

Sustainability Plan for 2015

The United States



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Legal Notice

The Sustainability Plan for the United States 2015 includes a set of actions designed by the Company and aimed at contributing to sustainable development. Repsol undertakes to fully implement those actions specified in the Sustainability Plan that are required by law, reserving the right to modify, postpone or cancel the rest of the voluntary actions, which does not imply the assumption of any liability whatsoever by Repsol.

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Corporate Responsibility

Vision and preparation of this Plan

Sustainable development is a responsibility shared by political, social and economic actors that requires decisive action.

At Repsol we understand Corporate Responsibility to be the contribution made by large companies to sustainable development. We consider that the essence of Corporate Responsibility is the incorporation of environmental and social aspects into the decision-making processes of organizations.

We contribute to development by supplying energy that is essential for the realization of people's fundamental rights.

Additionally, we aspire to contribute to this sustainable development through our vision of Corporate Responsibility, the responsibility we voluntarily assume. This goes beyond the legal requirements regarding the impact that our activities may have on society and the environment. We thus respond to our stakeholders' expectations regarding our activities by implementing practices that maximize positive impacts and prevent, mitigate, repair or offset negative ones.

We have identified the expectations that our stakeholders have on issues related to governance, respect for Human Rights, labor practices, environmental impacts and the legitimacy of our operating and value chain practices; and concerning issues that affect the consumers and users of our products and services, as well as the positive and negative impacts that could be generated in local communities.

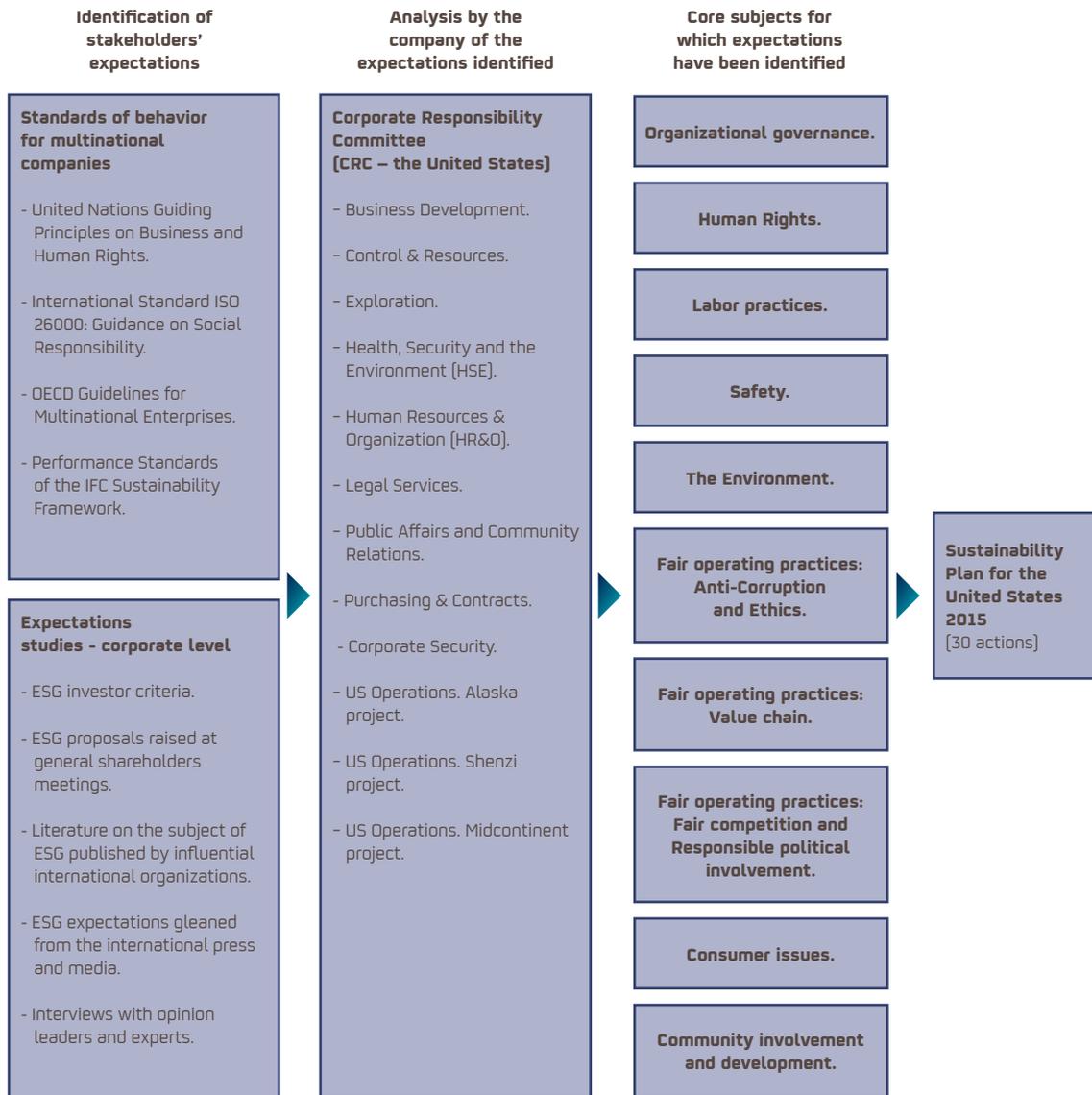
The identification of these expectations at a global level has been carried out through an analysis of four international standards that currently make up the broadest international consensus on acceptable behavior for a multinational company:

