girls 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	P6	Labor conditions, training and development (Page 91)	√

GRI	ISO 26000	IPECA	Sustainable Development Goals	Global Compact	Reference in the Report	Verification	
Indicator	Core subjects and issues	Indicator	Goals	Principles			
3.1.2. Labor and management relations							
G4-DMA	6.4 Labor practices 6.4.3 Employment and employment relationships 6.4.4 Work conditions and social protection 6.4.5 Social dialogue	Aspect: labor practices	8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	P3	Labor and management relations (Page 99)		
G4-LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	6.4 Labor practices 6.4.3 Employment and employment relationships 6.4.4 Work conditions and social protection 6.4.5 Social dialogue	SE16. Workforce engagement	8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	P3	Labor and management relations (Page 99)	√
3.1.3. Occupational health and safety							
G4-DMA	6.4 Labor practices 6.4.6 Health and safety at work 6.8 Community involvement and development 6.8.3 Community involvement 6.8.4 Education and culture 6.8.8 Health	Aspects: workforce protection and labor practices	3. Ensure healthy lives and promote well-being for all at all ages 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all		Safety performance (Page 85) Labor conditions, training and development (Page 92)		
G4-LA5	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs	6.4 Labor practices 6.4.6 Health and safety at work	HS1. Workforce participation	8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	Labor conditions, training and development (Page 93)	√	
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	6.3.10 Fundamental principles and rights at work 6.4 Labor practices 6.4.6 Health and safety at work	HS3. Occupational injury and illness	3. Ensure healthy lives and promote well-being for all at all ages 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	Safety performance (Page 85) Labor conditions, training and development (Page 93)	√	

GRI	ISO 26000	IPECA	Sustainable Development Goals	Global Compact	Reference in the Report	Verification	
Indicator	Core subjects and issues	Indicator	Goals	Principles			
G4-LA7	Workers with high incidence or high risks of diseases related to their occupation	6.4 Labor practices 6.4.6 Health and safety at work 6.8 Community involvement and development 6.8.3 Community involvement 6.8.4 Education and culture 6.8.8 Health	HS2. Workforce health	3. Ensure healthy lives and promote well-being for all at all ages 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all		Labor conditions, training and development (Page 93)	✓
G4-LA8	Health and safety topics covered in formal agreements with trade unions	6.4 Labor practices 6.4.6 Health and safety at work	HS1. Workforce participation	8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all		Labor conditions, training and development (Page 95)	✓
3.1.4. Training and education							
G4-DMA		6.4 Labor practices 6.4.7 Human development and training in the workplace 6.8.5 Employment creation and skills development	Aspect: labor practices	4. Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all 5. Achieve gender equality and empower all women and girls 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	P6	Labor conditions, training and development (Page 95)	
G4-LA9	Average hours of training per year per employee by gender, and by employee category	6.4 Labor practices 6.4.7 Human development and training in the workplace	SE17. Workforce training and development	4. Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all 5. Achieve gender equality and empower all women and girls 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	P6	Labor conditions, training and development (Page 96)	✓

GRI	ISO 26000	IPECA	Sustainable Development Goals	Global Compact	Reference in the Report	Verification	
Indicator	Core subjects and issues	Indicator	Goals	Principles			
3.1.4. Training and education							
G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	6.4 Labor practices 6.4.7 Human development and training in the workplace 6.8.5 Employment creation and skills development	SE17. Workforce training and development	8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all		Labor conditions, training and development (Page 97)	√
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	6.4 Labor practices 6.4.7 Human development and training in the workplace	SE17. Workforce training and development	5. Achieve gender equality and empower all women and girls 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	P6	Labor conditions, training and development (Page 98)	√
3.1.5. Diversity and equal opportunity							
G4-DMA		6.3.7 Discrimination and vulnerable groups 6.3.10 Fundamental principles and rights at work 6.4 Labor practices 6.4.3 Employment and employment relationships	Aspect: labor practices	5. Achieve gender equality and empower all women and girls 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	P6	Diversity and equal opportunity (Page 99)	
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	6.3.7 Discrimination and vulnerable groups 6.3.10 Fundamental principles and rights at work 6.4 Labor practices 6.4.3 Employment and employment relationships	SE15. Workforce diversity and inclusion	5. Achieve gender equality and empower all women and girls 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	P6	Diversity and equal opportunity (Page 101)	√

GRI	ISO 26000	IPECA	Sustainable Development Goals	Global Compact	Reference in the Report	Verification
Indicator	Core subjects and issues	Indicator	Goals	Principles		

