



2016 ANNUAL
AND CORPORATE
RESPONSIBILITY REPORT

NON-FINANCIAL STATEMENTS



CEPSA



Indicator	Description	Global Compact	SDG	Localization in the Report	Scope
Strategy and analysis					
G4-1	Statement from the most senior decision-maker of the organization		17	Chairman's letter (Pág. 2) Letter from Vice-Chairman and CEO (Pág. 3)	Cepsa
G4-2	Description of key impacts, risks, and opportunities.			Chapter 3.4. Risks and opportunities management	Cepsa
Organization Profile					
G4-3	Name of the organization			Chapter 6. Appendices. About this report (Pág. 109)	Cepsa
G4-4	Primary brands, product, and services			Chapter 2.3. Our activities (Pág. 12) 3.5. The value of our brand (Pág. 37)	Cepsa
G4-5	Location of the organization's headquarters.			Chapter 6. Appendices. About this report (Pág. 109)	Cepsa
G4-6	Countries where the organization operates where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report.			Chapter 2.2. Cepsa around the world (Pág. 10)	Cepsa
G4-7	Nature of ownership and legal form.			Chapter 3.3. Business model (Pág. 34)	Cepsa
G4-8	Markets served: geographic breakdown, sectors served, and types of customers and beneficiaries			Chapter 2.2. Cepsa around the world (Pág. 10) Chapter 2.3. Our activities (Pág. 12) Chapter 5.5. Customer service (Pág. 90)	Cepsa



Indicator	Description	Global Compact	SDG	Localization in the Report	Scope
G4-9	Scale of the organization: total number of employees, total number of operations, net sales, total capitalization broken down in terms of debt and equity, quantity of products or services provided.			Chapter 1.2. Cepsa in numbers (Pág. 7) Chapter 2.2. Cepsa around the world (Pág. 10) Chapter 5.1. Talent (Pág. 57) 6. Appendices: Economic, financial information (Pág. 101)	Cepsa
G4-10	Total number of employees broken down by employment contract, employment type, region and gender.	Principle 6	8	Chapter 5.1. Talent (Pág. 57)	Cepsa
G4-11	Percentage of total employees covered by collective bargaining agreements.	Principle 1 Principle 3	8	Chapter 5.1. Talent (Pág. 57)	Cepsa
G4-12	Description of the organization's supply chain.			Chapter 5.6. Responsible value chain (Pág. 96)	Cepsa
G4-13	Significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain.			Chapter 1.2. Cepsa in numbers (Pág. 7) Chapter 3.3. Business model (Pág. 34) Chapter 5.1. Talent (Pág. 57)	Cepsa
G4-14	Description of whether and how the precautionary approach or principle is addressed by the organization.			Chapter 3.4. Risks and opportunities management (Pág. 35)	Cepsa
G4-15	List externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.		17	Chapter 5.7. Social welfare (Pág. 101)	Cepsa
G4-16	List memberships of associations and national or international advocacy organizations			Chapter 5.7. Social welfare (Pág. 101)	Cepsa



Indicator	Description	Global Compact	SDG	Localization in the Report	Scope
Identified material aspect and boundaries					
G4-17	List all entities included in the organization's consolidated financial statements or equivalent documents and which of these entities are not covered by the report.			Chapter 6. Appendices. About this report (Pág. 109)	Cepsa
G4-18	Process for defining the report content and the aspect boundaries.			Chapter 4.1. Stakeholders (Pág. 41) Chapter 6. Appendices. About this report (Pág. 109)	Cepsa
G4-19	List all the material Aspects identified in the process for defining report content.			Chapter 4.1. Stakeholders (Pág. 41)	Cepsa
G4-20	Aspect Boundary within the organization.			Chapter 4.1. Stakeholders (Pág. 41)	Cepsa
G4-21	Aspect Boundary outside the organization.			Chapter 4.1. Stakeholders (Pág. 41)	Cepsa
G4-22	Effect of any restatements of information provided in previous reports, and the reasons for such restatements.			Restatements of information are indicated throughout the report	
G4-23	Significant changes from previous reporting periods in the Scope and Aspect Boundaries.			N/A	