In addition, we have developed *Expectations Surveys* on relevant issues for the Company's stakeholders, at corporate level. The surveys focus on aspects of organizational governance and environmental and social management (ESG).

After an analysis and consolidation process, the results were studied by the United States Corporate Responsibility Committee, chaired by the Managing Director of the country business unit and comprising executive-level representatives of the different business and corporate units in the country.

This exercise has enabled us to formally and systematically introduce the expectations of stakeholders in the United States into the Company's decision-making processes, which is essential to Corporate Responsibility.

-INTRODUCTION OF STAKEHOLDERS' EXPECTATIONS INTO THE COMPANY'S DECISION-MAKING PROCESSES-



The result of this analysis is the current 2015 Sustainability Plan for the United States, which is a public document, the degree of compliance of which will be assessed annually and reported to the Company through an annual year-end report.

This Plan consists of 30 specific short-term actions (2015) with its corresponding implementation indicators, in eight of the ten programs listed in the table above, inspired in the core areas of corporate responsibility described in the ISO 26000 International Standard: Guidance on Social Responsibility. These are the areas in which companies have the greatest ability to generate ethical, environmental and social impact.

With respect to the programs, those concerning Organizational Governance, the Environment and Community involvement and development have the greatest number of actions.

**-DISTRIBUTION OF THE ACTIONS OF THE SUSTAINABILITY PLAN FOR THE UNITED STATES
BY ACTION PROGRAMS-**

Program	Number of actions
Organizational Governance	7
Human Rights	3
Labor practices	3
Safety	3
The Environment	6
Fair operating practices: Anti – Corruption and Ethics	1
Fair operating practices: Value chain	1
Community involvement and development	6

The 2015 Sustainability Plan for the United States is not the Repsol Group's only contribution to sustainable development, but is complemented with the actions considered in the Corporate Sustainability Plan and those confined to certain countries or operating centers that are included in our respective Sustainability Plans.

100% of the actions included in this plan are linked to the variable remuneration system applied to Repsol's employees, which constitutes the Company's unequivocal commitment to the effective maximization of its contribution to sustainable development.

Stakeholders' expectations and the corresponding actions of the Plan

Program 1

Organizational Governance

Organizational governance is the system the Company uses to make and implement decisions to achieve its objectives. It is, therefore, a decisive factor when it comes to integrating Corporate Responsibility principles into all of its activities and transmitting them to its value chain.