3.1.6. Equal remuneration for women and men

G4-DMA	6.3.7 Discrimination and vulnerable groups 6.3.10 Fundamental principles and rights at work 6.4 Labor practices 6.4.3 Employment and employment relationships 6.4.4 Work conditions and social protection	Aspect: labor practices	5. Achieve gender equality and empower all women and girls 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all 10. Reduce inequality within and among countries	P6	Diversity and equal opportunity (Page 99)		
G4-LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	6.3.7 Discrimination and vulnerable groups 6.3.10 Fundamental principles and rights at work 6.4 Labor practices 6.4.3 Employment and employment relationships 6.4.4 Work conditions and social protection	SE15. Workforce diversity and inclusion	5. Achieve gender equality and empower all women and girls 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all 10. Reduce inequality within and among countries	P6	Diversity and equal opportunity (Page 102)	√ (14)

3.1.7. Supplier assessment for labor practices

G4-DMA	6.3.7 Discrimination and vulnerable groups 6.3.10 Fundamental principles and rights at work 6.4 Labor practices 6.4.3 Employment and employment relationships 6.4.4 Work conditions and social protection		5. Achieve gender equality and empower all women and girls 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	P6	Management of the value chain and the impacts where the company operates (Page 58)	
--------	---	--	--	----	---	--

GRI	ISO 26000	IPECA	Sustainable Development Goals	Global Compact	Reference in the Report	Verification
Indicator	Core subjects and issues	Indicator	Goals	Principles		
3.1.7. Supplier assessment for labor practices						
G4-LA14	Percentage of new suppliers that were screened using labor practices criteria	6.3.7 Discrimination and vulnerable groups 6.3.10 Fundamental principles and rights at work 6.4 Labor practices 6.4.3 Employment and employment relationships 6.4.4 Work conditions and social protection	5. Achieve gender equality and empower all women and girls 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	P6	Management of the value chain and the impacts where the company operates (Page 62)	√
G4-LA15	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken	6.4 Labor practices 6.4.3 Employment and employment relationships 6.4.4 Work conditions and social protection	5. Achieve gender equality and empower all women and girls 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	P6	Management of the value chain and the impacts where the company operates (Page 63)	√

GRI	ISO 26000	IPECA	Sustainable Development Goals	Global Compact	Reference in the Report	Verification
Indicator	Core subjects and issues	Indicator	Goals	Principles		

3.1.8. Labor practices grievance mechanisms

G4-DMA		6.3.7 Discrimination and vulnerable groups 6.3.10 Fundamental principles and rights at work 6.4 Labor practices 6.4.3 Employment and employment relationships 6.4.4 Work conditions and social protection	Aspect: labor practices	16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	P6	We are working to report this indicator individually. See consolidated answer in G4-HR12	√
G4-LA16	Number of grievances about labor practices filed, addressed, and resolved through grievance mechanisms	6.3.7 Discrimination and vulnerable groups 6.3.10 Fundamental principles and rights at work 6.4 Labor practices 6.4.3 Employment and employment relationships 6.4.4 Work conditions and social protection	SE18. Non-retaliation and grievance mechanisms	16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	P6	We are working to report this indicator individually. See consolidated answer in G4-HR12	√ (10)

3.2.Human Rights

3.2.1. Investment

G4-DMA		6.3 Human rights 6.3.3 Due diligence. 6.3.5 Avoidance of compliance 6.6.6 Promoting social responsibility in the value chain	Aspect: human rights		P2	Due diligence (Page 102)	
G4-HR1	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	6.3 Human rights 6.3.3 Due diligence. 6.3.5 Avoidance of compliance 6.6.6 Promoting social responsibility in the value chain	SE8. Human rights due diligence		P2	Due diligence (Page 103)	√

GRI	ISO 26000	IPIECA	Sustainable Development Goals	Global Compact	Reference in the Report	Verification	
Indicator	Core subjects and issues	Indicator	Goals	Principles			
3.2.1. Investment							
G4-HR2	Total hours of employee training on human right policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees training	6.3 Human rights 6.3.5 Avoidance of compliance	SE8. Human rights due diligence		P1	Due diligence (Page 104)	√
3.2.2. Non-discrimination							
G4-DMA		6.3 Human rights 6.3.6 Resolving grievances 6.3.7 Discrimination and vulnerable groups 6.3.10 Fundamental principles and rights at work 6.4.3 Employment and employment relationships	Aspect: human rights	5. Achieve gender equality and empower all women and girls 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	P6	Due diligence (Page 102)	
G4-HR3	Total number of incidents of discrimination and corrective actions taken	6.3 Human rights 6.3.6 Resolving grievances 6.3.7 Discrimination and vulnerable groups 6.3.10 Fundamental principles and rights at work 6.4.3 Employment and employment relationships	SE8. Human rights due diligence SE18. Non-retaliation and grievance mechanisms	5. Achieve gender equality and empower all women and girls 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	P6	Due diligence (Page 104)	√ (15)

GRI	ISO 26000	IPECA	Sustainable Development Goals	Global Compact	Reference in the Report	Verification
Indicator	Core subjects and issues	Indicator	Goals	Principles		

