



OVERVIEW

2019 SUSTAINABILITY PLAN

Trinidad and Tobago



At the end of the year, it is time to review each of the initiatives that are part of the Sustainability Plan. The degree to which the objectives have been fulfilled is as follows:

6 Actions / **50%** Fulfillment

	Ethics and transparency ⋮	1 ACTION
	People ⋮	2 ACTIONS
	Safe operation ⋮	1 ACTION
	Environment ⋮	1 ACTION
	Climate change ⋮	1 ACTION

Further down, you can obtain more detailed information for each of the actions included in the plan, their indicators, and all other relevant information.



OVERVIEW

2019 SUSTAINABILITY PLAN

Trinidad and Tobago



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Legal Notice

This Sustainability Plan includes a set of actions which, in whole or in part, go beyond what is required by law and are aimed to contribute to sustainable development. Participating companies of Repsol Group have the firm intention to undertake and fulfill them. However, they reserve the right to modify, postpone or cancel their implementation without incurring liability, but undertake to publicly justify these possible cases.

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1 Our vision of sustainability Preparation of this Plan




At Repsol, we contribute to sustainable development by seeking to satisfy the growing demand for energy, which is essential for the fulfillment of people's fundamental rights, and by creating value in both the short and long term.

We maximize our positive impact and minimize our negative impact on society and the environment throughout our value chain by acting ethically and transparently. In doing so, we seek to comply not only with the regulations in force but also with the main international standards.

Under these premises, our sustainability model incorporates ethical, environmental, and social considerations into our decision-making process, based on dialogue with stakeholders. We do this every year, creating initiatives that address the concerns of these stakeholders. This is how the **Sustainability Plans** — action plans that are available to the public and created on an annual basis — are born. The **Global Sustainability Plan** is the roadmap forming the basis for deployment of **Local Plans**. The plans also contain commitments in relation to the local context.

The **Sustainability Plans** are put together on the basis of the **six axes** of Repsol's Sustainability Model.




Ethics and transparency

We act responsibly and with integrity wherever we operate




People

We are committed to people and promote their development and social environment



Safe operation

We guarantee the safety of our employees, contractors, partners, and the local community



Environment

We consume the resources needed to generate power more efficiently and with the least possible impact



Climate change

We want to be part of the solution to climate change



Innovation and technology

We encourage innovation and incorporate technological advances to improve and develop ourselves and our environment



At Repsol we support the United Nations' **2030 Agenda** for Sustainable Development and use the 17 Sustainable Development Goals (SDGs) as a reference when defining our priorities.

We have drawn up this **prioritization** in due consideration of the SDGs considered most relevant to the company and our stakeholders, concluding that our efforts must primarily focus on **SDG 7** (Affordable and clean energy), on **SDG 8** (Decent work and economic growth) and on **SDG 13** (Climate action), in view of our role in access to energy, contribution to social and economic development, and the fight against climate change.

And, secondly, on **SDG 6** (Clean water and sanitation), due to our commitment to the optimization of water management; on **SDG 9** (Industry innovation and infrastructure), in view of our support of innovation and technology; and on **SDG 12** (Responsible production and consumption), due to our focus on the Circular Economy.

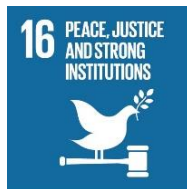
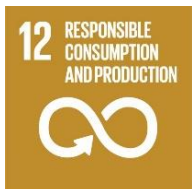
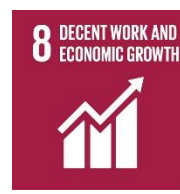
For Repsol, the most efficient manner of contributing to the 2030 Agenda is by collaborating with other public and private institutions to exchange knowledge and technologies. Thus we feel it is essential to join forces in connection with **SDG 17** (Partnerships for the goals).



Moreover, our responsibility in the way we act and our global presence in some extremely diverse environments enable us to make a significant contribution to all the SDGs.



The **actions** of which this **Plan** is composed, defined in due consideration of the local context, help support **2030 Agenda** by addressing the following goals:



2019 Sustainability Plan Trinidad and Tobago

/ 6

Actions




Ethics and
transparency

1 ACTION



People

2 ACTIONS



Safe
operation

1 ACTION



Environment

1 ACTION



Climate
change

1 ACTION

At Repsol, we contribute to sustainable development...

