

Cepsa reaffirms its commitment to diversity and inclusion in the workplace

- **The Cepsa-Santa Cruz Liaison Committee takes stock of the latest actions developed by the energy company and its Foundation**

Cepsa reaffirms its commitment to diversity and inclusion in the workplace, through the promotion of equal opportunities and the development of measures aimed at avoiding any type of discrimination, as was made clear at the last meeting of the Cepsa-Santa Cruz Liaison Committee, which reviewed the most relevant issues on which the company and its Foundation are currently working.

The director of Cepsa in the Canary Islands, José Manuel Fernández-Sabugo, stated that the energy company "aspires to reach 30% of women in leadership positions in its workforce by 2025, in addition to increasing the number personnel with disabilities to 3%." In this line, he highlighted the energy renewal until 2023 of its adherence to the Diversity Charter, a European Code of Ten Fundamental Principles voluntarily signed by more than 12,000 companies and organizations in the European Union to demonstrate their commitment to diversity and inclusion in the workplace.

The celebration of the fifth edition of Challenging U was another highlight, a training program that allows recent graduates to boost their careers in the company and which has incorporated on this occasion 49 young people from five different countries, of whom 73% are women and 7% are people with disabilities.

Fernández-Sabugo also referred to Cepsa's commitment to redefining its priority SDGs, focused on affordable and clean energy, decent work and economic growth, responsible production and consumption, and climate action.

Likewise, the support and solidarity with the population affected by the eruption of the La Palma volcano was announced, highlighting the collaboration of Fundación Cepsa with the Spanish Red Cross to provide psychosocial help to the people affected, or the provision by Cepsa of 6,000 protective masks to protect the population from the ash and other particles expelled in the eruption.

The Cepsa-Santa Cruz Liaison Committee also analyzed the results of the second meeting of 'Dialogues in Action,' held recently, on the culture of a healthy company and Cepsa's experience in this field through the program 'Your health moves us,' and at the same time made progress with a view to holding subsequent sessions.

Social action

The most recent actions carried out by Fundación Cepsa were another of the aspects dealt with by the Cepsa-Santa Cruz Liaison Committee, among them the current status of its social work, where the call for the 17th edition of the Social Value Awards, to which 61 NGOs in the Canary Islands have applied, stands out. To date, a total of 55 projects have received awards in the islands, which have distributed 495,000 euros, to which a further 65,000 euros will be added this year.

Also, emphasis was placed on the signing of agreements with the Santa Cruz City Council, through IMAS, for the development of eight social programs aimed at improving the quality of life of the most disadvantaged sectors of the municipality, and for the distribution of fuel vouchers to 53 NGOs in the capital.

In addition, the 'COVID-19 Stars' recognition awarded by the Spanish Federation of Food Banks to Fundación Cepsa for the support provided and donations made during the pandemic was announced.

Other actions of the Foundation

In the scientific and educational field, the activities of the Fundación Cepsa Chair of Ecological Transition and Innovation at the University of La Laguna were discussed, as well as the adhesion to the informative project 'Girls with Science@ULL' to promote scientific and technological vocations among young women in the Canary Islands, and the collaboration with the celebration of a conference on women scientists at the University, in which two Cepsa professionals were speakers.

Another of the aspects commented by the Liaison Committee was the renewal of the agreement with the City Council of Santa Cruz to give continuity to the initiative 'Take a dive into Santa Cruz,' recalling the recent inauguration of the last mural of the initiative, executed by the artists Paula Calavera, Federica Furbelli and Iker Muro in the exterior of the school Los Verodes, near the Tenerife Refinery, which counted with the participation of all the students of the center.

In environmental matters, special emphasis was placed on the participation of Fundación Cepsa in the 'SOS Marine Turtles' a campaign to protect this endangered species and raise public awareness of the reality of the pollution caused by garbage in the marine environment and its harmful effects on biodiversity. A new edition of 'Small School Orchards' was also announced, an initiative with which Fundación Cepsa advocates to promote respect for the environment and healthy eating among the students of the capital of Tenerife, and to promote sustainable consumption through local products.

Periodic meetings to share impressions

The Liaison Committee, created five years ago, is part of Cepsa's information transparency policy and continues to be a meeting point to listen and respond to the concerns of Tenerife's society.

Formed by representatives of various public and private entities, social, cultural, economic, environmental, business, educational and neighborhood agents of Santa Cruz de Tenerife, together with Cepsa professionals, it represents a discussion body for the implementation of actions that will benefit the city and its inhabitants.

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