3.2.3. Freedom of association and collective bargaining

G4-DMA		6.3 Human rights 6.3.3 Due diligence. 6.3.4 Human rights risk situations 6.3.5 Avoidance of compliance 6.3.8 Civil and political rights 6.3.10 Fundamental principles and rights at work 6.4.3 Employment and employment relationships 6.4.5 Social dialogue	Aspect: human rights	8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	P3	Due diligence (Page 102)	
G4-HR4	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights	6.3 Human rights 6.3.3 Due diligence. 6.3.4 Human rights risk situations 6.3.5 Avoidance of compliance 6.3.8 Civil and political rights 6.3.10 Fundamental principles and rights at work 6.4.3 Employment and employment relationships 6.4.5 Social dialogue	SE8. Human rights due diligence SE9. Human rights and suppliers	8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	P3	Due diligence (Page 104)	✓

3.2.4. Child labor

G4-DMA		6.3 Human rights 6.3.3 Due diligence. 6.3.4 Human rights risk situations 6.3.5 Avoidance of compliance 6.3.7 Discrimination and vulnerable groups 6.3.10 Fundamental principles and rights at work 6.6.6 Promoting social responsibility in the value chain	Aspect: human rights	8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	P5	Due diligence (Page 102)	
--------	--	---	----------------------	--	----	--------------------------	--

GRI	ISO 26000	IPECA	Sustainable Development Goals	Global Compact	Reference in the Report	Verification	
Indicator	Core subjects and issues	Indicator	Goals	Principles			
3.2.4. Child labor							
G4-HR5	Operations and suppliers identified as having significant risks for incidents of child labor, and measures taken to contribute to the effective abolition of child labor	6.3 Human rights 6.3.3 Due diligence. 6.3.4 Human rights risk situations 6.3.5 Avoidance of compliance 6.3.7 Discrimination and vulnerable groups 6.3.10 Fundamental principles and rights at work 6.6.6 Promoting social responsibility in the value chain	SE8. Human rights due diligence SE9. Human rights and suppliers	8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	P5	Due diligence (Page 105)	√
3.2.5. Forced or compulsory labor							
G4-DMA		6.3 Human rights 6.3.3 Due diligence. 6.3.4 Human rights risk situations 6.3.5 Avoidance of compliance 6.3.7 Discrimination and vulnerable groups 6.3.10 Fundamental principles and rights at work 6.6.6 Promoting social responsibility in the value chain	Aspect: human rights	8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	P4	Due diligence (Page 102)	
G4-HR6	Operations and suppliers identified as having significant risks for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor	6.3 Human rights 6.3.3 Due diligence. 6.3.4 Human rights risk situations 6.3.5 Avoidance of compliance 6.3.7 Discrimination and vulnerable groups 6.3.10 Fundamental principles and rights at work 6.6.6 Promoting social responsibility in the value chain	SE8. Human rights due diligence	8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	P4	Due diligence (Page 105)	√

GRI	ISO 26000	IPECA	Sustainable Development Goals	Global Compact	Reference in the Report	Verification	
Indicator	Core subjects and issues	Indicator	Goals	Principles			
3.2.6. Security practices							
G4-DMA	6.3 Human rights 6.3.5 Avoidance of compliance 6.4.3 Employment and employment relationships 6.6.6 Promoting social responsibility in the value chain	Aspect: human rights	16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	P1	Security practices (Page 106)		
G4-HR7	Percentage of security personnel trained in the organization's human right policies or procedures that are relevant to operations	6.3 Human rights 6.3.5 Avoidance of compliance 6.4.3 Employment and employment relationships 6.6.6 Promoting social responsibility in the value chain	SE10. Security and human rights	16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	P1	Security practices (Page 107)	√
3.2.7. Indigenous rights							
G4-DMA	6.3 Human rights 6.3.6 Resolving grievances 6.3.7 Discrimination and vulnerable groups 6.3.8 Civil and political rights 6.6.7 Respect for property rights	Aspect: community and society	2. End hunger, achieve food security and improved nutrition and promote sustainable agriculture	P1	Indigenous rights (Page 107)		
G4-HR8	Total number of incidents of violations involving rights of indigenous peoples and actions taken	6.3 Human rights 6.3.6 Resolving grievances 6.3.7 Discrimination and vulnerable groups 6.3.8 Civil and political rights 6.6.7 Respect for property rights	SE2. Indigenous peoples	2. End hunger, achieve food security and improved nutrition and promote sustainable agriculture	P1	Indigenous rights (Page 107)	√
G4-OG9	Operations where indigenous communities are present or affected by activities and where specific engagement strategies are in place	SE2. Indigenous peoples	1. End poverty in all its forms everywhere 2. End hunger, achieve food security and improved nutrition and promote sustainable agriculture		Indigenous rights (Page 108)	√	