Indicator	Description	Global Compact	SDG	Localization in the Report	Scope
Stakeholder engagement					
G4-24	List of stakeholder groups engaged by the organization			Chapter 4.1. Stakeholders (Pág. 41)	Cepsa
G4-25	Basis for identification and selection of stakeholders with whom to engage			Cepsa has a management system that allows it to identify and establish relationship and communications mechanisms with its stakeholders. The identification of stakeholders takes place in accordance with an evaluation of the environments in which we carry out our businesses and the Company's strategic objectives. We also define priority standards based on the influence of stakeholders on Cepsa's businesses, the level of dependence (direct and indirect) that they have with respect to Cepsa's businesses, products, services or performance and vice-versa, as well as on the degree of proximity	Cepsa
G4-26	Organization's approach to stakeholder engagement			Chapter 4.1. Stakeholders (Pág. 41)	Cepsa
G4-27	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns			Chapter 4.1. Stakeholders (Pág. 41)	Cepsa
Report Profile					
G4-28	Reporting period for information provided			Chapter 6. Appendices. About this report (Pág. 109)	Cepsa



Indicator	Description	Global Compact	SDG	Localization in the Report	Scope
G4-29	Date of most recent previous report			2015	Cepsa
G4-30	Reporting cycle			Annual	Cepsa
G4-31	Contact point for questions regarding the report or its contents			Chapter 6. Appendices. About this report (Pág. 109)	Cepsa
G4-32	Accordance option the organization has chosen			Chapter 6. Appendices. About this report (Pág. 109)	Cepsa
G4-33	Organization's policy and current practice with regard to seeking external assurance for the report			The non-financial information included in the Annual and Corporate Responsibility Report 2016 has not been externally verified. However, Cepsa has internal mechanisms to ensure the quality of the information presented in this report	Cepsa
Governance					
G4-34	Governance structure of the organization in Corporate Responsibility.			Chapter 4.2. Corporate Governance (Pág. 44)	Cepsa
G4-35	Process for delegating authority for Corporate Responsibility topics from the highest governance body to senior executives and other employees.			Chapter 4.2. Corporate Governance (Pág. 44)	Cepsa
G4-36	Executive-level position or positions with responsibility for Corporate Responsibility topics			Chapter 4.2. Corporate Governance (Pág. 44)	Cepsa
G4-37	Processes for consultation between stakeholders and the highest governance body on Corporate Responsibility topics.		16	Chapter 4.1. Stakeholders (Pág. 41) Chapter 4.2. Corporate Governance (Pág. 44)	Cepsa
G4-38	Composition of the highest governance body and its committees.	Principle 6	5 16	Chapter 4.2. Corporate Governance (Pág. 44)	Cepsa

APPENDICES

Non-financial Statements



Indicator	Description	Global Compact	SDG	Localization in the Report	Scope
G4-39	Report whether the Chair of the highest governance body is also an executive officer		16	Chapter 4.2. Corporate Governance (Pág. 44)	Cepsa
G4-40	Procesos de nombramiento y selección del órgano superior de gobierno y sus comités		5 16	The Directors are appointed for six-year terms by the Sole Shareholder at the proposal of the Appointments and Remuneration Committee. The powers and duties of the Appointments and Remuneration Committee relating to the selection and appointment of Directors include: Review and propose, for the approval of the Board of Directors, the number of members, composition and structure of the Board, ensuring an adequate balance between the various classes of Director; define and prepare recommendations regarding policies and standards for the selection of candidates to cover vacancies on the Board and, in particular, the knowledge, aptitudes and experience that are necessary to hold the position of Director; make proposals to the Board regarding the appointment or re-election of Directors; and prepare reports and make proposals to the Board regarding decisions to be taken in the event of any incompatibility or conflict of interest	Cepsa



Indicator	Description	Global Compact	SDG	Localization in the Report	Scope
G4-41	Processes for the highest governance body to ensure conflicts of interest are avoided and managed		16	Code of ethics and conduct: Article 3.5 Chapter 4.3. Ethic (Pág. 52)	Cepsa
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 Corporate Responsibility impacts.			Chapter 4.3. Ethic (Pág. 52)	Cepsa
G4-43	Measures taken to develop and enhance the highest governance body's collective knowledge of Corporate Responsibility topics.		4	Chapter 4.2. Corporate Governance (Pág. 44)	Cepsa
G4-44	Processes for evaluation of the highest governance body's performance with respect to governance of Corporate Responsibility topics.			Chapter 4.2. Corporate Governance (Pág. 44)	Cepsa
G4-45	Highest governance body's role in the identification and management of impacts, risks, and opportunities in Corporate Responsibility.		16	Chapter 3.4. Risks and opportunities management (Pág. 35) Chapter 4.2. Corporate Governance (Pág. 44)	Cepsa
G4-46	Highest governance body's role in reviewing the effectiveness of the organization's risk management processes for Corporate Responsibility topics.			Chapter 3.4. Risks and opportunities management (Pág. 35) Chapter 4.2. Corporate Governance (Pág. 44)	Cepsa
G4-47	Frequency of the highest governance body's review of impacts, risks, and opportunities in Corporate Responsibility.			Chapter 4.2. Corporate Governance (Pág. 44)	Cepsa
G4-48	Highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material Aspects are covered.			Chapter 6. Appendices. About this report (Pág. 109)	Cepsa



