



**In the 'Financial Times Diversity Leaders' ranking, with another 850 participating European companies**

## **The Financial Times recognizes Cepsa as Spain's leading energy company in terms of diversity**

- **Cepsa ranks first in the energy sector and sixth in Spain in this ranking, which assesses employees' perceptions of inclusion at their companies in aspects such as gender balance and openness to all forms of sexual orientation**
- **In addition, Cepsa was recognized for its good practices as one of the 30 'TOP Diversity Companies' in Spain during the FactorW diversity congress**
- **Recently, within the framework of ADIPEC, Cepsa has given the Diversity and Integration Award to ADNOC (the national oil company of Abu Dhabi). The company also presented Adecco with its WePioneer award for its commitment to diversity and inclusion**

Cepsa has been recognized by the Financial Times as the leading company in the energy sector in Spain and tenth in Europe in the third annual "Financial Times Diversity Leaders" ranking. The British business newspaper ranked Cepsa sixth in the entire Spanish market, considering all sectors of activity.

This survey, which was conducted on more than 100,000 employees by the German research and statistics company Statista, assessed different aspects of companies related to diversity, such as gender balance or the inclusion of groups regardless of ethnicity, disability, age or sexual orientation.

Paloma Alonso, director of ESG at Cepsa, stressed the importance of this type of recognition: *"At Cepsa, we strongly believe that diversity and inclusion can bring wealth and competitiveness to organizations. We are especially honored to receive this new recognition from our employees, which encourages us to continue in this direction. We are aware that there is still a long way to go, and we are motivated at all levels to continue fostering a diverse and inclusive culture throughout the company,"* she says.

Cepsa has an extensive Diversity and Inclusion Program that is specially dedicated to promoting gender diversity, LGBTI+ and the inclusion of people with different abilities through various actions such as providing training to eliminate unconscious biases, reviewing the procedure for promotion to leadership positions to ensure objectivity and traceability in decision making, or developing the management skills of women with potential.

## A commitment that extends to its network of partners and suppliers

The company promotes diversity and inclusion not only in its own organization, but it also encourages them in its network of partners and suppliers.

Recently, Alex Archila, the company's Exploration and Production Director and Equal's sponsor (LGTBI+ network, launched a year ago by the company) and ESG steering committee, presented ADNOC (Abu Dhabi's national oil company) with the Diversity and Integration Award at the 2021 edition of ADIPEC, the International Petroleum Conference and Exhibition held this month in Abu Dhabi. Several Cepsa professionals were members of the international committee that granted this award, which also included experts from other companies, such as Oxy CEO Vicki Hollub.

Through its WePioneer awards, which recognize best practices among the company's suppliers in the area of ESG, this year Cepsa has recognized the work of its suppliers in the area of diversity. Adecco was the winner of the third edition of these awards, while AECOM and Indra were runners-up. Cepsa has recognized these companies for significantly promoting the integration of underrepresented groups in all areas of the organization and at different levels of responsibility and implementing programs that allow employees to strike a balance between their professional, personal and family lives, as well as promoting a culture of diversity and inclusion within or outside of the organization.

Specifically, [Adecco](#) was awarded the Cepsa WePioneer Award for developing selection processes with the aim of eliminating labels and prejudices that limit people, companies and society as a whole. [AECOM](#) was selected as a finalist for integrating groups at risk of social exclusion through initiatives in which its own professionals participate. [Indra](#) was also selected as a finalist in these awards for developing accessible technologies for people with disabilities and thus reducing the digital divide.

## Other diversity awards

During the FactorW diversity conference, organized a few days ago by the consulting firm Intrama, Cepsa was also recognized for its best practices as one of the 30 'TOP Diversity Companies', winning one of the awards in the 'Top Generation Diversity Company' category, for the inclusive approach of its 'Challenging U' program for attracting young talent.

**Cepsa** is a global energy and chemical company operating at every stage of the oil and gas value chain. Cepsa also manufactures products from plant-based raw materials and operates in the renewable energy sector. Cepsa has 90 years of experience and a team of over 10,000 employees, who combine technical excellence with adaptability. Cepsa operates on five continents.

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