

A person's hands are shown from the bottom, gently holding a glowing Earth globe. The globe is illuminated from the right, showing the Americas and Africa with a bright orange and yellow glow. The background is a dark space filled with stars and a large, bright, out-of-focus light source on the right. A thin white arc curves across the globe.

Operational Human Rights Assessment

Status Report 2021

Our Approach

Galp is developing a project to evaluate impacts on human rights in the context of the United Nations Guiding Principles for Business and Human Rights (John Ruggie Table). This project scope covers the assessment of all our operations in the countries where Galp is present - Angola, Brazil, Cabo Verde, Guinea-Bissau, Mozambique, Namibia, Portugal, São Tomé and Príncipe, Spain and Eswatini - and its purpose is to define an action plan to ensure that our practices are aligned with our Human Rights Policy and best international practices.

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;
- Exercise developed with the support of an independent third-party across the countries where Galp is present, namely, Angola, Brazil, Cabo Verde, Guinea-Bissau, Mozambique, Namibia, Portugal, Sao Tome e Principe, Spain and Eswatini.

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

Phase 2

- Conduct Human Rights Impact Assessment for Galp Mozambique (2018).
- Conduct a Human Rights Impact Assessment for Offshore Drilling Campaign of Sao Tome e Principe (2018).
- Conduct a Human Rights assessment within the scope of NP 4469-1 Certification (Social Responsibility Management System, aligned with ISO 26000) in Portugal and Spain (Gijon and Valencia) (2018 and 2021).
- Conduct Human Rights Impact Assessment for Petrogal Brazil (2019).
- Conduct Human Rights Impact Assessment for Petrogal Angola and Sonangal (2020).
- Conduct Human Rights Impact Assessment for Cape Verde, Mozambique, Eswatini and Namibia (2021)
- Implementation of mitigation/ remediation process.
- Implementation of a stakeholder engagement plan.

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	Value 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	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green
Portugal	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green
São Tomé and Príncipe	Yellow	Red	Green	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow
Spain	Green	Green	Yellow	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green
Eswatini	Red	Red	Red	Red	Red	Red	Red	Red	Red	Red	Red	Red	Red	Red	Red

Country human rights context heatmap independent analysis

Our roadmap



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.

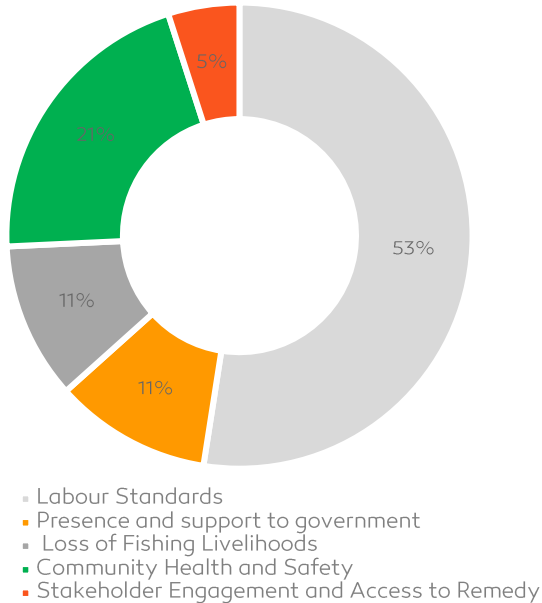
In 2020 we conducted a human rights assessment of Galp Energia in Angola for Retail, Marketing (retail stations, dealers and lubricants storage parks) and Engineering and Construction.

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; (iii) Eswatini, where Galp carries out retail and marketing activities; and (iv) Portugal and Spain (Gijon and Valencia), within the scope of NP 4469-1 Certification (Social Responsibility Management System, aligned with ISO 26000).

Human Rights Impact Assessment - Sao Tome and Principe

Issues identification - findings and recommendations

Recommendations by type



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

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

Human Rights Impact Assessment - Portugal and Spain (2018)

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:

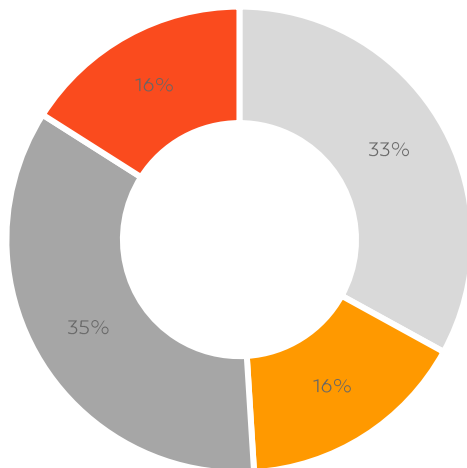
- Organizational Governance
- Human Rights and Labour Practices (including Safety)
- Environment
- Fair operational practices
- Consumer issues
- Engagement and development of communities

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.