It addresses issues related to the highest governing body of the Company; the efficient use of financial, human and natural resources; transparency and accountability; the legal and internal compliance rules of the company, all with the maximum involvement and commitment of the leaders of the organization.

In order to fulfill its stakeholders' Governance-related expectations, Repsol has specific management systems in place, which can be consulted on its corporate website: repsol.com

Furthermore, the Company has added seven actions items to this Sustainability Plan with which it aims to reinforce its response to the main expectations, as indicated below.

-ACTIONS INCLUDED IN THE GOVERNANCE PROGRAM AND A SUMMARY OF THE MAIN EXPECTATIONS TO WHICH THEY CONTRIBUTE TO RESPOND TO-

GOVERNANCE PROGRAM	
<p>Expectation: Develop strategies, targets and goals that reflect the organisation's commitment with Corporate Social Responsibility.</p>	<p>Expectation: Create and maintain a corporate culture in which the principles of Corporate Social Responsibility are practiced.</p>
<p>Expectation: Conducting ESG training programs for directors, and employees at all levels.</p>	<p>Expectation: Periodically revise and evaluate the processes of organizational governance.</p>
<p>Expectation: Guarantee the publication of accurate information on all the significant aspects of the company, within the appropriate time limits.</p>	<p>Expectation: Communicate and train company employees in the standards of ethical behavior listed in the Code of Ethics and Conduct of the company, within the appropriate time limits.</p>

Actions included in the program:

1. Adopt and implement 2015 U.S. Sustainability Plan based on stakeholder expectations.
2. Communicate Repsol's U.S. Code of Conduct.
3. Communicate Repsol's U.S. sustainability commitments internally and externally.
4. Follow up and assessment of new controls in the US Internal Control over Financial Reporting System.
5. Identify opportunities for continuous improvement in our community relations programs.
6. Promote our corporate values.
7. Provide Corporate Social Responsibility training to employees.

Specific information on each of the actions included in the Governance program of the current Plan is included in the tables below. These tables are sorted in alphabetical order.

ACTION	Adopt and implement 2015 U.S. Sustainability Plan based on stakeholder expectations.
DESCRIPTION	We will monitor quarterly the implementation of this Sustainability Plan, performed based on stakeholders' corporate social responsibility expectations to advance Repsol's commitment to sustainable development.
INDICATOR	<ul style="list-style-type: none"> - Approval and publication of the 2015 U.S. Sustainability Plan. - Quarterly monitoring of Implementation of the plan.
ACTION	Communicate Repsol's U.S. Code of Conduct.
DESCRIPTION	We will launch and communicate Repsol's U.S. Code of Conduct internally, stating that the US Code is additional to Repsol's Global Code of Conduct; Global code will apply in all cases where its requirements are consistent with the requirements of the US code, and otherwise the US code will apply to all US Repsol companies.
INDICATOR	<ul style="list-style-type: none"> - Completion and implementation of U.S. code of Conduct Communication Plan. - Number of communications.

<p>ACTION</p>	<p>Communicate Repsol's U.S. Sustainability commitments internally and externally.</p>
<p>DESCRIPTION</p>	<p>We will develop and implement a communication plan to promote the U.S. Sustainability Plan. We will communicate via email, the Houston Channel and digital boards.</p>
<p>INDICATOR</p>	<ul style="list-style-type: none"> - Completion and implementation of Communication plan. - Number of communications.
<p>ACTION</p>	<p>Follow up and assessment of new controls in the US Internal Control over Financial Reporting System.</p>
<p>DESCRIPTION</p>	<p>We will assess and design the controls over financial reporting; we will develop recommendations to address any gaps.</p>
<p>INDICATOR</p>	<ul style="list-style-type: none"> - Assessment, design and implementation of controls and monitoring activities. - Test of Operating effectiveness of controls with action plans for gap remediation.
<p>ACTION</p>	<p>Identify opportunities for continuous improvement in our community relations programs.</p>
<p>DESCRIPTION</p>	<p>We will assess the effectiveness of our community relations programs. We will develop recommended action items.</p>
<p>INDICATOR</p>	<p>Completion of report (including baseline, gaps and actions).</p>