Indicator	Description	Global Compact	SDG	Localization in the Report	Scope
G4-49	Process for communicating critical concerns to the highest governance body.			The most important matters and concerns are reported to the Board by the CEO, a Member and Vice-Chairman of the governing body. Similarly, the respective Chairs of the two Committees report the matters discussed at the meetings held prior to the Board meeting.	Cepsa
G4-50	Nature and total number of critical concerns that were communicated to the highest governance body and the mechanism(s) used to address and resolve them.			Throughout 2016 the Board of Directors discussed and analysed numerous matters relating to: The volatility of the sector and its impact on the Company's results; the Company's Strategic Plan and its focus on the international expansion of its businesses; the annual budget; the annual accounts; the development of the various businesses; the need to obtain financing for the planned investments; the acquisition of assets and the sale of those not considered to be strategic; the adaptation to legislative and regulatory changes and compliance; among other things. All of these matters have been debated internally by the Board, presenting documents and detailed analyses for in-depth study, together with the various matters being discussed.	Cepsa
G4-51	Remuneration policies for the highest governance body and senior executives.			Chapter 4.2. Corporate Governance (Pág. 44)	Cepsa



Indicator	Description	Global Compact	SDG	Localization in the Report	Scope
G4-52	Process for determining remuneration.			Chapter 4.2. Corporate Governance (Pág. 44)	Cepsa
G4-53	Mechanism for stakeholders' views are sought and taken into account regarding remuneration		16	Cepsa makes consultations regarding compensation mechanisms in the Climate and Commitment survey that it performs with employees.	
G4-54	Ratio of 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			Not available	
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			Not available	
<i>Ethics and integrity</i>					
G4-56	Organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.	Principle 6	16	Chapter 4.3. Ethics (Pág. 52)	Cepsa
G4-57	Internal and external mechanisms for seeking advice on ethical and lawful behavior, and matters related to organizational integrity	Principle 6	16	Chapter 4.3. Ethics (Pág. 52)	Cepsa
G4-58	Internal and external mechanisms for reporting concerns about unethical or unlawful behavior, and matters related to organizational integrity	Principle 6	16	Chapter 4.3. Ethics (Pág. 52)	Cepsa



Indicator	Description	Global Compact	SDG	Localization in the Report	Scope
<i>Economic dimension</i>					
<i>Economic performance</i>					
G4-EC1	Direct economic value generated and distributed.		7 8 9	Chapter 3.2 Estrategia para la generación de valor (Pág.30)	Cepsa
G4-EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	Principle 7 Principle 8	13	Chapter 5.4. Environment (Pág. 72)	Cepsa
G4-EC3	Coverage of the organization's defined benefit plan obligations.		8	Not available	
G4-EC4	Financial assistance received from government.			Not available	
<i>Presence in the market</i>					
G4-EC5	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.	Principle 1 Principle 6	1 5 8	Cepsa pays the minimum salary to its employees that is equal to or higher than the amount established in the country in which it carries out its businesses.	Cepsa
G4-EC6	Proportion of senior management, direct employees, contractors and sub-contractors hired from the local community at significant locations of operation.	Principle 6	8	Not available	



Indicator	Description	Global Compact	SDG	Localization in the Report	Scope
<i>Indirect economic consequences</i>					
G4-EC7	Development and impact of infrastructure investments and services supported.		<div style="display: flex; flex-direction: column; align-items: center;"> <div style="display: flex; justify-content: space-around; width: 100%;"> 1 2 3 </div> <div style="display: flex; justify-content: space-around; width: 100%;"> 4 5 6 </div> <div style="display: flex; justify-content: space-around; width: 100%;"> 8 10 11 </div> <div style="display: flex; justify-content: space-around; width: 100%;"> 12 13 14 </div> 15 </div>	Chapter 5.7. Social welfare (Pág. 101)	Cepsa
G4-EC8	Significant indirect economic impacts, including the extent of impacts.		<div style="display: flex; flex-direction: column; align-items: center;"> <div style="display: flex; justify-content: space-around; width: 100%;"> 1 2 3 </div> <div style="display: flex; justify-content: space-around; width: 100%;"> 4 5 6 </div> <div style="display: flex; justify-content: space-around; width: 100%;"> 8 10 11 </div> <div style="display: flex; justify-content: space-around; width: 100%;"> 12 13 14 </div> 15 </div>	Chapter 5.7. Social welfare (Pág. 101)	Cepsa
<i>Purchasing practices</i>					
G4-EC9	Proportion of spending on local suppliers at significant locations of operation.		<div style="display: flex; flex-direction: column; align-items: center;"> 12 </div>	Chapter 5.6. Responsible value chain (Pág. 96)	Cepsa en Spain
<i>Reserves</i>					
G4-OG1	Volume and type of estimated proved reserves and production			Chapter 2.3. Our activities: Exploration and production (Pág. 13)	Cepsa



