

November 30<sup>th</sup> 2020

## Repsol Sinopec has 42% women on its team, but wants to further increase its diversity.



**With a multicultural team and above the sector average in gender diversity, Repsol Sinopec believes that diversity is a differentiating element to increase its competitiveness and innovation.**

When it comes to gender equity, the energy industry still has a long way to go. Only 22% of industry professionals are women<sup>1</sup> and the representativeness of other “minority” groups in companies is still small.



*The Repsol Group understands diversity as a differentiating element, which allows us to be more competitive, by having people of different origins, ages, genders and skills. This year, RSB provided a mandatory course for all employees on ‘Unconscious Biases’ and joined the ‘Aliad@s LGBTQIA+’ initiative, a voluntary and self-managed group by Repsol employees on a global level to discuss issues related to diversity gender and sexuality.*

**People and Organization manager at RSB,  
Daniele Lemos**

<sup>1</sup>World Petroleum Council and The Boston Consulting Group: Untapped reserves – promoting gender balance in oil and gas - [https://www.world-petroleum.org/docs/docs/Gender/WPC\\_BCG-Untapped-Reserves-July-2017.pdf](https://www.world-petroleum.org/docs/docs/Gender/WPC_BCG-Untapped-Reserves-July-2017.pdf)

Concerned about changing this scenario, Repsol Sinopec Brasil (RSB) has already taken important steps. Today the RSB team is multicultural and has professionals from 10 nationalities, 42% are women. They also occupy 50% of the company's executive leadership positions, exceeding the global objective of the Repsol group, which is to have 35% of women in leadership positions in 2025.

To respect the balance between personal and professional life, the company discourages long working hours and the accumulation of overtime. This year, in the context of the Covid-19 pandemic, the home office that was being used gradually, was immediately implemented for all employees. In addition, since 2017, the company has been part of the Citizen Company program, which adds 60 days on maternity leave of 120 days, and paternity leave from seven to 15 days.



*We are on the way to making our team even more diverse. Diversity, inclusion and reconciliation are processes that require ethics and a permanent, long-term approach.*

Concludes **Daniele**

## About Repsol Sinopec Brasil

Pioneer in the opening of the market and exploration in the Brazilian pre-salt, Repsol Sinopec Brasil (RSB) is currently the fourth largest producer of oil and gas in the country. The company occupies a strategic position in the areas of greatest potential in the Brazilian pre-salt, with activities in the Santos and Campos Basins. The asset portfolio includes three production fields - Albacora Leste, Sapinhoá and Lapa- and exploratory blocks of great potential, such as the BM-C-33 and Sagitário.

A member of the Repsol Group, from Spain, the company started its activities in Brazil in 1997, importing, selling and directly distributing basic oils and petrochemical products. In 2010, it restructured its asset portfolio, focusing on upstream. In the same year, it was the private foreign company that most invested in Exploration in the country.

Also in 2010, there was a capital increase in partnership with the Chinese Sinopec, thus creating Repsol Sinopec Brasil. Spanish Repsol maintained a 60% stake in the company, and Chinese Sinopec holds the remaining 40%.