ACTION	Promote our corporate values.
DESCRIPTION	We will develop and implement communication plan to promote corporate values. We will incorporate values into news articles, employee communications and events.
INDICATOR	<ul style="list-style-type: none"> - Completion of plan. - Number of communications.
ACTION	Provide Corporate Social Responsibility training to employees.
DESCRIPTION	We will roll out corporate social responsibility (CSR) training in 2015 to targeted U.S. employees. The goal is 85% participation for US employees. We will communicate importance and training process via email, the Houston Channel and digital boards.
INDICATOR	<ul style="list-style-type: none"> - Percentage of target audience trained. - Number of communications.

Program 2

Human Rights

States and companies play different roles in the common effort in favor of Human Rights. While States have the duty to protect Human Rights against those who infringe them, companies have the responsibility to respect Human Rights throughout their operations. This means acting with due diligence to avoid interfering with the degree to which people enjoy these rights and addressing any potential adverse impacts if these occur.

The program envisions a host of actions geared towards internal training, internal and external awareness and regulatory compliance on the subject of human rights, ensuring due diligence is taken at all times and directing efforts to avoid any impact on human rights, respecting the rights of indigenous people and any other vulnerable group, addressing claims and complaints and repairing any possible impact.

In order to fulfill the expectations of its stakeholders in relation to human rights, Repsol has specific management systems in place, which can be consulted on the Company's website repsol.com

Said systems are reinforced by three actions included in this Sustainability Plan for the United States, which are aimed at fulfilling the expectations of the Company's stakeholders in relation to human rights.

-ACTIONS INCLUDED IN THE HUMAN RIGHTS PROGRAM AND A SUMMARY OF THE MAIN EXPECTATIONS TO WHICH THEY CONTRIBUTE TO RESPOND TO-

HUMAN RIGHTS PROGRAM

Expectation:

Alignment with the Voluntary Principles on Security and Human Rights and the Guiding Principles on Business and Human Rights.

Expectation:

Internally disseminate the principles for the respect of Human Rights that form part of Repsol's policy for action.

Expectation:

Conduct due diligence for human rights to assess actual or potential adverse effects on the rights of indigenous peoples.

Actions included in the program:

1. Provide Human Rights training to U.S. security personnel and private security contractors.
2. Provide Workplace Violence Prevention training to employees.
3. Support Repsol's corporate guidelines on Human Rights impact assessment.

Specific information on each of the actions included in the Human Rights program of the current Plan is included in the tables below. These tables are sorted in alphabetical order.

ACTION	Provide Human Rights training to U.S. security personnel and private security contractors.
DESCRIPTION	We will communicate requirement to Security contract agency for all security personnel contracted to Repsol to be trained on Human Rights. Approve training tool.
INDICATOR	<ul style="list-style-type: none"> - Completion of communication. - Percentage of target audience trained.
ACTION	Provide Workplace Violence Prevention training to employees.
DESCRIPTION	We will deploy an online training model to be delivered to all Repsol U.S. employees. The course will be provided by an outside vendor.
INDICATOR	Percentage of target audience trained.
ACTION	Support Repsol's corporate guidelines on Human Rights impact assessment.
DESCRIPTION	We will conduct analysis to compare corporate Human Rights impact assessment guidelines with Alaska regulatory requirements and develop plan to ensure alignment.
INDICATOR	<ul style="list-style-type: none"> - Completion of analysis. - Completion of plan.

Program 3

Labor practices

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

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

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

Said systems are reinforced by the three individual actions that Repsol has included in the context of this Plan. These are aimed at responding to the principal expectations of the Company's stakeholders, as indicated below.

