

Health, Safety and Environment

Type: Policy	Scope: Global Group	Code: 00-00075PO
Owner: Corporate Safety and Environment Division		Revision: 2.0

Object

To establish the commitment and the principles that should guide the policy of health, safety and environment of the Company.

Scope of application

Compliance with this policy is mandatory for all employees of Repsol Group or of their affiliated or subsidiary companies as it is defined in the Article 42 of the Commerce Code from Spain (from this point, called "Repsol"), regardless of the type of contract that its work relation specifies, and their work position and workplace. It will also be mandatory for secondees and interns.

Besides, the knowledge of this policy and the adoption of behaviour guidelines according to it will be promoted and encouraged between partners, suppliers, contractors, and Repsol collaborating companies.

Framework regulations (reference regulations)

- None

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Repsol is committed to conducting its activities in a manner that incorporates health, safety and environmental protection as core values. To achieve this commitment Repsol is guided by the following principles:

- **Leadership and culture**

The Executive Committees will lead the health, safety and environmental programs, considering them as a priority in its decision-making and planning, and allocating the necessary resources to make sure that all employees have the necessary skills and work in accordance with the established principles.

The Company's top management will promote a culture of safety and environment that encourages proper risk perception, transparency and confidence in reporting, continuous learning and innovation.

- **Inclusion of health, safety and environmental criteria in the complete business cycle**

Repsol will ensure that risk and impacts proactive management is incorporated throughout the full life cycle of its operations in order to prevent personal injuries and damages to the assets and the environment.

- **Integrated Management**

Line management will integrate health, safety and environment in the management of the business and will be responsible for the implementation of the management system and to obtain the established results.

- **Compliance with standards**

Repsol will comply with the law and established internal standards across all geographic areas, which are designed to take into account the trends in legislation and international standards. Repsol will plan its strategies in accordance to it.

- **Continuous improvement**

Repsol will systematically establish goals and objectives for continuous improvement in health, safety and environmental protection. Repsol will evaluate performance against these objectives, applying the necessary corrective measures, and implementing verification, audit and control processes in order to achieve the desired goals.

- **Communication and stakeholders relations**

Repsol will maintain regular communication with stakeholders and will work with local communities and the society sharing its knowledge and reporting in a trustworthy and transparent manner.

All employees, contractors, secondees and interns, no matter what their position or geographic location, are responsible for their own safety and shall contribute as individuals and collectively, to the health, safety and environmental performance, and be in compliance with this policy.

In case of conflict between safety and operational results, all employees, contractors, secondees and interns, have the responsibility to choose safety, and the Directorate will support that choice.

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Approval

Validity

This policy shall become valid on the tenth (10th) working day after the date of its approval.

Revoked regulation

- “Health, Safety and Environment” policy (code 075-PO031MG, revision 1.0).
- Talisman’s Policy on Safe Operations.

General and temporary provisions

Any criteria and/or guidelines contained in any other regulation that are in conflict with this policy are considered null and void as from the date of approval of this policy.

Talisman’s Policy on Safe Operations will remain valid and applicable in Talisman legacy until Talisman Energy Inc. Board of Directors approves this policy on “Health, Safe and Environment” (00-00075PO) in their next meeting.

Revision 2.0 approved by:

Approval

17/11/2015

Corporate Executive Committee