We act with integrity in all countries in which we are present. Our ethical conduct involves strict compliance with both the letter and the spirit of the law.

On this axis, we establish the set of actions that ensure the Company promotes and encourages a **culture of integrity and responsibility** for all Repsol employees, as well as our suppliers, contractors, and business partners.

We also define **transparency and accountability** as differential elements in the Repsol sustainability model. To be credible, it must be consistently transparent.

In this Sustainability Plan, we have committed to actions that will help the Company overcome the challenges we have set for ourselves in this area, while responding to the main expectations of our stakeholders.



Good governance practices

Transparency

Responsible tax policy

Anti-corruption

Fair competition

Responsible political involvement

Fair marketing and sales



ACTION

Support and monitor initiatives undertaken by European Business Chamber (EUROCHAM) including their Social Media Campaign and proposed seminar to initiate discussions on harmful tax regimes.

DESCRIPTION

We will continue meeting and communicating with EUROCHAM and AMCHAM (American Chamber of Commerce) and support them in the initiatives towards removing Trinidad from the list of harmful tax regimes.

INDICATOR

Obtain report indicating progress of the Social Media Campaign.

Be a sponsor of the EUROCHAM Breakfast meeting on discussions of harmful tax regimes.

WHAT HAVE WE ACHIEVED?



A seminar attended by the director of BU, the CFO of BU and the Director of Taxes of Spain. In addition, funds were provided to the Social Networks Campaign to raise public awareness of the implications in harmful tax regimes.

CONTRIBUTION TO THE SDGs:



At Repsol, we contribute to sustainable development...

Our employees, communities, commercial relations, and customers are a primary axis in our sustainability model.

We know that the **people that make up Repsol** are our main competitive advantage and the key to being a sustainable company. We are committed to equal opportunities, the integration of people with disabilities, multi-culturalism, work-life balance, training and development, and attracting and retaining talent.

Business operations are carried out in an increasingly demanding and informed social environment, and companies strive to **establish sound relationships** based on the principles of respect, cultural sensitivity, integrity, accountability, transparency, good faith, and non-discrimination with the people they interact with, particularly local communities. At Repsol, we are committed to continue respecting human rights, and this means preventing our activities from having negative consequences for local people and, if such a thing does occur, doing everything possible to repair the damage done.

This axis includes the following initiatives.



Respect for Human Rights (labor rights and employment conditions, health, rights of vulnerable groups and others)

Grievance mechanisms

Diversity and work-life balance

Climate and talent retention

Opportunity management (training and development, dialogue with communities, and social investment)



ACTION

Continue engagement with Kidney Recipient Group of Trinidad and Tobago and Autistic Society of Trinidad and Tobago in 2019.

DESCRIPTION

In 2019 we will extend the Become a Donor Campaign to school, as well the donations to Autistic Society for therapy will be extended for five students for six months. Repsol has worked with the Kidney Recipient Support Group of Trinidad and Tobago and the Autistic Society in 2018.

INDICATOR

Extend the Become a Donor Campaign to schools in Trinidad celebrating four school sessions.

Measure the progress of the Become a Donor Campaign through quarterly reports indicating the number of people accessing the Become a Donor Campaign Facebook, Twitter and Instagram pages.

Provide funds for 5 students for 6 months to be used for required occupational therapy.

Measure progress of students through monthly attendance reports and quarterly progress reports.

WHAT HAVE WE ACHIEVED?



Four School Symposia were held in areas of Trinidad and were well attended. The focus was to educate high school kids on the Organ Donation process. Quarterly Newsletters were developed and sent out to relevant organizations and persons. The Autistic society was provided with funds to be used for therapy for five students. During the year the strategy was changed. The therapy was sourced for free for all students and the funds provided by Repsol were focused to used to hire a person.

CONTRIBUTION TO THE SDGs:



ACTION

Develop a Repsol Trinidad employee manual.

DESCRIPTION

We will develop a Repsol Trinidad P&O (People and Organization) Manual outlining employees labour rights, employment conditions, health initiatives, opportunity management and work life balance.

INDICATOR

Complete the Repsol Trinidad P&O Manual

Have the manual approved by BU Director and P&O Manager

WHAT HAVE WE ACHIEVED?



The manual to be developed was to be used by employees as a reference and guiding tool on P&O matters. This activity was not completed due to clarification needed by P&O on various matters relating to the employee manual.