-ACTIONS INCLUDED IN THE LABOR PRACTICES PROGRAM AND A SUMMARY OF THE PRINCIPAL EXPECTATIONS TO WHICH THEY CONTRIBUTE TO RESPOND TO-

LABOR PRACTICES PROGRAM

Expectation:

Establish feedback mechanisms for employees to allow them to contribute ideas or solutions related to management.

Expectation:

Have adequate means to ensure the wellbeing and health of employees.

Actions included in the program:

1. Identify opportunities for continuous improvement in workplace satisfaction through the use of employee surveys.
2. Promote healthy lifestyles.
3. Recognize our employees for their contributions.

Specific information on each of the actions included in the Labor Practices Program of the current Plan is included in the tables below. These tables are sorted in alphabetical order.

ACTION	Identify opportunities for continuous improvement in workplace satisfaction through the use of employee surveys.
DESCRIPTION	We will conduct Employee Satisfaction Survey and Focus Groups, analyze the results and incorporate action items into the 2016 Climate Action Plan.
INDICATOR	<ul style="list-style-type: none"> - Completion of Employee Satisfaction Survey. - Completion of Focus Groups. - Completion of 2016 Climate Action Plan.
ACTION	Promote healthy lifestyles.
DESCRIPTION	We will develop and implement employee health and wellness campaign. We will communicate events and health and wellness messages.
INDICATOR	<ul style="list-style-type: none"> - Completion of campaign plan. - Number of events and communications.
ACTION	Recognize our employees for their contributions.
DESCRIPTION	We will implement various employee recognition programs.
INDICATOR	Number of recognition programs implemented.

Program 4

Safety

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

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

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

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

Said systems are reinforced by the three individual actions that Repsol has included in the context of this Plan. These are aimed at responding to the principal expectations of the Company's stakeholders, as indicated below.

-ACTIONS INCLUDED IN THE SAFETY PROGRAM AND A SUMMARY OF THE PRINCIPAL EXPECTATIONS TO WHICH THEY CONTRIBUTE TO RESPOND TO-

SAFETY PROGRAM	
<p>Expectation: Maintain at all times the maximum safety standards.</p>	<p>Expectation: Increase standards of safety of operations and projects and always keep in force regardless of the level of production.</p>
<p>Expectation: Communicate the requirement that states that workers should follow all safe practices at all times and ensure that workers follow the proper procedures.</p>	
<p>Actions included in the program:</p> <ol style="list-style-type: none"> 1. Drive the continuous improvement of the safety management system. 2. Foster a culture of safety among Repsol's employees and contractors. 3. Improve the management of safety process risk. 	

Specific information on each of the actions included in the Safety Program of the current Plan is included in the tables below. These tables are sorted in alphabetical order.

ACTION	Drive the continuous improvement of the safety management system.
DESCRIPTION	We will implement the programs to align with 30 CFR 250 Subpart S – Safety and Environmental Management Systems (offshore operations) and Occupational Safety & Health Administration (OSHA) – Process Safety Management (onshore Alaska).
INDICATOR	Number of Policies updated based on SEMS Corrective Action Plan (CAP) commitments.
ACTION	Foster a culture of safety among Repsol’s employees and contractors.
DESCRIPTION	We will establish a preventative observation culture of to promote positive and timely communication of safety issues. This is in support of the Health, Safety and Environment (HSE) culture initiative across Repsol.
INDICATOR	Number of positive observations by work hours reported.
ACTION	Improve the management of safety process risk.
DESCRIPTION	We will apply NORM 353 Major Hazard Analysis (MHA), to all US drilling, logistics and seismic activities as well as future development projects.
INDICATOR	Number of MAH risk analysis completed.

Program 5

The Environment

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

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

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

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

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

Additionally, Repsol has included six actions in the Plan to respond to these expectations.

