



Respect, protect and fulfil Human Rights

Operational Assessment

galp.com

2022 Update



Our ambition

In 2022, we redefined our Sustainability Roadmap and its 2030 ambitions and started to define an action plan for the 2023-25 period, that counts with a specific ambition on Human Rights, aiming to leverage our performance in this material topic.

➤ **Respect, protect and fulfil Human Rights**

In our Human Rights Policy, which is aligned with internationally recognised standards, including the 10 principles of the UNGC, the Universal Declaration of Human Rights by the United Nations as well as the Code of Conduct of the International Labour Organization (ILO) and the respect for the fundamental rights and freedoms of indigenous communities (ILO 169 and IFC PS7), we reinforce the commitment to respect, promote and enforce Human Rights within our stakeholders – employees, communities, suppliers, partners and customers – adopting measures to prevent our operations from causing, directly or indirectly, any abuses or violations of the internationally recognised Human Rights.







Our approach

Galp is continuing to develop the project to evaluate impacts on human rights in the context of the United Nations Guiding Principles for Business. This project's scope covers the assessment of all our operations in the countries where Galp is present - Angola, Brazil, Cape Verde, Guinea-Bissau, Mozambique, Namibia, Portugal, São Tomé and Príncipe, Spain and Eswatini - and its purpose is to define action plans to ensure that our practices are aligned with our Human Rights Policy and best international practices already mentioned.

The two phases of this project consist in:

- Phase 1**
- Assessment on the implications of the United Nations' Guiding Principles on Business and Human Rights in the overall context of Galp's activities;
 - Develop exercise, with the support of an independent third-party, across all countries

Implementation of the following recommendations in sequence of the conclusion from Phase 1:

- Phase 2**
- Implementation of a stakeholder engagement plan.
 - Conduct Human Rights Impact Assessments for key geographies / projects 
 - Implementation of a mitigation/remediation process. 

Our main goals

- Conduct human rights risk assessments in relevant geographies, at least every 3 years
- Define a plan to address the assessments' findings and implement the needed remediation or improvement actions
- Reassess needed geographies to maintain 100% geographies assessed in the last 3 years

Country	WORKING CONDITIONS							COMMUNITIES AND ENVIRONMENT							
	Discrimination in Employment	Child Labour	Forced Labour	Occupational Health and Safety	Trade Unions	Working Hours	Wages	Ethnic Minorities and Indigenous Peoples	Environment	Human Development	Life, Liberty and Security of Person	Rule of Law	Voice and Accountability	Land & Property Rights	Access to Information
Angola	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow
Brazil	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow
Cape Verde	Red	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow
Guinea-Bissau	Red	Red	Red	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow
Mozambique	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow
Namibia	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow
Portugal	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow
São Tomé and Príncipe	Yellow	Red	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow
Spain	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow
Swaziland	Red	Red	Red	Red	Red	Red	Red	Red	Red	Red	Red	Red	Red	Red	Red

Country human rights context heat-map independent analysis



Our HR roadmap



Our latest actions

- In 2019, we conducted a human rights assessment on the activities of Petrogal Brazil, in which we interviewed workers and service providers about a number of topics including health and safety, child labour, discrimination and diversity, vulnerable groups and communities, among others.
- In 2020, we conducted a human rights assessment of Galp Energia in Angola for Retail, Marketing (retail stations, dealers and lubricants storage parks) and Engineering and Construction.
- In 2021, we conducted human rights assessments on (i) the retail, and marketing Joint-Venture where Galp has a shareholding participation named ENACOL (Cape-Verde); (ii) Galp operations in Mozambique and Namibia where Galp is currently involved in early upstream exploration phases through unincorporated Joint-Ventures with other partners; and (iii) Eswatini, where Galp carries out retail and marketing activities.