GRI	ISO 26000	IPECA	Sustainable Development Goals	Global Compact	Reference in the Report	Verification
Indicator	Core subjects and issues	Indicator	Goals	Principles		
3.2.8. Assessment						
G4-DMA	6.3 Human rights 6.3.3 Due diligence. 6.3.4 Human rights risk situations 6.3.5 Avoidance of compliance			P1	Due diligence (Page 102)	
G4-HR9	Total number and percentage of operations that have been subject to human right reviews or impact assessments	6.3 Human rights 6.3.3 Due diligence. 6.3.4 Human rights risk situations 6.3.5 Avoidance of compliance	SE8. Human rights due diligence	P1	Due diligence (Page 105)	√
3.2.9. Supplier human rights assessment						
G4-DMA	6.3 Human rights 6.3.3 Due diligence. 6.3.5 Avoidance of compliance 6.4.3 Employment and employment relationships 6.6.6 Promoting social responsibility in the value chain	Aspect: human rights		P2	Management of the value chain and the impacts where the company operates (Page 58)	
G4-HR10	Percentage of new suppliers that were screened using human rights criteria	6.3 Human rights 6.3.3 Due diligence. 6.3.5 Avoidance of compliance 6.4.3 Employment and employment relationships 6.6.6 Promoting social responsibility in the value chain	SE9. Human rights and suppliers	P2	Management of the value chain and the impacts where the company operates (Page 60)	√
G4-HR11	Significant actual an potential negative human rights impacts in the supply chain and actions taken	6.3 Human rights 6.3.3 Due diligence. 6.3.5 Avoidance of compliance 6.4.3 Employment and employment relationships 6.6.6 Promoting social responsibility in the value chain		P2	Management of the value chain and the impacts where the company operates (Page 58)	√

GRI	ISO 26000	IPECA	Sustainable Development Goals	Global Compact	Reference in the Report	Verification
Indicator	Core subjects and issues	Indicator	Goals	Principles		

3.2.10. Human rights grievance mechanisms

G4-DMA		6.3 Human rights 6.3.6 Resolving grievances		16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	P1	We are working to report this indicator individually.	
G4-HR12	Number of grievances about human rights filed, addressed and resolved through formal grievance mechanisms	6.3 Human rights 6.3.6 Resolving grievances	SE9. Human rights and suppliers SE18. Non-retaliation and grievance mechanisms	16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	P1	We are working to report this indicator individually.	√ (10)

3.3. Society

3.3.1. Local communities

G4-DMA		6.3.9 Economic, social and cultural rights. 6.5.3 Prevention of pollution 6.5.6 Protection of the environment and biodiversity, and restoration of natural habitats 6.8 Community involvement and development	Aspect: community and society		P1	Impacts on local communities (Page 110)	
G4-SO1	Percentage of operations with implemented local community engagement, impact assessments and development programs	6.3.9 Economic, social and cultural rights. 6.8 Community involvement and development 6.8.3 Community involvement 6.8.9 Social investment	SE1. Local community impacts and engagement		P1	Impacts on local communities (Page 110)	√

GRI	ISO 26000	IPECA	Sustainable Development Goals	Global Compact	Reference in the Report	Verification	
Indicator	Core subjects and issues	Indicator	Goals	Principles			
3.3.1. Local communities							
G4-SO2	Operations with significant actual and potential negative impacts on local communities	6.3.9 Economic, social and cultural rights 6.5.3 Prevention of pollution 6.5.6 Protection of the environment and biodiversity, and restoration of natural habitats 6.8 Community involvement and development	SE1. Local community impacts and engagement	1. End poverty in all its forms everywhere 2. End hunger, achieve food security and improved nutrition and promote sustainable agriculture	P1	Impacts on local communities (Page 110)	√
G4-OG10	Number and description of significant disputes with local communities and indigenous peoples		SE1. Local community impacts and engagement SE2. Involuntary resettlement	1. End poverty in all its forms everywhere 2. End hunger, achieve food security and improved nutrition and promote sustainable agriculture		Impacts on local communities (Page 111)	√
G4-OG11	Number of sites that have been decommissioned and sites that are in the process of being decommissioned		E11. Decommissioning	1. End poverty in all its forms everywhere 2. End hunger, achieve food security and improved nutrition and promote sustainable agriculture		Impacts on local communities (Page 111)	√
3.3.2. Anticorruption							
G4-DMA		6.6 Fair operating practices 6.6.3 Anticorruption	Aspect: business ethics and transparency	16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	P10	Anticorruption (Page 112)	
G4-SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	6.6 Fair operating practices 6.6.3 Anticorruption	SE11. Preventing corruption SE12. Preventing corruption involving business partners	16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	P10	Anticorruption (Page 113)	√
G4-SO4	Communication and training practices on anti-corruption practices and procedures	6.6 Fair operating practices 6.6.3 Anticorruption	SE11. Preventing corruption	16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	P10	Anticorruption (Page 113)	√

