

Human Rights Impact Assessment Walking the talk



Community Relations – Peru BU Division

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1. Walking the talk

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

Walking the talk

Building and deploying company criteria



First experiences applying HR lens

Consolidation
lessons learnt

Reinforce
implementation

Improvement

Inclusion of
HRIA
requirements in
Policies and
standard

Carry out HRIA
specific in
operations with
support from
experts

Develop a
guidance on
HRIA to
support internal
practitioners

Support
Business Units
in the
implementation
process

Follow up

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

- ✓ **By Dec 2014** first draft

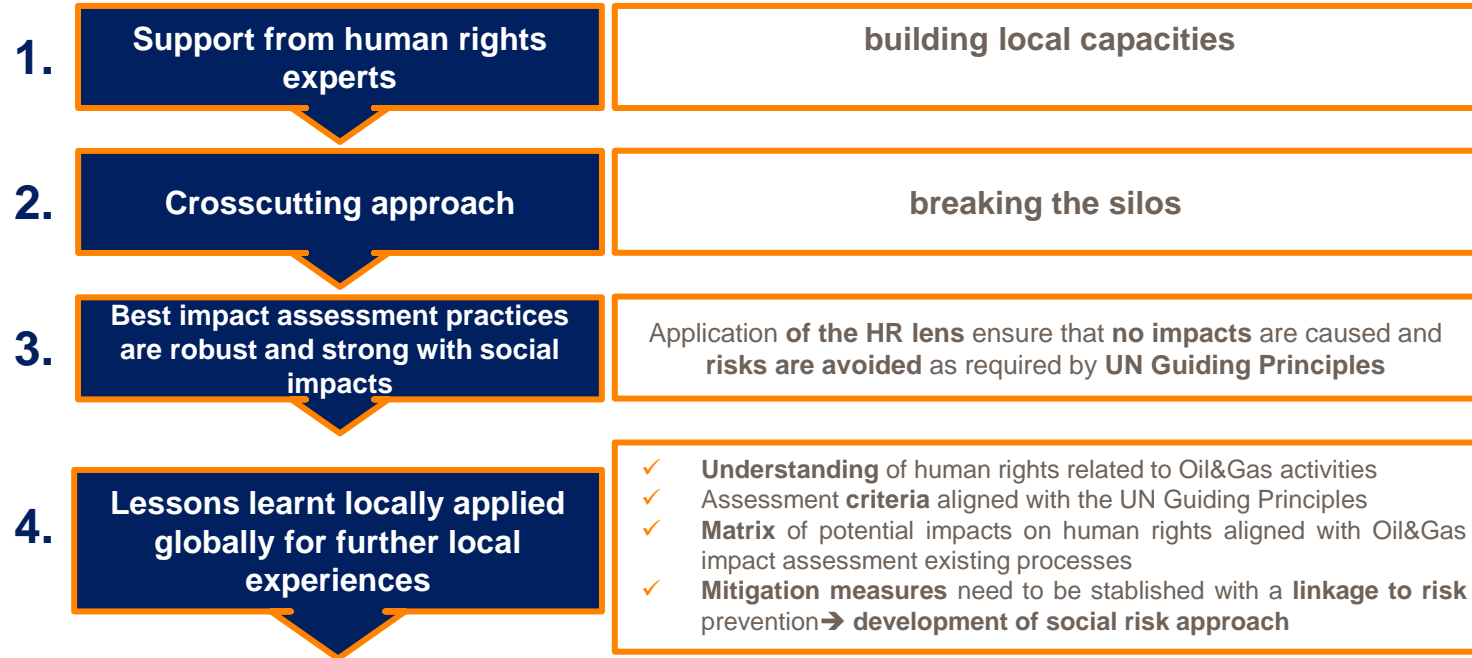
- ✓ Downstream
- ✓ Upstream
- ✓ **Guidance** tested in other countries

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

AWARENESS & TRAINING

Walking the talk

Lessons learned



Walking the talk

Peru Experience



PROJECT SCOPE

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

PROJECT CONTEXT

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



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Peru Experience



HUMAN RIGHTS IMPACT ASSESSMENT IN BLOCK 109

Approach

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



Crosscutting and multidisciplinary project team formed by:

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

Process to undertake the human rights impact assessment

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

Walking the talk

Peru Experience



FINDINGS

✓ Update the scope of the standard baseline

Need to:

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

Next Steps

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

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

THANK YOU



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