Indicator	Description	Global Compact	SDG	Localization in the Report	Scope
Environmental dimension					
Materials					
G4-EN1	Materials used by weight or volume.	Principle 7 Principle 8	8 12	Chapter 5.4. Environment (Pág. 72)	Cepsa
G4-EN2	Percentage of materials used that are recycled input materials.	Principle 7 Principle 8	8 12	Chapter 5.4. Environment (Pág. 72)	Cepsa
Energy					
G4-EN3	Energy consumption within the organization.	Principle 7 Principle 8	7 8 12 13	Chapter 5.4. Environment (Pág. 72)	Cepsa
G4-EN4	Energy consumption outside of the organization.	Principle 7 Principle 8	7 8 12 13	Chapter 5.4. Environment (Pág. 72)	Cepsa
G4-EN5	Energy intensity.	Principle 8	7 8 12 13	Chapter 5.4. Environment (Pág. 72)	Cepsa
G4-OG2	Total amount invested in renewable energy	Principle 8 Principle 9	7	No significant investments have been made in renewable energies.	Cepsa
G4-OG3	Total amount of renewable energy generated by source	Principle 8 Principle 9	7	Cepsa does not have any renewable energy generation sources.	Cepsa
G4-EN6	Reduction of energy consumption.	Principle 7 Principle 8 Principle 9	7 8 12 13	Chapter 5.4. Environment (Pág. 72)	Cepsa



Indicator	Description	Global Compact	SDG	Localization in the Report	Scope
G4-EN7	Reductions in energy requirements of products and services.	Principle 7 Principle 8 Principle 9	7 8 12 13	Chapter 5.5. Customer service (Pág. 90)	Cepsa
<i>Water</i>					
G4-EN8	Total water withdrawal by source.	Principle 7 Principle 8	6 12	Chapter 5.4. Environment (Pág. 72)	Cepsa
G4-EN9	Water sources significantly affected by withdrawal of water.	Principle 7 Principle 8	6 12	Cepsa retains water, which is an essential raw material for production processes. Water is retained within the limits established in the environmental authorisations and permits granted to the facilities by the relevant authorities, after having taken into consideration the impact on the environment of such water collection.	Cepsa



Indicator	Description	Global Compact	SDG	Localization in the Report	Scope
G4-EN10	Percentage and total volume of water recycled and reused.	Principle 8 Principle 9	6 12	<p>The highest volumes of water used in production activities arises during the crude oil extraction process. After separation, production water is generally reused almost entirely by being reinjected into the well to assist with the extraction of hydrocarbons. Other volumes of water retained from surface and/or subterranean deposits are used and subsequently reused in several industrial processes such as the cooling of equipment and the dilution of crude oil. This allows us to significantly reduce gross water consumption. The processes carried out at the liquid effluent treatment plants at refineries allow the reuse of 2% of the water used in those processes.</p>	Exploration and Production, Refining



Indicator	Description	Global Compact	SDG	Localization in the Report	Scope
<i>Biodiversity</i>					
G4-EN11	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	Principle 8	6 14 15	Chapter 5.4. Environment (Pág. 72)	Cepsa
G4-EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	Principle 8	6 14 15	Chapter 5.4. Environment (Pág. 72)	Cepsa
G4-EN13	Habitats protected or restored.	Principle 8	6 14 15	Chapter 5.4. Environment (Pág. 72)	Cepsa
G4-EN14	Total number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	Principle 8	14 15	Chapter 5.4. Environment (Pág. 72)	Cepsa
G4-OG4	Number and percentage of significant operating site in which biodiversity risk has been assessed and monitored	Principle 8	6 14 15	Chapter 5.4. Environment (Pág. 72)	Cepsa
<i>Emissions</i>					
G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1).	Principle 7 Principle 8 Principle 9	12 13	Chapter 5.4. Environment (Pág. 72)	Cepsa
G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2).	Principle 7 Principle 8 Principle 9	12 13	Chapter 5.4. Environment (Pág. 72)	Cepsa
G4-EN17	Other indirect greenhouse gas (GHG) emissions (Scope 3).	Principle 8	12 13	Chapter 5.4. Environment (Pág. 72)	Cepsa