GRI	ISO 26000	IPECA	Sustainable Development Goals	Global Compact	Reference in the Report	Verification	
Indicator	Core subjects and issues	Indicator	Goals	Principles			
G4-SO5	Confirmed incidents of corruption and actions taken	6.6 Fair operating practices 6.6.3 Anticorruption	SE11. Preventing corruption	16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	P10	Anticorruption (Page 115)	√ (6)

3.3.3. Public policy

G4-DMA		6.6 Fair operating practices 6.6.4 Responsible political involvement 6.8.3 Community involvement	Aspect: business ethic and transparency SE14. Public advocacy and lobbying		P10	Participation in public policy (Page 115)	
G4-SO6	Total value of political contributions by country and recipient / beneficiary	6.6 Fair operating practices 6.6.4 Responsible political involvement 6.8.3 Community involvement	SE13. Transparency of payments to host governments SE14. Public advocacy and lobbying	16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	P10	Participation in public policy (Page 115)	√

3.3.4. Anti-competitive behavior

G4-DMA		6.6 Fair operating practices 6.6.5 Fair competition 6.6.7 Respect for property rights		16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels		Compliance (Page 115)	
G4-SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes	6.6 Fair operating practices 6.6.5 Fair competition 6.6.7 Respect for property rights		16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels		Compliance (Page 116)	√

GRI	ISO 26000	IPECA	Sustainable Development Goals	Global Compact	Reference in the Report	Verification
Indicator	Core subjects and issues	Indicator	Goals	Principles		
3.3.5. Compliance						
G4-DMA	6.6 Fair operating practices 6.6.3 Anticorruption 6.6.7 Respect for property rights 6.8.7 Wealth and income creation		16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels		Section 28 Legal contingencies, 2015 Consolidated Financial Statements	
G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	6.6 Fair operating practices 6.6.3 Anticorruption 6.6.7 Respect for property rights 6.8.7 Wealth and income creation	16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels		Section 28 Legal contingencies, 2015 Consolidated Financial Statements	√
3.3.6. Supplier assessment for impacts on society						
G4-DMA		6.6 Fair operating practices 6.6.3 Anticorruption 6.6.7 Respect for property rights 6.8.7 Wealth and income creation			Management of the value chain and the impacts where the company operates (Page 58)	
G4-SO9	Percentage of new suppliers that were screened using criteria for impacts on society	6.6 Fair operating practices 6.6.3 Anticorruption 6.6.7 Respect for property rights 6.8.7 Wealth and income creation	SE12. Preventing corruption involving business partners		Management of the value chain and the impacts where the company operates (Page 63)	√
G4-SO10	Significant actual and potential negative impacts on society in the supply chain and actions taken	6.6 Fair operating practices 6.6.3 Anticorruption 6.6.7 Respect for property rights 6.8.7 Wealth and income creation	SE12. Preventing corruption involving business partners		Management of the value chain and the impacts where the company operates (Page 63)	√

GRI	ISO 26000	IPIECA	Sustainable Development Goals	Global Compact	Reference in the Report	Verification
Indicator	Core subjects and issues	Indicator	Goals	Principles		
3.3.7. Grievance mechanisms for impacts on society						
G4-DMA	6.6 Fair operating practices 6.6.3 Anticorruption 6.6.7 Respect for property rights 6.8.7 Wealth and income creation		16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels		We are working to report this indicator individually. See consolidated answer in G4-HR12	
G4-SO11	Number of grievances about impacts on society filed, addressed and resolved through formal grievance mechanisms		16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels		We are working to report this indicator individually. See consolidated answer in G4-HR12	√ (10)
3.3.8. Involuntary resettlement						
G4-OG12	Operations where involuntary resettlement took place, the number of households resettled in each and how their livelihoods were affected in the process	SE2. Involuntary resettlement	1. End poverty in all its forms everywhere 2. End hunger, achieve food security and improved nutrition and promote sustainable agriculture 11. Make cities and human settlements inclusive, safe, resilient and sustainable		Impacts on local communities (Page 112)	√
3.3.9. Assess integrity and process safety						
G4-OG13	Number of process safety events, by business activity	HS5. Process safety	3. Ensure healthy lives and promote well-being for all at all ages 6. Ensure availability and sustainable management of water and sanitation for all 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all 11. Make cities and human settlements inclusive, safe, resilient and sustainable		Safety performance (Page 85)	√