Human Rights Impact Assessments

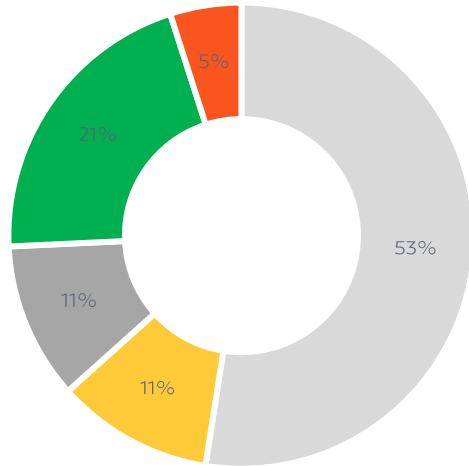
Latest findings by geography



São Tomé and Príncipe

Issues identification - findings and recommendations

Recommendations by type



- Labour Standards
- Presence and support to government
- Loss of Fishing Livelihoods
- Community Health and Safety
- Stakeholder Engagement and Access to Remedy

The type of issues¹ identified in the assessment were:

- Labour Standards
- Presence and support to government
- Loss of Fishing Livelihoods
- Community Health and Safety
- Stakeholder Engagement and Access to Remedy

For each finding we identified:

- Potential sources of Risk
- Rights at Risk
- Existing Mitigation
- Additional Management Measures

¹ The human rights topics related to the vulnerable groups covers Employees, Contractors, Sub-contractors, Dealers, Local Communities and Suppliers.



Portugal & Spain

Issues identification - findings and recommendations

Galp made an internal assessment according to the Portuguese standard of Social Responsibility Management System - NP 4469-1:2008, aligned with ISO 26000:2010 — Guidance on social responsibility. This standard focus 7 relevant aspects, related to social responsibility, namely:

- Organizational Governance
- Human Rights and Labour Practices (including Safety)
- Environment
- Fair operational practices
- Consumer issues
- Engagement and development of communities

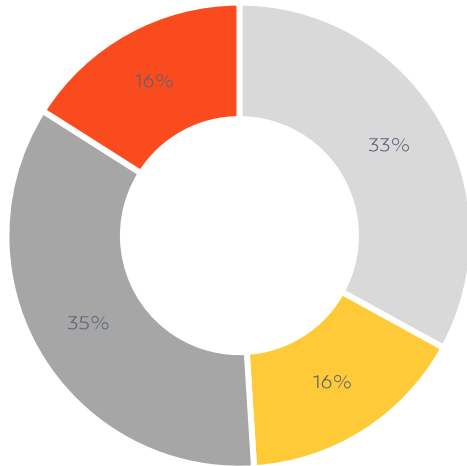
This assessment included all the activities in Portugal and Spain (Gijon and Valencia) and **zero findings** were identified in the external audit, related to Human Rights and Labour Practices.



Brazil

Issues identification - findings and recommendations

Recommendations by type



- Organizational governance
- Occupational Health and Safety
- Human Rights and Labour Practices
- Engagement and development of communities

The type of issues¹ identified in the assessment were:

- Organizational governance
- Occupational Health and Safety
- Human Rights and Labour Practices
- Engagement and development of communities

For each finding we identified:

- Potential sources of Risk
- Rights at Risk
- Existing Mitigation
- Additional Management Measures

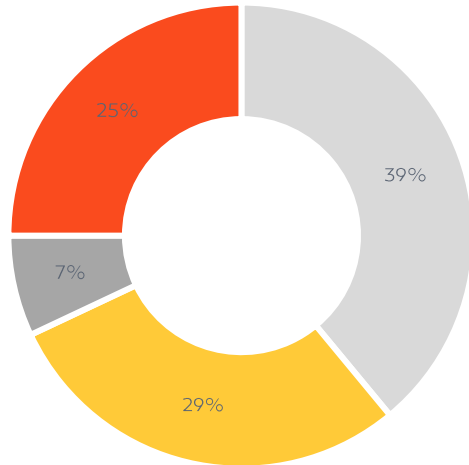
¹ The human rights topics related to the vulnerable groups covers Employees and Contractors



Angola

Issues identification - findings and recommendations

Recommendations by type



- Labour Standards
- Occupational Health and Safety
- Security Arrangements
- Community Impacts

The type of issues¹ identified in the assessment were:

- Organizational governance
- Occupational Health and Safety
- Security Arrangements
- Community Impacts

For each finding we identified:

- Recommendation
- Level of risk

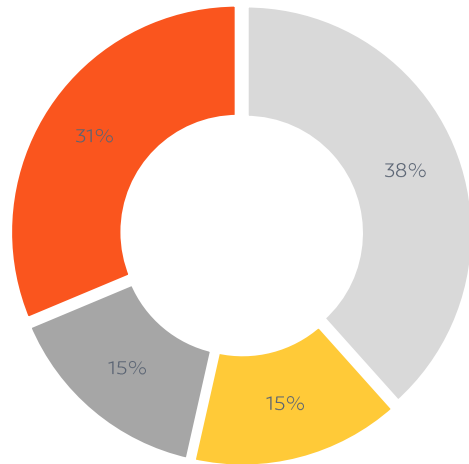
¹ The human rights topics related to the vulnerable groups covers Employees and external stakeholders, specifically the owners of service companies



