

## **Cepsa is among the leading companies in the energy sector in terms of work-life balance, according to the efr certificate**

- **Thanks to its proactive work-life balance policies, Cepsa achieves a B+ rating and is one of the leading energy companies in Spain with this classification**
- **Work-life balance remains one of the fundamental pillars of the employee value proposition in the context of the company's transformation**

Cepsa has obtained the efr (Flexible and Responsible Company) certification with a B+ rating thanks to its continuous, decisive commitment to work-life balance. The company has been obtaining this certification, granted by Fundación Másfamilia, since 2015. This year, the renewal was accompanied by an improvement in its rating, upgraded to this category. In this way, Cepsa has positioned itself as one of the leaders in its sector.

Fundación Másfamilia valued the company's commitment to policies on equal opportunities, reconciliation of work and family life, and possibilities for personal and professional development, among other aspects, qualifying Cepsa as a proactive company in this area.

Work-life balance is one of the cornerstones of the employee value proposition that Cepsa has been promoting for years. Specifically, it has more than one hundred measures to promote work-life balance for its professionals. In addition, during 2021, to familiarize its managers with this subject, the company developed an awareness program regarding work-life balance for all employees responsible for teams.

Carlos Morán, Cepsa's Human Resources Director, highlighted the company's commitment to promoting these types of measures, which focus on people. He also emphasized: "Distinctions like the efr certification, with a B+ rating, reaffirm our commitment to continue making policies available to our employees that help them balance their personal and professional lives. This distinction is a recognition of the work we have been doing for years, in which our objective has been, and will continue to be, to position ourselves as a benchmark in this field at all levels."

In line with this commitment, the company periodically conducts surveys to determine its employees' degree of satisfaction with its work-life balance policies. In the last survey, conducted by an external consulting firm in February 2021, 93% of respondents said



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they are satisfied with their work and 75% think that Cepsa has above-average benefits for companies in its sector in terms of work-life balance.

### **A model for work-life balance consolidated at the international level**

The efr certification is an international model for people management. As part of CSR and Excellence Management, it is concerned with improvement and providing answers in terms of responsibility and respect for the balance between personal, family and work life. It also encourages support for equal opportunities and the inclusion of the most disadvantaged, based on current and binding legislation and collective bargaining. As a result, companies that opt for efr certification carry out voluntary self-regulation in this area.

Fundación Másfamilia's efr certification has been recognized by the United Nations and the Interreg Europe program as a "good practice" for promoting work-life balance management policies within companies, considering employees' needs and giving organizations a series of guidelines to be more aware of the work environment they provide to their collaborators.

To obtain this certification, companies must pass an external verification, in this case carried out by AENOR, in addition to the subsequent analysis performed by Fundación Másfamilia.

**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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