GRI	ISO 26000	IPECA	Sustainable Development Goals	Global Compact	Reference in the Report	Verification
Indicator	Core subjects and issues	Indicator	Goals	Principles		
3.4. Product Responsibility						
3.4.1. Customer health and safety						
G4-DMA	6.3.9 Economic, social and cultural rights 6.6.6 Promoting social responsibility in the value chain 6.7 Consumer issues 6.7.4 Protecting consumers' health and safety 6.7.5 Sustainable consumption	Aspect: product health, safety and environmental risks			http://www.repsol.com/es_es/corporacion/responsabilidad-corporativa/ante-quien-respondemos/clientes/seguridad-producto/	
G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	6.3.9 Economic, social and cultural rights 6.6.6 Promoting social responsibility in the value chain 6.7 Consumer issues 6.7.4 Protecting consumers' health and safety 6.7.5 Sustainable consumption	HS4. Product stewardship		Not material	-
G4-PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes	6.3.9 Economic, social and cultural rights 6.6.6 Promoting social responsibility in the value chain 6.7 Consumer issues 6.7.4 Protecting consumers' health and safety 6.7.5 Sustainable consumption	HS4. Product stewardship	16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	Not material	√

GRI	ISO 26000	IPIECA	Sustainable Development Goals	Global Compact	Reference in the Report	Verification
Indicator	Core subjects and issues	Indicator	Goals	Principles		
3.4.2. Product and service labeling						
G4-DMA	6.7 Consumer issues 6.7.3 Fair marketing, factual and unbiased information and fair contractual practices 6.7.4 Protecting consumers' health and safety 6.7.5 Sustainable consumption 6.7.6 Consumer service, support, and complaint and dispute resolution 6.7.9 Education and awareness	Aspect: product health, safety and environmental risks	12. Ensure sustainable consumption and production patterns		Compliance (Page 115) http://www.repsol.com/es_en/corporacion/responsabilidad-corporativa/ante-quien-respondemos/clientes/satisfaccion-cliente/	
G4-PR3	Type of product and service information required by the organization's procedures for product and service information and labeling, and percentage of significant product and service categories subject to such information requirements	6.7 Consumer issues 6.7.3 Fair marketing, factual and unbiased information and fair contractual practices 6.7.4 Protecting consumers' health and safety 6.7.5 Sustainable consumption 6.7.6 Consumer service, support, and complaint and dispute resolution 6.7.9 Education and awareness	HS4. Product stewardship	12. Ensure sustainable consumption and production patterns	Not material	-
G4-PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes	6.7 Consumer issues 6.7.3 Fair marketing, factual and unbiased information and fair contractual practices 6.7.4 Protecting consumers' health and safety 6.7.5 Sustainable consumption 6.7.6 Consumer service, support, and complaint and dispute resolution 6.7.9 Education and awareness	HS4. Product stewardship	16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	Compliance (Page 116)	√

GRI	ISO 26000	IPIECA	Sustainable Development Goals	Global Compact	Reference in the Report	Verification
Indicator	Core subjects and issues	Indicator	Goals	Principles		
3.4.2. Product and service labeling						
G4-PR5	Results of surveys measuring customer satisfaction	6.7 Consumer issues 6.7.4 Protecting consumers' health and safety 6.7.5 Sustainable consumption 6.7.6 Consumer service, support, and complaint and dispute resolution 6.7.8 Access to essential services 6.7.9 Education and awareness			http://www.repsol.com/es_en/corporacion/responsabilidad-corporativa/ante-quien-respondemos/clientes/satisfaccion-cliente/	-
3.4.3. Marketing communications						
G4-DMA	Results of surveys measuring customer satisfaction	6.7 Consumer issues 6.7.3 Fair marketing, factual and unbiased information and fair contractual practices 6.7.6 Consumer service, support, and complaint and dispute resolution 6.7.9 Education and awareness	Aspect: product health, safety and environmental risks			
G4-PR6	Sale of banned or disputed products	6.7 Consumer issues 6.7.3 Fair marketing, factual and unbiased information and fair contractual practices 6.7.6 Consumer service, support, and complaint and dispute resolution 6.7.9 Education and awareness	HS4. Product stewardship		Not material	-
G4-PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion and sponsorship, by type of outcomes	6.7 Consumer issues 6.7.3 Fair marketing, factual and unbiased information and fair contractual practices 6.7.6 Consumer service, support, and complaint and dispute resolution 6.7.9 Education and awareness	HS4. Product stewardship	16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	Compliance (Page 116)	√

GRI	ISO 26000	IPIECA	Sustainable Development Goals	Global Compact	Reference in the Report	Verification
Indicator	Core subjects and issues	Indicator	Goals	Principles		
3.4.4. Customer privacy						
G4-DMA			16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels		Compliance (Page 115)	
G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data		16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels		Not material	-
3.4.5. Compliance						
G4-DMA		6.7 Consumer issues 6.7.6 Consumer service, support, and complaint and dispute resolution	16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels		Compliance (Page 115)	
G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	6.7 Consumer issues 6.7.6 Consumer service, support, and complaint and dispute resolution	16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels		Compliance (Page 116)	√