Cape-Verde

Issues identification - findings and recommendations

Recommendations by type



- Labour Standards
- Occupational Health & Safety
- Security Arrangements
- Community Impacts

The type of issues¹ identified in the assessment were:

- Organizational governance
- Occupational Health and Safety
- Security Arrangements
- Community Impacts

For each finding we identified:

- Potential sources of Risk
- Rights at Risk
- Existing Mitigation
- Additional Management Measures

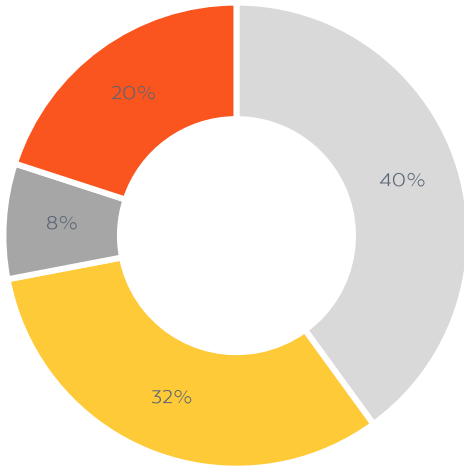
¹ The human rights topics related to the vulnerable groups covers Employees, Suppliers and Partners.



Mozambique

Issues identification - findings and recommendations

Recommendations by type



- Labour Standards
- Occupational Health & Safety
- Security Arrangements
- Community Impacts

The type of issues¹ identified in the assessment were:

- Organizational governance
- Occupational Health and Safety
- Security Arrangements
- Community Impacts

For each finding we identified:

- Potential sources of Risk
- Rights at Risk
- Existing Mitigation
- Additional Management Measures

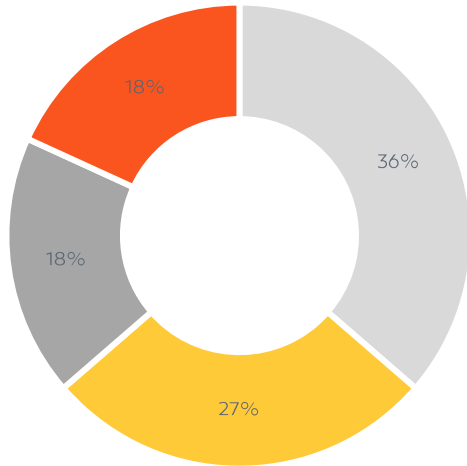
¹ The human rights topics related to the vulnerable groups covers Employees, Suppliers and Partners.



Eswatini

Issues identification - findings and recommendations

Recommendations by type



- Labour Standards
- Occupational Health & Safety
- Security Arrangements
- Community Impacts

The type of issues¹ identified in the assessment were:

- Organizational governance
- Occupational Health and Safety
- Security Arrangements
- Community Impacts

For each finding we identified:

- Potential sources of Risk
- Rights at Risk
- Existing Mitigation
- Additional Management Measures

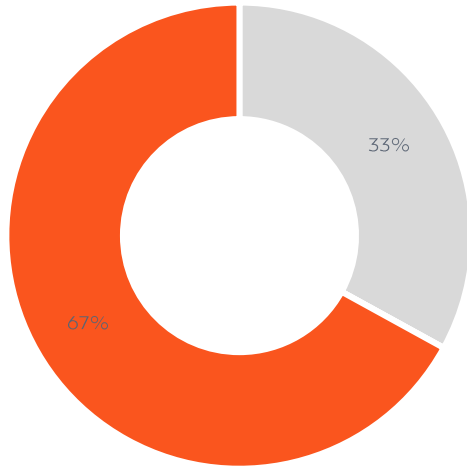
¹ The human rights topics related to the vulnerable groups covers Employees, Suppliers and Partners.



Namibia

Issues identification - findings and recommendations

Recommendations by type



■ Labour Standards ■ Community Impacts

The type of issues¹ identified in the assessment were:

- Organizational governance
- Occupational Health and Safety
- Security Arrangements
- Community Impacts

For each finding we identified:

- Potential sources of Risk
- Rights at Risk
- Existing Mitigation
- Additional Management Measures

¹ The human rights topics related to the vulnerable groups covers Employees, Suppliers and Partners.



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