-ACTIONS INCLUDED IN THE ENVIRONMENT PROGRAM AND A SUMMARY OF THE MAIN EXPECTATIONS TO WHICH THEY CONTRIBUTE TO RESPOND TO-

THE ENVIRONMENT PROGRAM

<p>Expectation: Establish and maintain an environmental management system focused on continuous improvement.</p>	<p>Expectation: Adopt water consumption reduction strategies and quantitative targets.</p>
<p>Expectation: Avoid oil spills in the Arctic, which could have a negative effect on the large diversity of species found in the area.</p>	<p>Expectation: Step up measures to prevent accidents that have an environmental impact.</p>
<p>Expectation: Remedy the deficiencies in environmental management systems, ensuring that the concept of biodiversity and ecosystem services (BES) is covered.</p>	<p>Expectation: Invest in energy-efficient technologies that provide clean, affordable and reliable energy.</p>
<p>Expectation: Identify potential negative impacts on biodiversity and ecosystem services and take steps to eliminate or minimize these impacts.</p>	<p>Expectation: Increase proactiveness in the implementation of security measures to prevent spills.</p>
<p>Actions included in the program:</p> <ol style="list-style-type: none"> 1. Identify opportunities for continuous improvement in our environmental compliance management systems. 2. Improve waste management efficiency. 3. Minimize biodiversity impacts in our operations. 4. Optimize water management. 5. Promote LEED certification of Repsol Houston office. 6. Strengthen control over spills. 	

Specific information on each of the actions included in the Environment program of the current Plan is included in the tables below. These tables are arranged alphabetically:

ACTION	Identify opportunities for continuous improvement in our environmental compliance management systems.
DESCRIPTION	We will implement Environmental Compliance and Task Management Obligation Program that aligns with the Corporate Audit Regulatory Self-Assessment Obligation Program but more accurately assigns Regulatory Function-Responsibility to US executive, asset, land, projects, drilling or Health, Safety & Environment (HSE) managers.
INDICATOR	US (Alaska & Gulf of Mexico operations only) Environmental Compliance Task Management Program (I.H.S. EMISphere) baseline established end of Q4 2015.

ACTION **Improve waste management efficiency.**

DESCRIPTION We will implement waste reduction process data gathering plans for Alaska & Gulf of Mexico drilling environmental permit reporting, to align with associated Repsol waste Environmental Performance Practices [EPPs].

INDICATOR Baseline US (Alaska and Gulf of Mexico only) Waste Compliance and Task Management Program (I.H.S. EMISphere) baseline established end of Q4 2015.

ACTION **Minimize biodiversity impacts in our operations.**

DESCRIPTION We will identify endangered species habitat and environmental receptors for all U.S. exploration and production operations.

INDICATOR Number of ESH and ER locations next to onshore lease operations.

ACTION **Optimize water management.**

DESCRIPTION We will reduce future water consumption in our operations.

INDICATOR We will reduce future water consumption in our operations. Baseline U.S.A (Alaska & Gulf of Mexico only) Water Compliance and Task Management Program (I.H.S. EMISphere) baseline established end of Q4, 2015.

ACTION	Promote LEED certification of Repsol Houston office.
DESCRIPTION	We will promote the LEED (Leadership in Energy & Environmental Design) features of the Repsol Houston office externally and internally through announcements, presentations and other communications.
INDICATOR	<ul style="list-style-type: none"> - Completion of LEED certification application. - Achievement of LEED certification. - Number of communications.
ACTION	Strengthen control over spills.
DESCRIPTION	We will maintain an inventory of safety and environmental information (process safety critical equipment) for operated facilities, as per API RP 75, and ensure mechanical reliability and Quality Assessment/Quality Control programs are in place to address same.
INDICATOR	Implement critical elements tracking system for 2015 Exploration & Production activities.

Program 6

Fair operating practices: Anti – Corruption and Ethics

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

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

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

Additionally, as part of the Sustainability Plan for the United States, the Company has included one action in this subject to respond to some of the expectations mentioned, as indicated below.

-ACTION INCLUDED IN THE FAIR OPERATING PRACTICES: ANTI – CORRUPTION AND ETHICS PROGRAM AND A SUMMARY OF THE MAIN EXPECTATIONS TO WHICH THEY CONTRIBUTE TO RESPOND TO-

FAIR OPERATING PRACTICES PROGRAM: ANTI-CORRUPTION AND ETHICS

Expectation:

Have adequate procedures and systems for detecting fraud and corruption, both internally and in commercial dealings.