- √ Reviewed content according to the scope of the information described in the ASR.
- Reviewed content according to the scope of the information described in the ASR. Additionally, widened procedures have been applied to obtain a higher degree of security for the reported information.
- (1) Information on contractors and subcontractors is not provided.
- (2) The indicator only makes reference to the purchases carried out by the hiring and purchasing department. It excludes purchases of crude oil, gas and materials.
- (3) The average annual payment yielded has been taken into account to calculate the information regarding the staff. The retribution that was paid out during the period has been considered to calculate the information that refers to the person with the highest wage.
- (4) To calculate this information, it has been considered as the difference between the highest wage in 2014 and the highest wage in 2015.
- (5) The available CDP questionnaire relates to the data from 2014. The information from 2015 is not available by the date of this report.
- (6) Labor sanctions and warnings due to breaches of the ECC are reported.
- (7) Processed crude oil, which is the main material, is itemized.
- (8) Regarding Talisman data, only the compilation of the information has been checked.
- (9) It relates to the installed power.
- (10) The information is qualitative.
- (11) Information on the biodiversity value of the areas next to Repsol's operational facilities is not provided.
- (12) Information on the nature of the effects over biodiversity is not provided.
- (13) Scope 3 information only contains Repsol's most significant emissions. It does not include those activities that mean less than 1% of total estimated emissions of Scope 3.
- (14) Information on payments is not provided.
- (15) Internal discrimination incidents are reported.
- (16) Fees effectively paid by country include taxes collected from third parties as well as the ones directly paid by Repsol in 2014 and 2015.
- (17) New recruitments in 2015 include Talisman's whole workforce by December 31 2015 (2,919 people).

*Global Compact 10 Principles

HUMAN RIGHTS

1. Businesses should support and respect the protection of internationally proclaimed human rights.
2. Businesses should make sure that they are not complicit in human rights abuses.

LABOUR

3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
4. Businesses should uphold the elimination of all forms of forced and compulsory labour.
5. Businesses should uphold the effective abolition of child labour.
6. Businesses should uphold the elimination of discrimination in respect of employment and occupation.

ENVIRONMENT

7. Businesses should support a precautionary approach to environmental challenges.
8. Businesses should undertake initiatives to promote greater environmental responsibility.
9. Businesses should encourage the development and diffusion of environmentally friendly technologies.

ANTIC-CORRUPTION

10. Businesses should work against corruption in all its forms, including extortion and bribery.

Independent Assurance Report on the 2015 Sustainability Report of the Repsol Group

To the Board of Directors of the Repsol Group:

Scope of our work

We have performed the review of the 2015 Sustainability Report of Repsol Group (SR), the scope and coverage of which are defined in the 'Material aspects, coverage and report profile' chapter. Our work consisted of the review of:

- The adherence of the SR to the GRI Sustainability Reporting Guidelines version 4 (hereinafter referred to as G4 Guidelines) and the contents, including the Oil&Gas Sector Supplement, proposed in the aforementioned guidelines for 2015.
- The information included in the SR relating to the application of the principles of inclusivity, materiality and responsiveness set out in the AccountAbility's AA1000 AccountAbility Principles Standard 2008 (AA1000APS).

Procedures performed

We conducted a limited assurance engagement in accordance with International Standard on Assurance Engagements Other than Audits or Reviews of Historical Financial Information (ISAE 3000) issued by the International Auditing and Assurance Standards Board (IAASB) of the International Federation of Accountants (IFAC) and with Guidelines for engagements relating to the review of Corporate Responsibility Reports issued by the Spanish Institute of Certified Public Accountants to achieve limited assurance. Also, we have applied AccountAbility's 1000 Assurance Standard (2008) (AA1000AS) to provide moderate assurance on the application of the principles established in standard AA1000APS and on the sustainability performance indicators (type 2 moderate assurance). In addition, Repsol Group has requested wider review procedures for some key indicators identified in the "GRI Contents" Table of the SR, with a view to obtaining a higher level of assurance on the reported information; these additional procedures are detailed at the end of this section.

Our work consisted in making enquiries to Management and certain units and business units of Repsol and subsidiaries involved in the preparation of the SR and in carrying out the following analytical procedures and sample-based review tests:

- Meetings with Repsol personnel to ascertain the principles, systems and management approaches applied.
- Review of the meetings minutes of the 2015 Board of Directors, its Committees and Corporate Responsibility Committee (CR).
- Analysis of the processes related to the collection and validation of the reported information.
- Review of the steps taken in relation to the identification and consideration of the stakeholders during the year and of the stakeholders' participation processes through the analysis of the available internal information and third-party reports.
- Analysis of the coverage, materiality and completeness of the information included in the SR on the basis of the understanding of Repsol Group of its stakeholders' requirements in relation to the relevant issues identified by the organisation and described in the 'Material aspects, coverage and report profile' chapter, of the Part I of the SR.
- Review of the information related to the management approaches applied to sustainability and verification of the existence and scope of the policies, systems and Sustainability procedures.
- Analysis of the adherence of the contents of the SR to those recommended in the G4 Guidelines and verification that the contents included agree with those recommended by the GRI Guidelines
- Review on a sample basis, of the quantitative and qualitative information relating to the GRI indicators included in the SR and of the adequate compilation thereof based on the data furnished by the information sources of Repsol Group.
- For some key indicators, identified in the "GRI Contents" Table in Annex I, we have carried out additional review procedures during our visits to representative facilities of the Group activities. Specifically, we have visited 6 facilities (Sines Chemical Facility, Puertollano Refining and Chemical Facilities, Petronor Refining Facility, LPG Pinto Facility and Block 16 Facility) in Spain during 2015, where we have reviewed the following:
 - Processes and procedures used during the collection, aggregation and validation of the sustainability information reported.
 - Verification Reports related to ISO 14064, ISO 14001 y OHSAS 18001 certifications.