CONTRIBUTION TO THE SDGs:



At Repsol, we contribute to sustainable development...

We pursue a target of **Zero Accidents** with a high level of safety in our processes and facilities, paying particular attention to the protection of people and the surrounding environment, and to the awareness of our **suppliers and contractors**.

In 2018, in the conviction that Safety and the Environment form the basis of value creation, excellence and responsibility, we launched our **2025 Safety and Environment Strategy**. We have established the key lines of action on which the Company will focus its Safety efforts up to 2025: we intend to drive culture, transformational leadership and awareness in connection with Safety and the Environment. Here one of the key features is **safety in our processes**, where we intend to lead the industry through management of our risks, the integrity of our facilities, and better preparation for crises and emergencies.

By way of a demonstration of our commitment, safety targets may have an **impact on the variable remuneration** of our employees of more than 15%.

Below we demonstrate courses of action pointing to our commitment to safety.

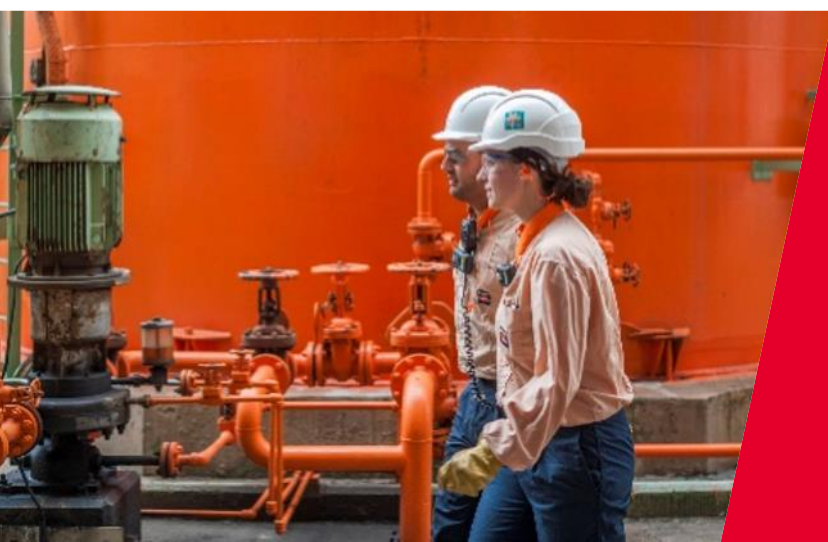


Prevention of personal, process,
and transportation accidents

Incident Management

Emergency management

Safety in product use



ACTION

Improve the safety of Repsol Trinidad Employees.

DESCRIPTION

We will conduct HSE (Health, Safety and Environment) training as per HSE Training Plan (CPR, AED and Defensive training) and implement a relevant Preventative Observation Program in Repsol Trinidad Offices.

INDICATOR

Complete all HSE training as per HSE Training Plan for all Repsol Angostura Limited employees

Implement a relevant Preventative Observation Program for Repsol Trinidad employees

WHAT HAVE WE ACHIEVED?



All HSE training as required in the HSE Training plan was conducted. This included First Aid AED/CPR for all staff as well as Defensive Driving. A Preventative Observation Program was established which needs to be updated in order to meet the requirements of the New NORM.

CONTRIBUTION TO THE SDGs:



At Repsol, we contribute to sustainable development...

We share the concerns of society in relation to the need to look after the environment in which we live. We seek **minimum impact of our operations**, minimizing atmospheric emissions, optimizing water management, waste management, reduction of discharge pollutants, improvements to prevention systems and response to spills, considering biodiversity as a key component.

Our 2025 Safety and Environment Strategy, launched in 2018, establishes the key lines of action on which the Company will focus its environmental efforts up to 2025: we must be able to **quantify and assess environmental impacts and dependences** in order to back business decisions, placing the emphasis on more sensitive aspects wherever we operate, particularly water; our goal will also be to maintain a social license by means of **excellent sustainable environmental management** throughout the entire life cycle of our projects and operations. All this enhances the generation of new opportunities within the **Circular Economy**, making efficient use of natural resources, with criteria of maximum efficiency, maximum transparency and lesser environmental impact.

This Sustainability Plan is committed to courses of action in accordance with the lines of work which Repsol operates in terms of sustainability.



Efficient management of natural resources

Environmental impact minimization



ACTION

Foster waste management efficiency at Repsol Trinidad y Tobago.