Indicator	Description	Global Compact	SDG	Localization in the Report	Scope
G4-EN18	Greenhouse gas (GHG) emissions intensity	Principle 8 Principle 9	12 13	Chapter 5.4. Environment (Pág. 72)	Cepsa
G4-EN19	Reduction of greenhouse gas (GHG) emissions.	Principle 8 Principle 9	12 13	Chapter 5.4. Environment (Pág. 72)	Cepsa
G4-EN20	Emissions of ozone-depleting substances	Principle 8 Principle 9	12	Chapter 5.4. Environment (Pág. 72)	Cepsa
G4-EN21	NOx, SOx, and other significant air emissions.	Principle 8 Principle 9	12	Chapter 5.4. Environment (Pág. 72)	Cepsa
<i>Effluent and waste</i>					
G4-EN22	Total water discharge by quality and destination.	Principle 7 Principle 8	3 6 12 14	Chapter 5.4. Environment (Pág. 72)	Cepsa
G4-EN23	Total weight of waste by type and disposal method.	Principle 7 Principle 8	3 6 12	Chapter 5.4. Environment (Pág. 72)	Cepsa
G4-EN24	Total number and volume of significant spills.	Principle 8	3 6 12 14 15	Chapter 5.4. Environment (Pág. 72)	Cepsa
G4-EN25	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Appendix I, II, III, and VIII, and percentage of transported waste shipped internationally.	Principle 8	3 12	Not available	



Indicator	Description	Global Compact	SDG	Localization in the Report	Scope
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.	Principle 8	<div style="display: flex; gap: 5px;"> 6 14 15 </div>	<p>Discharges into the environment taking place at the Rábida refinery and the Palos chemical plant are in areas protected by Red Natura 2000, and they are approved by the relevant authorities after having performed assessments of the dispersion and dilution of the discharges and their impact on the recipient environment. Discharges into the environment by the Gibraltar San Roque Refinery, which also includes those taking place at the Puente Mayorga Chemical Plant) are in protected areas.</p> <p>The business centres and units comply with the discharge limits established in their authorisations and they implement monitoring and control plans on a regular basis to prove compliance with the quality targets for the water directly affected by the discharges</p>	Refining and Petrochemicals Spain



Indicator	Description	Global Compact	SDG	Localization in the Report	Scope
G4-OG5	Volume and disposal of formation or produced water	Principle 8	<div style="display: flex; gap: 5px;"> 6 12 14 15 </div>	Volume of produced water in 2016 is 14,327 thousands of m ³	
G4-OG6	Volume of flared and vented hydrocarbon	Principle 8	<div style="display: flex; gap: 5px;"> 6 12 13 </div>	<p>Cepsa calculates the relationship between the volume of hydrocarbons sent for burn off and the production of crude oil, which was 5.96 MM m³/MM boe in 2016. The volume of hydrocarbons sent to burn off depends on the type of well, and there are several influencing factors such as the amount of gas associated with the crude oil produced, self-consumption capacity or the possibility of being reinjected back into the well. The high figure in Malaysia is due to the high production of gas by the well and the absence of reinjection potential.</p>	Cepsa



Indicator	Description	Global Compact	SDG	Localization in the Report	Scope
G4-OG7	Amount of drilling waste (drill mud and cutting) and strategies for treatment and disposal	Principle 8	6 12 14 15	Chapter 5.4. Environment (Pág. 72)	Cepsa
<i>Products and services</i>					
G4-EN27	Extent of impact mitigation of environmental impacts of products and services.	Principle 7 Principle 8 Principle 9	6 12 13 14 15	Chapter 5.5. Customer service (Pág. 90)	Cepsa
G4-EN28	Percentage of products sold and their packaging materials that are reclaimed by category.	Principle 7 Principle 8 Principle 9	8 12	Not available	
G4-OG8	Benzene, lead and sulfur content in fuels	Principle 8	3 12	Chapter 5.4. Environment (Pág. 72)	Cepsa
<i>Regulatory compliance</i>					
G4-EN29	Monetary value of significant fines and total number of nonmonetary sanctions for non-compliance with environmental laws and regulations.	Principle 7 Principle 8	16	Cepsa has not received any significant sanctions or fines for failing to comply with environmental regulations in 2016	Cepsa
<i>Transport</i>					
G4-EN30	Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce	Principle 8	11 12 13	Chapter 5.4. Environment (Pág. 72)	Cepsa



