

Cepsa awarded 2019 Top Employer Certification

- **For the fifth consecutive year, Cepsa has been awarded the Top Employer certificate, recognizing it as one of the best companies to work for in Spain**
- **The certification evaluates working conditions of employees regarding learning and development, talent strategy, remuneration and benefits, corporate culture, and more.**

For the fifth consecutive year, Cepsa has been awarded the Top Employer certificate. This award recognizes Cepsa as one of the best employers in Spain, thanks to its policies, practices and technologies all aimed at achieving excellence in employee conditions.

The accreditation is made by the Top Employers Institute, an independent organization, and is based on a stringent audit which requires companies to pass a complex analysis process, and to comply with certain standards with regard to human resources.

The appraisal of the 102 companies certified as 2019 Top Employers applied the following criteria: workforce planning, on-boarding measures, learning and development, performance management, leadership development, career and succession management, remuneration measures and benefits, and the overall culture of the company. Moreover, all the programs analyzed by the organization achieved a higher score than in 2017, with the talent strategy showing the biggest quantitative improvement.

Following this process, the award highlighted that Cepsa "provides excellent working conditions, supports and promotes talent at all levels of the company, and occupies a leading position in the field of Human Resources, striving to improve its practices and to constantly evolve in a process of continuous improvement". It is also worth pointing out that since 2015 when the company obtained its first Top Employer certificate, the company has improved its valuation in each year.