Expectation:

Establish and maintain an effective system to fight corruption.

Action included in the program:

1. Ensure that appropriate anti-corruption/anti-bribery (ABC) and compliance provisions are included in the terms and conditions of any new or renewed agreements.

Specific information on the action included in the Fair Operating Practices: Anti – Corruption and Ethics program of this plan is included in the table below.

ACTION	Ensure that appropriate anti-corruption/anti-bribery (ABC) and compliance provisions are included in the terms and conditions of any new or renewed agreements.
DESCRIPTION	We will include appropriate anti-corruption/anti-bribery and compliance terms and conditions in new contracts.
INDICATOR	<ul style="list-style-type: none"> - Development of contract-specific terms. - Implementation of those terms on a go-forward basis.

Program 7

Fair operating practices: Value chain

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

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

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

Additionally, as part of the Sustainability Plan for the United States, the Company has included one action in this subject to respond to some of the expectations mentioned, as indicated below.

-ACTION INCLUDED IN THE FAIR OPERATING PRACTICES: VALUE CHAIN PROGRAM AND A SUMMARY OF THE MAIN EXPECTATIONS TO WHICH THEY CONTRIBUTE TO RESPOND TO-

FAIR OPERATING PRACTICES PROGRAM: VALUE CHAIN

Expectation:

Actively participate in raising awareness in partner organizations regarding CSR issues and principles.

Expectation:

Promote ethical attitudes and transparency among the company's suppliers and contractors.

Expectation:

Perform due diligence and proper monitoring of the organizations with which the company relates in order to prevent that its commitments to CSR may be affected.

Action included in the program:

1. Contribute to an increase in the number of health, safety, environmental and social standards adopted by our suppliers and contractors.

Specific information on the action included in the Fair Operating Practices: Value Chain program of this plan is included in the table below.

ACTION	Contribute to an increase in the number of health, safety, environmental and social standards adopted by our suppliers and contractors.
DESCRIPTION	We will include the requirement to be qualified in the ISNetworld (global resource for connecting corporations with safe, reliable contractors/suppliers) in the bidding strategy.
INDICATOR	Implementation of requirement for suppliers/contractors to be qualified in ISNetworld.

Program 8

Community involvement and development

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

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

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

In order to meet the expectations of its stakeholders on the subject of Community Involvement and Development, Repsol has specific management systems in place which can be consulted on the corporate website repsol.com

Additionally, this edition of the Sustainability Plan includes six actions in the area of Community Involvement and Development. These enable us to respond to the principal expectations of the company's stakeholders, as indicated below.

-ACTIONS INCLUDED IN THE COMMUNITY INVOLVEMENT AND DEVELOPMENT PROGRAM AND A SUMMARY OF THE MAIN EXPECTATIONS TO WHICH THEY CONTRIBUTE TO RESPOND TO-

COMMUNITY INVOLVEMENT AND DEVELOPMENT PROGRAM	
<p>Expectation: Increase the company's investment in education.</p>	<p>Expectation: Ensure ongoing dialogue with local communities during operations.</p>
<p>Expectation: Provide local communities with complete and timely information on how the company's operations affect them environmentally, socially and economically.</p>	<p>Expectation: Implement and maintain a procedure for handling external communications and complaints.</p>
<p>Expectation: Consider placing priority on products and services of local suppliers and contribute to their development wherever possible.</p>	<p>Expectation: Contribute to the development of local and national innovative capacity.</p>

- Actions included in the program:**
1. Encourage local economic development through the inclusion of local suppliers and contractors in the bidding process.
 2. Enhance the effectiveness of grievance mechanisms in Alaska (based on the United Nation's Guiding Principles on Business and Human Rights).
 3. Improve our understanding of our stakeholder issues.
 4. Improve our understanding of our stakeholders' perceptions.
 5. Promote community volunteering opportunities internally.
 6. Publically promote interest in science, technology engineering and math.