Indicator	Description	Global Compact	SDG	Localization in the Report	Scope
<i>General</i>					
G4-EN31	Total environmental protection expenditures and investments by type.	Principle 9	7 9 12 13 14 15	Chapter 5.4. Environment (Pág. 72)	Cepsa
<i>Environmental evaluation of suppliers</i>					
G4-EN32	Percentage of new suppliers that were screened using environmental criteria.	Principle 9	12	Chapter 5.4. Environment (Pág. 72)	Cepsa
G4-EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken.	Principle 9	12	Chapter 5.4. Environment (Pág. 72)	Cepsa
<i>Environmental grievance mechanisms</i>					
G4-EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms	Principle 9	16	Cepsa did not receive any significant environmental claims in 2016	Cepsa



Indicator	Description	Global Compact	SDG	Localization in the Report	Scope
Social Dimension : Labor practices and dignity of labor					
Employment					
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region.	Principle 6	5 8	Chapter 5.1 Talent (Pág. 57)	Cepsa
G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation.	Principle 6	8	There is no distinction between the employment benefits for full-time and part-time employees.	Cepsa
G4-LA3	Return to work and retention rates after parental leave, by gender.	Principle 6	5 8	Chapter 5.1 Talent (Pág. 57)	Cepsa in Spain
Relations between staff and management					
G4-LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements.	Principle 3	8	Cepsa complies with the minimum advance warning clauses set out in the relevant collective wage agreements regarding possible operating changes or in the regulations established in each country.	Cepsa
Health and safety in the workplace					
G4-LA5	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advice on occupational health and safety programs.		3 8	We operate within each of the formal Safety and Hygiene Committees at Cepsa corporate level. In 2016 all Cepsa employees were represented on these types of committees.	Cepsa



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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.		3 8	Chapter 5.3. Safety (Pág. 68)	Cepsa in Spain
G4-LA7	Workers with high incidence or high risk of diseases related to their occupation.		3 8	Cepsa has not identified any position with performance conditions that give rise to a high risk of illness.	Cepsa
G4-LA8	Health and safety topics covered in formal agreements with trade unions.		3 8	Not available	
<i>Training and education</i>					
G4-LA9	Average hours of training per year per employee by gender, and by employee category.	Principle 6	4 5 8	Chapter 5.1 Talent (Pág. 68)	Cepsa in Spain
G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.		4 8	Chapter 5.1 Talent (Pág. 68)	Cepsa in Spain
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category.	Principle 6	5 8	Chapter 5.1 Talent (Pág. 68)	Cepsa in Spain
<i>Diversity and equal opportunities</i>					
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	Principle 6	5 8 10	Chapter 5.1 Talent (Pág. 68)	Cepsa



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<i>Equal remuneration between women and men</i>					
G4-LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.	Principle 6	5 8 10	Cepsa does not apply any discrimination in the base salary of its employees due to their gender, and the remuneration for all employees is based on their level of responsibility and compliance with objectives.	Cepsa
<i>Continuous evaluation of supplier labor practices</i>					
G4-LA14	Percentage of new suppliers that were screened using labor practices criteria.		5 8 16	Chapter 5.6. Responsible value chain (Pág. 96)	Cepsa
G4-LA15	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken.		5 8 16	Chapter 5.6. Responsible value chain (Pág. 96)	Cepsa

APPENDICES

Non-financial Statements



Indicator	Description	Global Compact	SDG	Localization in the Report	Scope
G4-LA16	Total number of incidents of discrimination and corrective actions taken.	Principle 6	<div style="display: inline-block; background-color: #800000; color: white; padding: 2px 5px;">8</div> <div style="display: inline-block; background-color: #0056b3; color: white; padding: 2px 5px; margin-left: 5px;">16</div>	<p>We investigate any reported discriminatory incidents that may affect Cepsa employees through various channels that exist at the Company. In 2016 Cepsa applied the harassment protocol on two occasions, and in both cases the process ended with the archiving of the case file and no corrective action was necessary.</p>	Cepsa