Human Rights Impact Assessment - 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

Status of the remediation plan:

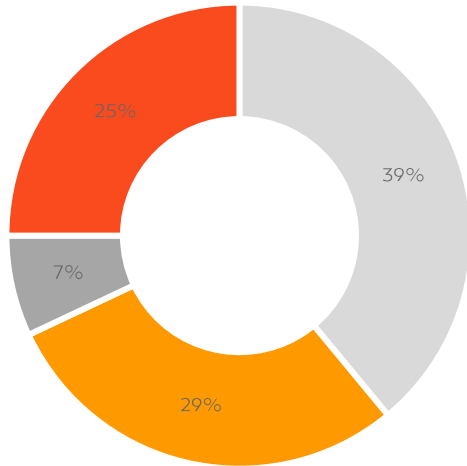
- concluded actions (34%)
- ongoing actions (27%)
- not started actions (39%)

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

Human Rights Impact Assessment - 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:

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

For each finding we identified:

- Recommendation
- Level of risk

Status of the remediation plan:

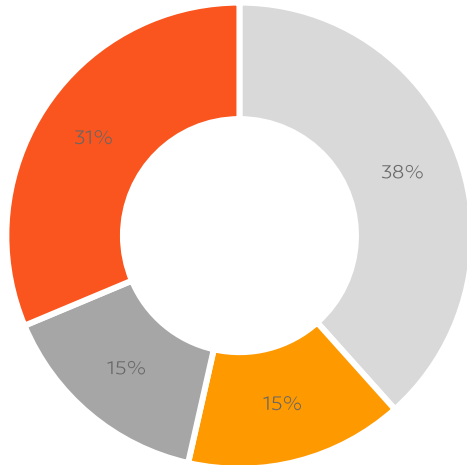
To be developed in the coming months

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

Human Rights Impact Assessment – 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:

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

For each finding we identified:

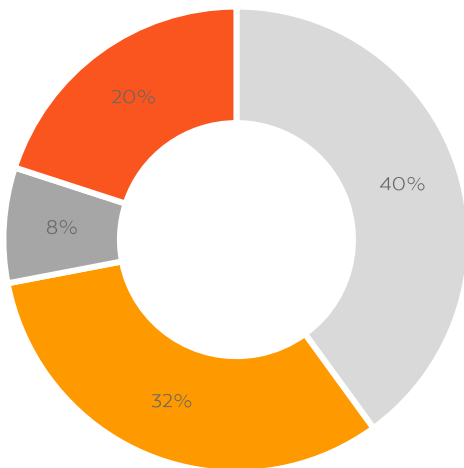
- Potential sources of Risk
- Rights at Risk
- Existing Mitigation
- Additional Management Measures

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

Human Rights Impact Assessment - 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:

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

For each finding we identified:

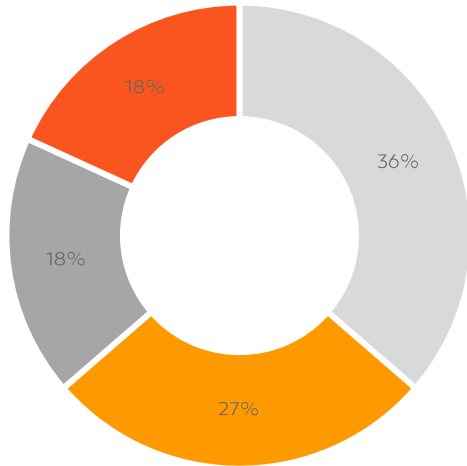
- Potential sources of Risk
- Rights at Risk
- Existing Mitigation
- Additional Management Measures

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

Human Rights Impact Assessment – 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:

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

For each finding we identified:

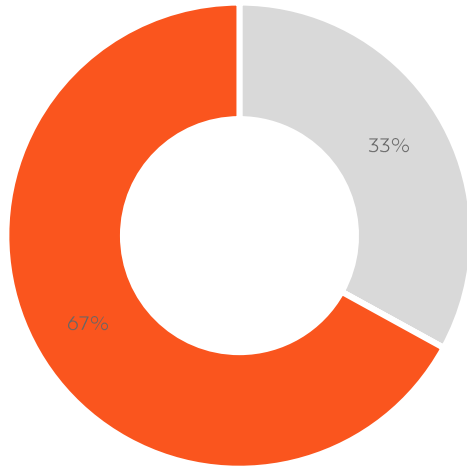
- Potential sources of Risk
- Rights at Risk
- Existing Mitigation
- Additional Management Measures

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

Human Rights Impact Assessment – Namibia

Issues identification - findings and recommendations

Recommendations by type



■ Labour Standards

■ Community Impacts

The type of issues¹ identified in the assessment were:

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

For each finding we identified:

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

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

Human Rights Impact Assessment - Portugal and Spain (2021)

Issues identification - findings and recommendations

Galp made an internal assessment according to the Portuguese standard of Social Responsibility Management System - NP 4469:2019, aligned with ISO 26000 – 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.

Remediation actions taken

Examples

In 2021, 100% of the countries assessed where risks have been identified have mitigation or remediation processes defined and under implementation

Examples of remediation actions taken:

- Promotion of the external mechanism (opentalk@galp.com) amongst workers, suppliers and partners.
- Revision of the Human Rights observance clause and its implementation in the Galp Group's contracts
- Improvement of the internal communication channels
- Restructure the supplier qualification and ESG risk assessment, including in Human Rights matters
- Improvement of human resources practices against discrimination
- Inclusion of requirements regarding employees' training in contracts with security providers.

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