DESCRIPTION

We will conduct two waste management initiatives in 2019. A recycling competition and recycling of small electrical appliances.

INDICATOR

Plan and Execute the recycling competition

Plan and execute a small appliances recycling day

WHAT HAVE WE ACHIEVED?



A small appliances recycling Day was conducted in September 2019. Persons brought items such as phones, old computers etc... that were discarded in the proper manner. The recycling competition did not take place. This was replaced with a "Bring From Home" initiative. Person from the office were allowed to bring recyclables from home to dispose in the office on a Wednesday in order to encourage recycling.

CONTRIBUTION TO THE SDGs:



At Repsol, we contribute to sustainable development...

We share society's concern about the effect that human activity is having on the climate and we are firmly committed to the aspiration of limiting the increase in the planet's global average temperature well below 2°C with regard to pre-industrial levels.

Our challenge is to supply energy in a safe, efficient, accessible and sustainable manner, reducing Greenhouse Gas (GHG) emissions in line with the objectives of the Paris Agreement and the Sustainable Development Goals of the United Nations (SDGs).

Repsol aims to achieve net zero emissions by 2050, making it the first oil and gas company in the world to assume this ambitious goal. It is possible to achieve at least 70% of this target with the technology that can currently be foreseen, and we are committed to applying the best available technologies to increase this figure, including carbon capture, use and storage. We would, if necessary, additionally offset emissions through reforestation and other natural climate sinks to achieve zero net emissions by 2050.

Accordingly, we have joined the Oil and Gas Climate Initiative (OGCI) to share best practices and technology solutions, and participate in the OGCI Climate Investment Fund, to channel the committed investment of \$1 billion over ten years in the development of technologies to reduce GHG emissions on a significant scale.

There follows a list of Sustainability Plan actions in this regard.



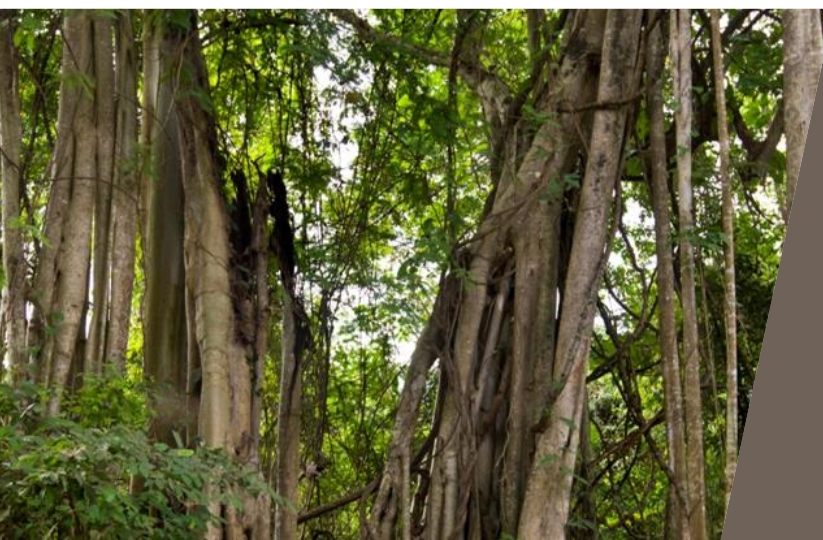
Efficient energy management

Drive the reduction of GHG emissions

Encourage the use of natural gas in electricity generation

Sustainable mobility

Low-emissions economy model



ACTION

Improve energy efficiency at Repsol offices in Trinidad.

DESCRIPTION

We will prepare a scope of works for the conduct of an energy audit in the Repsol offices in Trinidad. Send the Scope of Works to bid and choose a competent contractor to conduct the Energy Audit.

INDICATOR

Prepare a Scope of Works for the conduct of an Energy Audit

Award a suitable contractor for the conduct of an Energy Audit

Report the results of the Energy Audit

Prepare an Action Plan in order to reduce energy consumption

WHAT HAVE WE ACHIEVED?



This activity could not be carried out in 2019 and is planned for 2020. Instead, we performed an Ergonomic Evaluation in the office for each employee to ensure that ergonomic risks were evaluated and mitigated accordingly.

CONTRIBUTION TO THE SDGs:



This Sustainability Plan is a dynamic document.

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

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

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





REPSOL