Indicator	Description	Global Compact	SDG	Localization in the Report	Scope
<i>Investment</i>					
G4-HR1	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening.	Principle 1 Principle 2		Not available	
G4-HR2	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	Principle 1 Principle 2		Chapter 5.1 Talent (Pág. 57)	Cepsa in Spain
<i>Non discrimination</i>					
G4-HR3	Total number of incidents of discrimination and corrective actions taken.	Principle 6	5 8 16	Cepsa has defined its position with respect to compliance and respect of human rights, and it intends to establish a channel to ensure compliance. However, the current channels have not given rise to any claim regarding any failure to comply with human rights in 2016.	Cepsa



Indicator	Description	Global Compact	SDG	Localization in the Report	Scope
<i>Freedom of association and collective bargaining</i>					
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.	Principle 3	8 16	Cepsa has defined its position with respect to compliance and respect of human rights, and it intends to establish a channel to ensure compliance. However, the current channels have not given rise to any claim regarding any failure to comply with human rights in 2016	Cepsa
<i>Child labor</i>					
G4-HR5	Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.	Principle 5	8 16	Cepsa has defined its position with respect to compliance and respect of human rights, and it intends to establish a channel to ensure compliance. However, the current channels have not given rise to any claim regarding any failure to comply with human rights in 2016.	Cepsa



Indicator	Description	Global Compact	SDG	Localization in the Report	Scope
<i>Forced labor</i>					
G4-HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor.	Principle 4	8 16	Cepsa has defined its position with respect to compliance and respect of human rights, and it intends to establish a channel to ensure compliance. However, the current channels have not given rise to any claim regarding any failure to comply with human rights in 2016.	Cepsa
<i>Security measures</i>					
G4-HR7	Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations.	Principle 1 Principle 2	16	Chapter 5.3. Safety (Pág. 68)	Cepsa
<i>Rights of the indigenous population</i>					
G4-HR8	Total number of incidents of violations involving rights of indigenous peoples and actions taken.	Principle 1	11 16	Chapter 5.7. Social welfare (Pág. 101)	Cepsa
G4-OG9	Operations where indigenous communities are present or affect by activities and where specific engagement strategies are in place	Principle 1	11 16	Chapter 5.7. Social welfare (Pág. 101)	Cepsa



Indicator	Description	Global Compact	SDG	Localization in the Report	Scope
<i>Evaluation</i>					
G4-HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments.	Principle 1	11 16	Chapter 5.6. Responsible Supply Chain (Pág. 96)	Cepsa
<i>Evaluation of suppliers in terms of human rights</i>					
G4-HR10	Percentage of new suppliers that were screened using human rights criteria.	Principle 2		Chapter 5.6. Responsible Supply Chain (Pág. 96)	Cepsa
G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken.	Principle 2		Not available	
<i>Human rights grievance mechanisms</i>					
G4-HR12	Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms.	Principle 1	16	Cepsa has defined its position with respect to compliance and respect of human rights, and it intends to establish a channel to ensure compliance. However, the current channels have not given rise to any claim regarding any failure to comply with human rights in 2016.	Cepsa



Indicator	Description	Global Compact	SDG	Localization in the Report	Scope
Social dimension: Society					
<i>Local communities</i>					
G4-SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs.	Principle 1	11	Chapter 5.7. Social welfare (Pág. 101)	Cepsa
G4-SO2	Operations with significant actual and potential negative impacts on local communities.	Principle 1	11	Chapter 5.7. Social welfare (Pág. 101)	Cepsa
G4-OG10	Number and description of significant disputes with local communities and indigenous people		11 16	There was no significant litigation with our local communities during 2016.	Cepsa
G4-OG11	Number of sites that have been decommissioned and sites that are in the process of being decommissioned.			No significant assets were disassembled in 2016.	Cepsa
<i>Combating corruption</i>					
G4-SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified.	Principle 10	16	Chapter 4.3. Ethics (Pág. 52)	Cepsa
G4-SO4	Communication and training on anti-corruption policies and procedures.	Principle 10	16	Chapter 4.3. Ethics (Pág. 52) Directivas Éticas: 15. Medidas contra el soborno y la corrupción.	
G4-SO5	Confirmed incidents of corruption and actions taken.	Principle 10	16	Chapter 4.3. Ethics (Pág. 52)	Cepsa