Specific information on each of the actions included in the Community involvement and development program of this plan is included in the tables below. These tables are arranged alphabetically.

ACTION	Encourage local economic development through the inclusion of local suppliers and contractors in the bidding process.
DESCRIPTION	We will include and regulate local content weighting in the bidding process.
INDICATOR	<ul style="list-style-type: none"> - Development of weighting process. - Inclusion of weighting in bidding process.
ACTION	Enhance the effectiveness of grievance mechanisms in Alaska (based on the United Nation's Guiding Principles on Business and Human Rights).
DESCRIPTION	We will assess the effectiveness of the 24/7 reporting system as a grievance mechanism through a gap analysis to identify potential areas of improvement. We will implement feedback channel on Repsol North America website that is accessible worldwide.
INDICATOR	Completion of report (including baseline, gaps and actions).

ACTION	Improve our understanding of our stakeholder issues.
DESCRIPTION	We will coordinate with stakeholders to better understand their concerns and desires in regards to our business. We will develop recommended action items.
INDICATOR	<ul style="list-style-type: none"> - Number of meetings. - Completion of recommended action items.
ACTION	Improve our understanding of our stakeholders' perceptions.
DESCRIPTION	We will analyze perceptions of our US stakeholders, incorporate recommendations into our 2016 US Sustainability Plan.
INDICATOR	<ul style="list-style-type: none"> - Completion of analysis. - Completion of recommendations.
ACTION	Promote community volunteering opportunities internally.
DESCRIPTION	We will help improve quality of life in communities near our offices and operations by supporting employee (and their families) volunteer efforts.
INDICATOR	<ul style="list-style-type: none"> - Number and description of volunteer activities. - Number of volunteers.

ACTION	Publically promote interest in science, technology engineering and math.
DESCRIPTION	We will sponsor educational and community events that promote the value and importance of science, technology, engineering and math.
INDICATOR	Number of related sponsorships.

Process of updating the Plan

This Sustainability Plan is a dynamic document.

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

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

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

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Follow up and assessment of new controls in the US Internal Control over Financial Reporting System.	8
Identify opportunities for continuous improvement in our community relations programs.	8
Promote our corporate values.	9
Provide Corporate Social Responsibility training to employees.	9
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Provide Human Rights training to U.S. security personnel and private security contractors.	11
Provide Workplace Violence Prevention training to employees.	11
Support Repsol's corporate guidelines on Human Rights impact assessment.	11
Program 3: Labor practices	12
Identify opportunities for continuous improvement in workplace satisfaction through the use of employee surveys.	13
Promote healthy lifestyles.	13
Recognize our employees for their contributions.	13

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Drive the continuous improvement of the safety management system.	15
Foster a culture of safety among Repsol's employees and contractors.	15
Improve the management of safety process risk.	15
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Identify opportunities for continuous improvement in our environmental compliance management systems.	17
Improve waste management efficiency.	18
Minimize biodiversity impacts in our operations.	18
Optimize water management.	18
Promote LEED certification of Repsol Houston office.	19
Strengthen control over spills.	19
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Ensure that appropriate anti-corruption/anti-bribery (ABC) and compliance provisions are included in the terms and conditions of any new or renewed agreements.	21
Program 7: Fair operating practices: Value chain	22
Contribute to an increase in the number of health, safety, environmental and social standards adopted by our suppliers and contractors.	23
Program 8: Community involvement and development	24
Encourage local economic development through the inclusion of local suppliers and contractors in the bidding process.	25
Enhance the effectiveness of grievance mechanisms in Alaska (based on the United Nation's Guiding Principles on Business and Human Rights).	25
Improve our understanding of our stakeholder issues.	26
Improve our understanding of our stakeholders' perceptions.	26
Promote community volunteering opportunities internally.	26
Publically promote interest in science, technology engineering and math.	27
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