Responsibilities of Repsol Group and of Deloitte

- The preparation and contents of the SR are the responsibility of the Corporate Responsibility Direction, which is also responsible for the internal control as well as for the coordination of the internal reporting system and the preparation of the information. The Sustainability Committee is responsible for reviewing the procedure for reporting data on non-financial matters and diversity, in accordance with the applicable regulations and international reference standards. Our responsibility is to issue a limited assurance report based on the procedures applied in our review.
- This report has been prepared in the interest of Repsol in accordance with the terms and conditions of our Engagement Letter.
- We have complied with the independence and other ethical requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.
- Deloitte maintains, in accordance with the International Standard on Quality Control 1 (ISQC1), a global system of quality control including policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.
- Since a limited assurance is substantially less in scope than a reasonable assurance engagement, we do not provide reasonable assurance on the SR.
- Our team consisted of professionals with assurance on Corporate Responsibility Reports qualifications and, specifically, on economic, social and environmental performance and stakeholders' participation processes.

Conclusions

The "GRI Contents" Table in Annex I of the SR provides details of the contents reviewed and of the limitations in the scope of our work, and identifies any contents that do not cover all the areas recommended by the GRI. Based on the procedures performed and evidence obtained, except for the issues identified in the "GRI Contents" Table, nothing has come to our attention that causes us to believe that:

- The SR has not been prepared in accordance with the guidelines of the GRI G4 in all material aspects.
- Repsol Group has not applied the principles of inclusivity, materiality and responsiveness as described in "*Material aspects, coverage and report profile*", in accordance with standard AA1000 2008 APS:
 - ✓ Inclusivity: it has been carried out the participation process for stakeholders that facilitates their involvement in the development of a responsible approach.
 - ✓ Materiality: the process of determining materiality requires an understanding of the important or relevant issues for Repsol Group and its stakeholders.
 - ✓ Responsiveness: Repsol Group responds with specific actions and commitments related to the material issues identified previously.

Observations and recommendations

Moreover, we presented to the management of the Repsol Group our recommendations related to the areas of improvement in sustainability management and to the application of the principles of inclusivity, materiality and responsiveness. Hereunder is a summary of the most significant ones, which do not modify the conclusions presented in this report:

Inclusivity and materiality

In 2015, one of the greatest challenges for Repsol has been the integration of Talisman in its management and information reporting processes, which will continue to be carried over throughout 2016. In this process, Repsol shall further the inclusion of the relevant issues related to the businesses acquired through Talisman to its materiality study, and it shall complete the evaluation of Talisman's impact on its supply chain.

With the aim of updating the analysis of relevant issues in the field of sustainability, similarly to the previous years, Repsol has combined internal factors, in line with its corporate strategy and risk mapping, with the results of the stakeholders' expectation study. In order to increase the efficiency of this process, Repsol shall systematically embed the relevant issues of each business unit and area of the Repsol Group in its reporting model, streamlining the gathering of non-financial information and allowing material issues to be identified with greater advance in an integrated manner.

Responsiveness

As far as Corporate Policies are concerned, the Board of Directors of Repsol has approved in 2015 the Group's Sustainability Policy, which states the company's commitments on the matter. Repsol shall continue to work towards gradually including in such policy the aspects presented in recommendation no.54 of the Good Governance Code of Listed Companies published by the market regulator (CNMV, Comisión Nacional del Mercado de Valores).

In 2015 Repsol has aligned its reporting practices to the version 4 of the GRI standard. During the upcoming reporting cycles, Repsol shall deepen such adaptation with the goal of minimising limitations to the scope of the information, uniforming the reporting perimeter across business areas and integrating relevant information stemming from Talisman's acquisition. Likewise, taking into considerations recent regulatory changes and the requirements of the various stakeholders, Repsol should align its contents to the new information disclosure necessities, through the identification of key indicators, not only related to the business activity, but also to the impact on the business and on the surrounding environment.

DELOITTE ADVISORY, S.L.



Helena Redondo
Madrid, March 8th, 2016



AA1000
Licensed Assurance Provider
000-14