Indicator	Description	Global Compact	SDG	Localization in the Report	Scope
<i>Public policy</i>					
G4-S06	Total value of political contributions by country and recipient/ beneficiary.	Principle 10	16	The Code of Ethics and Conduct prohibits gifts or other bequests whose value or circumstances are unreasonable, and it regulates the association, membership or collaboration by employees with political parties or other types of public entities, institutions or associations, which may only take place when such relationships have a clear personal nature and avoid any link or identification with Cepsa. In 2016 we have no evidence of any failure to comply in this respect.	Cepsa
<i>Unfair competition practices</i>					
G4-S07	Total number of legal actions for anti-competitive behavior, antitrust, and monopoly practices and their outcomes		16	Chapter 4.3. Ethics (Pág. 52)	Cepsa
<i>Regulatory Compliance</i>					
G4-S08	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.		16	Chapter 4.3. Ethics (Pág. 52)	Cepsa



Indicator	Description	Global Compact	SDG	Localization in the Report	Scope
<i>Evaluation of social repercussions of suppliers</i>					
G4-SO9	Percentage of new suppliers that were screened using criteria for impacts on society.			Chapter 5.6. Responsible Supply Chain (Pág. 96)	Cepsa
G4-SO10	Significant actual and potential negative impacts on society in the supply chain and actions taken.			Not available	
<i>Grievance mechanisms for impacts on society</i>					
G4-SO11	Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms.		16	Chapter 5.7. Social welfare (Pág. 101)	Cepsa
<i>Involuntary resettlement</i>					
G4-OG12	Operation where involuntary resettlement took place		11	There were no cases of involuntary reassignment within our operations in 2016.	Cepsa
<i>Asset integrity and process safety</i>					
G4-OG13	Number of process safety events by business activity.		3 6 11	Chapter 5.3. Safety (Pág. 68)	Cepsa



Indicator	Description	Global Compact	SDG	Localization in the Report	Scope
<i>Social Dimension: Responsibility with regard to products</i>					
<i>Health and safety of clients</i>					
G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.		12	Chapter 5.3. Safety (Pág. 68)	Cepsa
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.		16	Chapter 5.3. Safety (Pág. 68)	Cepsa
<i>Labeling of products and services</i>					
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.		12	Chapter 5.3. Safety (Pág. 68)	Cepsa
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.		16	We have not identified any intentional failure to comply with regulations or voluntary codes relating to information and the labelling of products or services.	Cepsa
G4-PR5	Results of surveys measuring customer satisfaction.			Chapter 5.5. Customer service (Pág. 90)	Cepsa



Indicator	Description	Global Compact	SDG	Localization in the Report	Scope
<i>Marketing communication</i>					
G4-PR6	Sale of banned or disputed products			Cepsa does not sell products that are prohibited or involved in litigation	Cepsa
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		16	We have not identified any failure to comply with regulations or voluntary codes relating to marketing communications. Cepsa is a member of Autocontrol, a non-profit association responsible for managing the self-regulation system in the Spanish advertising market to ensure confidence and credibility in advertising.	Cepsa
<i>Client privacy</i>					
G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data		16	We have not received any significant claims relating to privacy violations or the leaking of customer data in 2016	Cepsa
<i>Regulatory compliance</i>					
G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services		16	Cepsa did not receive any significant fines for failing to comply with regulations governing the supply and use of products and services within the organisation in 2016.	Cepsa
<i>Fossil fuel substitutes</i>					
G4-OG14	Volume of biofuels produced and purchased meeting sustainability criteria		7 9 12	Not available	



PRINCIPLES OF THE GLOBAL COMPACT

1. Businesses should support and respect the protection of internationally proclaimed human rights.
2. Make sure that they are not complicit in human rights abuses.
3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
4. The elimination of all forms of forced and compulsory labour.
5. The effective abolition of child labour.
6. The elimination of discrimination in respect of employment and occupation.
7. Businesses should support a precautionary approach to environmental challenges.
8. Undertake initiatives to promote greater environmental responsibility.
9. Encourage the development and diffusion of environmentally friendly technologies.
10. Businesses should work against corruption in all its forms, including extortion and bribery.

SUSTAINABLE DEVELOPMENT GOALS

- | | | |
|-------------------------------------|--|--|
| 1 No poverty | 7 Affordable and clean energy | 13 Climate action |
| 2 Zero hunger | 8 Decent work and economic growth | 14 Life below water |
| 3 Good health and well-being | 9 Industry, innovation and infrastructure | 15 Life on land |
| 4 Quality education | 10 Reduced inequalities | 16 Peace, justice and strong institutions |
| 5 Gender equality | 11 Sustainable cities and communities | 17 Partnerships for the goals |
| 6 Clean water and sanitation | 12 Responsible consumption and production | |